

FEATURE-Building India's cities, silent workforce of women goes unrecognised

Source: Thomson Reuters Foundation - Mon, 12 Jan 2015 12:01 AM
Author: Nita Bhalla



NEW DELHI, Jan 12 (Thomson Reuters Foundation) - When newly-wed Kamlesh was told she would be accompanying her husband to work in the city, she was thrilled at the prospect of a better life than in the drought-prone village in central India where she grew up.

But arriving in New Delhi 12 years ago, crammed into the back of a truck with her husband and dozens of others, Kamlesh was shown a make-shift tent home on a pavement and realised that city life would not be what she had expected.

"We were put to work immediately. The contractors told us to clear all the dirt and soil around the construction site and carry the cement to the masons," said Kamlesh, 30, wearing a black, white and orange sari, squatting as she broke into a drain with a hammer on a Delhi roadside.

"I didn't realise how low the pay would be, how we would be living and that I wouldn't see my children much. The men always complain that we women are weak and don't work fast enough, but that's not true. We work just as hard."

Across towns and cities in India, it is not uncommon to see women like Kamlesh cleaning building sites, carrying bricks and or shoveling gravel - helping construct the infrastructure necessary for the country's economic and social development.

They help build roads, railway tracks, airports, and offices. They lay pipes for clean water supplies, cables for telecommunications, and dig the drains for sewage systems.

But although women make up at least 20 percent of India's 40 million construction workers, they are less recognised than male workers with lower pay and often prone to safety hazards and sexual harassment.

They are often unaware of their rights or scared to complain, say activists now trying to campaign for better treatment of women in the construction industry.

VULNERABLE AND EXPLOITED

"There are two types of construction workers - those living in the cities, and those who are migrants. It is the migrants who have a harder time," said Martha Chen of the global network Women in Informal Employment: Globalising and Organising.

"They have no community, except the other workers. Their living conditions are much worse. They have no water supplies and toilets, and nowhere to leave the children when they work."

The workers are recruited from villages by contractors who employ them for public and private projects. The contractors are responsible for accommodation, transport to and from the site, and decide their pay and working conditions.

Women labourers also say they are often paid less than men.

Female workers in Delhi said they earned 250 rupees (\$4) a day compared to 450 rupees paid to men for the same work as it is generally accepted in the industry that women be paid less.

Most women come with their husbands, and often with their infant children who are seen playing amongst the piles of bricks and gravel as their parents labour under the blazing summer sun.

Two or three times a year, the workers go back to their villages to see children they left behind with grandparents and pay off debts mounted over the years.

Researchers say women complain of the toll the labour-intensive work takes on their bodies, the lack of child care and abuse by their contractors, or agents.

"On construction sites, there is a lot of harassment of women workers by the agents. They are making passes at them, lewd comments and may try to touch them or even physically molest them," said Priya Deshingkar of the Migrating out of Poverty Research Consortium, a programme run from Britain's Sussex University.

"Women are in a highly vulnerable situation because they are constantly harassed by the agents but they can't tell their men about it because they feel that they will be ex-communicated or punished by their husbands for behaving in a way that attracts this attention," she added.

FROM CARRYING TO CARPENTRY

Another challenge faced by women as well as men is the lack of financial compensation when they get sick, say activists.

"Women in the construction industry in India do the lift-and-carry work. They climb the scaffoldings with the bricks and soil on their heads. The hazards they face are often much higher than men," said Chen.

"Their body is their only asset. Safety and health is a big issue. If they are sick or injured and can't work, they lose money. There are no benefits as they work in many different places, for different employers and are paid on a daily basis."

Industry officials admit the discrimination in wages and recognition of skills of female workers, but say attitudes are beginning to change among the country's bigger companies.

"The bias towards not recognising the skills of the women is rather strong," said Sunil Mahajan, additional director general of the Construction Industry Development Council, a government-industry body.

"But there is a certain amount of awakening among contractors. Companies themselves now recognise the need for social care. Basic minimum facilities such as crèches are increasingly being provided on sites and women are being afforded a lot more respect."

Organisations such as the Self Employed Women's Association (SEWA) - India's oldest and largest female trade union with over 1.3 million members - say most female labourers are unaware of their rights.

SEWA has formed a cooperative of female labourers in the western city of Ahmedabad, where they are given on-the-job training to develop skills ranging from cleaning, carrying and shoveling to masonry, carpentry and plumbing.

The cooperative also has an insurance scheme for workers, in which they are given half their daily wage for any sick days.

But cooperative organisers say it is not easy for them to get contracts due to the bias against women in construction.

"Clients don't think that women can do this job with the same quality and speed and we face many challenges in trying to convince them that women are capable of constructing a house or a road, or doing water-proofing or electrical or plumbing work," said Manali Shah, SEWA's head of urban work.

"They say that women can't do this work so it is very difficult to penetrate into this male-dominated work. But slowly we are making progress." (Reporting by Nita Bhalla. Additional reporting by Megan Rowling in Barcelona; Editing by Belinda Goldsmith and Ros Russell)

<http://www.trust.org/item/20150111235905-2dmm4/>

FEATURE-Women firefighters extinguish stereotypes in India's land of child brides

Source: Thomson Reuters Foundation - Thu, 12 Feb 2015 12:00 AM
Author: Nita Bhalla



- * From child bride to one of Rajasthan's first female firefighters
- * Policy reserves 33 pct of government jobs for women
- * Women still only 22 pct of workforce in India

JAIPUR, India, Feb 12 (Thomson Reuters Foundation) - Married before her 18th birthday, Nirma Chaudhary could have ended up like thousands of other child brides in India's desert state of Rajasthan - forced to quit school and consigned to a life as a wife and mother.

But the village girl's conviction to study after marriage, support from her family, and a government initiative aimed at empowering women, transformed her from being another invisible child bride to one of Rajasthan's first female firefighters.

VIDEO: India's female firefighters extinguish gender stereotypes

"I used to see firemen on television and in the newspapers. Everyone would say 'Girls can't do these jobs'. So I thought I have to show that I can do this," said Chaudhary, 24, wearing a uniform of khaki shirt and trousers, as she sat on duty at Jaipur Nagar Nigam fire station.

Battling age-old patriarchal attitudes in her village, Chaudhary is one of around 30 women recently recruited from Rajasthan's towns and villages as part of an affirmative action policy to encourage women to join the fire service.

The policy reserves 33 percent of government jobs for women candidates and has helped increase the number of women in the police and administrative services but it was not implemented in the fire service until last year.

In a region where child marriages are widespread, the recruitment of these women is not only increasing their participation in a male-dominated profession, but also helping to dismantle a harmful practice which affects generations

LAND OF CHILD BRIDES

India has some of the highest rates of early marriage in the world. About 47 percent of women aged between 20 and 24 years said they were married before the age of 18, according to the latest National Family Health Survey.

Rajasthan - one of India's premier tourist destinations where millions flock annually for its ancient fortresses and camel-back safaris - records higher than the national average, with 65.2 percent of women being married off as child brides.

At religious festivals such as "Akha Teej", hundreds of girls as young as 10, dressed in traditional red saris and adorned in gold, are married off in dusty villages and small towns across this drought-prone region.

The custom, say gender experts, hampers efforts to improve the status of women, as it cuts across every part of a girl's development and creates a vicious cycle of malnutrition, poor health and ignorance.

A child bride is more likely to drop out of school and have serious complications during pregnancy and childbirth. Her children are more likely to be underweight and will be lucky to survive beyond the age of five.

Chaudhary, who is from a village in the district of Sikar, 130 km (80 miles) from Jaipur, said she was luckier than most girls in her village.

Despite being married at 17, Chaudhary's parents, husband and in-laws supported her wish to study further, take a degree in education, and become a firefighter after seeing an advert calling for women to join the state's fire service.

"Although the women's reservation policy was in place for sometime in Rajasthan, we didn't start implementing it in the fire department until last year," said Jaipur's Chief Fire Officer Dinesh Verma.

"We thought that if women are in the army and stationed at the border and are ready to fight our enemies, then they can surely be encouraged to fight fires."

After a six-month training course in firefighting, Chaudhary joined Jaipur Nagar Nigam fire station in March last year and has since tackled dozens of blazes from gas cylinder blasts in homes to factory fires.

Living in a small rented room in Jaipur with another female firefighter, Chaudhary visits her family once a week on her rest day when she takes a three-hour bus ride back to her village.

Like other new female recruits, Chaudhary says she was nervous about the job at first and worried about leaving her five-year-old son, but said she has now got used to it.

"Attitudes have changed in the village now. At first, neighbours didn't like it and would talk badly about me doing men's work," she said, after conducting her daily inspection of equipment such as hoses, extinguishers and ropes in the station's fire engines.

"But now they see that girls can study and achieve the same as men ... there are other girls that come to me to ask me about how they can also join the fire department."

AFFIRMATIVE ACTION

India's economic liberalisation and rapid growth over the past two decades has helped expose people to more liberal views about women, especially through the media, satellite and cable television and the Internet.

More women than ever are stepping out of traditional roles. Female doctors, lawyers, police officers and bureaucrats are common, and well-dressed women in Western attire driving scooters or cars to work is now an everyday sight in cities.

Yet women's workforce participation is only 22 percent, and though 79 percent of rural women work in agriculture, more than 90 percent of them are in the informal sector, with little social protection and land ownership, according to U.N. Women.

Gender rights experts say such affirmative action policies, in public and private sectors, need to be made national, empowering women, dispelling sexist attitudes which see girls as liabilities and dismantling customs like child marriage.

Ravi Verma, Asia director for the International Center for Research on Women, said such policies are helping to improve the status of women in India.

"Affirmative action is a solid step forward because those girls and women who move into the sphere of education and work and acquire additional skills challenge local patriarchy and can change attitudes," he said.

(Reporting by Nita Bhalla, Editing by Belinda Goldsmith)

<http://www.trust.org/item/20150211235759-bbdal/>

FEATURE-India opens boardrooms to women but few mid-career dropouts return

Source: Thomson Reuters Foundation - Thu, 19 Nov 2015 12:00 AM
Author: Nita Bhalla



- * Less than 8 percent of board seats held by women in India
- * More Indian women drop out of workforce than other Asians
- * Studies say 1.5 million qualified Indian women have dropped out

By Nita Bhalla

NEW DELHI, Nov 19 (Thomson Reuters Foundation) - Tanu Anand, an Indian international tax accountant with 13 years experience with multinational firms in India, Singapore and Hong Kong, lost hope of resuming her high-flying career after having a baby last year.

"I sat at home for eight months rather depressed and very low in confidence. All of a sudden here I was, this person with all this international experience with top firms, sitting there with no opportunities or prospects," said Anand, 36.

"I went for many interviews, but they wanted to put me on a slow career path because I had a baby. There was no balance where I could be a good mother and a good employee. I honestly thought of giving up and starting a bakery."

A new law may have forced India Inc. to open the boardroom doors to women, but years of sidelining them has led to a high dropout rate among professionals like Anand - resulting in a shortage of women to fill such positions.

Around 530 out of 5,711 listed firms have been fined by the Bombay Stock Exchange for not having at least one woman director by the deadline. Other companies appointed relatives such as wives and mothers-in-law who are seen as proxies.

Research by Catalyst, a non-profit focusing on women in business, finds the shortage is due to the fact that far more women drop out of the corporate workforce early on in India than in other countries.

Catalyst's 2013 report "First Step: India Overview" found that nearly half of Indian women drop off the corporate employment ladder between junior and mid-levels, compared with 29 percent across Asia as a whole.

The main reason cited is the lack of support given to women who want to return to work after having a baby, such as extended maternity leave, crèche facilities and flexible hours.

"...the pipeline is not available. There are not enough women in senior management currently to occupy all the positions that are opening up for women," said Shachi Irde, Catalyst India's executive director.

"Organisations have to focus on inclusion at all levels right from the beginning to ensure that they have a healthy pipeline to move up the ladder."

INVISIBLE AND UNRECOGNISED

Studies conducted by Catalyst, Mckinsey, Credit Suisse and others repeatedly show that board diversity leads to better performance in terms of productivity and profitability.

A 2012 report by the Credit Suisse Research Institute, for example, found that stocks of large cap companies with at least one woman board director outperformed those with all-male boards by 26 percent over a period of six years.

Yet, despite increased efforts by companies and governments around the world to lift the number of women in senior corporate roles, their presence remains stubbornly low.

Women hold just 12 percent of boardroom seats worldwide, and only 4 percent of board chairmen are women, according to a June report by Deloitte after studying almost 6,000 firms in 49 countries.

In India - despite the prominence of a few businesswomen such as Biocon Managing Director Kiran Mazumdar-Shaw, ICICI Bank CEO Chanda Kochhar or HSBC country head Naina Lal Kidwai - the lack of women on boards is even more pronounced.

Just 7.7 percent of board seats are held by women in India, compared with 17.5 percent in South Africa and 15.6 percent in the United Kingdom, the Deloitte report showed.

As in other countries, Indian women climbing the corporate ladder face the usual unconscious gender biases, being perceived as unambitious, not capable enough, or misplaced home makers, experts say.

"Bosses often think that due to family commitments, women cannot stay late in the office, attend events where they can network or take on extra projects. As a result, women are often passed over for promotions," said Sarika Bhattacharyya, co-founder of Biz Divas, a non-profit promoting female leadership.

"Women themselves are also not visible enough, even when they are ambitious. As a culture and as a gender, we have always been told from a young age to be humble and not boast about our achievements."

UNTAPPED TALENT

Anand's fate changed in May when she saw a Facebook post from multinational Genpact, looking for qualified, experienced women wanting to return to work but within a flexible environment as part of their "Career 2.0." programme.

In less than two weeks, she went through six gruelling interviews before being offered a job as an assistant vice president under a flexible working arrangement.

"The way it is today is that I work hard to strict deadlines but I work with my own flexibilities. If there are no meetings, then I can take my work home. This gives me the opportunity to oversee my young child as well," she said.

Research conducted by Genpact estimates there are 1.5 million qualified Indian women like Anand, who have dropped out of corporate jobs largely because they cannot find suitable employment after starting a family.

"We thought as part of our initiative to bring in gender diversity, let's introduce a programme aimed at attracting these mid career level women who have taken a sabbatical and are looking to get back into the mainstream," said Urvashi Singh, senior vice president of human resources at Genpact.

"We are getting some really, really good talent and we are really excited about this. We have had a terrific response on social media."

The Career 2.0. programme, launched on Facebook in May, has resulted in more than 1,000 applications and more than 10 women being hired at middle and senior levels such as assistant vice president.

Catalyst's Irde says that initiatives like these, together with mentorship programmes and policies such as child care facilities and flexible working hours, are key to boosting the number of women breaking through the proverbial glass ceiling.

"There is a growing realisation in India Inc. to have diversity in the workplace - whether it is in the boardroom or any other level of management," said Irde.

"There are enough women there, but you need to look beyond the traditional sources of recruitment to find them." (Reporting by Nita Bhalla, editing by Tim Pearce. Please credit the Thomson Reuters Foundation, the charitable arm of Thomson Reuters, that covers humanitarian news, women's rights, trafficking, corruption and climate change. Visit www.trust.org)

<http://www.trust.org/item/20151119000221-mf0bh/>

FEATURE-Captured by cotton: Girls duped into "bonded labour" in India's textile mills

Source: Thomson Reuters Foundation - Thu, 6 Aug 2015 12:01 AM
Author: Nita Bhalla



- * Over 100,000 girls, women work as "bonded labour" in mills
- * Poor families duped, send daughters on three-year work schemes
- * Spinning mills, big brands say inspectors check conditions

By Nita Bhalla

ERODE, India, Aug 6 (Thomson Reuters Foundation) - From her two-room concrete home nestled among the lush coconut plantations of southern India, housewife Kavita has seen the region's textile industry flourish for a decade, thanks to the labour of poor, lower caste women like herself.

Promising a better life, "agents" have for years visited these poor, rural parts of Tamil Nadu and taken a steady stream of girls and women to work in thousands of cotton spinning mills, part of a textile and clothing industry that is one of India's biggest employers and a major exporter.

The image of women from remote hamlets going to work, staying in hostels and earning money spinning cotton as part of a booming global garment supply chain, should be empowering in a country like India, an emerging power still plagued by poverty and male domination.

But former workers in Tamil Nadu's Erode district describe a system of exploitation and bonded labour that has cast a dark shadow over India's long-established textile industry.

"I tell all the women I meet not to go and work in the mills. I know what the agents promise and what is real. It is not the same," said 23-year-old Kavita, dressed in a lime sari, a crimson flower in her long black plait, sitting on a woven mat in her village home.

"For almost a year, I wasn't allowed to leave the compound where the hostel and mill was. They made me work double shifts. I only got out because I lied and said my aunt had died and I had to attend the funeral. I never went back."

Just 13 at the time, Kavita was one of thousands of girls and women employed under "marriage schemes" offered by mills which mushroomed in Tamil Nadu when India's economic liberalisation began in the early 1990s.

The schemes draw in cheap labour - mainly young women from poor, illiterate and low-caste or "Dalit" communities such as the Arunthathiyar - and offer lump sum payments at the end of a three-year period. They are promoted as an easy way to obtain the hefty dowries families need to marry off daughters.

Recruits are offered full board in hostels at the mills' compounds, holidays twice a year, outings such as picnics and temple visits, and clean and safe working and living conditions.

But former workers and numerous studies by civil society groups such as the Freedom Fund, Anti-Slavery International and the Centre for Research on Multinational Companies say the women are kept in closed hostels, overworked, underpaid and abused.

"The binding of workers in this way, where they cannot change employers, is a form of bonded labour," a 2014 study by the Freedom Fund and the C&A Foundation said.

"Very low wages, excessive and sometimes forced overtime, lack of freedom of movement and of association, verbal and sexual abuse were found."

The study suggested at least 100,000 girls and women were being exploited in this way.

Industry bodies deny allegations of exploitation and say the schemes are "apprenticeships" in line with labour laws offering high wages. Cases of abuse are rare, they say.

DUPED BY DOWRIES

The textile and clothing industry is one of largest and most important in the Indian economy.

It is the second largest employer in the country after agriculture, providing around 45 million jobs and making up 4 percent of India's GDP and 13 percent of exports in 2013/14.

Much of the \$42 billion a year export industry is located in western Tamil Nadu, where Namakkal, Coimbatore, Tirupur, Karur, Erode and Salem districts are referred to as the "Textile Valley of India".

In the last 20 years, more than 2,000 processing and dyeing units, spinning mills and apparel factories have sprung up, employing some 300,000 people. Workers turn the cotton into yarn, fabric, clothes, much of it for Western high street shops.

But competition is stiff and, to boost productivity and increase margins, parts of this lucrative supply chain are built on bonded labour.

Traffickers are called "agents", legal loopholes are exploited and girls are overworked, afraid to speak out for fear of losing the money needed for their weddings, activists say.

Dowries are given by a girl's family to the groom and his parents at the time of marriage. The custom was banned more than five decades ago, but is still widely practised.

Under the "Sumangali" schemes - "happily married woman" in Tamil - mills pay agents up to 2,000 rupees (\$30) to scout mud-and-thatch Dalit hamlets for families with single daughters.

They offer 30,000 to 60,000 rupees (\$470 to \$940) for three years' work, but former workers say they do not receive the full amount because of deductions for their food and lodging.

TWELVE HOURS A DAY

In Thalavadi town, 520 km (320 miles) southwest of Tamil Nadu's capital Chennai, former workers in bright salwar kameez and saris trickle into a room rented by the Erode-based charity Rights Education And Development Centre (READ).

The young workers, who are here for free computer training classes, sit in plastic chairs, sipping sweet tea from plastic cups, sharing stories of exhaustion, illness and abuse.

Some women say they were regularly forced to stand for more than 12 hours a day working the spindles. Others speak of migraines, excessive stomach pains and heavy bleeding during menstruation from dust and poor ventilation in the factories.

Many said they were verbally abused or pushed if they were "slow". They could not leave the mill compound without permission, and their telephone calls were often monitored or restricted by supervisors.

Civil society groups say they have also found cases of alleged sexual abuse and death-related suicides.

READ said it had documented 85 cases of suspicious deaths over the last five years.

"Cases are however hard to prove as girls are unwilling to discuss it openly or go to the police, fearing stigma in the community," said READ director R. Karruppusamy.

Few workers have contracts, so find it hard to prove they were working in a particular mill and get compensation, he said.

HIGH WAGES, FACTORY INSPECTIONS

The head of the South Indian Mills Association (SIMA), representing some 400 mills, said the government and the SIMA had strict codes of conduct on the treatment of workers, but admitted there might be violations.

"Some unscrupulous people have disobeyed these rules and now everyone has got a bad name due to this. Police are taking action as and when necessary," SIMA Secretary General K. Selvaraju told the Thomson Reuters Foundation.

He said apprentices in Tamil Nadu were paid 300 rupees (\$5) daily, almost double the national average and some employers offered workers extras like a university education.

A senior official in Tamil Nadu's labour and employment department said labour department officials carried out regular inspections in all industries, including textiles and clothing.

He denied allegations that police and local officials were often reluctant to act against the politically and economically influential industry.

Brands such as Gap, Primark and C&A which source some of their garments from Tamil Nadu say they do regular audits to ensure their suppliers comply with their codes of conduct.

"Sumangali is completely unacceptable and could result in the termination of a relationship should we find that the system exists in our suppliers' operations and the contractual partner is not willing to stop the practice," said Thorsten Rolfes from C&A Europe's communications department.

Many retailers such as C&A are also part of the Ethical Trading Initiative of firms, trade unions and campaigners, which are tackling Sumangali by regulating recruitment agents, inspecting hostels and supporting charities to run campaigns.

"We are well aware that local mindsets are slow to change and that a lot still has to be done in Southern India to provide female workers with better options," Rolfes said. "The scope of the problem may still be large, but ... C&A is making a small but sustainable impact." (Reporting by Nita Bhalla. Additional reporting by Sandhya Ravishankar in CHENNAI. Editing by Tim Pearce.; Please credit the Thomson Reuters Foundation, the charitable arm of Thomson Reuters, which covers humanitarian news, women's rights, corruption, climate change. Visit www.trust.org)

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India's few policewomen battle sexism at every level - rights group

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Author: Nita Bhalla



NEW DELHI, Aug 19 (Thomson Reuters Foundation) - India's police force is not only drastically short of women, it is also plagued by sexism, with women given menial duties, bypassed for promotion and scared to report sexual harassment by male colleagues, a Commonwealth study said on Wednesday.

The report by the Commonwealth Human Rights Initiative found that despite a federal government call for the force to raise the proportion of women to 33 percent, women make up only 6.11 percent of India's 2.3 million police.

In countries like the United States, women account for 12 percent of the police force, compared with 0.9 percent in Pakistan and 7.4 percent in the Maldives.

Interviews with male and female police officers in five Indian states found that women faced a deep-seated gender bias across the police force which started at

recruitment and carried on throughout their career, said Devika Prasad, co-author of the report "Rough Roads to Equality: Women Police in South Asia".

"Everywhere that we went, women police across ranks told us one of the most discouraging things for them is that there are no women on recruitment and interview boards and selection panels," Prasad said at the launch of the report.

"We also found that women are assigned desk and clerical jobs and not given frontline operational duties such as investigations. We were constantly told by male police that policing is a man's job and that women can't do the job as they are not strong physically or psychologically."

As a result, women are concentrated in the lower ranks of the police and made to work on specific 'women and child' crimes where they record statements and register complaints, but gain little experience, reducing their chances of promotion.

The study showed that more than 80 percent of policewomen are constables, the lowest rank, 7.8 percent head constables, 3.35 percent assistant sub inspectors and only 0.02 percent hold the top ranks - director general and additional director general.

The report also found that there was little acknowledgment by the police leadership of sexual harassment, and that many policewomen did not even know there was a law against sexual harassment in the workplace, and how and where to complain.

"There is a real fear that they will be maligned, punished and victimised. We found that they would not speak to us formally, but during breaks they would tell us sexual harassment is endemic," said Prasad.

State Minister for Home Affairs Kiren Rijiju said the findings were a matter of great concern, and attributed them to society's stereotyping of women as weak and inferior.

"The strength of women in the police is abysmally low and this is not a happy situation for anybody," Rijiju said at the launch of the report, adding that he rejected the idea that women were weak and unsuitable for field operations.

The federal government has urged India's 29 states to raise the proportion of women in their police forces to at least 33 percent, but this is difficult to enforce as policing is the responsibility of the states, Rijiju said.

But he said he would ensure that one-third of all police jobs went to women in India's seven Union Territories, which include Delhi, the Andaman and Nicobar

islands and Puducherry, and which are under the control of the central government.

The government has four years of its five-year term to run, and Rijju said he would meet the target by the end of the term.

(Reporting by Nita Bhalla, editing by Tim Pearce. Please credit the Thomson Reuters Foundation, the charitable arm of Thomson Reuters, that covers humanitarian news, women's rights, trafficking, corruption and climate change. Visit www.trust.org)

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