



# ANNUAL REPORT 2024-2025



**PARTNERS FOR LAW IN DEVELOPMENT**

**Annual Report (April 2024 - March 2025)**

Copyright © 2025 Partners for Law in Development (PLD)

Author: Partners for Law in Development Partners for Law in Development (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.

PLD is registered as a public charitable trust under the Indian Trusts Act, 1882 (registration no: 10514/ IV of 16 12-1998).

P-9A, Ground Floor,  
Jangpura Extension,  
New Delhi- 110014  
Ph: 91(0)-11- 49078282

[www.pldindia.org](http://www.pldindia.org)

[www.cedawsouthasia.org](http://www.cedawsouthasia.org)

[www.feministlawarchives.pldindia.org](http://www.feministlawarchives.pldindia.org)

## CONTENTS

### PART I: PROGRAMME UPDATES

- I. Sexual Harassment at the Workplace Law.....
- II. Early, Child Marriage (ECM) and Adolescent Concerns.....
- III. Gender Based Violence and the Law.....
- IV. Gender, Consent and the Law.....
- V. Feminist Law Archives.....
- VI. Participation as panellist in meetings.....

### PART II: ORGANISATIONAL UPDATE

## PART I: PROGRAMME UPDATES

This report provides an overview of activities undertaken in 2024-25, clustered under our thematic focus areas: Sexual Harassment at the Workplace, Adolescent Concerns and Early Marriage, Gender-Based Violence, Gender and Consent, Participation as panellist in meetings and the Feminist Law Archives. Part one of the report pertains to programme updates, while part two pertains to organisational updates.

### I. Sexual Harassment at the Workplace Law

Seven collaborative workshops were organised by PLD, and additionally, we are regularly invited as resource persons to conduct sessions for other organisations. Together, through all the training workshops and sessions, across seven states, we reached out to 410 participants in all. The profile of the participants who we part of the workshops include members of internal and local committees, senior management in private and state government bodies, lawyers, grassroot and community workers, driving trainees, and university students; each a catalyser, change agent, or senior functionary, with the potential of impacting their fields of operation significantly.

#### (A) Collaboratively organised Workshops



Sr. No.	Collaborating Partners and Location	Participant's Profile
1.	<b>Prajnya Trust</b> May 17, 2024 Chennai, Tamil Nadu	<b>Total:</b> 28 <b>Profile by role:</b> Accounts Executive (2); Chief Operating Officer (1); Union Leader (3); Programme Officer (11); Coordinator (3); Secretary (1); Lawyer (1); Trainer (3); Trustee (2); Executive Director (1); <b>Profile by organisation:</b> Sakshi; Golden Butterflies; Tamil Nadu Labour Union; SRED; TLRf; Semmalar; Advocate; Blossom Trust; Independent consultant; PCVC; CWDR; Tamil Nadu Civil Supplies Organisation; Anna University; Sekhmet;
2.	<b>Swayam</b> May 27 - 28, 2024 Kolkata, West Bengal	<b>Total:</b> 39 <b>Profile by role:</b> Secretary (6); Field Associate (2); Project Manager (10); Senior Case Worker (4); Professor (5); Research Associate (1); Senior Executive (2); Library and Information Officer (1); Programme Officer (3); Youth Leader (1); Documentation Associate (1); Student (1); Human Resources (3); Consultant (1); <b>Profile by organisation:</b> Nabodaya Shakti Sadan; NRI FI; Dabpatra Nabodisha Education and Welfare Society; Sappho for Equality; LGWCDC; Rescue and Relief Foundation; IIM Kolkata; Paschim Banlia Jankalyan Samiti; CREW Child Rights and Employment; Jogesh Chandra Chaudhari College; Equidiversity Foundation; Barasat Government College; SRFTI; CHSJ; Behala; ISW; AGAMEE; DAF; Anjali; Satyajit Ray Film and Television Institute;
3.	<b>Azad Foundation</b> June 14, 18, 21, 2024 South-East-North Delhi	<b>Total:</b> 100 <b>Profile by role:</b> Driving Trainees <b>Profile by organisation:</b> Azad Foundation
4.	<b>Vishakha, Mahila Jan Adhikar Samiti</b> July 6, 2024 Jaipur, Rajasthan	<b>Total:</b> 25 <b>Profile by role:</b> External member (1); Programme Officer (19); Internal Committee (4); <b>Profile by organisation:</b> Gramin Vikas Shoh Awam Takniki Kendra, Pachewar (GVSTK); Bhavi Nirman Society Chaksu; Vikasonmukh Sansthan; Azad Foundation; Sambhali Trust; Centre for Labour Research and Action; Shree Jan Jeevan Kalyan Sansthan; Rajsamand Jan Vikas Sansthan; Jatan Sansthan; Rise Foundation; Foundation for Ecological Security; Pure India Trust; Divine Solutions; Indian Railways;
5.	<b>Azad Foundation</b> August 7, 2024 New Delhi	<b>Total:</b> 40 <b>Profile by role:</b> Driving Trainees <b>Profile by organisation:</b> Azad Foundation



**(B) PLD invited as resource person to conduct training**



Sr. No.	Organiser and Location of Training	Participant's Profile
1.	<b>Delhi Bible Institute</b> September 20, 2024 New Delhi	Total: 25 Profile by role: Staff of Delhi Bible Institute Profile by organisation: Variou branches of Delhi Bible Institute - Delhi, Chandigarh, Bhopal, Hyderabad, Jaipur, Lucknow, Jammu)
2.	<b>Shramajivi Mahila Samiti</b> September 28, 2024 Jamshedpur, Jharkhand	Total: 50 Profile by role: Internal Committee members Profile by organisation: National Alliance of Women (NAWO) members
3.	<b>District Magistrate's Office and Transform Rural India Foundation</b> October 7, 2024 Bijapur, Chattisgarh	Total: 50 Profile by role: Staff of District Magistrate Office Profile by organisation: Bijapur District Magistrate
4.	<b>Mahatma Gandhi International University</b> October 22, 2024 Allahabad, Uttar Pradesh	Total: 43 Profile by role: Students Profile by organisation: Students of Mahatma Gandhi International University, Allahabad branch
5.	<b>Women's Fund India</b> February 8, 2025 Online Session	Total: 10 Legal fellows of Women's Fund India

## II. Early, Child Marriage (CEM) and Adolescent Concerns

PLD's work over the last decade on the connected themes of child and early marriage (CEM) and adolescent sexuality has been collaborative in nature, with action research, dialogues along with case law studies, which have significantly reframed the understanding of child marriage and the law, highlighting the selective use of the law. These findings caution against over-reliance on law and criminalisation, while emphasising the value of welfare to empower girls from vulnerable communities who are most vulnerable to early marriage. Through dialogues with civil society organisations, representations to institutions and government bodies, and meetings, PLD continues to drive conversations, forging connections to strengthen an evidence based understanding of interventions that can be transformatory and empowering for girls. The following events were organised.

### (A) The Adolescent Question - Feminist Co-learning Journeys

To deepen the discussion on issues affecting adolescent rights, PLD organised a national level workshop from November 18 - 21, 2024 in Sanand, Gujarat which



brought together 35 participants from 19 partner organisations across ten states (Vijayawada, Andhra Pradesh; Guwahati, Assam; Delhi; Ahmedabad, Vadodara, Bhuj, Gujarat; Pune, Mumbai, Maharashtra; Bhubaneswar, Odisha; Udaipur, Ajmer, Rajasthan; Chennai, Tamil Nadu; Kolkata, West Bengal; Noida, Uttar Pradesh) with whom PLD's work on adolescents evolved. We

traced milestones in conceptual language and field intervention, which evolved from working with each other. In the spirit of feminist co-learning, we made interlinkages between the personal - our work - the law to unpack complex realities of adolescents in law and society. Our resource pool included NCAAC members, who enriched the discussions through intersectional perspectives.

### (B) State level workshops in Rajasthan and West Bengal:

PLD organised two state level workshops on child and early marriage (CEM) and adolescent sexuality in collaboration organisations and state level networks in Rajasthan and West Bengal, to unpack competing discourses on criminalisation on one side and affirmative action to support girls in vulnerable contexts on the other.

Resource persons were drawn from NCAAC member organisations, such as Indira Pancholi from MJAS, Bharat from Vishakha, Madhu Mehra from PLD, Swagata Raha from Enfold Proactive Health Trust.



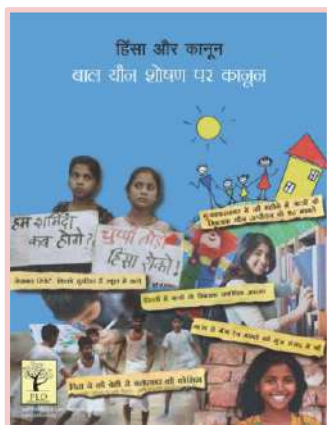
### 1. With Vishakha, Mahila Jan Adhikar Samiti [in collaboration with GNB-Rajasthan and NCAAC]

A total of 34 participants from various districts across Rajasthan, including Alwar, Banswara, Bikaner, Chittorgarh, Jaipur, Khichan, Rajsamand, and Udaipur, took part in the workshop which was organised on July 4-5, 2024 in Jaipur, Rajasthan, representing a diverse regional spread.

### 2. With Swayam [in collaboration with BHABNA network and NCAAC]

This workshop which was organised on July 19-20, 2024 in Kolkata, West Bengal, brought together 56 participants from different zones of Kolkata. The sessions fostered discussions on key issues, encouraging collective reflection and strengthening local engagement.

## (C) Publication - Reprint of Booklet on Protection of Children against Sexual Offences Act (POCSO) - Bal Yaun Soshan par Kanon



Originally published in 2016, Bal Yaun Soshan par Kanon is a comprehensive Hindi resource on the Protection of Children from Sexual Offences (POCSO) Act, 2012 and its intersections with Juvenile Justice Act, Criminal Procedure Code, and the National Commission for Protection of Child Rights Act. It is perhaps the only comprehensive law primer in Hindi, and continues to be in demand, having been updated to its second edition in 2018. To meet the continuing demand, the second edition was reprinted.

## III. Gender Based Violence and the Law

The Gender Based Violence (GBV) capacity building workshops organised by PLD, focus on equipping stakeholders with knowledge of law, rights-based approaches to case work addressing domestic violence along with other forms of gender based violence. By strengthening capacities at various levels, PLD contributes to a broader movement for



justice, gender equality, and systemic change in addressing gender based violence and discrimination.

## **(A) Capacity Development**

### **1. Mahila Panchayat Members Training with Action India**

Action India, established in 1976, has been actively working to empower women and address gender-based violence through various initiatives, including the Mahila Panchayat (MP) program. Currently, six Mahila Panchayats (Dakshin Puri, Seemapuri, Sunder Nagri, Janta Mazdoor Colony, Dharampura, Jahangirpuri)



operate across different districts of Delhi, independently managed by Action India. These Panchayats serve as community-based redressal mechanisms, providing women with safe spaces, dispute resolution, counseling, legal aid, and leadership development opportunities.

PLD, in collaboration with Action India, conducted workshops on April 23 - 25, 29, 2024; May 7, 8, 11, 14, 2024 in New Delhi, with 400 Mahila Panchayat members in April and May 2024 to strengthen the legal knowledge and case-handling skills of Mahila Panchayat members. The training focused on assessing existing knowledge, safe use of communication technology in casework, and understanding key legal frameworks, including the POCSO Act, Domestic Violence Act, Sexual Harassment at Workplace Act, and recent amendments in gender-based violence laws. These sessions aimed to enhance the capacity of Mahila Panchayats, equipping members with practical skills and legal awareness to support survivors more effectively.

### **2. Mahila Panchayat Leadership Training with Action India**

PLD and Action India organised a two-day residential training on June 5-6, 2024, in New Delhi, with 100 Mahila Panchayat leaders, focusing on women's panchayats and feminist justice. The training aimed to deepen the understanding of justice, equality, and freedom through discussions, group activities, and historical perspectives on women's movements.

### **3. Samta Sakhi/Samanvayak (gender cadres) Legal Training with Pradan**

PLD in collaboration with Pradan conducted a training session on February 14 - 15, 2025 in Bhopal, Madhya Pradesh, for 30 Samta Sakhi/Samanvayak (gender cadres) of the Madhya Pradesh State Rural Livelihoods Mission (MPSRLM), focusing on legal frameworks and women-specific laws under the new criminal law - BNS. The

session aimed to strengthen their understanding of legal rights and equip them with the knowledge to support gender justice initiatives within their communities.

#### IV. Gender, Consent and the Law

PLD's consent initiative with youth constituencies aims to shift the focus of the consent conversations to understanding the self, one's actions, decision making processes and ability to navigate power and external pressures. A preventive approach, this initiative bolsters the work on sexual harassment, through working with youth towards raising self-awareness, and fostering dialogue on consent and rejection through films. In this period, we conducted such events, through film symposiums in the following colleges:

- PLD with Ashoka University, Sonipat | April 13, 2024 | Sonipat, Haryana (45 students)
- PLD with Sai University, Chennai | May 18, 2024 | Chennai, Tamil Nadu (50 students and professors)

#### V. Feminist Archiving

The Feminist Law Archives, a repository of women's movements engagement with law, rights, oral histories and cultural expressions of rights has grown over the years. We recorded songs, memories and oral histories of feminists who have contributed to pioneering moments and change, besides adding more documents. A growing concern about archiving feminist histories within the sector is evident in increased efforts in archiving, discussions and forums in which we participated and presented.

##### (A) Ways of Seeing and Being Series II, Episode 4 - Mahaila Samakhya



An episode of PLD's Ways of Seeing and Being Series II, was created with Abha Bhaiya and Kalyani Menon Sen to record their transformative journey with the Mahila Samakhya Programme, dedicated to empowering women from socially and

economically marginalised groups in rural areas. Through this episode, Abha and Kalyani share their memories and reflections on the Mahila Samakhya journey.

## **(B) Rethinking the Trajectory: From Women's Archives to Feminist Archiving**

A workshop organized by the RCWS, SNDTWU and DWGS, SPPU on February 7-8, 2025, in Pune. PLD team presented its experience of archiving over the decade, engaged with other archiving initiatives and participated in the discussions.

## **(C) Asian Women's Film Festival**

The International Association of Women in Radio and Television (IAWRT) dedicated two panel discussions on the theme of Memory as Movement - Archiving Feminist Histories on March 6, 2025, as part of marking 20 years of the Asian Women's Film Festival in 2025. PLD was part of the panel discussions to present organisational approaches archiving within its work and through the digital repository of Feminist Law Archives.

As part of celebrating feminist histories and archiving efforts, IAWRT curated the work of 10 feminist organisations, including PLD. The exhibits of our journey, posters and publications, together with others, was a matter of pride and joy for us.



## **VI. Participation as panellist in meetings**

PLD was a panellist in the following discussions and meetings:

### **1. Sexual Harassment at Workplace Law**

- POSH Act and LCs: Let's take a Pause: PLD presented on the challenges related to Local Committees and participated in a consultation organised by Jagori on January 22-23, 2025 to discuss the implementation of law for unorganised sector women workers.
- National Consultation on 'Understanding the nature, forms and implications of structural violence against rural women in the context of agrarian distress' organised by SOPPECOM in collaboration with FPC, ISST and MAKAM on

October 22nd-23rd, 2024 - PLD presented on challenges faced by unorganised sector women workers in accessing redress for under sexual harassment law.



- UN Women working group on Sexual Harassment at the Workplace Law on September 19, 2024.
- Action Plan for Safety in Public Places for Women in Delhi on August 26, 2024, to brainstorming on suggestions for women's safety in public places in Delhi.
- India Rural Colloquy (4th edition) organised by TRIF on August 8, 2024, PLD presented on the challenges related to Local Committees to address sexual harassment against women workers in the unorganised sector.

## 2. Early, Child Marriage (ECM) and Adolescent Concerns

- Asia Pacific Forum on Sustainable Development Young Feminists Forum held to amplify feminist voices, as a panelist on justice frameworks, organised by ARROW on February 18, 2025.
- Early Marriage and Forced Marriage: Law, Sexuality, and Social Implications organised by CREA on January 28, 2025.
- UNFPA commemoration of the International Day of the Girl Child on October 11, 2024 with the release of the Primer on the Annulment of Child Marriage co-produced with Enfold. PLD addressed the possibilities and challenges in relation to seeking annulment under PCMA.
- Challenging Criminalisation - Exploring Non-Punitive Approaches To Gender Based Violence And Envisioning Justice From A Feminist Lens organised by CREA on August 5, 2024.
- Applying Evidence: Evolving Capacities of the Child and Children's Rights - a roundtable discussion of the Steering Group of UNIFEM Innocenti, from July 18-19, 2024.
- Unpacking Implementation of Child and Adolescent (Prohibition and Regulation) Act, 1986 and Prohibition of Child Marriage Act, 2006: Trends based on E-courts Data – A meeting hosted by Enfold Proactive Health Trust and Karnataka Judicial Academy on July 5, 2024.
- Child Marriage Laws: What works, what doesn't, what's next? presentation at the global webinar co-organised with the Sexuality Working Group on April 17, 2024 to discuss evidence on how the law works across regions and contexts.

## 3. Gender Based Violence and the Law

- Reflections on the Past, Looking to the Future: Fifty Years of Towards Equality, panel discussion on violence against women and the law organised by Centre for Women's Development Studies, on March 3, 2025.



- National Consultation on Beijing +30: Revisiting and Re-Envisioning Beijing October 22-23, 2024, organised by The National Alliance of Women (NAWO), where PLD moderated the panel on violence against women.
- 5th Gender Samvaad organised by the Deendayal Antyodaya Yojana, National Rural Livelihood Mission and IWWAGE to discuss pathways for mitigating challenges of responding to Gender Based Violence on September 6, 2024. PLD's presentation focussed on challenges relating to unorganised sector women workers in rural contexts, and possibilities of moving forward.

#### 4. Others

- Discussion on Masculinity, Consumerism and the Post-National Indian City, a book by Dr. Sanjay Srivastava, on October 3, 2024.
- Role of Judiciary in fostering Inclusivity - an online presentation for the Regional Inclusive Justice Symposium - South Asia, organised by UN Women and Federal Judicial Academy, Islamabad on June 29, 2024.
- 50 years of Towards Equality: future of feminist research: a roundtable organised by the ISST and the Ford Foundation on May 30, 2024.

## PART II: ORGANISATIONAL UPDATE

Team composition in the year 2024-25:

<b>Chief Functionary</b>	Nandini Narula
<b>Head (Research and Trainings)</b>	Madhu Mehra
<b>Programmes (Training and Research)</b>	Shivangi Shikhar Renu Singh Monika (Consultant) Celin Thomas (Consultant) Anchal Gupta (Consultant) Apeksha Vora (Consultant)
<b>Programme Support</b>	Kishore Tirkey
<b>Interns</b>	Mallika Sharma Poorva Pillai Revali Bhatnagar Arshiya Dahiya Jasmeen Kaur
<b>Administration and Finance</b>	Subash K.B.