

**Report on Southern India Regional Conference  
Engendering Tourism: Work, Opportunities & Dilemmas**

**Co-organised by Indian Association of Women's Studies (IAWS) and EQUATIONS  
Vishranthi Nilayam, Bangalore, 14<sup>th</sup> June 2013**

The last decade of tourism development in the national and international arena has placed a much greater emphasis on women. The tourism sector claims that it generates significant employment opportunities for women. The UN World Tourism Organisation dedicated World Tourism Day 2007 to women, declaring that "Tourism Opens Doors for Women" and followed it with its Global Report on Women in Tourism 2010, highlighting the role of tourism in empowering women politically and economically. At the national level, the National Tourism Policy, 2002 recognises the need to enhance women's participation in tourism. However, there is a need to examine to what extent these intentions have transformed ground realities.

It is undeniable that tourism does provide opportunities to women. However, real experiences in terms of women's political, economic, social and cultural empowerment have been less than satisfactory. Most women continue to battle for respect, dignity and equality in private and public spaces. Within the sphere of women and work, significant horizontal and vertical gender segregation of the labour market, feminisation and informalisation of the workforce in tourism is a matter of concern. It is in this context that the Indian Association of Women's Studies (IAWS) and EQUATIONS came together to organize a Southern India Regional Conference on "Engendering Tourism: Work, Opportunities & Dilemmas" on 14th June 2013 at Vishranthi Nilayam in Bangalore. Following was the schedule of the conference:

**CONTEXT SETTING**

<b>Time</b>	<b>Subject</b>	<b>Speakers</b>
09.00-09.30 am	Registration	
9.30-10.15 am	Welcome & Introduction	Shaila DeSouza, IAWS
10.15-11.00 am	Women, Work & Tourism: Trends, Issues & Policy Perspectives	Surabhi Singh, EQUATIONS

**11:00-11:15 am: Tea break**

**WOMEN IN FORMAL SECTOR: RIGHTS & VULNERABILITIES**

<b>Time</b>	<b>Subject</b>	<b>Speakers</b>
11.15-12.00 pm	Women in Formal Sector in Tourism: A Situational Analysis	Franklyn D'Souza (Hotel Employees Federation of India) Lalitha. K (Mount Carmel College) Evangeline Anderson-Rajkumar (United Theological College) Vanitha Isabella (Garden City College) Bindi Verghese (Christ University)
12.00-12.30 pm	Discussion	

**12:30-1:30 pm: LUNCH BREAK**

## WOMEN IN INFORMAL SECTOR: RIGHTS & VULNERABILITIES

Time	Subject	Speakers
1:30-2.15 pm	Women in Informal Sector in Tourism: A Situational Analysis	Shakun Mohini (Vimochana) Vinay Sreenivasa (Beedhi Vyparigala Hakkotya Andolna) Rosey N. (Domestic workers' rights union) R. Pratibha (Garment & Textile Workers Union) Meena Jain (LabourNet) Asha Ramesh
2:15-2.45 pm	Discussion	

### 2:45-3:00 pm: TEA BREAK

## WOMEN, LIVELIHOODS & RESOURCES

Time	Subject	Speakers
3:00-3:15 pm	Women and Access to Livelihoods	Chranya (Anthra)
3:15- 3:30 pm	Women, Resources and Citizenship	Salma & Geetha (Sadhne Mahila Sangha) Akkai (Sangama) Nisha Gulur (Karnataka Sex Workers Union)
3:30-4:15 pm	Discussion	

## ANALYSIS OF POLICY & IDENTIFICATION OF GAPS

4:15-4.45 pm	Analysis of Policy and Identification of Gaps	Indhu Subramaniam (Hengasara Hakkina Sangha) Maitreyi Krishnan (Alternative Law Forum)
4.45-5.15 pm	Discussion	

## GOING FORWARD

5:15-5:45 pm	Going Forward	Shaila DeSouza (IAWS) & Aditi Chanchani (EQUATIONS)
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### Context Setting:

The conference started with the welcome address by Shaila DeSouza, IAWS highlighting the need to mull over issues faced by women in tourism in light of unregulated development of tourism. She also shared that issues which are at the regional levels will hopefully be taken up at the IAWS national conference planned in February 2014 in Guwahati. It was followed by a round of introduction where people with different background- CSOs, unions / associations, academic institutions and tourism industry spoke about their organisation and the issue they are engaged with.

Surabhi Singh, EQUATIONS presented on trends and issues of women working in the tourism sector. The commoditisation of culture, objectification of women, increasing rate of violence against women and the tourism industry claiming itself as a vehicle for the empowerment of women were highlighted as major trends. She spoke about a range of issues such as gender stereotyping of jobs offered by tourism, significant horizontal and vertical segregation,

sexualised nature of tourism promotion, feminisation and informalisation of work force, lack of visibility of women's labour, discrimination against accessing opportunities and benefits, lack of safe working conditions, lack of collectivisation /unionisation, displacement and loss of traditional livelihoods.

### **1<sup>st</sup> Session- WOMEN IN FORMAL SECTOR: RIGHTS & VULNERABILITIES:**

**Speakers:** Franklyn D'Souza (Hotel Employees Federation of India- HEFOI), Lalitha. K (Mount Carmel College), Evangeline Anderson-Rajkumar (United Theological College), Vanitha Isabella (Garden City College), Bindi Verghese (Christ University)

Franklyn D'Souza shared issues linked to the loss of land, displacement, & migration taking place due to hotel construction and the contractual labour system resulting in worsening the situation of employees, especially women who are forced to work in precarious conditions in the hotel industry. It is in this backdrop that all employees irrespective of their affiliation with trade unions have come together to form the Hotel Employees Federation of India. He also shared details of challenges faced by women such as inaccessibility to jobs at managerial positions, unsafe working conditions, wage disparity and lack of safety measures for women working night shifts. Further, he spoke about the big hotel chains who are not open to employing women. They are given 'Fixed Term Contracts' (FTC) and more often than not are asked to resign after getting married.

While talking about women leadership, he raised the issue of lack of participation of women in unions. The Federation has state committees in Kerala, Rajasthan, Goa, Maharashtra, Delhi, Karnataka and Andhra Pradesh. However, there is lack of women participation in these committees except in Maharashtra and Delhi. The Federation has published a note on Sustainable Tourism to which he invites comments.

Bindi Verghese presented findings of a study conducted in fifteen 3 star deluxe hotels in Bangalore where women working as trainees, supervisors and manager were interviewed. The study categorised women employees into two categories - entrepreneurial and submissive. While explaining the categories, she said that entrepreneurs are the ones who are contemporary in thinking, workaholic and enterprising whereas women who were not open to change their jobs frequently were classified under the submissive category. She shared that 30-40% of women are victims of harassment but only 9-13% cases are reported at the HR level or any core committees at the management level. She also spoke about dilution of cases during enquiry and of women complainants getting blacklisted through an inter communication system of the hotels. This leads to women losing opportunities in other hotels. While the law supports women working in night shifts, they are not encouraged by their supervisors to work in night shifts or stand for their rights. She also raised the issue of time-demanding nature of jobs in the hotel industry which makes it difficult for employees to balance their dual responsibilities.

Vanitha Isabella shared her own journey, starting from working in hotels to now being in the academic sector. She said there is a lack of awareness among students about opportunities available in the hotel industry. She shared her own example about how she was interested in the front office division but got an opportunity only in housekeeping. She also raised the issue of perception of society towards women working in hotels. Though her parents supported her, after marriage her situation was not the same and she chose the academic sector.

While talking about the syllabus, she said that it is theoretical in nature thereby limiting in making youth aware about their rights and changes taking place in the work scenario. With

regard to women's empowerment, she spoke of the issue of non-recognition of women labour, domination of men at decision-making levels and a lack of supportive environment for women entrepreneurs. In the end, she recommended that such conferences / workshops be organised in educational institutes to build awareness about opportunities in the tourism industry, collaborative work be carried out between academic institutes and NGOs, changes in tourism syllabi in educational institutions and to introduce a tourism course at the school level along with scholarships to build interest among youth.

Evangeline Anderson-Rajkumar emphasised that we need to start with a critique of tourism by examining the nature of opportunities and the kind of occupational hazards that tourism brings in. Sex tourism, issues of objectification of women, gendered nature of employment opportunities, increasing violence against women and state impunity needs attention. She also raised the need to be vigilant and understand the implicit assumptions in view of the state co-opting the language of human rights. While talking about the role of the industry, she spoke about CSR practices where big hotels like Taj conduct educational programmes but questions if it really benefits people? We need to look at examples of tourism where the community has a major say in shaping tourism.

Lalitha. K said that over the years the travel and tourism industry has changed significantly. The industry has grown and new concepts and techniques are being adopted. She said that jobs in the travel industry are ideal and convenient for women. As in travel agencies, there is an understanding that women understand the needs of family so they can be good in helping the customers to plan their trip. However, the negative aspect of jobs in travel agencies is that the salary scales are much lower compared to other sectors for the time and labour an employee invests. She also highlighted gender discrimination as women are not welcomed in travel agencies. She also spoke about the situation in the academic sector. Earlier colleges used to hire only on a contract basis which had an implication on employee commitment. With time, the significance of retaining a faculty has now been realized. At the end, highlighting the need to curb negative impacts on youth in travel industry such as alcoholism and indulgence in other anti-social activities, she stressed on the need to promote tourism with right spirit and right manner.

After the presentations, a round of discussions was held. Questions were asked about the basis of categorising women employees as entrepreneur and submissive. In response, the speaker said that observations, attitude towards their work and responses shared by women employees were the criterion adopted. Apart from this, concerns over nature of jobs (night shifts), low job security and work-culture of the hotel industry were stated as reasons that make women working in hotels more vulnerable as compared to women working in travel agencies. In addition, across the board, the limited space to raise issues due to male dominance exists. A high number of harassment cases go unreported, this being another area that needs attention.

In response to the need to look at community based tourism models, participants shared their experiences on impacts of tourism on community ownership over resources. An example of Goa was shared where tourism is controlled by market driven industry. People's resources are being consumed by the tourism industry though they do not have a say in its development. A case study of Mountain Shepherds Initiative (MSI) was shared by EQUATIONS to highlight the example of community based tourism which is initiated and run by the community on their own terms.

Participants also spoke about an increasing number of student youth going for holidays, more so due to anonymity at tourism destinations. But a lack of awareness about local culture and irresponsible behaviour of students at the destination needs to be addressed as it affects

women at the destination. Awareness needs to be built not only among students but also among communities and tourists. There is also a need to include these issues in syllabi but it's difficult due to unwillingness of universities/ colleges. De-politicisation of youth in current scenario is also a point to ponder over as current education system does not generate critical thinking about the development process. There was also a suggestion made to market human rights courses to generate interest among students.

To promote women participation in hotels, it was suggested to give tax benefit to hotels for recruiting and providing equal opportunities to women. The session ended with the need to look at women not only at receiving end but also as an active agent who have raised their voices and negotiated their path.

## **2<sup>nd</sup> Session: WOMEN IN INFORMAL SECTOR: RIGHTS & VULNERABILITIES**

**Speakers:** Shakun Mohini (Vimochana), Vinay Sreenivasa (Beedhi Vyaparigala Hakkotya Andolana), Rosey N. (Domestic workers union), R. Pratibha (Garment & Textile Workers Union), Meena Jain (LabourNet), Salma and Geetha (Sadhne), Asha Ramesh (Independent Researcher)

Shakun started with the need to take into account the diverse backgrounds of women and the social and cultural context of women's lives while talking about issues of women in informal sector. Glorification of motherhood and family, commercialisation and objectification of women's body, heterosexual norms with dominant double standards of morality are some of the issues that affect women's lives across different sectors. Lack of uniformity in the informal sector is another point that we need to remember.

While talking about these issues, she raised her concern over the lack of gender segregated data on women working in the informal sector despite visibility in a range of work profiles such as agriculture, domestic work, factories, garment industries etc. With globalisation, there are other issues such as contractual work, informalisation of labour, outsourcing and displacement that demand attention. She also spoke about the need to understand the exploitative situations women deal with and its impact on their lives. She shared that the first pan-India Survey of Sex Workers shows that many women worked in the informal sector at construction sites, agriculture, factories etc. before joining sex work.

In tourism, women have opportunities in travel agencies, the entertainment division, recreation, cleaning, maintenance jobs etc., all of which are associated with a high risk environment, lack of job security and a hand-to-mouth existence, with no voice to speak out about their issues which makes the situation more complex. Further, she also pointed towards lack of appropriate ways to collect data on guest houses and home stays as majority of them are not registered therefore, remains out of state control.

She stressed on the need to understand these complexities and the fundamental issues related to women's lives before we think what can be done to address the issues. This is more so for people engaged with the issues in informal sector who neither work in informal sector nor are from marginalised communities.

Vinay Sreenivasa mainly spoke about the gaps in Street Vendors (Protection of Livelihood and Regulation of Street Vending) Bill, 2012. He started with the provision of compulsory registration in the Bill which means that without registration, street vendors will be evicted by the police or the local authority. This is more difficult for women street vendors in view of their poor accessibility to government offices. Also in a place like Bangalore, there are one and half

lakh street vendors, so the time BBMP will take to register this large number of street vendors is another area of concern.

Further, the Bill talks about building vending zones, but examples from other places show that these zones are not enough to accommodate all street vendors. In Bangalore, only 53 roads are allowed for street vending which will lead to exclusion of a large number of street vendors. He also pointed out the issue related to the Town Vending Committee which is a decision making body at local level to ensure participation of street vendors. In that, there is also a provision for 1/3 women to ensure women's participation. However, the reality is that vendors are not organised as unions everywhere and if they are, then women's participation in the union remains a question. So, ensuring their participation in the Town Vending Committee in absence of any unions/association is another concern. This is more difficult in the case of street vendors at tourism destinations. He also spoke about other issues such as lack of access to locations, poor access to structure for vending, lack of capital, lack of storage facilities, lack of basic amenities and lack of access to transportation facilities. Apart from these, he also spoke about the problem in making a central legislation which will not only ignore state specific situations but also make it more difficult to ensure participation of street vendors. He ended with the need to conduct more research on these issues.

Pratibha spoke about the nature of jobs and the plight of women workers. While talking about the background of women workers, she said that there are 1700 factories in Bangalore and most women come from nearby villages of north Karnataka, Andhra Pradesh and Tamil Nadu. They are from agricultural backgrounds who have no prior experience of stitching work. In 2008, there were 6 lakh garment workers in Bangalore out of which around 90% were women. However, as per government records, there are only 3 lakh workers as the government counts only licensed workers. The Factory Act applies to garment workers but domestic stitching which has started recently falls neither under the informal sector nor the formal sector. In addition, pressure to deliver more is often put on workers due to online trading and bidding to get high production targets which leads to an increase in working hours without any increase in income. Their actual wage is Rs.183/- per day which means their monthly salary is close to Rs. 5000/-. The amount is not sufficient to run a family especially when 50-60% women are single and sole bread winners of their family. Vertical sex segregation of jobs, no say in decision-making process, verbal abuse and harassments from supervisors, no scope for getting promotion or upgradation of their skills, less participation in unions due to dual responsibilities were shared as major challenges faced by women working in garment industry. In continuation with the issues of garment workers, Hiremath International Union of Food workers also added problems faced by workers in Melkote like lack of access to clean drinking water, nutritious food and toilet facilities and housing

Rosey N. spoke about issues domestic workers faced which included low wages, long working hours, child labour especially among migrated communities and harassments and abuses. While talking about migrated communities, she said children and minor girls are brought for domestic work from different states and get exploited by placement agencies.

Meena Jain started with introducing her organisation and the approach they have adopted. LabourNet is a social enterprise that provides financial inclusion, builds capacities of workers, links them with the market and provide welfare services to unorganised workers. It is supported by National Skill Development Corporation of India. The enterprise has livelihood centers where they run vocational skill courses for beauty and hair care, tailoring, electricians, computer skills, customer service and sales etc. They aim to bridge the gap between skills and the jobs available. They provide certified training with an aim to build / upgrade the skills. Before providing training, they assess the level of skills a person already has and then

accordingly decide their training needs. Post training, they assess and certify based on the defined skill levels of that particular trade. This not only helps them to increase their income but also uplifts them from informal to semi-formal or formal sector. She ended up with her idea to design skill development programme in view of the opportunities available at tourism destinations such as food caterers.

Asha Ramesh mainly spoke about the need for strategising to address the different issues raised in this session. She highlighted contributions of the informal economy in tourism industry which employs a large number of women. Tourism is promoted with a claim of employment generation, especially for women till the age of 35. Working conditions can be classified as unsocial, irregular, pay-shifts, no holiday and stressful especially with an additional role in family, long working hours, low wages, less scope for upward mobility in career and no unionization. Nature of jobs are underpaid, on hold, casual, temporary, part time which lacks any kind of security. Physical and mental sexual abuse and harassment is an added layer. All these leave hardly any scope to find any interest or scope in the avenue. Employment of children in the industry needs serious intervention. She also highlighted commercialisation of handicraft products and traditional livelihoods and the artisans being sidelined.

To address these issues, she made the point about the tourism industry being largely unregulated and stressed on the need to work towards making tourism responsible. To achieve this, she emphasised the need to ensure participation of local people in decision-making. To have some measure to regulate the development, she opined that the informal sector in tourism needs to be brought under the purview of the ILO to monitor the situation better. Thirdly, she suggested that we need to strategise about how social security be implemented in the industry.

At the end of the session, participants commented on the idea of designing a skill development programme for women. It was shared that we need to examine the stereotyped nature of these skills. Participants also emphasised on the need to see women as survivors who have their own strategies. We need to build on those strategies rather than trying to fit them into a readily available package. We can also look at the kind of skills lost due to tourism and then try to build on those skills. There is a need to understand and recognise the stake of local people and their skills in the entire process. Further, we also need to think what type of attitude and aspirations are being created through tourism? It was shared that in Hampi, young people working as guides has dreams of marrying a rich tourist. A point was also made on the approach adopted by the industry, especially to promote local culture but where the interests of artisans are totally ignored. Commercialisation adopted to market has meant that local artisans have turned wage labourers from being entrepreneurs.

### **3<sup>rd</sup> Session: WOMEN, LIVELIHOODS & RESOURCES:**

**Speakers:** Charanya (Anthra), Salma & Geetha (Sadhne), Akkai Padmashali (Sangama), Nisha Gulur (Karnataka Sex Workers Union)

Charanya shared experiences from Andhra Pradesh (AP) highlighting the need to have a holistic approach while talking about adivasis and natural resources. The life of adivasis and natural resources are complementary to each other whereas tourism with one single agenda of marketing the destination that destroys the complementarity. She started with AP Polavaram dam project on Godavari river which has taken away the resources from adivasis. At the same time, tourism industry came when people were fighting for their resources. People from all over the country started visiting the site which has led to exploitation of the Godavari area. Another example is related to declaration of sanctuary zones in the state. In the name of tiger

conservation, the state government has declared sanctuary zones. These zones are supposed to be people free which means adivasis living in the forest are forced to move outside the area. It means access to natural resources denied, loss of livelihoods and their traditional rights over natural resources. She also spoke about how tourism is leading to fragmentation of society rather than bringing harmony to the community. Few people are getting opportunities to work as a guide has its impact on the community coming together. In addition, tourism has affected ecology and land use pattern which in turn can result in changing relationship of people with land. This is more so for women as they have been on the forefront to maintain the complementary relationship between lives and natural resources. While speaking about commercialisation of culture in the name of promoting tourism, she shared an example of Araku valley where Dhimsa dance is commodified. She also spoke of Nasi indigenous community in China wherein tourism has resulted in decrease in production of crops. Food crops have decreased by 80% but growing food for horses to feed the need of tourism industry. She ended with a question as to how tourism can be an alternative way of livelihood when it actually destroys lives?

Salma and Geetha began with sharing the contributing factors for sex work. They stated poverty, lack of formal education and lack of accessibility to other opportunities for women as the main reason for entering into sex work. While talking about the challenges, they said that abuse by police and other government officials is one of the major challenges. Police often put false allegations against sex workers. They are treated as objects and have to routinely face abuse from police, politicians and people in general. There is no respect or dignity for them and this affects their access to public places such as roads. Recently, the Karnataka government has started chasing away sex workers in the name of their drive for clean city. She also talked about massage parlours as one of the sites for sex work. Minor girls from Mumbai, Kolkata and Bangladesh are bought to Bangalore in guise of providing employment and forced to work in massage parlours as sex workers. She also shared that they don't even get their share in profit as it is shared between suppliers at the hotel serving the need of customers, sex worker, the hotel manager and the pimp. To address the challenges, they have come together and formed the Sangha with help of organisations like HIV support group, PUCL, Vimochana, Sangama and ALF who support them in crisis.

Nisha Gulur spoke about sex workers' rights as citizens. In addition to the challenges shared by Sadhne Mahila Sangha, she spoke about the situation of aged sex workers who are abandoned and don't get any benefits. Children of sex workers face discrimination and not able to access any social benefits like education, health etc. To address this, she said that there is need to make sex workers aware of their rights and sex work to be recognized as formal work. It should be applied to all kinds of sex workers - street sex workers, home / lodge based and brothel based sex workers. There is also a need to amend the Immoral Trafficking Prevention Act which prohibits soliciting within a distance of two hundred metres of public places.

Akkai Padmashali added the demand to give license for sex work while talking about respect and dignity.

At the end of the session, participants shared their concern over the government's approach to criminalise its citizens in the name of cleaning the city. At tourism destinations, Campaign Clean India initiative, taken up by Ministry of Tourism is one such example which has failed to take structural realities like caste into account. Cleaning of slums during common wealth games and frequent eviction of street vendors at tourist destinations in the name of cleaning the place are other such examples. An example from Goa was also shared where the red light area (Baina) was completely demolished but all illegal activities are permitted in casinos to serve the needs of foreigners. A need to discuss the approach towards sex work at a larger

forum was also realised as some of the participants were of the opinion that legalisation will help them to get pension at least. Also, there is a belief that one or two women might choose it by consent and a majority of women are forced and abused in sex work. Responding to this point, concerns were raised that by having this belief, we are taking away their right to work. Also, legalising means regulation whereas the question is beyond this i.e. to recognise their right to work. It was also shared that we should always remember that sex workers are not a homogeneous community, therefore, not having consensus should be seen in a healthy way. In terms of access to benefits, the Department of Women and Child, Karnataka has passed an order about having a provision for pension for members of the transgender community who are above 40 years of age but there is no implementation. Following the discussion on sex work, it was thought to explore the possibilities of including it as a separate sub-theme or part of sub-theme on tourism in the IAWS national conference being planned in February 2014.

### **ANALYSIS OF POLICY & IDENTIFICATION OF GAPS:**

**Speakers:** Indu Subramaniam (Hengasara Hakina Sangha) and Maitreyi Krishnan (Alternative Law Forum)

Indu Subramaniam shared that following the proceedings of the day, she found the base to contextualize their work on services state governments run for women in distress. She highlighted the gaps in the initiatives taken by the government to address issues of women in distress. She said that access to services is poor, especially women with HIV who not allowed in short stay homes. There is a lack of skilled people with no awareness of gender rights approach to handle the women in these homes. Women are treated badly as these short stay homes have a corrective approach based on morality. Also, there is a lack of transparency as there is no information about who the beneficiaries are, or other geographic details. Another point she made was about state government outsourcing their responsibilities to NGOs and there is no monitoring. This should be seen as a dangerous trend as the State is getting away from being accountable by outsourcing its responsibilities. She also questioned the responsibility of the state in child care as there is no acknowledgement of women as the one who bears the child.

Maitreyi Krishnan spoke about the flawed process of policy making and stressed on fundamental understanding about the issues in informal sector. She said that 93% of work force is unorganised who are not allowed to organise / collectivise. Informalisation of labour in formal sector, contractual services, outsourcing jobs without any job security and social security benefits have dire consequences on workers. Also, while trying to address issues in the informal sector, the focus is more on wage disparity or working conditions but not on fundamental understanding about the issue. Also, regulation of work is not actually regulating the work but it is about regulating the workers itself. There is no attention given to systemic issues like caste and class. She also cautioned about the way we look at policy. Current changes in the policies have resulted in widening gaps within the groups, leading to polarisation of groups. She ended by highlighting the minimalist role of the state in social welfare, which is confined only to tax benefits or tax deduction.

Aditi Chanchani, EQUATIONS ended the conference by thanking the group for participating and initiating an enriching debate on the issue of women and work with the tourism industry. The day ended with observing one minute silence in honour of Vina Mazumdar who was one of the founder members of IAWS.

**LIST OF PARTICIPANTS:**

<b>Sl.No</b>	<b>Name</b>	<b>Organisation</b>
1	Shaila DeSouza	IAWS
2	Surabhi Singh	EQUATIONS
3	Franklyn D'Souza	International Union of Food Workers (IUF)
4	Lalitha. K	Mount Carmel College
5	Evangeline Anderson Rajkumar	United Theological College
6	Vanitha Isabella	Garden City College
7	Shakun Mohini	Vimochana
8	Vinay Sreenivasa	Beedhi Vyparigala Hakkotya Andolana
9	R. Pratibha	Garment and Textile Workers Unions (GATU)
10	Meena Jain	LabouNet Services India Pvt Ltd
11	Asha Ramesh	Independent Researcher
12	Charanya	Anthra & Yakshi Collective
13	Salma	Sadhne Mahila Sangha
14	Indu Subramaniam	Hengasara Hakkina Sangha
15	Maitreyi Krishnan	Alternative Law Forum
16	Aditi Chanchani	EQUATIONS
17	Josepha Ditishiem	EQUATIONS
18	Deepika	EQUATIONS
19	V. V. Hiremath	IUF
20	L Ananda Kumar	Oberoi Hotel
21	Bindi Verghese	Christ University, Bangalore
22	Priya Prabhu	Aneka, Bangalore
23	Shalini H.S	Stree Jagruthi Samithi
24	Amarnath	
25	K.S. Melukote	IUF
26	Rosey N.	Domestic Workers Rights Union
27	Akkai Padmashali	Sangama
28	Nisha Gulur	Karnataka Sex Workers Union
29	Nandana Nandish	Karnataka Sexual Minorities Forum
30	Geetha	Sadhne Mahila Sangha