

ANNUAL AWARD CEREMONY

APRIL 7, 2017



MARTHA
FARRELL
AWARD

FOR EXCELLENCE IN WOMEN'S EMPOWERMENT



DR. MARTHA FARRELL
1959-2015

Dr. Martha Farrell (1959-2015) was a passionate civil society leader, renowned and respected in India and around the world for her work on women's rights, gender equality and adult education. She devoted her life to promoting gender equality, women's empowerment and feminism in everyday life. On 13 May, 2015 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.

Daughter of Iona and Noel Farrell, Martha was born in Delhi into an Anglo-Indian family. She studied English literature at Delhi University, and did a Master's in social work at the Delhi School of Social Work. She began her career in 1981 as a literacy worker at Ankur, an NGO working for women's literacy and empowerment in Delhi. She broadened her focus into adult education, where she began her lifelong practice of participatory learning methodology. In 1991, she co-founded Creative Learning

for Change, an NGO consisting of development professionals involved in research, training and documentation of learning materials for students, teachers and facilitators in non-formal settings. She remained connected to this initiative throughout her career.

Martha formally joined PRIA (Society for Participatory Research in Asia) in 1996, working alongside her husband and founder of PRIA, Dr. Rajesh Tandon. As Director of PRIA's program on Gender Mainstreaming in Institutions, she trained thousands of grassroots women leaders and professionals from different walks of life on issues related to citizen engagement in local governance, gender mainstreaming and sexual harassment. From 2005 onwards, she led PRIA's work on distance education, founding and developing PRIA International Academy, the academic wing of the organization. She also taught part-time at the University of Victoria and Royal Roads University in Canada.

Martha's crusade for gender mainstreaming in organizations began in 1998 when the Vishakha Guidelines for the prevention of sexual harassment at workplaces were formulated by the Supreme Court of India. She undertook pioneering work on sexual harassment in the workplace in

India, completing her PhD on the subject from Jamia Millia Islamia University, Delhi. In 2014, she published *Engendering the Workplace: Gender Discrimination & Prevention of Sexual Harassment in Organizations*. This book is an important part of her work in PRIA, and a milestone for those wishing to pursue further work on the issue of sexual harassment at the workplace.

Alongside her professional contributions, she supported PRIA to become a place of warm welcome and comfort for all staff and visitors, so that learning could take place in a caring and safe environment. Martha was fiercely loyal to PRIA, its values and resources. She reminded her colleagues to 'walk the talk' and practice these values in everyday life.

Amongst Martha's great personal characteristics was her ability to seamlessly integrate with everyone from all walks of life. Martha was a thoughtful friend, a great support to others, and a generous giver of gifts, great food and warm hospitality. The Tandon/Farrell household was always full of guests, laughter, and more food than one could finish. A dedicated professional, compassionate colleague, beloved mother, loving spouse and avid cook – Martha was many things to many people and she is dearly missed.





EXCELLENCE IN WOMEN'S EMPOWERMENT

The Martha Farrell Award for Excellence in Women's Empowerment has been instituted to honour Dr. Farrell and her ideals. It is a first-of-its-kind initiative to discover, recognise and honour mid-career individuals and committed institutions, which have made valuable contributions in areas of work related to gender equality and women's empowerment. These individuals and institutions can come from all sectors — government, business, industry or civil society.

The annual Award, jointly instituted by Rizwan Adatia Foundation (RAF) and Society for Participatory Research in Asia (PRIA), is given in two categories with a prize money of INR 1,50,000 each:

MOST PROMISING INDIVIDUAL (ANY GENDER)

- Professionals, between 25 and 40 years of age, who are part of government, business, industry or civil society organizations.
- Has worked consistently over the past 5-10 years to promote women's empowerment within the workplace, in communities, in schools/colleges, in society, etc.
- Innovative and practical approaches to cultural and social change promoting women's empowerment.
- Personal example and role model practicing values of gender equality in everyday life.

BEST ORGANIZATION FOR GENDER EQUALITY

- Any organization, including businesses, government departments and agencies, non-profits, educational, health and media organizations, registered in India.
- The organization has been actively implementing systems/procedures/practices which create gender sensitive and gender equal environment within their own workplace.
- Such efforts have been consistent over the past 5 years.
- Innovative and practical approaches to cultural change in organizations towards women's empowerment and gender equality.

Nominations for the 2017 Award concluded on January 20, 2017. A total of 125 nominations (62 nominations in the individual category and 63 nominations in the institution category) from 18 states of India were received, comprising a wide variety of individuals (social activists, professionals, educators, media-persons, government officials, entrepreneurs) and institutions (grassroots, non-profits, academic, media and social enterprises). Nominations were shortlisted based on Dr. Martha Farrell's values and life goals. Final selection of the two awardees, one in each category, was made by an eminent six-member jury. The winners are being presented the awards on 7 April 2017.

AWARD JURY MEMBERS



SHABANA AZMI

Shabana Azmi is an internationally renowned film and theatre actress. She is also a greatly respected social activist.

"Martha Farrell worked tirelessly to promote gender equality and prevent violence against women throughout her life. These Awards are being launched to recognize and promote sustained efforts in making organizations, communities and families gender equal and just. I am pleased to be part of the jury for the award."



KAMLA BHASIN

Kamla Bhasin is an eminent gender equality activist, social scientist and author, actively engaged in issues of gender equality, peace and human rights since 1970.

"The institution of this Award is the best tribute possible to Martha. It will recognize and support the work of many young feminists and their organizations and thus lead to the realization of Martha's dreams."



ANURADHA DAS MATHUR

Anuradha Das Mathur is the founding dean of The Vedica Scholars Programme for Women, an 18-month residential program in management practice for young women. She is a senior advisor to the Albright Stonebridge Group and founder director at 9.9 Media, India's fastest growing niche media company.

"Such an honour and privilege to be on the jury for the very prestigious and meaningful Martha Farrell Award for Excellence in Women's Empowerment."



SUSHAMA NATH

Sushama Nath (IAS, Retd.) was the first female Finance Secretary to the Government of India. She was also a member of the five-member Fourteenth Finance Commission (for 2015-2020).

"I am honoured to be a jury member of the newly launched Martha Farrell Award for Excellence in Women's Empowerment to recognize gender champions."



JUSTICE (RETD.) AJIT PRAKASH SHAH

Justice (Retd.) Ajit Prakash Shah is former chief justice of Delhi and Madras High Courts, and a former judge of the Bombay High Court. He is the first ever ombudsman of the Board of Control for Cricket in India (BCCI).

"I am happy to be part of the jury for the annual Martha Farrell Award for Excellence in Women's Empowerment, a unique initiative to recognize valuable contributions being made towards women's empowerment in India."



ANSHUL TIWARI

Anshul Tewari is an Ashoka Fellow and the Founder and Editor-in-Chief of YouthKiAwaaz.com (YKA), India's largest digital platform for young people to share stories and opinions on issues of importance.

"I believe we need to create structures that support the work that individuals and young organizations are doing around gender empowerment. It is my honour to be part of Martha Farrell Award for Excellence in Women's Empowerment as a jury member."

MOST PROMISING INDIVIDUAL

RAKHI GOPE



“This is the first time that I have received a national level award. It is not just encouraging, but also reinforces within me that what I am doing is right, and that I need to continue with determination.”

– Rakhi Gope

Resident of a tea estate in Falakata in Alipurduar District of West Bengal, Rakhi Gope is a community-based social activist and student of social work, who has been at the forefront of the fight against child marriage and human trafficking within her community for the last 11 years.

Rakhi belongs to a socially backward family. Inspired during a workshop conducted by Child in Need Institute (CINI) in Falakata, Rakhi decided to work for her community, which is characterized by patriarchal socio-cultural practices, unsafe migration and human trafficking, by becoming a volunteer with the North Bengal Field Unit of CINI in 2006. Currently, she works as a District Resource Person with CINI, is pursuing her Master's in Social Work from Rabindra Bharti University, Kolkata and serves as a member of the Local Committee (LC) for the prevention of sexual harassment of women at the workplace.

Over a decade, Rakhi has developed both curative and preventive measures at the community level to tackle child marriage and human

trafficking. She has established safety nets in her community, which help in receiving information about any instance of child marriage or human trafficking, which she subsequently takes up with the relevant state authority. She has been part of various rescue operations and helped victims of trafficking and child marriage to access safe government shelter homes, linking them to state-sponsored vocational and livelihood programmes. Rakhi sensitizes her community, especially women, adolescent boys and girls, towards the issues of child marriage, human trafficking, HIV/AIDS and other STIs. Mobilizing state and civil society actors to support her cause is part of Rakhi's agenda. She works closely with 22 gram panchayats in the district, the Block Development Officer, Superintendent of Police, Child Welfare Committee and the Border Security Forces (BSF) to track and prevent human trafficking.

Rakhi has received numerous threats to her life in her fight to eliminate human trafficking in her community. But she remains courageous and resolute, values that Martha embodied and the Martha Farrell Foundation salutes.

BEST ORGANIZATION FOR GENDER EQUALITY

MAJLIS LEGAL CENTRE



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~~—Majlis Legal Centre—~~

Their agenda for social change is to ensure quality legal representation of individual women in court, changing mindsets through advocacy and training, and evolving gender-just ideology through campaigns and interventions.

Till date, Majlis has defended over 50,000 women litigants all over Maharashtra in their struggle against domestic violence and sexual violence. They have an ongoing collaboration with Department of Women and Child Development and The Commissionerate to monitor and ensure the effective implementation of Protection of Women from Domestic Violence Act (PWDVA) 2005, in Maharashtra. They have evolved various court-approved protocols and guidelines to create awareness among state agencies (including lawyers and police) about rights, procedures and best practices to be followed in offering comprehensive socio-legal support to victims and survivors of sexual violence. In the long term, Majlis seeks to ensure implementation of laws that are there for the protection of the rights of women, instead of merely providing legal support to victims who choose to file cases.

For this, they have begun a training programme for young lawyers, magistrates, judges and the police, and conduct awareness campaigns in schools and colleges.

Majlis Legal Centre exercises “positive discrimination” and has employed only women since its inception. They believe in women’s rights lawyering by women and take forward the vision of bringing more women lawyers within the ambit of human rights litigation. Today, Majlis is a team of 35 women lawyers and social activists working in a caring and supportive workplace. Employees who have recently given birth or have young children are provided work suitable to their needs (part-time/flexi time/ work from home). They can bring their children to office. Also, regular employee welfare activities, for example, yoga sessions, ma-beti melas (mother-daughter fairs), and capacity building sessions are organized.

At Majlis, creating a workplace that enables women to fulfill their potential within the organization is the key to engendering institutions.



The Martha Farrell Foundation (MFF) has been set up to carry forward Martha'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.

Martha was highly pragmatic in her approach, and believed that for gender equality to be achieved, it must be observed and practiced by everyone in their daily life, starting among family, friends and at the workplace. It was her conviction that the attitude and behaviour of men and boys must change if gender equality is to be secured over the long-term. She believed that learning is empowering, and that creating spaces for this learning to occur is an important mechanism for gender mainstreaming. In the same spirit, the Foundation supports targeted and practical interventions in areas relevant to Martha's work. This includes gender mainstreaming, gender equality, preventing sexual harassment and violence against women, and continuing education.

VISION

To sustain Martha 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 programs to facilitate understanding of gender mainstreaming in organizations and communities and raise awareness on the issue of sexual harassment
- Scholarships and fellowships to develop new knowledge and the professional practice of promoting gender equality, leadership of women and prevention of sexual harassment at the workplace

If you are interested in knowing more about the Foundation, its current interventions and how you can support the Foundation, please visit www.marthafarrellfoundation.org

MAKING WORKPLACES SAFE

Making Workplaces Safe (MWS) helps individuals and organizations become safe workplaces by ensuring effective functioning of internal complaints committees and by training young workers to become third party facilitators.

2016-17 HIGHLIGHTS

- 17 major events
- About 14000 people oriented on prevention of sexual harassment at workplaces
- 37 third party facilitators trained
- MoU with Government of Sikkim to make the entire state of Sikkim 100% compliant as per the SHWW (PRR) Act, 2013

KADAM BADHATE CHALO

A youth-led programme that develops and supports youth leadership among boys and girls, providing them with tools of change which they can use to meet collective goals, and in the process themselves become agents of change.

2016-17 HIGHLIGHTS

- 12 different locations in India
- 7 states within the country
- 2.5 million population reached
- 32 major events
- 2000 youth leaders recognized
- 974 youth (471 girls and 503 boys) participated in 12 gender-cum-sports camps



Established in 1982, PRIA is a global centre for participatory research and training, with a mission to build capacities of citizens, communities and institutions to enable vibrant, gender-equal societies.

Headquartered in New Delhi, PRIA has field offices in 8 states and linkages with 3000 NGOs to deliver its programmes on the ground. PRIA has supported the empowerment of women since its inception. In earlier phases, participation of marginalised rural women was promoted through literacy projects and learning savings and credit skills for livelihood improvement. In recent years, PRIA has supported leadership of young women and men to work together to bring about changes in attitudes of their families and in the responsiveness of government to help eliminate violence against women. PRIA is registered under the Societies Registration Act, XXI 1860. For more information, please visit www.pria.org



Rizwan Adatia Foundation (RAF) strives to achieve the improvement in Quality of Life (QoL) of poor and marginalised communities in Asia and Africa through interventions in the areas of health, education, income generation, livelihoods. RAF endeavours to touch millions of people by empowering them to become self-reliant, ensuring quality education for the marginalised, inner happiness across the age groups, job opportunities for the deserving youth, food and medical facilities, relief and recovery support to areas facing natural disaster. In its bid to address the stated development issues, the Foundation partners with wide array of civil society, private sector and local government agencies, to nurture and expand its development and humanitarian agenda. For more information, please log on to www.rizwanadatia.org

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