



Leading Issues Journal 2020

December 2020

ACLW's 2020 Leading Issues Journal shines a spotlight on how the Covid-19 pandemic has affected emerging diverse youth leaders in NSW Australia in terms of the challenges they have faced and managed. Their experiences reverberate with uncertainty, yet demonstrate their effort to quickly adapt to the changes they are confronted by.

This edition also features Dr Pat Anderson's inspiring call to action to tell the Australian Prime Minister, Scott Morrison that he should take the next steps to achieve an enshrined First Nations Voice to Parliament in the Australian Constitution. Structural reform is needed to give First Nations a greater say and authority over decisions impacting them. A Voice enshrined in the Constitution will achieve a better future for First Nations & all Australians. The Uluru Statement which Dr Pat Anderson refers to in her speech, sets out how this reform can be achieved.

With 'Work from Home' becoming a new norm this year, as workplaces globally adapted to economic activity during the lockdown phase to stop the virus spread, this edition takes a look at the impact of this workplace and political directive on women in India. Soma Wadhwa, a Fellow at the India Development Foundation evaluates this impact as being a form of 'Double marginalisation in the times of Coronavirus.' Wadhwa explores how simply getting out of home to work is a struggle for women in India and how cultural norms and the type of work that most women do means that 'Work from Home' translates to no work at all.

I hope you find this issue interesting.

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COVID-19 AND ITS IMPACT ON YOUTH

The 2020 COVID-19 global health emergency and its economic and social impacts have heavily impacted youth globally. The COVID-19 crisis posed considerable risks in the fields of education, employment, mental health and disposable income for youth. With global national budgets looming to cushion the pandemic's impact on people, youth and future generations are left with shouldering much of the long-term economic consequences of the crisis.

Three emerging youth leaders, Amar Sultan, Ben Johns and Mark Healey reflect on how they felt about 2020 and how they managed life during the pandemic. Their reflections point to their strengths in sense-making and resilience through the crisis.



AMAR SULTAN

As the spread and far-reaching impacts of Covid-19 increasingly dominated the news, social media, and everyday conversation during 2020, it has been virtually impossible to come out with having been negatively impacted in some form or other.

Indeed, I consider myself extremely lucky to have only been affected on a surface level, with my university switching to online correspondence and my plans for overseas study being put on hold. However, having come to the end of 2020, it has become abundantly clear how the mind responds to a crisis such as the threat of the current pandemic, and how it affects us as individuals more than we could have apprehended.

With the constant barrage of heartbreaking and distressing news coming from all angles at all hours, it is natural to get distracted and lose yourself in an endless cycle of worry. This ultimately leads to a chain reaction of fear narrowing your field of vision, making it increasingly difficult to see the bigger picture, as well as the positive, creative possibilities in front of you. What has

helped me get through this during the year was to be mindful of the virtual content that I consumed, as well as the sources releasing this information.

Further, I have made it an imperative for me each day to not lose the positive perspective that so often shrinks in situations like these. I have found that by connecting with family and friends in person or online, rediscovering forgotten hobbies and interests, and taking time out to get outside whenever possible, I was able to establish a loose routine for times when my mind was cluttered with negativity.

Overall, my personal experience throughout the year had been largely similar to many people my age who have all been witnessing the parallel escalation of worry, instability, and uncertainty across the globe. However, coming from an ethnically diverse background, my anxiety had been two-fold, as my thoughts were not only directed at the situation in Australia but, also to the dismal straits experienced by my relatives overseas. What is more is that the Black Lives Matter movement brought to light the sickening prejudices and injustices that continue to exist across the world as well as in our own backyard.

With all of these events going on, it is easy for one's mental state to reach a breaking point, however I have found it necessary to often take time to reflect and educate myself on the experiences of race and discrimination from the point of view of others, as well as myself. In doing so, I have learnt how essential it is to commit to starting and joining the conversations and actions that will positively transform the way we collectively view and treat one another.

Amar Sultan is in her fourth year of a Bachelor of Laws/ Bachelor of International Studies degree at the University of Wollongong. In correspondence with her studies, she has worked primarily in the field of migration law, having developed a keen passion for affecting real change in the lives of individuals from all walks of life and recognising issues from the perspective of people with diverse backgrounds.

BEN JOHNS



The last day of 2019, hearing the numbers 2020, what did I think of? A new year? A new decade? New challenges and new life goals but I don't think anyone would

have known what 2020 would be like.

While ending 2019 and entering 2020 I was holidaying on a cruise and was somewhere between Mystery Island and Port Vila, while at Wuhan China, an unknown virus was starting to breakout which was now known as Covid-19 (Coronavirus).

After finishing my new year holidays, I went back to work as most of people did, went back to do the thing I loved which is supporting people and started reliving the old normal life, like going out to the movies, doing social activities, still going to work with a bit of a cough, though not having to socially distance or wear a face mask - all the stuff we need to do now after hearing about the Covid19 virus and the first confirmed case in Australia at the end of January. During the weeks before Covid-19 was declared a global pandemic, on the 11th of March 2020 I had my Birthday, so I went out and enjoyed life.

Upon hearing that Covid-19 was declared a global pandemic, I started to get worried and unsure about my job, as at this point, my job became very different. Running support groups for social outings became very limited. We were only allowed to do very limited things which became hard with some clients whom I used to support. I also had to take a few days off work because I got unwell and a lot of people and myself thought it was COVID-19, as I had the signs, such as coughing. Some of my co-workers were worried as it was a scary time, and this was understandable.

In late March or even early April that was when I experienced the most difficult time of 2020 as we all got told from Managers that we needed to fill out a transfer form to indicate that we are happy to be moved to different parts of

work in The Flagstaff Group. I remember having a chat with my old manager about this, as I was very unsure about this unknown. I needed to adapt to working with a new team of people, some whom I knew and some I didn't. There were also different shift times. Weeks later, I was moved to work with the safety manager, but my days got cut down. I was still basically a full-time employee, but was only working three days.

Being in lockdown, I got bored staying inside which I didn't handle well as I wished I could go out. The feeling of getting used to this did not sit well with me, but I knew that I needed to get used to it.

Being in between different areas of work, I started to grow and gain new skills which I felt good about knowing that it would help me in all the different challenges to come. Coming into June, with all the changes and uncertainty, I asked People in Culture in Human Resources if I could be transferred, as I felt like my new skills could be used better in a different area.

In July, I was offered a job as a Production and Delivery Assistant in Fine Foods which make frozen meals, and within months, I was offered the position of Leading Hand which is a specialist role in this section. I even changed the course I was studying in TAFE from Certificate 4 in Disability to Certificate 4 in leadership and management, as I felt this would ideally prepare me for any role.

I feel like to overcome 2020 or a pandemic you need to stay positive, still listen to the news and keep up to date with everything. Try to do the best you can, then do better than that, and have a good support network, also stay focus and listen, as change is a big thing this year.

Living in this new Covid-19 world, I feel now that I and my generation and future generations will need to be ready to adapt to any change that could happen, as no one knew we were going to be living in a global pandemic, hopefully a once in a lifetime event. We need to be ready to adapt and be ready. Until a vaccine is ready, and is also safe, I aim to work without getting sick.

We are all in this new lifestyle together.

Ben Johns is currently working as a Production and Delivery Assistant, Leading Hand, in The Flagstaff Group. Ben was promoted to this position in 2020 after being the Disability Support Officer in The Flagstaff Group where he was involved in Flagstaff's School Leaver Employment Supports (SLES) Program. Ben has completed the Certificate 3 in Individual Support (Disability) and is currently studying the Certificate 4 in Leadership and Management at TAFE.



MARK HEALEY

Mark Healey lives and works in Tathra, where he was born and raised. Tathra is a seaside town on the NSW south coast with an estimated population of 3,463 people. Mark's reflections on the bushfires earlier this year was published in the [Guardian Australia](#)

2020 started off with the threat of fire on our doorstep for the second time in as many years. An event burned into my memory now bears thoughts of a third blaze smouldering away in the back of my mind on every hot or windy day since.

The fires caused a significant drop in holiday tourism in the early months of the year, meaning that work hours had to be reduced to compensate and my budget shrank just that much, but things were still manageable.

After spending January constantly checking the Fires Near Me maps every day, February rolled around, and fears of fire had begun to die down.

It was early January when I first heard mention of a new SARS-like virus found in china. It wasn't necessarily newsworthy for health reasons, but merely for the fact that the doctor who spoke about it had apparently been arrested for "spreading rumours." it wasn't long until one of the doctors involved was reported to be dead as a result of the very virus he was speaking up against.

At the time, I was unaware of how significant it would become, but over the following months, everyone became aware of this story as it grew to be a global issue. The virus spreading much like the wildfires before it, ever expanding its reach, radiating outwards, jumping great distances through the use of aircraft in a fashion not dissimilar to the embers that had been landing on my roof months prior.

It was not until the lock-downs had started, that it began to be taken seriously. There was a great deal of financial stress. Will my workplace be allowed to continue operation? What restrictions will we face? Where can I buy hand sanitizers and masks for family members? Questions, nobody had the answers to.

For a long time, Australia had barely any cases. The number of times I heard

some variation of "Things aren't great but at least we're nothing like America," was a sort of widespread optimistic silver lining, but as Victoria began to grow in cases, that silver dulled to being less optimistic - "Well at least we're not America."

People could see it now, not overseas, but in their backyard. They knew people in lock-down, they saw it looming overhead and the atmosphere had changed. People were worried, they were unsure, and they were panicking. Queues and supermarket shortages became the norm.

It was at this point where it really began to permeate into my personal life, as there was talk of the borders shutting down. At first, there was a significant influx of people in the area; people "fleeing" from quarantine, getting out while they could to avoid being shut in. The staff at my workplace was stretched thin and we were working like it was the holiday period, until suddenly, there was a case in our town. A clerical error of some sort had resulted in a teenage holidaymaker being given the all clear, told they had a negative result when in fact it was positive. The tests hadn't failed, the paperwork had. It is still unclear exactly how such a thing could happen, just proof that things can fall through the cracks in any situation.

Almost immediately, we dropped back from serving food to hundreds a day to barely touching fifty, even with the reduced customers. On top of this, there were additional tasks which had to be done in order to comply with new regulations. The additional tasks balanced out the decrease in work from the fewer customers. There was more work, but less profits, given the soaring prices of fresh produce, costs that simply could not be passed on to the customers, for fear of losing them all.

The whole town was eventually given a clean bill of health with things slowly returning to 'normal,' yet, the town being declared safe and clean was not newsworthy, as news about the Covid19 case in the town, screamed and shouted, and over the coming months, business resumed very slowly.

It was at this time that we had a couple of staff members who had to move interstate, leaving us a few staff members down just as customers began to come back. Absurdly, at this point, we faced a massive staff shortage. All businesses in the area were affected and this became one of the greatest challenges of the year. It meant that we were unable to open on all the days we normally would have. Coming into Christmas, we're stretched much thinner than possibly ever before.

DR PAT ANDERSON'S CLOSING SPEECH AT UNSW'S VOICE: ULURU DIALOGUE SEMINAR SERIES



Dr Pat Anderson's closing speech as Chair for the UNSW Webinar series entitled, Voice: Uluru Dialogue Seminar Series on 22 October 2020, is featured below. The first webinar, Voice, in this series presented why and how the First Nations cultural authority who participated in the dialogues, identified the need for substantive structural reform through the establishment of a constitutionally enshrined Voice to Parliament. On the panel was Professor Megan Davis, Noel Pearson and Dr Dani Larkin.

Over these last three Thursday nights we have presented to you three differing panels of presenters who are all imminent in their field.

Each panel discussion has covered in some detail, the three core pillars of the Uluru Statement from the Heart: Voice, Treaty and Truth Telling.

In doing so, our intention was to provide you, the public, with a better understanding of the Statement accompanied by some of our panellists' insights.

Like tonight's panel who covered Truth Telling, we brought together some of our brightest to unpack the Statement.

This series of webinars was designed to bring you information about the Statement, why we did what we did, and how we did it.

It is important for as many Australians as possible to properly understand the Statement.

To do this, we will be conducting other activities over the next twelve months which aim to educate and engage all people of Australia on the importance of ensuring substantive structural reform called for in the Statement, is followed through it.

For instance, today, in collaboration with SBS, we launched the translation of the Uluru Statement from the Heart in sixty-two languages.

As a result, Australians who do not have English as their first language will be able to hear the Statement in their language.

Those translations can be found at our website which is ulurustatement.org

We are also working with various agencies to translate the Statement into as many Aboriginal and Torres Strait Islander languages as possible.

As these translations come to hand they too will be on our website.

The task now for us all of us, is to let the Prime Minister know that you all support the Uluru Statement from the Heart and want him and his government to take us to a Referendum to change the Australian Constitution so that a First Nations Voice to Parliament is constitutionally enshrined.

This is yet another call to the government of the day to include us in our rightful place as part of our own country.

We have a long history of activism which begun almost from the first ships.

Noel Pearson spoke about this long history of activism in his presentation on the Voice, the first webinar.

At first there were the frontier wars.

After that we have had generations of activists calling for change, fighting for our rights.

The Statement is a product of our longstanding history of First Nation activism which calls for change and for reform.

It is itself the culmination not only of the last ten years, but this much longer history of First Nation activism.

The Statement is a product of our longstanding history of First Nation activism which calls for change and for reform.

The work of the Referendum Council which I co-chaired with Mark Leibler itself cost nine million dollars.

These last ten years of committees and reports have been all government funded.

However, the work of the Referendum Council was the first time First Nations people were asked what they wanted.

The Regional Dialogue process led to the Statement.

Pro Vice Chancellor Indigenous of UNSW and Balnaves Chair in Constitutional Law, Professor Megan Davis, was largely responsible for designing the Regional Dialogues.

The Regional Dialogues were a deliberative process which culminated into the Convention at Uluru and the issue of the Statement.

The process was very intensive process and involved people from regions from all over Australia.

This process was described in detail by Professor Megan Davis in her presentation for our first webinar in the series on the Voice to Parliament.

If you weren't able to attend any of the webinars we have all the webinars recorded on the link <https://vimeo.com/ulurustatement>

This will be on the email you get about tonight's webinar and I would urge you all to watch all three of the presentations.

The task now is for as many Australians as possible to tell the PM that we all want meaningful reform.

What we don't want is any symbolic tinkering but instead, we want meaningful reform that will make a real difference.

The task now is for as many Australians as possible to tell the PM that we all want meaningful reform.

In doing so, we must convince the Prime Minister to call for a Referendum to take next steps in achieving an enshrined First Nations Voice to Parliament in the Australian Constitution.

As many of you all know, changes to the Constitution in Australia are difficult.

But you, the public did exactly this, when you and/or your ancestors voted for change in 1967.

You voted for us to be counted.

We come to you again, fifty-three years later to ask: give us the right to be heard.

Give us the right to speak directly to Parliament and be part of decisions which directly affect us.

This is surely a basic fundamental human right and a very modest ask, conservative even.

The best legal minds in Australia say there is no legal impediment to doing this.

Former Justices Gleeson and French, and recently Justice Haynes, support the Statement as well as many other members of the legal profession.

It can be done, but we need the Prime Minister and his government to make this happen.

Most liberal democracies in the world have some kind of arrangement, some settlement with their First Peoples, in Australia, we have nothing.

You can fix this.

This call for a Voice does not in any way challenge the authority or sovereignty of our Parliament.

It is not a Third Chamber and, not even Barnaby Joyce supports this now.

This brings me to confusion.

You will hear all kinds of arguments being put forth, but I can't urge you enough to inform yourselves about what is being asked of you.

Ask questions, talk to people, use our website, Ulurustatement.org. Contact us.

We're relying on you the public, to understand what is being asked of you.

This is why we gifted the Uluru Statement from the Heart to you, the Australian people.

It is you who can deliver this reform.

Change the narrative of our country, heal the nation, finish the unfinished business.

It's time - overdue in fact.

Thank you.

Dr Pat Anderson is an Alyawarre woman known nationally and internationally as a powerful advocate for the health of Australia's First Peoples. She has extensive experience in Aboriginal health, including community development, policy formation and research ethics.

Dr Anderson has spoken before the United Nations Working Group on Indigenous People, has been the CEO of Danila Dilba Health Service in Darwin, Chair of the National Aboriginal Community Controlled Health Organisation, Chair of the Aboriginal Medical Services Alliance Northern Territory, and was the Chair of the CRC for Aboriginal Health from 2003 to 2009. She has served as co-chair of the Prime Minister's Referendum Council, is the current Chairperson of the Remote Area Health Corporation, and the Chairperson of the Lowitja Institute. Dr Anderson is the inaugural Patron of WoSSCA, the Women's Safety Services of Central Australia.

Dr Anderson has published many essays, papers and articles, including co-authoring with

Rex Wild QC of Little Children Are Sacred, a report on the abuse of Aboriginal children in the Northern Territory.

In 2007, Dr Anderson was awarded the Public Health Association of Australia's Sidney Sax Public Health Medal in recognition of her achievements. She was awarded the Human Rights Community Individual Award (Tony Fitzgerald Memorial Award) in 2012 and the Human Rights Medal in 2016 by the Australian Human Rights Commission. In 2019, Dr Anderson was named a Menzies School of Health Companion in recognition of her exceptional contribution and support to the continued development and success of the Menzies School of Health Research.

Dr Anderson won the public policy category Australian Financial Review and Westpac 100 Women of Influence Awards in 2015, and in 2018, the National NAIDOC Committee recognised her life-long contribution with the Lifetime Achievement Award.

In 2013, Dr Anderson received an honorary doctorate from Flinders University. Edith Cowan University conferred on Dr Anderson a Doctor of Medical Science honoris causa in 2017. The University of New South Wales awarded Dr Anderson an honorary Doctor of Laws in recognition of her advocacy of social justice and lasting change for Australia's First Peoples.

In December 2019, the University of Melbourne admitted Dr Anderson to the degree of Doctor of Laws honoris causa in recognition of her exemplary, inclusive leadership, her forthright advocacy for the advancement and recognition of Indigenous communities and voices, and her highly distinguished contributions to health research that benefit not just Aboriginal and Torres Strait Islander peoples but the nation at large.

Dr Anderson was appointed Officer of the Order of Australia (AO) in 2014 for distinguished service to the Indigenous community as a social justice advocate, particularly through promoting improved health, and educational and protection outcomes for children.



SOMA WADHWA

FELLOW, INDIA DEVELOPMENT FOUNDATION

Soma is development studies researcher, with a specialisation in impact evaluation methodologies. Her work is based on empirical research on linkages between gender, education, technology and empowerment.

At IDF, Soma leads qualitative studies. These include study projects for

India's central and state governments, the UK government's DFID, the Netherland government's WOTRO, multilaterals such as UNICEF and UNDP, as also various national and international Civil Society Organisations and Foundations. Soma collaborated with, and attended, the University of Wageningen for a two-year-long impact study of Dutch- government-funded programmes in India.

Soma's academic publications and writings employ qualitative methodologies to analyse the processes through which development interventions impact outcomes, and map theories of change. She teaches evaluation methodologies to development practitioners, and post-graduate students including at the Indian School of Public Policy, the Indian School of Development Management and the V V Giri National Institute of Labour.

Before joining IDF, Soma was a journalist with a focus on issues of development. She held senior editorial positions in Open, The Hindustan Times, The Indian Express, Outlook and The Times of India.

Soma is the recipient of the Sanskriti Award for Journalism and the Press Council of India Award for reportage on Education. As a British High Commission Chevening Scholar, Soma worked with The Guardian in London, United Kingdom. An alumnus of St. Stephen's College, Delhi University, Soma was awarded the Shri Ram Scholarship for Excellence in Academics.

WOMEN CANNOT LEAVE HOME TO WORK, NOW THEY CANNOT WORK FROM HOME: DOUBLE MARGINALISATION IN THE TIMES OF CORONAVIRUS

BY SOMA WADHWA

Most women in India work on the peripheries of the nation's work life, as unskilled manual labour in insecure, multiple part-time jobs, at lower wages than men. A World Bank report ranks India at 121 of 131 countries in Female Labour Force Participation.¹ Of the only 23.6 per cent women in the working age group who are in India's workforce, 94 per cent are in the unorganised sector^{2,3} working as maids, petty vendors, labourers etc., with low literacy and skill levels. Barely able to surmount social and physical barriers to step out of home to work, the 'work from home' (WFH) directive to limit the Covid-19 pandemic marginalises these women twice over. And will drive multitudes of them out of the workforce.

As WFH becomes the new normal across the globe, women in India in fact barely manage to step out to work outside home. Severe social and physical impediments obstruct women from leaving their homes, families and communities to work 'outside'. This article presents evidence of this from my study of Disha, a five-year-long programme across five Indian states to connect a million underprivileged women to income opportunities.⁴ Significantly, restrained mobility is most commonly cited by Disha participants as a primary barrier to women's getting into and continuing with education, jobs, businesses, and careers.

Disha's participants are students, employed, petty entrepreneurs, producers, or seeking to be these; residents of cities, small towns and villages. Across which identity spectrum, they are united by the inability to negotiate their way out of their homes and into spaces, housing opportunities and income, such as colleges, offices, factories, shops and markets. The barriers confronting women are broadly of two types.

¹ Labor Force Participation Rate, Female (% of Female Population Ages 15+) (Modeled ILO Estimate), India. World Bank Group, September 2019

² Women and men in India (A statistical compilation of gender related indicators in India), Central Statistics Office, Ministry of Statistics and Programme Implementation, Government of India, 2018

³ Manju. (2017) Women in unorganized sector - Problems & issues in India, *International Journal of Applied Research*. 3(4). 829-32. Delhi <http://www.allresearchjournal.com/archives/2017/vol3issue4/PartL/3-4-182-302.pdf>

⁴ Disha means 'Direction' in Hindi. Disha is implemented by UNDP, funded by IKEA Foundation. India Development Foundation (IDF) is its research partner. Disha commenced in October 2014 and has an estimated end date of 2022. <https://www.in.undp.org/content/india/en/home/projects/empowering-women-through-increased-incomes-.html>

One, social prejudices prevent women leaving home. Mobility in women is associated with uncontrollable independence, rife with possibilities encouraging wantonness. Also, communities and families, especially in small towns and villages, associate women working outside homes to earn with men's inability to protect and provide for them. While families push sons to work, daughters are 'allowed' to do so. 'Good women' care for families at home, said a middle-aged Disha participant in an intervention to promote micro-enterprise in Karnataka.⁵ A participant in an entrepreneurship training, she knew her husband would never let her leave home business, however squeezed the family finances. Her abandoning their children to earn would mean his failure as a man to fend for his family.

Controlling women's movements starts early, observed Delhi-based girl students who received career counselling in their Industrial Training Institute under Disha. 'Responsible girls' from 'respectable families' are expected to make education and career choices based on the proximity of opportunities to their homes. Even in these job-short times, complained an ITI graduate, parents only approve of jobs that are close to home, 9 am to 5 pm, with women co-workers, no fieldwork, and preferably with government. She preferred 'sitting at home doing nothing,' added the girl, over scouting for such impossible-to-find jobs.

The second type of barriers confronting women has to do with fear for physical safety. This inhibits women and families from seizing work opportunities. Elders, male family members, older children, disapprove and discourage women from going out for work.

All market facing activities are therefore strictly restricted to male farmers, said women farmers in Maharashtra's Yavatmal district; though women are involved from sowing to harvesting. Markets mean travelling unsafe and uncomfortable distances, in trucks, with produce and cash, waiting overnight in queues at wholesale markets, interactions with male drivers, brokers, traders, labourers.

A similar dread of difficult and dangerous commutes, and unsafe work environs, keeps urban women indoors. Additionally, with reports on violent assaults on

⁵ The findings cited in this article are from studies of the following Disha interventions:

- 'Disha entrepreneurship guidance cell'. Trained and facilitate women entrepreneurs in Karnataka.
- 'Quest Alliance, National Capital Territory (NCT)'. Provided women students of vocational training institutes soft skills training and career guidance.
- 'Promoting women entrepreneurship in agrivalue chains through the community mobilisation resource centre'. Linked women farmers to value chains in Maharashtra.
- 'The Jindal Stainless Limited'. Provided skill training and placement for women in the stainless steel industry in Haryana.
- 'Capacity building for artisans with market linkage pilot – Karnataka'. Trained and connected women artisans to value chains.

women in the city on the rise, jobs close to home seem like the only option for girls. Parental panic levels have zoomed, observed Deputy Director, Directorate of Training and Technical Education, due to sensational media coverage on crimes against women. Parents now impose stricter bans on their daughters, he regretted.

For women who find jobs, meanwhile, travel distance and risks are often key to quitting eventually. A young Disha participant recruited by a steel factory in Haryana, resigned within three months due to a complex amalgam of compulsions. But the immediate cause articulated by her was commute. Opposed to her job, her brother saw bikers molest some woman at the neighbourhood bus station. Then, blinded by winter fog, the girl fell while returning from office. The incidents combined to make her family forbid her from working.

Oftentimes, the ban on commute and travel is self-imposed. Women lack the exposure and self-confidence to interface with the world outside. Most Disha participants have never been out of their villages or cities; or have grown up in one village and married into another. WFH is as much a non-option for them now, as leaving home to work has been.