

The logo for Martha Farrell Foundation, featuring a stylized 'M' and 'F' in a teal color, followed by the text 'Martha Farrell' in a serif font and 'FOUNDATION' in a smaller, all-caps sans-serif font below it. The logo is set against a yellow rectangular background.

Martha Farrell
FOUNDATION

2019-2020

ANNUAL REPORT

MARTHA FARRELL FOUNDATION

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ACKNOWLEDGEMENTS

WE WOULD LIKE TO THANK OUR PARTNERS

PARTICIPATORY RESEARCH IN ASIA
UNESCO CHAIR IN CBR AND SOCIAL RESPONSIBILITY IN HIGHER EDUCATION
THE GOVERNMENT OF SIKKIM
THE GOVERNMENT OF DELHI
PRO SPORT DEVELOPMENT
RURAL DEVELOPMENT TRUST
AB INBEV
NATIONAL ASSOCIATION OF PROFESSIONAL SOCIAL WORKERS
THE ASSOCIATION OF COMMONWEALTH UNIVERSITIES
VV GIRI NATIONAL LABOUR INSTITUTE

AND OUR FRIENDS

AYA MATSUURA, INTERNATIONAL LABOUR ORGANIZATION
ANNEKE ADEMA, EMBASSY OF THE NETHERLANDS IN INDIA
SONIA GEORGE, SEWA-BHARAT
DR. BHARTI SHARMA, SHAKTI SHALINI
ELIZABETH DEVI, NARI SHAKTI MANCH
&
PROFESSOR DAVE BROWN AND JANE P COVEY

**WHOSE SUPPORT ENABLED MFF
TO ACCOMPLISH ITS MISSIONS IN 2019-2020.**

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WORDS FROM THE DIRECTOR

The dialectics of Dr. Martha Farrell's feminism is rooted in recognising one's power and powerlessness in everyday life, and the cultural politics that shapes it. With the first wave of #MeToo movement behind us, we are presently witnessing a reckoning that extends beyond formal notions of justice, to envisage the erasure of systemic mores which allow gender-based violence and discrimination to operate.

As the Foundation continues its commitment to strengthen the implementation framework of the Prevention of Sexual Harassment at Workplace (SHW) Act in India, our Making Workplaces Safe programme also constantly challenges the very definitions of sexual harassment, workplace, employee, domestic work, and occupational health and safety. In the last year, MFF has introduced online training courses and modules on the law, besides conducting face-to-face sensitisation workshops with government bodies, private sector organisations and universities across the country.

The Foundation also organised state and national-level consultations on the implementation of the Act in the informal sector, successfully concluding the first chapter of the "Dignity of my Labour" project with domestic workers in Delhi, Gurgaon and Faridabad. In October, we published a handbook on SHW, distilling our experiences in training over 50 organisations and sensitising nearly 30,000 men and women employees between between 2016 and 2020.

We've also re-envisioned our flagship youth-led community engagement programme Kadam Badhate Chalo, launching KBC 4.0 and implementing a new curriculum across 12 schools in Panipat, Deoghar and Bhubaneswar, focusing on 360 adolescent leaders. Our partners NAPSWI and the Association of Commonwealth Universities have continued to help us in supporting scholars, Fellows and grassroots researchers who are mobilising knowledge and action around burning gender issues. This Annual Report offers a glimpse into our journeys and endeavours towards creating equal futures in 2019-2020.

A handwritten signature in black ink, reading "Nandita". The signature is fluid and cursive, with a long, sweeping underline that extends to the left.

Nandita Pradhan Bhatt
Director of Operations
Martha Farrell Foundation

NUMERICAL JOURNEYS

2016-2020

Kadam Badhate Chalo

Youth leaders directly engaged **3,921**

(**1,870** boys and **1,934** girls)

Programme undertaken in **27** locations across **14** states

Total Youth outreach **32,000**

Community engagement **2.98 million**

500+ Events held

Institutional outreach **73**

Making Workplaces Safe

No. of employees/students trained **30,000**

Training conducted **65**

Internal Committees formed **28**

Local Committees formed **5**

Institutions Trained **50**

TOT (Trainers Trained) **125**

Scholarships, Fellowships and Awards

Applications received for MFF-NAPSWI scholarship **65**

Applications for Martha Farrell Memorial Fellowship **31**

Nominations received for Martha Farrell Award **557**



I. FORGING YOUTH LEADERSHIP

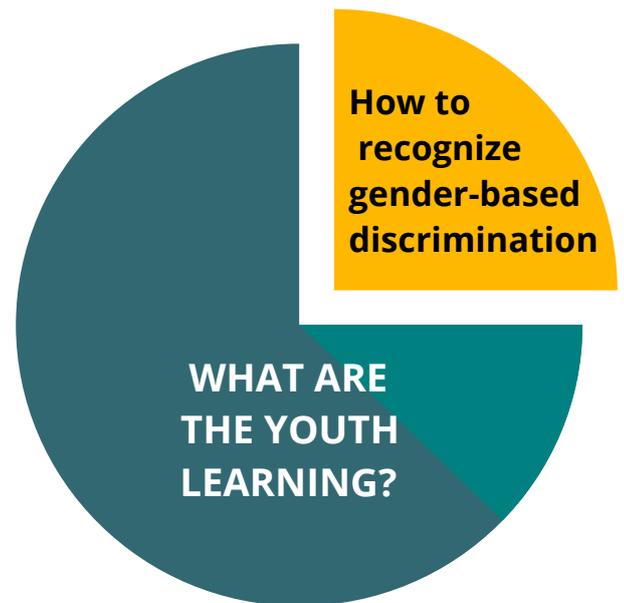
In its fourth year and running, the flagship **Kadam Badhate Chalo (KBC)** programme continues to offer a platform for youth to take collective action for ending gender-based violence (GBV) in their own communities.

Guided by the belief that the road to end GBV starts by changing gender relations, the programme's unique design encourages youth leaders to engage actively with the members of their communities, as a step in taking a stand and action against violence against women and girls and other forms of gender-based violence.

DEEPENING THE FOCUS WITH KBC 4.0

In 2019, we launched KBC 4.0 to focus on smaller communities, fewer youth leaders in limited locations, for a greater impact. A new curriculum was prepared to enable facilitators and trainers to work more intensively with youth.

With a robust training, monitoring and evaluation framework, the new programme is currently being implemented with the help of experienced on-ground partners – **Participatory Research in Asia** (in **Panipat**, Haryana), **Pro Sport Development** (in **Bhubaneshwar**, Odisha) and **Fontal Development Foundation** (in **Deoghar**, Jharkhand) at **4 schools** in each location, with a focus on **30 youth** in each school between the ages of 14-16 years.



TRAINING OF TRAINERS

Under the new programme, youth leaders underwent an intensive **12-month training programme** which extended its focus beyond GBV to health, soft skills and career aspirations.

Between June 11 and June 14, 2019, a residential ToT was organized by MFF for the partner organisations to discuss the new strategy for KBC 4.0 and launch the curriculum. A total of **10 participants** (2 from Bhubaneswar, 3 from Deogarh and 4 from Panipat) attended the **3-day training** which included deliberations on said curriculum and new strategies.

ANTARGOONJ

To mark the end of every KBC year, MFF organizes an annual youth convention Antargoonyj, inviting youth leaders from across India to meet, learn, and share their learnings.

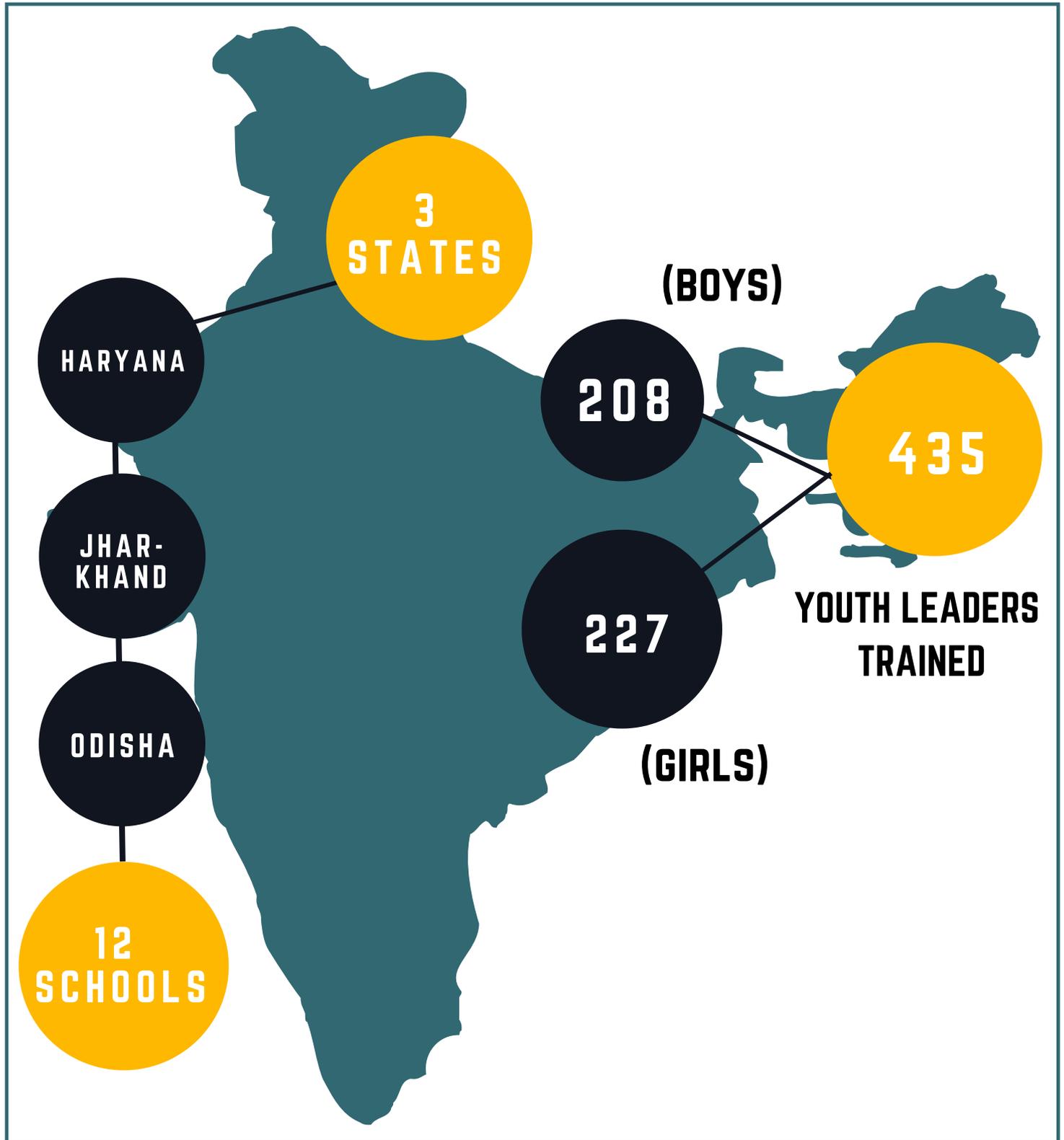
In 2019, the event (held between 27-30 April) witnessed participation from **30 youth leaders** from **6 states**, namely Haryana, Delhi, Maharashtra, Telangana, West Bengal and Jharkhand, and focused on Community-Based Participatory Research (CBPR). Over a number of workshops and sessions, youth learnt how to use laws, participatory arts-based methods, and community-based research as tools for advocacy and raising awareness around GBV.



HIGHLIGHTS FROM KBC EVENTS & ACTIVITIES

ANTARGOONJ





PROGRAMME OUTREACH 2019-2020

Erstwhile partners include **Rubaroo** (Hyderabad, Telangana), **Anubhuti** (Mumbai, Maharashtra), **Makkala Jagriti** (Bengaluru, Karnataka), **Child In Need Institute** (Kharibari, West Bengal), and **Shakti Shalini** (New Delhi).

IMPACT

"I saw a change in the girls and boys in my class after the KBC programme. There is now increased mutual respect for one another, less discrimination in class, and cordial relationships between the classmates."

- Manisha, 14 years
Student, Titana (Panipat)

"The youth clubs have created a behavioural shift in the mindset of the villagers and it has had a positive impact on women's safety as they feel much safer travelling in and around the village".

- Mohit, 19 years,
KBC Youth Leader-turned-Facilitator, Sonipat

"A KBC youth group had filed an FIR against their peer's abuser, also encouraging her to go back to school. They are also actively engaging with their community, so that no case of child sexual abuse goes unreported."

- Kabita, 30 years,
Teacher, Siliguri

"The efforts of the youth have shown positive outcomes after a Participatory Safety Assessment (PSA) was initiated to assess areas which were considered unsafe by villagers, especially girls."

- Neeharika, 18 years
KBC Facilitator, Kurnool

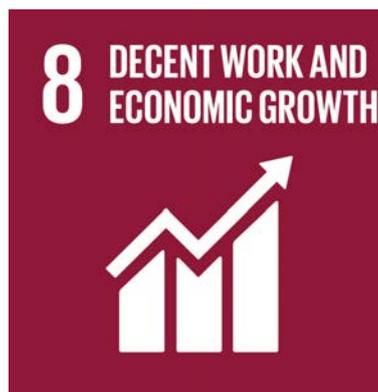


#NOMOREBOUNDARIES

Developed under the KBC flagship, NoMoreBoundaries takes an integrated approach to combatting violence against women and girls, by strengthening the voice and self-reliance of young girls to raise economic participation of women in the workforce. It focuses on aspiring young girls to assert their agency to lead change; prepares boys and men to support them in realizing their aspirations in an enabling environment, and reforms the capacities of public and private institutions (to be responsive to and inclusive of girls).

The programme, supported by global beverage company ABInBev has engaged with almost **3,000** adolescent boys and girls in **10** secondary schools and Industrial Technical Institutes (ITIs) in **Sonepat**, Haryana. Read a detailed overview of the project [here](#).

KBC: RELATED SUSTAINABLE DEVELOPMENT GOALS



HIGHLIGHTS FROM KBC EVENTS & ACTIVITIES

#NoMoreBoundaries



GO GIRLS GO



Launched by PRIA in May 2019 with support from the Embassy of the Netherlands in India, **Go Girls Go** was implemented by MFF across 4 government schools in Delhi, for a duration of one year.

A total of 200 girls and 100 boys participated in the project whose broad thematic areas include gender, violence against women and girls, health and livelihood. The objectives of Go Girls Go were four-fold.

Read about the project in detail on [PRIA's website](#).



- 1**
Ensure adolescent boys are sensitized to demand equal rights for women
- 2**
Help adolescent girls gain self-confidence and assert their voice
- 3**
Support adolescent girls in assertively pursuing their aspirations
- 4**
Support 30 girls to pursue the career of their choice

- RSVP School Nand Nagri
- GGSS School Ambedkar Nagar 1
- GSSV School Ambedkar Nagar 2
- SKV, Andrewgunj

II. RESPONDING TO CHANGING WORKPLACES

Reinforcing its commitment to combat the issue of sexual harassment of women at the workplace, The Foundation continues to work with organisations in the formal sector and informal women workers, to develop practicable preventive and curative frameworks to address the issue in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (SHW Act), 2013.

MFF's **Making Workplaces Safe** programme envisages that every district, block and national level organisation meets the standards of a meaningful compliance system by sensitising employees to recognise inappropriate behaviour at the workplace and be mindful of boundaries and consent; by capacitating organisations to tackle sexual harassment complaints effectively; by offering consultancy and representation on Internal Committees; and by activating capacitating Local Committees with District Administrations.

BUILDING CAPACITIES OF ORGANISATIONS



Everything about the session was good. It was well communicated and cleared up the misconceptions we had about how we looked at the intentions of the respondent before looking at the impact it had on the aggrieved. But we now know that it is the impact that matters in end and not the intent.

- Mr. Ravinder Kumar, Law Officer, NDMC



The Foundation's interventions use participatory training methodologies, which enable an attitudinal and behavioural shift among participants, be it government, corporate, formal or informal workers or institutions.

Each training programme is specially designed to reflect local context, and delivered in the local language to ensure that conceptual clarity and understanding also translates into practical interventions, actions and day-to-day functioning and decision making. Moreover, training programmes are designed to be intersectional, encouraging participants to visualise the complexity and dynamic nature of the issue.

These targeted interventions enable the Foundation to strengthen mechanisms at the individual, institutional and government levels around the country.

MILESTONE ACHIEVEMENTS 2019 - 2020

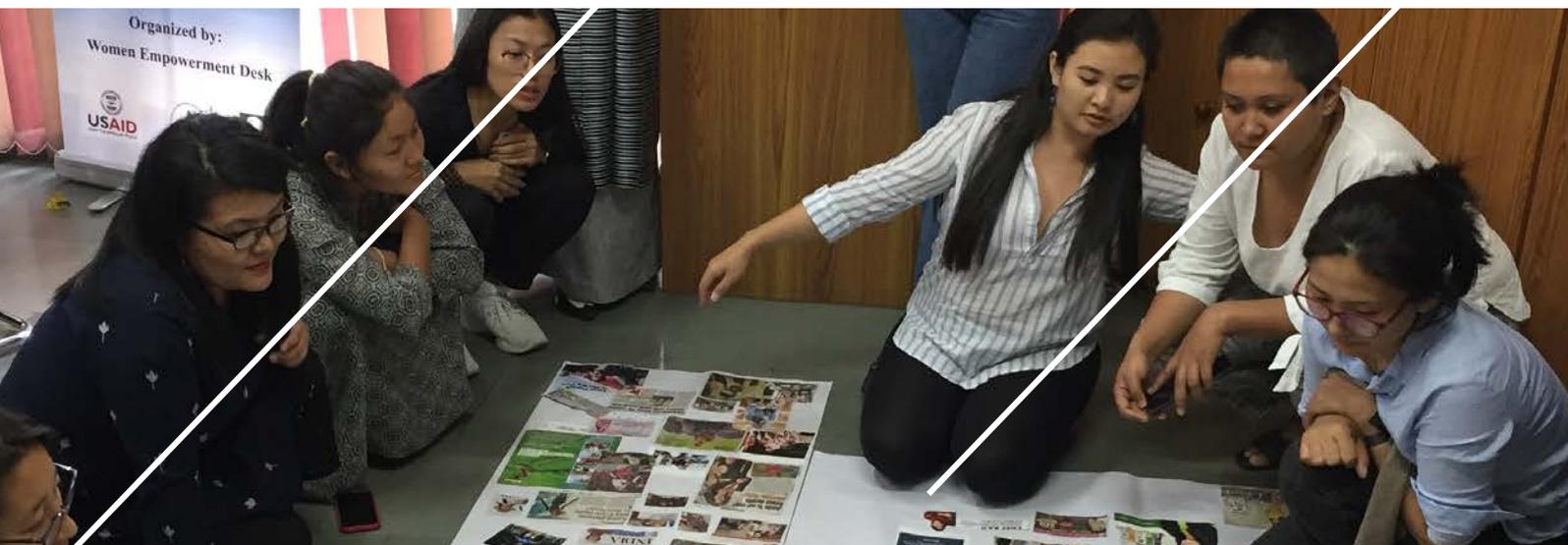
Over the year, the Foundation conducted a range of training programmes **[Complete glossary of workshops and training in annexure.]**, including the following milestone achievements:

In **December 2019**, the Foundation conducted a four-day long training for the Women Empowerment Desk (WED) of Central Tibetan Administration (CTA) in Dharamshala, Himachal Pradesh, which resulted in the formation of 12 Internal Committees within CTA, followed by an orientation of the members and the creation of the new Tibetan Guidelines for the Prevention, Prohibition and Redressal of Sexual and Gender-Based Violence for Tibetans-in-Exile (2020).



The Foundation also took forward its work with making academic institutions safer and more conducive for students, faculty and support staff alike. A national level consultation on **'Safe Campus: Implementation of University Grants Commission Regulations of 2015 on Gender Champions and PoSH'** was organised in collaboration with Pandit Ravi Shankar Shukla University (PRSU), the Association of Indian Universities (AIU) and PRIA on January 22 - 23, 2020 at PRSU, Raipur. The consultation session set the groundwork for a Safe Campus Program to be taken forward by the Foundation and the AIU to envision safe, enabling spaces for higher education around the country.

GENDER MAINSTREAMING IN HIGHER EDUCATION INSTITUTIONS



In August 2019, the Foundation conducted a training for the Internal Committee of **North Delhi Municipal Corporation**, focusing on how institutional mechanisms can be strengthened to create awareness on the issue of sexual harassment in the workplace, ensuring time-bound, sensitive redressal mechanisms and the principles of creating conducive working environments and gender-sensitive workplaces. **[Complete glossary of workshops and training in annexure.]**

The Foundation expanded its reach and impact across the sectors of education, government, private sector and the development sector through a series of collaborations and partnerships from like-minded and committed individuals, departments and organisations, as can be seen from the adjacent box, laying the groundwork for scaling the impact and creating a larger number of safe spaces around the country in the coming years.

DEVELOPMENT SECTOR

- Nav Srishti Foundation, Delhi
- Save The Children
- Sangini Gender Resource Center (a collaboration with Women and Child Department)
- State Health Resource Centre, Chhattisgarh

GOVERNMENT

- North Delhi Municipal Corporation
- Muzaffarpur Municipal Corporation (including SICs)
- Central Tibetan Administration
- The Government of Sikkim
- Airport Authority of India

PRIVATE SECTOR

- EIH, Trident and Oberoi Group of Hotels
- DMI Finance, Delhi

ACADEMIC SECTOR

- The Association of Indian Universities
- Dalai Lama Institute of Higher Studies, Bengaluru
- VV Giri National Labour Institute
- Ambedkar University, Delhi
- Pandit Ravishankar Shukla University
- Bhagat Phool Singh Mahila Vishvidyalaya
- Kirori Mal college, Delhi University
- University of Lucknow

IMPACT IN THE INFORMAL SECTOR

The 2013 Act has seen some compliance within the formal sector in India. However, mechanisms to address workplace sexual harassment at the workplace have remained grossly inadequate. Women domestic workers, among the most vulnerable community to workplace sexual harassment in the workplace, find themselves unable to benefit from the provisions of the Act, despite falling under its purview. The Foundation began working with women domestic workers to bridge gaps in their access to safe workplaces.

On July 26-27, 2019, a significant step was taken towards this effort: a **National Level Consultative Workshop on the Implementation of the Sexual Harassment at Workplace Act 2013 for Domestic Workers in India** was organised for all stakeholders to meet and understand the implications of the 2013 SHW Act for domestic workers. The country-wide multi-stakeholder dialogue for enabling safe and dignified workplaces for women workers in the informal sector resulted in a collective **'Call To Action'** comprising key policy reform recommendations, and in the activation of Local Committees across the NCR region.



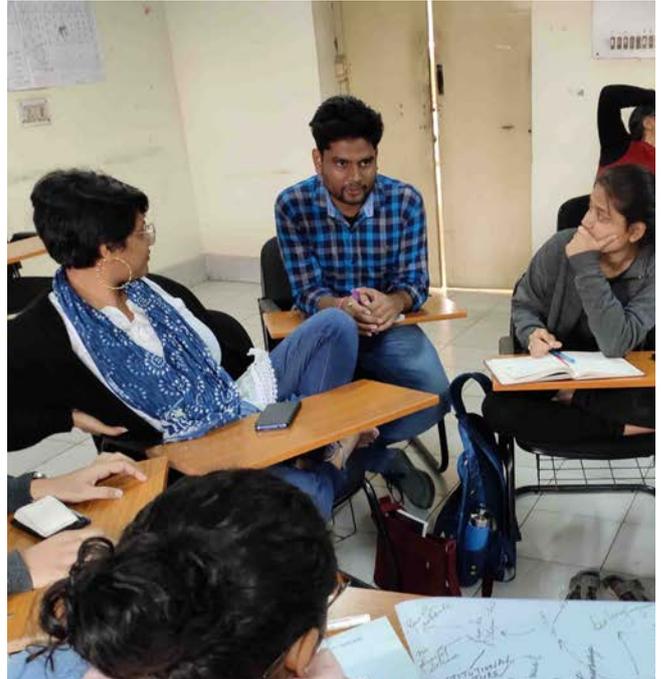
The work followed a project titled **Ending Sexual Harassment: Making Institutions Accountable towards Women Workers in the Informal Sector** - a collaborative effort of the Foundation, with PRIA and the Embassy of Netherlands in India.

Under the project, between November 2016 and October 2019, the Foundation worked with domestic workers in Gurgaon, Faridabad and South Delhi to build their capacities around the issue of sexual harassment at workplace, strengthen redressal mechanisms and preventive measures, work closely with District Administration, unions and civil society organisations to mainstream the issues of sexual harassment of domestic workers.

HIGHLIGHTS FROM SHW TRAININGS & WORKSHOPS

Clockwise from top left:

Training workshops at Airport Authority of India, SHRC Chhattisgarh, Ambedkar University and Central Tibetan Administration.



III. RESOURCING RESEARCH IN GENDER AND DEVELOPMENT

MFF-NAPSWI SCHOLARSHIP 2019



Scholars 2019



D. Delphine Lourd Mary

M.A in Social Work
Stella Maris College, Chennai



Neeru

M.A in Social Work,
Bhagat Phool Sing Mahila Vishwavidyalaya,
Sonapat, Haryana

Two annual scholarships are made out to social work students for research on Sexual Harassment at Workplace, in collaboration with the National Association of Professional Social Workers in India (NAPSWI) to support field research in the core areas of the Foundation's work.

Neeru and D. Delphine Lourd Mary were awarded the MFF-NAPSWI Scholarships during the NAPSWI Congress 2019.

Neeru hails from Delhi and pursued Masters in Social Work from Bhagat Phool Sing Mahila Vishwavidyalaya, Sonapat, Haryana. As part of her work with MFF-NAPSWI Scholarship, she is exploring the awareness around sexual harassment of women at workplace in District Rural Development Authority, Sonapat, to analyse the preventive frameworks in place.

D. Delphine Lourd Mary from Chennai is completing her Masters in Social Work from Stella Maris College, Chennai. In 2005, Besides working with the Paliyar Tribal Women in Dindigul District. as an MFF-NAPSWI scholar, Delphine wants to study sexual harassment faced by domestic workers in Chennai.

Neeru and Delphine spent a week in MFF's office for an orientation programme. The orientation helped them gain a more nuanced understanding of sexual harassment at workplace, before they began their research.

MARTHA FARRELL MEMORIAL FELLOWSHIP 2019



Dr. Andrew Mushi

Lecturer at Mzumbe University,
Dar es Salaam, Tanzania,
Board member of MHOLA



Dr. Lulu Simon Mahai

Lecturer at the University of
Dar es Salaam, Tanzania,
Director of the Institute of Gender Studies

Instituted in collaboration with the Association of Commonwealth Universities (ACU), the Martha Farrell Memorial Fellowship draws on the Foundation's expertise to offer two academic staff members of any ACU member university in Asia and Africa, training and support to enable them to institute an effective anti-sexual harassment initiative at their home university.

In its third cycle, Dr. Andrew Mushi and Dr. Lulu Simon Mahai were awarded the fellowships in 2019.

Dr. Andrew Mushi, long-time lecturer at the Mzumbe University, Dar es Salaam, Tanzania, teaches courses on Governance, Development Policy, Social Science Research and Ethics, besides helping CSOs develop a plan to implement the National Advocacy Plan of Action on Violence Against Women and Children. As part of Martha Farrell Memorial Fellowship, Dr. Mushi is working towards mainstreaming the prevention of sexual harassment and gender-based violence at Mzumbe University and prepare key policy documents and guidelines towards that end.

Dr. Lulu Simon is a lecturer and Director of the Institute of Gender Studies at the University of Dar es Salaam, with training experience in the areas of GBV, Gender Mainstreaming in Pedagogy, and Adult Education. As a Martha Farrell Memorial Fellow, Dr. Mahai is working towards building strategies for preventing sexual harassment among staff and students at her university.

The fellowship offered a one-week orientation hosted by MFF in New Delhi, India. Fellows are expected to develop an action plan within six months following their return, and put it into effect.

IV. RECOGNISING CHANGEMAKERS

The **Martha Farrell Awards for Excellence in Women's Empowerment and Gender Equality** was instituted to honour Dr. Farrell and her ideals. The awards is a first of its kind initiative to discover, recognise and honour mid-career individuals and organisations that have made valuable contributions in their areas of work relating to gender equality and women's empowerment. Every year, it recognises one 'Most Promising Individual' and one 'Best Organisation for Gender Equality'.



Over the years, we have shortlisted nominees and organisations whose work covers the entire spectrum of Gender and Development (GAD) from combatting human trafficking and child marriage, making online spaces safe for women, improving women's participation in governance, to promoting gender justice and accountability, empowerment of Dalit women and literacy among adolescent girls, and providing mental health assistance to survivors of Gender-Based Violence (GBV).

In 2019, we had recognised Delhi-based teacher Manu Gulati and Rajasthan-based organisation Mahila Jan Adhikar Samiti in the two categories.

In the first three years, we were supported by our partners Participatory Research in Asia (PRIA) and Rizwan Adwatia Foundation (RAF). Shabana Azmi, Kamla Bhasin, Shubhashish Bhutiani, Anuradha Das

Mathur, Sushama Nath, Binalakshmi Nepram, Ajit Prakash Shah and Anshul Tewari served their final term as members of the jury.

In 2020, the annual award was jointly instituted with **Rural and Development Trust (RDT)** and **PRIA**. A **new jury** for 2020-2022 was also constituted and announced in 2019.

A total of **149 nominations** (89 in the institutional category and 60 in the individual category) were received from **20 states**. A wide variety of individuals (including activists, media-persons, academics, sportspersons, artists, government officials and entrepreneurs) and organizations (including civil society, grassroots, social enterprises, nonprofits, academic and media) applied for the award.

The evaluation of the nominations was divided in four rigorous steps. The jury convened on February 29, 2020, to deliberate on the shortlisted finalists. The ceremony has been postponed in light of the COVID-19 pandemic and will be rescheduled at a later date.

MARTHA FARRELL AWARD JURY 2020-2022



"Since 2016, the Martha Farrell Foundation through its award recognised organisations and individuals working to bring about real change and gender empowerment. I am proud to be a member of the jury this year and look forward to hearing inspiring stories."

NAMITA BHANDARE
Journalist and Writer



"I knew Martha for over 30 years and she embodied the values of fearless courage, independent views and absolute gender equality. I am sure the awards instituted in her name will honour and celebrate these very values in individuals and organisations".

FEISAL ALKAZI
Theatre Director



DR. RAJESH TANDON
FOUNDER-DIRECTOR, PRIA



NAMITA BHANDARE
JOURNALIST & WRITER



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



MONCHO FERRER
DIRECTOR, RDT



FEISAL ALKAZI
THEATRE DIRECTOR



DEEPTHI BOPIAH
EXECUTIVE DIRECTOR,
GOSPORTS FOUNDATION



NANDITA TRIPATHI
PARTNER, KPMG INDIA



Nandita Bhatt is a well-known civil society practitioner, with more than 25 years of experience in the space of gender inclusion and prevention of sexual harassment against women.
 Nandita Pradhan is the Director of Martha Farrell Foundation. She is responsible for programme delivery and management of the Foundation. She also heads the gender programmes in PRIA.

She has over 25 years of experience with promoting gender inclusion in organisations, governance and development programmes, gender mainstreaming, gender sensitisation and prevention of sexual harassment of women in the organised and unorganised sector in India.

From innovations to initiatives, check out Femina’s future forward list

by Femina | November 4, 2019, 12:00 AM IST

A- A+

We cannot rest on victories of the past alone. While we laud the efforts of strong women over the last 60 years, we bring to the fore, innovations, changes, and initiatives that we look forward to in the near future. Whether to improve women’s safety and security, to provide them with the benefits they deserve, or bring them equality that they are and will keep fighting for, these aspects rank high on Femina’s future forward list

Equality—Educate, empower, elevate

Accessibility to education still remains elusive for girls at large



Health

Martha Farrell Foundation Launches Online Training Program to Spread Awareness about Sexual Harassment at Workplace

GC NewsDesk - 05/07/2019

0 118



Inc42

Union Budget 2019: Nirmala Sitharaman Budget Pins Hopes Entrepreneurs

In line with Inc42’s previous conversations with the Nirmala Sitharaman budget failed to touch upon the

- Need for STEP (Support to Training and Employ aims to provide competencies and skills that en employed/entrepreneurs
- Making provisions to bring women into the wor infrastructural support in place
- Increase the ticket sizes for loans provided und
- shift the focus on some policy initiatives which i financial inclusion. This will support women in r

The interim budget mentioned that the requiremen enterprises has been increased to 25%. Of this, at l owned SMEs. However, the full Union Budget 2019

Nandita Bhatt, director, Martha Farrell Foundation : should have considered investments was making w about sexual harassment among masses in India to long way in improving women’s participation in the



WORK

Why All Organisations Should Get This Handbook on Sexual Harassment at the Workplace

Ninety-one per cent women do not report an incident of sexual harassment at the workplace for fear of being victimised.

BY ESHE FEBRUARY 29, 2020

COMMENTS 0



By Neha Kirpal

Book: Prevention of Sexual Harassment at the Workplace

By: Martha Farrell Foundation

Publisher: Hachette India

Read the Latest Issue



MEDIA COVERAGE

PRESENCE ON SOCIAL MEDIA



2,845 FOLLOWERS



(LAUNCHED IN 2019)
127 FOLLOWERS



1,170 FOLLOWERS



13,240 VIEWS
157 SUBSCRIBERS



415 FOLLOWERS



We call upon civil society, policymakers, private sector and citizens of India to create safe [#workplaces](#) for all women domestic workers by demanding from the Government the following: [#CallToAction](#) [#SHWAct](#) [#DignityofMyLabour](#)



Call To Action

We call upon civil society, policy makers, private sector and citizens of India to create safe workplaces for all women domestic workers by demanding from the Government:

- Inclusion of Domestic Work under the purview of Labour laws.
- Amendment of the Sexual Harassment of Women at Workplace Act, 2013 to include:
 - The definition of work place has to be extended according to the new ILO convention 190 (world of work)
 - Constitution of sub-committees of the Local Committees at block, taluka or tehsil level
 - Appoint representatives from the unorganized sector in these committees
 - Nodal officers should be the link between sub committees and LC
 - Interim relief options for domestic workers during pendency of enquiry by Local Committee
 - Counselors, domestic workers' unions and organizations working for the rights of Domestic Workers should be associated with the Local Committee to support financial and emotional rehabilitation of the aggrieved domestic worker
 - Domestic Workers must have the same recourse/access to time bound justice in cases of sexual harassment at workplace through the Local Committee as other workers do
 - Empower Local Committees sufficiently to investigate/carry out a time-bound enquiry when a domestic worker approaches them with an alleged case. This would bring them on par with women in the formal sector who seek redressal from Internal Committees
 - LCs should have statutory power to support women domestic workers
 - On completion of the enquiry/investigation, Local Committees should be able to impose penalties (financially, or otherwise) on the employer of the domestic worker.
 - Legal aid should be provided to domestic workers
- The law already provisions States to make rules for the implementation of the Act. The Central government must ensure that all States have made adequate rules under the Act which suit the individual needs and peculiarities of the female domestic worker in that state
- Rules must provide for appropriate relief for the aggrieved woman Domestic Worker
- Domestic workers should be included as a category in the Compensation Scheme for Women Victims/Survivors of Sexual Assault/Other Crimes, 2018
- There should be a budget allocated by the Central government to ensure effective implementation of the SHW Act, 2013

The call for action is issued after two-days national consultation comprising of domestic workers, representatives of unions, civil society organisations and labour institutes from 9 states of India

27th July 2019, New Delhi



foundation_marthafarrell This journey of 4 years wouldn't have been possible without them! [#celebration](#) [#birthday](#) [#years](#) [#cheers](#)

32w



yadawar_ramesh Congratulations!!!

32w 1 like Reply



Liked by nayanika_guha and 30 others

FEBRUARY 4

GOVERNANCE

The Governing Board is the statutory body for the management of MFF's affairs. Membership of of the Governing Board for 2019-2020 is:

DR RAJESH TANDON

President, Participatory Research in Asia (PRIA)

CHAIRPERSON

SUHEIL FARRELL TANDON

Director-Founder, Pro Sport Development

EXECUTIVE DIRECTOR

RITA SARIN

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

FOUNDER-DIRECTOR

TARIQA FARRELL TANDON

M.A. Political Science,
Carleton University, Canada

FOUNDER-DIRECTOR

The annual Board of Director's Meeting took place on September 12, 2019 at Martha Farrell Foundation, New Delhi.

The Board ratified the organisation's policy manual for the year beginning October 2019. The document presents a robust and progressive framework for internal and field operations, includes new codes and updates existing ones pertaining to Clothing, Sexual Harassment at the Workplace, Data Protection, Safeguarding Children, Anti-Bullying, Paternity Leave and other HR policies. On the whole, it denotes steady growth of an organisation that is looking to bring more diversity and accountability to its country-wide operations.



- A one-stop, quick-reference manual
- Step-by-step guide to prevention, prohibition and redressal
- For employers and employees
- FAQs, case studies, legal citations

COMPLETE.
CONCISE.
INDISPENSABLE.



He book

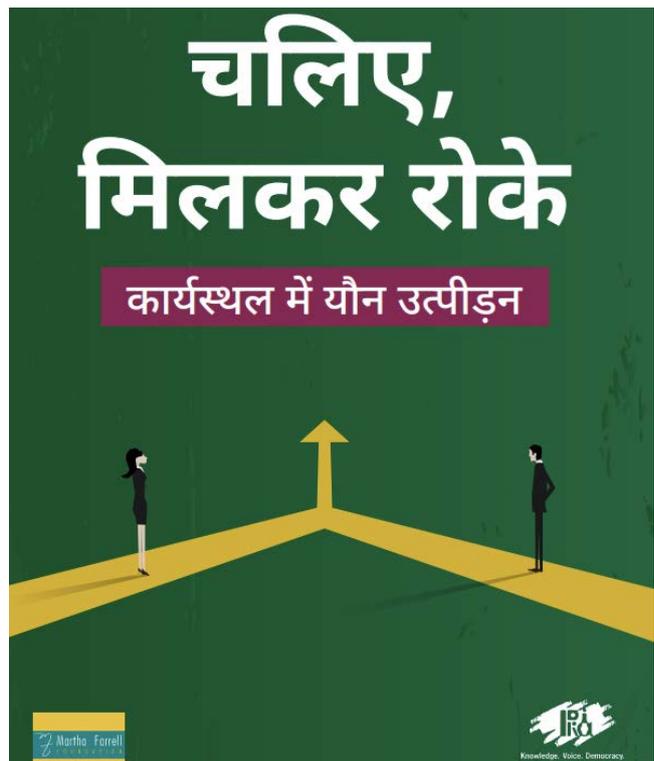
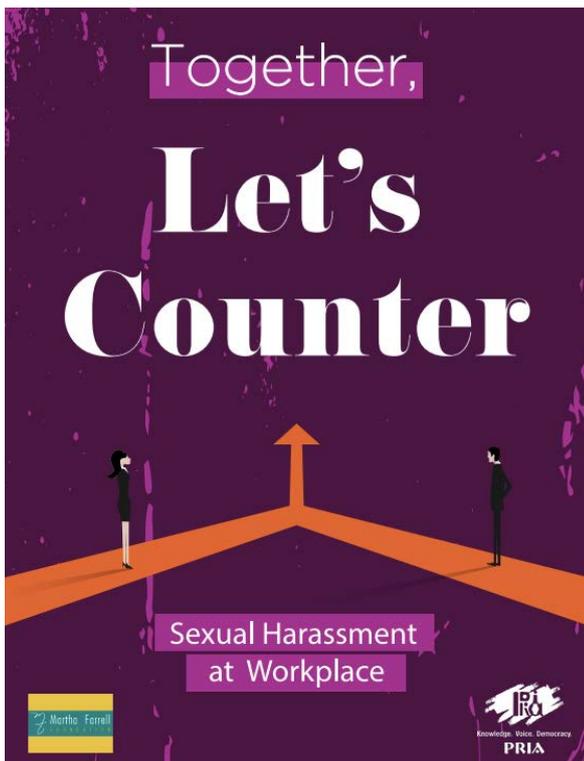
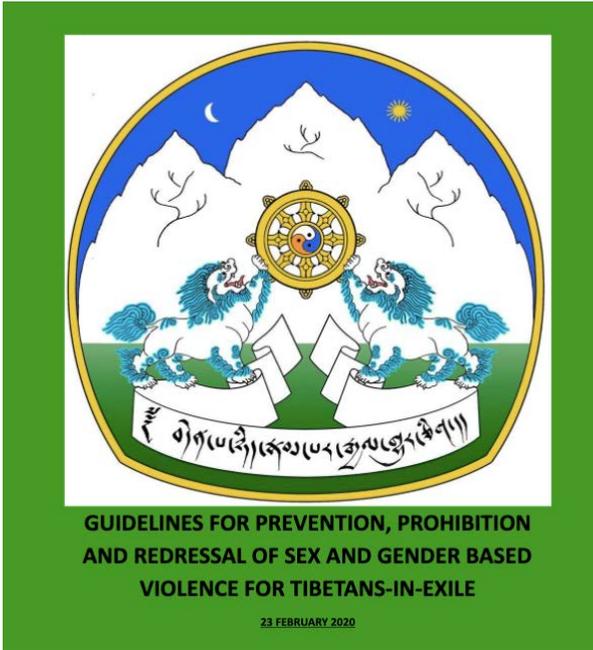
**KNOWLEDGE
RESOURCES**

(Top)
Online Training
Module - Teaser

(Bottom)
SHW Handbook
(published by
Hachette India)

KNOWLEDGE RESOURCES

(Clockwise from top left) GBV Guidelines for CTA, Film on Go Girls Go project, "Let's Counter Sexual Harassment at Workplace" Manual (Hindi & English)





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