

**MARTHA FARRELL FOUNDATION**

The logo for the Martha Farrell Foundation, featuring a stylized number '7' followed by the text 'Martha Farrell' and 'FOUNDATION' below it.

# **ANNUAL PROGRESS REPORT**

## **April 2018 - March 2019**

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# About Martha Farrell Foundation



On 13 May, 2015, Dr. Martha Farrell was killed, along with 14 others, in a terrorist attack on a guest house in Kabul, Afghanistan. She was there to conduct a gender training workshop with the Aga Khan Foundation. Dr. Farrell devoted her life to promoting gender equality, women's empowerment and feminism in everyday life.

The Martha Farrell Foundation (MFF) has been set up to carry forward Dr. Martha Farrell's spirit and legacy by advancing her pioneering work on gender mainstreaming and adult education, with the overall goal of achieving gender equality in India and around the world.

## **VISION**

To sustain Dr. Farrell's ideals, values and principles, by progressing her pioneering work on women's empowerment, gender equality and adult education, with long-term commitment and excellence.

## **MISSION**

The Martha Farrell Foundation supports practical interventions which are committed to achieving a gender-just society and promoting life-long learning. These interventions include:

- Youth-led campaigns engaging youth in gender issues.
- Training and development programmes to facilitate understanding of gender mainstreaming in organizations and communities and raise awareness on the issue of sexual harassment at workplace.
- Scholarships and fellowships to develop new knowledge and the professional practice of promoting gender equality, leadership of women and prevention of sexual harassment at workplaces.

# Kadam Badhate Chalo

The logo for the Martha Ferrell Foundation, featuring a stylized number '7' followed by the text 'Martha Ferrell' and 'FOUNDATION' below it. The logo is positioned in the top right corner of the header area, which has a teal background with a repeating diamond pattern. Two yellow rectangular bars are placed above and below the logo.

Kadam Badhate Chalo is a platform through which youth of all genders come together to take collective action on ending violence against women and girls in their own communities. Its unique design aims at capturing the needs of the youth. Through this programme, youth leadership among boys and girls is developed and supported, while also providing them with the skills and tools to lead this change.

This project thrives on a partnership model, where the youth work in close proximity with the members of their communities and those individuals directly linked to the everyday lives of these youth. This includes parents, teaching and non-teaching staff of educational institutes, service delivery persons (public transportation officials, shopkeepers, etc.), local elected leaders and citizen leaders, among others.

The programme is guided by the belief that the root of ending violence against women and girls lies in changing the gender relations and equations between men and women, and boys and girls. This goal cannot be achieved without the active participation of the youth in the community, especially young men, who must take a stand and tangible action against violence against women and girls.

## **Outreach (2018-19)**

Youth Leaders	300 (171 boys and 118 girls) recognised
Youth mobilised	4084
Events held	50
People reached	8000+
PSAs	29 completed and shared
Institutions	27

# Kadam Badhate Chalo

## KBC Outreach (Cumulative 2016-19)

Youth Leaders	3369 (1662 boys and 1707 girls)
Community Youth outreach	32000
Locations	27 locations across 14 states
Community engagement	2.98 million
Events held	500+
Institution outreach	73

## Key Features

- Young girls and boys are the agents of change in their own communities.
- Addresses attitudinal change and personal responsibility in both boys and girls, with a specific focus on men and boys.
- Promotes and emphasizes equal participation and partnership among boys and girls.
- Peer learning is key to behavioural change. The activities of the programme encourage young people to share information and learn from each other.
- Demands both individual and institutional accountability to ensure sustained success of the programme.

## KBC Sites and Partners

- |                          |                                |
|--------------------------|--------------------------------|
| • Deogarh, Jharkhand     | Frontal Development Foundation |
| • Hyderabad, Telangana   | Rubaroo                        |
| • Mumbai, Maharashtra    | Anubhuti                       |
| • Bengaluru, Karnataka   | Makkala Jagriti                |
| • Kharibari, West Bengal | CINI                           |
| • New Delhi, Delhi       | Shakti Shalini                 |

# Kadam Badhate Chalo

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## Activities conducted under KBC

- **Getting to know each other:** This sports-based programme was conducted with local partners, who were trained by Pro Sport Development (PSD), which brought together youth interested in participating in KBC. 830 youth (46% female) participated in the first sessions of the programme. Of these participants, 300 (48% female) were identified as potential leaders of their community. The sports-based methodology gave participants an opportunity to play together and experience equal partnership.
- **Building Understanding on Gender:** The identified potential youth leaders were invited to a 3-day workshop, led by MFF and PSD, where they focused on issues such as understanding the notions of patriarchy, gendered roles, access to resources, and common practices in communities. The discussions were held using the mediums of sports, indoor activities, small group discussions and audio-visuals. During the workshop, the youth questioned and discussed why girls and boys are treated differently in their families, schools, societies, and even in cultural practices. A total of 225 youth leaders were trained.
- **Understanding Violence:** All 830 youth participants also participated in sessions aimed at deconstructing gender and patriarchy, to understand how it results into violence in the lives of women and girls. These sessions provided a platform for participants to question their own attitudes and behaviors in the everyday lives.
- **Leaderships:** The core youth leaders participated in a 3-day workshop on leadership using sports. This workshop allowed them to understand various aspects of becoming a responsible young leader of their own community. Soft skills such as leadership, communication, team-work, team-building, self-esteem and handling peer pressure were practiced, attempting to help the youth take up issues in their communities in an organized manner.

# Kadam Badhate Chalo

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## Activities conducted under KBC

- **Participatory Safety Assessment (PSA):** The core youth leaders learned to use PSAs to assess the safety of women and girls in public spaces. The youth successfully carried out 65 PSAs in 6 locations, the findings of which were shared with the concerned stakeholders. This resulted in the following changes:
  - In Hyderabad, the infrastructure of 2 colleges were improved. The wall was fenced, CCTV cameras were installed, and a committee was formed by the youth to address the issues that were coming from the youth of the community (Hyderabad).
  - In Darjeeling, the youth identified their homes as unsafe spaces, and, upon further probing, the issue of child marriages arose, and 3 child marriages were prevented.
  - In Deogarh, the youth successfully negotiated for the provision of clean water in schools for menstrual health management – water taps and toilets were installed in schools, and the community ensured that public toilets were maintained.
  - In Mumbai, the youth started their own study groups and organized community meetings to raise awareness on transgender rights, healthy relationships and safe spaces.
- **Annual Youth Leadership Programme, 'Antargoonj - Voices of Change':** 30 selected youth leaders from Haryana, Delhi, Hyderabad, Mumbai, Darjeeling and Deoghar participated in the annual youth leadership programme, held in Delhi. These youth were selected based on their perspectives on gender, how KBC has impacted their journey and their contributions to their community. This year's workshop objectives included learning how to identify issues in communities, learning participatory methods of data collection, and analyzing data for advocacy and lobbying stakeholders. Different tools such as debate, poetry, theatre, dance, sports and music were explored, in order to assist the youth leaders to reach out to their communities and raise awareness creatively.

# Kadam Badhate Chalo

Major events organised and celebrated by  
KBC youth leaders

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A total of over 4,000 community members were reached through the 30 youth-led events organized in 6 locations. 23 different institutions participated in these events. Some of the major events from the KBC locations are as follows:

## Deoghar

- **Nutrition Day:** A daylong event was organized where the youth discussed why it is important to have a nutritious meal, which food items can provide maximum energy to the body for development, and the importance of nutritious meal for expecting mothers.
- **World Menstrual Hygiene Day:** This day was celebrated with young girls and their mothers. The youth leaders discussed myths and facts about menstruation, healthy menstrual hygiene practices, and biodegradable products that can be used by women and girls.

## Hyderabad

- **Rubaroo with Gender Public Event:** A public event which was open for all was organized, where the self-facilitated activities allowed participants to explore different facets of one's gender identity. This included an insight into safe and unsafe spaces for different genders, quizzes to challenge pre-existing notions about gender roles, word search activities, film-screenings, panel discussions and open mics. The overarching theme of the event was on ending gender-based violence in the world of work.
- **Youth Advocacy on Gender, Rights and Constitution:** This was another public event for the youth of Hyderabad to spread awareness on gender and rights. This event also celebrated the youth leaders and felicitated them for their active participation.

# Kadam Badhate Chalo

Major events organised and celebrated by  
KBC youth leaders

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## Mumbai

- **Youth meet:** The youth leaders had an open dialogue with other youth and community members on the issues that the Indian youth are facing. This included discussions on reservations and the conflict in Kashmir. These discussions were supported with songs and performances by the youth.
- **Constitution Literacy Exam:** The youth came together to learn about the Indian Constitution in creative ways. They first discussed the constitution with students from Model College (Dombivli- East), and then organized a small exam to test their knowledge.

## Kharibari

- **16 days of Activism:** A series of small events were planned during the 16 days of activism, which runs from November 25 to December 10 every year. Events included group discussions with community members on gender-based violence, drug abuse, domestic violence, violence against young boys perpetuated by young women and increasing enrollment of girls into schools.
- **Ending Child Marriage:** A district-level event was organized by the young leaders from Kharibari with the district administration, which resulted in inspiring 3 young girls to stop child marriages in their own homes.

# Kadam Badhate Chalo

Major events organised and celebrated by  
KBC youth leaders

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## Bengaluru

- **Youth Identify Safe Spaces:** In this open-discussion, the youth discussed and shared their own perceptions of safe spaces inside their school, tuition centers, public spaces, colleges and their homes. This event helped the youth understand what a safe space means, and how it can be different for different people.
- **Engaging with Parents:** Two parent workshops were conducted, where the focus was on various aspects of positive parenting. Parents were encouraged to give equal opportunity to girls and boys, give constructive feedback for their studies and career choices instead of confining them to their prescribed gendered careers, and allowing girls and boys to socialize talk freely. Awareness on personal safety and gender sensitization was also discussed.

# Other Programmes

## #NoMoreBoundaries



Developed under the KBC flagship, #NoMoreBoundaries takes an integrated approach to combating violence against women and girls, aiming to strengthen the voice, self-reliance and economic participation of young girls. It focuses on aspiring young girls to assert their agency to lead change; prepares boys and men to support them in realising their aspirations in an enabling environment, and; reforms the capacities of public and private institutions (to be responsive to and inclusive of young girls. To date, the programme has engaged with almost 3000 adolescent boys and girls (with approximately 1200 girls) in 10 secondary schools and Industrial Technical Institutes (ITIs) in Sonapat, Haryana.

This programme believes that a young person's personal interactions and positive experiences in adolescence can turn into a lifelong commitment to make sustained contributions to their communities. As active citizens, the programme hopes that the youth leaders will continue to work with panchayats and their local elected representatives to nurture a supportive environment for adolescent girls to realize their aspirations. The project is supported by ABInBev, a global brewer and one of the world's leading consumer product companies.

### Outreach

Youth Leaders	278 (147 boys and 135 girls) recognised
Community Youth mobilised	2608 (1688 boys and 920 girls) mobilised
Events	15
Community outreach.	5000 (approx.)
PSAs	50 (shared in 10 schools; 5 ITIs)
Institutions	21

# Other Programmes

## #NoMoreBoundaries

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### Activities conducted in #NoMoreBoundaries

Under the project, a baseline survey was conducted in October 2018 with students from 10 schools and 5 ITIs. A total of 1225 students between the ages of 13 and 18 years participated in the study, including 641 boys and 584 girls. The study focused on exploring the perceptions of young people on gender in the context of women's safety in public spaces and within their own communities. The study found that 33% boys and 36% girls felt that behavior such as winking, whistling, and passing comments are harmless and a part of teenage boy's adolescence, and this behavior does not warrant any punishment.

We also found that 46% of boys and 39% of girls believed that girls are to be blamed for eve-teasing, because they dress provocatively. 85% boys and 91% girls held the belief that a woman's happiness lies in taking care of their family. Only 20% of the boys and 37% of the girls who participated in the study claimed to have fairly good idea about menstruation.

- **Gender and Life Skills:** Gender and Life Skills sessions were conducted with school and ITI students (1955 youths including 843 girls and 1122 boys), aimed to direct the youth's attention towards social and cultural processes, their different impacts on men and women, and on the relationships between women and men.
- **Adolescent Health and Hygiene:** Adolescent Health and Hygiene sessions were held in order to raise awareness among youth about different changes that occur in their bodies during adolescence. The understanding of these changes would help the youth develop a proactive approach so as to effectively deal with these changes, which could otherwise be confusing. The programme also included introductory sessions on the subject of "Understanding My Body" which was conducted by Auxiliary Nurse Midwives (ANMs), frontline health workers in the local community.

# Other Programmes

## #NoMoreBoundaries

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- **Participatory Safety Assessment:** A large part of the project focused on enhancing leadership among both boys and girls to take action on creating safe spaces within their schools, ITIs and villages. Members of youth clubs, formed under the project, conducted PSAs in 10 villages, 10 government schools and 5 ITIs. While conducting the PSAs, the youth understood that beyond the physical space, it was the attitudes and mindsets of the individuals residing in these spaces which impacted women's safety. Through the PSAs, it was found that:
  - Girls remained in places close to their houses or basti are safe because they are easily accessible and since they are familiar with the people around these places.
  - Girls avoided going to any space outside their own basti. If they did go, then they would ensure that they were always accompanied by other women and girls, or other male member of the family.
  - Boys claimed that since they viewed girls of their village as their sisters, any harassment that girls were facing was from boys from other villages and bastis.
  - Girls found public places like schools, farms, courtyards, Aaganwadis, banks, ITIs, railway stations, and auto stand as safe in the morning, but these same spaces became very unsafe at night, as boys and men would loiter here in the evenings.
  - Girls felt uncomfortable around liquor shops, and they felt that inebriated men were more likely to stare and pass comments at girls and women.
  - A lack of public transport is a major problem for girls. Girls felt that while waiting for public transportation, men and boys on bikes would stare and harass them, especially in the evenings and at night. They further noted that, at times, they have had to wait between 2 and 3 hours to get an auto or a bus, increasing their feelings of vulnerability and unsafety.

# Other Programmes

## #NoMoreBoundaries

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- **Livelihood Aspiration Study:** 944 students (500 boys and 444 girls) from schools and ITIs identified through the project participated in a rapid assessment that aimed to study the livelihood aspirations of youth. From the data gathered, it was understood that 35% of girls wanted to become teachers, engineers, accountants, advocates, bankers, scientists and pilots. It was further found that due to high competition, lack of awareness of career choices and lack of financial resources, both boys and girls find it challenging to pursue the career of their choice.

Selected participants from this study were awarded a fellowship, in which they received intensive leadership training in Delhi in order to prepare and implement their own social action plans in their schools and colleges. Some of the innovative projects were initiated by the fellows included finding practical solutions to issues like adolescent health and hygiene, responsible drinking, safety of women and girls in public spaces, and breaking menstruation myths.



# Other KBC Flagship Programmes



- **Gender and Leadership Training for Tibetan Youth:**

Two workshops on gender and leadership were conducted for Tibetan youth two Tibetan organizations – the Tibetan Women’s Organization and the National Democratic Party of Tibet.

- **Collaboration with Magic Bus:**

One gender and life skills session was conducted in Government Senior Secondary School, Mayurvihar with 80 girls between the age group of 14-15 years.

- **Collaboration with O.P. Jindal Global University:**

A daylong gender session was conducted with 87 summer school students in OP Jindal Global University. Discussions were held on gendered identities, stereotypes, leadership and forms of communication.

- **Martha Farrell Foundation Summer Camp for young leaders:**

9 students from Delhi-NCR (6 female and 3 male) attended the summer camp at MFF over the period of a month. Participants of this summer camp were initiated to the issues around gender, sexual harassment at workplaces, and other related themes. The participants were also taught basic research methodologies, and with this combined knowledge, they worked in groups to plan for and implement innovative projects in their schools, housing complexes, and with their peers.

# KBC - Moving Forward

KBC 4.0 has now been implemented in 3 locations across India. A new curriculum has been prepared by the MFF team, which is being implemented in 4 schools in each location, focusing on 120 students between the ages of 14-16 years, with an equal ratio of boys and girls.

With the revised curriculum, KBC 4.0 plans to focus on the impact of the programme on a select number of youth leaders in limited locations.

Youth leaders will undergo an intensive 12-month training programme which goes beyond gender and violence against women and girls – rather, the training also focuses on health, soft skills, and career aspirations. KBC 4.0 is being implemented directly by MFF or by trusted on-ground partners, with robust training, monitoring and evaluation procedures. Further, this iteration of KBC aims to document the process through more creative and innovative platforms, and hopes to gain more media visibility.

## **KBC 4.0 Outreach (April 2019 - present)**

**Youth:** Approx. 600 (equal ratio of boys and girls)

**Locations:** 3 (4 schools in each location)

Under KBC 4.0, another programme titled “Go Girls Go” is being implemented in 4 government schools in Delhi, with 100 youth participating from each school. Focusing on the broad themes of gender, violence against women and girls, health, and livelihood, this projects aims to:

- Help adolescent girls gain self-confidence and assert their voice
- Ensure adolescent boys' sensitisation and demand equal rights for women
- Support adolescent girls in assertively pursuing their aspirations
- Support 30 girls to pursue the career of their choice

## **Go Girls Go Outreach (April 2019-present)**

**Youth:** Approx. 400 (equal ratio of boys and girls)

**Locations:** 4 government schools

# Making Workplaces Safe

The recent past has seen an unprecedented increase in the number of cases of sexual harassment of women in the workplace in India, despite the Government's approval of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (SHW Act) in 2013. Further, despite this rise in reported numbers of sexual harassment, many workplaces do not have the appropriate mechanisms to prevent and address sexual harassment, though they are mandated to by the law. Organizations that do have mechanisms in place do not actually have the capacity to act appropriately, and generally lack awareness of what constitutes sexual harassment and the procedures to be undertaken in the event of a complaint – thus, meaningful compliance is lacking.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act includes in its ambit both formal and informal workers. While the Act has been able to enforce compliance in formal organizations to some extent, mechanisms to address issues of Sexual Harassment at Workplace for the informal and unorganized sectors are grossly inadequate. The 2013 Act mandates the constitution of a Local Committees (LC) at the district level for prevention, prohibition and redressal of sexual harassment. The constitution of LCs and its effective functioning is of particular relevance for the informal sector.

The lack of organization, capacity, and support, in the informal sector make the challenges women face doubly difficult. Sexual harassment therefore goes unreported. The lack of awareness of the procedures to be followed and harassment at workplace is exacerbated by the ambiguities and the lack of understanding of the Act. The lacuna lies in the constitution of LCs and their effective functioning. LCs have not been formed and, wherever formed, they have remained ineffective and unresponsive to informal sector.

MFFs Making Workplaces Safe programme envisaged that every district, block and national level organisation meets the standards of a meaningful compliance system.

# Making Workplaces Safe

Taking into consideration the particular challenges faced by workers in the informal sector with regards to sexual harassment in the workplace, MFF has, this year, focused on organizing informal workers, especially domestic workers, in raising awareness about sexual harassment at workplaces and the redressal mechanisms available. This work is implemented through several consultancies, including a grant by the Dutch Embassy.

## Some of the highlights from this year's program:

- **#MeToo** reached the domestic workers that the Foundation has been working with since early 2018. The project has reached out to 1518 domestic workers in the past year, and used art-based participatory research methodology to aid women in telling their stories of sexual harassment.
- **#DignityOfMyLabour Campaign** was launched in June 2018 to engage with other stakeholders associated with the professional life of domestic workers. Online activities, a panel discussion and a street theatre performance were some of the events that were organized as part of the campaign. Since the middle class is the largest employer of domestic workers in India, raising awareness among middle class and youth across India was a central goal of the campaign, and social media was the vehicle employed to engage with this audience.

On June 16, International Domestic Workers' Day was celebrated by organizing a Tweet chat to promote the issues of the campaign. The chat was led by three notable influencers:

- Ms. Namita Bhandare, a journalist with more than 30 years of experience of reporting on gender and social issues.
- Ms. Tripti Lahiri, author of the critically acclaimed book 'Maid in India'.
- Mr. Anshul Tiwari, Founder and editor in chief of Youth Ki Awaaz, an online media journal that shares impactful stories.

# Making Workplaces Safe

On the eve of International Domestic Workers' Day, a street play on the rights of domestic workers was performed in Huda City Centre Metro Complex, Gurgaon. This street play, which reached an audience of 250 people, sensitized the general public about the rights of domestic workers.

- **Panel discussion on Protecting and Promoting the Rights of Domestic Workers in India** was held at Oxford Bookstore in New Delhi, with more than 50 participants present. The three panelists, Ms. Khadija, a domestic worker and leader of Ekta Group in Gurgaon, Mr. Subhash Bhatnagar, Convener, National Domestic Workers' Forum and Mr. Alok Kumar, trade unionist and independent researcher, conversed with MFF on how domestic workers can be collectivized to lobby and advocate with the government for a comprehensive legislation to protect their rights.
- **State Level Consultative Workshop on the Implementation Of Sexual Harassment At Workplace Act 2013 for the Informal Sector**

A study based on Right To Information (RTI) findings conducted by MFF found that LCs have only been formed in 3 of Delhi's 11 districts. A state level consultation was thus organized, in order to bring together a list of actionable points for the holistic and meaningful implementation of the Act in all of Delhi's districts.

The consultation, held on September 10, 2018 at India International Centre, New Delhi, was attended by over 70 stakeholders from civil society, trade unions, academia, media, and the informal sector. The Delhi State Government and the Delhi Commission for Women also joined the consultation. Deputy Chief Minister of Delhi, Mr. Manish Sisodia, was the chief guest.

# Making Workplaces Safe

Following his commitment at the consultation, Mr. Sisodia called a meeting of all District Magistrates and Deputy Commissioners from the 11 districts of Delhi and officials from the Department of Women and Child Development. The Foundation was a special invitee for this meeting.

In the meeting, Mr. Sisodia demanded that officers ensure that the law is complied with and appropriate steps are taken to make all 11 districts safe workplaces. The Foundation continues to work closely with the Department of Women and Child Development of the Delhi Government for the state's compliance on implementation of the SHW Act.

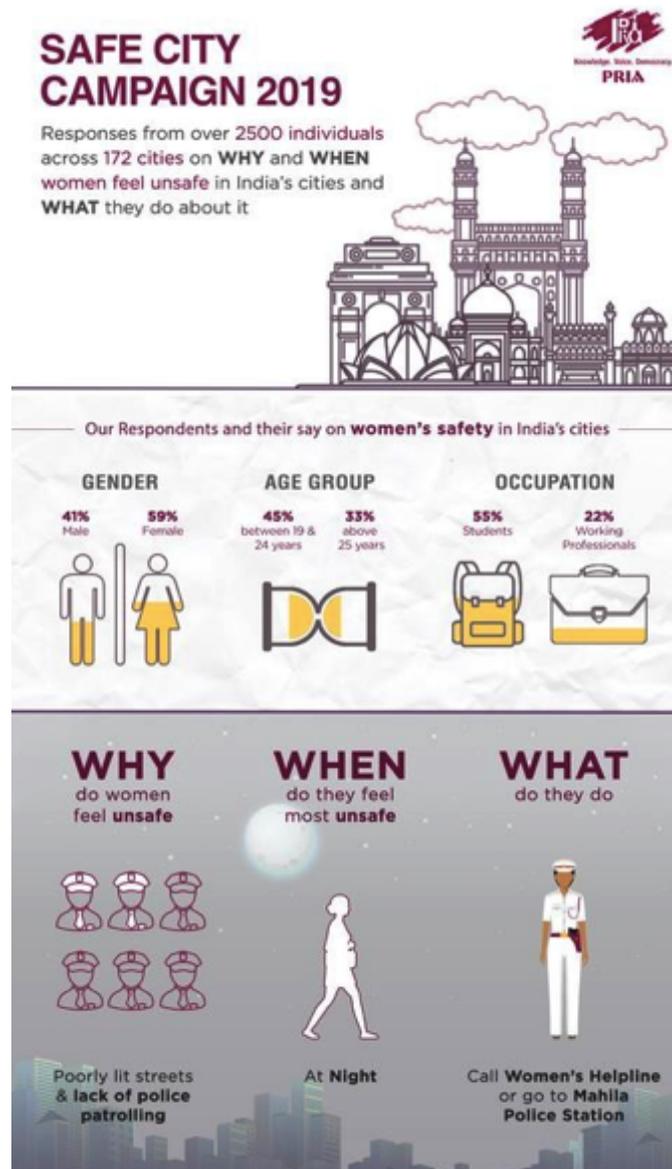
The project has prepared standard operating procedures based on the Act for all the LCs in Delhi, which aims to reach out to all women in the informal sector. The foundation is also a member of the Local Committee of South East Delhi. The plan for the next year is to advocate for replication of this model at the National Level.

- **Safe Cities Campaign**

In collaboration with PRIA, MFF launched a 'Safe Cities' campaign in March 2019, aimed at making cities more responsive to women's safety. The campaign had an outreach of 3500 participants, with events being conducted in more than 20 cities across the country. An outline poll was conducted which indicated that women feel most unsafe at night, particularly in poorly lit streets where there is lack of police patrolling.

# Making Workplaces Safe

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- **Training and capacity-building**

Since its inception, MFF has been committed to supporting organisations from all sectors to achieve meaningful compliance of the SHW Act. A sector wise view of the interactions including the modalities of these interactions is presented as follows:

# Making Workplaces Safe

## Development sector:

- JSI Snow Inc. is a public health management consulting and research organization dedicated to improving the health of individuals and communities throughout the world:
  - Online training (121 logins)
- Médecins Sans Frontières (MSF) is an international humanitarian medical non-governmental organization, known for its projects in conflict zones and in countries affected by endemic diseases:
  - End to end compliance, third party representation
- The Public Affairs Centre, a not-for-profit research think tank situated in Bengaluru, Karnataka works to improve the quality of governance in India:
  - End to end compliance

## Private sector:

- Clifford Chance is a multinational law firm headquartered in London:
  - Training of Internal Committee (IC).
- Superdry India Private Limited is a UK branded clothing company:
  - In-person training for all employees.
- Hachette Book Group is a publishing company owned by Hachette Livre, the largest publishing company in France, and the third largest trade and educational publishers in the world:
  - Online training (55 logins)
  - 1 in-person training of 25 support staff
- DMI Finance is a Non-Banking Finance Company headquartered in Delhi:
  - End to end compliance
- Gram Vaani is a social tech company:
  - Training of Delhi team and senior people from other locations
  - Third party representation
- Renault Nissan is the world's leading automotive company:
  - Third party representation

# Making Workplaces Safe

- EIH, Trident and Oberoi Group of Hotels together are a premier group of hotels with luxury properties across the world:
  - Trainings for executives, senior executives and IC members
- PTC India Limited is an Indian company that provides power trading solutions, cross border power trading, and consultancy services:
  - Trainings of senior staff and IC members

## **Government:**

- Ministry of Skill Development and Entrepreneurship National Skill Development Corporation (NSDC):
  - Online training (247 logins)

## **Other collaborations:**

## **International:**

- Committee member in Africa End Sexual Harassment Initiative

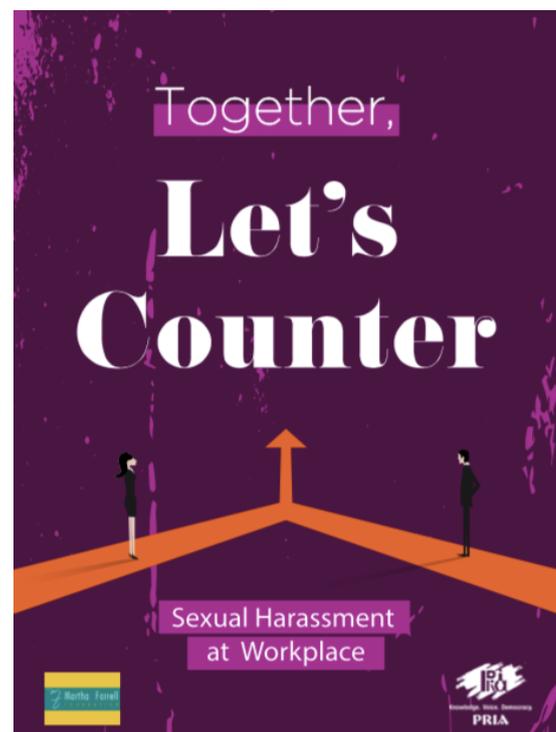
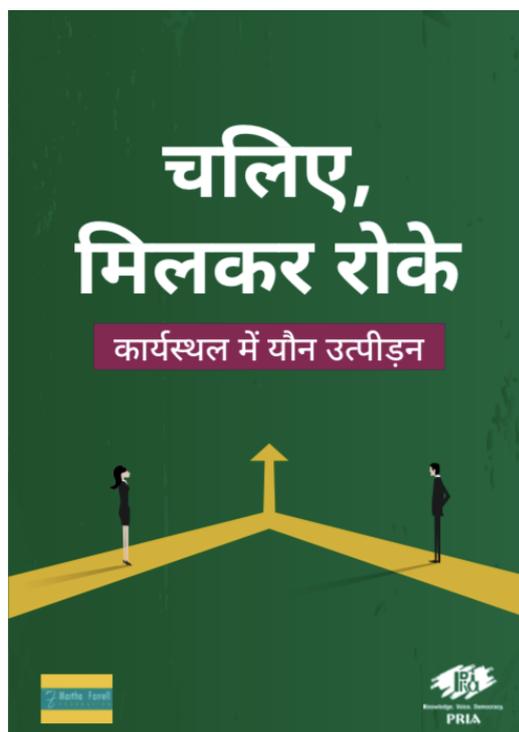
## **National:**

- Member in Special IC for Delhi Fire Services
- Member Special IC for Ministry of Tourism
- Member in LC of South East Delhi
- Member in Monitoring Committee for Juvenile Homes in Delhi
- Member in Anti – Ragging Committee, Bhagat Phool Singh Mahila Vishwavidyalaya, Sonipat
- Faculty for SHW in V.V. Giri National Labour Law Institute

# Making Workplaces Safe

- **Learning materials produced:**

- 1 hour online training module on SHW Act 2013 (English)
- Set of 5 posters (Hindi and English)
- Handbook on sexual harassment at workplace (English)



# Making Workplaces Safe

- **Compliance of SHW Act 2013 in District of Deogarh, Jharkhand**

A district level consultation on the compliance of SHW Act 2013 was conducted in Deogarh followed by orientation programmes of over 540 persons, which included the cleaning staff of Baidyanath Temple, students of Kasturba Vidyalaya, media, government officials and domestic workers.

- **MFF - NAPSWI Scholarships to social work students for research on Sexual Harassment at Workplace**

The Foundation offers 2 annual scholarships 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.

- **MFF-NAPSWI Scholarship was awarded in New Delhi**

Sakcham Jha and Harshali Nagrale were awarded the scholarships during the NAPSWI Congress 2018.

**Harshali** in her research has explored the impact of sexual harassment on Elected Women Representatives (EWRs) in the Panchayats in the Chandrapur and Gadchiroli districts of Maharashtra. She also tried to understand how EWRs respond when faced with sexual harassment at workplace and whether they are able to access the redressal mechanism. Through her research, she has tried to advocate for strengthening the SHW Act for EWRs in Maharashtra. She believes that for engendering grassroots governance, the issue of sexual harassment at workplace has to be prioritized and firmly dealt with.

**Sakcham** researched how Aanganwadi Workers in Delhi, who are frontline workers within the Integrated Child Development Services (ICDS) in India, are affected by sexual harassment at workplace, how they respond to it and whether the redressal mechanism under the SHW Act is accessible for them.

# Making Workplaces Safe

Sakcham conducted his research in slums of Seemapuri in New Delhi. Through multiple interactions with Aaganwadi workers, government officials and civil society stakeholders in India, Sakcham is endeavouring to bring out how prevention and redressal mechanisms for sexual harassment at workplace can be made responsive towards government appointed frontline workers, who deliver door-to-door services.

Sakcham Jha and Harshali Nagrale 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.

## Outreach (2018-2019)

Media (Print)	64
Media (online)	212
Online outreach through events	139135
Major Events	24
Direct Engagement through events	4410
Trending of #DignityOfMyLabour	4.8 Million
	18.48 Million (impressions)
Trainings with employees	1111
Institutions trained	13
Internal Committees formed	12
Cumulative: Trainings with employees	26111
Institutions	63
No. of training	63
Local Committees formed	5
Committees formed for third party	16

## Ongoing:

No. of trainings conducted	12
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# Making Workplaces Safe

**Dr. Martha Farrell was awarded with a lifetime achievement award for her outstanding and distinct contribution as a social work practitioner during the NAPSWI congress.**



**A pre-congress session was conducted by Martha Farrell Foundation on the issue of sexual harassment at workplace for students and faculty of social work departments from across the country.**





# Making Workplaces Safe

- **Martha Farrell Memorial Fellowship in collaboration with the Association of Commonwealth Universities (ACU)**

The Martha Farrell Memorial Fellowship draws on the Foundation's expertise to offer a staff member from an ACU member university in Asia training and support to enable them to institute an effective anti-sexual harassment initiative at their home university. The fellowship offers a one-week training programme hosted by MFF in New Delhi, India. As part of the application, the applicant needs to submit an outline action plan showing how their home institution can address the issue of sexual harassment on campus. The training offers practical solutions and advice for the implementation of the plan. Six months after returning to their institution, the fellow submits a detailed report showing how the training has enabled them to put the action plan into effect.

This was the third round of this fellowship. It was open to professional and academic staff of ACU member universities in Asia and Africa.

- Dr. Fatihya A. Massawe from Sokoine University of Agriculture (SUA), Tanzania was the recipient of the 3rd ACU fellowship. Dr. Massawe is a Senior Lecturer and Researcher at the Department of Policy, Planning and Management at SUA.
  - Along with Dr. Massawe's training, Nandita Bhatt, Director-Operations at MFF conducted a two day Training of Trainers (ToT) on the prevention of Sexual Harassment at Workplace with 30 students, staff and faculty at. An anti - sexual harassment policy was formed for the university as a result of this fellowship and workshop.
- Africa End Sexual Harassment Initiative (AESHI) is partnering with the Martha Farrell Foundation to strengthen its collective capacity to lobby for and contribute to the development of a regional model law on sexual harassment for Africa which once complete will be incorporated into domestic jurisdictions.

# Making Workplaces Safe

**Date** 16th -18th October 2019  
**Venue** PRIA office  
**No. of participants** 12 from different Africa  
(Zimbabwe, Kenya, Ethiopia, etc.)



# Martha Farrell Award for Excellence in Women's Empowerment

Martha Farrell  
FOUNDATION

The Martha Farrell Awards for Excellence in Women's Empowerment has been instituted to honour Dr. Martha 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.

The annual Award has been jointly instituted by the Rizwan Adatia Foundation (RAF) and the Society for Participatory Research in Asia (PRIA). The award is given under two categories for the 'Most Promising Individual' and the 'Best Organisation for Gender Equality'.

## Highlights of the Martha Farrell Award 2019:

- A total of 132 nominations (55 in the institutional category and 77 in the individual category) were received from 17 states of India.
- A wide variety of individuals (including activists, media-persons, academics, sportspersons, artists, government officials and entrepreneurs) and organizations (including civil society, grassroots, social enterprises, non-profits, academic and media) applied for the award.



The evaluation of the nominations was divided in four rigorous steps. Ms. Manu Gulati was conferred the award for the Most Promising Individual and Mahila Jan Adhikar Samiti (MJAS) won the award in the Institutional Category in a ceremony that was held in the UNESCO Auditorium, New Delhi.

**Manu Gulati** is a mentor teacher with the Delhi Government. She has been working for over a decade on engendering school education to make education an inalienable right for girls.

**MJAS** is a women-led organization, which started as a collective of rural women and eventually transitioned into a registered organization in 2000 to fight against Violence against Women.



# Media Outreach (2018 - 19)

## CUMULATIVE

**Nominations**      272  
**Shortlisted**        24

## SOCIAL MEDIA OUTREACH

MFF has partnered with Cha-Chi for media coverage. Following are numbers from last year till March 2019.

- **Print:** 64 publications
- **Online:** 212 publications
- **Social Media:** 1

Outreach from April 2019-till present:

- **Print:** 11
- **Online:** 138
- **Social Media:** 1

The collage features four distinct media coverage snippets:

- Top-left:** A news article from 'THE TIMES OF INDIA' titled "'Sexual harassment of maids routine, help rare'". It includes a photo of a woman in a maid's uniform and text about a woman's experience with sexual harassment by a driver.
- Top-right:** A red graphic with a photo of Martha Farrell, titled "MARTHA FARRELL (1959-2015) THE EVERYDAY FEMINIST". It mentions "#IndianWomenInHistory".
- Bottom-left:** An article snippet titled "#MeToo raged on social media, but only 21 have moved NCW since Oct". It discusses the impact of the #MeToo movement on the National Commission for Women (NCW).
- Bottom-right:** An article snippet titled "Patriarchal beliefs strong in Haryana tier-II towns: survey". It reports on a survey showing that 58% of participants believe men have complete control over their wives after marriage.