

# ANNUAL REPORT 2021 - 22

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# ACKNOWLEDGEMENTS

## GRATITUDE TO OUR PARTNERS

Participatory Research in Asia  
 UNESCO Chair in CBR and SRHE  
 Domestic Worker Partners  
 The Government of Haryana  
 The Government of Delhi  
 The Government of Sikkim  
 Rural Development Trust  
 The Association of Indian Universities  
 The Association of Commonwealth Universities  
 Embassy of The Netherlands in India  
 Women's Empowerment Desk of the Tibetan Government in Exile  
 The Network for the Rights and Voices of Domestic Workers - Delhi  
 UN Trust Fund to End Violence Against Women and Girls  
 Dasra  
 Sahgal Foundation  
 UN Women  
 Kerala Institute of Local Administration  
 International IDEA  
 Centre for Youth and Social Development  
 Bharatiar University  
 Royal Roads University  
 Swayam  
 Sappho for Equality  
 Anubhuti Trust  
 Breakthrough India  
 IISER Pune  
 Millennium Education Management  
 Jhatkaa.org  
 University of Petroleum and Energy Studies  
 PTC India  
 Model City Delhi Project - Laureus  
 Centre for Budget and Governance Accountability  
 ASCI CEUG & ID  
 NAPSWI  
 Association for Social and Human Awareness  
 ProSport Development  
 Museum of Art & Photography India  
 Sarda Energy and Minerals Ltd.  
 Volunteers for the COVID-19 Relief Kit Drive  
 Bharat Teledoctors  
 Cactus Juice

## AND OUR FRIENDS

**YOUR SUPPORT KEPT US  
 GOING AND HELPED US EXPAND  
 OUR IMPACT IN 2021 - 2022.**

# TABLE OF CONTENTS

04	—	Words from the Director
05	—	Our Work
06	—	Impact So Far
07	—	Kadam Badhate Chalo
09	—	Making Workplaces Safe
11	—	Martha Farrell Memorial Fellowship
12	—	Empowering Informal Workers
16	—	Martha Farrell Awards
18	—	Social Media Community
19	—	Governance

# WORDS FROM THE DIRECTOR

The year gone by has been among the most challenging for people across the world. Like everyone else, we and the people and communities we partner with, experienced loss, fear and grief in new and unprecedented ways, as the COVID-19 pandemic raged on and India got caught in the throes of a severe second wave.

At the Foundation, we witnessed how the near complete collapse of the economy impacted the communities we work with, their families and children. We heard of unthinkable stories in which women domestic workers took up caregiving work for COVID positive patients to be able to afford meals for their families. We heard of rising instances of gender-based violence in our own lives, in the lives of friends, colleagues, communities.

We worked day in and day out to support relief and recovery operations, glued to our systems, our phones connecting us to the world outside, as we ourselves were locked in. In a virtual conference on the theme of building back with communities, a team member was asked, "What kept you going in these challenging times?"

It's the people we work with. The strength and resilience with which women domestic workers and their adolescent children in communities took up leadership roles and supported one another through the crisis, awed and inspired us. They made lists, spearheaded ration distribution, connected us with those in dire need of medical aid and support. They isolated perpetrators of gender-based violence to support survivors, ensured safe, fair and equitable access to the limited resources at hand. In a remarkable display of humanity and courage, those who had just enough for themselves, redirected resources to others whose need was greater.

Nothing else could have given us the strength and courage to keep going, at a time of such severe crisis.

As we close this year, it is to them that we dedicate the impact we were able to achieve this year. And we turn to the coming year in hope and solidarity with their work and cause.



**NANDITA PRADHAN BHATT**  
**Director**  
**Martha Farrell Foundation**



# OUR WORK: TOWARDS A GENDER-JUST SOCIETY

The Martha Farrell Foundation supports practical interventions to achieve a gender-just society and promote lifelong learning. Since inception, the Foundation has been engaged with individuals and institutions in India and around the world to achieve its objective of gender justice through the elimination of sexual and gender-based violence in the public, private and professional spheres.

The Foundation's vision and work are grounded in the principles that Dr. Martha Farrell, a passionate civil society leader and Director at PRIA, lived by. Dr. Farrell was killed in a terrorist attack in Kabul in 2015, where she had gone to facilitate training on gender.

Today, the Foundation is taking forward Dr. Farrell's pioneering work as Director at PRIA, through its key programs and initiatives:

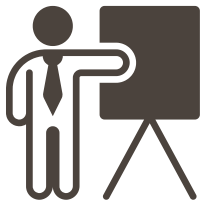
- Kadam Badhate Chalo: Partnerships with adolescents to foster a new generation of young leaders that are consciously engaging on gender issues
- Making Workplaces Safe: Capacity building of individuals and institutions to mainstream gender in institutions and achieve meaningful compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- Empowering Women Informal Workers with space, voice, agency and resources to live and work with dignity
- Scholarships and Fellowships to develop new knowledge and the professional practice of promoting gender equality, women's leadership and safety from sexual and gender based violence
- Recognition of exceptional work done by individuals and institutions in the field of gender justice and promotion of women's leadership through the Martha Farrell Award.



# IMPACT SO FAR



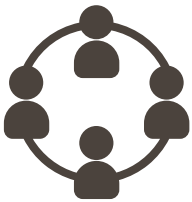
**38000+**  
employees trained on safe  
and conducive workplaces



**250+**  
trainers trained



**400+**  
institutional partners



**4000+**  
adolescent leaders trained



**35000+**  
adolescents collectivised  
to counter sexual and  
gender-based violence



**1000+**  
champions for gender  
justice nominated under  
the Martha Farrell Awards



# LAST YEAR IN REVIEW: KADAM BADHATE CHALO

Kadam Badhate Chalo, Martha Farrell Foundation's flagship program, fosters partnerships with adolescents across the country, to build capacities and leadership and enable collective action to counter sexual and gender-based violence. Under the program, adolescent leaders (Kadam Badhate Chalo Fellows) undergo a journey of self-discovery, identification of their strengths, weaknesses and potential to build a safer and more empowering world. Adolescent fellows are supported with skills and tools to lead the change by identifying and countering sexual and gender-based violence in their own schools and community spaces.

This year, the Kadam Badhate Chalo program reached six cities in India:

- With **197 Fellows in Ranchi**, in partnership with the Association For Social and Human Awareness (ASHA), Jharkhand
- With **30 Fellows in Andhra Pradesh**, in partnership with Rural Development Trust, Anantapur
- With **6 Fellows in Bhubaneswar**, Orissa
- With **317 Fellows in Delhi, Panipat and Gurgaon**

## KEY MILESTONES AND EVENTS

### NEW PARTNERSHIPS

Under the Kadam Badhate Chalo banner, the Foundation entered into new partnerships with the Association For Social and Human Awareness (ASHA), Ranchi, an organisation that won the Martha Farrell Award for Excellence in Women's Empowerment and Gender Equality in the Special Jury - Organisation category in 2020. A new partnership in Andhra Pradesh was also forged with the Rural Development Trust - Anantapur, which has been an institutional partner for the Martha Farrell Award program since 2019.





## **ANTARGOONJ: DISCOVERING YOUR INNER VOICE**

The annual National Leadership Workshop under the Kadam Badhate Chalo Program, Antargoonj: Discovering your inner voice, was organised once again, at the offices of the Martha Farrell Foundation, after a year's gap in 2020 due to the COVID-19 pandemic. 31 adolescent leaders from six cities, including Bhubaneswar, Panipat, Ranchi, Anantapur, Delhi and Gurgaon, attended the three-day workshop in Delhi.

Participants in the workshop were able to work together, reflect on their learnings, build their leadership skills, and learn art-based methodologies for advocacy including theater, dance, music and poetry, among other key learnings. Interactions with development sector professionals, organisation leads and founders, artists, legal professionals and musicians were facilitated during the workshop.

Kadam Badhate Chalo Fellows performed a song they wrote and developed themselves at the 5th Annual Martha Farrell Award ceremony on November 20, 2021.

## **KISHORI GIRLS GROUP**

Adolescent girls in Panipat, who are daughters of informal women workers, formed a Kishori Girls Group in the Swabhiman Kendra (Community Support Center for and by Women Informal Workers and Adolescents, supported by Martha Farrell Foundation) in Bichpadi Village, Panipat. The group meets regularly, adding members, to hold conversations about their dreams, aspirations and challenges, and co-develop solutions to support them in overcoming these challenges.

## **INTERNATIONAL GIRL CHILD DAY '21**

To observe the International Girl Child Day on the 11th of October, adolescent leaders were supported across three cities to create safe spaces, where they could express their opinions on critical issues that impact and shape their lives and envision their future roles and contributions to society at large.

In Harijan Basti, Gurgaon, adolescent girls were supported to hold open, safe and heartfelt conversations about their aspirations with their mothers. The conversation enabled mothers to understand and strengthen their resolve to support their daughters to achieve their aspirations.

In Ranchi, adolescents marked the occasion by using art to underscore the importance of increasing girls' access to education, digital literacy and safety and security.

In Panipat, adolescents led conversations with their teachers and parents, and the District Protection Officer, on key social challenges including Haryana's skewed sex ratio, child marriage and lack of safety in public, private and professional spheres.

# LAST YEAR IN REVIEW: MAKING WORKPLACES SAFE

Under the Making Workplaces Safe program, Martha Farrell Foundation took forward its commitment to create safe, gender-just and sexual harassment free workplaces, over the course of the year, through capacity building across sectors, including government, higher educational institutions, corporate sector, civil society, among others. Taking forward the learning model from the previous year, the program delivery took place in hybrid mode, with in-person as well as online training sessions facilitated by the training team on issues of safety, sexual harassment and capacity building to create safe, empowering and inclusive institutions. Impact in numbers:

- Number of employees trained: **5000+**
- Number of institutional partners: **25+**
- Number of Internal Committees trained: **150+**
- Number of Local Committees trained: **5**



## KEY MILESTONES AND EVENTS

### AIU MFF SAFE CAMPUS PROGRAM

In partnership with the Association of Indian Universities, the Foundation built capacities of nearly 300 faculty members of more than 100 higher educational institutions across India, under the banner of the AIU-MFF Safe Campus Program. Faculty members were oriented on issues related to safety of employees and students and achieving meaningful compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the UGC Regulations. The Foundation additionally conducted orientation sessions for 2000+ students and faculty members of 10+ higher educational institutions over the year.





## TRAINING OF INTERNAL COMMITTEES WITH GOVERNMENT OF HARYANA

The Foundation was invited by the District Administrations of six districts of Haryana, including Karnal, Sonapat, Panipat, Kaithal, Jind and Palwal, to facilitate training of Internal Committees of district departments and the district Local Committees. Six Local Committees and more than 120 Internal Committees were trained on performing their role and responsibilities under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

## CONVERSATIONS IN PARTNERSHIP WITH DISTRICT ADMINISTRATION, JIND

The Foundation was also invited by the District Administration of Jind, Haryana, to conduct a training of 45+ police personnel on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Further, the Foundation in partnership with 60+ university students and faculty members of Jind city, conducted a city-wide Participatory Safety Audit. Recommendations from the Audit were submitted to the Jind Police for to strategise and implement solutions.

## CONVERSATIONS IN PARTNERSHIP WITH DISTRICT ADMINISTRATION, BHIWANI

In partnership with the District Administration of Bhiwani, Haryana, the Foundation facilitated two virtual conversations with young people living in Bhiwani and with Women Elected Representatives to discuss issues related to safety and prevention of sexual harassment in the public and professional spheres.

## ONGOING PARTNERSHIPS

The Foundation facilitated training of employees, management and formation and capacitation of Internal Committees in partnership with several organisations, from across sectors, to facilitate meaningful compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Partner organisations belonged to various sectors, including government departments, corporate offices, nonprofits and voluntary organisations and educational institutions.

# LAST YEAR IN REVIEW: MARTHA FARRELL MEMORIAL FELLOWSHIP

The Martha Farrell Memorial Fellowship offers faculty and staff members of universities in the Commonwealth (apart from India) with training and support to institute safer and more conducive learning spaces on their campuses.

The Fellowship Program, instituted and offered in partnership with the Association of Commonwealth Universities (ACU), relies on the Foundation's expertise of creating effective anti-sexual harassment policies and strategies, and is open to professional and academic staff of all ACU member universities in East Africa (Kenya, Tanzania and Uganda) and Asia (Bangladesh, Brunei Darussalam, Hong Kong, Malaysia, Pakistan, Singapore, Sri Lanka and the Maldives).

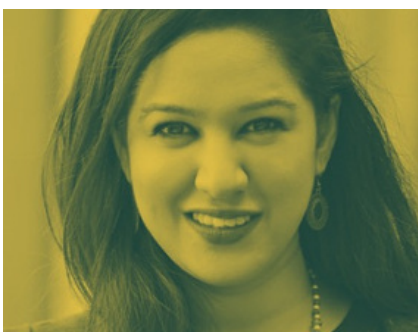
In 2021, three Fellows were awarded the Martha Farrell Memorial Fellowship:



**DR. MILLICENT ADJEI**  
Ashesi University  
Ghana



**SHOLA COKER**  
Covenant University  
Nigeria



**ZAHRA THARANI**  
Aga Khan University  
School of Nursing and  
Midwifery Pakistan

# LAST YEAR IN REVIEW: EMPOWERING INFORMAL WORKERS

The Martha Farrell Foundation has been closely engaged with informal workers since inception, with interventions to enable them to counter sexual and gender-based violence in their lives and their world of work. The Second Wave of COVID-19 severely impacted domestic workers, with most of them losing all their work and struggling to make ends meet. Instances of domestic violence in communities rose, impacting domestic workers, other informal workers and their adolescent children. In response to the additional challenges brought on by the COVID-19 pandemic, the Foundation's programs with women informal workers evolved and adapted, and several new initiatives were taken up over the last year, to empower women informal workers with agency, voice and space, as elucidated below.



## WOMEN FOR WOMEN: REDEFINING RELIEF FOR AND BY WOMEN DOMESTIC WORKERS IN THE SECOND WAVE

In the Second Wave of COVID-19 in India, the Foundation initiated a COVID-19 Relief Kit Drive for Women Domestic Workers in Delhi-NCR in partnership with, and by domestic workers. The relief drive aimed to reach 3500 women domestic workers and their families, with relief in the form of dry ration, medical and sanitary supplies that would sustain them for a period of three months.

As the journey took shape over May, June and July of 2021, the impact was achieved at a much larger scale, redefining the way we think about relief and support in times of crisis. A total of 5,936 relief kits were distributed to domestic workers in 10 districts of Delhi and 4 districts of Haryana.



The initiative began with relief distribution as the chief objective, but the strategies continuously evolved through the process. The primary reason for this was that women domestic workers themselves were active contributors to informing and evolving the strategies for outreach. Consequently, donation processes grew into a movement, going beyond the general categories of identifying, distributing and tracking and instead creating a resilient network of women who banded together to make room for advocacy initiatives, employment opportunities, and crucial data collection of a community that is barely represented in numbers.

With the support and partnership of women domestic workers, the Foundation conducted the largest ever women-led survey of 4,463 domestic workers collecting data - conspicuous in its absence in the case of domestic workers - to understand the impacts and consequences of COVID-19 and the Second Wave on a group of workers who have been systematically rendered invisible - as women, as workers and as citizens.

### **EMPOWERING WOMEN INFORMAL WORKERS WITH SPACE, VOICE AND AGENCY**

The Foundation partnered with PRIA as Knowledge Partners for its project 'Sapne Mere, Bhavishya Mera' to empower domestic workers with space, voice and agency, which culminated in the setup of two Resource and Support Centers in Gurgaon and Panipat. Domestic workers in both locations named their Centers 'Swabhiman' or self respect. Since their setup, the Foundation has actively worked to capacitate domestic workers with knowledge and skill and provide them with a safe space to learn and work together to access their rights as women, citizens and workers. The Centers are now being managed by the Foundation.

The Foundation has linked domestic workers and their daughters to numerous social security benefits and schemes from the Centers, including registration on the e-SHRAM portal and set up of individual bank accounts. In Panipat, COVID-19 vaccination camps were organised for domestic workers. Further, sessions on health, legal, financial, digital literacy and rights are regularly facilitated in the Centers.



## #मैंभी (#METOO): MAKING INSTITUTIONS ACCOUNTABLE TOWARDS WOMEN DOMESTIC WORKERS: EFFECTIVE IMPLEMENTATION OF SEXUAL HARASSMENT AT WORKPLACE ACT, 2013

Supported by the United Nations Trust Fund to End Violence against Women and Girls, the Foundation partnered with women domestic workers in thirteen districts of Delhi-NCR, for a project to enable effective mechanisms and responsive institutional mechanisms to counter sexual harassment with their world of work.

The Foundation and women domestic workers have conducted the largest participatory study of women domestic workers and their experiences of sexual harassment in the world of work, with 1939 women participants in the survey, and several participating in Participatory Safety Audits, Focus Group Discussions and art-based methodologies to bring out qualitative and quantitative data to highlight the layered challenges in the context of women domestic workers. 1000 women domestic workers were also trained on their rights under the 2013 Act.

Further, the Foundation conducted an audit of Local Committees and police in all thirteen districts to analyse gaps and challenges in implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.



## KEY MILESTONES AND EVENTS

### 16 DAYS OF ACTIVISM

During the 16 Days of Activism against Gender-Based Violence, women domestic workers in Gautampuri, South Delhi, initiated a dialogue with the local police, with an ask for a shift in attitudes towards their complaints of sexual harassment in their world of work. This marked the first time that domestic workers in the location broke their silence on the issue and put up a united front while engaging with authorities, to demand change. The police responded to their asks with a promise to work with them to counter the issue of workplace sexual harassment.





## DOCUMENTING STORIES OF SEXUAL HARASSMENT IN THEIR WORLD OF WORK

For women domestic workers, speaking about experiences of sexual harassment is extremely challenging because of layers of cultural marginalisation, shame and silence around the issue, and the fear of backlash and job loss. However, through sustained efforts to build trustful relationships within and among communities, more than 50 women domestic workers from across Delhi-NCR worked together to document such experiences on a sari (traditional Indian garment), a one-of-a-kind work of art bringing out crucial qualitative data on the issue of sexual harassment in the world of work of women domestic workers.

# LAST YEAR IN REVIEW: MARTHA FARRELL AWARDS

The Martha Farrell Award for Excellence in Women's Empowerment and Gender Justice was instituted in 2016. It is given out in two categories: 'Most Promising Individual' and 'Best Organization for Gender Equality'. In 2020, a new category was introduced: the Special Jury Award for one institution and one individual. With unwavering support from Rizwan Adatia Foundation and Rural Development Trust over the years, we have been able to award 14 winners, a money prize of ₹1,50,000 to aid them in their pathbreaking work. Similarly, winners of the Special Jury Award received prize money to continue their work, made possible with the support of the Alkazi Foundation for the Arts.

The 5th Martha Farrell Award ceremony was held on November 20, 2021, at the India Islamic Cultural Center, New Delhi.

The guest of honour and jury member Dr. (Mrs.) Pankaj Mittal delivered an address highlighting the work of the award winners, and her personal connection with Dr. Martha Farrell at the event. The event also featured a panel discussion titled 'Women Take the Lead', on women and entrepreneurship, moderated by Dr. Kaustuv Kanti Bandyopadhyay (Director, PRIA), and panelists Koyel Ghosh (Managing Trustee, Sappho for Equality), Jameela Nishat (Founder and CEO, Shaheen Women's Resource and Welfare Association), and Nitika Pant (Secretary, Sakar).

The award ceremony concluded with a musical performance by Manzil Mystics, a Delhi-based choir band and NGO, and Kadam Badhate Chalo Fellows who composed the song with Manzil Mystics during Antargoonj, the National Leadership Workshop organised under the Foundation's Kadam Badhate Chalo program.



**DEEPA PAWAR**  
Most Promising  
Individual



**SUMAN DEVATHIYA**  
Special Jury Award  
Winner - Individual



**SHAHEEN WOMEN'S  
RESOURCE AND  
WELFARE ASSOCIATION**  
Best Organisation for  
Gender Equality



**SAPPHO FOR EQUALITY**  
Special Jury Award  
Winner - Organisation

## AWARD JURY



**DR. (MRS.) PANKAJ MITTAL**  
Secretary General - Association  
of Indian Universities



**FEISAL ALKAZI**  
Theatre Director



**NAMITA BHANDARE**  
Journalist and Writer



**MONCHO FERRER**  
Director of Programs -  
Rural Development Trust



**DEEPTHI BOPAIAH**  
Executive Director -  
GoSports Foundation



**DR. RAJESH TANDON**  
Founder - President  
Participatory Research in Asia

# LAST YEAR IN REVIEW: SOCIAL MEDIA COMMUNITY

Since 2015, our online community has been growing steadily. This year's programs have connected us to many new audiences, making our community online stronger and more committed to the cause of feminism in everyday life.



**3,222**

/marthafarrellfoundation



**1,575**

/FoundationMf



**694**

/marthafarrellfoundation



**562**

/company/martha-farrell-foundation/



**398**

# MARTHA FARRELL FOUNDATION: GOVERNANCE

The Governing Board is the statutory body for the management of MFF's affairs. Membership of the Governing Board for 2021-2022 is:



**Dr Rajesh Tandon**

Founder - President, Participatory  
Research in Asia (PRIA)  
Chairperson



**Suheil Farrell Tandon**

Director-Founder, Pro Sport  
Development  
Executive Director



**Tariqa Farrell Tandon**

M.A. Political Science,  
Carleton University, Canada  
Founder-Director



**Rita Sarin**

Vice President & Director,  
The Hunger Project  
Chairperson, PRIA Governing  
Board Director





# MARTHA FARRELL FOUNDATION

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