



Annual Report

2025-26

Martha Farrell
Foundation



YEARS OF ADVANCING GENDER JUSTICE

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FROM THE DIRECTORS' DESK



Samiksha Jha
Associate Director

Martha Farrell Foundation is now in its 10th year. Ten years mark both the beginning of a journey and the promise of a much longer path ahead. As we reflect on this milestone, we do so with gratitude, pride and hope for the future.

As the Martha Farrell Foundation continues to grow, we are constantly learning, strengthening ourselves and evolving our work. Over these ten years, the organisation has gone through many phases, embraced important learnings and adapted to changing contexts. Most importantly, the work we have undertaken to address gender-based violence and to create safe and dignified workplaces and learning spaces has today become a strong and meaningful body of work in itself.

We take immense pride in carrying forward Dr. Martha Farrell's vision of creating safe, inclusive and dignified spaces where every individual can learn, work and thrive with respect. It is our honour to see this vision continue to guide our programmes, partnerships, research and advocacy efforts.

At the heart of this journey have been the communities we work with. Their support, resilience, commitment and trust have enabled us to make our programmes, research and advocacy truly community-led and learner-centred. We remain deeply grateful to them for allowing us to learn alongside them and for continuously shaping our understanding of change and justice.

We are equally thankful to our partners, funders, donors and fellow civil society organisations who have believed in our work and our ways of working. Their support has enabled us to remain rooted in feminist principles and to continue advancing efforts to prevent and address gender-based violence. Their trust has strengthened our resolve and expanded the reach and impact of our work. These ten years are not just the story of the Martha Farrell Foundation. They are the story of every individual, community, partner, colleague and ally who has inspired us to continue our work, be hopeful and remain committed to change. Their courage, leadership and determination have shaped who we are today.

Today, MFF has established itself as a leader in the field of gender justice, workplace safety and dignity. Our work continues to connect us with both the organised and unorganised sectors across the country, helping us understand diverse realities while contributing to safer and more equitable environments.

As we look towards the future, we remain committed to deepening and strengthening our work. We will continue to learn, innovate and build partnerships that advance safety, dignity, and gender justice. We know that this journey is collective and we look forward to continuing it together with all of you.

WHO WE ARE

Established in 2016, the Martha Farrell Foundation (MFF) is committed to shaping a gender-just society by countering and eliminating sexual and gender-based violence. Working at the intersections of gender justice, safe working and learning spaces and grassroots women's leadership, the Foundation's approach recognises that sustainable change emerges when people at the margins move from being recipients of support to becoming leaders, negotiators and decision-makers within their own communities and workplaces. Taking forward the vision, mission and profound legacy of Dr. Martha Farrell, a renowned feminist practitioner and civil society leader.

WHAT WE DO

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

Creating safe working and learning spaces for all

Strengthening institutional accountability and capacity to prevent gender-based violence

Nurturing youth leaders as changemakers

Supporting first anchors of change-*Pehelkars* within communities

Ensuring dignity and safety at work

Championing research-informed advocacy



INFORM.

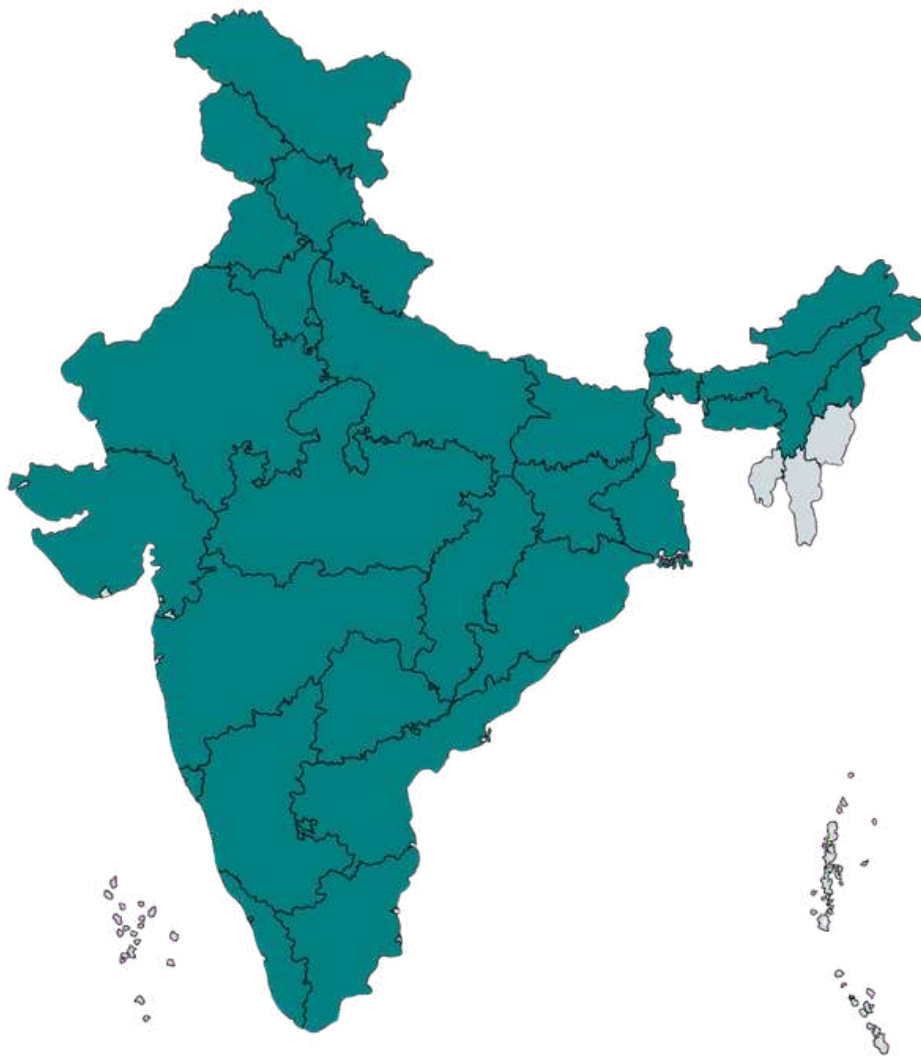


AWARE.



EMPOWER.

OUR REACH OVER A DECADE



31

States and Union Territories reached

66,947

Adolescents collectivised

41,416

Women domestic workers mobilised

53,250

Employees sensitised



ABOUT DR. MARTHA FARRELL

Dr. Martha Farrell was a pioneering advocate for gender justice, women's rights and adult education in India. As Director of Gender Mainstreaming at Participatory Research in Asia (PRIA), she trained thousands in gender equality, governance and workplace rights. Following the Vishakha Guidelines, she championed safer and more inclusive institutions and authored *Engendering the Workplace* (2014), India's first book on workplace sexual harassment. Dr. Martha tragically lost her life in the 2015 Kabul terrorist attack while leading a gender training workshop. Her legacy lives on through the countless lives especially through the work being done today by the Martha Farrell Foundation and amongst all those whose lives she transformed and inspired.



TURNED 10 THIS YEAR!

As we marked ten years of our journey at the Martha Farrell Foundation, we found ourselves holding close the memories of a sweet and deeply heartwarming celebration. Gender justice, as a theme and a everyday practice, calls for care, community and solidarity and these values were palpable throughout the day.

We are grateful to our partners, well-wishers and long-standing friends who joined us in looking towards the future while reflecting on a decade rich with milestones and countless stories of resilience. Through an art exhibition, we showcased our participatory research methodologies, including the use of a saree as a medium for expressing experiences of gender-based violence, participatory safety audits, body mapping, and other creative approaches. and a film, sharing reflections, music and snacks, we carried forward the learnings of our journey while re-committing to strengthen and carry forward Dr. Martha's rich legacy of nurturing safe, inclusive spaces for all .





OUR TEN YEAR JOURNEY AND MILESTONES

2016

Establishment of the Martha Farrell Foundation, launch of Dignity of My Labour initiative and Martha Farrell Awards.

2017

Our work with adolescents scaled to seven states through Antargoonj and youth workshops.

2018

Started engaging men and boys as allies through No Boundaries initiative by working with them in schools, Industrial Training Institutes (ITIs)

2019

Women domestic workers WDWs presented their experience of violence in their world of work through evidence based art research to demand safe and dignified workplaces

2020

Internal and Local Committees capacitated and strengthened in government departments under the POSH Act 2013

2021

Safe Campus initiative with Association of Indian Universities (AIU) and UN Trust Fund-supported #MainBhi programme with domestic workers launched.

2022

Swabhiman Kendra (Community resource center) established by women in Panipat, Gurgaon and Delhi

2023

Over 3000 women domestic workers signed demands for functional Local Committees and shared with District Magistrates through "Demand Campaign".

2024

State-level consultations organised in Delhi and Haryana with CSOs and Local Committees on workplace safety for women working in the informal sectors.

2025

Child Protection Committees formed and strengthened in 625 schools in Panipat, Haryana

2026

Celebrating our decennial journey and 10th year of the Martha Farrell Awards.

Outreach for 2026-2027

2,388

women domestic
workers' reached

6,310

adolescents' lives
impacted

Field locations

88

Pehelkars
collectivised

15 communities

Delhi

Chaziabad

Haryana

2 districts

130

adolescent leaders
collectivised

3,099

employees trained

622

students trained for
making campuses safe



256

nominations for the
Martha Farrell Awards

72

police officials
sensitised
on the SHW Act

1,805

teachers and
principals
sensitised

50

employers of
domestic workers
sensitised

25

states and union
territories reached

561

partnerships with
schools, colleges, ITIs



ADOLESCENTS AS CHANGEMAKERS



Adolescent-led action

Our flagship programme, Kadam Badhate Chalo (KBC) aims to support adolescents to take collective action to counter sexual and gender-based violence in their lives by:

Building voice, space and agency amongst adolescents

Supporting adolescent-led violence prevention campaigns

Advocating for institutional accountability

Throughout the year, the KBC programme expanded and strengthened partnerships to advance child safeguarding, gender sensitisation and adolescent leadership across schools and communities. Collaborations with civil society organisations, government departments, educational institutions, and community-based partners enabled the programme to reach multiple stakeholders. Also engagement of officials like protection officers, school principals, municipality and sarpanches helped strengthen on-ground impact and mechanisms that brought strengthened institutional mechanisms for child safeguarding.

The KBC approach



School

Enabling students to demand safe learning spaces



Community

Supporting adolescents to access violence-free communities



Partnership

Supporting civil society organisations to adapt the KBC model in their locations



Child protection and institutional strengthening

A key milestone this year was strengthening school-level child protection systems in partnership with District Education Departments and Protection Officers across Panipat, Kurukshetra, Karnal (Haryana) and Ghaziabad (Uttar Pradesh). A total of 525 school principals in Panipat were oriented on Child Protection Committees (CPCs) and Internal Committees (ICs), while 200 education stakeholders were trained on child safeguarding and creating safe school environments. Additionally, 12 Safety Maps developed across schools and communities informed advocacy for improved infrastructure, including boundary walls, lighting, sanitation facilities, CCTV cameras and other safety measures.

Training of Trainers and adolescent-led advocacy

Through training of trainers, leadership workshops, and display of our interactive online training capsule on child safeguarding and the Protection of Children from Sexual Offences Act (2012) – 50 KBC youth leaders (Delhi) and 121 KBC leaders (Haryana) and 115 community members have been capacitated and sensitised about gender, sexuality, power, hierarchies and leadership skills. With usage of fun and engaging methodologies such as dance movement therapy, violence tree mapping, sports-based learning and street plays.

525

Principals

sensitised on Child
safeguarding
mechanisms

200

Educators

made aware on
Child safeguarding

12

Safety maps

created and presented by
adolescents to raise safety
concerns with schools and
panchayats

“

I feel that girls should speak up, so that the other person cannot oppress them. Girls should answer back and stand up in front of other people. If you're experiencing something wrong, you should speak up and not keep it to yourself.



Khusbhoo, KBC leader,
Shram Vihar, Delhi

Highlights from the KBC programme

Menstrual health awareness

KBC continued to promote menstrual health by engaging 57 adolescent boys across Delhi and Haryana in discussions challenging menstrual myths and stigma. The insights informed advocacy, while KBC leaders independently facilitated menstrual health sessions in their communities, demonstrating growing leadership.

International day of the girl child

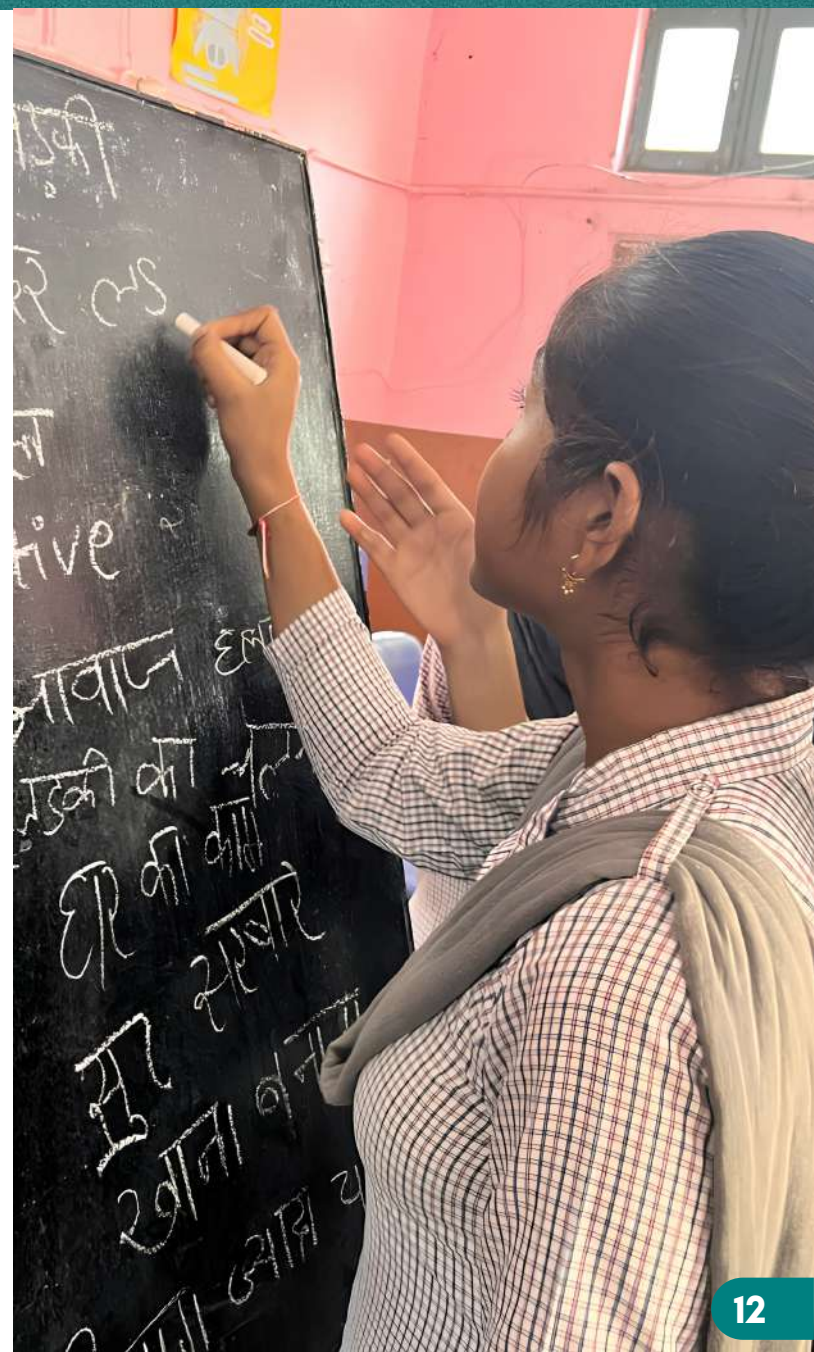
To mark the International Day of the Girl Child on 11th October, a dialogue was organised between adolescent girls and their mothers, creating a safe space to discuss aspirations, dreams, affirmations and mutual support. This dialogue brought together 31 participants and promoted intergenerational communication, confidence and empowerment among adolescent girls.

16 Days of activism against Gender-Based Violence

As part of the global 16 Days of Activism campaign, MFF organised school- and community-based sessions on gender-based violence, digital safety and safe relationships. Adolescents engaged with the film presented as part of the sessions and pledged to promote safer, more inclusive spaces.

International women's day

On International Women's Day, adolescent leaders from Raksera village presented safety mapping recommendations, informed by the voices and lived experiences of women and girls, to local panchayat leaders at the Swabhiman Samaan event, advocating for safer and more inclusive communities. The programme also promoted innovative community mobilisation through sports-based gender sensitisation, movement-based learning and youth-led advocacy, including a Nukkad Natak in Taimoor Nagar that challenged violence and discrimination against women and girls.



Partnerships under the KBC programme



AADHAAR

In collaboration with AADHAAR, MFF conducted child safeguarding sessions under Protection of Children from Sexual Offences Act 2012 across schools in Delhi, NCR, Haryana and Mumbai, reaching 3,700+ students on child rights, personal safety and reporting mechanisms. MFF also trained 57 AADHAAR staff and government school teachers through orientation and refresher sessions to strengthen child protection and safe school practices.



Each One Feed One

To strengthen our community based leadership model, this year MFF partnered with Each One Feed One to implement community interventions in Delhi, supporting adolescent groups through sessions on gender, identity, leadership and violence prevention. The initiative also promoted youth-led action through safety mapping, photovoice and a Nukkad Natak on violence and discrimination in Taimoor Nagar, strengthening community engagement.



Pro Sport Development

To promote gender equality through sports, MFF also partnered with our long standing partner organisation, Pro Sport Development to integrate gender sensitisation into Kabaddi sports programmes in two schools in Raksera village in the Panipat district of Haryana through the Project Udaan. The initiative concluded with a two-day Kabaddi tournament that brought together students, families, schools and community stakeholders encouraging more girls to participate and talk about gender-related issues through inclusive sports programmes.





Mohit's journey to becoming an empathic ally

Mohit has lived in Tigri for the last ten years with his parents and elder sister. He recently finished Class 12 and now works at a food processing unit. He gets only four leaves a month, but he always saves one for the Kadam Badhate Chalo community meeting. In fact, he often asks in advance about the next meeting so he can plan his leave.

Mohit first became curious about the programme when he saw his friend's sister attending sessions. He noticed her taking part in discussions, activities and games, and wanted to know more. Over time, he realised these meetings were not just about one issue – they helped him understand the problems around him and think about change. One session on gender stayed with him.

The facilitator placed different objects in front of the group and asked everyone to link them to a gender. Mohit noticed that most items associated with girls were pink. That simple activity made him question gender roles.

"Can men not do household work? Can men not cook?"

His questions came from personal experience. When Mohit was 16, his father, a daily wage labourer, was injured. To help support the family, Mohit started working after school, carrying a change of clothes in his bag and returning home late at night. Even now, he feels the pressure to always work and be productive. Sitting idle at home is looked down upon. Mohit also believes he must help make his neighbourhood safer for women and girls.

"We have created a team for this... Everyone should have the freedom, irrespective of whether they are girl or boy," says Mohit. A major turning point for him was taking part in a Participatory Safety Audit. It helped him identify unsafe spaces and think of solutions.

"In future we will show this to the MLA of our locality... if we go in a group, they won't be able to say no." Today, Mohit hopes to continue his education through open college. His mother now attends meetings with him and encourages him. And every month, without fail, he takes one leave – not to rest, but to show up.



COMMUNITY LEADERS AS FIRST RESPONDERS



Making workplaces accountable towards women domestic workers

Rooted in a long-term community-led intervention, MFF's Empowering Women Domestic Workers: Main bhi programme that integrates both social and economic empowerment. Rather than addressing violence only through awareness campaigns, the programme builds women's agency, collective power and livelihood resilience simultaneously. Currently being implemented across 15 informal settlements in Delhi and in Panipat, Haryana, the programme reaches out to women domestic workers living and working as migrants in highly-vulnerable urban settlements.

This year, at the center of the programme, was our *Pehelkar* model, a community-led leadership framework developed through sustained engagement with women in urban and peri-urban settlements. *Pehelkars* are women from the community who initiate change from within. They are like the first anchors of change and their legitimacy comes not from external authority but from lived experience, trust and collective action.

The Empowering Women Domestic Workers: Main bhi programme approach



Community outreach and awareness

Throughout the year, the Main Bhi programme focussed on increasing awareness among women domestic workers about their legal rights, available support systems and mechanisms for addressing violence and discrimination. Following the Supreme Court's direction, awareness sessions on the International Labour Organization (ILO) Convention 189 that establishes international labor standards to ensure decent work and protection for domestic workers worldwide were conducted across communities. Additionally, based on community feedback and emerging needs, sessions on the Protection of Children from Sexual Offences (POCSO) Act, 2012, the Domestic Violence Act, 2005 and Legal Aid mechanisms were facilitated to 1,000 women domestic workers across 15 communities in Delhi.

Leadership development and capacity building

Strengthening grassroots leadership among women domestic workers remained a key priority throughout the year. Capacity-building initiatives were designed to enhance the confidence, knowledge and leadership skills of community leaders, known as Pehelkars, enabling them to take ownership of community mobilisation and support mechanisms.

A dedicated leadership development workshop was conducted with 28 Pehelkars, focusing on community facilitation, rights awareness, case support and collective action. From this group, 4 leaders were identified from 4 communities across Delhi to play a more active role in programme implementation and community engagement.

With ongoing mentoring support from community animators, these leaders independently facilitated awareness sessions in their communities and emerged as trusted resource persons for women seeking support. Pehelkars actively identified and responded to cases of violence, connected survivors to available services and promoted awareness of legal rights and entitlements. Their growing confidence and leadership have contributed significantly to strengthening community-based support systems and fostering local ownership of programme interventions.



Highlights from the Main Bhi programme

Evidence based advocacy with other stakeholders

MFF strengthened its evidence-based advocacy by publishing a Right To Information (RTI) study on the status of Local Committees in Uttar Pradesh, documenting women domestic workers' experiences of workplace safety through a Probex-supported project, and obtaining the Supreme Court Committee's report on a national law for domestic workers. On 10 December, the report was released through a national consultation, sparking dialogue on its recommendations and reinforcing collective advocacy for comprehensive legal protections and greater accountability.

Raksera, Panipat

At the Swabhiman Kendra in Raksera Gaon, 34 women and children participated in sessions on the POCSO Act and child protection mechanisms, strengthening awareness of safeguarding and reporting processes. The centre also provided digital literacy training to support women's livelihoods, enabling them to build an online presence for their businesses. Women entrepreneurs further showcased their handmade products at the 9th Martha Farrell Awards and on 4th Feb - MFF Day.

To expand the leadership model of MFF in Panipat, an award ceremony was organised at Raksera Village in Panipat honouring 13 grassroots leaders, recognising their commitment towards preventing and ending gender based violence in their village. A total of 801 participants including stakeholders from the Haryana State Commission for Women, Protection Officer, Chief Judicial Magistrate, Principals, Civil society organisations, advocates, village leaders, women and adolescents attended the award ceremony.

“

From domestic violence to abuse, I lacked any information that was important and relevant for me. Now that I know the law, I do not just stand up for myself, but for all the other women connected with me



Daraksha, Pehelkar,
Haji Colony, Delhi



Campaigns with the communities

During the 16 Days of Activism campaign, MFF conducted digital violence awareness sessions across 15 communities in Delhi, focusing on online safety, digital fraud and redressal mechanisms. Capacity-building sessions especially organised for Pehelkars' also helped strengthen their knowledge of gender and gender-based violence, case reporting and leadership, enhancing their ability to support others in their communities.

Initiatives by community leaders

This year, our community leaders, Pehelkars independently led community awareness sessions on gender rights, legal protections and labour rights. Women were mobilised to participate in collective discussions and rights-based forums. Community leaders provided first-response support to survivors of violence through information, referrals, and emotional assistance. Stronger linkages were established between communities and institutional support services. Increased confidence, ownership and leadership among Pehelkars helped sustain grassroots programme interventions.

“

I wish and demand that contract agreements are available for all women domestic workers, and that we receive the same dignity and respect as every other worker



Shashikala, Pehelkar,
Munirka, Delhi



Selvi's journey from silence to courage

"We are entitled to these rights, after connecting with the Martha Farrell Foundation (MFF), I gained knowledge of the laws, and I feel empowered to speak up and raise any issue".

Selvi's day begins at 9:30 a.m. in Jal Vihar, a slum near Hazrat Nizamuddin station. She travels to Jangpura to work as a part-time domestic worker, cleaning, cooking and washing across three kothis until late afternoon.

Beyond household chores, Selvi has become a community leader and MFF-trained Pehelkar, encouraging women to collectivise, know their rights and speak out. When she first attended MFF meetings five years ago, discussions on sexual harassment felt unimaginable. **"Ye ma'am log kaise-kaise baatein karte hain,"** she recalls. Over time, she learned to identify abuse, confronted an employer over verbal harassment and left the job. That was an experience that transformed her confidence.

Today, Selvi brings together around 60 domestic workers each month to discuss workplace safety, legal rights and fair working conditions. She helped promote an eight-point charter of demands for employers, including annual salary increments, regular leave and safe working conditions. **"Ab saal mein ek baar salary bhi badhwate hai hum log,"** she says.

Following the suspicious death of a young domestic worker in Lajpat Nagar, Selvi mobilised women to support the family and demand accountability, reinforcing community solidarity. She has also successfully raised civic issues such as poor sanitation in Jal Vihar. **"Mein bold rehti hu, kuch bhi hota hai bol deti hu,"** she says.

Inspired by her daughter, Kanimurri, Selvi continues to champion dignity, rights, and collective action for women domestic workers.

[Read more such experiences of collective action and resilience from the ground in our booklet : Junoon.](#)



MAINSTREAMING GENDER



Mainstreaming gender in working and learning spaces

This year, we continued to strengthen safe and inclusive working and learning spaces through a range of capacity building and sensitisation sessions and institutional engagements with corporates, civil society organisations, government departments and higher education institutions focusing on SHW Act compliance, gender sensitisation beyond just compliance parameters, and good workplace conduct. In addition, two specialised training sessions were organised for Internal Committee (IC) members to enhance their understanding of legal responsibilities, inquiry processes and survivor-centred approaches. Customised learning resources and B2B content were also developed to support organisations in mainstreaming gender and strengthening SHW implementation.



667

Employees trained on making workplaces safe under the SHW Act



511

Faculty members & students trained on SHW Act and the UGC Guidelines on making campuses safe



11

Internal Committees trained on redressal mechanisms under the SHW Act



14

Government, corporates and HEIs trained on the SHW Act



950

Students from BITS Goa trained on Gender related concepts and the UGC guidelines for making campuses safe

The approach



Individual

Enabling students and employees to understand the need for space learning and working spaces



Institution

Supporting HEIs, companies, CSOs, Government departments to ensure compliance with laws and policies



System

Building sustainable systems within learning and working spaces which respects Diversity, Equity and Inclusion beyond compliance



“

Over the years, Purple Audacity has greatly valued its association with Martha Farrell Foundation. It has been a pleasure to work with the team and understand POSH and DEI with enthusiasm, clarity, and conviction. What has stood out in Martha Farrell Foundation's approach is its ability to make these important conversations accessible, engaging, and relevant. Equally important is the challenge of sustaining interest among participants who attend such sessions year after year.

Sharmila Das, Chairwoman,
Purple Audacity Research and
Innovation Pvt Ltd.



GRASSROOTS-FEMINIST LEADERSHIP



Grassroot feminist leadership

Given annually in memory of Dr Martha Farrell to honour grassroots feminist leadership and unique gender mainstreaming practices of exceptional individuals and organisations from across India, 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 for their valuable contributions to everyday feminism.

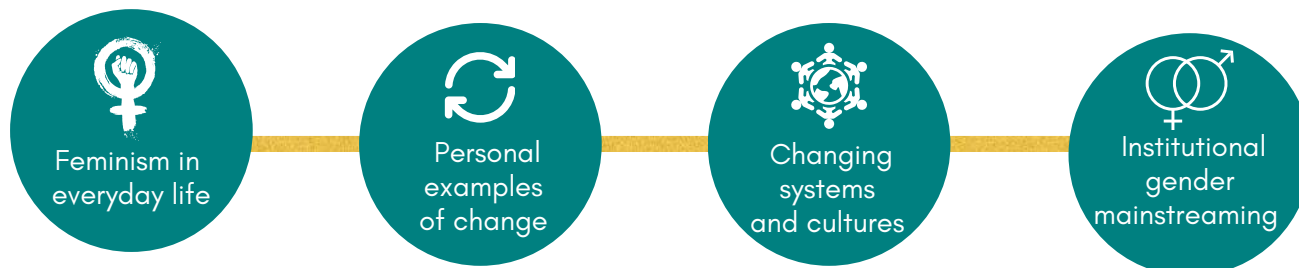
On 20 September, 2025, MFF hosted the ninth Martha Farrell Awards, in partnership with the Society for Participatory Research in Asia (PRIA).

This year, 181 nominations were received with

- 100 nominations in the individual category
- 87 nominations in the organisation category

The nominees were from 25 states and union territories of 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 winners



“

If a girl living in conditions like mine can raise her voice, then society, people, and the government will all have to listen. Meaningful and systemic change is possible.



Archana KR
(Most Promising Individual,
9th Martha Farrell Award)

“

We may not have formal degrees, but through our struggles, we have earned a PhD in life, we too dreamed of being given an award on a big stage, today that dream has been fulfilled by the Martha Farrell Foundation.



Nirmal Chandel, Founder, ENSS,
Himachal Pradesh
[Best Organisation Gender Equality,
9th Martha Farrell Award]



Archana KR

**Most Promising
Individual**

Archana KR is a social activist from Karnataka whose work is rooted in her own lived experience of exclusion. Growing up in a Dalit family without access to a toilet until the age of 14, she witnessed how poor sanitation, gender norms and caste inequalities intersect. For over 15 years, she has championed sanitation, menstrual hygiene and gender justice, working with Dalit, Adivasi and transgender communities across Karnataka.

In 2018, she founded Stand4SHE to bridge marginalised voices with policymakers and drive systemic change in sanitation and hygiene. Her participatory audits and advocacy contributed to a ₹100 crore allocation by the Karnataka government for toilet maintenance in schools. Through Stand4SHE, she has empowered women and transgender leaders, mobilised communities and resolved hundreds of civic and environmental issues, demonstrating how grassroots leadership can drive lasting policy reform.

Her work continues to blur the line between grassroots leadership and policy advocacy, proving that systemic transformation is possible when the most excluded voices lead the movement.



**Rural Women
Development Trust**

**Best Organisation for
Gender Equality**

Founded in 2005 in Salem district, Tamil Nadu, the Rural Women Development Trust (RWDT) is a grassroots organisation working to end bonded labour, human trafficking, and caste- and gender-based exploitation among the Dalit Arunthathiyar community. Over the past two decades, RWDT has supported women, children and families across nearly 70 villages through social, economic and political empowerment.

From 2002 to 2024, RWDT has achieved a significant milestone in empowering Arunthathiyar women and the Arunthathiyar community in Tamil Nadu. A total of 180 Self-Help Groups (SHGs) have been formed and led by Arunthathiyar women, engaging 2,520 members in collective development. Through these efforts, 2,896 families have been rescued from bonded labour, including the rehabilitation of over 10,000 women and 380 children.

Led by founder V. Alamelu Bannan, who herself grew up in a bonded labour household, the organisation has expanded from a small team into a multi-office institution that rescues and rehabilitates bonded labourers, manual scavengers and exploited children; promotes women's rights and protection from violence and advocates for minimum wages and the prevention of child marriage.



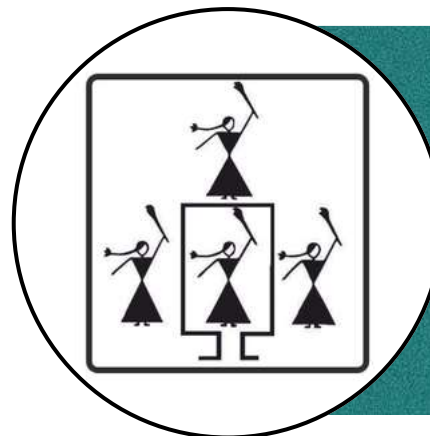
Jayanti Buruda

Special Jury Individual

Born into the Koya tribal community, Jayanti is a social activist advancing menstrual health, gender equality, community empowerment, and forest rights. Over the past decade, she has challenged barriers to girls' education and dignity, becoming the first student from her village to pass the 10th standard before studying journalism to amplify tribal voices. Through the Bada Didi Union, she has empowered women and girls across multiple villages by challenging menstrual taboos, promoting education and nurturing leadership.

During the COVID-19 pandemic, Jayanti returned to her village and began engaging with adolescent girls. Through Bada Didi Union, Jayanti now leads an extensive volunteer-driven network across rural Odisha. The Union has distributed over 7,000 sanitary pads in just seven months through eight Pad Banks, ensuring stigma-free access to menstrual hygiene products.

Recognised among the 2024 Forbes India W-Power self-made women, Jayanti combines lived experience, journalism and grassroots advocacy to create lasting change for tribal communities.



Ekal Nari Shakti Sangathan

Special Jury Organisation

Founded in 2005, Ekal Nari Shakti Sangathan (ENSS) is a grassroots collective in Himachal Pradesh that empowers single women—including widows, divorcees, unmarried, abandoned, Dalit, Muslim and trans women—to claim their rights and dignity. From just 105 members, ENSS has grown to over 16,000 women across eight districts, using street theatre, folk songs, and community mobilisation to challenge stigma and discrimination.

The inspiration behind ENSS stems from the lived experience of its founder, Nirmal Chandel. Widowed at 23, she faced social discrimination, not only ostracised by her community but also shunned at family gatherings, from being told what to eat and what to wear wherever she went. Nirmal endured social exclusion and loneliness, even contemplating suicide. However, her turning point came when she connected with SUTRA, a welfare organisation working for women's rights in Himachal Pradesh, which gave her a sense of belonging, a safe space, and the tools to rebuild her life. After passing her 10th grade, Nirmal left everything behind and started doing accounting at SUTRA.

Through peer leadership and sustained advocacy, the organisation has influenced key welfare policies, strengthened the recognition of single women and built a powerful network of leadership and solidarity.

Knowledge resources



Junoon - Stories of community leaders from past 10 years

Impact booklet



Assessing Child Protection Mechanisms in Delhi government schools

RTI research



9th Martha Farrell Award Report

Event report



Mapping Silent Stories

Process documentation study



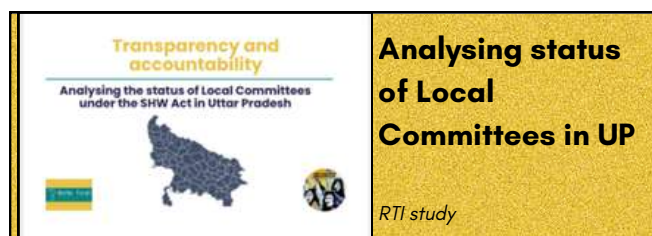
Breaking silence : Adolescent boys in dialogue on menstruation

Research study



Strengthening agency of women and girls to address GBV

Project Report



Analysing status of Local Committees in UP

RTI study



Work without security

Research study

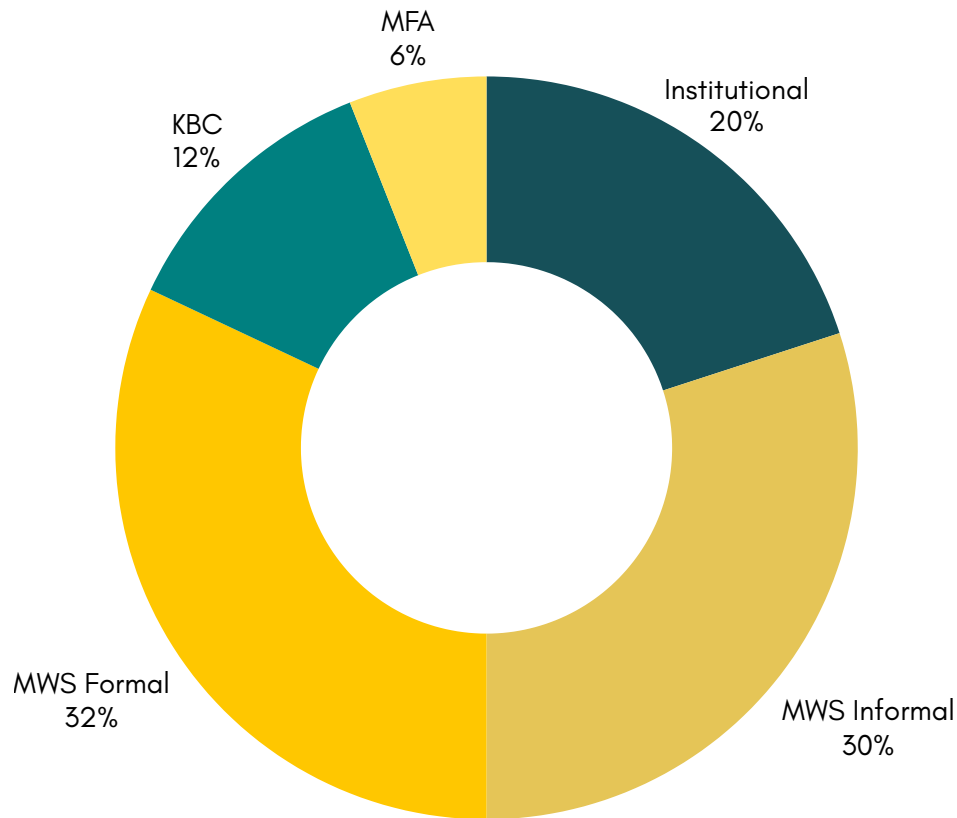


Voices of Safety

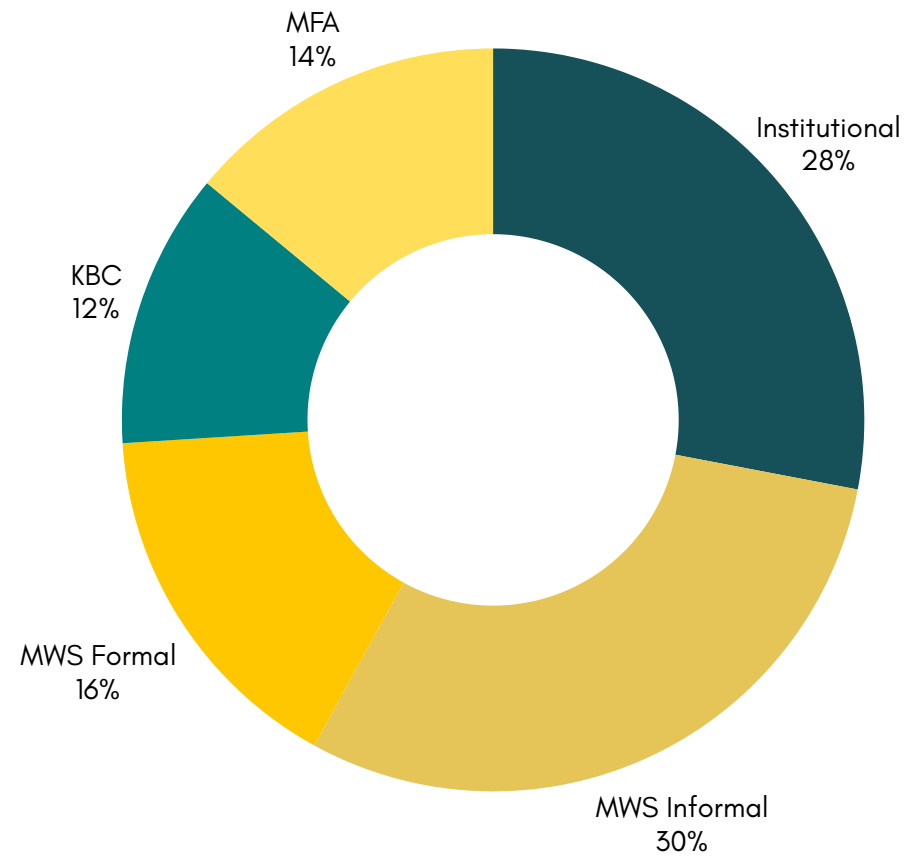
Impact report

Financials

Revenue Rs. 83.89 Lakhs



Expenses Rs. 83.50 Lakhs



Our team

Head Office

- Tariqa Farrell Tandon
- Samiksha Jha
- Nandita Pradhan Bhatt
- Tariqa Farrell Tandon
- Bindu Baby
- Piyush Poddar
- Samia Siddiqui
- Anshul Sharma
- Siddhant Pasricha
- Stuti
- Taruna Kashyap

Field staff

- Sonia Khatri
- Anju
- Helen Raj
- Cyrilla Toppo

Interns

- Imrose Darakhshan
- Elbee
- Ragini Tiwari
- Aradhya Sinha
- Shabeen
- Arko Mukherjee
- Abhinav

Consultant

- Saroj Sahu

Governing Board

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



Workplace safeguards

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)
- Stuti (IC Member)
- Anupradha Singh (External Member)

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

- Sonia Khatri for Panipat, Haryana
- Helen Raj for South Delhi

Number of training workshops conducted on the SHW Act, 2013: 1

Number of staff members oriented on the SHW Act, 2013: 17

CHILD PROTECTION

Child protection committee:

- Samia Siddiqui
- Sonia Khatri
- Siddhant Pasricha

Number of training workshops conducted on child safeguarding under the POCSO Act 2012: 1

Number of staff members oriented on the child safeguarding under the POCSO Act 2012: 17





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