

2020-2021

ANNUAL REPORT

MARTHA FARRELL FOUNDATION



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ACKNOWLEDGEMENTS

WE EXTEND A WARM THANK YOU TO OUR PARTNERS

Participatory Research in Asia
UNESCO Chair in CBR and SRHE
The Government of Haryana
The Government of Delhi
The Government of Sikkim
Rural Development Trust
The Association of Indian Universities
The Association of Commonwealth Universities
V. V. Giri National Labour Institute
Embassy of The Netherlands in India
Women's Empowerment Desk of the Tibetan Government in Exile
The Network for the Rights and Voices of Domestic Workers - Delhi
UN Trust Fund to End Violence Against Women and Girls

AND OUR FRIENDS

**WHOSE SUPPORT KEPT US
GOING AND HELPED US FULFILL
OUR MISSIONS IN 2020-2021.**

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FEMINISM IN EVERYDAY LIFE

“Each time a woman stands up for herself, without knowing it possibly, without claiming it, she stands up for all women.”

— Maya Angelou

The Martha Farrell Foundation was founded in memory of Dr. Martha Farrell, a passionate civil society leader, who was among 14 people killed in a terrorist attack on a guest house in Kabul, Afghanistan on May 13, 2015. She had been leading a gender training workshop with the Aga Khan Foundation in Kabul at the time.

The Foundation grounds its vision and mission in the principles Dr. Farrell lived and abided by - feminism in everyday life and promoting lifelong learning.

Today, the Foundation takes forward her pioneering work as a Director at PRIA - Society for Participatory Research in Asia, on gender justice and mainstreaming on individual, public and institutional levels, engaging with adolescents, women, men and boys across the world.

The Foundation works to actualize the world that Dr. Farrell strove to create - a safer, gender just one, with help from a team of experienced and budding social development professionals, who learn from and share in her work and passion.



DIRECTOR'S MESSAGE

The onset of the COVID-19 pandemic and the issue of the government imposed lockdown across India early last year had a massive impact on the way we work. Training sessions went virtual, community spaces became inaccessible and travel restrictions confined us to our homes.

We adapted quickly, making Internet access possible in the communities where necessary, and carried forward our crucial work with adolescents, employees and scholars and academicians online.

In many ways, the shift paved the way for greater number and quality of conversations - we held multiple virtual Listening Circles, our Support Circles reached survivors of gender based violence around the region. We harnessed every challenge as an opportunity to do more, to impact more, to achieve more.

Post-lockdown, we have adopted a hybrid model of working - in many ways stronger and more focused than before. COVID-19 came with many lessons. With them, we only move forward from here. Onwards, to being better, to impacting better!



A handwritten signature in black ink that reads "Nandita".

Nandita Pradhan Bhatt
Director
Martha Farrell Foundation

OUR WORK

The Martha Farrell Foundation supports practical interventions to achieving a gender-just society and promoting lifelong learning through four core programs.

The Making Workplaces Safe program strives to mainstream gender in both public and private sector institutions in order to prevent/address sexual harassment at the workplace.

The Kadam Badhate Chalo program engages youth and adolescents across India to understand gender issues, the Self, and society, and lead interventions in their communities

The Martha Farrell Award for Excellence in Women's Empowerment & Gender Justice recognizes and supports the gender mainstreaming work of organizations and mid-career individuals.

The Martha Farrell Memorial Fellowship aims to develop the professional practice of promoting gender equality, leadership of women and prevention of sexual harassment in higher educational institutions in the Commonwealth.

All of these programs bring together people from different social, political, economic, and cultural locations, building strong networks for the gender-just world each of us needs to thrive.



PROGRESS SO FAR



33,200+

*formal and informal employees
trained on Making Workplaces Safe*



200+

gender trainers trained



350+

institutions trained



3805

youth leaders trained



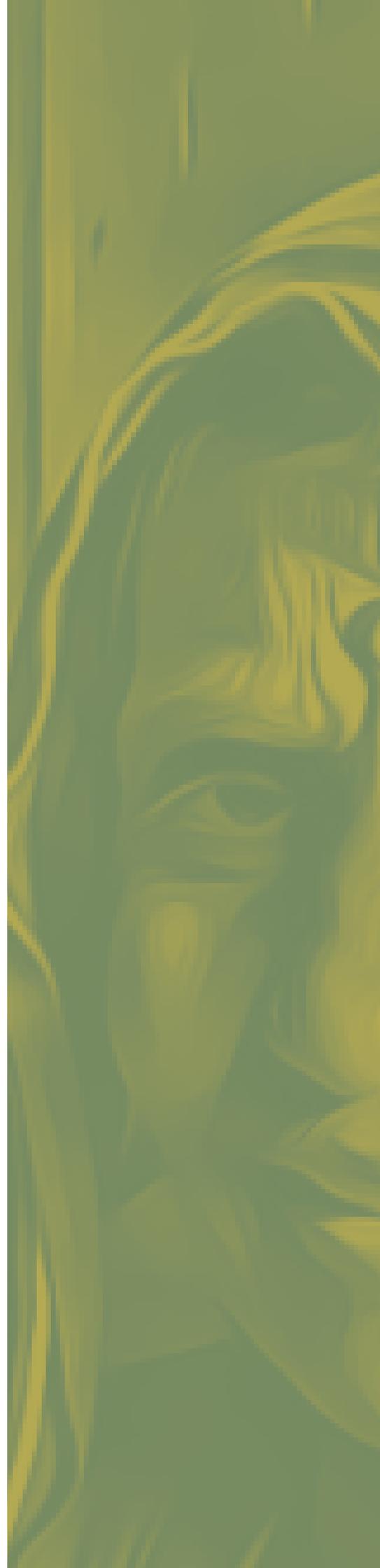
34,000+

*youth leaders collectivized to counter
sexual and gender based violence*



800

*gender champions nominated
for the Martha Farrell Award*



MAKING WORKPLACES SAFE

The Making Workplaces Safe program took forward the Foundation's commitment to creating safe, gender just and sexual harassment free workplaces in the formal and informal sector in the year of 2020 - 2021. With the advent of the COVID-19 pandemic and lockdown, the need and urgency for the program increased, as there was a rise in unemployment, work from home systems and lack of access to mobile phones and internet connectivity, particularly in the informal sector.

The program took on a hybrid mode, with in-person training sessions moving into the online space and resuming at a slow, steady space with safety protocols in place in the aftermath of the nationwide lockdown. Despite the challenges, the program witnessed growth and expansion in all its endeavors.

IMPACT IN NUMBERS

400+ formal and informal employees trained on Making Workplaces Safe

70+ institutions trained

30+ gender trainers trained



MILESTONES

SAFE CAMPUS PROGRAM

In the month of January 2020, a national workshop on 'Safe Campus: Implementation of UGC guidelines/regulation on Gender Champions and POSH' was organized by the Foundation and Pt. Ravi Shankar Shukla University (PRSU) in association with Association of Indian Universities in PRSU, Raipur. Faculty and students of different universities from all over India (Kashmir, Kanyakumari, Bihar, Assam etc.) participated in the event, and shared crucial recommendations to improve safety in higher educational institutions. With this as a base, the AIU-MFF Safe Campus Program kickstarted in 2021 with training sessions of faculty and management of higher educational institutions around India on the issue of safety.

ENTRY INTO HARYANA DISTRICT GOVERNMENTS

The Foundation also began a series of exploratory meetings with key members of Women and Child Department and Chief Minister's Good Governance Associates in District Administrations around Haryana, pushing for institution and training of Internal Committees across departments and district-level Local Committees for the prevention, prohibition and redressal of sexual harassment at the workplace. A training session of 40+ Internal Committees and the Local Committee in district Panipat took place in the month of November, a first in a series conducted by the Foundation in 2021 across four other districts.



40+

Internal Committees and the District Local Committee in Panipat trained on the Prevention of Sexual Harassment Act, 2013

MILESTONES

SURVIVORS' SUPPORT CIRCLES

A new online program called the Survivors' Support Circle, a circle of trust and solidarity for survivors of sexual harassment at the workplace was launched on October 16, 2020 to mark the anniversary of the Global #MeToo movement. The first in the series of Support Circles organized on the topic was more of a listening and sharing exercise, and drew nearly 60 participants. The success of the program formed the basis for its evolution into a series of two-day sessions, where survivors were equipped with knowledge of the PoSH Act, 2013 and their rights in the workplace.

55+

participants attend the first online Survivors' Circle organized for survivors of sexual harassment at workplace.



ONGOING PARTNERSHIPS

The Foundation also delivered several training sessions on the issue of sexual harassment at workplace with partner organizations through the year. Many were supported end-to-end for their compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The partnerships forged and strengthened through the year included government departments, corporate offices, nonprofits and voluntary organizations, and educational institutions, among others.

IMPACT IN THE INFORMAL SECTOR

Martha Farrell Foundation primarily engages with women domestic workers in the informal sector, and works with them to guarantee their rights to safe, conducive and sexual harassment-free workplaces. The PoSH Act, 2013, extends to informal women workers in its purview, but access to justice under the Act for domestic workers remains weak. Taking forward the conversation and recommendations to emerge from the National Level Consultative Workshop on the Implementation of the Sexual Harassment at Workplace Act 2013 for Domestic Workers in India that was organized in 2019, the Foundation strengthened its awareness and advocacy initiatives with women domestic workers in the year 2020 as well, through key initiatives.

'REIMAGINING THE WORLD OF WORK FOR DOMESTIC WORKERS: COVID AND BEYOND': A NATIONAL LEVEL VIRTUAL ROUNDTABLE CONVERSATION

A year after the adoption of International Labor Organization (ILO) Convention 189, Decent Work for Domestic Workers, domestic workers declared June 16 as International Domestic Workers Day. More than 60 domestic workers led a national level virtual Round Table on 16th June to observe International Domestic Workers Day for 'Reimagining the world of work for Domestic Workers: COVID and Beyond'. The Round Table was co-organized by a network of Domestic Workers/Unions and Organizations, to deliberate on strategies for actualizing a manifesto framed by domestic workers, policy recommendations for registration of domestic workers and access to social security, and laws and legislation for the rights and voices of domestic workers. Along with the manifesto, the policy recommendations framed during the conference laid the groundwork for advocacy initiatives taken up by the Foundation in partnership with the Network for the Rights and Voices of Domestic Workers, Delhi - NCR, throughout the year.

TWEET STORM ON OCTOBER 1, 2020

With the Foundation in the lead, unions and organizations working for the rights of domestic workers participated in a Twitter Storm in October to create

awareness among members of the general public and demand action from relevant government bodies. The Tweet Storm drew participation from over 60 handles, using the hashtags #ValueDomesticWorkers and #HireUsBack, drawing robust engagement, and influencer support on the platform.

DOMESTIC WORKERS' POSTCARD CAMPAIGN

Riding on the momentum created by the Tweet Storm, nearly 3000 domestic workers from Delhi, Haryana and Chhattisgarh banded together to start a movement towards end of 2020 and early 2021. Recognizing that their right to equality, personal liberty and right against discrimination rest to a large extent on the proper implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, the women workers all sent postcards to the Union Minister of Women and Child Development, and the Delhi/Haryana State Department heads for Women and Child Development, with specific demands on the proper implementation of the Law.

The initiative was supported by the Martha Farrell Foundation and drew active participation from the Network for the Rights and Voices of Domestic Workers.



3000+

women domestic workers send postcards to the Ministry of Women and Child Development demanding justice under the PoSH Act, 2013.

KADAM BADHATE CHALO

In its fifth year and running, the flagship Kadam Badhate Chalo (KBC) program continues to offer a platform for youth to take collective action for ending gender-based violence (GBV) in their own communities. The program's unique design encourages youth leaders to engage actively with the members of their communities, as a step in taking a stand and effecting action against violence against women and girls.

The COVID-19 pandemic impacted the KBC's Fellowship model, given that access to mobile phones became a challenge, especially among adolescent girls in the communities that the Program targeted. Despite the setback, the Program continued its activities, taking into account the challenges of the pandemic.

TEENS UNDER LOCKDOWN: ONLINE FELLOWSHIP

Under the flagship KBC program, an online fellowship for adolescent leaders was launched during the lockdown in Panipat, Delhi, Deoghar and Bhubaneswar, in partnership with Participatory Research in Asia, Pro Sport Development and Fontal Development Foundation. Sessions focusing on mainstreaming gender, digital literacy, law, aspiration mapping, and arts-based learning through poetry workshops, were organized, bringing out critical documentation on lockdown experiences of adolescents.



TEENS UNDER LOCKDOWN: ROOFTOP POETRY EXHIBITION

On the occasion of World Menstrual Hygiene Day (May 28) and subsequently on World Day Against Child Labor (June 12), adolescent leaders under the KBC Fellowship Program submitted poems that were exhibited in a Rooftop Poetry session. Organized in the immediate aftermath of the nationwide lockdown, the Rooftop Session touched upon issues of gender, safety, menstruation and increased violence in homes and communities due to the pandemic. Adolescents who had been confined to their homes through the duration of lockdown found the space to be liberating in more than one way: not only were they breaking their silence on subjects that were 'taboo' to them, but they were also able to break out of the confinement of their homes. Their experiences of the lockdown, rising violence in their homes and challenges faced by menstruators formed a strong basis for their poetry.

INTERNATIONAL GIRL CHILD DAY

Ahead of and on the occasion of International Girl Child Day (October 11), nearly 20 adolescents from Dwarka in Delhi and Harijan Basti in Gurgaon came together to discuss the issue of safety in the public, in their homes and schools, under the KBC Program. The Foundation also distributed mobile phones among the adolescents, in light of the fact that their access to information and the public sphere had been severely restricted during the pandemic. The mobile phones became the basis of the conversation of safety, as aspects of online safety and responsible uses of mobile phones were also discussed.



30+

adolescent girls in Harijan Basti, Gurgaon and Dwarka, Delhi were given mobile phones for their education, under the KBC Program.

MARTHA FARRELL AWARD

The Martha Farrell Award for Excellence in Women's Empowerment and Gender Justice was instituted in 2016. It is given out in two categories: 'Most Promising Individual' and 'Best Organization for Gender Equality'. In 2020, a new category was introduced: the Special Jury Award for one institution and one individual. With unwavering support from Rizwan Adatia Foundation and Rural Development Trust over the years, we have been able to award 8 winners a money prize of ₹1,50,000 to aid them in their pathbreaking work. Similarly, winners of the Special Jury Award received prize money to continue their work, made possible with the support of the Alkazi Foundation for the Arts.

2020 WINNERS

Mamta Singh

Rural and Environment Development Society

2020 SPECIAL JURY AWARD WINNERS

Vaishali Jethava

Association for Social and Human Awareness



AWARD JURY



DR. RAJESH TANDON
FOUNDER-DIRECTOR, PRIA



NAMITA BHANDARE
JOURNALIST & WRITER



DR. PANKAJ MITTAL
GEN. SEC., ASSOCIATION
OF INDIAN UNIVERSITIES



MONCHO FERRER
DIRECTOR, RURAL
DEVELOPMENT TRUST



FEISAL ALKAZI
THEATRE DIRECTOR



DEEPTHI BOPAIAH
EXECUTIVE DIRECTOR,
GOSPORTS FOUNDATION



NANDITA TRIPATHI
PARTNER, KPMG INDIA

MARTHA FARRELL MEMORIAL FELLOWSHIP

Dr. Martha Farrell was committed to Adult Education and creating gender-conducive environments. In her honour, the Foundation has partnered with the Association for Commonwealth Universities to award the Martha Farrell Memorial Fellowship to staff at higher education institutes in East African and Asian nations. Following an intensive 3-day training, fellows design and implement effective action plans to end sexual harassment in campuses. Unlike previous years, we increased the number of fellows in our 2020 batch from 1 to 3. The winners were:



DR. SCHOLASTICA OMONDI

Associate Dean
School of Law
University of Nairobi



DR. GEORGINA YA ODURO

Lecturer-Researcher
University of Cape Coast
Ghana



DR. FATMATTA TAQI

Director,
University of Sierra Leone

16 DAYS OF ACTIVISM 2020

The year 2020 came to a close with a very successful series of events during the 16 Days of Activism. The Foundation worked with a range of different stakeholders, within India and internationally, creating spaces for path breaking conversations with women from all walks of life on the way forward to create safer spaces for all. The conversations included:

DUTCH DEPUTY CHIEF OF MISSION MEETS DOMESTIC WORKERS

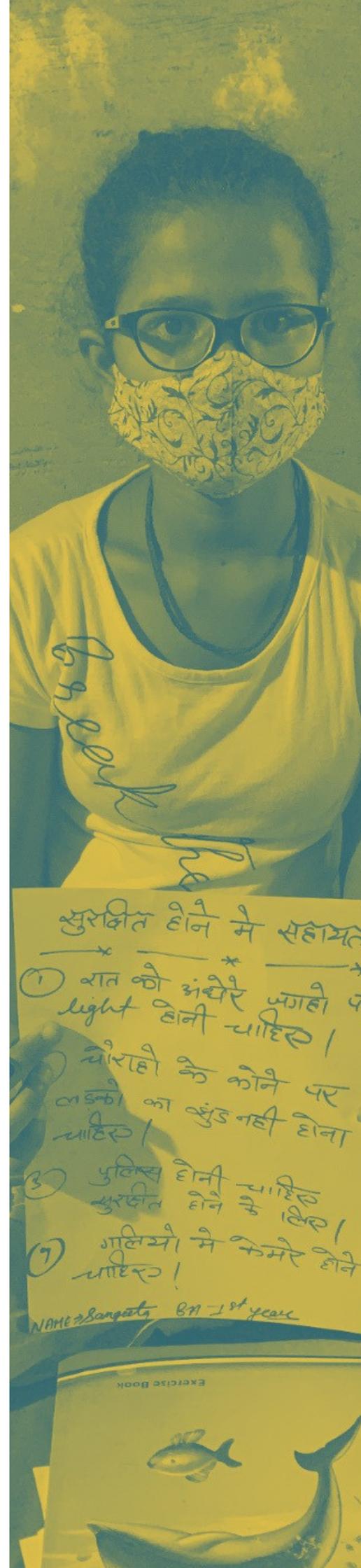
The Dutch Deputy Chief of Mission Ms. Anneke Adema, had a conversation virtually with the women and girls who had received mobile phones from MFF to discuss the role of mobile phones in their lives and the larger issue of safety. The conversation formed the basis of the setup of a Resource Center in the community.

FIGHT GIRL: FILM SCREENING

The Embassy of the Netherlands in India, in collaboration with the Foundation also organized the screening of the film 'Fight Girl', followed by Reflection Circles to understand viewers' (school children's) understanding of gender and safety. Students from Tibetan settlements, KBC Fellows and students of Camellia School in Darjeeling were a part of these important discussions.

SAFE CAMPUS PROGRAM: STUDENTS FROM TIBET IN INDIAN UNIVERSITIES AND COLLEGES

A Safe Campus Program session with Tibetan students in India was organized with 14 college students attending, taking stock of the status of safety and security in their university spaces.



MAHILAON KE LIYE SURAKSHIT PANCHAYAT

On December 8th 2020, the Foundation organized and held discussions with women elected representatives in Panchayat in Maharashtra to spark conversations about safety and security among women in positions of power in government, across India. The conversation was organized in partnership with the Resource and Support Center for Development (RSCD) and their Mahila Rajsatta Campaign for inclusion and safety of women elected leaders.

MFA WINNERS' ROUNDUP

With the awardees of the Martha Farrell Awards over the last five years forming a ready network of committed individuals, the Foundation held a forum with the women during the 16 Days of Activism to find out the status of domestic and gender-based violence across workplaces, communities and more, as it stands today, and to sketch out a plan for the upcoming year, where this network could work together to end such instances of violence

SAFETY CIRCLE FOR TIBETAN BAREFOOT COUNSELLORS

On World Human Rights Day, and the last day of the 16 Days of Activism against gender-based violence, the Martha Farrell Foundation held a Safety Circle with 15 Tibetan Barefoot Counsellors from Karnataka's TDL Bylakuppe settlement. The conversation was designed to gauge the prevalence of sexual and gender-based violence in their world of work, the challenges they face in performing their tasks as counsellors, and using a participatory approach, develop recommendations on a safer, more secure future of work for them.



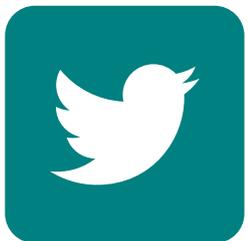
SOCIAL MEDIA COMMUNITY

Since 2015, our online community has been growing steadily. This year's programs have connected us to many new audiences, making our community online stronger and more committed to the cause of feminism in everyday life.



2,915

/marthafarrellfoundation



1,502

/FoundationMf



601

/marthafarrellfoundation



535

/company/martha-farrell-foundation/



349



GOVERNANCE

The Governing Board is the statutory body for the management of MFF's affairs. Membership of the Governing Board for 2020-2021 is:

Dr Rajesh Tandon
President, Participatory
Research in Asia (PRIA)
Chairperson

Suheil Farrell Tandon
Director-Founder, Pro Sport
Development
Executive Director

Tariqa Farrell Tandon
M.A. Political Science,
Carleton University, Canada
Founder-Director

Rita Sarin
Vice President & Director,
The Hunger Project
Chairperson, PRIA Governing
Board
Director





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