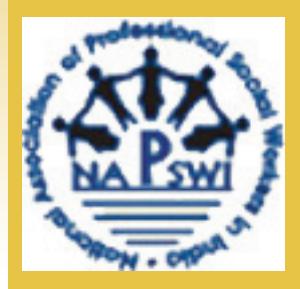


Announcement



MFF - NAPSWI Scholarships

The Martha Farrell Foundation (MFF), which has been set up to keep alive the spirit and legacy of late Martha Farrell's pioneering work on gender issues, announces its first round of MFF -NAPSWI scholarships to support field research in the area of sexual harassment at the workplace.

The two scholarships seek to support students of MA in Social Work, preferably, final year to pursue block placement in an organisation of their choice in India.

The aim is to provide an opportunity to undertake field work under guided supervision from researchers and practitioners on a critical area that has assumed great significance in contemporary India as more women enter the workspace in formal and informal settings and across urban and rural areas.

The scholarships, offered in collaboration with National Association of Professional Social Workers in India (NAPSWI), are open to both male and female candidates in keeping with Martha Farrell's conviction that all dialogues on gender in workspaces must include both women and men.

Martha Farrell Foundation

About Martha Farrell Foundation

Martha Farrell Foundation (MFF) has been set up in the memory of Martha Farrell, NGO leader, adult educator and a true crusader of gender mainstreaming who was killed in a terrorist attack in Kabul, Afghanistan on May 13, 2015.

Martha's legacy and tireless efforts for promoting gender mainstreaming throughout her life will be taken forward in many different ways around the world through Martha Farrell Foundation. A separate Fund has also been created to support youth who have expressed interest for working on issues related to gender mainstreaming and prevention of sexual harassment at workplace. The Fund's support will be global, for activities carried out with passion and excellence located in spaces and communities which otherwise do not have such agency. The Fund would support:

- Leadership development programmes for young boys and girls
- Sponsorships for facilitators to learn and practice prevention of sexual harassment at workplaces
- Fellowships to men working to promote gender mainstreaming
- Internships for students to work on and study gender mainstreaming in everyday life

About Martha Farrell

Martha was an alumna of Delhi School of Social Work and Life Member of National Association of Professional Social Workers in India (NAPSWI). She began her career in 1981 as a literacy worker at Ankur, an NGO working for women's literacy and empowerment in Delhi. She broadened her focus into adult education, where she began her lifelong practice of participatory learning methodology.

In 1991, she co-founded Creative Learning for Change, an NGO consisting of development professionals involved in research, training and documentation of learning materials for students, teachers and facilitators in a non-formal setting, remaining connected to this initiative right through her career.

She joined PRIA in 1996, an organisation with which she has association for a very long time even before her formal joining. As director of one of the most important programmes in PRIA, Gender Mainstreaming, she trained thousands of professionals coming from different walks of life on the issue of sexual harassment at workplace and gender mainstreaming. In 2005, she established education wing of PRIA that offers courses in open and distance learning mode.

Martha undertook pioneering work on sexual harassment at workplace in India, completing her PhD on the subject from Jamia Millia Islamia University, Delhi in 2012. She published the first Indian book on the subject, '*Engendering the Workplace: Gender Discrimination & Prevention of Sexual Harassment in Organisations*' in 2014. This book is an important part of her work in PRIA and a milestone for those who wish to pursue working on the issue of sexual harassment at workplace.

Purpose

In continuation of the tireless work of Martha Farrell to promote awareness of gender issues in the workspace the first round of scholarships have been set up to encourage research on issues that emerge due to implementation and/or lack thereof of the recently enacted Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The focus is on the practices and policies implemented in the wake of this Act and the 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, will support the students for 8 to 12 weeks in the fieldwork phase. It will be awarded to one female and one male student. It will also cover the cost of stay in PRIA for an orientation and reporting period at the commencement and completion of the fieldwork for those applicants from outside Delhi.

Eligibility

The scholarship is awarded to two full time students of MA Social Work, preferably final year.

Students are selected from across India by a three-member committee consisting of academics and practitioners in the field of social work and related subjects. Students must be Indian citizens.

Students must have good academic record. They must show demonstrated and/or expressed interest in the specific topic for this year's award namely sexual harassment at workplace.

This research can be clubbed with block field placement, where applicable.

Collaboration

The scholarship is offered in collaboration with National Association of Professional Social Workers in India (NAPSWI).

The research paper/report may get published on websites of Martha Farrell Foundation (MFF) and NAPSWI.

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The successful candidates are announced during NAPSWI's Indian Social Work Congress which is organised annually. They are required to spend a total of two weeks in PRIA before the start and end of field work placement/research for an orientation and submission of final report.

How to apply

The application form can be downloaded from <http://bit.do/mffoundation>

Please send your application form, along with latest CV, to marthafarrellfoundation@pria.org latest by September 30, 2015.

Guiding questions/points for write up

- Please discuss your field work placements' focus area and experience.
- What are your reasons for applying for this scholarship?
- How does your current thematic focus align with the research topic for which scholarship is awarded?
- Please throw some light on your career goal.

FAQs

1. How many scholarships are given?

Two scholarships are given annually, one each to a female and a male full time student of MA Social Work, preferably final year.

2. What is the scholarship amount?

An amount of Rs. 25,000/- per scholarship is given in two instalments.

3. What is the duration of this scholarship?

8 to 12 weeks for summer block placement during May-July or on a mutually convenient time in consultation with the placement agencies concerned.

The broad time line would be as follows:

- (a) One week orientation in PRIA – winter break – between December 15 to January 15
- (b) Block field work – summer break – between May 1 – July 31
- (c) One week for finalization and submission of report – August 2 – August 9

4. What are the requisites and other formalities in case I get selected for scholarship?

A student is required to do the following:

- (a) Complete an online training capsule of three hours on the issue of prevention of sexual harassment at workplace;
- (b) Spend one week of orientation in PRIA Head Office in New Delhi during winter break;
- (c) Get the research topic approved by PRIA;
- (d) Spend one week on completion of block placement to write and submit final report;
- (e) Make a presentation on the findings of research to PRIA staff.

5. What is meant by sexual harassment?

Broadly speaking, sexual harassment is any sexually determined behavior which is unwelcome by the recipient. It could be verbal, non-verbal, visual or physical.

6. What is meant by workplace?

Any place visited by the employee for work and where there is a working relationship. It could be any government/private department, office and its branches; hospitals or nursing homes; any sport institute, stadium; any transportation, dwelling place or a house provided by the employer.

7. Where can I pursue this fieldwork

In any institutional set up –university, college, factory, offices of blocks and districts officers, hospitals, hotels, any government and/or public sector enterprise, private companies, NGOs etc.

8. Who would take care of expenses incurred on online training and orientation in PRIA pre and post block field work?

PRIA would take care of expenses related to travel and stay in PRIA. The selected students would be put up in PRIA hostel during their stay. Meals would also be provided. Course fee for online training would be borne by PRIA. To and fro travel fare by sleeper class train/non-AC bus from place of stay (college hostel/home as the case maybe) would also be borne by PRIA.

In case of students belonging to National Capital Region, only lunch would be provided for attending PRIA office for orientation and writing of report purposes.

9. What is the expected outcome of this research?

This research would be published on websites of Martha Farrell Foundation (MFF) and NAPSWI. It would remain intellectual property of MFF. The findings of this research may be taken up at a later date to pursue it further or taking some other work in the organisation where it was conducted.