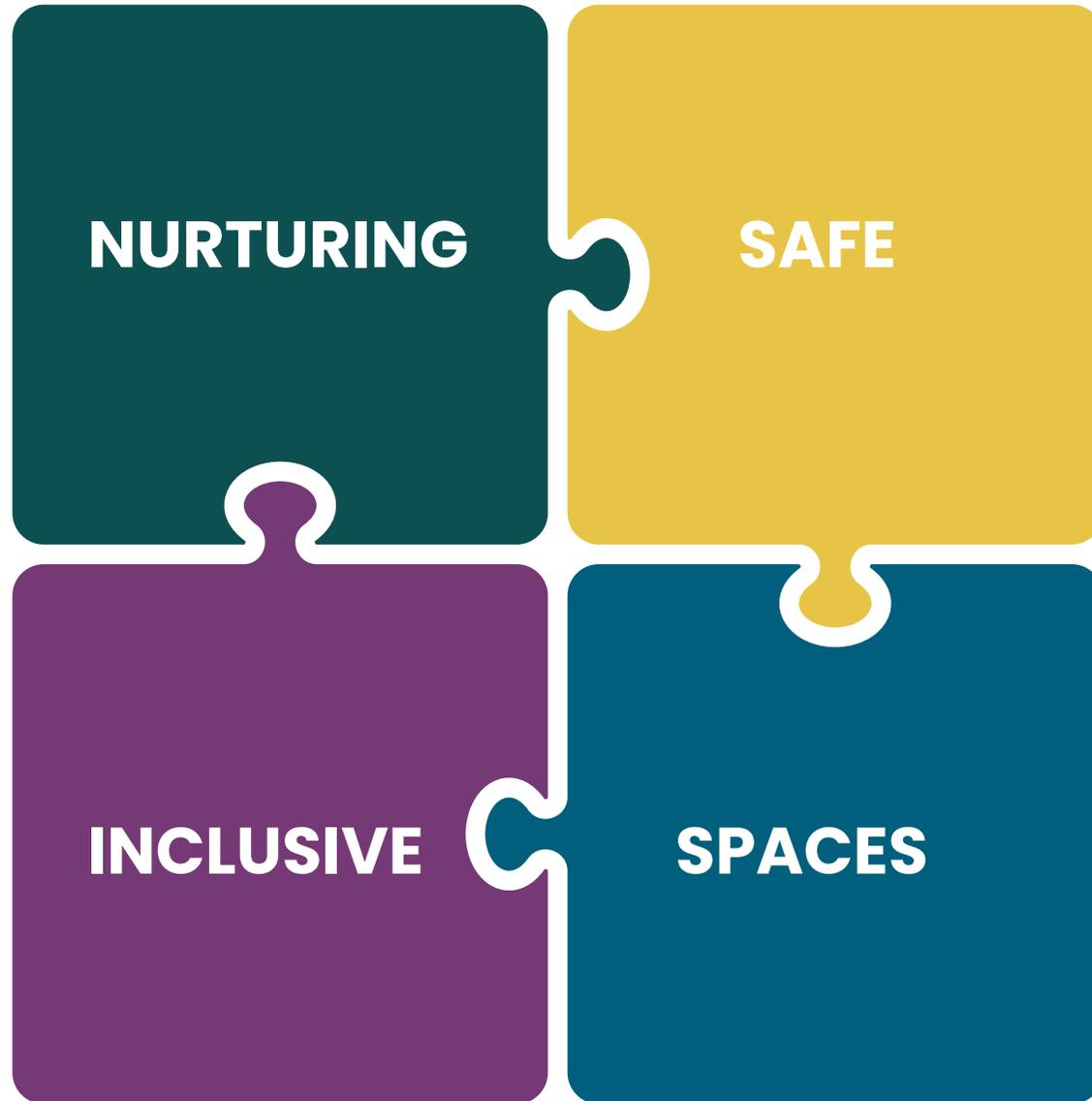




ANNUAL REPORT

2024-25
MARTHA FARRELL FOUNDATION





DIRECTORS' MESSAGE

This year marks a significant milestone for us at the Martha Farrell Foundation (MFF) — nine years since we began our journey. As we step into our tenth year, it is both a moment of celebration and reflection. It reminds us that it has been a decade since we lost our inspiration and guiding force, Dr. Martha Farrell. This bittersweet milestone renews our commitment to honour her legacy through meaningful work that uplifts communities and inspires a new generation of feminists.

The past year brought its share of challenges, yet it also reaffirmed our resilience. At MFF, we have continued to push boundaries and stay true to our mission. Adversity often carries the seeds of innovation, and we have embraced this moment as an opportunity to reimagine our work; to experiment, create, and deepen our engagement with the communities we serve.

From launching our new online POC SO training capsule to partnering with district authorities in Delhi to make the Sexual Harassment of Women at Workplace Act more accessible to women domestic workers, we have pursued bold, practical solutions to address urgent issues. Through our work this year, we have reached out to 3,500+ adolescents, 2,000+ school teachers, 1,800+ women domestic workers, and 5,000+ formal workers and students.

At the organisational level, we have explored new fundraising avenues and refreshed our communications strategy to reach broader audiences and spark more conversations around gender justice. Internally, we have focused on strengthening our operations to ensure that MFF remains a positive, supportive, and empowering workplace for our team.

As we enter our decennial year, we do so with hope, courage, and unwavering determination, continuing to tackle gender-based violence and walking the path Dr. Martha Farrell envisioned with integrity and purpose. We are ever grateful for the continued support of our partners. We thank the communities and individuals we work with — adolescents, informal workers, formal workers, students, and teachers for trusting us and imagining a gender-just future with us. Finally, we acknowledge our team members, whose dedication to the work and innovation in dealing with challenges has been essential to furthering our vision.

Nardib

Tariq



WHO WE ARE

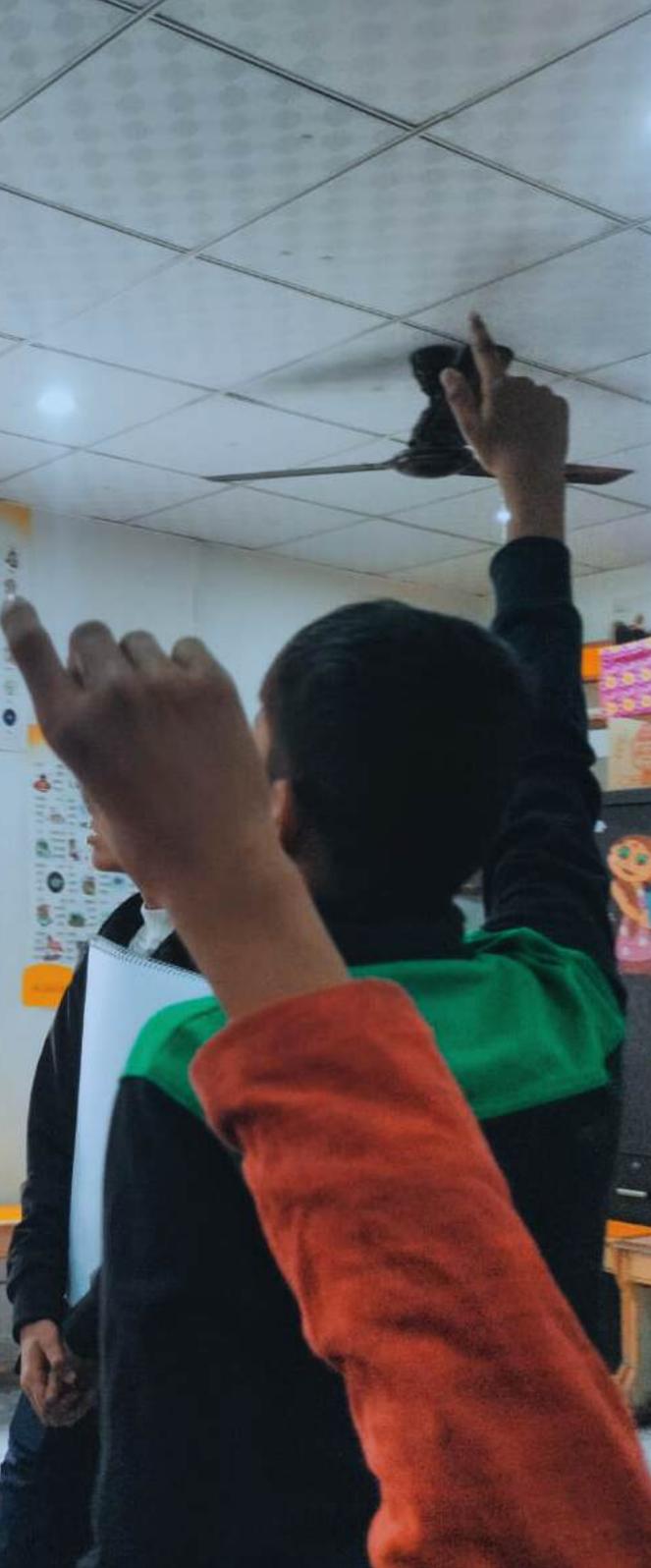
Established in 2016, the Martha Farrell Foundation aims to foster a gender-just society through collective action by individuals, communities and concerned stakeholders. At the heart of our work lies our continuous efforts to counter and eliminate the culture of gender-based violence normalised within our society.

WHAT WE DO

Based on the principles and profound legacy of Dr. Martha Farrell, a pioneer of gender justice, as we enter our decennial year, we continue to move ahead with the mission of:

- **Creating safe spaces for all:** Committed to creating inclusive, violence-free environments in schools and workplaces, where everyone can thrive with dignity.
- **Nurturing youth leaders as changemakers:** Engaging adolescents to question patriarchy and become leaders against gender-based violence in their communities.
- **Supporting women informal workers:** Building voice and agency by facilitating their journey of self-empowerment.
- **Ensuring dignity and safety at work:** Ensuring effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to ensure safety and inclusivity for all at their workplaces.
- **Building institutions where gender-just work culture matters:** Training schools, colleges, and workplaces, including institutions and organisations, to be safe and gender-sensitive spaces through awareness, sensitisation, workshops, and capacity-building.
- **Honouring champions of gender equality:** Recognising and honouring mid-career individuals and organisations driving social change by ensuring continuous efforts towards gender equality and women's empowerment through the Martha Farrell Awards.





VISION

MFF envisions a world in which all formal and informal learning and working spaces are safe and gender equitable.

MISSION

MFF is on its mission to ensure every individual feels safe, valued, and respected in their working and learning environments through:



Education: Co-design learning programs to inform, make aware and empower individuals and institutions on safety and gender equity.



Research: Develop new knowledge on gender equity and the prevention of gender-based violence in learning and working environments.



Advocacy: Influence diverse stakeholders to design and implement effective policies, institutional practices and laws.



3,861
adolescents
collectivised
2,286 girls
1,575 boys



251
nominations
for the Martha
Farrell Awards



2,034
principals
and teachers
trained on POCSO



OUR REACH



2,541
employees
trained to foster a gender
just work culture



1,855
women domestic
workers
demanded their dignity
and safety at work



54
partnerships
built to ensure gender
sensitive spaces for all.



2,880
students
from higher education
institutions trained to
create safe and inclusive
learning spaces



**KADAM
BADHATE
CHALO**



#MAIN BHI



**MAKING
WORKPLACES
SAFE**



**MARTHA
FARRELL
AWARDS**

OUR PROGRAMMES

1
civil society
partnership

Team Up for
Transformation



16

child protection
committees

formed and sensitised in
government schools in Haryana



405

adolescent
leaders

emerged

8 communities
empowered in Delhi

- Tigri
- Mukherjee Nagar
- Jasola Nagar
- Taimoor Nagar
- Haji Colony
- Sonia Camp
- Tahirpur
- Nandnagri

**KADAM BADHATE
CHALO**



82

adolescent boys

sensitised through
conversations on consent,
boundaries and understanding
sex and gender

40
schools reached in
Haryana

- Panipat: 30
- Karnal: 10



4

government
partnerships



992

adolescents

informed about their
rights under the
POCSO through an
animated module



SHAPING A SAFER WORLD FOR ALL CHILDREN, ONE STEP AT A TIME

The Kadam Badhate Chalo (KBC) programme is a youth-led flagship programme of MFF. It aims to build, nurture, and foster a young generation of adolescent leadership equipped to commit themselves and those around them towards creating safe and inclusive spaces. Dedicated to identifying, countering, and eliminating sexual and gender-based violence, KBC also empowers young leaders to lead their journey of self-discovery and build their ideas around gender-related issues based on their social realities.

OUR APPROACH

At KBC, we utilise unique approaches to train young minds in understanding self, unpacking gender and sex, debunking taboos around menstruation, and creating a safe and inclusive environment for all children.

Problem mapping: Last year, MFF facilitated sessions with adolescents in Jasola Vihar and Tigri through mapping their problems, including major challenges within their communities. This exercise helps them identify, analyse, and evaluate the problems within the communities, their underlying causes and effects.

Games and arts-based discussions on gender and sex to engage the boys: Through engaging activities such as gender relays, poetry, and poster making, MFF engaged in discussions on gender and sex with adolescent boys across communities, including Tigri, Tahirpur, Nandnagri, and Sonia Camp. These interactive sessions aimed to challenge gender norms and promote respectful attitudes amongst adolescent boys.

Body mapping: On 9 January, 2025, a body mapping session was conducted with eight KBC leaders — adolescent girls aged 17 to 21 — from five communities in Delhi-NCR. The session provided a safe space for participants to explore their experiences with sexual and gender-based violence through art-based methodologies, enabling expression through verbal, written, and artistic forms. This approach facilitated meaningful personal reflections and deeper engagement with their narratives.





Participatory Safety Audits (PSAs): With 61 girls and 24 boys in Haryana and Delhi, MFF facilitated eight PSAs, mapping out safe and unsafe spaces, helping adolescents identify the challenges they faced in these areas. The process encouraged critical thinking about safety and gender-based violence, helping adolescents come up with solutions to improve their community environments. Adolescents also utilised photovoice and Google Maps to create visual representations of their safety audits.

In Haryana's Panipat district, KBC leaders also presented their PSA findings and recommendations to school authorities at five government schools, and in Delhi, KBC leaders shared their PSA findings with the ward counselor. These discussions were effective, resulting in coordinated steps taken by the SHO for regular patrolling and repairing of street lights in the area to ensure safe streets for the commuters and residents and prevent sexual and gender-based violence.

Street plays (nukkad natak): To mark one of the 16 Days of Activism, 14 KBC programme leaders from various communities in Delhi used street plays to create awareness in their communities and to change their mindsets towards SGBV.





7 sports
for gender
activities



5 menstrual
health
sessions



8 conversation on gender,
friendship and consent
with boys



14 Safety
mapping
sessions

HIGHLIGHTS

World Menstrual Hygiene Day

From 26–28 May, 2024, MFF organised discussions with 20 KBC adolescent leaders at the Swabhiman Kendra (community centre) at Harijan Basti in Gurgaon, Haryana. Discussions were also held in Mukherjee Nagar, Delhi and Bichpari village in Haryana. Through these open discussions led by KBC leaders, participants reflected on their experiences during their first period, which was then documented in a [zine](#).

International Day of the Girl Child

On 11 October, 2024, the International Day of the Girl Child was celebrated in six communities of Delhi – Tigri, Mukherjee Nagar, Taimoor Nagar, Sonia Camp, Nandnagri, and Jasola Vihar. Adolescent girls reflected on their aspirations and hopes for a better future and world for all girls through creative activities, including poetry and art.

Launch of POCSO animation - based online training module in Haryana schools

In 2024, MFF launched an Online Training Capsule (OTC) on the POCSO Act, 2012, in eleven government schools in Haryana. Through this engagement, MFF sensitised and trained 992 adolescents regarding their rights under this child protection law and oriented more than 2000 teachers on the POCSO Act. We further sensitised school principals and District and block education officials to build school systems that ensure safer learning spaces for all children.

NEHA'S JOURNEY OF CHANGE

"It's a journey of finding my voice and courage," says Neha, a 20-year-old college student in her second year, from Jehanabad district in Bihar. Currently based in Delhi's Seemapuri, Neha's life took a transformative turn when she joined KBC a year ago. Her favourite aspects of the programme were the sessions on gender-based violence and the youth fair. KBC has empowered her to become a strong advocate for gender equality, and one of the most impactful lessons for her was understanding the difference between gender and sex, discrimination and violence. The supportive environment of the programme helped her build confidence. "I learned to speak in front of others and share my feelings," she says proudly.

This newfound confidence began to influence her family dynamics. Growing up, Neha often felt that she was treated unfairly at home. "My brother could stay out late, but I had to be home by 7 PM," she recalls. She longed for the same freedoms as her brother but did not know how to express this desire. "I also wanted to go for outings like my brother," she adds. As her understanding of gender discrimination grew, Neha recognised that these differences in treatment were a form of violence.

Empowered by the KBC programme, Neha stepped up as a leader in her community. "At first, I was just a student, but now I can organise discussions and talk to others about important issues, and even mobilise them to play football," she explains. One of her first initiatives was conducting a Participatory Safety Audit (PSA) to assess which areas in her community were safe or unsafe. "That was my first step in getting involved in my community," she recalls.

Neha is passionate about stopping violence against women and believes that raising awareness is crucial. "We need to teach people about laws like the POCSO Act so that girls know their rights and can speak up against discrimination," she says firmly. "It's important to encourage girls to voice their concerns and approach the police when necessary."

"As a leader, I aim to expand the reach of the KBC programme within my community. I also want to work with adolescent mothers and I want to organise sensitisation sessions for them, helping them understand that just like boys, girls are also capable of taking responsibility for various tasks and are already doing so," says Neha.



8 Other partnerships formed

- 2 Anganwadi workers in North-East Delhi
- 7 Industrial training institutes in Sonipat and Panipat, Haryana



25

Women domestic worker leaders (*Pehelkars*)

emerged

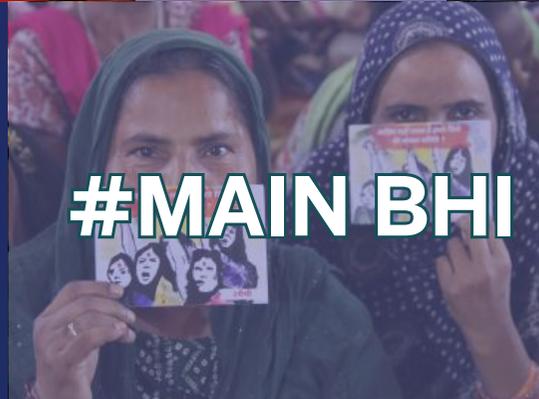


2 Police partnerships

- Women Police Station, Civil Lines, Gurugram
- Women Police Station, Srinivas Puri, South-East Delhi

14 Communities reached across Delhi and Haryana

- Noor Nagar
- Tigdi
- Jasola Vihar
- Okhla Vihar
- Taimoor Nagar
- Devli
- Raksera
- Haji Colony
- Munirka
- Jal Vihar
- Nandlal Basti
- Timarpur
- Harijan Basti
- Munsiram



6 Government partnerships formed

- Haryana State Commission for Women
- Haryana State Legal Services Authority, Panipat
- Department of Women and Child Development, Panipat
- District Legal Services Authority, Panipat
- State Rural Livelihood Mission, Haryana
- Common Service Centre, Panipat



6

Civil society partnerships





FROM SILENCE TO SELF-RESILIENCE, MAKING WORKPLACES ACCOUNTABLE TOWARDS WOMEN INFORMAL WORKERS

One of the most vulnerable sections of workers, women informal workers, are often denied fair wages, fixed working hours, and safety and dignity at work. Recognising these challenges faced by them at their workplaces and the gaps in both policy and practice, MFF has been working towards bridging this gap since its inception.

MFF works together with women informal workers, government authorities, civil society, and community leaders to make workplace safety and dignity a reality. By raising awareness about worker rights, collectivising workers, and strengthening justice redressal systems, MFF ensures that laws safeguarding the rights of informal workers are properly implemented, because every worker deserves fair and timely justice.

The *#MainBhi* programme, co-created with women informal workers, is one of the few initiatives focused on addressing sexual and gender-based violence in informal workplaces. Safety and dignity at work is not a privilege. It is a right.

HIGHLIGHTS

State-level consultation, Haryana: MFF organised a state-level consultation in Haryana to highlight the challenges faced by women domestic workers and recommend policy reforms for safer, more inclusive workspaces. Key recommendations from this consultation were later shared with UN Women through multiple stakeholder engagements, ensuring these voices lead to actionable change on the ground.

Safe commute to work: MFF facilitated a workshop for 30 women domestic workers from eight communities in Delhi with Urban Catalysts on women's safety in public transport and safety measures to ensure accessible and safe transportation for all working women, especially women domestic workers. Women domestic workers also shared their first experiences of travelling to work in the city through a creative, art-based exercise, and their stories were compiled into a zine in English and Hindi.

Empowering women informal workers through legal awareness: MFF, in collaboration with Nyay Neeti, Brave Souls Foundation, and the Haryana Police's Durga Shakti team, conducted community trainings on filing FIRs, cyber safety, and workplace rights, equipping women informal workers with essential legal knowledge and tools for their safety and empowerment.

Impact of climate change on women domestic workers: MFF conducted a study with 150 women domestic workers across six communities in Delhi and Gurgaon to assess the impact of climate change on women domestic workers and their children. Often remaining unseen and unprotected from the heat crisis, the findings revealed that inadequate resting spaces, lack of breaks, and no holidays make these women workers, along with their children, particularly vulnerable to the climate-related crisis. The report highlights the gendered impacts of this climate change and calls for a gender-sensitive and inclusive climate action plan.

Promoting health and identity-related rights for women domestic workers: To improve access to basic rights and healthcare, MFF organised health camps in Harijan Basti with doctors, Aanganwadi, and ASHA workers, benefiting over 100 women domestic workers. Additionally, a four-day Aadhaar camp at the Swabhiman Kendra in Raksera, Haryana, enabled 335 community members to update essential identity documents, crucial for accessing government schemes and entitlements.





Swabhiman kendra: A space for collective empowerment: Guided by the motto "*Ek jagah hamari apni*" (A place of our own), women domestic workers associated with the MFF have established a community resource centre in Raksera village in Panipat district of Haryana. This centre acts as a safe and empowering space, where women workers collectivise and empower each other. What began as a support hub has evolved into a site for collective growth, where women gather to access opportunities for self-empowerment and economic independence.

Making workplaces accountable towards women domestic workers: This year, our three-year-long project, in partnership with the UN Trust Fund, finally came to an end. In June, members from the UN Trust Fund and UN Women India visited MFF to learn more about the project and the work happening under the same. The delegation visited domestic workers in the field and had conversations with them to understand their experiences and journey in the past few years.

External evaluation report launch and way forward: In February, MFF launched an external evaluation and policy brief of the "Making workplaces accountable towards women domestic workers" project, in partnership with the UN Trust Fund. The event brought together domestic workers, Pehekars and civil society leaders on a common platform where domestic workers shared their field experiences of mobilisation and awareness-building. Key policy recommendations drafted by the discussions held included decentralising Local Committees and strengthening India's commitment to ILO Convention 189, aiming to create safer, more inclusive workplaces for women in the informal sector. These recommendations are being taken forward with advocacy and support from concerned authorities and domestic workers together.

RTI Activism in Uttar Pradesh : Last year, RTI applications were filed in all 75 districts of Uttar Pradesh to assess the formation of Local Committees and the implementation of the Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) SHW Act, 2013. Building on MFF's past work in [Delhi](#), [Haryana](#), and [Punjab](#), this initiative aimed to evaluate access to the SHW law for women informal workers and hold authorities accountable for its effective on-ground implementation.



COMMUNITY-LED ACTIONS

57 SGBV and related cases resolved within communities

A major milestone achieved this year was that MFF Field Officers and *Pehelkars* in communities in Delhi and Gurugram resolved 57 cases of sexual harassment at the workplace, domestic abuse, child sexual abuse, and related cases within their communities. This was done through continuous advocacy within the communities and through capacity-building support. These cases are a testament to the strength of community-based groups in building solidarity for taking collective actions towards addressing any form of sexual and gender-based violence.

Demand campaign

In December 2024, women domestic workers and their community leaders (*Pehelkars*) in Delhi and Gurugram launched a demand campaign to call for effective action from the District Magistrates to appoint Nodal Officers in their respective wards/municipalities as per the SHW law. Coming from the real-life challenges faced by the workers, the campaign collectivised 1,030 women informal workers from Delhi and Gurugram demanding for accessible and fair justice mechanism under the SHW Act. These demands submitted to the District Magistrate addressed their challenges, including loss of wages for the day, commuting long distances to reach the Local Committees, and the Committee being unavailable even when the workers put in efforts to approach them.

IMPACT

~Nandni, Pehelkar

“

First of all, there has been a change in me. Earlier, we did not know about the Sexual Harassment of Women at Workplace law, and now, after three years of being a part of this programme, we know a lot.

We also gained a lot of courage; earlier, we did not have courage. We used to be afraid; if someone threatened us, we would get scared. Now, even if someone scares us, we know about the 2013 Sexual Harassment of Women at Workplace law.

”

~Bibiyana Lakra, Field Officer

“

In our area, there has been a lot of change among our women in these 3-4 years. Earlier, women did not come to meetings and used to say, 'What will we get out of this? Why do we have to go to meetings? We lose our work and wages.' This was always a problem for them. But I said, 'The more you come to meetings and attend, the more you will learn.' Now the women say; Sister, by attending trainings with you, we have learned to speak, and we have gained knowledge about the law. Now we can ask any question to anyone, and we are not afraid to ask.

”



2,541

**Employees
trained**



57

**Gender
sensitisation
trainings**



2,880

**Students
trained**

14

**Internal Committees
trained**



15

**Civil society
organisations trained**

2

**Higher education
institutions
trained**



12

**Corporates
trained**



MAINSTREAMING GENDER AT WORKPLACES

MFF is committed towards fostering safe and gender-equitable learning and working spaces, and facilitates support to organisations in mainstreaming gender to create safe, diverse, inclusive, and equitable working and learning spaces for all through:

- Gender sensitisation training for all, including students, teachers, employees and senior-level management
- Support in mainstreaming gender equity by formulating gender-just and inclusive policies for institutions
- Drafting and providing training to equip institutions in effectively implementing anti-sexual harassment policies
- External member support to Internal Committees



“

An enriching session on International Labour Standards and Addressing Violence and Harassment at the Workplace was delivered by MFF on 25 February, 2025 at V.V. Giri National Labour Institute. The expertise and engaging presentation captivated the attention of the participants and provided valuable knowledge on the subject matter. The session was highly appreciated by all attendees.

The time and effort dedicated to preparing and delivering the lecture were evident and commendable.

”

**~Dr. Ellina Samantary Jena
Fellow, V.V. Giri National Labour Institute**

“

We extend our gratitude to the Martha Farrell Foundation for an impactful Prevention of Sexual Harassment at Workplace, Act session tailored for our IC members, potential IC members, and key advocates within Gram Vikas.

The emphasis on foundational concepts ensured they connected meaningfully with participants, many of whom were exploring these ideas for the first time. The session not only clarified the legal and ethical aspects of POSH but also inspired confidence and commitment among participants to champion a safe and inclusive workplace.

”

**~Manjary S.
Internal Committee Member, Gram Vikas**

MARTHA FARRELL AWARDS

251

Total
nominations

147

nominations

in the individual
category

109

nominations

in the organisation
category



24

states
and
union territories

2

winners

in the individual
category

2

winners

in the organisation
category

RECOGNISING CHAMPIONS OF GENDER JUSTICE

Given annually in memory of Dr Martha Farrell to honour her ideals, the Martha Farrell Awards for Excellence in Women's Empowerment and Gender Equality are one-of-a-kind awards that recognise and honour mid-career individuals and committed organisations working exceptionally to mark their valuable contributions to everyday life feminism.

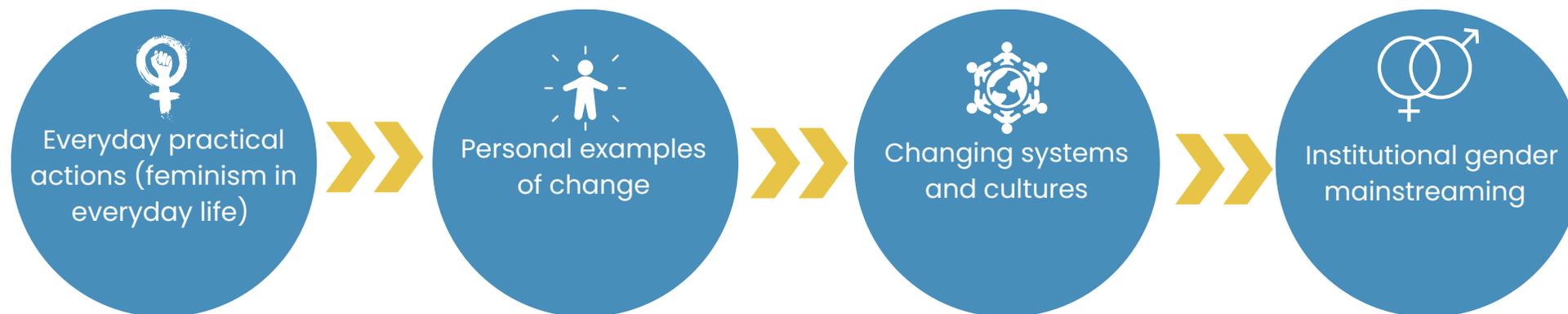
On 28 September 2024, MFF hosted the eighth Martha Farrell Awards, in partnership with the Society for Participatory Research in Asia (PRIA).

This year, 251 nominations were received with

- 147 nominations in the individual category
- 109 nominations in the organisation category

The nominees were from 23 states and one union territory across India, comprising a wide variety of individuals (social activists, professionals, educators, media persons, government officials, entrepreneurs) and organisations (grassroots, non-profits, corporates, academic, media, social enterprises).

VALUES ASSESSED IN THE CHAMPIONS



MOST PROMISING INDIVIDUAL AUGUSTINA SORENG



Hailing from **Simdega, Jharkhand**, the 8th Martha Farrell Award winner for the “Most Promising Individual” category, Augustina Soreng is a champion of the rights of tribal women and girls, raising awareness among tribal youth regarding their rights guaranteed by the Constitution of India.

A social activist working in Simdega, Jharkhand, Augustina has been working for the last 13 years, challenging the patriarchal traditions in her community, including migration, human trafficking, witch hunting, domestic violence, sexual violence and land rights.

“

This Martha Farrell Award is dedicated to the women and youth of our tribal communities who are victims of continuous exploitation and oppression, and have struggled to survive and return to their roots; to those families whose pain has never been heard by the mainstream; and to all those women and girls who are fulfilling their societal obligations despite facing violence every day.

This award will inspire the women and youth of my tribal community to keep believing that there are institutions which respect and recognise the work of securing the rights for the marginalised communities and that there is hope for us too.

”

~Augustina Soreng





BEST ORGANISATION FOR GENDER EQUALITY MAHILA ABHIVRUDDHI MATTU SAMRAKSHANA SAMSTHE



A grassroots organisation based in **Belgaum, Karnataka**, Mahila Abhivrudhi Mattu Samrakshana Samsthe (MASS) was honoured as the Best Organisation for Gender Equality in the 8th Martha Farrell Awards. MASS has been working since 1997 to dismantle the harmful Devadasi system and empower Dalit women and children, ensuring their rights, livelihoods, and a life of dignity.

Boasting a membership of 4,800 ex-Devadasis in their organisation, MASS has worked tirelessly to advocate to stop the practice of Devadasi dedication in Belgaum district and demand the rights of ex-Devadasis, including providing ration cards, electricity and pension to them.

“

Winning the Martha Farrell Award is a source of great pride and encouragement for us at MASS. It validates our efforts to create a more just and equitable society for all. We are honoured to be recognised for our work in empowering women and promoting gender equality.

”

~Dr. Sitavva Dundappa Jodatti, CEO, MASS

SPECIAL JURY AWARD - INDIVIDUAL TANIYA SULTANA LASKAR



A feminist lawyer from **Barak Valley, Assam**, Taniya Sultana Laskar, won the Special Jury Award - Individual at the 8th Martha Farrell Awards. Taniya provides legal support to women from minority communities and is working to make access to justice easier for the people through documentation, legal interventions, legal research and building legal literacy in marginalised communities.

She has worked on issues of gender-based violence and discrimination, providing legal aid and support to survivors of violence. She is also a co-founder of Sexuality and Gender Equality (SAGE), a queer-rights organisation advocating for LGBTQI+ issues and sensitisation towards the LGBTQI+ community.

“

I have come to Delhi many times. People from marginalised sections often come to Delhi to negotiate with and question power structures. It is always challenging. But this time, I felt good because it feels like Delhi has come to us, into our margins. Where I come from, we face questions of identity, recognition, and collective identity. With gestures like this, we feel seen and heard.

”

~Taniya Sultana Laskar





SPECIAL JURY AWARD - ORGANISATION GORANBOSE GRAM BIKASH KENDRA (GGBK)



Winner of the Special Jury Award - Organisation at the 8th Martha Farrell Award for Excellence in Women's Empowerment and Gender Equality, Goranbose Gram Bikash Kendra (GGBK) was founded in 1985 and works in the **Sundarbans region of West Bengal** with vulnerable communities, addressing issues like human trafficking, child and women's rights, and the impacts of climate change.

GGBK aims to create meaningful opportunities for vulnerable groups to ensure that they can lead their life with dignity. GGBK emphasises raising and developing outstanding leaders among women, youth and children as active citizens. Given the remote context and the climate vulnerability of the region, gender related issues like rape, child marriage and trafficking are even more heightened.

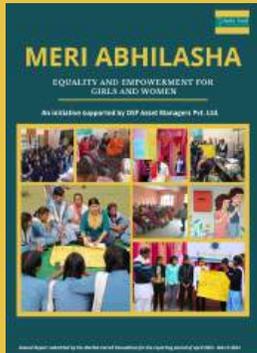
“

Winning this award is a powerful validation of our mission. This recognition fuels our dedication to advancing gender equity, inspiring us to deepen our impact and continue championing the cause with unwavering passion.

”

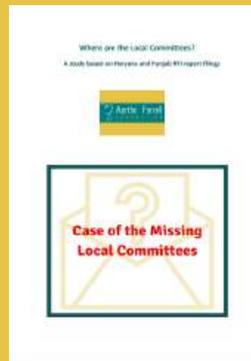
-Nihar Ranjan Raptan, Founder & Executive Director, GGBK

PUBLICATIONS



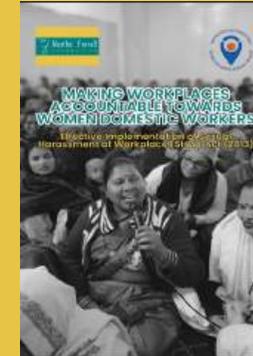
Meri Abhilasha (2023-2024)

*Impact Analysis
Report*



Where are the Local Committees?

Research Report



Making Workplaces Accountable Towards Women Domestic Workers

Evaluation Report



State-level Consultation for the Effective Implementation of the PoSH Act

Event Report



Recommendations for strengthening and effective implementation of the PoSH Act for Women Domestic Workers

Policy Brief



Understanding Consent and Boundaries

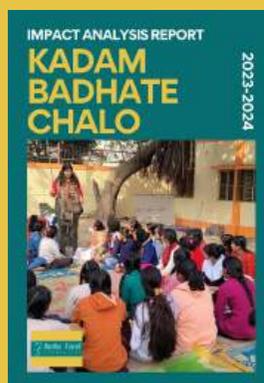
Research Report

PUBLICATIONS



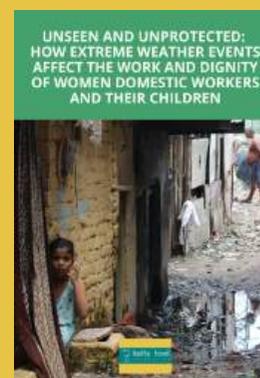
Meri Pehli Mahavari

Zine



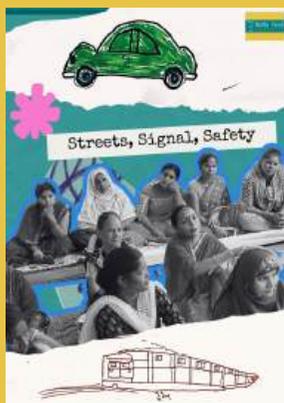
Kadam Badhate Chalo

Impact Analysis Report



How Extreme Weather Events Affect the Work and Dignity of Women Domestic Workers and their Children

Research Report



Streets, Signal, Safety

Zine



8th Martha Farrell Awards

Programme Report



Findings from the Evaluation of the #MainBhi Project

Abridged Evaluation Report

GOVERNANCE



At MFF, we are committed to ensuring that our staff are aware, informed, and sensitive towards our policies, aligned with the guidelines under the Sexual Harassment at Workplaces (SHW) and Prevention of Children from Sexual Offences (POCSO) Acts. The following are the details of the committees constituted by MFF:

ANTI - SEXUAL HARASSMENT

MFF Internal Committee

- Samiksha Jha (Presiding Officer)
- Piyush Poddar (IC Member)
- Yogita Hiranandani (IC Member)
- Bharti Sharma (External Member)

In addition to the Committee in office, focal points have been appointed in each location,

- Sonia Khatri - Panipat, Haryana
- Sarita Devi - Gurugram, Haryana
- Helen Raj - South Delhi

Number of training workshops conducted on the prevention of sexual harassment at workplace: 2

Number of new staff members oriented on the prevention of sexual harassment at the workplace: 17

CHILD PROTECTION

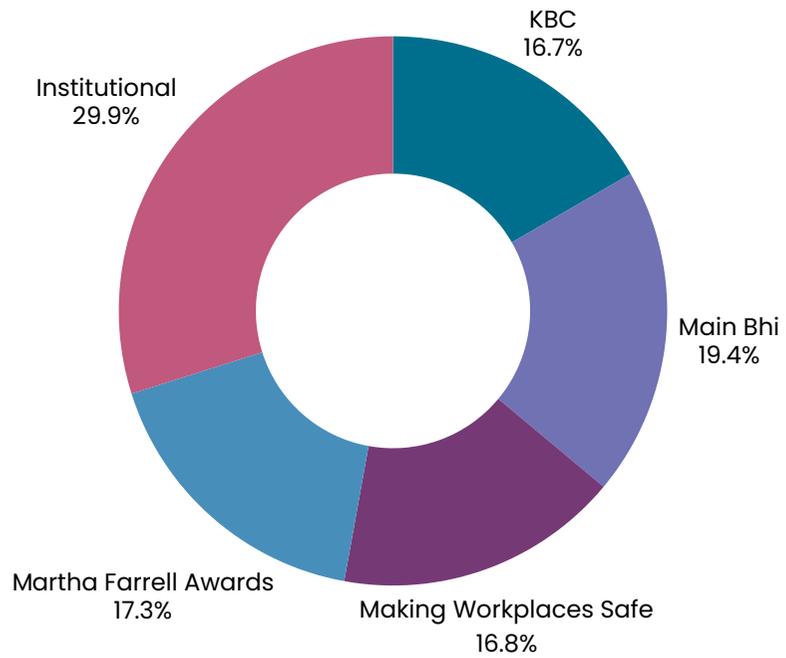
Child protection committee:

- Ridhima Rathi
- Samia Siddiqui
- Sonia Khatri

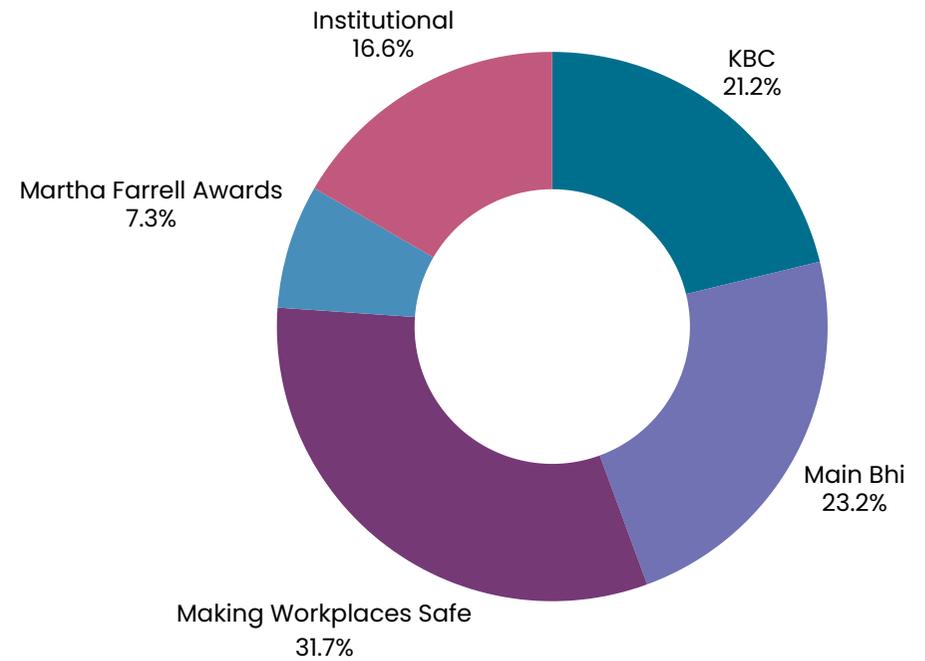


FINANCIALS

Revenue
₹ 95,37,973



Expenditure
₹ 1,13,95,458



TEAM

Head Office

- Nandita Pradhan Bhatt
- Tariqa Farrell Tandon
- Samiksha Jha
- Ridhima Rathi
- Piyush Poddar
- Samia Siddiqui
- Yogita Hiranandani
- Anshul Sharma
- Siddhant Pasricha
- Stuti
- Bindu Baby
- Ayushi Goyal

Field staff

- Sonia Khatri
- Sarita Devi
- Anju
- Helen Raj
- Bibiyana Lakra
- Cyrilla Toppo

Interns

- Talib Ul Islam
- Aradhya Sinha
- Bhoomi Kumar
- Priyanshi Agrawal
- Ritu Jaiswal
- Jyoti Kumari
- Arshia Jaitli

Consultants

- Saroj Sahu
- Raveena Singh
- Saleha Antulay

GOVERNING BOARD

- Dr. Rajesh Tandon
- Rita Sarin
- Suheil Farrell Tandon
- Tariqa Farrell Tandon



OUR PARTNERS

- United Nations Trust Fund to End Violence Against Women (UNTF)
- UN Women
- INREM Foundation
- State Health Resource Centre, Chhattisgarh
- Sahbhagi Sikshan Kendra (SSK) Lucknow
- Sahbhagi Sikshan Kendra (SSK) Japla
- Bal Raksha Bharat
- Shakti Shalini
- Arpan
- Rebuild India, DASRA
- Sitaram Hartia Institute of Science and Research
- KREA University
- Little Millenium Private Limited
- Hachette Books
- LNM Institute of Information Technology
- Haryana State Commission for Women
- Station House Officer, Panipat
- District Education Officer, Panipat
- District Child Protection Officer, Panipat
- Anganwadi workers in North-East Delhi
- Government Industrial Training Institute, Madlauda
- Government ITI, Samalkha
- Government ITI, Panipat
- Government ITI, Sonipat
- Government ITI Women, Sonapat
- Government ITI, Gannaur
- Women Police Station, Civil Lines, Gurugram
- Women Police Station, Srinivas Puri, South-East Delhi
- Purple Audacity
- Oberoi
- Pro Sport Development (PSD)
- Society for Participatory Research in Asia (PRIA)
- Gram Vikas, Odisha
- DMI Finance
- Himalayan Society for Youth and Women Empowerment
- Rezo AI
- Haryana State Legal Services Authority, Panipat
- Department of Women and Child Development, Panipat
- District Legal Services Authority, Panipat
- State Rural Livelihood Mission, Haryana
- Common Service Centre, Panipat
- Museum of Art and Photography
- V.V. Giri National Labour Institute
- Anubhuti Trust
- Superdry
- Indian Oil Limited
- TNS India Foundation
- Nyay Neeti Foundation
- Brave Soul Foundation
- VI Foundation
- Vatsalya
- American India Foundation Trust
- Urban Catalyst



MARTHA FARRELL FOUNDATION

42, Tughlakabad Institutional Area, New Delhi

www.marthafarrellfoundation.org