

# MARTHAFARRELLFOUNDATION



## ANNUAL PROGRESS REPORT

**REPORTING PERIOD: April 2018-March 2019**

### **Martha Farrell Foundation**

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# TABLE OF CONTENTS

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1. About Martha Farrell Foundation (MFF)
2. Key Areas Supported by MFF
3. Kadam Badhate Chalo (KBC)
  - i. Key Features
  - ii. KBC Sites
  - iii. Key Activities Undertaken
  - iv. Other Programmes:
    - a) #NoMoreBoundaries Programme
    - b) Gender and Leadership Training for Tibetan Youth
    - c) Gender workshop with school and University Students and MFF Summer Camp
  - v. Outreach
4. Making Workplaces Safe (MWS)
  - I. Key features
  - II. Major Highlights
  - III. Outreach
  - IV. Martha Farrell Foundation – National Association of Professional Social Workers in India (NAPSWI) Scholarships
  - V. Martha Farrell Memorial Fellowship in Collaboration with Association of Commonwealth Universities (ACU)
5. Martha Farrell Award for excellence in women's empowerment
6. Media Outreach

# 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

# 1. Kadam Badhate Chalo

Kadam Badhate Chalo is a unique collaboration between youth (both boys and girls) and the community for taking collective action on ending violence against women and girls in each of their communities. Its unique design tries to capture the felt need of the youth. It develops and supports youth leadership among both boys and girls while, providing them with skills and tools to lead this change.

It thrives on a partnership model which involves the inclusion of these young people working in close proximity with the members of community groups including all individuals directly linked to the everyday lives of young girls including parents, teaching and non-teaching staff of educational institutes, persons who are related to delivery of services (public transport, shopkeepers etc.), local elected leaders, citizen leaders and other members of the community.

It has been designed with an assumption that the root of ending violence against women and girls lies in changing gender relations and equations between men and women, boys and girls and this cannot be done without the active participation of the youth and young men in particular in the community.

## Outreach (2018-19)

Youth leaders	300 (171 boys and 118 girls) recognized
Youth mobilized	4,084
Events held	50
persons reached	8000+
PSAs	29 completed and shared
Institutions	27

## KBC Outreach (Cumulative 2016-19)

Youth Leader	3369 (Boys: 1662; Girls: 1707)
Community Youth outreach	32000
Locations	27 locations across 14 states
Community engagement	2.98million
Events held	500+
Institution outreach	73

## Key Features

- Young girls and boys are change agents
- 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.
- Encourages accountability: Demands both individual and institutional accountability to ensure sustained success of the programme.

## KBC Sites:

S · N o ·	Area	State	Partner
1	Deoghar	Jharkhand	Fontal Developmen t Foundation
2	Hyderabad	Telangana	Rubaroo
3	Mumbai	Maharashtr a	Anubhuti
4	Bengaluru	Karnataka	Makkala Jagriti
5	Khoribari	West Bengal	CINI
6	New Delhi	Delhi	Shakti Shalini

## Activities conducted under KBC

- **Getting to know each other:**

830 youth (46% female) participated in the very first session of the programme. Out of 830, 300 (48% female) youth were identified as potential leaders. This programme was planned to have identified youth who could be the potential youth leaders of their community. This session was sports based which was conducted by the local partners but trained by *Pro Sport Development (PSD)* where they got an opportunity to play together and experience equal partnership.

- **Building Understanding on Gender:**

The youth leaders who were identified participated in a 3day workshop which was led by MFF and PSD on understanding the notions of patriarchy, gendered roles, and access to resources, common practices in communities, etc. 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 the families, schools, societies, even cultural practices defines separate roles for girls and boys.

- **Understanding Violence:**

The 225 youth leaders and all the 830 youth were given an opportunity to participate in deconstructing gender and patriarchy and how it results into violence in the lives of women and girls. These sessions provided a perspective and a chance to question their own attitudes and behaviors in the everyday lives.

- **Leading through sports:**

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 as these skills helped the youth to take up the issues in an organized manner.

- **Participatory Safety Assessment (PSA):**

These youth leaders learned to use PSA which is a tool that assesses safety of women and girls in public spaces. The youth were successfully able to do 65 PSAs in 6 locations and they were shared with concerned stakeholders which resulted in positive changes:

- The infrastructure of 2 college improved- fencing of wall, installation and monitoring through CCTV, committee formed by the youth for addressing issues coming from the youth (Hyderabad)
- youth identified unsafe spaces (homes) and upon further discussion found out about child marriages and stopped 3 of them (Darjeeling)
- provision of clean water in schools for MHM- installation of water, taps and toilets in school, cleaning and using public toilets (Deoghar),
- starting study groups & organizing community meetings on spreading awareness on

transgender rights-identities, healthy relationships, safe and healthy spaces (Mumbai);

- Changing in the attitudes of the male members of the community and schools towards women and girls (Bengaluru).

- **Annual Youth Leadership Programme- ‘Antargoonj: Voices of Change’**

30 youth leaders from Haryana, Delhi, Hyderabad, Mumbai, Darjeeling and Deoghar participated. These youth were selected based on their perspective on gender, how KBC has impacted their journey and contribution to their community. This year’s workshop objectives were: to learn to identify issues in the communities, learn participatory methods of data collections, learn to analyze the data for advocacy and lobbying stakeholders. Tools such as debate, poetry, theatre, dance, sports and music were explored so that the leaders can reachout to the community with creativity and make them aware of their rights and together resolve the issues they face as a community.

## **Major Events organized and celebrated by the KBC youth leaders:**

In total more than 4000 community members were reached through the youth led events in 6 locations. 23 institutions participated in the events and 30 events organized by the youth groups.

Some of the major events from the KBC locations are as following:

### **Deoghar:**

- Nutrition Day: one day event was organized by the partner 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 importance of nutritious meal for expecting mothers.
- World Menstrual Hygiene Day: This day was celebrated with the young female girls and their mothers. The youth leaders discussed myths and facts about menstruation, health menstrual hygiene practices and bio-degradable products that can be used by women and girls.

### **Hyderabad:**

- Rubaroo with Gender Public Event: a public event which was open for all. All of the activities were self-facilitated included an exploration into safe and unsafe spaces with regard to gender, quizzes to challenge one’s pre-existing notions about gender roles, word-web activities, film-screenings and discussions, interactive spaces and open-mics all around the theme of Ending Gender-Based Violence in the World of Work and #HearMeToo.
- Youth Advocacy on Gender, Rights and Constitution – a 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.

### **Mumbai:**

- Youth meet: the youth leaders had an open dialogue with other youth and community members on the issues that the youth are facing in India, issues regarding reservation and

youth conflict in Kashmir. These discussions were supported with songs and performances prepared by the youth themselves.

- Constitution Literacy Exam: The youth thought of an interesting way to know and teach about the Indian Constitution. The youth had first discussed about the constitution to the college students of Model College (Dombivilli- East) and then organized a small exam so that the students can remember better.

#### **Kharibari:**

- 16 days of Activism: a series of small events planned during the 16 days (25 Nov-10 Dec). Close 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 organized by the young leaders from Kharibari with the district administration resulted in inspiring 3 other young girls who stopped their own and sisters child marriage.

#### **Bengaluru:**

- Youth Identify Safe Spaces: the youth discussed and shared their own perceptions of safe spaces inside their school, tuition centers, public spaces, colleges and their homes. The open discussion resulted in knowing what safe space means and how it is different for everyone including the challenges.
- Engaging with parents: 2 parents workshop was conducted where the focus was on various aspects of positive parenting where they give equal opportunity to girls and boys, give constructive feedback for their studies & career choices instead of pressuring them too perform beyond their choice and allowing girls and boys to talk freely. Awareness on personal safety and gender sensitization was touched upon.

KBC has been implemented in other regions of the country through different means, they are as following:

- (i) #NoMoreBoundaries
- (ii) Gender and Leadership Training For Tibetan Youth
- (iii) Gender Trainings in School, colleges, MFF Summer Camp

## **#NoMoreBoundaries**

#NoMoreBoundaries program takes an integrated approach to combating violence against women and girls, and strengthening voice, self-reliance and economic participation of young girls. It focuses on aspiring young girls to strengthen their agency to lead change; prepares boys and men to support them in realising their aspirations in an enabling socio-cultural, peaceful environment; and contributes to



the sensitisation, reforms and capacities of institutions (public and market) to be responsive to and inclusive of these young girls.

The program engages with approx. 3000 adolescent boys and girls (approx. 1200 girls and 1800 boys) in 10 secondary schools and Industrial Technical Institutes in Sonapat. The program envisages these young girls and boys becoming gender sensitive, learning how taboos and restrictions on young girls limit their agency and voice in decision making – in families and communities.

A young person's personal interaction and positive experiences in adolescence can easily turn into lifelong commitment to make sustained contributions to community causes. As active citizens, 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 products companies.

## OUTREACH (2018-19)

Youth leaders	278 (147 boys and 135 girls) recognized
Community Youth mobilised	2608 youth (1688 boys and 920 girls) mobilized
Events	15
Community outreach	Approximately 5000
PSAs	50 completed and shared in 10 schools and 5 ITIs
Institutions	21

## Activities conducted in #NoMoreBoundaries

- Under the project, *a baseline survey was conducted in October, 2018 with* students from 10 Schools and 5 Industrial Training Institute (ITIs), age group was between 13-18 years. A total of 1225 students participated in the study including 641 young boys and 584 young girls. The Research 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. Alarming findings from the assessment found that 33% boys and 36% girls felt that behavior such as winking, whistling, passing comments by boys at girls are harmless and a part of teenage boy's growing up process and does not warrant any punishment. The same assessment also found that 46% boys and 39% 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% 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) which was aimed to direct the youth's attention towards social and cultural processes, their differential effects/impacts on men and women and on the relationships between women and men.
- **Adolescent Health and Hygiene:** "Adolescent Health and Hygiene" sessions were introduced with the objective of creating awareness among youths about different changes that occur in their body during the adolescent years. The understanding of these changes would help the youth in developing a proactive approach so as to effectively deal with these changes which could otherwise be confusing for the youth. The major components of the programme included introductory sessions on the subject of "Understanding My Body" which was taken by Auxiliary Nurse Midwives (ANMs) who are frontline health workers in the local community.
- **Participatory Safety Assessment** A large part of the project focuses on enhancing leadership among both boys and girls to take action on creating safe spaces within their schools, ITI and villages. Members of youth clubs (formed under the project) in the 10 villages identified through the project conducted PSAs in 10 villages, 10 government schools and 5 ITIs. While it was important to understand the safety issues for girls in these spaces, there was also a felt need to understand the attitudes and mindsets existing within individuals residing within these spaces as key factors that impacted on women's safety.
  - Girls expressed that places close to their houses/basti are safe because they are easily accessible and also they know people around these spaces.
  - Girls avoid going to any space outside their own basti. If they do go then they are always accompanied by other women/girls/male member of the family.
  - Boys said that the girls of their village are like sisters to them so they will never think of harassing them. However they expressed that girls are actually harassed by the boys from other villages and bastis
  - Girls had expressed that places like schools, farm, courtyard, Aaganwadi, banks, ITI schools, railway stations, auto stand were found to be safe in the morning but become highly unsafe in the night as boys and men use these places for their leisure time in the evening
  - The whole atmosphere around the shops is unsafe and uncomfortable girls felt. They shared that the liquor somehow seems to give men a license to stare and pass comments at girls and women
  - Lack of public transport is major problem for girls; they have to sometimes wait for 2-3 hours to get an auto or bus. While doing so, boys/men on bikes harass and stare at them.
  - Places like auto or bus stand are safe when people are around during the daytime but become unsafe in the late evening/night.
- **Livelihood Aspiration Study:** 944 students (500 boys and 444 girls) from schools and ITI identified through the project participated in a rapid assessment that aimed to study the

livelihood aspirations of youth. From the data it was understood that 35% of girls wanted to become Teachers, Engineers, Accountants, Advocates, Bankers, Scientists and Pilots. 31% girls and 40% boys want to do government jobs but around 23% boys are not really sure what they want to do in life. But 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. **Fellowships: ..... youth were selected to receive fellowships under the youth leadership component of this project.** Selected fellows after having received intensive leadership training in Delhi went on to prepare and implement their social action plans in their respective schools and colleges. Some of the innovative projects that were initiated by the fellows under the fellowship programme focused on finding practical solutions to issues such as *Adolescent Health and Hygiene; responsible drinking, safety of women and girls in public spaces, Physiological, emotional and physical changes during adolescents; Breaking myths related to Menstruation; upgrading their school from grade 10 to grade 12* - to ensure access to education for all girls and collaborations with Forest department for a community tree plantation drive



## Gender and Leadership Training for Tibetan Youth

Two workshops on gender and leadership were conducted for Tibetan youth for two youth associated with 2 Tibetan organizations – Tibetan Women’s Organisation and National Democratic Party of Tibet

## Collaboration with MagicBus

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 one day 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 for a period of one month. These students learned about gender, Sexual Harassment at Workplace and issues around these themes. Following an input on research methodologies, the participants of the camps worked in groups to plan for and implement innovative projects in their schools, housing complexes and with their peers.

(Ongoing)

- ✚ Currently KBC 4.0 has been in 3 locations with a different strategy this year. A curriculum has been prepared by the team which is being implemented in 4 schools (in each location) with a focus on 120 students (equal ratio of boys and girls) between the age group of 14-16 years. The objective is to:
  - › Focus on impact rather than outreach.
  - › Selected number of youth leaders in limited locations.
  - › Intensive 12-month program.
  - › Going beyond gender & VAW/G –greater focus on health, soft skills, career
  - › Direct implementation by MFF or by trusted on-ground partners.
  - › Robust training, monitoring & evaluation procedures.
  - › Innovative documentation & 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)

- ✚ Another program 'Go Girls Go' under the KBC theme is being implemented in 4 government schools of Delhi with 100 youth from each school. The project started in May 2019 and was implemented from July. The project will focus on the themes:

Health, VAWG, Gender, Livelihood, etc. The broad themes of the program are:

- › Adolescent girls gain self-confidence and voice
- › Adolescent boys are sensitized and demand equal rights for women
- › Adolescent girls assertively pursue their aspirations
- › Support 30 girls who are able to pursue the career of their choice

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

Youth:	Approx. 400 (equal ratio of boys and girls)
Schools	4 government schools

## 2. Making Workplaces Safe

The Government of India took substantial measures to address the issue of sexual harassment of women at workplace by approving the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act in 2013. But inspite of having such a progressive legislation, there has been an unprecedented increase in the number of cases of sexual harassment of women at workplace in the recent past. And despite the increase in the numbers, mechanisms to prevent and address sexual harassment, even though required by the law, are rare. Where they do exist, their capacity to act appropriately is very low given the lack of awareness of the procedures to be undertaken and the lack of understanding of what constitutes sexual harassment at the workplace.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal) Act includes in its ambit both formal and informal workers. The constitution of LC 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 what constitutes sexual that exist in the Act and its Rules as far as scope of implementation of the Act for women working in the informal and unorganized sectors are concerned.

The 2013 Act mandates the constitution of a Local Committees (LC) at the district level for prevention, prohibition and redressal of sexual harassment. 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 lacuna lies in the constitution of LCs and their effective functioning. LCs have not been formed and wherever formed it has remained ineffective and unresponsive to informal sector.

The Foundation's Making Workplaces Safe programme is to It envisages that every district, block and national level organisation meet the standards of a meaningful compliance system and in turn be represented by strong, sensitive, just and trained third party representatives for the effective functioning of each of these internal and local complaints committees. The programme recognizes that there is a paucity of trained professionals who are also sensitive in their approach on the theme of preventing Sexual Harassment at Workplace.

The work of this theme is implemented through several consultancies including a grant based project supported by the Netherlands Embassy.

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

1. **#Metoo** reached domestic workers the Foundation has been working with in early 2018. The

inclusion, sense of togetherness and awareness among the 1518 domestic workers whom the project reached out to and collectivized in the past year, raised confidence in many of them to share their stories of how sexual harassment affects them, both as women and as domestic workers. The project team used art based participatory research methods to help these women tell their stories.

## **2. #DignityOfMyLabour Campaign**

#Dignity of My Labour campaign was launched in the month of 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.

It is the middle class that is the largest employers of domestic workers (commonly called maids in our households). 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. Through the use of vivid creatives and insightful content the social media campaign was a success, creating awareness among 139,135 people, and generating sustained engagement with 5,236 of them.

16th June is observed as International Domestic Workers Day. A Tweet chat with the support of three influencers to maximize outreach was organized led by the following three influencers:

- Ms. Namita Bhandare, a journalist with 30 plus 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.

The insightful and engaging tweet chat helped “#DignityOfMyLabour” top the trending chart, maintaining the 3rd most trending hashtag on Twitter for more than 3 hours. Our hashtag had a reach of 4.68 million generating 18.48 million impressions.

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. The objective of organising this street play was to sensitise employers, youth and general public about the rights of domestic workers. An audience of 250 people were present.

## **3. Panel discussion on Protecting and Promoting Rights of Domestic Workers in India**

A panel discussion was held at Oxford Bookstore in New Delhi where more than 50 people participated. 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 Martha Farrell Foundation on how domestic workers can be collectivized to lobby and advocate with the government for a comprehensive legislation to protect their rights.

#### **4. State Level Consultative Workshop On Implementation Of Sexual Harassment At Workplace Act 2013 For Informal Sector**

A study, based on RTI findings, conducted by Martha Farrell Foundation showed that Local Committees have been formed in only 3 of Delhi's 11 districts. In order to help bring together a list of actionable points for the holistic and meaningful implementation of the Act in all the districts of Delhi, the project organized a state level consultation on 10 September 2018 at India International Centre, New Delhi. Over 70 stakeholders from civil society, trade unions, academia, media, informal sector and Delhi State Government, Delhi Commission for Women joined the consultation. Dy Chief Minister of Delhi, Mr Manish Sisodia, was the chief guest on the occasion.

Following his commitment at the consultation, the Dy Chief Minister called a meeting of all District Magistrates/ Deputy Commissioners from the 11 districts of Delhi and officials from department of women and child development. The Foundation was a special invitee for this meeting. In the meeting he took stock of the situation from the officers present and instructed them not just to comply with the law but also make the districts safe workplaces, in the true spirit of the law.

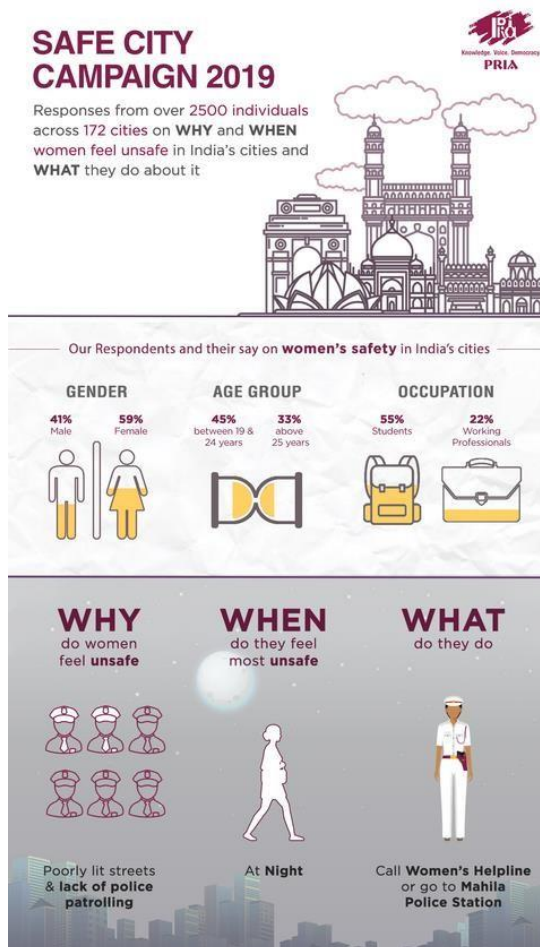
After the meetings in the Delhi Secretariat post the State Consultation, the Foundation is now working closely with the Department of Women and Child Development of the Delhi Government for the state's compliance on implementation of the SHW Act.

The project has prepared standard operating procedures based on the Act for all the Local Committees in the 11 districts. These advocacy efforts and learning from our experiences is helping us create a model system of redressal that reaches out to all women in the informal sector. The plan in the next year is to advocate for replication of this model at the National Level. **The foundation is also a member of the Local Committee of South East Delhi.**



## 5. Safe Cities Campaign

MFF launched a safe cities campaign in March this year in collaboration with PRIA. The campaign had an outreach of 3500 participants with events being conducted in more than 20 cities across the country. An online poll was also conducted at the time, the results of which indicated that women feel most unsafe at night, particularly in poorly lit streets where there is a lack of police patrolling.



## 6. Training and capacity building

Martha Farrell Foundation has supported organisation representing different sectors achieve meaningful compliance of the SHW Act 2013. A sector wise view of the interactions including the modalities of these interactions is presented below:

### **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. It has also been voted a top place to work by the Boston Globe and the Boston and Washington Business Journals : Online training (121 logins)
- Médecins Sans Frontières (MSF), sometimes rendered in English as Doctors Without Borders, is an international humanitarian medical non-governmental organisation of French origin best 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 is a not-for-profit research think tank situated in Bengaluru, Karnataka. It works at improving the quality of governance in India: End to end compliance.

### **Private sector:**

- Clifford Chance is a multi-national law firm headquartered in London: training of IC
- Superdry India Pvt. Ltd. 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 publisher in the world: Online training (55 logins) and 1 in person training of support 25 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
- 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, formerly Power Trading Corporation of India Limited, is an Indian company that provides power trading solutions, cross border power trading, and consultancy services.

### **Government:**

- Ministry of Skill Development and Entrepreneurship National Skill Development Corporation (NSDC) was set up by Ministry of Finance as Public Private Partnership model with the primary mandate of catalysing the skills landscape in India: Online training (247 logins)

## **7. Other collaborations**

### International:

- Committee member in Africa End Sexual Harassment Initiative

### National:

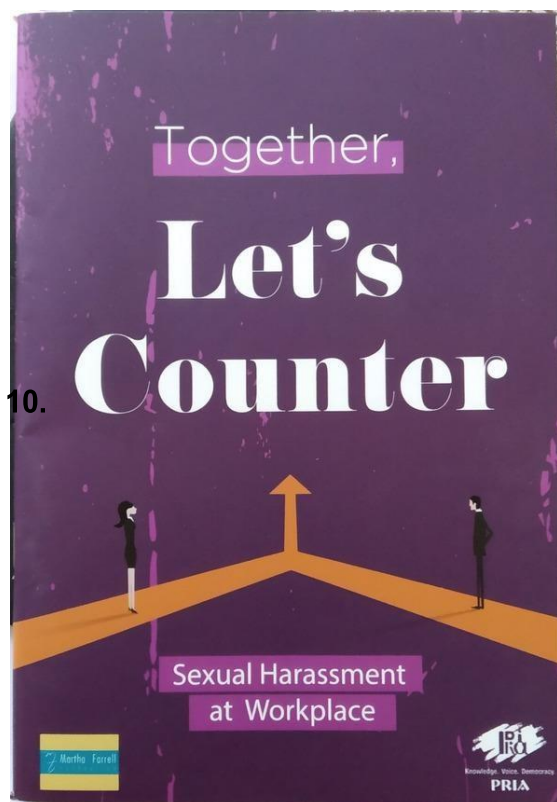
- Member in Special IC for Delhi Fire Services
- Member Special IC for Ministry of Tourism
- Member in Local Committee of South East Delhi
- Member in Monitoring Committee for Juvenile Homes in Delhi
- Member in Anti-Ragging Committee, Bhagat Phool Singh Mahila Vishwavidyalaya, Sonapat
- Faculty for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

## 8. Alignment with other ongoing projects

- No More Boundaries:
  - Formed IC in all ITI in Sonipat, trained all the committee members
  - Trained Advocates and Para Legal Volunteers attached with the District Legal Services

## 9. 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)



## 10. Compliance of SHW Act 2013 in District of Deoghar, Jharkhand

A district level consultation on the 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

## 11. 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.

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

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 trainings	63
Local Committees formed	5
Committees formed for third party	16

### **Ongoing:**

No. of trainings conducted	12
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**Dr. Martha Farrell was awarded with a life time achievement award for her outstanding and distinct contribution as a**

# social work practitioner during the NAPSWSI 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**



- **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 build evidence for advocacy for strengthening the Sexual Harassment of Women at Workplace Act, 2013 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 Jha** in his research looked at how Aanganwadi Workers in Delhi, who are the 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 is available under the Sexual Harassment of Women at Workplace Act, 2013 is accessible for them. Sakcham conducted his research in slums of Seemapuri in New Delhi; through multiple interactions with Aanganwadi 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 in gaining a more nuanced understanding of sexual harassment at workplace and conducting research on the same.

Scholars	<b>9 (Cumulative)</b>	<b>2</b> <ul style="list-style-type: none"> <li>• Harshali Nagrale</li> <li>• Sakcham Jha</li> </ul>	Applications Closed on 10/9/2019
Events		<b>2</b> <ul style="list-style-type: none"> <li>• Orientation program for the Scholars</li> <li>• NAPSWI Congress 2018</li> </ul>	<ul style="list-style-type: none"> <li>• NAPSWI congress 2019: 11<sup>th</sup> -12<sup>th</sup> Oct 2019</li> <li>• Orientation Programme 23<sup>rd</sup> -27<sup>th</sup> Sept, tentative)</li> <li>• Working on MFF-NAPSWI consolidated paper</li> </ul>

**12. 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 third round of this fellowship. It was open to professional and academic staff of ACU member universities in Bangladesh, Brunei Darussalam, Malaysia, Maldives, Pakistan, Singapore, Sri Lanka and Africa.

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.

- Dr. Fatihya A. Massawe was the recipient of the 3<sup>rd</sup> ACU fellowship. Dr. Massawe is a Senior Lecturer and Researcher at the Department of Policy, Planning and Management at SUA. Her fellowship supported the strengthening and implementation of anti-sexual harassment policy in her university.
- Dr. Massawe received an orientation at the MFF office in New Delhi where she had interacted and received guidance from various experts.
- Nandita Bhatt, Director-Operations at Martha Farrell Foundation conducted a two day ToT on prevention of Sexual Harassment at Workplace with 30 students, staff and faculty in Sokoine University of Agriculture, Morogoro, Tanzania. An anti – sexual harassment policy was formed for the university as a result of this workshop.

Fellows	5 (cumu)	Dr. Fatihya A. Massawe	2 fellows selected 2 fellows selected Dr. Lulu Simon Mahai, University of Dar e Salam, Tanzania Dr. Andrew Mushi, Mzumbe University, Tanzania
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Events		Week long Orientation program for the Fellow in PRIA's office	Orientation for the Fellows on 4 <sup>th</sup> Nov – 8 <sup>th</sup> Nov 2019, tentative
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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.

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







### 3. 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, recognize and honor 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 Martha Farrell Award 2019:

- The nominations for the award began in September 15<sup>th</sup> and were concluded on December 10<sup>th</sup> 2018.
- 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 (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.
- Nominations were received through the online nominations form, phone calls and emails.
- 'Call for Nominations' was advertised on the NGO Box online portal.

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.

## Outreach (2018-19)

Nominations	133
Shortlisted	17

## Cumulative

Nominations	272
Shortlisted	24

## Ongoing:

MFA is going to be announced in Sept 2019 and will nominations.

## 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



# 'Sexual harassment of maids routine, help rare'

Alok K Mishra | TNN | Updated: Sep 11, 2018, 15:02 IST



AP/WIDEWORLD

NEW DELHI: "I was sexually exploited by the driver of the house where I was working. I gathered the courage and complained to the woman who had hired me. To my horror, she ignored my complaint and remarked that she trusts the driver since he has been working for long with the family," said Rani Kumari (name changed), a domestic help in south Delhi. Rani finally quit her job, which she needed to support her family.

# #MeToo raged on social media, but only 21 have moved NCW since Oct

In October, the commission had urged women to write in, so the movement could be formalised

ANIRBHA PILLAI  
Special Correspondent

The National Commission for Women (NCW) attempt to formalise the #MeToo movement seems to have failed to yield the desired results. In reply to a Right to Information (RTI) query by *Business Standard*, NCW said that only 21 women had written to the Commission since October. "According to the record of the Commission, 21 complaints with effect from October 18 were received on the email ID till date," the NCW said in its reply. On October 18, the NCW had in a statement said: "The Commission urges women who have come forward on social media and other platforms about their alleged harassment to send their formal written complaints to [ncw@ncw.gov.in](mailto:ncw@ncw.gov.in)." The NCW said this paper that all the 21 complainants were taken up with the appropriate authorities.



**HOLDING BACK**  
The commission told this paper that all the 21 complaints were taken up with the appropriate authorities.  
At present, there is no centralised list being compiled on sexual harassment complaints voiced on social media under #MeToo.  
NS Nappinai, an advocate with the SC, explains that victims are often reluctant to formalise their complaints for various reasons. It may be speculative however, two reasons can explain the lower number of formal complaints received on the NCW email ID registered. One may be that NCW's process may have slipped from people's attention and second could be the reluctance on the victim's part to register a formal complaint, as no one wishes to experience the agony repeatedly," she said.  
There seem to be more data to suggest there is a high level of reluctance. The Ministry of Women & Child Development informed the Lok Sabha that its online complaint management system received 134 complaints. "The ministry has developed an online complaint management system titled Sexual Harassment e-mail-in-box (SHE-IB) for registering complaints related to sexual harassment at workplace by women, including government and private employees. This initiative received 14 complaints on the SHE-IB portal from central ministries, of which 10 cases have been disposed of," the ministry said.  
Nappinai said: "Women do not feel confident of the whole process for getting justice and, hence, the NCW has to reassure victims of a speedy justice. This low number should not make anyone question the genuineness of social media complaints."



**MARTHA FARRELL**  
(1959-2015)  
**THE EVERYDAY FEMINIST**  
Martha Farrell: The 'Everyday Feminist' | #IndianWomenInHistory

This article is a part of the #IndianWomenInHistory campaign for Women's History Month to remember the untold legacies of women who shaped India, especially India's various feminist movements. One Indian woman is profiled each day for the whole of March 2019.

# Patriarchal beliefs strong in Haryana tier-II towns: survey

Over 58% of participants say men have complete right over their wives after marriage

SPECIAL CORRESPONDENT  
NEW DELHI

Over 58% of the people living in tier-II towns in Haryana believe that men have complete right over their wives after marriage, and are right in dictating terms to them. A total of 58% also agree that a woman's greatest happiness lies in bringing up her family.  
A total of 1,225 participants from 10 government schools and five Industrial Training Institutes (ITIs) in Haryana participated in the survey, which was conducted by the Martha Farrell Foundation. The participants were mainly from Sonapat and adjoining towns.

## It's a man's world

- A majority of people in tier-II cities believe:
  - Women should not take up jobs which involve travelling.
  - Winking, whistling, passing comments at girls are harmless and a part of a teenage boy's growing-up process.
  - A girl invites eve-teasing by men and boys through her provocative dresses or behaviour.

- It is okay for the man's family to charge dowry from the girl.
- A man has the right to tell his wife what she can do and what she cannot.
- It is okay for the husband to hit his wife to discipline her if the dinner is served a little late or if the food is late or have salt.
- A woman's greatest happiness lies in bringing up her family.

and behaviour, 21% believed that it is okay for the husband to hit his wife to discipline her and 34% believed that women should not take travelling jobs. "The youth are the found-

ation of tomorrow's India. A large part of our work at Martha Farrell Foundation involves working with youth. We believe that a young person's personal interaction and positive experiences in

adulthood can turn into lifelong commitment to make sustained contributions to community causes. As active citizens, studies such as this help to shape the work of youth champions from our programmes to nurture a gender-just society," said Nandita Bhatt, director at Martha Farrell Foundation. "The survey was not without some positive points with 85% of participants believing that every woman should report issues of assault and seek support, and 81% stating that they are against dowry. "We are beginning to see some change in the attitudes of the youth. This is a positive trend that can be attributed to decades of work put in by civil society organisations such as ours," she said.