

MARTHA FARRELL FOUNDATION



ANNUAL PROGRESS REPORT

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Martha Farrell Foundation

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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 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 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 the workplace

Key Areas Supported by MFF

1.Kadam Badhate Chalo

2.Making Workplaces Safe

3.Scholarships, Fellowships and Awards



Kadam Badhate Chalo



Kadam Badhate Chalo (KBC) is a youth-led programme to end violence against women and girls (VAWG). It develops and supports youth leadership among both boys and girls, providing them with tools of change which they can use to meet collective goals.

In the process, these youth become agents of change. It emphasises partnerships between young boys and girls in communities, universities, schools, colleges to learn to come together and take action.

Working together to influence families, local communities, educational institutions, government, the judiciary, police, public transport systems, commercial establishments and public policy, these youth take collective steps to end violence against women.

Key Features

- **Young girls and boys are change agents:** These youth can be from high schools, colleges, universities or from the community.
- **Addresses attitudinal change and personal responsibility in both boys and girls, with a specific focus on men and boys:** The programme heightens awareness and sensitivity on gender issues with a view to persuading every individual - boy or girl, man or woman - to take personal responsibility for actions and speaking out against VAWG.
- **Promotes participation and partnership:** The process emphasizes equal participation of 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.
- **Pushes for involvement of panchayats, municipalities and elected representatives:** Support from local government officials facilitates citizen participation in the programme.
- **Encourages accountability:** Demands both individual and institutional accountability to ensure sustained success of the programme.

KBC Sites:

S.No.	Area	State	Partner
1	Najafgarh	Delhi	Samajik Badlav Trust and PRIA
2	Sonipat	Haryana	PRIA
3	Panipat	Haryana	PRIA
4	Cholapur	Uttar Pradesh	Sahbhagi Sikshan Kendra (SSK) and PRIA
5	Banda	Uttar Pradesh	Akhil Bhartiya Samaaj Sewa Sansthan (ABSSS) and PRIA
6	Chitrakoot	Uttar Pradesh	Akhil Bhartiya Samaaj Sewa Sansthan (ABSSS) and PRIA
7	Jhansi	Uttar Pradesh	Margshree Charitable Trust (MCT) and PRIA
8	Jaipur	Rajasthan	PRIA
9	Patna	Bihar	PRIA
10	Sarguja	Chattisgarh	PRIA
11	Kalimpong	West Bengal	PRIA
12	Siliguri	West Bengal	Child in Need Institute (CINI) and PRIA

Key Activities Undertaken:

- i. **YOUTH IDENTIFICATION:** The programme started with the identification of youth in different locations. Among the partners, the youth that were identified as leaders or core group members belonged primarily to the rural community; or from the groups with whom they were already working with, which included adolescent girls groups, boys groups, youth volunteers, education motivators and a few others from the nearby high schools and inter colleges. Whereas in the locations in partnership with PRIA, the focus was primarily in urban areas, except Sonipat and Panipat. In these areas the youth core group was identified from the university and colleges, or from urban slum areas.
- ii. **YOUTH ORIENTATION:** The most important thing after the identification of the youth was a structured orientation of the identified youth. The youth were introduced to each other, asked to identify their strengths and various issues related to VAWG in their communities. This helped in:
 - **Youth engagement and starting a dialogue with them**
 - **Analysis of the strengths /abilities of youth**
 - **Analysis of issues of VAWG in their communities**
 - **Use of the experience of the youth and their context to implement KBC.**
- iii. **SPORTS CAMP:** Sports can be seen as a medium of developing skills among the youth and making them more aware and alert, to inculcate team spirit and collectivise them. More importantly, sports creates opportunity for boys and girls to come together and work as a team, which also brings a change in their attitudes in their everyday lives. Also, sports camp proved to be a great entry point for the formation of youth core groups and for the capacity building of the already existing youth core groups. The sports camp were organized in three phases:
 - **Phase 1:** introduced the youth groups to the issues of VAWG, equality, teamwork, trust, communication, leadership and their importance in ending VAWG in their communities.
 - **Phase 2:** trained the youth groups to undertake public events in sports, culture or any other area to spread awareness about VAWG and gender equality in their communities.

- **Phase 3:** youth leaders from all the KBC sites were encouraged to plan and organize a public event (including sports) of their choice in their communities to spread awareness about VAWG and gender equality in their communities and motivate other youth to join them.

iv. **Participatory Safety Audits (PSAs):** PSAs help the youth in analyzing how safe or unsafe public spaces and their communities are for women and girls. The youth conduct a spatial analysis of such spaces and then develop strategies and activities to address some of these issues. The discussions during and after the PSA not only brings to light the differences in understanding of safety that boys and girls have but also provides input for the group's own future planning. PSAs helped to:

- Determine the underlying attitudes and mindsets of key stakeholders around the issues of women's safety and violence against women
- Use the key findings to raise awareness on the issue of VAW with institutions of governance both in communities and educational institutions
- Use the data so gathered from the perspective of lobbying and advocacy, where the youth present their findings to an immediate authority and work with them to address these issues in their communities, schools, colleges or public spaces.

v. **Other Activities:**

- a. Celebration of **One Billion Rising day** through workshops, candle light marches and rallies
- b. **Safe Holi Campaign** where the youth campaigned for a safe and a violence-free Holi for women and girls in their communities
- c. **Women's Day Celebration** with this year's theme #BeBoldforChange through workshops, rallies and cultural events
- d. **Youth Leadership Camp:** A four-day Youth Leadership Training camp was organised in Delhi in the month of April 2017 for the emerging leaders of KBC. Each of the 12 KBC sites was represented by four youth leaders who were trained on various aspects of leadership like, communication, public speaking, planning and organizing activities.
- e. **Celebration of National Youth Day** through workshops, rallies and cultural events.

Outreach :

- 876 youth leaders (422 boys and 454 girls) recognized
- 15,194 youth mobilized in all 12 KBC sites
- 500 events held
- 2.5 million persons (other youth, community, stakeholders) reached
- 65 PSAs completed and 43 shared
- 33 sports events held
- 187 villages/towns/cities covered
- 223 institutions (government and private) reached



Sports Camp in Chitrakoot, UP



PSA sharing with Gram Panchayat in Haryana



Youth lead session on VAWG in Cholarpur, UP



Youth during a writing workshop in Jaipur

Making Workplaces Safe

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 makes it mandatory for employers in India to provide a safe working environment for women. Duties of employers as mandated by law are to:

1. Observe guidelines to prevent or deter the commission of acts of sexual harassment within the workplace, and
2. Provide adequate mechanisms for the resolution, settlement or prosecution of acts of sexual harassment.

It mandates the constitution of an Internal and Local Complaints Committee at the institutional and district levels including orientation of all staff. Having a Third Party Facilitator in such a committee is also made mandatory.

The Martha Farrell Foundation supports individuals and organizations to become safe workplaces by:

- 1) **Complying with the Law:** MFF supports and protects organizations by helping them:
 - Frame a comprehensive anti-sexual harassment at workplace policy
 - Constitute an Internal Complaints Committee (IC)
 - Capacity building of employees, employers, members of IC and third party facilitator
 - Develop informative guidebooks, manuals, posters and other IEC materials.
- 2) **Ensuring Effective Functioning of Complaints Committee:** MFF prepares individuals to become third party facilitators in internal and local complaints committees through its intensive training programme.
- 3) **Creating Safe Workplaces for Women Everywhere:** MFF also offers fellowships to interested practitioners and students of social work to:
 - Undertake action-oriented research on the topic
 - Get advanced certification and join a pool of trainers

Major Highlights

- i. **MoU with State Government of Sikkim:** An agreement was signed in August 2016 between the State Government of Sikkim and the Martha Farrell Foundation for total and meaningful compliance of the Sexual Harassment of Women at Workplace Act (Prevention, Prohibition and Redressal) 2013. As a part of this agreement, more than 5000 employees of government departments and private institutions in the State of Sikkim have been trained on sexual harassment at workplace. All the Local Complaints Committees at the district level and Internal Complaints Committees at the institutional level of all government departments of Sikkim have also been formed and trained.
- ii. **Training of Trainers on Sexual harassment at Workplace:** MFF is committed to creating pools of trainer and resource persons on the issue in every state. More than 100 trainers have been prepared in Sikkim through one Master Trainers Training Programme and three training programmes of trainers in every district of Sikkim.
- iii. **Open Forum:** An Open Forum discussions on sexual harassment at workplace in Bangalore was organized, where more than 50 practitioners from trade unions, garment industry, civil society organizations and private organizations were present.
- iv. **Orientation of Informal Workers Union in Uttar Pradesh:** Nearly 600 (500 female) informal workers and members of the informal workers union in Agra, Uttar Pradesh were oriented on the issue of sexual harassment at workplace. MFF was invited by the Unorganised Workers Union to a union meeting with workers in Lalitpur, Uttar Pradesh. Lalitpur is a part of Bundelkhand region, which is considered as one of most backward areas in India. This district has more than 130 small mines in which workers are mainly daily wage laborers. Sexual violence of women workers within the unorganized and informal workplaces was discussed as being a major challenge by the participants. Trade union leaders pledged to make the prevention, prohibition and redressal of sexual harassment at workplace a priority issue.
- v. **Trainings in the National Institute of Open schooling (NIOS):** Seven trainings on sexual harassment at workplace for 400 employees of NIOS in Noida Uttar Pradesh were conducted during the reporting period. NIOS was established by the Ministry of

Human Resource Development (MHRD), Government of India in November 1989 to cater to the needs of a heterogeneous group of learners up to pre-degree level. It provides opportunities to interested learners by making available courses and programmes of Study through open and distance learning mode.

- vi. **Trainings in the V.V. Giri National Labour Institute:** Seven trainings on sexual harassment at workplace were conducted with labor commissioners, inspectors and officers, member and leaders of trade unions in V.V. Giri National Labour Institute. This institute, an autonomous body under the Ministry of Labour and Employment, Government of India, is the only national-level institute exclusively devoted to the study of and training in labour and labour-related issues.
- vii. **Consultation with Male Brick Kiln workers in Uttar Pradesh:** A consultation meeting was conducted with male workers of brick kilns in Fatehabad, Uttar Pradesh, who were also members of the trade union for unorganized sector workers. The workers agreed that the kilns are not safe for women and shared incidences of sexual harassment that female workers face during their work. In the absence of a Local Complaints Committee, the workers pledged to be vigilant and forward such incidences to the Trade union for further inquiry and action.
- viii. Trainings and orientations on sexual harassment at workplace were also conducted with 4,430 students, teachers and support staff of schools in Delhi, Kalimpong and Dharamshala.

Outreach :

- 10,010 people trained on prevention of sexual harassment at workplace
- A total of 50 trainings conducted in the year
- 50 Internal Complaints Committees (IC) for sexual harassment at workplace formed and trained
- 4 Local Complaints Committees for sexual harassment at workplace formed and trained



With brick kiln workers in Fatehabad, UP



Training of senior staff members of NIOS



Training of Trainers session in Sikkim



Training session at Central Tibetan School in Dharamshala

Scholarships, Fellowships and Awards

Martha Farrell Award for Excellence in Women's Empowerment:

Martha Farrell Award for Excellence in Women's Empowerment has been instituted to honour Dr. Martha Farrell and her ideals. The award 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, 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.

Award Jury:

1. **Shabana Azmi:** Noted artist, actor and social activist
2. **Kamla Bhasin:** Eminent gender-equality activist, social scientist and author
3. **Justice (Retd.) Ajit Prakash Shah:** Former Chief Justice of Delhi/Madras High Courts and Chairperson of the Law Commission
4. **Sushama Nath:** India's first woman Finance Secretary; currently member of the Finance Commission
5. **Anuradha Das Mathur:** Founding Dean of the Vedica Scholars Programme for Women and Founder-Director of 9.9 Media
6. **Anshul Tewari:** Media entrepreneur, and founder and editor-in-chief of Youth Ki Awaaz (YKA), India's largest online platform for youth voices on social concerns and issues of importance

Highlights Martha Farrell Award 2017:

◆ Nominations

- ◆ The nominations for the award started in December 2016 and were concluded on January 20, 2017.
- ◆ A total of **125 nominations** (62 in the individual category and 63 in the institutional category) were received from **18 states** of India.
- ◆ A wide variety of individuals (which included activists, media-persons, academicians, sportspersons, artists, government officials and entrepreneurs) and organizations (which included civil society, grassroots, social enterprises, non-profits, academic and media) applied for the award.
- ◆ An award logo was designed in the month of October, which has been subsequently used for all the publicity material developed for the award.
- ◆ Nominations were received through the online nominations form, phone calls and emails.
- ◆ Eight print media advertisements were published in vernacular newspapers to receive nominations from various parts of the country.

◆ Evaluation of Nominations

- ◆ The evaluation of the nominations was divided in four steps, which are as follows:

- **STEP 1**

1. Nominees for both the categories, which did not fit within the initial award criteria (age, number of years of work etc.), were excluded.
2. **nominees** under the individual category were moved to the next step.
3. **60 nominees** under the institutional category were moved to the next step.

- **STEP 2**

1. We sought further information from the nominees to understand the consistency, innovation, outreach and scale-up of their work.
2. Based on this information, a long list of **16 nominees** under the individual category were prepared and a long list of **20 nominees** under the institutional category were prepared.

- **STEP 3**

1. This step was devoted to the due diligence of the long lists for both the categories. The purpose of the due diligence was to objectively evaluate the quality and the consistency of the work of the nominees on the long lists, so that the two shortlists can be prepared.
2. This was carried out through field visits, phone calls and reference checks.

- **STEP 4**

1. Based on the due diligence, a short list of 5 nominees for the individual category was prepared and a short list of 8 nominees for the institutional category were prepared.
2. These shortlists were presented to the jury for the final selection of the two winners on March 5, 2017.
3. **Rakhi Gope** from Falakata, Alipurdaur, West Bengal was chosen as the winner of the individual category and **Majlis Legal Centre** from Mumbai, Maharashtra was chosen as the winner of the institutional category

◆ **Martha Farrell Award Ceremony**

- ◆ The Martha Farrell Award Ceremony was held on Friday, April 7, 2017 at Nehru Memorial Auditorium, Teen Murti Bhavan. It was attended by 250 people and was planned in consultation with RAF and the jury.
- ◆ The ceremony was opened with “Martha and I”, a film on the life of Dr. Martha Farrell. Also, two films were shown on the two winners.
- ◆ A press conference was held a day prior to the award ceremony on Thursday, April 6, 2017, at Press Trust of India. It was attended by 30 journalists.
- ◆ Mr. Rizwan Adatia, Founder-Chairman of Rizwan Adatia Foundation and Kamla Bhasin, jury member and renowned gender equality activist addressed the audience at the award ceremony.
- ◆ Sonam Kalra and The Sufi Gospel Project was invited to perform at the award ceremony. Sonam Kalra performed free of cost, but the organizers had to bear the cost of her instrumentalists and the sound system required for the performance.
- ◆ 45 Kadam Badhate Chalo youth leaders from 7 states of India also attended the award ceremony.

MFF-NAPSWI Scholarships:

In collaboration with the National Association of Professional Social Workers in India (NAPSWI), the Foundation offers annual scholarships to support field research in the core areas of the Foundation's work. This was the second round of MFF-NAPSWI Scholarships, where the applications were invited on the theme of Prevention of Sexual Harassment at the Workplace (PSHW).

- **PURPOSE**

The purpose of this year's scholarship was to encourage research on issues that emerge due to implementation and/or lack of the recently enacted Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The focus was on the practices and policies implemented in the wake of this Act, and compliance mechanisms being implemented as mandated by the law across diverse workspaces.

- **AWARDS**

Two scholarships, for an amount of Rs.25,000 each, payable in two instalments, are supporting the scholars for 8-12 weeks in the fieldwork phase. It has been awarded to one female and one male student.

- **HIGHLIGHTS**

1. **MFF-NAPSWI Scholarship Awarded in Varanasi, Uttar Pradesh:** The 2016 MFF-NAPSWI Scholarship was awarded on October 22, 2016 at Mahatma Gandhi Kashi Vidyapith University, Varanasi, Uttar Pradesh. The MFF-NAPSWI scholarships were awarded to Bristi Borgohain and Simanta Mazumdar, pursuing Masters in Social Work from Assam and Mumbai, respectively. They were felicitated by Prof. Prabhash Nag (Vice Chancellor, Mahatma Gandhi Kashi Vidyapeeth, Varanasi) and distinguished chief guest, Ms. Rashmi Singh (civil servant from Union Territory Civil Services 1989 batch, currently Secretary of Social Welfare/Industries of Andaman and Nicobar Administration).
2. **Orientation of MFF-NAPSWI Scholars in Delhi:** Bristi Borgohain and Simanta Mazumdar spent nearly a week in MFF's office for an orientation programme from November 15 to 18, 2016. The orientation helped them in understanding PSHW and learning about participatory research.

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. This was the first round of this fellowship. It was open to professional and academic staff of ACU member universities in Bangladesh, Brunei Darussalam, Malaysia, Maldives, Pakistan, Singapore and Sri Lanka.

- **THE FELLOWSHIP**

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 his/her home institution can address the issue of sexual harassment on campus. The training received will offer practical solutions and advice for the implementation of the plan. Six months after returning to their institution, the fellow is required to submit a detailed report showing how the training has enabled him/her to put the action plan into effect.

- **VALUE OF THE FELLOWSHIP**

The fellow receives a funded return economy travel to New Delhi and accommodation, local travel, and sustenance while undertaking the training. In addition, a grant of up to GBP 1000 can be claimed for research costs and other costs arising from the fellowship.

- **HIGHLIGHTS**

1. **Orientation of First Fellow of Martha Farrell Memorial Fellowship** - Mohammad Mojibur Rahman, Associate Professor from Institute of Education and Research, University of Dhaka was selected as the first fellow of this fellowship. He received a week-long training in MFF office in Delhi between October 2-9, 2016, where he interacted and received guidance from various experts from the field.
2. **Validation Workshop** - As part of the fellowship, Mohammad Mojibur Rahman prepared a draft policy against sexual harassment at workplace for his home university, which was presented at a validation workshop on March 22, 2017. Ms. Nandita Bhatt from the MFF team was also present at the workshop.