“Hum ek dusre se aagey badhna toh seekh hi rahe hai lekin gharelun kaamgar mahilao se bhi bohot kuch seekhne ko mil rha hai” (We are learning from each other to move ahead with our work but we are also learning from women domestic workers)

Highlights from the quarterly meeting of Field facilitators under the #मेमी project

Date- 23rd June, 2022
Participants- 5 field facilitators
Location- MFF Office

Under the #मेमी project, an initiative of Martha Farrell Foundation in partnership with women domestic workers in Delhi-NCR to strengthen India’s 2013 anti-sexual harassment law to protect women in the workplace for women domestic workers, six field facilitators from among the most motivated women domestic workers and field officers in Martha Farrell Foundation’s partner networks have been selected to lead the process and support women domestic workers on the ground in community spaces. The field facilitators have undergone rigorous training on the law and issue, and project implementation strategies and approaches. On June 23rd, a meeting was organised for field facilitators to measure progress, inform future course of action and support them with handholding support and advice where required.

Location-wise list of Field Facilitators:

<table>
<thead>
<tr>
<th>Field Facilitators</th>
<th>District</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bibiyana Lakra</td>
<td>North Delhi and North-west Delhi</td>
</tr>
<tr>
<td>Helen Raj</td>
<td>South Delhi</td>
</tr>
<tr>
<td>Anima</td>
<td>Faridabad, Haryana</td>
</tr>
<tr>
<td>Sarita</td>
<td>Gurugram, Haryana</td>
</tr>
<tr>
<td>Gudiya</td>
<td>South East Delhi</td>
</tr>
</tbody>
</table>

Over the course of one year, the field facilitators have been working to mobilise and collectivise women domestic workers from different communities. With the support of field facilitators and women domestic workers, a participatory baseline survey study was conducted by and with women domestic workers from 18 districts of Delhi, Gurugram and Faridabad. The survey form collected information from around 2,000 women domestic workers residing in the Delhi-NCR region. This information focused on their experiences of sexual harassment at workplace and their awareness of the issue and India’s law for the protection of women from sexual harassment at workplace, its mechanisms and functions.

Since then, field facilitators have also held focussed group discussions, home visits and personal interactions with women domestic workers in the communities to discuss and gauge their awareness and discuss challenges related to sexual harassment in their world of
work. Field facilitators have also co-led and co-participated in training sessions on the issue and the law, and have been taking information on the issue to as many other domestic workers in the communities as possible.

**Highlights from the session**

On 23rd June, field facilitators were gathered at Martha Farrell Foundation office to discuss their progress within communities so far and to plan training sessions with the women domestic workers, and strategies and methodologies for partnering with local committees members and police to strengthen the reach and effectiveness of the law. Field facilitators identified the need to change their strategies while working in the community so that they can mobilise more women domestic workers to join the movement.

In totality, field facilitators shared that they have connected with 3,500 women domestic workers in the Delhi-NCR region.

1. **Mobilisation of Women domestic workers**

All field facilitators agreed during the discussion that they need to mobilise more women domestic workers to join hands in the movement. During focus group discussions held with women domestic workers of all locations, participants shared that part-time and full-time women domestic workers face harassment and sexual harassment at their workplaces. Although it is difficult to collectivise women domestic workers due to time constraints, participants of all locations decided to keep trying to reach domestic workers from neighbouring and other community spaces and share information on sexual harassment at workplace and the law that prevents it.

<table>
<thead>
<tr>
<th>Name of the Field Facilitator</th>
<th>District</th>
<th>Communities</th>
<th>Strategic Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helen Raj</td>
<td>South Delhi</td>
<td>- Noor Nagar</td>
<td>- More women domestic workers to be mobilised. Strong relationships to be built with the communities.</td>
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<td></td>
<td></td>
<td>- Haji Colony</td>
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<td></td>
<td></td>
<td>- Jasola</td>
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<td>- Jal Vihar</td>
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<td></td>
<td></td>
<td>- Nehru Nagar</td>
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<td></td>
<td></td>
<td></td>
<td>- Participatory trainings on sexual harassment at workplace</td>
</tr>
<tr>
<td>Gudiya</td>
<td>South East Delhi</td>
<td>- Indira Kalyan Camp</td>
<td>- Point of contact to be looked for to get in touch with the community members of Jaitpur</td>
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<td></td>
<td></td>
<td>- BIW Colony</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>- Jaitpur</td>
<td>- Strong relationship to be built with the community</td>
</tr>
<tr>
<td>Location</td>
<td>Neighbourhoods</td>
<td>Activities</td>
<td></td>
</tr>
<tr>
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<td>-----------------------------------------------------------------------------</td>
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</tr>
</tbody>
</table>
| Bibiyana  | North Delhi and North-west Delhi | - Dheerpur  
- Indira Vikas Camp  
- Munshiram Dairy  
- Timarpur  
- Time to be divided to hold personal interactions in new communities  
- Train newly joined women domestic workers on the issue of sexual harassment at workplace |
| Anima     | Faridabad                   | - Anangpur  
- Ankheer  
- Dayal Nagar  
- Exposure visits to be conducted in Gadakhor Community by other field facilitators  
- Home visits to women domestic workers in Dayal Nagar, due to lack of space |
| Sarita    | Gurugram                    | - Neemtalla  
- Saraswati Kunj  
- Chakarpur  
- Ghata  
- Join more communities near Harijan Basti, Gurgaon  
- Exposure visits in Swabhiman Kendra, Gurgaon  
- Provide hand holding support to women domestic workers |

2. **Conducting Participatory Safety Audits**

Over the course of one year, field facilitators have conducted participatory safety audits, a spatial analysis of the world of work from a safety lens, with women domestic workers of various communities. The purpose of the audit is to identify challenges that result in increased violence against women and girls in the communities and co-development of solutions by the community itself to strengthen safety, by marking safe and unsafe spaces, based on the experiences of women domestic workers. Field facilitators also decided to carry this out in all communities they expand their outreach to, through a two-pronged session: Transect Walk and Safety Audit.

3. **Trust Building, Awareness Generation and Handholding Support**

To reach more women domestic workers and build greater awareness around the law and its provisions, field facilitators decided to facilitate small group discussions, home visits and participatory training sessions. A key focus will be building trustful relationships with women domestic workers, and supporting them in the process of seeking justice, so that the system can be built and tested, and women domestic workers do not feel isolated and alone while filing complaints.
Field facilitators also decided they will explain the process of filing a complaint and what it must include to women domestic workers. Where possible, the field facilitator will also assist an aggrieved woman domestic worker to write and file her complaint and support her with information about the Local Committee of her district.

Sarita shared -

“Bohot saari gharelun kaamgaar mahila mujhe call karti hai, kabhi ghar pe kuch jhagda ho jaye ya koi galat chori ka ilzaam lgaye. Inn sab cases mei mai unke saath khadi hoti hun. Agar baat karke solve ho sakta hai toh baat karti hun, nhi toh bohot si mahila saath mei police station bhi jaati hai”

(A lot of women domestic workers contact me when they need help, sometimes it is regarding a matter at home or maybe if an employer wrongly accuses them of stealing from their workplace. In all these cases, I stand by them. When it is possible to talk and stop a fight, I do that. At other times, a group of women will be ready to go to the police station at any hour of the day)

Bibiyana shared -

“A domestic worker called me and told me that she was raped. I dropped everything and went with her to the police station. The station filed her complaint and was ready for the medical examination. The domestic worker asked for a female doctor to conduct her medical examination”

Helen also supported a domestic worker from Okhla Vihar to file a complaint of sexual harassment in her workplace.

Field facilitators at MFF office after the training and future planning
Facing Forward

Having built their strategic plans for the coming quarter, the field facilitators will now build their individual time plans to implement the strategies effectively. The process of actively strategising next steps of the project has also supported in building confidence, leadership and empowered field facilitators.