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# ANNUAL REPORT

## 2018-2019

*caring for a beautiful mind*

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## THE JOURNEY OF MANAS FOUNDATION

### FROM ILLNESS TO WELLNESS – “NORMALIZING” MENTAL HEALTH

Manas Foundation was founded in 2002 in response to a growing need for mental healthcare in India. Our first pillar has been to innovate in the field of mental health, and develop an alternative to the illness-focused, medical model. While recognizing that pharmacological treatment for mental illness is imperative in many cases, we believed that a new wellness-based approach was much needed to qualitatively strengthen recovery and rehabilitation of persons with mental health concerns. At Manas, we see mental health as a need for all, just like the need to be physically healthy. Our aim has also been to demystify and destigmatize mental health; bringing it out of the shadows of straitjackets and shame, and into the scope of acceptance. Thus, the journey of Manas began with the intent to normalize mental health as a need for all; opening people up to the idea that well-being is a part of our inherent seeking of a fully functional life. A wellness-focus is also one that understands mental health from a preventive perspective. Raising awareness and providing safe, non-judgmental spaces for conversation can prevent many mental health concerns from arising in the first place. Our journey has focused on bringing people to a notion of mental health as synonymous with well-being, productivity, creativity, positivity and growth.

### APPROACH

The word “psycho-social” approach understands mental health as irrevocably impacted by the social and contextual realities. In defining our approach, we wanted to understand psychological needs through a wider lens; one that casts light on key social factors that affect our mental health. This has enabled us to create unique targeted interventions for individual clients as well as collectives/communities and innovative channels of mental healthcare in existing institutions/structures to develop their develop skills and competencies. Our programmes cater to individuals across different diversities, including disadvantaged women and girls, juveniles in conflict with law, children in conflict zones, school children, rural community groups, etc. The psychosocial approach recognizes that these diverse contexts all have distinct mental health needs. Thus, in individual and community work, we have worked to ensure a holistic perspective, through the psychosocial approach. When formulating our pathway to care, we place the individual at the centre and extend our work to other contextual layers – family, community, region, religion, language, society etc, thus aiming to affect a comprehensive movement towards well-being.

### PLUG-IN MODEL OF MENTAL HEALTH

Manas has created a “plug-in” model of mental health care, to bring and embed these essential services into different types of community settings. At present, we have successfully integrated the component of mental healthcare into existing interventions in health, education, state-run shelter homes and many others. Over the last two decades, our experience with implementing

these plug-in models has furthered our understanding of the inter-linkages of mental health care with diverse contextual needs. The plug-in model has enabled us to address the mental health correlates of poverty/socioeconomic disadvantage, illiteracy/lack of education, peer relationships/family dynamics displacement/marginalization, gender/violence against women and several others.

In our journey, it was these interrelationships that brought us to our second organizational pillar – gender justice.

## GENDER JUSTICE

A decade of plugging in mental health service delivery into a range of contexts led us to intimately engage with people and communities at the margins that face complex, added difficulties – ranging from restriction and rejection, to discrimination and intolerance, to abuse and violence. Our journey with marginalization, intersected most frequently with the issue of gender. We consistently observed the close interplay of gender inequality and discrimination with psychosocial disturbances at the individual as well as community level.

From working with perpetrators of gender-based violence (juveniles in conflict with law), to counselling victims and survivors of violence against women, our work has allowed us to gain insight into both types of psychologies. Observing gender-based violence in individual and family dynamics, we were able to extrapolate that, in order to have mentally healthier communities, we could work with prevention of violence against women as a primary focus – through targeting attitudes and behaviours that threaten safety of women, and thereby, equality.

Our insights with gender-based violence led us to widen our organizational vision, from a focus on mental health alone, to one that also centred on gender justice and led us to develop our flagship programme: gender sensitizing a large subset of urban men, and engaging them towards ending violence against women.

Manas Foundation in 2014 began this large-scale programme to gender sensitize public transport drivers, who interact with women as a part of their daily work. This programme took an innovative approach to gender justice – instead of focusing exclusively on activism, we integrated key psychological theories and concepts into the programme, aiming at pro-gender behaviour and attitude change amongst these drivers. We wanted to move away from the stereotypical patterns of criminalizing and “othering” these drivers, who are mostly men, and bring them on board as partners in making public spaces safe for women.

Today, many auto-rickshaws, taxis, buses, gramin sewas, etc. display the slogans “the driver of this taxi respects women” or “mera imaan, mahilaon ka samman”. These slogans denote drivers who have been gender sensitized by our programme – **“Baraabari ki Dagar, Surakshit Safar”**... en route to an equal society. This has also exemplified Manas Foundation’s emphasis on a preventive approach; prevention of violence against women through sensitization of men as key stakeholders in women’s safety.

Through repeated re-engagement on the issue of gender, drivers are trained to create safe public spaces for women. Eventually, we hope to effect an attitudinal change, which could be expected to herald movements towards equality even in their personal contexts.

## ORGANIZATIONAL GOALS

Manas Foundation, now at the cusp of its third decade in the field, has developed and articulated its overarching organizational vision and mission – corresponding to both pillars: mental health as well as gender justice. Each perspective in our journey now informs the other. From our team to our projects, we work to address both goals equally and effectively.

Our vision and mission statements below, point to our dedication to all the aspects elaborated above. And we aim to constantly progress, improve, learn and continuously innovate in our space.

**THE MANAS VISION STATEMENT: To create and promote inclusive communities and institutions that are mentally healthy, equal and empathetic to all.**

**MENTAL HEALTH MISSION STATEMENT:** To create & promote mentally healthy communities and institutions by raising awareness to reduce stigma, providing accessible mental health services, and capacitating institutions to integrate mental health into their delivery systems, through a psychosocial approach.

**GENDER JUSTICE MISSION STATEMENT:** To create and promote equal, inclusive and safe communities and institutions by bringing a positive shift in mindsets, attitudes and behaviours to reduce gender based violence and foster gender equality.

## COMMUNITY MENTAL HEALTHCARE

One of the key principles of Manas Foundation’s organizational approach comprises of *deinstitutionalization* of mental health services from an illness-focused medical model to a community-based psychosocial model of mental healthcare. This forms the rationale behind the community mental health programmes that are developed and implemented across various contexts by Manas Foundation. Our mental health interventions are embedded into existing community programmes and systems – such as interventions in education, healthcare, custodial care, etc. These work from within the existing contexts, to address psychosocial concerns that often occur concurrently.

As mentioned above, there are three critical aspects encompassing our approach of the community based mental healthcare:

1. **Deinstitutionalization/Access:** Bringing mental health services into the community, making them easily available to community members.
2. **De-stigmatization:** Normalizing mental health issues and creating both a demand and a supply for mental health care among the most marginalized communities of India.

3. **Psychosocial Perspective:** Demonstrating the linkages between mental health and macro level socio-economic environments – such as discrimination, poverty, deprivation, and access to justice – and catering to them as such.

To operationalize the above approach, Manas conceptualized the *Plug-In Model of Psychosocial Mental Healthcare*. Across Delhi, and in most states of the country, there are multiple state-run custodial care homes for women and children. Manas Foundation has plugged in Mental Health Units (MHUs) at these homes in order to address the mental health needs and concerns of their residents. MHUs comprise of specialized centers at identified locations at these homes, where clients can access mental health services from professional psychologists. This plug-in model encompasses the primary framework for the interventions of the organization, and lays the foundation for its theory of change. The approach comprises of identification, management and treatment of mental health concerns with significant focus on promotion of positive mental health and prevention of onset of mental health difficulties through increased awareness and early detection. These plug in units take into consideration all stakeholders at the custodial care home and have customized mental health work plans for creating an empathetic and informed environment for its beneficiaries.

## COMMUNITY MENTAL HEALTH AT SHELTER HOMES

### MENTAL HEALTH UNIT AT NIRMAL CHHAYA COMPLEX

The Mental Health Unit (MHU) at Nirmal Chhaya Complex has been running successfully since 2010 with support of the Department of Women and Child Development, Government of NCT of Delhi.

#### POPULATION

The MHU caters to 8 institutions at the complex with varying populations and demanding concerns.

1. Short Stay Home
2. Children Home for Girls
3. Nari Niketan
4. Observation Home for Girls
5. CHG 3
6. After Care Home for Women, Bal Niketan and Balika Greh

The psychological concerns observed in these residents in the past year largely include prolonged symptoms of trauma, self-harm tendencies, emotional regulation difficulties and impulsive decision making, oppositional defiance, verbal and emotional bullying, blurring of bodily boundaries, difficulties in relationship building due to insecure attachment style, dwindling sense of self-worth, and more.

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## SYSTEMS & PROCEDURES

Manas provides mental health services to the different populations in the Nirmal Chhaya Complex under the mandate of Delhi Juvenile Justice (Care & Protection) Rules, 2009, specifying direct provision of mental healthcare to juveniles and children in government custody.

To every resident that comes to the Complex an intensive psychological evaluation including is conducted to determine the client's psychosocial needs and an individual management plan is prepared. It aims to fulfil short-term and long-term goals, and is formulated in consideration with their context and corresponding ongoing legal process. This includes follow-up, post-restoration and family counselling and group, psychiatric and crisis intervention. Psychologists also conduct various workshops with support staff regularly to sensitize them on mental health and adjustment issues to be able to cater to needs of the residents with empathy and understanding.

Apart from the abovementioned procedures, the psychologists at Nirmal Chhaya also conduct workshops to spread awareness and to facilitate adjustment of the residents.

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## HIGHLIGHTS IN THE YEAR 2018-2019

- **Tree Plantation Drive:** This was organized by Manas Foundation in the premises of Nirmal Chaaya Complex. The drive was facilitated to target the overgrowing air pollution and to reinforce the campaign 'Clean Delhi Green Delhi'
- **Revision of assessment material:** Based on our experience and feedback received from other stakeholders, we revised our internal assessment forms to make them more comprehensive and effective.
- **Republic Day** was celebrated on 25<sup>th</sup> of January in all of the Institutions. Dance performances, Quiz Competitions, and Drawing and Painting competition was organized by MHU.
- **Women's Day** was celebrated for one week around the day where *Mehendi* competition, Quiz Competition, Debate competition, and Drawing & Painting competition were organized by MHU.
- **Holi Celebrations:** Holi celebrations were conducted at Children Home for Girls and were organized by the respective Superintendents of the Institutions within the complex. The MHU has been an active participant in all of the same.
- **Workshops on different themes:** Topics included stress management, safe/unsafe touch and sexual assault/abuse, grievance redressal, peer counselling, conflict resolution, personal hygiene, motivational enhancement techniques and building group dynamics and cohesiveness, amongst others.

## NIRMAL CHHAYA OUTREACH

Home	Intakes and Initial Interventions				Follow-ups and Assessments				
	No. of clients for new intakes	No. of individual counselling sessions	No. of clients under Psychiatric Treatment	No. of group sessions/workshops	No. of clients undergoing counselling sessions	No. of psychiatric consultations/medication	Crisis Intervention	No. of family counselling sessions	No. of clients for Assessment
<b>CHG1</b>	444	843	141	43	1250	234	311	12	30
<b>CHG2</b>	121	32 325	21	20	483	19	55	5	9
<b>OHG</b>	25	56	3	23	99	12	8	-	-
<b>NN</b>	63	124	68	17	146	68	3	4	1
<b>SSH</b>	199	475	636	28	496	818	63	24	22
<b>ACH</b>	7	434	56	24	540	60	13	3	6
<b>BN</b>	-	164	2	10	223	8	-	2	1
<b>BG</b>	-	134	4	11	194	6	2	-	-
<b>CWC</b>	98	25	6	-	44	3	30	7	-
<b>Total Number</b>	<b>957</b>	<b>2580</b>	<b>937</b>	<b>176</b>	<b>3475</b>	<b>1228</b>	<b>475</b>	<b>57</b>	<b>69</b>

## MENTAL HEALTH UNIT AT KASTURBA NIKETAN, LAJPAT NAGAR

The Manas Mental Health Unit (MHU) at Kasturba Niketan, Lajpat Nagar, serving Children Home for Boys – I and II (CHB) and Village Cottage Home – I and III (VCH) was set up in 2011. Initially funded by Ford Foundation, the MHU is now funded by the Department of Women and Child Development, Government of NCT of Delhi.

### POPULATION

The children at VCH comprise of boys and girls aged 5 to 10 years old.

The children at CHB I comprise of boys aged 10 to 12-year-old and CHB II comprises of boys aged 13 to 18 year old.

The residents of the homes come from backgrounds of economic and psychosocial adversity, including domestic violence, parental conflict, substance and sexual abuse. This contributes towards the development of various mental health concerns including attachment related

problems, inattention, conduct issues, sexual misconduct, impulsivity, anger outbursts, depression and anxiety.

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## SYSTEMS AND PROCEDURES

Manas provides psychological security for these children by working towards the identification and management of concerns. Following the psychological screening and assessment, used to identify and diagnose the concerns, an individualized management plan is developed. This includes therapy, monitoring, caregiver follow-up, psychological assessment, psychiatric consultation and family counselling sessions. In addition to this, older children are provided with career counselling to direct them towards areas of interest once their custodial period lapses. Psychologists also conduct regular life skills training and workshops to enable residents to deal with everyday situations adaptively.

A community-based model of intervention views the child as placed in a dynamic ecological system that shapes him or her. From this perspective, the team works with the different stakeholders, caregivers, tutors, staff, biological relatives and child welfare committee members to play a positive role in bringing out the child's best, be it positive emotions, goal-based motivation or improved socialization. Their involvement in the intervention is integral for consistent and sustained change.

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## HIGHLIGHTS IN THE YEAR 2018-2019

### VCH & CHB

- **Growth of MHU:** An additional psychologist was added to the Lajpat Manas MHU team to take on the mental health work in VCH from July 2018.
- **Workshops with caregivers:** Parent training and caregiver counselling was carried out with the staff members. The strategies discussed included increasing praise and reward for desirable behaviours and reducing attention for negative behaviour. This was helpful to handle high rates of peer aggression and oppositional defiance amongst the children, as well as target caregiver de-motivation and fatigue.
- **Positive reinforcement:** Rewarding with stars and smileys were done to promote positive and prosocial behaviours amongst the children. Based on principles of behavioural contract formation and token economy, it has proved successful in reducing peer aggression, increasing in-classroom behaviour, compliance and tuition attendance. Small rewards are given on certain targets reached.
- **Workshop on Safe and Unsafe touch:** Workshops on consent and safe & unsafe touch were held. The boys at CHB stated that they felt more comfortable in reporting about such instances in home. Workshop on this topic helped in breaking the stereotype that such instances are not gender specific.
- **Celebration of festivals and social events:** Children were engaged in social events and festivals to raise awareness, community living and invoke a feeling of belongingness. Few

of the events included slogan writing on kites for Independence Day, celebration of World Mental Health Day and workshops on anti-tobacco on “World No Tobacco Day”.

## CHB

- **Art therapy:** An art therapist was engaged to take sessions with a pre-identified set of children for 4 months regularly. These art sessions aided the children to channelize their positive and negative emotions through art and promoted positive life skills such as sharing, communication and self-regulation. It acted as a catharsis; the children mentioned feeling lighter after the art sessions and showed marked improvement in their overall adjustment in the home.
- **Career counseling:** Based on instances of school refusal and low motivation to attend school, group sessions and career counseling were conducted to combat these occurrences on a monthly basis. This increased the school and tuition attendance among children. Follow up activities including storytelling, newspaper reading, English speaking and quiz on general knowledge were held. These activities helped children to think about their future and better handle their responsibilities.

## VCH

- **Token Economy:** A Christmas donation to VCH of over 150 gifts by Cox and Kings was facilitated by Manas. These gifts have been highly useful as token economy prizes with the children. Those with the highest numbers of earned reinforcement stars are publicly rewarded with a prize.

## VCH & CHB OUTREACH

Home	Intakes and Initial Interventions				Follow-ups and Assessments			
	No. of new intakes	No. of individual counselling sessions	No. of clients under psychiatric treatment	No. of group sessions/ workshops	No. of clients for psychotherapy sessions	No. of psychiatric consultations/ medication	No. of family / caregiver counselling sessions	No. of Assessments
VCH	21	425	9	49	56	160	28	16
CHB	129	537	10	82	93	176	27	21
CWC		184			111		53	2
<b>Total Number</b>	<b>150</b>	<b>1146</b>	<b>19</b>	<b>131</b>	<b>260</b>	<b>336</b>	<b>108</b>	<b>39</b>

## COMMUNITY MENTAL HEALTH IN DIFFERENT LOCALITIES

### CAMP DAUSA

The district of Dausa, Rajasthan is the home of the Mehandipur Balaji temple, a renowned pilgrimage site for persons with mental illness and their families to seek recovery through faith-based practices. Apart from this floating population, the residents of this largely rural area had little awareness or mental health infrastructure at the time Manas Foundation began its programme there in partnership with Paul Hamlyn Foundation and in collaboration with the National Mental Health Programme (NMHP).

***Community Action Mental Health Programme (CAMP) Dausa*** is an integrated approach to community mental healthcare aiming to help create accessible, affordable and replicable mental health services for people in and around Dausa. It addresses the demand, supply and sustainability of services and works as an augmentative tool for the District Mental Health Programme (DMHP), the primary instrument of NMHP for addressing the mental health needs in Dausa. By working in close coordination with education and health state offices and the DMHP, the programme intends to plug in preventive mental health care like psychoeducation, de-stigmatization and awareness building work along with clinical psychotherapeutic and psychiatric services to meet the mental health needs of the people of Dausa.

The initiative provides scope and opportunity to address the mental health needs through evidence-based psychotherapeutic modalities, which were previously unexplored in the area due to unavailability of trained clinical and counselling psychologists.

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#### PROGRAMME COMPONENTS

The multipronged approach of this programme includes:

- Providing mental health services, including assessment and psychotherapy, in collaboration with the district mental health programme and independently.
- Reaching out to the community via teachers and youth through a school mental health programme across the district, as well as raising awareness through camps in local hotspots.
- Capacity building of primary health care services via workshops in healthcare centres and training of frontline healthcare workers.

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#### CAMP DAUSA OUTREACH IN THE FIRST YEAR OF IMPLEMENTATION

Through partnership with various district level agencies, our team is dedicated to dispersing health and educational service in Dausa.

### Direct Services:

Total Number of Clients	Total Number of Mental Health Sessions	No. of Clients for follow up Therapy Sessions	Total number of Assessments/Screenings
197	299	23	65

### Educational Institutes:

Number of Schools Covered	Total Number of Workshops conducted with Students	Total Number of Group Sessions for Mental Health Screenings	Number of Students Screened and Sensitized	Number of Workshops with Teachers	Number of Teachers Sensitized
12	18	45	4168	14	137

### Capacity Building:

Total Number of ASHAs & ANMs Training Sessions	CHC Workshops	PHC Workshops
5	1	17

## KASHMIR SCOPING VISIT

A meeting was held with the UNICEF team exploring the need for psychosocial inputs in UNICEF's child protection programmes. To gain an experiential understanding of the current scope and functioning of child centre interventions, insight into the specific mental health needs of the community, children and families and challenges, opportunities and scope for the incorporation of mental health interventions into UNICEF's child protection programme, a scoping visit was proposed. Two representatives, in July 2018, visited the Child Friendly Spaces (CFS) projects in Jammu and Kashmir and interacted with the various stakeholders outreached by the project. Based on a two-day field observation visit, Manas found there to be a significant need for psychosocial interventions to manage existing needs and concerns and strengthen indigenous resilience systems. A detailed plan was provided to UNICEF regarding proposed interventions to be implemented in the upcoming quarter. However, due to the volatility in the region of Jammu and Kashmir in the later part of the year, the plan for the upcoming year was deferred for the time being.

## MENTAL HEALTHCARE IN EDUCATIONAL INSTITUTIONS

A widespread lack of awareness of mental health leads to an absence of language with which to speak of our psychosocial concerns, or vocalize a demand for mental health services. In order to promote the identification of mental health issues, such as stress, depression, anxiety, suicidal tendencies, at a young age, interactive workshops with students are highly effective. This also works to encourage help seeking behaviour and work towards reducing the stigma around mental health in the community.

Manas has formed associations with several academic institutions across Delhi-NCR, undertaking preventive and promotive mental health related programs.

### COUNSELLING SERVICES AT DYAL SINGH COLLEGE

Manas Foundation has been running a counselling unit at Dyal Singh College since April 2014. One of the psychologists from the team visits the college weekly to aid the students in finding solutions for their psychosocial needs. The counselling centre provides individual sessions for a wide range of stressors, and helps the students and teachers understand the importance of preventive, and positive mental healthcare in their lives. Common stressors experienced by the students at these ages are because of career, adjustment problems, relationship management, understanding self, and handling grief. Positive improvements in the students' thinking processes has been recorded which reflects in their behaviour and habits. This academic year, the therapist reached out to approximately 50 students. Additionally, we displayed attractive IEC material across the campus such as posters which focused on different mental health concerns and strategies students can implement in their daily lives to manage these concerns.

### SANSKRITI SCHOOL MENTAL HEALTH CURRICULUM

Manas initiated conducting workshops on a one-touch basis with Sanskriti School in 2012 over topics concerning mental health and life skills for the students. By 2014 a need was felt to design a curriculum that would seamlessly blend mental health into part of the school curriculum and engage Manas Foundation in long-term work with children, teachers and parents across the school year. Research findings indicate that systematic and regular engagement with students is more effective in inculcating long-term changes.

Subsequent to this, a panel of experts was formed which finalized an interactive, workshop-based curriculum through which students of the school would be engaged multiple times in one academic year on specially curated, age-relevant themes pertaining to their mental health and well-being. These address the specific psychosocial concerns that arise at the various stages of growing up, and include physical and emotional changes, identity formation, respect and discipline, communication, relationships, and peer pressure among others.

These workshops are annually monitored and evaluated by the expert panel. Feedback is collected and reviewed by all the stakeholders including faculty, students and parents of Sanskriti School. Students have expressed positive feedback with regards to the workshops; consistently stating its relevance to their personal and academic lives. In fact, they have been well-received by other stakeholders as well, enabling the curriculum to progress into its fifth year in 2018-19.

In the module revision for this academic year, a consensus was reached by the panel to execute the curriculum via specific modalities for each of the grades.

## SANSKRITI SCHOOL OUTREACH

### MIDDLE SCHOOL

Grade	No. of Sections	No. of Workshops per Section	Total Workshops	Students per Section	Total Students
Grade 6	6	4	24	30	180
Grade 7	7	4	28	30	210
Grade 8	7	4	24	30	210
<b>TOTAL NUMBERS</b>	<b>20</b>	<b>12</b>	<b>76</b>	<b>90</b>	<b>600</b>

### JUNIOR SCHOOL

Grade	No. of Sections	Students per Section	No. of Workshops
Grade 4	7	30	210
Grade 5	6	30	180
<b>TOTALS</b>	<b>13</b>		<b>390</b>

## WORKSHOP WITH GYAAN BHARTI SCHOOL

On 11th October 2018, psychologists from Manas Foundation facilitated interactive workshops on '**Growing Up, Risk-taking and Substance Use**' at Gyan Bharti School, Saket. We exhaustively covered all classes from Class 9 to 12, reaching over 600 students.

The workshop focused on providing students insight into the developing adolescent brain and its reflection in behaviour. The varying interests, confusions, challenges unique in adolescence were explored. Students were provided with conflicting situations and asked to respond to how

they would handle these different circumstances. Against this backdrop, the psychologists guided a discussion on temptation, with an emphasis on substance abuse. The workshop concluded with strategies to help oneself and others in situations of risk.

The school held a positive attitude toward providing spaces for students to address challenges to their mental health and allowed for a dialogue to be created around students' psychological and socio-emotional wellbeing.

## WORKSHOPS WITH MOTHER'S INTERNATIONAL SCHOOL

When caring for the safety and well-being of children, it is important to build the strength of the student-teacher-parent relationship. By providing consistent messages in school and at home on open communication, safety and support, a child's perspective can be developed in a secure, well-informed and proactive environment.

With this perspective, on 16<sup>th</sup> and 19<sup>th</sup> January 2019, workshops were organized for the students of Class 5 students of Mother's International School and their parents on the topics of '**Safe & Unsafe Touch and Bodily Autonomy**'.

These workshops focused on creating body awareness and normalizing the various bodily changes that children go through at this age. Various multimedia resources were used in order to sensitize the students on safe and unsafe touch and establishing an understanding of personal space, boundaries and consent. It was observed that children were sensitive and aware about the themes that were being discussed. They were able to identify safe and unsafe touch and share certain insights around safety. The workshop was concluded with discussions around how the students can keep themselves protected and safe, and what they can do in situations that might be unsafe.

As a follow-up of the students' workshop with the children, an interactive session was held with their parents to discuss and further the learning's from the student session. The dialogue was enriched by parents' questions and their desire to learn more on the best ways to talk to their children about safety, mental health, and other difficult topics.

## CAPACITY BUILDING PROGRAMMES

The increase in demand of mental health services requires to be met with an adequate supply of professionals capacitated in the identification and management of mental health concerns. The Manas model includes a capacity building component, wherein frontline workers including health professionals, social workers, teachers and paraprofessionals are trained in counselling skills, and enabled as barefoot counsellors. This allows for availability of services at the grassroot level, with community workers proficient as first points-of-contact regarding mental health concerns.

Our trainers provide comprehensive services related to prevention, identification and redressal of mental health concerns of the target population. Through these technical services, the professionals are better equipped to identify and address mental health needs and concerns of

target populations. Through this approach, Manas also builds mental health awareness among all stakeholders within the target community. This psycho-educative process leads to creating an enabling environment for better mental health of the target population.

## TRAINING WITH SPUWAC

For custodians of the law, crime prevention and securing confidence of the citizens serves as critical aspects of the core mandate for them. Involving these institutional stakeholders is imperative to breakthrough social and cultural barriers domesticating and shaming violence, especially those against women and children.

The concept of sensitivity is grossly misunderstood by a large majority of police officers; for instance, they may blame women for the crimes against them. These attitudinal and behavioural changes can only be brought about through designing interventions to facilitate awareness and sensitivity. This would allow custodians of the law to view and process crimes, specifically those against women and children, through a safe, unbiased lens.

From time to time in the last one year, on request of the SPUWAC Malviya Nagar, Manas Foundation conducted training sessions for their staff members with focus on interview skills backed by principals of counseling and mental health when working cases of abuse and violence w.r.t women and children. The participants enthusiastically contribute to the workshop by sharing their thoughts and experiences.

## OPD SERVICES

The services we provide at our Out-Patient Department are oriented towards optimizing potentials, and preventing mental health concerns from occurring or increasing in severity.

## PSYCHOMETRIC AND PSYCHO-DIAGNOSTIC ASSESSMENT

Psychometric and psycho-diagnostic assessments with outpatient and referral clients are an integral part of Manas' mental health services. These services play an essential role in assessing intellectual and emotional functioning and guide clinicians in understanding psychological difficulties. It also helps in clarifying symptoms, conceptualizing and initiating therapeutic interventions, and mapping out management plans. Manas uses **standardized testing procedures** to understand the intellectual, psychosocial or emotional concerns of the clients. This also extends to understanding the spectrum of issues that may be taking away from the clients' **positive psychological growth**.

The following are the some of the kinds of assessments conducted at Manas Foundation:

- **Intelligence (IQ) Testing:** IQ Assessment includes performance and verbal tasks to measure intellectual ability across tasks and culture-fairness in interpretation. These assessments are conducted using standardized tests for a range of age groups.

- **Specific Learning Disability:** Specific Learning Disability (SLD) assessment involves administration of tests that tap into the clients' level of difficulty with regards to scholastic and perceptual skills. It assesses attention, language, arithmetic, and perceptual gestalt and accuracy.
- **Personality Assessment:** Personality assessment involves tests including self-report and projective measures that bring out various aspects of clients' traits and characteristics. These are often referred as an aid in self-awareness for clients, or to assist clinicians in gaining insight into the personality patterns of clients.
- **Neuropsychological Functioning:** Neuropsychological assessment is administered to clients with symptoms that reflect brain damage or degeneration. Several subtests are conducted in order to gauge neuropsychological variables pertaining to the frontal, parietal-occipital, and temporal lobes.
- **Psycho-diagnostics:** Psycho-diagnostic assessments assist in clarifying diagnoses for clients who report or demonstrate behavioural or psycho-emotional patterns reflective of mixed symptoms. Psychological disorders such as depression, anxiety, schizophrenia, and personality disorders, among others, are screened as part of diagnostic assessments. Standardized screenings, self-report, and projective tests are administered following a detailed clinical interview and history taking session. Due consideration is given to personal and contextual factors. Psychiatrists often refer clients prior to prescription of medication or alteration of dosage.
- **Career Guidance (Aptitude and Interest Assessment):** Career assessment is a comprehensive process involving detailed interviews, aptitude testing, interest assessment, and self-disclosure activities. These assessments form an understanding of career conceptualizations, future orientation, primary traits, career-personality, perceived career strengths and obstacles to career and value systems. The career report brings out the match between the three key areas: **interest, aptitude and personality** and provides specific recommendations. Interactive report sharing sessions are often a follow up of career assessment, wherein the client and key family members are briefed on findings and engaged with for the road ahead.

## PSYCHOTHERAPY AND COUNSELING

Manas psychologists practice the **psychosocial model of therapy**. This approach looks at the individual's growth within the context of their environment. Part of the effort is to de-stigmatize mental health services within the mindset of clients and their families. Psychologists work with individuals and groups to address psycho-emotional issues arising in the context of family and relationships to co-create solutions. We aid individuals in utilizing their intrapersonal and external resources to alleviate distress and create greater well-being through counseling and psychotherapy. Therapeutic interventions are conducted following **standardized procedures, ethical protocols** and ensure the comfort of the client.

### **Individual Counselling**

For a variety of emotional difficulties and mental illnesses, counselling and psychotherapy is provided to aid clients in addressing immediate concerns while inculcating a well-being orientation for the long term. Individual management plans are prepared for clients based on assessed concerns and specific contextual elements. These ensure redressal of immediate concerns and crisis-intervention, followed by goal-setting towards the development and enhancement of coping skills.

### **Family Counselling**

Psychological disorders and difficulties are often a function of familial and relational issues. Family therapy is usually applied in cases where conflicts arise within families due to unhealthy relationship or communication patterns. Family members and/or significant others are included in the therapeutic process to understand and address concerns. They may also assist in the recovery and rehabilitation of individual clients. Family therapy aims at empowering the individual and the family in greater autonomy, positive reintegration into healthy patterns of living, and intrapersonal and interpersonal interactions.

### **Career Counselling**

Manas conducts career counseling to help adolescents and young adults manage confusion and stress during career planning. During this time, psychologists deal with various issues to simplify the decision-making process and career choices for young adults. These may include family/peer pressure, unrealistic aspirations, evaluation apprehension, indecision and self-esteem. Career counseling incorporates a focus on self-awareness, like interests, abilities, traits and values to bridge gaps in these areas, and align expectations of the young adults and their families with achievable targets. This is carried out while maintaining a focus on the inherent positive potential of the individual. Guidance regarding information on specific professional options is also provided and young adults are made active managers in choosing suitable career paths, managing career transitions and balancing various life roles.

## **GENDER PROGRAMMES ENGAGING DRIVERS**

### **CONTEXT OF OUR WORK IN GENDER**

Women's safety in public spaces has long been a major social concern in the capital. Statistics indicate that 79% of women in major Indian cities reported experiencing public harassment (ActionAid, 2016). The threat of experiencing gender-based violence and harassment deeply affects women, limiting their participation in society and fundamentally restricting their mobility and access to resources. Additionally, several of these incidents of violence against women have transpired in every form of the massive public transport system including buses, taxis and autos.

Manas ideated on ways to improve women's mobility in the public sphere while addressing fears/experiences of harassment and violence, thereby empowering them. A study found the

pattern by which women use transport differs from that of men due to their distinct social roles and economic activities. According to the study, women often "chain" their activities by combining multiple stops and destinations within a single, longer trip as a result of their household and caretaking responsibilities. These factors should be considered so that transport can be made safe and equal in accessibility.

With the aforementioned argument and facts in the backdrop, based on our previous experience and in response to Nirbhaya and a press release issued by the Delhi Transport Department in October 2013, expressing the need to sensitize auto drivers on gender-based violence and their role in reducing the same, Manas Foundation initiated the programme “**Building Bonds**”. Building Bonds aimed at strengthening bonds of the partnership between civil society organization, public transport drivers and state public transport department.

Over the years, it has been a journey of exploring and implementing new innovative approaches and path breaking strategies in gender. Today, it is one of the largest programmes in Asia on engaging men to create safe and equal public spaces for women and girls. The initiative is a first-of-its-kind intervention within the urban transport system focusing on gender sensitization. It engages sectors that interact with women as part of their work and thereby addressing concerns of gender inequity and injustice. From a unique vantage point, Manas created a programme that uses psychological principles to enforce long-term attitudinal and behavioural change. With an orientation in mental health, the intervention aims not only at imparting information about gender, but also focuses on behavioural activation.

## BARAABARI KI DAGAR, SURAKSHIT SAFAR

A unique partnership between the Transport Department of Government of NCT Delhi and Manas, representing civil society, was created in 2013. Building Bonds was supported by Ford Foundation until 2014 and more than 50000 auto drivers were engaged in this programme. In 2014, Building Bonds caught the attention of **Indraprastha Gas Limited (IGL)** because the programme aligned with its mandate of providing healthy, safe and cost effective solutions to private and public transportation.

In late 2015, Manas Foundation entered into a formal partnership with IGL to scale up the programme and extend its reach to taxi drivers. By the end of 2016, “Building Bonds” reached out to more than 2 lakh auto and taxi drivers and expanded to Noida.

There was a need and opportunity for the programme’s goals to be revisited and realigned to its larger goal of bringing gender equality through the provision of accessible and equitable public transportation and it was in 2017 when the programme was reincarnated as **Baraabari ki Dagar, Surakshit Safar**. New approaches for more impactful programming were developed which aimed at-

- Re-engaging drivers on the issue of gender and VAW beyond the one time in-class room training sessions to deepen understanding and knowledge
- Motivating drivers to bring positive change in their personal life apart from professional life.

- Public awareness initiatives on the issue of sexual harassment of women in public places to encourage by-stander actions.

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## COMPONENTS OF BARAABARI KI DAGAR, SURAKSHIT SAFAR

Since its inception, the programme has received much acclaim and consistently rated well among drivers, indicative of the programme's efficacy; this has allowed it to become a multi-tiered intervention. With consistent acclaim received by all stakeholders, the programme has delved to impact the professional and personal lives of commercial drivers and integrate the community on the cause of women's safety. Several strategies have all been established as tools to foster reengagement and improve sustainability of the programme. By taking cognizance of the feedback received during monitoring and evaluation, Manas was able to develop innovate techniques to initiate deep-rooted change. The growth and scale of the programme can be witnessed by not only its demographic and geographical expansion but also in the development of diverse sub-programmes over the years, created to foster engagement.

### **Training of the commercial vehicle drivers**

The training programme is designed to create a constructive dialogue on gender issues and promote a change in pre-existing patriarchal attitudes and behaviours towards women. A sensitization module was developed under the guidance of experts. The content of the module incorporates psychological principles, providing a unique and broader perspective to the issue of gender. For duration of two hours, an interactive workshop is conducted, wherein; participants are engaged in discussion on various gender-related concepts including definition, stereotypes, violence and laws. Furthermore, helpful attitudes, effective communication and gender sensitivity are discussed, and participants are provided a chance to reflect on their role in ensuring women's safety at an individual and professional level. The training workshops also involve interactive training mechanisms using activities and audio-visual screening to encourage participative engagement.

### **IEC Material distribution to brand commercial vehicles as Safe Spaces**

To promote social commitment towards women safety and create awareness amongst the public, an innovative sticker branding as a safe space for women is carried forward with the vehicles. Post training, the IEC (Informative Educational Communication) material including stickers, letters and torans designed for all commercial vehicles are distributed to the participants. Branding of the vehicle highlights the involvement of the drivers in the campaign and spreads messages of respect to women and gender equality.

### **24\*7 Helpline**

The helpline is a 24\*7 telephonic service for the commercial vehicle drivers to provide them with the opportunity to 'troubleshoot' challenges faces in situations on gender discrimination and seek advice to engage in gender-sensitized behaviours in their professional and personal lives. The helpline is aimed to provide guidance on need based services to women facing challenges of gender discrimination.

## **Home Visits**

To supplement the gender equality training and assess the application of learning in the household, informal home visits are conducted. This was initiated alongside the training in 2014 in order to deepen the understanding of gender; discussions are extended to the drivers' personal life. This not only provides Manas with insight into socio-economic and educational background of drivers but also the chance to witness the first-hand impact of the training.

## **Daughters of Delhi: The Scholarship Programme**

The scholarship scheme is an extension of the 'Baraabari ki Dagar, Surakshit Safar'. It aims to translate the gender sensitization learning imparted during training into personal practice. Positive actions towards gender-equal relationships are incentivized with rewards and scholarships given to the girl-child of the drivers. Two scholarship schemes have been introduced in the year 2017-2018; one for daughters of drivers studying in classes 9th and 11th, to reduce school dropout. Furthermore, based on the drivers' adherence to previously set indicators of pro-gender norms, socio-economic status and academic performance of their daughters, 20 candidates are selected for a scholarship for vocational skills training.

## **Safe Gaadi ka Next Stop Over**

With the aim of continuing and expanding the dialogue on gender issues, drivers displaying gender sensitive behaviour are invited to participate in discussions held on a WhatsApp group. In addition to this, driver cohorts are created and informal interactions are organized to foster further engagement. Through these interactive platforms, drivers are encouraged to document and exchange stories, provide interesting anecdotes, convey personal challenges regarding gender, spread awareness and discuss the progress of the curriculum with the Manas team.

## **Mobile Application called Safe Gaadi**

To maintain interaction with the previously trained commercial drivers, Manas formulated an Android-based; user friendly software application (app) termed 'Safe Gaadi'. Users are provided deeper understanding of gender-related issues, primarily gender equality, and are expected to reflect this understanding in their family and community. To facilitate an interesting learning process, the app includes the quizzes, multimedia content and interactive features that motivate drivers to engage in practices that respect women, thereby establishing safe and equal public spaces for women.

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## **HIGHLIGHTS FOR 2018-2019**

### **Expansion of Gender-Sensitization Programme to Gurugram**

'Safe Gaadi', a campaign to make Gurugram a safe city for women was expanded to the region as of 29<sup>th</sup> May, 2018. A landmark initiative was launched in making public transport safe for women. The programme was established in partnership with District Administration, Gurugram and with the support of IGL for ensuring women safety in the public transport

systems. An event was held at the Meeting Hall, DC Office, Gurugram with the Chief Guest, Sh. Vinay Pratap Singh, IAS, Deputy Commissioner, Gurugram inaugurating the event along with Sh. E.S. Ranganathan, Managing Director, IGL and other senior officials of the district administration. The launch of the programme was highlighted as an important milestone in the journey of the gender sensitisation programme. The Safe Gaadi programme was explained to the audience as an initiative in which all commercial vehicle drivers of Gurugram (including bus, auto and taxi drivers) will be engaged in gender sensitisation trainings.

### Safe Gaadi ka Next Stopover

Month-wise themes that were discussed with participants in our informal interactions throughout the year are listed below.

Month	Topic discussed
April	Rising Violence Against Minor Girls
May	Patriarchy & Safe Touch
June	Sex Education
July	Control of women on her body, her choice, her decision can influence on Population Control
August	Representation of Women in Hindi Films
September	Gender discrimination in Print Media
October	Street Sexual Harassment and Workspaces
November	#Me too Movement and Consent
December	#Share the Load
January	Unequal division of labour within the household
February	Dignity March and OBR Day
March	Reproductive health and discussion on Menstrual Cycle

### Scholarship Programmes

- Daughters of Delhi I:** This year, 379 scholarship forms were received out of which 200 scholarship forms were shortlisted. In an event organized on 5<sup>th</sup> October, 2019 the shortlisted girls were awarded Scholarships in the presence of their proud parents. It was a great moment as our dignitaries from different background motivated and encouraged girls and their parents to aim high and move forward to achieve their dreams.

- **Daughters of Delhi II:** This year the programme introduced three certificate courses – Data Entry Operator, Dress Designing, and Retail Management. We entered a formal partnership with YWCA (Young women Christian association) and V-Tech to offer girls opportunities of to attain their skills, enhance their employability and empowerment.

### Collective Events for Change

We selected strategic themes and activities to reengage drivers on various social issues and to be active citizens.

- **‘Health for All’:** On 7<sup>th</sup> April, an event marking World Health Day was held by the drivers and the team with the slogan ‘*Health for All*’. Its focus was to emphasize the importance of healthcare and related gender disparity. Systematic hurdles for women in access to adequate and safe healthcare were highlighted. The worsening situation of women was discussed vis a vis facts about the child marriage rate, mortality rate and life expectancy of women, and the skewed sex ratio in the country.
- **Protest at Parliament Street:** On 15<sup>th</sup> April, Manas Foundation team was present at the protest at Parliament Street against the brutal rape and murder of 8-year old Asifa in Jammu and Kashmir. The team reached the protest site with handmade posters denouncing the act and demanding justice from the government, and strict punishment to the culprits. Along with other organizations, Manas took a strong stand against violence against women.
- **World Mental Health Day:** To celebrate Mental Health Day on 11<sup>th</sup> of October, trainers conducted awareness training with participants. The team discussed the importance of mental health and the stressed faced by commercial drivers due to his profession. Participants were told how they can recognize stress and adaptive coping strategies to manage stress.
- **International Day of Girl Child:** October 11<sup>th</sup>, International Day of the Girl Child, was celebrated by the trainers at their training centres. With an objective to increase awareness about the opportunity for girls and to discuss about gender equality discussion were conducted around access to education, nutrition, legal rights, and medical care for young girls. After the discussion, participants were asked to write a note for their daughters and they were asked to share the note with them.
- **#MeToo Campaign:** The team is proud to have participated in the #MeToo movement, organized at Rajiv Chowk on 22<sup>nd</sup> November, 2018 by One Billion Rising. Manas Foundation and commercial vehicle partners attended the event, displaying their commitment to the cause of the movement.
- **Children’s Day Special**

Manas Foundation celebrated Children’s Day at Sarai Kale Khan Centre. The celebration focused on increasing and spreading awareness of the rights, care and education of children, and connected the theme to gender equality. Trainers discussed the importance of education in the life of girls today, and held an activity in which drivers wrote their thoughts on a paper and shared them with each other.

### Safe Gaadi Radio Campaign

The radio campaign, held 25<sup>th</sup>-28<sup>th</sup> February, focused on creating awareness, providing information about the gender-sensitization programme and the Safe Gaadi app. The campaign was used as a medium to convey to the audience that the app is a platform for anyone to learn about gender and to see the way drivers engage with it.

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## OUTREACH OF BARAABARI KI DAGAR, SURAKSHIT SAFAR

### Outreach in the Year 2018-2019

City	Auto	Taxi	Bus	Total
Delhi	40492	25812	8305	<b>74609</b>
Noida	3708	2763	1194	<b>7665</b>
Gurugram	8453	6047	867	<b>15367</b>

### Total Outreach of the Programme since Inception (2014-2019)

City	Auto	Taxi	Bus	Total
Delhi	283532	132653	40022	<b>456207</b>
Noida	16954	5145	2277	<b>24376</b>
Gurugram	8453	6047	867	<b>15367</b>
<b>Total</b>	<b>308939</b>	<b>143845</b>	<b>43166</b>	<b>495950</b>

## SAFE GAADI: GENDER SENSITIZATION PROGRAMME IN KANPUR

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### OVERVIEW

A Times of India report stated that on an average 8 women are raped and 30 abducted every day in Uttar Pradesh. Crimes against women went up sharply between January 1<sup>st</sup> and March 31<sup>st</sup> in UP in the year 2016-2017. Women feel unsafe in accessing public spaces, restricting their accessibility and mobility. Safety plays a significant role in shaping women’s transport behaviour. Institutional changes, including infrastructural facilities including installation of CCTV cameras, approachable roads and amendments in laws preventing violence play an integral role in creating safe spaces for women.

#### ESTABLISHING SAFE GAADI IN KANPUR

In the year 2019, under the CSR initiative of **Central UP Gas Limited (CUGL)**, Manas Foundation expanded its programme to Kanpur district and to work closely with commercial vehicle drivers of Kanpur. In a three-hour gender sensitization training session the drivers coming for the renewal of license and fitness certificate classes at UPSRTC are trained on growing issues of violence against women, gender stereotypes, professional behaviour and stress management.

From January 2019 to March 2019 the pilot phase was conducted through the collaborative efforts of the funding agency, CUGL and the Transport department of Kanpur. We are thankful to CUGL for seeing merit in the programme. Based on a letter received by the Transport Department, Kanpur, highlighting the need for a long-term gender sensitization programme and the positive feedback received about our trainings, we hope to extend and expand these trainings to other populations and regions in the coming time.

#### KANPUR PROGRAMME OUTREACH

Month	Training Location	Taxi Driver	Auto Driver	Bus Driver	Heavy Vehicles	Others	Total Participants trained
January	Parivahan Nigam	18	81	78	111	285	573
February	Parivahan Nigam	52	11	16	44	206	329
March	Parivahan Nigam	3	72	21	50	167	313
							<b>1215</b>

#### GENDER SENSITIZATION IN COLLABORATION WITH UBER

#### PUBLIC TRANSPORT TO PRIVATE PUBLIC TRANSPORT

Year 2018 brought with it yet another leap for the gender sensitization programme when Manas entered into partnership with one of the largest private transport aggregator, **Uber India Systems Private Limited**.

## NEED ASSESSMENT

Based on the experience with gender-sensitization of commercial vehicle drivers in Delhi-NCR and the concern of women's safety, Manas was approached by Uber for the purpose of gender-sensitization of Uber drivers. The population of interest for this assessment comprised of all male driver-partners, currently working in Delhi-NCR and most importantly driver-partners who had received a low rating from female commuters were required to participate in the trainings.

Based on the findings of the assessment, mandatory gender-sensitization in-classroom trainings after joining Uber were recommended.

## PILOT PHASE TO ESTABLISHING THE PROGRAMME IN 6 CITIES ACROSS INDIA

In response to the assessment, the pilot phase of the programme was launched in Delhi-NCR, Kolkata, Bangalore and Mumbai, wherein Uber partner-drivers undertook gender sensitization trainings. The overwhelming response to the change and motivation in drivers led to scaling up of the programme in 7 major cities of India; Delhi, Mumbai, Chennai, Bengaluru, Hyderabad, Pune and Kolkata. A formal partnership was established in February 2019, with over one lakh driver partners to be engaged in the programme by the end of the year. It is expected to eventually become an integral part of Uber's onboarding process for its driver-partners.

## CORPORATE TRAININGS IN GENDER

### OVERVIEW

Our learnings from implementing one of the largest programmes on creating safe and equal public spaces for women engaging men lead Manas to also work towards creating safe workplaces. Through its in-house developed interactive curriculum on prevention, prohibition and redressal of sexual harassment of women in workplace it has been conducting training programmes for Corporates.

### SAFE WORKPLACES: MIDLAND CREDIT MANAGEMENT INDIA PVT. LTD.

With the rise in consciousness of gender equality, we are witness to an increase in the number of women entering the workplace. However, sexual harassment at the workplace continues to affect women's performance and creates an intimidating, hostile or offensive environment for them to work in. With more women coming forward to share their personal experiences of violence, inequality and injustice, establishing a workplace free from sexual harassment has

become a top priority for companies and institutions. For this reason, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH), was enacted to ensure safe working spaces for women and to build enabling environments that respect women.

Manas Foundation with its years of experience on gender sensitization trainings conducted POSH trainings for the staff of Midland Credit Management India Private Limited, a subsidiary of Encore Capital Group. 250 employees of MCM Ltd. were sensitized on the key components of the POSH Act. They were explained the forms and types of harassment in the workplace and the effects on the individual and the organization. The preventive steps organizations have to take while redressing a complaint were discussed. Sessions were ended positively, with trainers asked the participants to reflect on their own contribution in making a healthy workplace and resolved to sustain these changes.

## COX AND KINGS

Manas was approached by Cox & Kings to conduct workshops for their staff on gender-sensitization. Manas tailored the content for the organization and focused on the following concepts: gender sensitization, professional behaviour and stress management. The trainers engaged taxi drivers through role-play and other interactive activities allowing them to reflect on topics including socially constructed gender-roles, adaptive and maladaptive ways of coping with stress and how it affects their personal and professional behaviour. It was a positive experience that helped them to build the trainees confidence level and improve their socializing skills.

## OTHER HIGHLIGHTS IN 2018-2019

### NO TOBACCO DAY IN PARTNERSHIP WITH WHO

Manas Foundation shares its vision of Tobacco control with the WHO. On 31st of May, in celebration of World No Tobacco Day, Manas Foundation hosted an auto rally with a 100 of its gender sensitized auto -drivers to encourage abstinence from tobacco consumption.

A team of trainers, in different locations of Delhi- NCR, were engaged in the process of mobilization. Drivers were approached based on their own usage of tobacco and/or the usage of immediate family members. This was done with the aim to influence change in one's personal life, subsequently emboldening them to spread the message of abstinence from tobacco consumption. Based on their responsiveness towards tobacco abstinence and participation in interactions, **100 auto-drivers** were selected to conduct an auto rally, spreading awareness on the social cause.

To promote social commitment towards a healthy and safe life through tobacco abstinence, and create awareness amongst the public, an innovative hood was fixed on to the auto as a vehicle of change. The auto-drivers, who provided consent to participate in the campaign were provided with posters, conveying the ill effects of tobacco consumption and its impact on

families and their health. In addition to the distribution of IEC material, drivers were gifted mementos in appreciation for their participation in the movement.

### Launch

On 31<sup>st</sup> May 2018 Manas Foundation organized an auto-rally in collaboration with World Health organization at Nirman Bhawan. Over 100 - autos with their hoods fixed with a poster carrying a message against tobacco consumption were flagged - off by Hon'ble Union Minister of State for Health & Family Welfare Ms. Anupriya Patel.

## DIGNITY MARCH

Over 5000 survivors of sexual violence travelled through 24 states of India to speak out about their experiences without shame. The 65-day led Dignity March provided a platform for women and children to take ownership of their narratives of abuse and violence.

Manas received the dignity award for our work with victims of abuse and violence in Nirmal Chhaya (a shelter home for women and children) and our large-scale gender sensitization programme that works towards creating safe and equal spaces for women through attitudinal and behavioural change. Manas Foundation will continue to strive towards this change and stand in solidarity with all survivors of sexual violence.

## SOCIAL MEDIA

The internet and social media are powerful tools for raising awareness on mental health, gender-related issues and the work done in the field. Consistent updates on events, campaigns and information are continually posted relating to all our programmes. This has allowed Manas to improve its reach and visibility with the online population.

Several of our viewers have connected with us to run stories, smaller campaigns and engaged with our content through Facebook, Instagram and Twitter. Appreciation and recognition of the work we do have been received on all these platforms.

Platform	Reach
Facebook	22,417
Instagram	376
Twitter	176

## STOP WHEN YOU SPOT CAMPAIGN

On World Suicide Prevention Day, Milestone Dentsu and Manas Foundation launched #StopWhenYouSpot campaign, to shed light on warning signs and to spot suicidal behaviour to prevent suicide. The campaign comprises of 3 short films, each highlighting certain manifestations of mental health concerns, and urges viewers to spot the signs early to help prevent suicidal ideations from being carried out. The ‘slice of life’ films thoughtfully portray how the warning signs of depression and suicide lie hidden in plain sight amidst everyday situations. We hope the films will help people spot suicidal behaviour and get professional help on time.

Links:

- <https://www.facebook.com/ManasfoundationDelhi/videos/264797221040369/>
- <https://www.facebook.com/ManasfoundationDelhi/videos/512535942506283/>
- <https://www.facebook.com/ManasfoundationDelhi/videos/2017260265195963/>
- <https://www.facebook.com/ManasfoundationDelhi/videos/880435565483068/>
- <https://www.facebook.com/ManasfoundationDelhi/videos/381039415768997/>

## MEDIA COVERAGE

A number of new articles and online publications were seen across global media spanning the inception, implementation and events around our mental health and gender sensitization programmes. These were crucial in creating awareness amongst the masses of the efforts towards change. Links to some of these articles are listed.

- <https://www.cityspidey.com/news/6276/gurugram-administration-launches-gender-sensitisation-classes-for-citys-drivers/https://yourstory.com/2018/11/uber-gender-awareness-sensitisation-driver>
- <https://campaignbriefasia.com/2018/09/12/milestone-dentsu-and-manas-fou/>
- <https://www.pressreader.com/india/mid-day/20190307/281741270728641>
- <http://thegoodwillproject.in/?p=263>
- <https://www.uber.com/en-TR/newsroom/driving-more-change/>
- <https://www.inventiva.co.in/2018/11/14/exclusive-creating-awareness-and-changing-mindsets-inside-ubers-gender-sensitisation-workshop-for-driver-partners/>
- <https://bestmediainfo.com/2018/09/ngos-and-agencies-raise-awareness-about-mental-health-on-world-suicide-prevention-day/>
- <https://www.livemint.com/Leisure/dh4nHxciNcwSMt8QAHApCJ/Philanthropy-Money-for-the-mind.html>
- <https://www.youthkiawaaz.com/2018/04/as-mental-illness-continues-to-worry-india-ngos-take-the-initiative/>

## FOUNDING TEAM

### MONICA KUMAR

#### Managing Trustee & Psychologist



One of the founding trustees of Manas Foundation and an Ashoka Fellow, Monica has worked extensively in mental health care in both hospitals and communities. She has been bridging the gap between provision and implementation of mental health service by integrating mental health care units in various settings like school structures and custodial care homes. She has been instrumental in defining the guidelines for mental health needs, child care, and protection policies for the Delhi Commission for Protection of Child Rights [DCPCR].

She aspires to co-create a multi-tiered model of recovery for mental illness management and alleviation that are supported by the pillars of accessible and affordable

preventive-promotive-recovery methods. She remains in continuous dialogue with the government and development institutions to build alliances for this co-creation.

She is a recipient of the EdelGive: Social Innovation Honour for her work with underprivileged women, using models of psycho-social rehabilitation and care. She serves as a member of the State Child Protection Society on one of the boards of the Department of Women and Child Development [DWCD], Delhi and is a member of the governing body of the Integrated Child Protection Scheme [ICPS]. Monica is an alumnus of NIMHANS with an MPhil. In Medical and Social Psychology.

Monica has worked with distressed populations including children and women afflicted with sexual/emotional/physical abuse and violence, juvenile delinquents, and trafficked children. Leveraging her diverse repertoire of skills and knowledge, Monica is now using unconventional mental health approaches in engaging men to create safe spaces for women. Along with the Manas team, she has been successfully implementing training and creating support systems for drivers of public transport in an attempt to create safe and accessible travel experience.

## NAVEEN KUMAR

### Trustee & Psychologist

A psychologist by choice and wanderer by nature, Naveen Kumar is one of the founding trustees of Manas. He has over 20 years of experience in providing mental health inputs to individuals and disadvantaged groups through his clinical practice and community outreach projects. He has been instrumental in conceiving the idea and process behind the key target interventions implemented by Manas to promote well-being and positivity for many vulnerable and volatile communities.

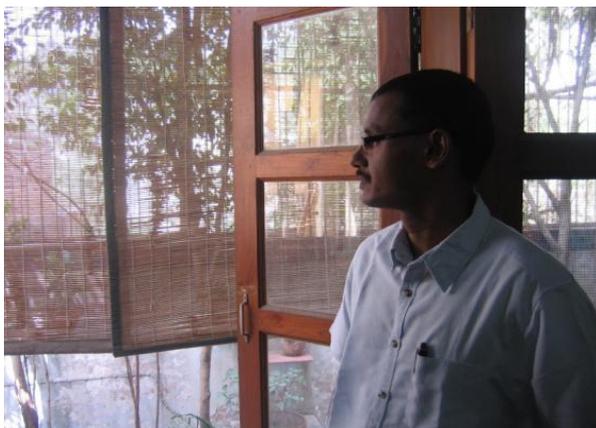


Naveen's association as alumni of IMT Ghaziabad and Campus Law Faculty, Delhi University helped him build his understanding of the corporate and legal worlds. As his core area of interest, this experience enables him to effectively

provide mental health care required for issues related to work situations, environmental stress and personal and professional relationships.

His work is highly appreciated and recognised in the field of individual therapy, especially with marital problems, and resistant psychological issues of obsessions and addictions. He switched to psychology in 2000 and completed his Masters and training as a psychologist to follow his keen interest in human behaviour and the principles governing it.

## DR. AMIYA BANERJEE



### Trustee & Psychiatrist

Dr Amiya Banerjee practices out of Greater Noida and has been a Consultant psychiatrist at VIMHANS, Delhi for 10 years.

Dr Banerjee completed his Diploma in Psychiatry at NIMHANS, Bangalore and his MD at AIIMS, New Delhi. His subsequent work as a practising psychiatrist has taken him into roles and settings that have broadened his

understanding of psychiatry. Dr Banerjee's interest in people suffering from serious forms of mental illness like schizophrenia and mood disorders is in being able to provide them with

sound diagnosis and treatment. This is possible when one integrates psychiatry with other branches of neuroscience since the mind is seated in the brain and is affected when brain structure or function is disturbed. Inspired by this thought, he developed the Behavioural Neurology Clinic where conditions like Alzheimer's disease, stroke and Parkinson's disease were jointly treated by the neurologist, psychiatrist and neuropsychologist. He worked closely with the neurosurgeons in situations like head injury, brain tumours and postoperative ICU care.

Just as the mind is in the brain, the brain is in the body. Physical and brain illnesses are often intertwined. Dr Banerjee's interest in these interfaces led him to collaborate with other medical specialists when he was a visiting Consultant at Escorts Heart Hospital and Dharamshila Cancer Hospital. Hospital based practice, however varied, offers but one perspective of the problems prevalent in the community at large. In 2000, Dr Banerjee along with Monica founded Manas spurred by their vision of a community based mental health initiative.

The field of mental health is ultimately about the person behind the disorder who needs to be understood by the person within the professional. With time, Dr Banerjee decided to pay equal attention to his personal journey and has been enjoying half marathons, playing midfield for his football club. His novel, 'Rivers Past', was published in 2012. After a small splash, it sank without a trace. His fascination towards Indian culture and natural landscapes has taken him and his backpack to magical places where. He tries to use these insights to enrich himself and those who come to him.

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