



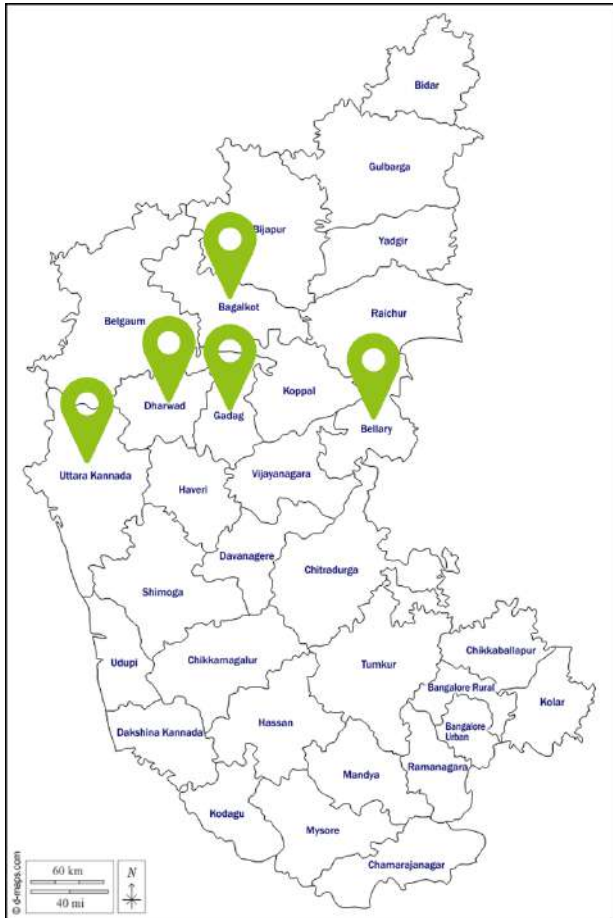
ANNUAL REPORT 2023-2024



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About DEEDS



Development Education Service (DEEDS), a registered NGO, has been working on women's empowerment through a rights-based approach since its inception in 1982.

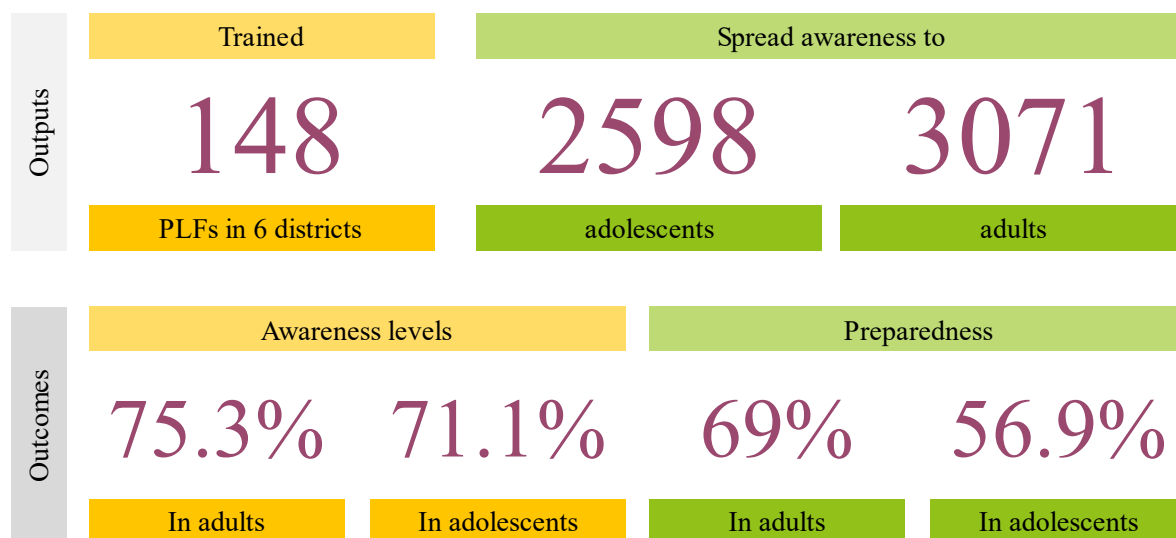
DEEDS believes that, to achieve its vision of a gender-just, inclusive, and humane society, it is crucial to address gender discrimination, gender-based violence, and mental health issues, with a focus on marginalised communities, women, and adolescents. This focus forms the basis of all its programs and projects carried out in the districts of Uttara Kannada, Dharwad, Bagalkot, Bellary, and Gadag in Karnataka.

DEEDS has adapted its vision, mission, and strategies to enhance the effectiveness, transparency, and accountability of its work, thereby strengthening its accountability to stakeholders. This aligns with our tagline: "Making the Law Work for Women."

Activity Updates

This year, DEEDS focused on strengthening the paralegal forces to address gender-based discrimination and violence against women alongside networking at the national level. This year, we trained around 148 Paralegal Facilitators (PLFs) across six districts, achieving about 99.3% of our target. To meet the target, we also identified an additional 10 new PLFs in Gadag district.

About 5,669 grassroots women, men, and adolescents (3,071 adults and 2,598 adolescents) received gender awareness through grassroots programs. Awareness levels increased to 75.32% for adults and 71.1% for adolescents, while preparedness improved to 69% for adults and 56.88% for adolescents compared to the baseline study. Grassroots individuals are showing signs of increased preparedness, and as a result, women have begun filing cases with the District Legal Services Authority (DLSA) to fight for their rights.

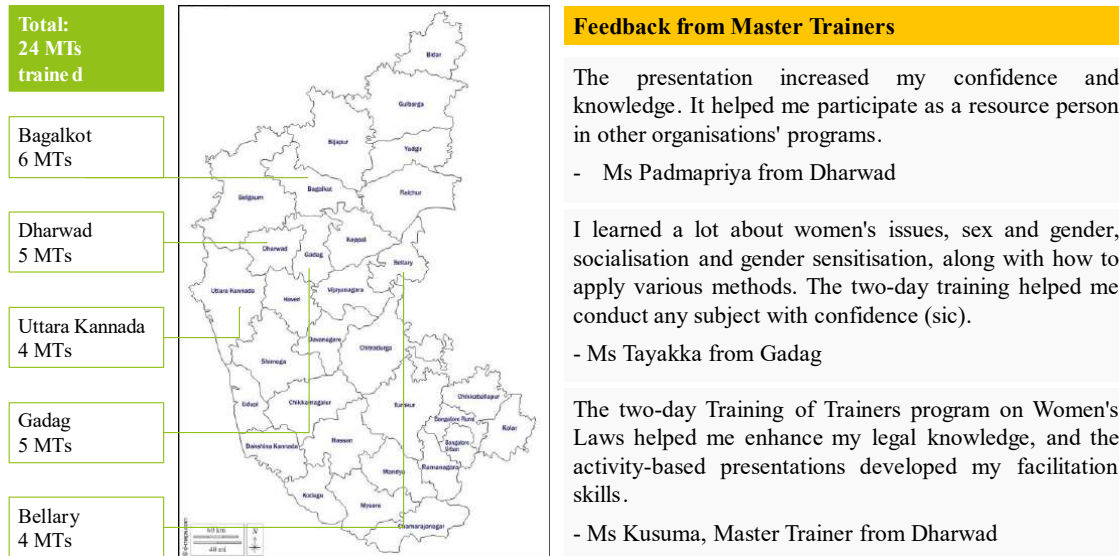


New District PLF committees were formed in six districts, and a new State PLF Committee was established. About 74 PLFs were selected as Paralegal Volunteers (PLVs) by the District Legal Services Authorities. The PLF collectives referred 62 cases to DLSA/TLSA, Sakhi, and Santhwana. In all districts, junior lawyers conducted about 13 legal aid clinics covering various women's laws, including the Domestic Violence Act 2005, Dowry Prohibition, Maintenance, Divorce, POCSO Act, and Child Marriage. Junior lawyers addressed 72 women's issues, and 14 of these cases were referred to DLSA for free legal aid. PLFs acquired skills such as using online assessment forms, Google Camera, holding Google Meets, and updating information with technology.

Activity 1: Training of Trainers for PLFs

To strengthen our paralegal programs, we trained 24 PLFs from five districts as Master Trainers, specialising in Gender and Women's Law. A two-day training was conducted on September 30 and October 1, 2023 at SKDRDP Jnana Vikasa Training Centre in Hubli. Following this, between April 19 and 21, 2024, a three-day Training of Trainers on Women's

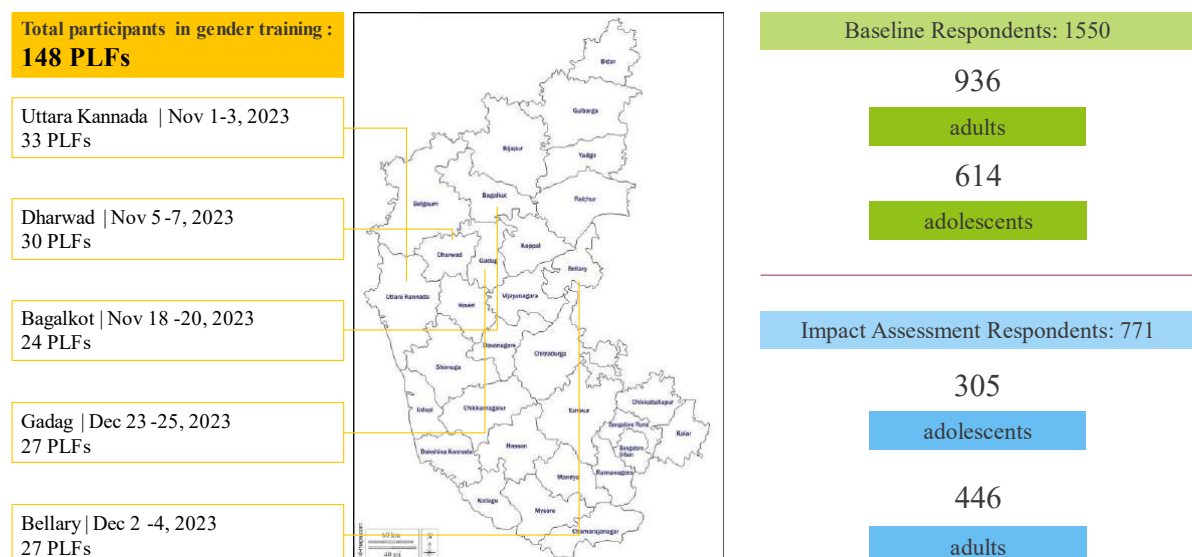
Laws was conducted at ISD, Mangaluru. Master Trainers presented activity-based, subject-specific sessions on the Domestic Violence Act, the Child Marriage Prohibition Act, and the POCSO Act. Feedback was provided after each presentation to enhance their facilitation skills. The Master Trainers further presented their sessions through 12 online presentations to sharpen their skills. All Master Trainers confidently delivered their sessions using various participatory and facilitation methodologies.



Activity 2: Training of PLFs

The former PLFs established the eligibility criteria for the new recruits and actively participated in their identification. PLF orientations were conducted in five districts to inform new recruits about the paralegal facilitator program, including the course and responsibilities.

About 148 PLFs participated in the orientation programs. PLFs collected baseline assessment data from 1,550 grassroots participants (women, men, and adolescents) and impact assessment data from 771 grassroots participants from the five districts. About 148 PLFs participated in the three-day gender program in all five districts, including 57 former PLFs and 91 new PLFs.



The PLFs came from varied backgrounds including NGO staff, NRLM workers, ASHA and Anganwadi workers, Mahila Samakhya members, SHG members, and housewives. The first phase of training for PLFs was conducted in collaboration with the District Paralegal Facilitators Collectives from five districts, District Legal Services Authority, Taluk Panchayats, and partner NGOs. The topics covered included Women's Situation, Effects and Causes, Sex and Gender, Gender Socialisation, Gender Myths, and Gender Sensitivity. The training concluded with a demonstration of grassroots programs. PLFs expressed appreciation for the methodologies and content, and they promised to include gender sensitivity in their own lives, families, and neighbourhoods. PLFs also committed to organising and conducting two gender awareness programs for women, men, and adolescents in their communities.

Feedback from PLFs

I was previously unaware of the distinctions between sex and gender. Through gender training, I gained insights into gender discrimination and strategies to address it, and intend to practice gender sensitisation at home. I will also raise awareness among my neighbours.

- Ms. D S Renuka from Bellary

I gained significant knowledge about women's issues, and that has encouraged me to become more independent.

- Ms. Vanitha Lathurkar from Bagalkot

I learned about gender through various activities. It has helped me change my perspective and develop confidence in providing gender information to local CBOs. I will assist women who are experiencing violence.

- Ms. Shwetha Sathosh Duvalkar from Uttara Kannada

The training was effective and included various activities. It has been beneficial in raising awareness within my family and surrounding villages. I have already raised awareness among my family and neighbours, but now I realise the significance of spreading awareness about gender inequalities among grassroots communities.

- Ms. Girijavva V Mangalagatti from Dharwad

Activity 3: Information and Awareness activities by PLFs

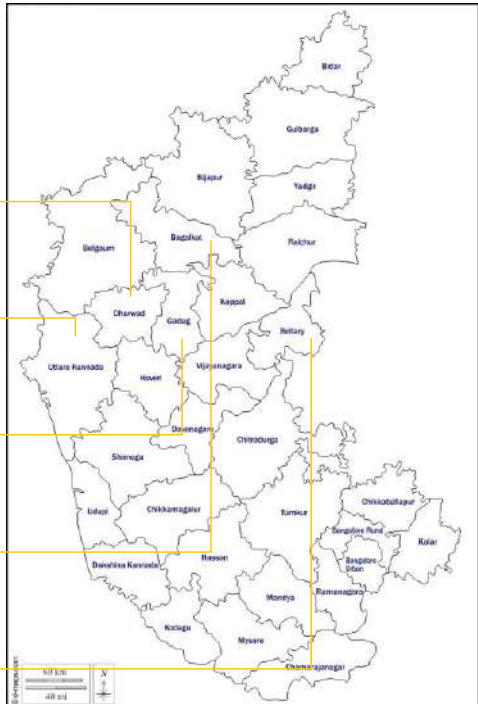
About 107 PLFs from Uttara Kannada, Dharwad, Bagalkot, Bellary, and Gadag districts organised and conducted 188 awareness programs, reaching 3071 grassroots women/adults and 2598 students/youth in their neighbourhoods.

GRP programs and grassroots participants in five districts

District	No. of PLFs conducted GRPs	No. of GRPs for women/adults	Adults Covered	No. of GRPs for students/youth	Students/Youth Covered	Total no. GRPs	Total grassroots participated (Female & Male)		
Uttara Kannada	21	21	665	16	448	37	1113	F-942	M-171
Dharwad	23	23	787	22	653	45	1440	F- 1166	M-274
Bagalkot	15	12	438	12	278	24	716	F- 563	M-153
Bellary	28	25	626	24	803	49	1429	F-1241	M-188
Gadag	28	18	555	15	416	33	972	F-900	M-71
Total	107	99	3071	89	2598	188	5669		

At these programs, women expressed concerns about gender discrimination and committed to sharing work and property equally between their sons and daughters. Children and students in the grassroots programs reported experiencing discrimination in their own homes. They

promised to educate their parents about the gender information they had learned. PLFs' Grassroots Program Sharing Meetings were conducted in Dharwad, Uttara Kannada, Gadag, Bagalkot, and Bellary on February 28, 2024, March 1, 2024, March 17, 2024, March 23, 2024, and April 7, 2024, respectively. About seventy-five PLFs participated. They shared their experiences of conducting the program, including people's reactions and the challenges they encountered. PLFs identified positive aspects of the program as well as areas for improvement in future programs.

Grassroot Program Sharing Meetings	Map of Karnataka Districts	Change Stories
Dharwad Feb 28, 2023		<p>Ms Annakka Hurali from Dharwad attended a grassroots program organised by PLF Umamaheshwari on December 17, 2023, and shared her experience with domestic violence by her husband. She is currently staying at her mother's house.</p>
Uttara Kannada Mar 1, 2023		<p>In a grassroots program conducted by PLF Varsha Naik on December 5, 2023, Ms Teja Desai from Uttara Kannada district made the decision to send her female children to higher education and divide property equally, despite inheriting ancestral property.</p>
Gadag Mar 17, 2023		
Bagalkot Mar 23, 2023		
Bellary Apr 7, 2023		

Activity 4: Networking & Cooperation with Relevant Stakeholders

District PLF Collective Meetings

The District PLF Collectives are part of the project structure and have been involved in project implementation from the beginning. The District PLF Collective signed the MOU and committed to implementing the project's activities in their respective districts. They also developed criteria for identifying new PLFs. Existing district PLFs identified future PLFs to strengthen the paralegal programs. To plan the consultation programs, they visited various departments and organised programs such as a PLF Orientation and consultation programs with duty bearers. The PLFs collected baseline and impact assessment data, and monitored the grassroots programs.

The network of PLFs has been established in six districts and has been functioning for the past three years. In the year 2023-24, new committees were formed in all six districts. The newly elected members were trained on the roles and responsibilities of office bearers. The collectives are active, conducting both online and physical meetings in all six districts. PLFs discussed new PLF selection, PLV application procedures, first-phase gender training, GRP programs, legal clinics, consultation programs, Master Trainer training and exposure visits. They also

handled domestic violence and property rights cases, and referred them to DLSA, Sakhi and Santhwana, as appropriate.



About 74 PLFs from 6 districts were selected as PLVs (Paralegal Volunteers). They participated in workshops and learned about child rights, the Prohibition of Child Labour Act, Child Protection Act, and Domestic Violence Act, as well as how to handle cases of domestic violence. Child Rights Trust, a Bangalore-based NGO, in collaboration with the Karnataka State Legal Services Authority, organised a two-day state-level workshop on child-related laws for PLVs in selected districts. Ms. Anjana V Kumbar, a new PLF from Bagalkot DLSA, and Ms. Laxmidevi, an old PLF from Bellary, attended the workshop.

The collectives have handled nearly 62 cases of domestic abuse and divorce against women. These cases were referred to Santhwana, Sakhi, Police Helplines, and the District Legal Services Authorities. In connection with the cases, PLFs in all districts connect with District Legal Authorities (DLSA/TLSA), Sakhi centres, helplines, and duty bearers. Ms. Fakkiramma from the Gadag Collective is a member of the Advisory Committee of Gadag District Legal Services Authority. Ms. Fakkiramma and Ms. Prabhavathi are external members of the POSH Local Committee of the Department of Women and Child Development, Gadag. PLFs from Uttara Kannada are members of four committees under the POCSO Act. Ms. Hemalatha, Ms. Geetha, Ms. Swathi, and Ms. Priya are on the local committee, the Female Foeticide Advisory Committee of the Department of Women and Child Development, and the internal committee of the District Health Department under the POSH Act. Ms. Swathi is a member of the police internal POSH committee in Karwar, Uttara Kannada.

State PLF Collective Meetings

Representatives from every district have joined the State PLF Collective. Four meetings have been conducted, both online and physical.

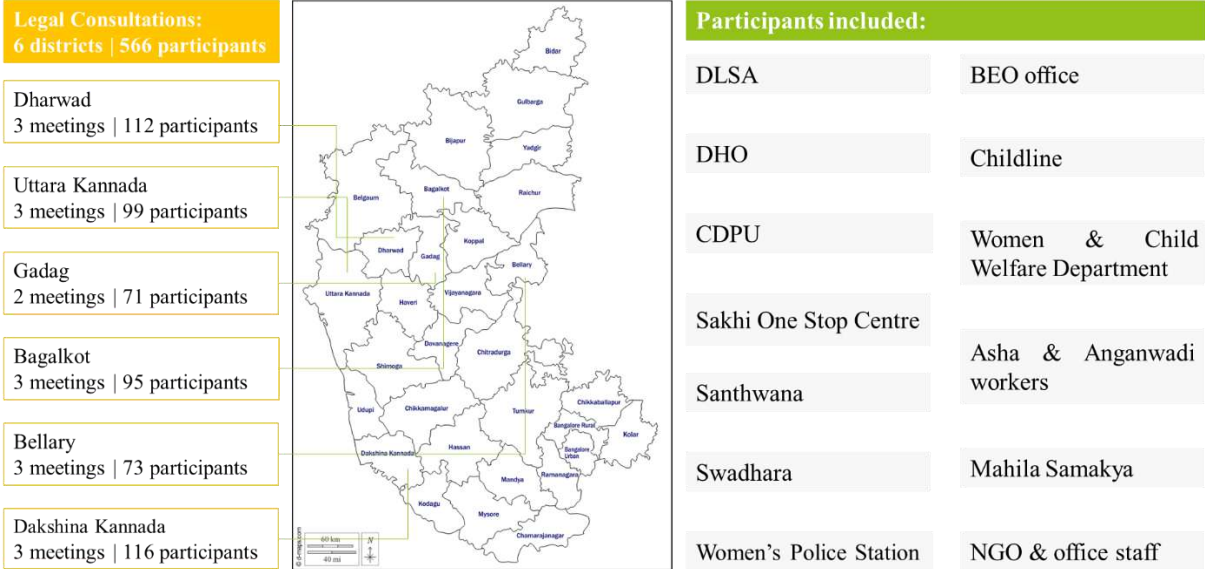
- The first online meeting was conducted on August 30, 2023, with representatives from six districts attending.
- The second meeting was a physical gathering on October 2, 2023, at SKDRDP in Rayapur, Dharwad, where about 27 PLFs from six District Executive Committees were present. During this meeting, PLFs reported on their activities, discussed cases, and shared their findings, including success stories and challenges. They decided to work closely with the DLSA and to include transgender individuals in the paralegal program.
- The third physical meeting was held on April 21, 2024, at the CODP Hall in Mangaluru. A new State Committee was formed, and the newly elected members received training on their roles and responsibilities.
- On May 23, 2024, an online meeting was conducted to discuss plans and actions. It was decided to hold a State Collective meeting via Google Meet every month and to enhance committee members' skills through capacity-building training on new topics.

PLFs from six districts visited various departments such as DLSA, DCPU, Sakhi One Stop Centre, Santhwana, Swadhara, the women's police station, BEO office, 1098 Childline, and Women and Child Welfare Departments. PLFs informed the departments about DEEDS and paralegal programs, and they responded positively to our work and expressed interest in participating in upcoming activities.

PLFs are also conducting advocacy work in their districts. In Uttara Kannada, Dakshina Kannada, and Bagalkot, they are investigating whether POSH committees have been formed in NGOs and informing them in case they are absent. In Uttara Kannada, PLFs visited colleges and institutions, and informed the college authority at Karwar's Junior College, where a committee has now been formed. In Dakshina Kannada, PLFs visited various offices, including the DC office, RTO, Varthaprachara Department, five police stations, four Panchayats, the DH office, Forest Office, Agriculture Office, and the women's police station in Mangaluru taluk. Except for the women's police station and the DC's office, other offices did not disclose information about committee members. The DC has issued a circular to all departments in Dakshina Kannada district to form a POSH committee.

Consultation with Duty Bearers

After experiencing numerous challenges and issues in departments while handling cases of survivors of violence, it became clear that access to the legal system at an early stage of violence is essential. DEEDS organised legal consultations on women's issues, involving duty bearers, stakeholders, NGOs, and other systems that support women. About 566 representatives from various departments and duty bearers participated in legal consultation programs in six districts. They shared their challenges working for women with the Member Secretary of DLSA in each district.



They shared information on enrolment, the role of the Education Department, dropout rates, toilet facilities, child safety, child marriage, nutrition, domestic abuse, women's service systems, and handling cases. In the second and third phases of the consultation programs, expert trainers conducted gender training, and a panel of lawyers provided domestic violence training. This training was beneficial for the duty bearers, helping sensitise them to gender issues and update them on relevant laws. During the second consultation program in Gadag district, Master Trainers conducted gender training for duty bearers, which participants appreciated. Participants requested training on counselling, the POSH Act, and POCSO. Duty bearers agreed to continue participating in future consultation programs and sharing information on the justice system. They also agreed to form a WhatsApp group to share information and to conduct an online meeting to enhance their knowledge. DEEDS has become more visible and credible. It also serves as a forum for discussions on issues related to women and the legal system that supports women at the district level.

Activity 5: Legal Aid



DEEDS has continued its legal aid support program, persistently working beyond patriarchy, culture, and social structures to protect and safeguard women from violence. Survivors approached DEEDS through program participants, PLF Collective members, and NGO activists. The legal coordinators spent time listening to them, understanding their situations, providing legal information, collecting necessary documents, drafting complaints and applications, and visiting police stations, departments, and DLSA offices. They also provided counselling in each case to strengthen the survivors psychologically and also help them understand their rights and how to advocate for them. In cases where survivors have suffered

physical injuries, immediate medical care was sought, and police complaints were filed, should the survivor desire.

From July 2023 to June 2024, DEEDS received 59 cases. About 95% of these cases involved married women experiencing domestic violence. Legal information was provided in all 59 cases, and 22 old cases are being followed up. Details of some of the cases are below:

- In eight cases, issues were settled after giving verbal complaints with the police station.
- Seven cases, including some old cases, were referred to the DLSA to obtain free legal services.
- Three cases were settled before the family court. Out of these, in one case, an order for divorce was passed with compensation of Rs. 5,00,000 to the petitioner. In another case, the petitioner received maintenance of Rs. 30,250 from her husband. In the third case, an order for permanent alimony of Rs. 10,00,000 was passed by the 1st Additional Family Court.
- In one case, after taking sufficient steps, the absconding respondent started paying monthly maintenance to the survivor.
- In four cases, advocates have been appointed by the DLSA to initiate legal proceedings against the perpetrator.
- In one case, after providing constant counseling, the survivor decided to end her abusive relationship and is presently working as a home nurse in Mangaluru.
- 15 cases are with private advocates

Legal aid support in six districts

To support women survivors at large, DEEDS planned to appoint junior lawyers in each project district. To enable this, we collected a list of junior lawyers with the help of DLSA, Social Welfare Department, Collective PLF, and other departments. After continuous efforts, by the end of September 2023, we appointed six junior advocates in all project districts for one year. All six lawyers were also oriented and trained. They meet women survivors of violence, provide legal information, draft complaints, accompany survivors to police stations, DLSA offices, and departments, assist them throughout the process, participate in grassroots programs, and maintain case documentation. They attend all PLF Collective meetings in their respective districts, either physically or through Google Meet, to discuss women's issues. They provide legal support to protect and safeguard women survivors from violence and attend grassroots programs to reach rural communities and assist them in resolving legal issues.

Ten online meetings were conducted with junior lawyers from six districts to discuss women's issues and the legal support required to protect and safeguard women who have experienced violence. A total of 72 women's issues were handled by the junior advocates in their respective districts. Out of these 72 cases, 14 were referred to DLSA for free legal aid services (spread across 2 in Bellary, 7 in Gadag, 3 in Dharwad, and 2 in Karwar). After experiencing numerous challenges in departments while handling cases of violence survivors, it became clear that accessibility to the legal system in the early stages of violence is both crucial and currently

lacking. Therefore, DEEDS decided to engage junior lawyers fortnightly at the local Santwana or other organisations, where women survivors of violence often seek legal assistance or support.

In Bellary district, we had the opportunity to visit the Santwana Kendra at Sandoor, where numerous women's issues are addressed. Advocate Bhavya has been visiting Santwana Kendra whenever women approach them for legal assistance. The district lawyer and PLFs organised 13 legal aid clinics in remote areas of the districts to educate women on their rights and provide assistance through rights-based initiatives. They raised awareness about various women's laws, including the Domestic Violence Act 2005, Dowry Prohibition Act, Maintenance laws, Divorce laws, POCSO Act, and Child Marriage Act.

Reflections from Junior Lawyers

Junior lawyers shared that they joined the paralegal program without a clear understanding of their roles and had previously practiced under senior advocates in various districts. Their experience mainly involved handling property suits, cheque dishonour cases, and other similar legal matters. They were not familiar with issues like gender discrimination and patriarchal norms that subject women to various forms of violence in society.

Initially, the junior lawyers were unaware of the persistent violence faced by women across different sectors. Even when dealing with domestic violence, dowry harassment, and sexual harassment cases in court, they treated these issues as routine and did not fully grasp their severity. Although they had some knowledge of women's laws, it was limited to practical use rather than a deep understanding of the underlying issues.

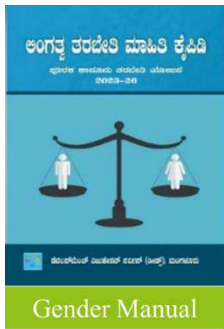
After attending the PLF training, their perspectives changed. They confronted the severe realities faced by women, from birth to death, and recognised the widespread gender-based discrimination present in all sectors of society. They realised that understanding these issues deeply required working closely with grassroots communities.

Despite the existence of constitutional protections and legal frameworks, women continue to face various forms of discrimination and violence. The implementation of laws designed to protect women is challenging, and a significant barrier remains the lack of legal literacy and access to justice. DEEDS has played a crucial role in addressing these issues through PLF training, gender sensitivity programs, legal consultations, and legal aid clinics.

The legal aid clinics have had a transformative impact in rural areas. These clinics educate women about their rights and the justice system, increasing legal awareness among rural communities. Initially, women were hesitant to share their problems, but now they confidently seek help and stand up for their rights when violated. This shift represents a major positive change brought about by the legal aid clinics.

We are thankful to DEEDS for including us in the organisation and providing opportunities to expand our knowledge. After attending paralegal training, we understand that women's empowerment is a complex process that requires more than just financial support for survivors. Gender sensitisation and legal literacy are crucial for bringing about societal change.

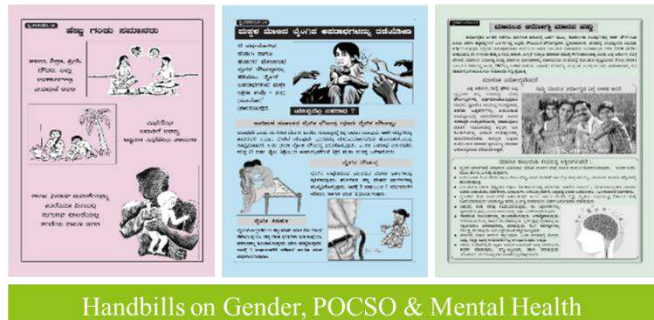
Activity 6: Information Provision by the Resource Centre



Gender Manual



Samvada Edition 1



Handbills on Gender, POCSO & Mental Health



Legal Manual



Samvada Edition 2



Wall hanging on domestic violence

Manuals: 300 copies each of the Gender and Legal Manuals were printed. About 258 of the Gender Manual and 92 of the Legal Manual were distributed to PLFs, Resource Persons, NGO partners, and duty bearers.

Wall hanging: About 10,000 wall hangings on domestic violence were printed and distributed.

Handbills: In the first phase, 50,000 handbills on gender equality were printed. In the second phase, 50,000 handbills on POCSO and 25,000 on mental health were printed and distributed to Uttara Kannada, Bellary, Dharwad, Bagalkot, Gadag, and Dakshin Kannada districts, helping PLFs conduct grassroots programs.

Newsletter (Samvada): 9,000 copies of the 1st edition and 4,000 copies of the 2nd edition of Samvada were printed. Each edition describes DEEDS activities, training and consultations, grassroots programs, and PLF collective activities across four pages. About 8,634 copies of the 1st edition and 3,000 copies of the 2nd edition were distributed. It has helped build a network with District/State PLF Collectives. About 900 e-copies were emailed and sent through WhatsApp to the project DLSAs, Women and Child Department, local NGOs, collective WhatsApp groups, and other networks.

Feedback from the ground

PLF Ms Priya from Karwar stated that including a colour pictures on breaking stereotype in the manual was excellent.

PLF Ms Kusuma from Dharwad stated that combining the PLF and grassroot manuals into one makes it easy to carry. The manual contains updated information which is useful for conducting the gender session.

PLF Ms Sujani from Gadag district expressed gratitude to DEEDS for the training manual and handbill, which were useful to conduct the training sessions. The information was updated, and it deliver the message to the grassroots.

Ms Mumtaz, a grassroots participant from Gadag district, contacted the DEEDS office on June 3, 2024, after reading the gender handbill to inquire about property rights. She was referred to a junior lawyer in Gadag.

Activity 7: Other Programs

Developing women leaders to strengthen feminist movements

Women Fund Asia granted funds to develop women leaders and PLFs for one year as well as to create gender champions in five schools in Dakshin Kannada district. The previous project concluded in February 2024. Due to the success of this program, it has been extended to develop high school students as gender champions in 15 schools in Mangaluru taluk, Dakshina Kannada district from May 2024 to March 2025.

Paralegal Facilitator Program in Dakshin Kannada

Supported by Women's Fund Asia, PLFs were selected from Ullal and Vamanjoor areas and briefed on the PLF program, including training and roles. About 85 women (43 from Vamanjoor and 42 from Ullal) participated. They included NGO and NRLM staff, ASHA and Anganwadi workers, SHG members, and housewives. After the legal training, PLFs visited the court, women's police station, Sakhi, and Santhwana Centre. Following each training, PLFs held awareness programs in their local neighbourhoods and reached about 1,146 grassroots women. A District PLFs Collective was formed with 23 women leaders from Ullal and Vamanjoor. The committee members were elected and responsibilities were assigned. A group of 33 women leaders has been trained as PLFs, and 7 PLFs have been nominated as PLVs under DLSA. The collective members are now prepared to help women who want to challenge violence and inequality.

Stories of Change

Shashikala's Intervention: Paving the Way for Renita's Education

On June 14, 2023, I participated in a Gender Training Program at Ullaibettu Kaiguri in Mangalore taluk. During the session, I shared the heartfelt story of Renita, a 7-year-old girl in my neighbourhood, who was not attending school due to safety concerns. Her mother had told me the story. Determined to make a difference, I sought to support the girl with school enrolment. With the invaluable assistance of DEEDS, we visited the girl's home and engaged in a conversation with her parents, emphasising the significance of education. The support extended beyond words as we informed the nearest school teacher, who graciously accompanied us to address the child's situation. Together, we highlighted the child's fundamental right to education and successfully facilitated her admission to school. Today, she attends regularly, enjoying the educational opportunities she rightfully deserves. Through my participation in the paralegal program, I am profoundly grateful for the chance to bring about meaningful changes and contribute to the development of women leaders in small villages. I am dedicated to fostering positive transformations and advocating for the rights and education of young girls in our community.

- Ms. Shashikala, a woman leader from Ullaibettu, Vamanjoor

Stories of Change

Breaking Barriers: Lolakshi's Journey from Fear to Leadership

When I initially joined this program, my role in the Panchayat was marked by a lack of confidence in public speaking. Despite having opportunities to become the Panchayat President, I hesitated to take on such a role. It was a pivotal moment when I received a WhatsApp message from DEEDS staff, shared by my Panchayat PDO, leading me to an orientation that provided a platform for me to express my feelings and share my experiences. Filled with enthusiasm, I eagerly attended the training sessions, bringing along two friends to join me. The impact was transformative — I honed my communication skills and conducted two grassroots training sessions, significantly boosting my confidence. Today, I proudly serve as the President of the Mudipu Panchayat, advocating for gender and women's issues. In every Panchayat meeting, I disseminate information about gender and domestic violence, distributing handbills to women in the community. As a member of the PLF Collective, I am determined to continue in this program. My overarching goal is to create awareness at the Panchayat level, working towards the reduction of violence within my community. This journey has been one of breaking barriers, and I am committed to fostering positive change and empowerment in my role as a women leader.

– Ms. Lolakshi, Mudipu, Ulla

Overcoming Bias: Harinakshi's Growth into an Equality Advocate

I underwent significant transformation in my mindset following my participation in a gender training program. Prior to the training, I unconsciously exhibited a bias in my actions, such as serving a larger portion of food to my son compared to my daughter. But the training has enlightened me, prompting a positive change in my attitude. Now, I am committed to equality, and I ensure that both my children receive the same amount of food. This shift in my behaviour reflects my newfound understanding and dedication to fair treatment, fostering a more equitable and inclusive environment within my family.

– Ms. Harinakshi, Balepuni Panchayat, Mangalore

Gender Champion Program

To implement the Gender Champion vision in schools, we trained about 150 high school students from five schools in the Vamanjoor and Ullal areas of Dakshin Kannada District. About 30 Grade 8 students were selected from each of the five schools, and were trained to advocate for and promote gender equality in their schools and homes. They participated in a six-month course on various subjects including leadership, communication, gender, adolescent changes and challenges, and violence. Gender Champion students were taken on an exposure visit to the court, Sakhi, Sathwana, and the Women's Police Station, among other places. Following the training, Gender Champions celebrated the Makkala Habba in each school and raised gender awareness among their students, reaching around 912 students across five schools. Children, parents and teachers have shared that the programs focusing on leadership, equality, adolescent changes, life skills training, sex and gender, and counselling have benefited the participants.

To train the Gender Champions, about 15 women leaders were selected and trained as resource persons. Training sessions were held on Saturdays. The resource persons use a child-centred approach, with students actively participating in activities such as games, group discussions, storytelling, role-playing, and video demonstrations.

Gender Champions: 150
Nethaji Subhash Chandra High School, Deralakatte: 30
Govt. High School, Gurupura: 30
Govt Sayuktha High School, Mudushedde: 20
Rosa Mystica High School, Kinnikambala: 30
Melangady Govt High School, Ullal: 30

Transforming Minds: The Impact of the Gender Champion Program

Mr. Bhaskar, the Headmaster of Mudushedde High School, attests to the positive impact of the Gender Champion program on students. **The initiative has cultivated leadership qualities, patience, and mutual respect among the children.** Notably, students have assumed the responsibility of raising awareness on gender issues within their peer group. The program's curriculum has contributed to positive behaviour changes, even among previously challenging students. Furthermore, **DEEDS has provided counseling for four students, resulting in noticeable improvements in their emotional wellbeing.** Mr. Bhaskar advocates for the continuation of this impactful program to further enhance awareness and positive development among the students.

Stories of Change

Changing Behaviour, Gaining Knowledge

Thank you for the Gender Champion course which helped me to build my leadership skills, learn about the gender inequality between girls and boys, and realise that we are equal. I studied about adolescent development and challenges as well as the impact of violence on our lives. An exposure visit is a wonderful experience. I visited the Court and the Police Station for the first time in my life. This six-month training helped me change my behaviour and thoughts, and I gained knowledge. I request that you continue this course.

- **Ashif, student from Muddushedde School**

Lessons Trickling to Family

I had many questions about maturation and delivery, and this course helped me understand them. I got the opportunity to visit the court, police, and zila panchayat. I shared the lessons I learned from the Gender Champion course with my family members.

- **Chaithanya, student from Gurupura School**

Respecting Girls and Women

The Gender Champion course helped me understand that girls experience more bodily changes during their adolescence. We must have respect for them.

- **Savadu, student from Rosamistmika**

I learned about masturbation and about childbirth, which increased my respect for my mother.

- **Prathwik, student from Deralakatte School**

Financial support for higher education

During this year, seven students received financial support for higher education from Sun Support Trust, Mumbai.

Organisational Updates

Fundraising

DEEDS has invested its energy in building its capacity for fundraising from national and international agencies. Here are the initiatives:

- Applied to India Donates to strengthen the fundraising capacity of the organisation. Follow-up exercises are ongoing.
- Applied through the online application process to the Commonwealth Foundation (Gender Champion Project)
- Submitted an online application to Direct Aid Australia (Chennai) for the Gender Champion Project
- Submitted an online application to Direct Aid Australia (Bengaluru) for the Mobile Legal Clinic Project
- Completed the application process for The Funding Board of the United Nations Women's Peace and Humanitarian Fund (WPHF)
- Began work on and continuing to build the database of funding organisations
- Completed review of social media to suit fundraising
- Attended an online meeting with the India Donates team to prepare an online campaign for crowdfunding, and currently working on creating campaign

Online presence

Website

The website has been updated with a new slideshow of photos on gender training and the updated manuals and handbills. The vision and mission were updated as per the new strategic document. The number of website users has increased. According to user statistics from July 2023 to June 2024, 1871 users engaged in 1132 sessions, with an engagement rate of 47.42% on average. We hope to increase our presence to aid fundraising.

S. No.	Country of User	No. of Users	No. of Sessions Engaged	Engagement Rate
1	India	701	790	65.56%
2	Germany	677	230	33.97%
3	United States	308	45	14.61%
4	China	40	0	0%
5	United Kingdom	39	20	51.28%
6	Netherlands	20	14	70%
7	France	13	6	46.15%
8	Singapore	12	2	16.67%
9	Canada	11	1	8.33%
10	United Arab Emirates	8	7	77.78%
	Total	1871	1132	47.42%

** This data is from July 2023 to June 2024.*

Social Media

In October, we created Twitter (X) and LinkedIn accounts. Facebook and Instagram were updated weekly with photos showcasing recent training activities, grassroots awareness

programs and consultations, and district collective meetings. We have 1047 followers on Facebook and 360 on Instagram. The LinkedIn and Twitter (X) accounts were shared with PLFs, staff, students and family members to increase the number of followers.

Changes in the team

On August 16th, 2023, Ms. Lavina Pinto was appointed as Office Assistant. Ms. Kushi, the head of networking and collaboration, resigned due to health reasons, and new staff member Ms. Rohini D. Gogul joined on October 1st, 2023. With this, the full team is functioning now. Regular meetings and, several capacity building programs were organised for the team to upgrade their skills and remain relevant to the challenges faced by NGOs.

Capacity Building Programs

Staff members have participated in a series of capacity building programs and input sessions through webinars and workshops.

- Mr. Mohanchandra, a development activist, facilitated a three-day orientation for staff members from July 28 to 30, 2023, about new project activities and their assigned responsibilities. The project objectives and indicators were carefully studied, and a work plan was prepared.
- Ms. Marlyn Martis and Ms. Smitha Bhat attended the India Donate work-in-progress capacity building workshop on fundraising in Delhi on November 7th and 8th, 2023.
- On April 15 & 16, 2024, India Donates trained DEEDS staff on resource mobilisation, aimed at reaching vulnerable persons and survivors of violence, enabling them to live with dignity.
- Ms. Uttam and Ms. Hema from India Donates were with us as resource persons for a two-day workshop for needs assessment and creating a growth map for fundraising.
- Ms. Saritha and the State PLF Collective President Ms. Harini participated in Capacity Building for NGOs in India organised by MISEREOR between November 29 and December 1, 2023 at KKID Campus. The goal was establishing a safe environment for vulnerable groups in India against sexual abuse and exploitation.
- Ms. Jacintha, Ms. Lavina, and Ms. Saritha participated in Dr. Shamsal Islam's talk on political dilemmas and cocooned theatre activism on September 9, 2023.
- Ms. Rohini, Ms. Jacintha, and Ms. Saritha participated in Dr. Durga Prasad's talk on adolescence issues at the Sakhi Centre, Lady Goshen Hospital, Mangaluru on October 11, 2023.
- Ms. Marlyn and Ms. Smitha participated in three online workshops on Fundraising and NGO communication organised by India Donates on January 30, 2024, February 11, 2024, April 25, 2024.
- Ms. Marlyn and Ms. Smitha participated in four online workshops on Exploring Social Stock Exchange Dynamics, Tech solutions and NGO Empowerment, organised by coGuide on 6th April 2024.

Apart from participating in programs organised by others, DEEDS collaborated with Samvada, Mahila Virodhi Forum and Writers Forum to conduct a one-day seminar on the Uniform Civil

Code on August 5, 2023, at ISD Hall in Nantooru, Mangaluru. Ms. Akila Vidya Sandra, an advocate and activist from Bangalore, Mr. Dinesh Hedge, an advocate from Mangaluru, and Ms. U.T Farjana Ashraf, addressed UGC-related subjects. Ms. Marlyn Martis presided over the program. The staff participated in the program, with about 58 participants.

These activities have helped to widen the perspective of the staff members and thereby developed their capacity.

Student Internships

This year, students of Social Work, Law, Engineering, Corporate Psychology, Business, and Journalism programs completed internships at DEEDS to learn from its activities and contribute their technical knowledge.

No. of Interns	College	Duration
Law Students		
1	Alliance University, Bangalore	Jun 1-30, 2023
1	Christ (Deemed to be University) University, Bangalore	Dec 1-30, 2023
MSW Students		
2	Manipal University College, Manipal	Aug 10-Dec 1, 2023
4	School of Social Work Roshini Nilaya, Mangaluru	Sept 14, 2023 – Apr 19, 2024
1	Srinivas University, Mangaluru	Nov 1 – Dec 31, 2023
1	IGNOU, Mangaluru	Feb 7 – Mar 20, 2024
2	First Grade College Thenkaneerudur, Udipi	Aug 3 – Sept 19, 2023
Engineering Students		
6	Canara Engineering College, Mangaluru	Nov 13 – 24, 2023
2	A J Institute of Engineering & Technology, Mangaluru	Oct 27 – Nov 24, 2023
MBA Students		
1	NMIMS, Mumbai	Jan 29 – Feb 21, 2024
Journalism Students		
1	Mangaluru University College, Hampankatta	Feb 6 – 23, 2024
Corporate Psychology Students		
2	St. Aloysius College (Deemed to be University), Mangaluru	Aug 3 – Oct 26, 2023

Team Meetings

A total of 21 team meetings were conducted. Every month, team members reported their monthly work as per the monitoring plan, and all members updated their diary. Team members recorded Minutes of the Meeting by rotation.

Executive Committee and Board Compliances

On September 5, 2023, a General Body meeting was held, and on February 12, 2024, an Executive Committee meeting was conducted. The meetings resolved to appoint Mr. Daya Sharan Shetty from P.M. Hegde and Company Chartered Accountants, Mangaluru, as the statutory auditor for the year 2023-2024. The previous members were reappointed to the Executive Committee. The meetings also included discussions on existing project activities and organisational policies covering HR, Finance, Gender, and Internships.

Compliances

FCRA quarterly returns, Income Tax, EPF, and ESI were completed as per schedule. Project and statutory audits were also completed.

Society registration was renewed.

Two laptops for staff use and six mobile phones for district collectives were purchased as assets.

A POSH committee was formed, with Ms. Jacintha as the presiding officer, Mr. Thukaram and Ms. Lavina as internal members, and Dr. Shobha Devi as an external member.

Participation in External Committees

- Member of Mangaluru University's Women's Study Centre Advisory Committee
- Participant in POSH committee meetings held by KIOCL, MSNIM, Besant Women's College, and St. Aloysius College, Mangaluru
- Attended meetings at TATA Electrical and Cochin Shipping

Conclusion

We are pleased to announce that DEEDS has successfully completed all major activities as planned. We want to thank all our stakeholders, especially MISEREOR, for their trust and cooperation in supporting our project for women and adolescents. We also extend our gratitude to our Board Members for their guidance, our team members for their commitment and hard work, and all the stakeholders for their support.