

ANNUAL REPORT 2019-20



ANAND PRAKASH MEMORIAL LECTURE ON
LABOUR CODES: Emerging Challenges and the Scope of Labour Rights in India
Date: 22 November, 2019, Seminar Hall no. 1, 7 & 8, Kamnoli Devi Complex
Indira International Centre, Max Mall, Marg
Time: 4:00 pm to 7:30 pm

Dr. Vandana Dhanagwar Institute
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MARG
पारिजात जन-स्वास्थ्य जागरूकता अभियान
कोरोना महामारी: साफ सफाई एवं जानकारी ही रक्षा
पाम प्रचारक: जितेंद्र शर्मा, डॉ. विद्या शर्मा
दिनांक: 14/11/2019
आयोजक: Multiple Action Research Group
In collaboration with Flowering Tree
सहयोग: पाम प्रचारक, वार्ड

THE 2nd MARG - DR. ANAND PRAKASH MEMORIAL LECTURE
ON
'FOUR LABOUR CODES: Emerging Challenges and the Scope of Labour Rights in India'
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MARG



MULTIPLE ACTION RESEARCH GROUP

ANNUAL REPORT 2019-2020

A note from the Executive Director



It is an honour to present annual report of Multiple Action Research Group for financial year 2019–2020.

Leading an organization of national repute with 35 years of presence in the field of legal empowerment and socio-legal research was not so simple. Like every year, this year too came with different challenges, different avenues, scopes and new learning.

It was a year of transition at MARG. Those who lead the organization will keep on coming and be replaced, but the values, vision and mission of the organization should remain alive.

Maintaining institutional feats and continuously moving forward were the main challenges along with entering into newer action research initiatives to enlarge the wider social prosperity through its interventions.

MARG continued to engage with policy makers in providing inputs for new legislations and assessing existing ones. MARG provided legal assistance through its network of lawyers and community justice workers in various parts of the country. This year too, we did the legal empowerment of the vulnerable and the marginalized, women, children, laborers, the poor viz. a viz. building the legal capacity of communities and organizations so that, they can act as catalysts for improved governance in their areas. MARG produced a wide range of legal literacy materials in this year too.

This year MARG launched its new initiative as Project Parijat. This project is a combination of active citizenship education and good governance i.e. accessing civic rights especially water, sanitation and health through active citizenry and engendered elected women representatives in the Gorakhpur District of UP. Considering the current pandemic situation in India, right based initiatives like Project Parijat becomes a vital step in achieving good governance in India.

Since this year was critical in terms of citizenry issues, we initiated an action research to understand the role of identity documents and related social entitlements in Delhi, UP, Rajasthan, Gujarat and Maharashtra. This is again another feather in the cap.

All this could not have been possible without active support from team members, governing body members and all the funding/support partners. I express gratitude towards all of them.

With all positivity, the journey will continue in future, achieving newer targets, innovativeness, learning and newer possibilities of socio-legal empowerment.

A handwritten signature in blue ink, appearing to read 'C. A. 2'.

Mohammad Noor Alam
Executive Director

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PROGRAMMES, PROJECTS AND ACTIVITIES (2019-2020)

NAME	COLLABORATION/SUPPORT/PARTNER
Transforming Governance in Urban India Through Engendered Active Citizenry	FLOWERING TREE, INC
Brahmkamal Initiative: Exploring Access to Wash Rights through Active Citizenry in Rural India	FLOWERING TREE, INC
Project Parijat: Accessing Civic Rights through Active Citizenship Education and Engendered Elected Women Representatives	FLOWERING TREE, INC
Socio-Legal Study- Exchange Visit	MEDICA MONDIALE, GERMANY
Gender based Violence Prevention Capacity Building of Garment Workers	FAIR WEAR FOUNDATION
Legal Awareness Booklets on Human Rights	NATIONAL HUMAN RIGHTS COMMISSION
Dr. Vasudha Dhagamwar Harshingar Mahila Sashaktikaran Kendra	DR. VASUDHA DHAGAMWAR INITIATIVE
2 nd MARG-Dr. Anand Prakash Memorial Lecture	ANAND PRAKASH TRUST
Legal Awareness Workshop	MAHILA SAMAKHYA, PRADAN AND OTHERS
Free Legal Assistance	DELHI LEGAL SERVICE AUTHORITY
Prisoners' Rights Initiative	NATIONAL FORUM ON PRISION REFORMS



SAVDA GHEVRA DELHI

With support from Flowering Tree, Inc. MARG began an experiment in good governance – making the law work through ‘active citizenship education’ in Savda- Ghevra, New Delhi.



Community congregation during a Harshingar Mahila Chaupal

Sixty Harshingar community awareness meetings were organized in Savda- Ghevra slum resettlement colony from April 2019 to March 2020 with Harshingar Active Women Cadres (HAWCs) and Harshingar Community Cadres (HCCs). The organisation conducted regular follow-ups and took observations in the community regarding women’s issues and also handholding support to community members. Later during the first and second quarter, strategy planning session on community intervention with Harshingar Mahila Samuh and Harshingar volunteers was also conducted.

MARG team always makes sure to have continuous networking and liaison with government departments i.e. Delhi police, Kanjhawala post office, Delhi Jal board, Delhi urban shelter improvement board and Mahila panchayat.



Strategy Planning Meeting with core members of Harshingar Mahila Samuh

Harshingar Mahila Choupals

MARG organised six Harshingar Mahila Chaupals in this year. In these Chaupals various issues were discussed related to “police rights”, “illegal sale of alcohol” and “importance of postal development and its role in women empowerment”.

In addition to that one interface meeting with the Special Police Unit for Women and Child (SPUWAC), Delhi Police was conducted with Delhi level women rights CSOs/CBOs. In addition to this, two networking and visioning meetings with government authorities viz. Delhi police, Kanjhawala post office, Delhi Jal board, Delhi urban shelter improvement board and Mahila panchayat (of Delhi women commission) were also conducted.

It has been rightly said that purpose creates habits and habits create cohesiveness. Preaching their very own purpose of “**MAHILA SAMMAN, MAHILA ADHIKAAR**”, women of Savda Ghevra and members of Harshingar Active Women Cadres (HAWCs) assembled for the Mahila Chaupal so that they can highlight their issues and grievances, advocates for changes and improvement. MARG conducted 8th Mahila Chaupal and the theme of the Chaupal was “**Illegal sale of Alcohol**”. The underlying idea of this Chaupal was to make the women of Savda Ghevra aware about women security and fight against the social evil of Domestic Violence and Harassment caused due to Illegal sale of Alcohol in the community.



Ms Nisha, Member of Harshingar Mahila Samuh empowered the women by sensitizing them towards the unification of the voices of all the women. She further added that the need of the hour is to question the authority. She also touched upon the issue of proper sanitation which would indirectly lead to women empowerment. Giving the example of the famous Salman Khan movie 'Jai Ho', she said that if a person spreads word to 10 other people and those 10 further spread it to other 10; we'll soon reach a stage where we would be free of such social evil.



A Harshingar Mahila Chaupal on Illegal sale of Alcohol and gender based violence

This Chaupal was done to ensure that the women can raise their voice against the Illegal system of circulation and sale of Alcohol.



Ms Urmila, Head of Harshingar Mahila Samuh criticized the existing alcohol shops in the locality. She also highlighted the nexus between alcohol addiction and domestic violence. She believes that it is essential to preach what you teach. Apart from participation a strong support to the cause of prohibition would trigger the change in the long run.

A Harshingar Mahila Chaupal on Illegal sale of Alcohol and gender based violence

The 9th Harshingar Mahila Chaupal was organized on the theme of **“importance of postal department and its role in women empowerment”**. HAWCs and HCCs members assembled at community Hall of Savda Ghevra with almost 85 members. Even there are almost 30 to 40 thousands population of Savda Ghevra but there no any post box in this locality. Community women have to approach Kanjhawala post office, which costs time and money apart from inaccessibility. Even, most of locales and community women didn't have information regarding government welfare schemes being implemented through Postal department e.g. Sukanya Scheme for girls and other small saving plan useful for a this community.

Mr. Gyanchand, postal officer from Kanjhawala post office introduced many schemes which are being run by the Government. He mentioned that opening savings account in post office is more beneficial than a bank account; he spoke about Sukanya Samridhi Yojna, which can be started in the name of girl child only. There are schemes for monthly income, schemes for senior citizens and many more program were introduced in the meeting, so that, women can do small savings and be benefitted of welfare schemes.



Chief Guest keeping views on the Thematic area during the Harshingar Mahila Chaupal



Honouring Chief Guest through Harshingar Mahila Samuh

During an open session, most of the participants had an issue that they have never seen postman who is responsible for distributing letter among them and he never comes for delivering letters door to door. The postman leaves the letter at particular place/mediator and people have to collect their letter from particular place/mediator. Few community members stated that sometimes they are forced to pay money for postal delivery and PAN card/ Aadhar card or any important documents. Mr. Gyanchand, assured that he will look into the matter and try to resolve it.



Awareness session during Harshingar Mahila Chaupal

MARG conducted 10th Harshingar Mahila Chaupal on the theme of **Mahatma Gandhi and his contribution in Sanitation and Hygienic society** with Harshingar women active cadres, Harshingar community volunteers, community women and girls of Savda Ghevra on the occasion of 150th birth anniversary of Mahatma Gandhi on 2nd October 2019.



Prize distribution during a Harshingar Mahila Chaupal

Mr. Manjeet, Sub Inspector, Kanjhawala Police Station, Delhi was the chief Guest of the event. Mr. Laxmi Narayan, Sanitation Inspector, and Mr. Perminder, Assistant Sanitation Inspector, NDMC were the Special Guest.



The objective of this program was to spread message within community regarding Gandhian principles, and to connect women and children with it. For the motivation, there were oratory speech competition and various types of gaming competition among children and women.



Plantation drive by community cadres on the occasion of 150th birth anniversary of Mahatma Gandhi Birthday

Few plants were planted in the community parks in order to spread awareness on environment On the occasion of plantation; women of Savda took pledge that few plants would be planted by themselves every year to make greenery in Savda Ghevra resettlement colony.

Eleventh Harshingar Mahila Chaupal was conducted in the month of October 2019. The Chaupal was on **Water connection in every household and the role of Delhi Jal Board (DJB)**



A Harshingar Mahila Chaupal on the issue of Water Connection in the Savda Ghevra with Zonal Engineers

In this Chaupal more than 200 Harshingar community women participated. The women of Savda are waiting for water connection since 11 years, MARG and Harshingar Mahila Samuh had struggled a lot and now the dream is about to come true in few months. The samuh invited Mr. K. Gupta, Zonal Engineer, Nangloi zone, Delhi Jal Board to be chief guest on this special occasion. The females of Savda were curious to know the status of connection in every house. Md. Noor Alam, Executive Director of MARG stated that as per law made in 1954, Delhi Jal board is bound to provide clean drinking potable water to all residents of Delhi but people of Savda are not getting this benefit. He also narrated story with purpose of telling them always do the work which is based upon legal bindings. Mr. S.K Gupta Zonal Engineer, Nangloi zone, Delhi Jal Board said that already Delhi Jal board has put water pipeline in Savda Ghevra resettlement



colony and moving forward to next level. He added that before the completion of work, DJB has to prepare budget, awareness camp and file which is to be sent for approval. All the work are in last stage and but shall take 1 to 2 months for completing all work.

The **twelfth Harshingar Mahila Chaupal** was held on the occasion of Republic Day on 26th January 2020, and was attended by over 200 women. Idea of the Chaupal was to celebrate Constitution on the theme of citizenship and civic rights with women of Savda Ghevra. Also, it aimed at fostering better liaising between community and stakeholders etc.



Flag hoisting by Chief Guest Ms. Sumita Ambasta, From Flowering Tree, Inc on the occasion of Mahila Chaupal and Republic Day 2020.

Chief Guest of the programme was Ms. Sumita Ambasta, founder and executive director Flowering Tree Inc. USA, and Chair Person of MARG, Mr. K. K. Rai, a senior Advocate in the Supreme Court, and Mr. Mani Sinha, Advocate.



Discussion on health and financial component with community cadres at Savda Ghevra

Next Ms. Sumita Ambasta from Flowering Tree, Inc explained the importance of Republic Day. It was stated that the United States of America is the oldest democracy in the world and the largest democracy belongs to India but in India after the establishment of the constitution, every woman has the right for voting.



WOMEN EMPOWERMENT INITIATIVES SAVDA GHEVRA, DELHI

Celebration of Communal Harmony and Peace Rally on International Women's Day 8th March 2020

International Women's Day was celebrated on 8th March 2020, which was attended by over 150 women from all block of Savda Ghevra resettlement colony. Idea of the International women's day was to celebrate solidarity and peace with the women of Savda Ghevra.



Celebration of International Women's Day at Savda

Harshingar Community Awareness Meetings

MARG conducted around 60 community awareness meeting in the Savda Resettlement Colony with Harshingar Active Women Cadres (HAWCs) and Harshingar Community Cadres (HCCs). In all the awareness meetings MARG team legal awareness of civic rights and how they can get benefits from the Government schemes.



A community meeting to identify issue for Chaupal

All these meetings started with a brief recap on the discussion held in the previous meetings. These meetings were held to decide the topic for the Chaupal.



Women of Savda discussed their problems in these community awareness meetings. MARG team member took notes on their problems and tried to solve it through Harshingar Mahila Chaupal.



A meeting with community cadres at Savda



BRAHMKAMAL INITIATIVE

Exploring Access to Wash Rights through Active Citizenry Education in Rural India

Idea of this initiative was to assess the ground reality and feasibility of Brahmkamal Project, in Gorakhpur District of UP. Since, we are aiming to revitalize the role of elected women representatives (EWRs) of Panchayati Raj and municipal bodies in accessing civic rights including potable water, sanitation and health (WASH).

We visited district Panchayati Raj officers, Chief Medical officer of district, water authority of each district, District officer of Swachh Bharat Mission and municipalities for network building exercises.



Representative of MARG visited 20 Gram Panchayats from all the 19 blocks of Gorakhpur district, and managed to get their support in this initiative.

Team took initiatives to build rapport with Gram Pradhan and women elected representatives.



Civic rights assessment of Chandbar Village, Gorakhpur



Discussion with Pradhan of Amwa Gram Panchayat

These were great interactions with all Pradhans of 20 villages under 19 blocks.



Discussion at Gardhi Gram panchayat



Post assessment at Darghat Grampanchayt

It was a great moment for MARG team to get full support of all the villagers in order to implement the project.

It was observed that some villages had been shortlisted for Pradhan Mantri Gramin Vikash Yojna through which the Govt. will be focusing on the development of people.

Brahmkamal Survey To Identify Key Governance Issues In Gorakhpur

The study was carried out to understand problems of people living in these 20 villages. Data was collected through personal interview questionnaire. The report reflects the problems of lack of hospital facilities, water and sanitation and health problems etc. The Constitution of India guarantees the right to life with dignity and right to education as the fundamental rights of any person living in India and it is clear that the people in these areas need to be made aware of their basic rights.

Aim:

- To understand the exact problems being faced by the villagers under the target area in their day to day life with the use of a questionnaire.
- Create awareness about their WASH (water, sanitation and hygiene) rights.
- To turn residents of covered villages into “ACTIVE CITIZENS” by making them more alert about and willing to overcome the problems in their village. This will further the cause of good governance in these areas.
- Action research on civil rights based after doing a SWOT (strength, weakness, opportunity and threats) analysis.



METHODOLOGY:

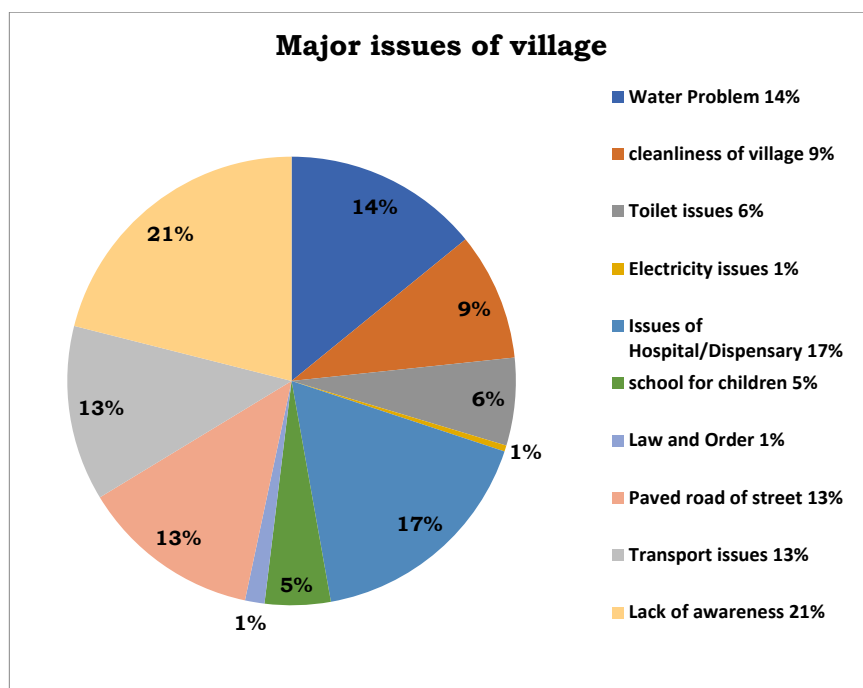
The study used stratified random sampling methods to collect preliminary data and information from respondents. In this method the team was deeply involved in the survey, not just as observers but as participants. Team conducted survey assessment in 20 villages in Uttar Pradesh and met around 20 villagers in each village.

The detailed questionnaire prepared by us was distributed among the villagers for the data collection which is to be analysed for our study.

- Team spread out their plan over 6 days and covered 20 villages of Uttar Pradesh.
- Team met the elected women representatives on gram panchayat level. These meetings helped us to understand the problems of the targeted beneficiaries and assessment was carried out accordingly.
- Team did social mobilization in the villages through
 - Door to door visits
 - Public announcement and engagements through pamphlets and banners
 - Interaction with authorities to understand the key issues of the villages
- One on one interaction through questionnaire to understand the current practices and challenges.

DATA ANALYSIS

As per the analysis, it was found that there is a lack of information on Water, sanitation and health, and the villagers were keen to know more about these issues. Many villagers claimed that, due to polluted water, people face many problems. 14% of people were worried about polluted water. In maximum places, people said that excess of iron is mixed in water and it is a cause of many diseases. 6 % of the people were worried about sanitation because of open defecation and most of the people faced the problems of hospitals and dispensaries.





CONCLUSION

They need to be informed about the various schemes the government is launching or has launched for their benefit. Even after 5 years since the commencement of the 'Swachh Bharat Abhiyan', most people in these villages still defecate in the open and throw their household waste in the open due to lack of garbage cans, which further leads to the people being more prone to diseases. There is an urgent need to do active citizenry education of these people about their rights and the actions they can take if their rights are not ensured so that these people can fight for their basic rights on their own.



PARIJAT PPROJECT

Accessing Civic Rights through Active Citizenship Education and Engendered Elected Women Representatives

PARIJAT Project has been initiated by MARG in the Gorakhpur division of Uttar Pradesh with support of Flowering Tree Inc.

This project is a combination of active citizenship education and good governance i.e. accessing civic rights especially water, sanitation and health through active citizenry and engendered elected women representatives in the Gorakhpur District of UP. Considering the current pandemic situation in India, right based initiatives like Project Parijat becomes a vital step in achieving good governance in India.

With the replication of Active Citizenship Education (ACE) model of good governance on the issues of civic rights, women safety, water, sanitation, health and hygiene (WASH), in new geographical areas through Project Parijat. This year MARG started PARIJAT JAN-SWASTHYA JAGRUKTA ABHIYAN on the theme of "saaf safai and jaankari hi bachaw hai". The project team visited 15 identified villages in Gorakhpur District for the awareness campaign. The main aim of this awareness campaign was to spread information regarding covid-19.

As WHO had announced Covid-19 as global pandemic, MARG initiated to talk about covid-19 and its precautionary measures with villagers, as they are not acquainted with the consequences and symptoms of the diseases. Due to confusion through social media among common masses it was the most needed effort.

In every village the meetings were conducted with the help of gram Pradhan and block representatives. There was an incredible support by the Asha and Anganwadi workers to conduct these community awareness meetings on health rights awareness. During the session villagers were explained about the pandemic through games and activities and also they were told the symptoms of the said pandemic, precautions to be taken to avoid spreading of the disease. In the end the platform was thrown open for the villagers for the question and answers with the resource person.





Since, we are aiming to revitalize the role of elected women representatives (EWRs) of Panchayati Raj and municipal bodies in access to potable water, sanitation and health, the main challenge was to engage with EWR due to Patriarchal society, getting women to come out of their house was quite very difficult. Even after the election, many of the EWR were unable to comprehend that they had become leaders and carried certain responsibilities and accountabilities. It seems that the idea of women as leader is not easily accepted at the community level or indeed even by government officials and also Health Department.

Parijat Public Health Awareness campaign against COVID-19 in villages of Gorakhpur



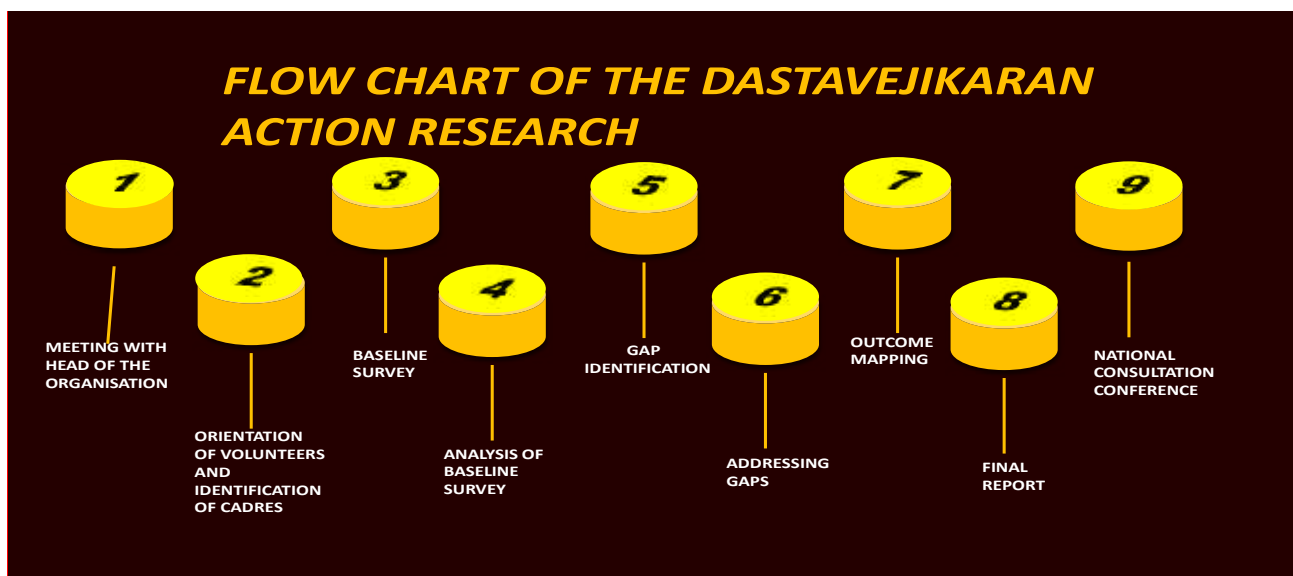


DASTAVEZIKARAN EDUCATIONAL ACTION RESEARCH

Under Parijat Project, there is another key segment i.e. Dastavezikaran Educational Action Research. This action research aims to understand the role of active citizenry education and identity documents in accessing civic rights. How due to unavoidable situations i.e. communal strife (in February) and COVID lockdown, field work could not be started in Gujarat, Maharashtra, and Rajasthan but MARG has initiated it in Delhi (Savda Ghevra resettlement colony) and UP (Gorakhpur). As part of dasatavezikaran process, MARG is focusing to aware people on how the identity documents plays an important role to access civic amenities and other support from Government.

In pandemic situation, when millions of peoples who live under below poverty line, seeking to government support and reliefs, identity documents becomes very instrumental to access these rights. The Dastavezikaran initiative could play its role in this aspect. Here we must mention that during COVID Lockdown, Savda Community was not restive for ration and other entitlements as most of them have Identity documents required for accessing government's welfare schemes which includes free rations, direct benefit transfers in account for person with disability, registered construction workers or Jandhan yojana. Savda was like a candle of hope and inspiration for many in community based organization to adapt the concept of Dastavezikaran. It was the impact of this initiative that no one migrated from Savda during covid lockdown as they do not have to fear about food insecurities.

Currently, MARG is focusing on designing of Dastavezikaran educational action research to expand the outreach of this initiative in other part of country.





EXCHANGE VISITS ON LEGAL ADVOCACY IN THE CONTEXT OF SGBV



International participants during exchange visit on Legal advocacy in the context of SGBV

The objective of an **exchange visit** is to enable organisations to improve program quality and effectiveness for communities by learning from each other. **Exchange visits** are intended to benefit all participants through an open **exchange** of ideas, knowledge, and sound practices.

The four-day exchange visit took place in Delhi, India from 1st to 4th October 2019. All the four days were divided into sessions so that all the topics could be covered by all the participants.

On the initial day all the participants were formally introduced with each other and a brief introduction of facilitator was given. Mr. Noor Alam the Executive Director of MARG formally welcomes all the participants.

Soon after, participants one by one started introduction of their organization and the work they do. Some of the presentations are by

- Medica Mondiale, Germany
- Medica Afghanistan (Non-Profit Organisation), Kabul Afghanistan
- EMMA (Non-Profit Organisation), Irbil, Iraq
- MARG (MULTIPLE ACTION RESEARCH GROUP), India

Further, the Q&A session took place where variety of issues raised by participants upon which all the participants wanted to get upon more information. Common issue enlisted women.

Following are the issues that were listed:

- Compensation
- Why Virginitiy testing
- Child Born out of rape
- How to deal with women who face matrimonial violence
- Handling rape case in court
- Clinical management of rape
- Compensation for rape victims
- Networking with NGO's
- How to ensure women rights in property
- Information about sexual violence related laws
- Tools and strategies



Thereafter, all the Groups were divided in Country Groups to discuss context and situation, what are the existing laws and legal system, what are the strengths you have that makes you work despite difficult circumstances and situations, what are the challenges you face and what are the strategies you use to address legal issues, what are good practices you follow which was followed by open house discussion. The representative of each group formed panel for the discussion. The discussion was open house and many groups discuss the challenges they are facing in their respective countries while working towards society. The challenges faced by Kurdistan and Afghanistan are as follows.



Participants doing group work

Challenges being shared by EMMA Iraq

1. Relationship with Baghdad and its effect on laws and its implementation
2. Educations and literacy
3. Laws are still not suitable to post ISIS situation.
4. Lack of awareness
5. Institutional capacities to deal with existing context and challenges

Challenges as shared by Afghanistan were

1. Security risk
2. Taliban Daesh (ISIS)
3. Society, cultural issues
4. Lack of awareness
5. Non-professional behavior of professionals
6. Economic issues
7. Illiteracy
8. Resistance by key decision makers.

In the other half participants were divided into three groups with the topics for the discussion. Each group was given one topic each for discussion. The topics chosen were

1. Rape and Children born out of rape
2. Advocacy approaches
3. Compensation

Thus, the overall discussion was very enlightening for all the participants and this particular activity was



very enriching in the knowledge. The participants in the discussion came openly with their views, ideas, suggestions and the challenges regarding the above-mentioned issues. Each group also discussed the recent law amendments on the selected topics.

Moving ahead, three groups were created namely Kurdistan, Afghanistan and India.

1. Iraq

Participants of Kurdistan region of Iraq shared its journey regarding their struggle in reference to Female Genital Mutilation.

2. Afghanistan

Participants from Afghanistan shared their success on reference to Virginit testing

3. India

Group from India made a presentation as well. They shared about one of their projects in Savda- Ghevra, their accomplishment in terms of issues involving women and girls in issues impacting their lives, empowering communities through women and girls, creating leadership and sustaining by active and continued partnership, and demonstrating visible change through empowering women and girls.

The difference that could be seen was the journey of a society which was earlier displaced now connected with new environment, from angry and helpless to active, engaging and assertive citizens and from a community living without basic needs to a community with better infrastructure in terms of education, livelihood, connectivity, transport, water and sanitation and safety was achieved.

Things that contributed to success was long term active engagement, empathy and understanding with their situation, awareness and action through legal understanding and training, building leadership and creating ownership of the community. Strategies involved in this long-term steady engagement with community include scaling up of skills, focus on critical areas and needs as shared by the community.

Methods and tools involved like small frequent meetings, posters, films trainings, pictorial material, awareness about RTI with an emphasis on rights and legal procedure.

Ms. Kamla Bhasin a well-known activist and gender expert was invited at MARG office where she took a detailed introduction of all the participants and then shared her thoughts of what she feels is the meaning of feminism. She shared in detail the content and relevance of gender course being run by her and how it is being attended by participants from all over the world. She shared her experience and also the OBR (One Billion Rising) campaign



Ms. Kamla Bhasin shared her thought on "feminism"



being run all over the world.

Finally, considering the interest expressed by almost all the participants a court visit was planned and it was MARG got it arranged in collaboration with Delhi Legal Services Authority. The officer of DLSA shared in detail about the mandate of DLSA and what all services are available to a woman at DLSA. The access to legal aid counseling and compensation were amongst few of them. Formats and details of compensation were discussed. After these participants went to one of the courts to see the proceedings going on in a child sexual abuse matter and later watched a custody matter and also interacted with family counselor and mediation officer. Participants also got a chance to visit the recently inaugurated vulnerable witness room where the arrangements were such that victim could depose comfortable without coming face to face to the accused. At the end of the visit Ms. Shreya Arora, Member Secretary, DLSA shared and addressed the questions of participants.



Participants visiting court in collaboration with Delhi Legal Services Authority at Saket Court Campus Delhi

Thus, with the end of the successful exchange programme the planning discussion for the next visit was discussed and all the participants shared their comments and suggestions on this programme.

GENDER BASED VIOLENCE PREVENTION CAPACITY BUILDING OF GARMENT WORKERS



In collaboration with Fair Wear Foundation, MARG is working to raise awareness about workplace standards, gender, to train their employees and managers/supervisors, laws and proper behaviour. Thus, helping garment factories to comply with Sexual Harassment of Women at Workplace Act 2013 and grievance systems in export-oriented garment factories as education process is the first and important step in preventing and managing sexual harassment in the workplace.

MARG has conducted trainings based on module devised by Fair Wear Foundation in factories located in Noida, Gurgaon, Ludhiana, West Bengal and Gujarat. The training module was exclusively designed for management/supervisors and workers of the factories.

The objective of training is to sensitise employees and workers on gender issues and to avoid sexual harassment at workplace of women workers as well as it will strengthen grievance redressal mechanism, increased awareness of worker's rights, professional relationships, prevent bigger problems among production workers and management.



Workers doing activities during training conducted by MARG



Md. Noor Alam, Executive Director of MARG (left) conducting awareness meeting with workers and staff of factories on gender issue, sexual harassment and grievance redressal mechanism

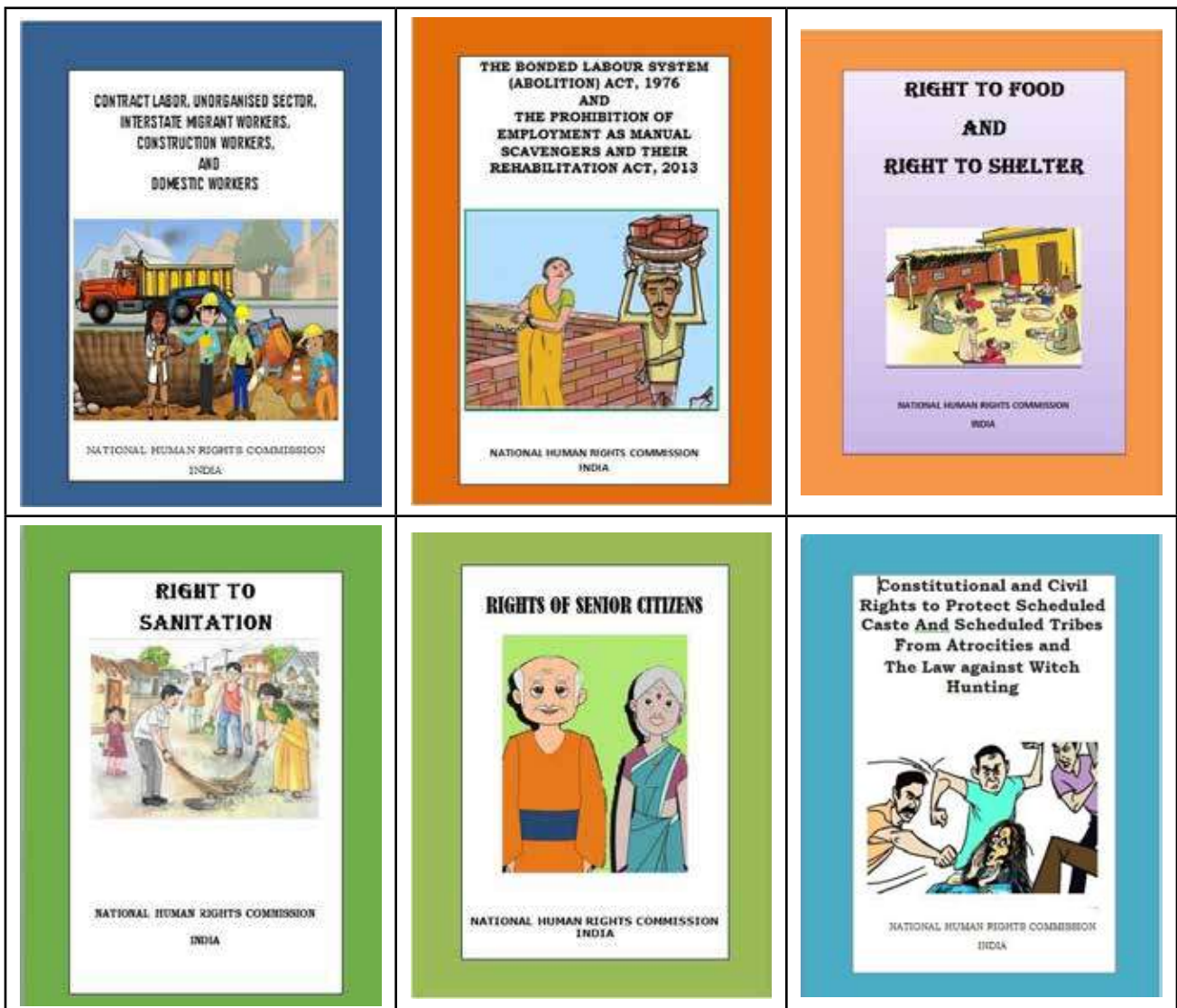
FWFs complaints procedure will ensure proper handling of harassment cases if they want to file a complaint in the absence of other functioning grievance mechanisms.

MARG also conduct ICC follow up quarterly in the factories premise.



DEVELOPMENT OF BOOKLETS ON DIFFERENT HUMAN RIGHTS THEMES WITH NATIONAL HUMAN RIGHTS COMMISSION

With support from the National Human Rights Commission, MARG is developing a series of 15 booklets on different human rights themes, on the rights of vulnerable and marginalized and spread legal awareness about the same in terms of knowledge of law; respect of rights and skills to secure rights. These booklets simplify the provisions of basic laws and legislations as well as key human rights conventions, so that readers can easily understand the rights of diverse sections, ranging from women's rights, child rights, the rights of people with disabilities, that are easy to use and can be accessed even by those with basic literacy. The objective of publishing these booklets is to spread awareness about law and rights among the vulnerable and marginalized. This small step can go a long distance in improving their knowledge and obtaining appropriate redressal in times of need.





RIGHT TO WATER

NATIONAL HUMAN RIGHTS COMMISSION
INDIA

Rights of People suffering from Human Immunodeficiency Virus (HIV)/ Acquired Immunodeficiency Syndrome (AIDS) and the Rights of Lesbian, Gay, Bisexual, and Transgender (LGBT) Persons

NATIONAL HUMAN RIGHTS COMMISSION,
INDIA

KIDNAPPING/ABDUCTION, TRAFFICKING (ITPA AND IPC)/ WRONGFUL CONFINEMENT

NATIONAL HUMAN RIGHTS COMMISSION
INDIA

RIGHTS OF PRISONERS

NATIONAL HUMAN RIGHTS COMMISSION
INDIA

RESPONSIBILITIES OF THE POLICE TOWARDS THE VULNERABLE SECTIONS OF SOCIETY

NATIONAL HUMAN RIGHTS COMMISSION
INDIA

RIGHTS OF PERSONS WITH DISABILITIES
(Rights of Persons with Disabilities Act, Mental Healthcare Act and National Trust Act)

NATIONAL HUMAN RIGHTS COMMISSION
INDIA

MATERNITY BENEFITS, SEXUAL HARASSMENT AT WORKPLACE AND EQUAL REMUNERATION

"Equality means equal pay for equal work."
— Eleanor Roosevelt

NATIONAL HUMAN RIGHTS COMMISSION
INDIA

THE EMPLOYEE'S COMPENSATION ACT, THE MINIMUM WAGES ACT, THE PAYMENT OF WAGES ACT, THE PAYMENT OF GRATUITY ACT, THE PENSIONS ACT

NATIONAL HUMAN RIGHTS COMMISSION,
INDIA

REPRODUCTIVE RIGHTS (PREGNANCY, SURROGACY, PRE-CONCEPTION AND PRE-NATAL DIAGNOSTIC TECHNIQUES (PCPNDT), MISCARRIAGE)

NATIONAL HUMAN RIGHTS COMMISSION,
INDIA



DR. VASUDHA DHAGAMWAR Harshingar Mahila Sashaktikaran Kendra

The Multiple Action Research Group (MARG) was founded by Dr. Vasudha Dhagamwar in 1985 to spread awareness about legal rights among the marginalized communities. Over the years, MARG has grown and spread its reach across the country and has been instrumental in empowering women and other groups by educating them about their rights. Members of the organization have carried Dr. Dhagamwar's work forward and she has always been a guiding light in this endeavour.

In the year of 2019-2020 MARG perform various activities under Dr. Vasudha Dhagamwar Initiatives' and the reports of the activities are as follows



*Late Dr. Vasudha Vasanti Dhagamwar
Founding Director, MARG*

REMEMBERING DR. VASUDHA DHAGAMWAR ON HER 80TH BIRTH ANNIVERSARY

To pay respects to this great personality and to talk about her journey, MARG celebrated her birthday on the 29th of February, 2020, with the women of the Harshingar Mahila Samuh at Savda-Ghevra Resettlement Colony. It was a day of carefree enjoyment and bonhomie, while introspecting on the journey of the women of Savda-Ghevra, keeping in mind what Dr. Dhagamwar started.



(from left) Md. Noor Alam, Executive Director of MARG, K. K. Rai, Chairperson of MARG, Beena Padmanabham, Chitra Padmanabham, Dr. Vasudha's sister and her niece showing a graphical photo frame of Dr. Vasudha

The function was graced by our chief guest, who were, Beena Padmanabham, Chitra Padmanabham, Dr. Vasudha's sister and her niece. The event was also graced by Mr. K.K. Rai, the chairperson of MARG. Together; they shed some light on the life of Dr. Dhagamwar and her contribution towards the upliftment of the marginalized. The event was initiated by the Executive Director of MARG, Md. Noor Alam, addressing



the women of the Harshingar Mahila Samuh. He talked about how far these women had come and what a long road they lay ahead. He also introduced our founder, Dr. Vasudha Dhagamwar, who started the fire of women empowerment and women rights. She actively worked on Narmada valley case and Mathura rape case 1972.

However, since this was quintessential birthday celebration, the MARG team engaged the women of Savda-Ghevra in some meaningful and fun games in which all the women participated enthusiastically. After the fun games, a quiz was organized for the women of Savda to analyse their knowledge on civic awareness and their rights. The quiz was followed by prize distribution where all the winners were facilitated by our chief guests and our chairperson Mr. K.K. Rai.



Women participating in fun games during the celebration of republic day In a Harshingar Mahila Chaupal

The event ended with screening of two spot films on the women of Savda- Ghevra

- Voice of America- Transforming urban governance, story of Urmila Devi, President, Harshingar Mahila Samuh
- The quint- Harshingar Women of Savda- Ghevra changed their lives through power of RTI.

The feedbacks from the women were very positive and the program was concluded with the positive note and distribution of refreshments.



Group photo (from left)K.K. Rai, Chairperson of MARG, Md. Noor Alam, Executive Director of MARG, women of Savda Ghevra and (centre) Dr. Vasusha's sister Bina Padmanabham (on chair) with her daughter Chitra (rights) along with team during celebration of Dr. Vasudha's Birthday



FREE LEGAL AID CAMP

On 28th February 2020 the free legal camp was executed by Harshingar Mahila Samuh with the support of Multiple Action Research Group (MARG) and Flowering tree incorporated (FTI), in Savda-Ghevra Delhi, which focused the women issues of the Savda-Ghevra. The camp was open to the women of that locality. During the camp all the women facing issues came openly and talked about their issues. The camp was led by Advocate Pankhuri Gupta and Advocate Devika Mishra assisted by Mr. Rajesh Kumar and Mohd. Firdosh.

The legal aid camp was organised keeping in view the difficulty, women are facing in that locality. As the women are unaware about their rights, the event was conducted to help them in every possible way.

- The objective of the free legal aid camp was to hear the issues of women
- To give advice appropriately of their several queries
- To provide reference letter of MARG to the needy women to get free legal aid from district legal service authority.
- To study the documents of the on going cases of women and to give proper legal advice over it, so that they will not be misguided by anyone else.
- Clear any misconception regarding their queries.

During the camp the issues which came before us were related to maintenance of women divorce bigamy and domestic violence.

The camp was successful in its objectives and thereby led to an enthusiastic response from the nearby residents who turned out in good number to avail the legal aid and it is delightful that people have shown complete faith. The response of the people was good. It was great to see how receptive women were towards the legal advice given to them.



MARG team member Pankhuri Gupta and Devika Mishra organised legal camp for women of Savda

CELEBRATION OF INTERNATIONAL WOMEN'S DAY

International Women's Day was celebrated on 8th March 2020, which was attended by over 150 women from all block of Savda- Ghevra resettlement colony. Idea of the International women's day was to celebrate solidarity and peace with the women of Savda Ghevra.

More than 150 women and girls took out a rally in Savda-Ghevra chanting slogans of peace and solidarity and requesting



Women marching at Savda on the occasion of International Women's Day



all to maintain harmony. The solidarity and peace rally were taken out after the Harshingar Mahila Samuh meeting in the Harshingar women empowered centre. Women’s holding banners and carrying placards with captions such as MAHILA SAMMAN, MAHILA ADHIKAR, HARSHINGAR, HARSHINGAR, and (Women’s Dignity Women’s Right). Awaz Do, Hum Ek Hain (Raise your voice in solidarity, we are united), Mahila Shakti Jindabad (women power Jindabad), and many similar slogans.

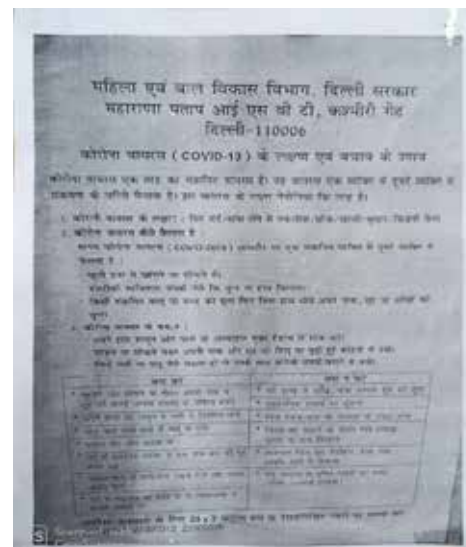
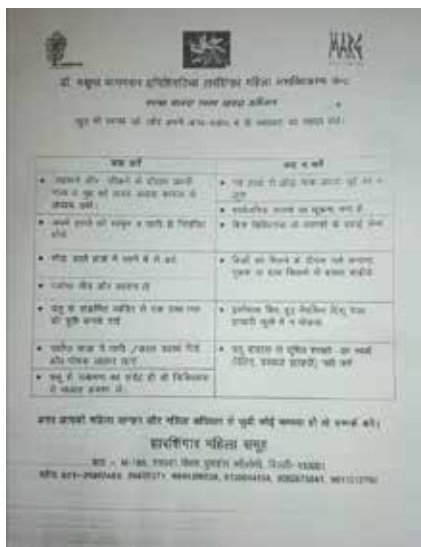
The feedback from the women was very positive. The programme ended with the vote of thanks by amrita Singh. The rally was concluded with the positive note and distribution of refreshment.

COMMUNITY AWARENESS PROGRAMME ON WATER, SANITATION AND HEALTH (WASH) RIGHTS AND HEALTH VULNERABILITY

On 20th March 2020 MARG, VD initiative and Harshingar Mahila Samuh in collaboration with FTI organized an awareness programme on wash rights and health vulnerability at all the blocks of Savda Ghevra resettlement colony. The program was aimed to spread awareness about the corona virus and precautionary measures for the same.

MARG team discussed its causes, symptoms, mode of transmission of the diseases and provided health talk on preventive measures. Preventive measures highlighted the importance of maintaining basic hands and respiratory hygiene, safe food practices, avoiding close contact, etc.

Pamphlets on safety instructions on COVID-19 by Government of India



RECOMMENDED ADVICE

1. Stay at home if you begin to feel unwell, even with mild symptoms such as headache and slight runny nose, until you recover.
2. If you develop fever, cough and difficulty breathing, seek medical advice promptly as this may be due to a respiratory infection or other serious condition.
3. Call in 112 and 102 helpline number or contact your nearest health centre
4. Limit contact with other people



5. Avoiding unprotected contact with farm or wild animals.
6. Frequent hand-washing, especially after direct contact with ill people or their environment.
7. Cover your mouth with tissues, Mask and clothes

Central Helpline Number for corona-virus: - +91-11-23978046

UT -Delhi 011-22307145

The program ended with an interactive question –answer session, a group song and vote of the thanks by our HAWCS member.



“FOUR LABOUR CODES: EMERGING CHALLENGES AND SCOPE OF LABOUR RIGHTS IN INDIA”



Mr. Subhash Bhatnagar and Justice Mr. Justice Arjan Kumar Sikri (Retd.) Supreme Court of India

Mr. K. K. Rai, Chairperson of MARG welcoming the guests and participants

On the 23rd of November, 2019, Multiple Action Research Group (MARG) organized the 2nd MARG – Dr. Anand Prakash Annual Memorial Lecture on The Four Labour Codes: Emerging Challenges and Scope of Labour Rights in India. Hon'ble Mr. Justice Arjan Kumar Sikri (Retd.) Supreme Court of India graced the event as the Chief Guest.

The event saw participation from various sectors, communities, organizations and students. The event began with an introductory speech by Mr. K.K. Rai, the Chairperson of MARG. Shedding some light on the history of the organization; he remarked that MARG had been working towards legal empowerment for the past 35 years. To further showcase the diverse areas and collaborative efforts undertaken by MARG, he added that MARG has previously worked closely with governments of Odisha, Rajasthan, Jharkhand and Delhi and collaborated with funding agencies like the German Embassy, the United Nations, Fair Wear Foundation and Flowering Tree Inc., Oxfam, British High Commission, The Asia Foundation, US Aid, UNICEF, Ford Foundation, HIVOS, BROT, DCW, NCW, NALSA, among others.

Mr. Rai paved the way for the lecture which was followed by the keynote speaker, Mr. Subhash Bhatnagar. Mr. Bhatnagar is a nationally and internationally acclaimed, eminent labour rights activist and the Chief Functionary of NIRMANA. He has been influential in empowering and providing social security to workers employed in the unorganized sector. His work strives to render a dignified life for the people working in this sector through the means of public awareness programs modelled around legal rights, education and policy implementation. He began his session by speaking about the basic standards of all labour rights, including minimum wages, work hours, working conditions and other requirements of



Mr. Subhash Bhatnagar speaking on labour rights



workers that have been set out both in the organised and the unorganised sector. Since Mr. Bhatnagar has been on the forefront of the fight for labour rights in the country, he explained to the gathering how he and his colleagues had struggled to establish the various laws and provisions that covered the various categories of workers in India and the different needs they had. He suggested that the proposed action of assimilating all labour laws in the country under four codes would dilute labour rights to a greater extent and miss out on a lot of intricacies that had been incorporated into the various labour legislations. He said that the present government was trying to demolish the entire labour law system in the country that has been built over 70 years as a response to the demands and struggles of workers. Many current labour laws are sector specific and emanate from the understanding of trade unions in these sectors and the specific requirements of these workers. To lump them together in four Codes will be disastrous.

Talking about the history of communicative labour developments, he mentioned a workshop in 1985 which saw participation from both, the policy makers and unorganised sector workers. It was during this workshop that it was discovered that the absence of an employer employee long term relationship and of a permanent management team poses a major gap in implementation of labour rights. Thus a tripartite board was conceived before whom a draft was presented after obtaining consent from all centre trade unions, by National Campaign Committee for Constructions Labour. It was only in 1996 that the twin legislation was thus enacted for construction workers.

He then pointed out the major issues with the labour codes. The foremost being the total lack of consultation with trade unions, thus making it a complete undemocratic approach. The second issue being the lack of understanding on mobilizing resources for providing social security as the proposal of a contributory system, that overlooks the fact that the unorganised sector workers are surviving at a partial minimum income and can barely survive contribution for their social security. The third major issue discussed was the total lack of understanding of the relationship between regulation of employment and provisions of social security. The National Campaign committee for Unorganised Sector Workers (NCC-USW) submitted a petition in 2005, proposing 17 tripartite boards for similar unorganised sectors, which was rejected.

He stressed that the need of the hour was that the real and potential beneficiaries oppose the drafting of such laws. However, for this to happen it is necessary for the unorganised sector to be aware of the rights that are being taken away from them. The 4 labour legislations will benefit only some sections of organized sectors. The code on Industrial relations will adversely impact trade unions and workers and will do away with labour courts and instead introduce labour tribunals, in the name of ease of doing business. This will take away the course of judicial intervention for grievance redressal. He ended his speech by telling the gathering about some initiatives that can be taken at this stage to inform the workers of the unorganized sector about their legal rights and how they may raise their voices against potentially dangerous new proposed legal changes. With this thought in mind, he concluded his speech.

Hon'ble Justice A. K. Sikri then took over and agreed with everything that Mr. Bhatnagar said. He talked about the need for a comparative analysis of unorganised working sectors in China and India. He also emphasized on how globalization and privatization had in totality helped only a few people who were already on top, and the importance of vocational education.



Justice A. K. Sikri addressing the participants



The evening ended with a vote of thanks by Mr. Saurabh Anand Prakash, a board member of MARG, where he acknowledged Mr. Bhatnagar's work and efforts to simplify this important issue. Agreeing with Mr. Bhatnagar, he expressed concern over the lack of consultation with workers to be covered under the labour legislations by the government. He also offered the full support of MARG to Mr. Bhatnagar's future endeavours and invited him to join hands with MARG to continue the fight towards the empowerment of the marginalized communities.





LEGAL AWARENESS WORKSHOPS

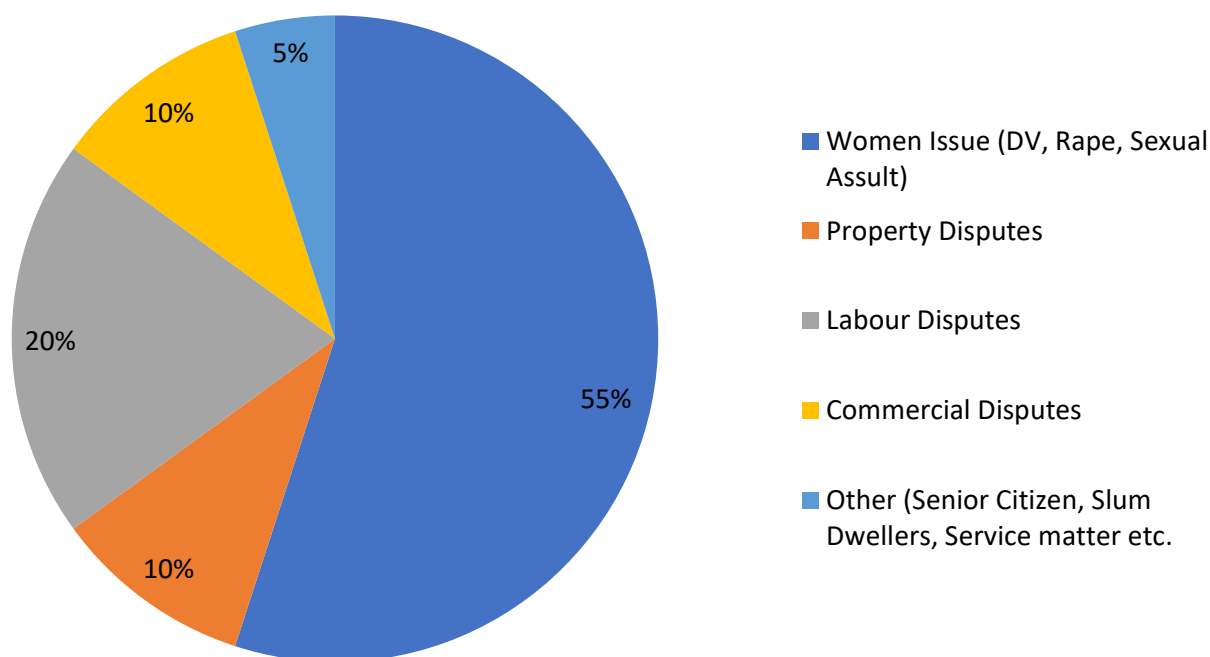
MARG continued to train NGOs, CBOs, CSOs and communities on various areas of legal and constitutional rights. A series of eight trainings of three days each, were also conducted for UP Mahila Samakhya, Lucknow, on Women's Rights in the month of April, May and June 2019.

The team conducted legal literacy trainings workshop for PRADAN NGO from 22nd July 2019 for three days at Koderma, Jharkhand and from 17th January 2020 for three days at Chakradharpur, Jharkhand.

Legal Counselling Through Legal Services Authorities

MARG's lawyer Kiran Singh continued to provide legal aid to women, children, persons with disability and other categories of vulnerable persons entitled to legal aid from the state. Through Kiran Singh who functions as a (voluntary) Counsellor with the Delhi Legal Services Authority, MARG continued to strengthen the statutory mechanism for providing legal aid to the needy.

DLSA Cases 2019-2020





LEGAL AID



Finally Naseratu returned back to her home Sierra Leone, Africa

This was an international case of divorce and matrimonial settlement. Ms Naseratu Bangura, a citizen of Sierra Leone, West Africa married with an Indian in the Gambia, Africa and came to India. In India, she was being tortured by her husband and inlaws. She contacted MARG for free legal aid and hand holding support. By a concurrent follow up of almost 3 years by MARG team Ms Naseratu got decree of divorce with final settlement of maintenance. Finally she returned back to her home in Sierra Leone. Now happily leading her life with own family.

RESOLVING DISPUTES BETWEEN HUSBAND AND WIFE

A number of disputes between husband and wife were resolved by counseling and mediation. One such dispute was between a deaf couple Sunita and Mohan (name changed). Both husband and wife being deaf initially it was difficult to communicate with them but with the help of sign language and other modes of communication the eventuality pulled through and managed to understand the dispute.

SETTLEMENT OF DISPUTES BETWEEN EMPLOYER AND EMPLOYEE

Around 10 -15 disputes also settled between employer and employee through mediation. One such dispute was between Company A and Labour B, who was 60 years old (names not disclosed for the sake of maintaining their privacy). After retiring from the company, some of the dues of B were still pending with A, in spite of several complaints and requests sent by the B, A took no step to address his grievances. That after counseling both the parties it helped, the grievances of the B be registered. After the interference, Company A finally agreed to pay a sum of RS. 30,000/- to B.



COUNSELLING OF A RAPE SURVIVOR

The Criminal Law (Amendment) Act, 2013 not only made laws against the sexual offenders more stringent but it introduced unprecedented provisions in the Indian Penal Code which criminalizes sexual voyeurism and stalking and amends legal provisions to protect the privacy of individuals, such as discontinuing the practice of examination of the sexual history of the victim of a sexual assault for evidence. However, law has left one area where a lot still needs to be done and that is Victim Counseling. Many were counseled and advised how to proceed with their case. In one such instance a rape survivor was counseled, who was issued a notice as she threatened to commit suicide in open court. After the counseling she apologized for her behavior and was pardoned by the Ld. Judge.



NATIONAL FORUM ON PRISON REFORMS (NFPR) AND MARG'S INTERVENTION ON PRISONER'S RIGHTS

*The Covid-19 pandemic has made it imperative to look at the conditions of the prisons from a different glance and to ensure the rights of the prisoners. MARG while working with National Forum on prison reforms has discussed these issues with other members of the forum. The National Forum on Prison Reforms (NFPR) is also an intervener in the case **Re-Inhuman Conditions in 1382 Prisons, WP(C) 406 of 2013**; as well as **in Re: Contagion of Covid-19 Virus in Prisons, Suo Moto WP (C) No.1/2020 in Supreme Court** and its members have worked closely with the Amicus Curiae in the above cases, in order to assist this Humble Court in contemplating the various measures to address various issues including overcrowding, medical negligence, and custodial deaths in prisons. IA was filed in suo moto appeal writ petition (civil) 1/2020. NFPR was allowed to intervene senior advocate Colin Gonsalves appeared and argued the case during the Covid times. The Applicant had filed an intervention application praying to the Hon'ble Court to consider the additional suggestions being put forth by the Applicant. One of the suggestions put forth was to provide transportation to the prisoners who were being released so that they could reach their homes, as they were found to be stranded due to the lockdown.*



SEMINARS/MEETINGS ATTENDED BY MARG

DATE	Organisation	Topic	Venue	Resource Person
25.05.2019	ASSOCHAM	Menstrual Hygiene Need to Break the silence and Build Awareness - Menstrual hygiene day	Hotel Royal Plaza	Md. Noor Alam
11.07.2019	Special Police Unit for Women and Children (SPUWAC)	Monthly meeting	Police Station, Malviya Nagar	Md. Noor Alam
02.08.2019	CHRI	Round-table consultation on Police Complaints Authorities (PCAs)	IIC	Md. Noor Alam
27.08.2019	DCPCR	Round-Table meeting on "Child Sexual abuse in Delhi"	Delhi Secretariat	Md. Noor Alam
16.09.2019	German Embassy	Meeting with the Charge's d' Affaires Dr. Jasper Sieck	Ambassador's Residence	Md. Noor Alam
03.10.2019	German Embassy	German Unity Day- meeting with Ambassador Mr. Walter J. Lindner	Ambassador's Residence	Md. Noor Alam
09.10.2019	UNESCO	South Asian Open Talks on Communication And Community Radio	UNESCO Auditorium San Martin Marg	Md. Noor Alam
11.10.2019	Global Compact Network India	Roundtable on "Delivering sustainable Healthcare: Imperatives for India"	Juniper Hall, India Habitat Centre	Md. Noor Alam
21 & 22 Oct 19	NCERT	Participation in text book review Committee	NCERT	Md. Noor Alam
12.11.2019	Satark Nagric Sangathan	RTI and its future	ISI, New Delhi	Md. Noor Alam
14.12.2019	Vishva Yuvak Kendra	Wash and Sanitation workshop	Vishva Yuva Kendra	Md. Firdosh, Rajesh Kr Sharma & Virender Kumar



DATE	Organisation	Topic	Venue	Resource Person
19.12.2019	Rajya Sabha Secretariat	Prevention of NGOs on women safety at Parliamentary Standing Committee on Women Safety	Rajya Sabha Secretariat	Md. Noor Alam & Ms. Devika Mishra
20.12.2019	ASSOCHAM	Assocham's Centenary Foundation Celebration Day	Vigyan Bhawan	Md. Noor Alam
05.02.2020	JAGORI	Planning meeting on North regional consultation	Jagori Office	Md. Noor Alam, Ms Amrita Singh
27-28 Feb 2020	PRIA	The future of Urban Sanitation	Hotel Royal Plaza, New Delhi	Md. Noor Alam



EXECUTIVE COUNCIL MEMBERS

K.K. Rai	Chairperson
Malvika Kaul	Treasurer
Seema Misra	Member
K.T. Suresh	Member
Asha Singh	Member
V.N. Rai	Member
Md. Noor Alam	Executive Director

GENERAL BODY MEMBERS



K.K. Rai	Maja Daruwala
Malvika Kaul	Saurabh Anand Prakash
V.N. Rai	Anant Kumar Ashthana
Seema Misra	Sarim Naved
K.T. Suresh	Nisha Bhambhani
Asha Singh	Pooran Chandra Pandey
Kiran Singh	Pamela Singla
Md. Noor Alam	



MARG TEAM

Name	Designation	Remarks (period)
MD. NOOR ALAM	Executive Director	
AMRITA SINGH	Programme Officer	
DEVIKA MISHRA	Law officer	From 13th November 2019 onwards
PANKHURI GUPTA	Research Consultant	From 1 st February 2020 onwards
MOHD. FIRDOSH	Project Officer	From 8 th July 2019 onwards
VIRENDER KUMAR	Programme Assistant	
RAJESH KUMAR SHARMA	Programme Assistant	
KIRAN SINGH	Consultant	
SANA SIDDIQUI	Consultant	
LUPANLU GANGMEI	Consultant	
PRACHI TREHAN	Consultant	
SAIYED ZEGHAM MURTAZA	Consultant	
VIPIN KUMAR	Finance Manager	Till 31 st July 2019
RASHIDA KHATUN	Accounts Officer	From 16 th July 2019 onwards
MANOJ KUMAR THAKUR	Administrative Officer	
SITA DEVI	Office Maintenance	
TARUN KUMAR	Office Maintenance	



Ms Vaishali Sharda	B.A. LL.B	Amity Law School, Noida
Khushi Kayeless	B. A. Mass communication	Symbiosis Centre for Media and Communication, Pune
Rishabh Mehrotra	B.A. LL.B	New Law College, Bharati Vidyapeeth, Pune
Saumya Singh	B.A. LL.B	Dr. Ram Manohar Lohiya National Law University, Lucknow
Pratiksha Rajput	B.A. LL.B	Dr. Ram Manohar Lohiya National Law University, Lucknow
Richa Singh	B.A. LL.B	Aligarh Muslim University
Satakshi Pathak	B.A. LL.B	DME, Nodia
Akash Verma	B.A. LL.B	Chandigarh University
Rishika Radhakrishnan	B.A. LL.B	USLLS, GGSIPU, Delhi
Bhanu Sharma	B.A. ECO (H)	Hindu College, University of Delhi
Harshita Sharda	B.A. ECO (H)	Ramjas College, University of Delhi
Adarsh Srivastava	B.A. LL.B	Integrated University, Lucknow
Mehvash Chaudhury	B.A. LL.B	Galgotia University, Greater Noida
Anand Singh	BA Hons. In English	Amity school of Languages, Mumbai
Kritika Gosain	Master in Society and Culture	Indian Institute of Technology, Gandhinagar
Akshita Jain	B.A. LL.B	USLLS, GGSIPU, Dwarka, Delhi
Brijesh Kumar	BSW	IGNOU
Rashi Gupta	LL.B.	Campus Law Centre, University of Delhi
Keshav Tril	LL.B.	Campus Law Centre, University of Delhi
Pankhuri Singhal	B.A.LL.B	Bishop Cottons Women Christian Law College, Bangalore,
Anamika	M.S.W	IGNOU
Sadaf Khan	M.S.W	IGNOU



Uzma	M.S.W	IGNOU
Sana	M.S.W	IGNOU
Ishmita Kukreja	B.A.L.L.B (Hons)	O.P. Jindal Global University, Sonipat
Parasram	B.A.L.L.B (Hons)	National Law Universities, Himachal Pradesh
Poorvi Avtar	B.COM.LLB (Hons)	Institute of Law Nirma University, Ahmadabad
Harshita Sandhwani	L.L.B.	St. Joseph's College of Law
Siddharth	BA LLB	Maharaja Agrasen Institute of Management Studies, Delhi
Nirmish Shukla	BA LLB (Hons)	Symbiosis Law School, Pune
Aishwarya Singh	BA LLB (Hons)	Maharashtra Law University
Shiwani Aggrawal	BA LLB (Hons)	Symbiosis Law School, Noida
Asjad Hashmy	BA LLB (Hons)	School of Law, Christ, Bengaluru
Mansi Gosain	BA LLB (Hons)	Faculty of law, University of Delhi
Bhanu Sharma	BA Economics honours	Hindu college
Vidushi Yadav	BA LLB (Hons)	Maxfort High School
Harshita sharda	BA economics honours	Ramjas College, University of Delhi


WDK & ASSOCIATES
Chartered Accountants
FORM NO. 10B

[See rule 17B]

Audit report under section 12A(b) of the Income-tax Act, 1961, in the case of charitable or religious trusts or institutions

We have examined the balance sheet of M/S MULTIPLE ACTION RESEARCH GROUP (MARG):: NEW DELHI PAN NO.AAATM0664N [name of the trust or institution] as at 31st March 2020 and the Profit and loss account for the year ended on that date which are in agreement with the books of account maintained by the said Trust or institution. We have obtained all the information and explanations, which to the best of our knowledge and belief were necessary for the purposes of the audit. In our opinion, proper books of account have been kept by the head office and the branches of the above named trust/institution visited by us so far as appears from our examination of the books, and proper Returns adequate for the purposes of audit have been received from branches not visited by us, subject to the comments given below:

In our opinion and to the best of our information, and according to information given to us, the said accounts give a true and fair view-

- (i) in the case of the balance sheet, of the state of affairs of the above named *trust/institution as at 31st March 2020 and
- (ii) in the case of the profit and loss account, of the or loss of its accounting year ending on 31/03/2020

The prescribed particulars are annexed hereto.

Place : New Delhi

Date : 23/12/2020


 WDK & ASSOCIATES
 Chartered Accountants
 FRN No.-016389N

 DHEERAJ WADHWA
 M.No.-091143

UDIN: 20091143AAAACF9836



MULTIPLE ACTION RESEARCH GROUP : NEW DELHI
 205-206, Second Floor, Shahpur Jat, New Delhi-110049
 CONSOLIDATED BALANCE SHEET AS ON 31ST MARCH 2020

PREV. YEAR	LIABILITIES	NOTE	AMOUNT	PREV. YEAR	ASSETS	NOTE	AMOUNT
11,02,158.15	CAPITAL FUND	1	10,37,456.53	11,88,587.76	FIXED ASSETS	3	10,63,969.53
22,40,179.86	CORPUS FUND	1	22,40,179.86	2,01,21,936.50	INVESTMENTS	4	2,23,74,804.96
2,13,70,451.37	GENERAL FUND	1	2,22,38,184.93	42,42,751.96	CURRENT ASSETS, LOAN & ADVANCES	5	60,32,297.05
7,57,949.23	PROJECT FUND	1	34,62,252.22				
73,547.00	CURRENT LIABILITIES	2	4,73,614.00				
2,55,53,285.62	TOTAL		2,84,71,687.54	2,55,53,285.62	TOTAL		2,84,71,687.54

For WDK & ASSOCIATES
 Chartered Accountants
 FIRM REGISTRATION NO. 016389N

Place : New Delhi
 Date: 23/12/20

Accounts Officer

Treasurer

Chairperson

Executive Director

(DHEERAJ WADHWA)
 Partner
 (Membership No. 091140)






MULTIPLE ACTION RESEARCH GROUP - NEW DELHI
205-206, Second Floor, Shahpur Jat, New Delhi-110049
CONSOLIDATED STATEMENT OF RECEIPTS & PAYMENTS ACCOUNTS FOR THE YEAR ENDED ON 31ST MARCH 2020


PREV. YEAR	RECEIPTS	NOTE	AMOUNT	PREV. YEAR	PAYMENTS	NOTE	AMOUNT
2,36,38,304.34	OPENING BALANCE	6	2,43,17,580.46	92,02,823.20	PAYMENTS	7	51,19,889.86
74,61,700.42	GRANTS IN AID	6	69,48,998.41	2,43,17,580.46	CLOSING BALANCE	7	2,79,60,617.01
14,73,241.00	INTEREST	6	14,39,488.00				
9,49,157.90	OTHER RECEIPTS	6	3,74,500.00				
3,35,20,403.66			3,30,80,506.87	3,35,20,403.66			3,30,80,506.87

Place : New Delhi
Date: 23/03/20


Accounts Officer


Treasurer


Chairperson


Executive Director

For WDK & ASSOCIATES
Chartered Accountants
FIRM REGISTRATION NO: 016385N


(CHETRA WADHWAN)
Partner
(Membership No. 991143)





MULTIPLE ACTION RESEARCH GROUP - NEW DELHI
 265-266, Second Floor, Shahpur Jat, New Delhi-110045
 CONSOLIDATED STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED ON 31ST MARCH 2020

PREV. YEAR	EXPENDITURE	NOTE	AMOUNT	PREV. YEAR	INCOME	NOTE	AMOUNT
10,02,823.20	EXPENDITURE		51,19,809.86	74,81,700.42	GRANT IN AID		69,48,958.41
				14,75,241.00	INTEREST		14,35,408.00
	Excess of income over expenditure transferred to:			9,49,157.00	OTHER INCOME		3,74,500.00
10,006.50	Project Fund - Indian Account		4,07,553.58				
8,09,718.20	General Fund - Society Account		9,18,733.56				
81,551.42	Project Fund - PC Account		23,18,749.40				
					Excess of Expenditure over income transfer to project funds		
					Project Fund - Indian Account		
					General Fund - Society Account		
					Project Fund - PC Account		
66,84,090.32			87,62,926.41	98,44,693.32			87,62,926.41

Place: New Delhi
 Date: 23/4/20

Ran
 Accounts Officer

[Signature]
 Treasurer

[Signature]
 Chairperson



FBI WDK & ASSOCIATES
 Chartered Accountants
 FIRM REGISTRATION NO. 6103806







MULTIPLE ACTION RESEARCH GROUP

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