



**2018-19**

**ANNUAL REPORT**

**Partners for Law in Development**



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Partners for Law in Development (PLD), New Delhi

Cover Photo: The photo is from PLD's Video series launch on Consent and Rejection in New Delhi on 29<sup>th</sup> May 2018. The event was a panel discussion on 'Conversations about Consent and Rejection: Exploring Fault lines between Friendship, Intimacy and Harassment'.

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## **CONTENTS**

### **THEMATIC AREAS OF INTERVENTION**

#### **1. PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE**

- A. Trainings
- B. Consultations and Conferences
- C. IEC Material and Knowledge Resources

#### **2. ADOLESCENTS AND YOUTH: SEXUALITY, HARASSMENT AND THE LAW**

##### *AGE OF CONSENT AND AGE OF MARRIAGE*

- A. Documentation and Research
- B. Workshops and Conferences
- C. Events in which PLD presented/participated

##### *BUILDING CONSENT CULTURE*

- A. Creative Communication tools
- B. Public Events
- C. Social Media Outreach
- D. Workshops with youth

#### **3. EXPLORING LINKAGES BETWEEN SEXUAL VIOLENCE, HARASSMENT AND SEXUALITY**

- A. Meetings and Conferences
- B. Research and Publications
- C. Intervention in PILs
- D. Presentations and Advocacy

#### **4. TARGETTING OF WOMEN AS WITCHES**

- A. Advocacy

### **CROSS CUTTING INITIATIVES**

- A. Maintenance of Online Resources
- B. Advocacy with Government and Human Rights Mechanisms
- C. PLD in News
- D. External Evaluation

### **ORGANISATIONAL UPDATES**

PLD is a non-profit legal resource group founded in 1998 that facilitates assertion of social justice and women's rights. Our work focuses on contexts of marginalization shaped by gender, sexuality; caste, culture and poverty, to take into account the intersecting systems of oppression that diminish recognition and access to rights. We pursue our mission through three mutually complementary strategies – of building capacities, creating evidence-based knowledge, and information resources, alongside engaging with social policy at domestic and global levels. This year marks completion of 20 years of PLD's work. As we celebrate our contribution towards development of knowledge resources, of capacities at the national and local levels (of government, private and civil society stakeholders), and our engagement with social policy, we also resolve to deepen our continuing efforts in advancing rights of women and girls.

PLD is registered as a public charitable trust under the Indian Trusts Act, 1882 (registration no: 10514/ IV of 16-12-1998). The annual report presents work under the different thematic streams, carried out in the financial year, between April 1, 2018 and March 31, 2019.

## THEMATIC AREAS OF INTERVENTION

### 1. PREVENTION OF SEXUAL HARASSMENT AT WORKPLACE

#### A. TRAININGS

PLD's trainings have continued to equip stakeholders with skills to prevent, prohibit and redress sexual harassment at workplace. Through conducting orientation for organizations and specialized trainings that engender due process and natural justice for the internal committees, PLD has built capacities for implementing the Sexual Harassment against Women at Workplace Act. This year we conducted 28 trainings, reaching out to more than 1000 participants. The list of trainings conducted is as follows:

##### *For Government Agencies*

CITY	DATE	NO.OF PAX	ORGANISING AGENCY & PARTICIPANTS PROFILE
Delhi	24/5/18	50	In collaboration with Department of Women and Child Development Attended by members of Delhi Government, nodal officers, DWCD and UN Women members

##### *With /For Civil Society Organizations, Universities and Media Houses*

CITY	DATE	NO. OF PAX	ORGANISING AGENCY & PARTICIPANT PROFILE
Ranchi (Jharkhand)	27/5/18 & 28/5/18	34	In collaboration with Center for Health and Social Justice (CHSJ) Attended by Journalists from Dainik Jagran, Dainik Bhaskar, Mahila Mukti Sangathan, RJSS, Cross Time, Mission Badlaav, Dastak Manch, Mobile Vani, Kahabar Mantr, Bhavishya Kiran, Samparn, Ranchi Akhbar and few freelance journalists. Civil Society Organizations like Srijan Foundation, Saprk, Prerna Bharti and Prerna Kendra were also attendants
Patna (Bihar)	21/6/18 & 22/6/18	22	In collaboration with Charkha Development Communication Network. Attended by Print and Electronic media activists from Patna, Madhubani, Motihari, Darbhanga, Betiya, Sitamadhi, Nalanda, West Champaran,

			Gaya
Bhuj (Gujarat)	21/8/18 & 22/8/18	45	In collaboration with Kutch Mahila Vikas Sangathan (KMVS) and Kutch Nav Nirman Abhiyan. Attended by Internal Committee members and representatives of Sahjeevan Kachh Mahila Vikas Samiti, Kacch Nav Nirman Abhiyaan, Kacch Mitr, Setu Abhiyaan, TMC, Vardi Kachh, Khamir
	18/7/18 & 19/7/18	40	In collaboration with Kutch Mahila Vikas Sangathan (KMVS) Attended by para- legal social workers associated with KMVS
Delhi	9/4/18	15	Seeking Modern Applications for Real Transformation (SMART) Attended by community radio workers from Haryana, UP and Delhi
	9/7/19 & 13/7/19	320	In collaboration with East Delhi Municipal Corporation Attended by principals of East Delhi Municipal Corporation (EDMC) Primary Schools
	3/9/18	10	Indian Society for Applied Behavioral Sciences (ISABS) Attended by all staff members
	25/9/2018 & 8/01/2019	45	Center for Energy, Environment and Water (CEEW) Attended by entire staff, administration and management and Internal Committee members
	5/9/18 & 9/10/18 (2 sessions)	50	Center for Policy Research (CPR) Attended by Admin staff, HR team, Internal Committee members, Senior Research officers and security staff
	4/10/18	30	ID Insight Attended by staff members
	15/10/18, 22/10/18, 29/10/18 & 19/11/18 (4 sessions)	160	Hindustan Times Attended by staff members
	19/11/19 & 20/11/18	70	National Law University, Delhi Attended by Admin and Service staff and IC members

	26/11/18	35	National Law University, Delhi Attended by Admin and Service staff members
	30/11/18	53	India Red Cross Society Attended by management, joint and deputy secretaries, directors, and all staff
	5/12/18 & 7/12/18	30 & 25	Azad Foundation Attended by Admin, Service and Internal Committee's Staff
	27/2/19	40	Management Development Institute, Gurgaon (MDI) Orientation session for all staff members
	30/3/19	22	National Law University, Delhi Session on Domestic Violence Law For female service staff members
	3/4/19	7	Center for Internet Studies (CIS) Attended by employees from Delhi, including ICC members

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## B. CONSULTATIONS AND CONFERENCES

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- Madhu Mehra, our Executive Director was a discussant at the UN Women consultation (18<sup>th</sup> June 2018) to review a draft report on the implementation of the Prevention of Sexual Harassment Act, 2013.
- Madhu Mehra, our Executive Director was a panellist presenting on the barriers to the functioning of the ICCs at the 'Sexual Harassment Law and Policies in Indian Universities: Challenges, Practices and Perspective' conference (26<sup>th</sup> March 2019) organised by Centre for Human Rights Studies, O.P. Jindal Global University.

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## C. IEC MATERIAL AND KNOWLEDGE RESOURCES

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- Printable Posters on 'Sexual Harassment at Workplace' and 'Myths and Realities related to Sexual Harassment' have been published in Punjabi, Malayalam, Bangla, Marathi, Telugu and Gujarati apart from Urdu, English and Hindi languages



As per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, it is mandatory to “display at any conspicuous place at the workplace, the penal consequences of sexual harassments; and the order constituting, the Internal Committee under sub-section (1) of section 4”.

To ensure easy access to resources, PLD’s posters are available as soft copies, freely downloadable on PLD’s website, for any interested party to print for their use or circulation. Indeed, some organisations have taken PLD’s permission to print them.

- Video for The WIRE: ‘What You Need to Know about Sexual Harassment in the Workplace’. In light of the #MeToo movement, Madhu Mehra explains the laws regarding sexual harassment in the workplace, and the need to look beyond punitive measures for a solution. Can be accessed here <http://bit.do/thewirevid>.

## 2. ADOLESCENT AND YOUTH: SEXUALITY, HARASSMENT AND LAW

### AGE OF CONSENT AND AGE OF MARRIAGE

#### A. DOCUMENTATION AND RESEARCH

To gather evidence on the impact of laws on sexuality, agency and vulnerability of adolescents, case law research on prosecutions of consensual relations under POCSO and PCMA, along with a field study of girls in self-arranged marriages was undertaken. Based on the data and analysis, the first drafts of the reports were peer reviewed. The preliminary findings indicate retaliatory use of POCSO by parents against self-arranged marriages and consensual relationships of their daughters. These findings provide evidence of the ways in which the increase in age of consent under POCSO weaponises parents and community to exert caste, religious and honour related control on



adolescents, as a consequence of which the law inflicts unintended harm on young persons and adolescents.

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## B. WORKSHOPS AND CONFERENCES

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- National Consultation on Taking Stock of Experiences of Grassroots Organizations in using law to address Early/Child Marriage on 12<sup>th</sup> and 13<sup>th</sup> December, 2018.

A two-day consultation was organized by PLD on 12<sup>th</sup>-13<sup>th</sup> December, 2018 with grassroots organizations that have supported girls to prevent a forced (under-age) marriage from occurring or who have helped girls nullify a (under-age) marriage they were forced into. More than 70 participants from about 20 organizations across different states came together to take stock of the difficulties in accessing and navigating the law, the social costs of the law and its impact on the lives of adolescent girls and their families.



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## C. EVENTS IN WHICH PLD PRESENTED /PARTICIPATED

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The preliminary findings of PLD's research projects on the challenges and impact of law in relation to adolescent sexuality, agency and vulnerability were presented in global and national events to introduce the discourse on child marriage, the need to lower the age of sexual consent as compared to the minimum age of marriage, to safeguard adolescents from wrongful criminal prosecution and harm.

- PLD presented on the linkages between age of consent and age of marriage, called for decriminalization of adolescent sexuality as part of the larger advocacy related to trans, HIV positive, sex work and abortion/ SHRH rights (17<sup>th</sup>-18<sup>th</sup> April, 2018) at 'Challenging Criminalization Globally: Interdisciplinary and intersectional dialogue on

un-policing identity, morality, sexuality and bodily autonomy’- organized by AIDS Accountability International (AAI), in partnership with CREA and Global Health Justice Partnership (Yale University).

- Presented at the 2<sup>nd</sup> global meeting of Girls Not Brides (25<sup>th</sup>- 27<sup>th</sup> June, 2018). PLD was a panelist at the session on ‘the value and risks of criminalizing child marriage: building a common understanding’, a discussion organized by Girls Not Brides between.
- Presented in the session on violence, highlighted its research findings on the retaliatory use of POCSO and PCMA against couples, to emphasize the need to affirm adolescent sexuality while legislating against child sexual abuse (23<sup>rd</sup>-24<sup>th</sup> August, 2018) at IIT Bombay Diamond Jubilee Gender colloquium organized by the Centre for Urban Science and Engineering (CUSE).
- Presented on ‘Age of consent and voidability of marriage: Legal Concerns’ (8<sup>th</sup> September, 2018) at the Girls Not Bride and Women Power Connect meeting on ‘Legal Advocacy on Ending Child Marriage’ in Delhi.
- Presented and shared research findings on ‘What works to reduce child marriages in India’, (22<sup>nd</sup> January, 2019) at an event held by Population Council, Delhi.
- Presented and shared the research findings on the situation of young married girls (26<sup>th</sup> -27<sup>th</sup> February, 2019) organized by Vikalp Sansthan in Jaipur.
- PLD attended the State level multi-stakeholder dialogue towards ‘Improving Access to Justice and Restorative Care for Child Victims of Sexual Abuse’ (26<sup>th</sup> February, 2019) organized by HAQ Centre for Child Rights in Delhi.
- PLD attended the National Discussion on Child marriage and Teen pregnancy (11<sup>th</sup> September, 2018) by Young Lives

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### ***BUILDING CONSENT CULTURE***

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PLD commenced its initiative to engage youth on common understandings, assumptions and desires in relation to sexuality and intimacies. This preventive initiative targets youth on account of age related vulnerabilities, lack of access to reliable information and spaces to discuss confusions and queries around sexuality. Using creative tools like videos ,post-cards that speak to lived experiences of youth and conducting college workshops, our youth outreach helps develop a culture of consent, self-esteem, and self-awareness to equip youth with skills to navigate relationships.

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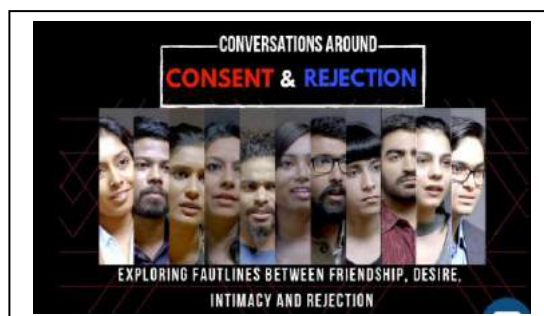
#### **A. CREATIVE COMMUNICATION TOOLS**

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- **Videos on Consent and Rejection (in the context of peer relationships and desire)**

PLD produced a series of 11 bi-lingual videos around themes of consent and rejection to initiate and amplify concerns connected with boundary setting,

confusions and transgressions among youth. These were produced [videos](#) in collaboration with Co: Motion and are freely accessible on YouTube.



- **Post Cards**

A set of 10 illustrative post cards on the themes of consent and rejection in English and Hindi contextualizing fault lines on these themes for youth were produced, and have been widely distributed and posted on college notice boards.




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## B. PUBLIC EVENTS

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- Conversations about Consent and Rejection: Exploring Fault lines between Friendship, Intimacy and Harassment (New Delhi) on 29<sup>th</sup> May 2018: This was with a multidisciplinary panel comprising of Neel Chaudhuri, Samreen Faarooqui, Shabani Hassanwalia, Paromita Vohra, Dhamini Ratnam, Manak Matiyani, Vithika Yadav and Divya Rastogi Tewari. Click [here](#) to watch the snippets from the panel discussion.
- Conversations about Consent and Rejection: Exploring Fault lines between Friendship, Intimacy and Harassment (Mumbai) on 27<sup>th</sup> August, 2018: This was organized by PLD in collaboration with Point of View and G5A Foundation for Contemporary Culture, with the following panelists: Sumit Pawar, Harnidh Kaur, Micky Bhatia and Madhu Mehra, facilitated by Bishakha Datta.
- PLD's video series on 'Consent' and 'Rejection' screened at MAVA's Samabhav Travelling Film Festival 2019: PLD's video series on Consent and Rejection was selected for screening in the SAMABHAV Travelling Film Festival 2019, organized by Men Against Violence and Abuse (MAVA) on gender, sexuality, relationships in 9

cities, 4 districts and 10 Universities. The documentary of the film festival can be accessed [here](#)



### C. SOCIAL MEDIA OUTREACH

- Online Digital Outreach was undertaken in partnership with social media platforms like Youth Ki Awaaz, Feminism in India, Khabar Lehariya and Love Matters India which saw active and enthusiastic discussions generated around themes of consent and rejection.
- The Wire team organized a Facebook live of its interview with Madhu Mehra from PLD and Samreen Farooqui from Co-motion films to discuss workplace harassment and consent. A recorded version of the video interview can be viewed [here](#)

### D. WORKSHOPS WITH YOUTH

To involve youth and peer leaders in conversations and mobilize them to reach out to others, PLD has held workshops with colleges, universities, vocational training centers, community groups and NGOs across 6 cities (in NCR, Gujarat and Uttar Pradesh), 8 NGO partners and 16 educational institutions, reaching out to approximately 500 youth. Using PLD's video-series to facilitate discussions, the workshops have been enthusiastically received.

The list of youth outreach workshops is as follows:

CITY	DATE	ORGANISATION/ UNIVERSITY	NO. OF PAX	PARTNER ORGANISATION & PARTICIPANT PROFILE
Sonipat	31/10/18	Jindal Global University:  Feminism and Law Lecture Series, at Jindal Global Law School	25	Faculty and students
Delhi	3/11/18	PLD	15	In collaboration with Feminism in India – for research scholars, journalists,

				undergraduate students
	27/11/18	Vocational Training Institute, YWCA	47	In collaboration with The Consent Project  For students of Office Management (PG), Travel & Tourism Management courses
	28/11/18	Vocational Training Institute, YWCA	45	In collaboration with The Consent Project  For students from Fashion Tech, Nutrition & Health Management courses
	24/2/19	Kutumb Foundation	35	Participants from resettled communities including community library coordinators and computer teachers of Qissagadh and Indradhanush program.
	3/3/19	Kutumb Foundation	15	Participants are beneficiaries and young staff of Qissagadh Library and Indradhanush program.
	30/3/19	Institute of Social Studies Trust	20	Girls enrolled for informal course in English communication and job skills
Lucknow	30/1/19	Ram Manohar Lohia National Law University	40	In Collaboration with Legal Aid Committee  For undergraduate Law students
	31/1/19	University of Lucknow	42	In collaboration with Samabhav Film Festival with MAVA (Men Against Violence and Abuse)  For BA, MA students of sociology, economics and commerce

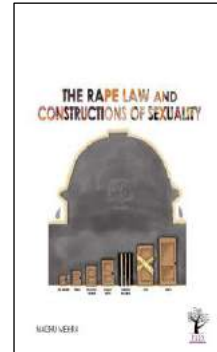
	1/2/19	Humsafar Support Center for Women	30	In collaboration with The Consent Project and Humsafar Resource persons For participants from Yuva Tarang Program belonging to lower income communities and working in the service and informal sector. Some are taking distance education.
Gujarat	11/2/19	Gujarat National Law University, Gandhinagar	40	In collaboration with ANANDI For Law students and Legal Aid Committee members
	13/2/19	Sumandeep Vidyapeeth, Vadodara	45	In collaboration with Sahiyar Stree Sangathan For Medical Students
	14/2/19	Navrachna University, Vadodara	48	In collaboration with Sahiyar Stree Sangathan For MBA students
	15/2/19	Institute of Law, Nirma University, Ahmedabad	15	In collaboration with ANANDI For Law students
	16/2/19	CEPT University, Ahmedabad	20	In collaboration with Peace and Equality Cell For architecture students



### 3. EXPLORING LINKAGES BETWEEN SEXUAL VIOLENCE, HARASSMENT AND SEXUALITY

#### A. MEETING AND CONFERENCES

- Book discussion on PLD's 'Rape Laws and the Construction of Sexuality': organized by the India International Center, with author Madhu Mehra in a panel with Farah Naqvi, Rebecca Mammen John, and Shohini Ghosh moderated by Urvashi Butalia from Zubaan Books on 21<sup>st</sup> July, 2018
- Roundtable on 'Sexuality and Harassment': organized by PLD in collaboration with Centre for Studies in Gender and Sexuality, Ashoka University on 1<sup>st</sup> December 2018 to discuss the linkages in understanding sexuality and harassment. Through three panels on Psyche, Agency and Law, panelists Amrita Narayanan, Shifa Haq, Divya Rastogi Tewari, Manak Matiyani, Shohini Ghosh, Aвали Khare, Ratnaboli Ray, Siddharth Narain, MadhuMehra, Rukmini Sen and Mihir Samson interrogated consent, agency and sexuality. A report of the event is available [here](#).

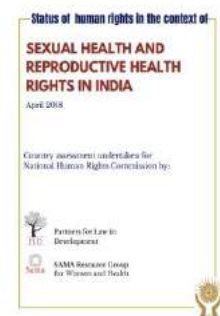


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## B. RESEARCH AND PUBLICATIONS

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- ‘Country Assessment on Human Rights in Context of Sexual Health and Reproductive Health and Rights’: This report is the first national inquiry on sexual and reproductive health undertaken by PLD and SAMA Resource Group for women and health on behalf of the National Human Rights Commission. It maps critical concerns pertaining to sexual health and reproductive health as two distinct but partially overlapping concerns in the context of India. The report can be accessed [here](#)
- NCPCR reprinted PLD’s Resource Book on Child Sexual Abuse: In appreciation of the quality of PLD’s resource book in Hindi, National Commission for Protection of Child Rights (NCPCR) entered into a collaboration to re- print ‘Hinsa Aur Kanoon: Baal Yaun Shoshan Par Kanoon’.



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## C. INTERVENTION IN PILs

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- PLD joined as an intervener in the Joseph Shine PIL in the Supreme Court to challenge the criminalization of adultery, providing historical and comparative law research. The Supreme Court ruled Section 497 of the Indian Penal Code as unconstitutional in September, 2018.

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## D. PRESENTATIONS AND ADVOCACY

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- Presented at the national consultation on ‘Access to Justice - Women’s collectives enabling and empowering effective mechanisms to ensure no woman is left behind’(19<sup>th</sup>July, 2018). This consultation was about taking stock of experiences, challenges in relation to PWDVA and ways of addressing these organized by Action India.
- Presented at National Conference On ‘Health System Response to Violence against Women: Emerging Evidence’ (3<sup>rd</sup> December, 2018) organized by ICRW and CEHAT.
- Presented on ‘Feminist interrogation of gender and sexual justice: revisiting laws on sexual offences’ (18<sup>th</sup>December,2018)organized by Centre for Law, Justice and Development (CLJD) under the aegis of National Law University, Delhi in association with National Academy of Law Teachers, NLU Delhi.
- Presented on ‘Women's movement and legislative reform on Violence against Women’(11<sup>th</sup>-16<sup>th</sup> Feb, 2019) at 6 days National Workshop on Gender and Development organized by ISST and Women’s Studies Center, Delhi University for teachers and research scholars from all the universities across India at WSDC, DU.



- Participated in the ILO multi stakeholder workshop on Trafficking of Persons (Prevention, Protection and Rehabilitation) (22nd June, 2018) to review the draft bill 2018.
- Participated in the dissemination and sharing of research on the intersections of sexual violence and digital security (21<sup>st</sup> November, 2018) at 'My Troll, Our Troll' organized by Point of View and The Internet Democracy Project.
- PLD attended the presentation and panel discussion on sharing of research findings of the 'Mardon Waali Baatein' project (15<sup>th</sup> March, 2019) to discuss young men and masculinities held by the YP Foundation.

#### **4. TARGETTING OF WOMEN AS WITCHES**

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##### **A. ADVOCACY**

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- PLD's Executive Director Madhu Mehra was interviewed on witch hunting (3rd May 2018) by global journalist, an international radio and television program broadcast channel. Click here to watch <http://bit.do/globaljournalist>
- PLD undertook a comparative analysis of state laws of Bihar, Chhattisgarh and Rajasthan on witch hunting (27<sup>th</sup> December 2018) for Institute of Development Studies, Jaipur and presented this paper at a one day state level workshop on 'laws and intervention strategies related to witch hunting', organized by Rajsamand Jan Vikas Sansthan (RJVS), Institute of Development Studies and Action Aid in Jaipur.

### **CROSS CUTTING INITIATIVES**

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##### **A. MAINTENANCE OF ONLINE RESOURCES**

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PLD continued to update and maintain its digital resources, the [Feminist Law Archives](#), posters, reports and publications. All of PLD's publications and resource materials are freely available and downloadable on our [website](#).

##### **B. ADVOCACY WITH GOVERNMENT AND HUMAN RIGHTS MECHANISMS**

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- Submission of draft on National Child Protection Policy to MWCD: PLD submissions to the National Child Protection Policy draft circulated by The Ministry of Women and Child Development in January, 2019 were endorsed by 18 organizations from different parts of the country.
- Submission on Misuse of Criminal Law and its Impact on Human Rights of adolescents to International Commission Jurists: PLD's submissions in March 2019 focused on the effect of criminalization on adolescent sexuality and its impact on their health and human rights.

- On reform of Family Law to the Law Commission of India: In response to the Law Commission's call for comments on the possibility of Uniform Civil Code, PLD submissions in July, 2018, impressed upon the need for legal protection for women in conjugal relationships that lacked legal recognition as marriage.
- Preparatory meetings towards India's country review by CEDAW: In the last year, three government and non-governmental processes were initiated in relation to India's 6<sup>th</sup> periodic report to CEDAW. PLD participated (5<sup>th</sup> December 2018) in a meeting organized by the MWCD and NLUD on the country report to the CEDAW; and presented as a panelist at two civil society meetings and a national meeting(July 25<sup>th</sup>-26<sup>th</sup>, 2018) organized by NAWO.
- PLD presented in a meeting organized by the National Network for Shelter Homes in India (19<sup>th</sup> March, 2019) to discuss findings of a five state study on survivors of violence and shelter.

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### C. PLD IN THE NEWS

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- 'New NHRC Study Looks at How India Can Improve Sexual and Reproductive Health', The Wire, January, 2019, available at <https://bit.ly/2MqCt9h>
- 'What you need to know about Sexual Harassment at the Workplace', The Wire, October, 2018, available at <https://bit.ly/2UZ5tM9>
- 'Supreme Court verdict on adultery opens door for fuller understanding of women's equality', Hindustan Times, September, 2018, available at <https://bit.ly/2Dgo8ZT>
- 'Discrimination must be addressed without delay', The Hindu, September, 2018, available at <https://bit.ly/2NvyMSV>
- 'Relationships are Essential to Each Other', Bombay Samachar, August 2018, available at <https://bit.ly/2DhJdTx>
- 'Should adultery be a crime?', We The People, NDTV, August, 2018, available at <https://bit.ly/2P5fEzK>
- 'Fast-track Courts Doing More Harm Than Good: Experts', She The People TV, August, 2018, available at <https://bit.ly/2GqluTb>
- Interview- Madhu Mehra, Part 1-2, In Plainspeak, (Power and Sexuality Issue) ,July, 2018,available at <https://bit.ly/2AAPNpg>
- 'Indian Court Criticized for denying convicted Rapists Furlough Rights', Asia Times, June, 2018, available at <http://bit.do/courtcrit>
- 'Navigating consent in messy relationships', The Wire, June 2018, available at <https://bit.ly/2Dh7p8F>
- 'Video series explores Fault lines between Friendship, Intimacy, and Harassment', PTI, May, 2018, available at <https://bit.ly/2Uj0Nwi>

- ‘These 11 videos will open a Dialogue Around Consent & Rejection’, The Quint, May, 2018, available at <https://bit.ly/2UklkiR>
- ‘Stigma, Silence Make Fertile Ground for Sex Offences’, Hindustan Times, May, 2018, available at <https://bit.ly/2HKEKgi>
- India’s witch-hunts, Global Journalists, May, 2018 available at <https://bit.ly/2loq2LS>
- ‘The Women’s Movement and Legislative Reform on Violence Against Women’ in India Feminisms :Individual and Collective Journeys, Zubaan, 2018, available at <https://bit.ly/2UkmHz1>

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#### D. EXTERNAL EVALUATION

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- An external evaluation of PLD’s training strategies from 2012 to 2017 was undertaken by Prasanthi, the former head of Andhra Pradesh Mahila Samakhya, Hyderabad.

## ORGANISATIONAL UPDATES

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<b>OUR TEAM AND PROGRAM PARTNERS</b>	
<b>Executive Director</b>	Madhu Mehra
<b>Research</b>	Saumya Maheshwari Stuti Tripathi Mrinalini Ravindranath
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<b>Finance</b>	Vipin Kumar (Finance Manager) Ankur Kashyap (Accounts Officer)

<b>GOVERNANCE AND ADVISORS</b>	
<b>Board of Trustees</b>	Jaya Sharma, Rebecca John, Geeta Ramaseshan, Aradhana Nanda, Madhu Mehra
<b>Advisors to PLD</b>	Uma Chakravarti, Kamala Sankaran, Sanjay Agarwal, Nandini Narula, Anuja Agrawal, Mrinal Satish, Malavika Rajkotia
<b>Donors</b>	American Jewish World Service, The Asia Foundation, UN Women, National Human Rights Commission