

Yearly Report

MANAS FOUNDATION

2019
-
2020



TABLE OF CONTENTS

1. Manas Foundation Journey	2
1.1. Evolution of Gender Justice Programmes	
2. Vision Mission Statements	3
3. Manas Modus Operandi	3
4. Initiatives at a Glance: Mental Health	4
4.1. Plug In Mental Health Units In Partnership With the Government of NCT of Delhi	
4.2. Highlight in the Year 2019-2020	
4.3. Nirmal Chaya Outreach	
4.4. Mental Health Unit At Village Cottage Home and Children Home for Boys, Lajpat Nagar	
4.5. Camp Dausa	
5. Mental Health In Educational Institutions	9
5.1. Counselling Services at Dyal Singh College	
5.2. Sanskriti School Mental Health Curriculum	
6. Training with SPUWAC	10
7. Training Programme for DCWD Chhattisgarh and Jaipur	11
8. OPD Services	11
8.1. Psychometric and Psycho – Diagnostic Assessment	
8.2. Psychotherapy and Counselling	
9. Initiatives for Corporate Organizations & Institutions	13
10. Helpline at Manas	15
11. Initiatives to Build Safe and Equal Public Spaces While Working With Public Transport Drivers	15
11.1. Barabari Ki Dagar, Surakshit Safar: Delhi NCR	
11.2. Gender Sensitization in Collaboration with UBER	
12. Gender Sensitization Training Sessions for Delhi Police	25
13. Partnership For Change	25
13.1. Girl Child Awareness Programme	
13.2. Efforts in Association With Partner School	
13.3. Round Table by WRI in Mumbai	
13.4. One Billion Rising	
14. Media Coverage	26
15. Founding Team	27
16. Some of Our Partners in The Last 5 Years	29

MANAS FOUNDATION'S JOURNEY

In late 1990's, the founding trustees of Manas Foundation began their professional journeys from hospital chambers where they were offering services to the patients who sought professional help for mental health disturbances. They could see the struggle in the minds of people and how coming to the hospital was the last resort for them. They would have been to faith healers, tried every possible remedy, and come to the hospital with a sense of "giving up". Thus the whole approach to visit a mental health professional was negative and sheer OPD work clearly could not efficiently cater to critical mental health issues of the larger footprint of our society.

They soon started to volunteer their services to organizations such as Asha Kiran a government run home for mentally sub-normal children. It was an eye opener. The children, staff all were in need of mental health services. In 6 months they helped such institutes to reorganize their system in terms of medical records of these children, pharmacological intervention, I.Q. testings, managing their behavioural & emotional issues through therapy, workshops for the staff and even doing educational profiles for these children.

Their collective experiences in these institutions and the hospital set up along with the stigmatization and limited exposure to realities of the mental health field through their educational programmes, led them to believe that it was time that mental health services need to be seen through community based engagement models, were it can be deinstitutionalized and made affordable and accessible to all individuals. **At this point it became imperative to break from the shackles of stigma and myths surrounding mental health care and innovate a model of delivery independent of the monotonous and medicalized approach.**

Hence the team of the founding trustees of Manas redefined the pathway to care for people in need, driven by principles of psycho-social mental healthcare, unlike any other organization in the country at that in that time!

Through over 20 years of innovating, training and creating the space and receptivity of mental health in the communities, Manas has worked in creating a demand as well as supply of mental health services with a plethora of afflicted populations like children and women afflicted with sexual/emotional/physical abuse and violence, people with depression, anxiety and other common and severe mental health disorders, juveniles in conflict with the law, children trafficked for labor and sex work, reproductive and child healthcare clinics to provide slum-based mental health interventions as well as with the other NGO and GO stakeholders, to build capacity and enhance the mental health taskforces.

With such a diverse repertoire of skills and knowledge, since its inception, Manas has successfully created person-centric and system-centric change agents, by plugging-in approaches toward fostering positive and reformative mental health and well-being within existing infrastructures.

EVOLUTION OF OUR GENDER JUSTICE PROGRAMMES:

Since 2010 we had been working with women who have been survivors of abuse and at the same time also with perpetrators of the violence in observation home for juvenile delinquents. The learnings while working with both these groups as well as the unfortunate Nirbhaya incident led us to develop an action plan of working with men through a gender sensitization programme aimed at creating public spaces safe and equal for women across India. Today this programme is Asia's largest programme engaging men in a dialogue on women safety and empowerment.

VISION AND MISSION STATEMENTS

Our Vision is

'To create and promote inclusive communities and institutions that are mentally healthy, equal and empathetic to all

Mission statement in Mental Health

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.

With over a decade of experience on mental health focused largely on women, children and youth, in the year 2014, Manas Foundation organically evolved its second pillar of intervention; creating safe and equal spaces for women by working with public transport drivers through a mental health perspective.

Mission statement in Gender Justice

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.

MANAS'S MODUS OPERANDI

Manas approach is to co-create mental health interventions that are plugged into ongoing service delivery systems in the community. Manas' innovative plug-in model leverages on existing delivery systems to provide mental health services, by setting up Mental Health Units (MHUs) as well as by implementing interventions that address challenges to psycho-social health and well-being across diverse contexts. Through this approach Manas has been able to demonstrate evidence based linkages between mental health, discrimination, poverty and access to justice.

- Addressing common mental health concerns
- Creating a demand and a supply for mental healthcare
- Understanding mental health and well-being from a psycho-social perspective, taking diversities in context

- ‘Plugging in’ mental health and well-being into existing interventions, such as education, healthcare, and state-run shelter homes and many others. This enables us to examine and work through linkages 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.
- Focusing on positive, preventive and promotive interventions towards enhancing well-being, resilience and potential

INITIATIVES AT A GLANCE: MENTAL HEALTH

PLUG IN MENTAL HEALTH UNITS IN PARTNERSHIP WITH THE GOVERNMENT OF NCT OF DELHI

Our mental health units at residential homes for care & protection are functional at the following locations- NirmalChaaya Complex, Children Home for Boys, Lajpat Nagar, Village Cottage Home, Lajpat Nagar, (Upcoming; Observation home for juvenile delinquents)

In the year 2010, we began catering to the mental health needs of residential care institutes for people under care and protection and people in conflict with law by the Department of Women and Child Development, (DWCD) Govt. of NCT of Delhi. We have found that factors such as psychological and physical abuse, low education and awareness, weak social support, familial discord and previous exposure to traumatic life situations gravely impact their mental health and lead to adverse consequences which warrant mental health interventions. Furthermore women constitute an additionally vulnerable group in this regard as they are often given secondary status when it comes to socio-economical, legal and human rights issues.

Within these residential complexes Manas Foundation undertakes an intensive psychological evaluation with every resident in order to determine the individual’s psychosocial needs and a personalized management plan is prepared for them in consideration with their context, corresponding ongoing legal process and in tandem with the overall efforts by the government for these residents. Our services include individual counseling sessions, psychiatric consultations, group therapy, post-restoration and family counselling 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.

Over the course of working with these homes we have innovated and designed intervention strategies which not only rely on the traditional therapy models but employ practices such as Dance Movement Therapy, Art Therapy, Drama Therapy, Art of Living Practices, Yoga, Gardening etc which cater to their mental health continuum; from redressal of mental health concerns to promotion of positive mental health.

On a monthly basis, our MHUs at the government homes cater to 1500-2000 residents per month, whose mental health needs Manas has been addressing over the past 10 years

HIGHLIGHTS IN THE YEAR 2019-2020:

Children's Day – On the occasion of Children's Day, an event was organised by MHU in collaboration with the institution of SSH, CHG 3 and OHG. A number of items were prepared involving the residents of the institutions. The events included Dance performance, solo and group, song performance, and poem recitation. The event was enjoyed by all, the participants as well as the attendees. The event was also anchored by the staff of MHU. It was attended by higher officials like District Officer, Magistrate (of JJB), and District Child Protection Officer.

Christmas Day Celebration – Usually a great importance is given to festivals like Diwali, Holi, so for a change in the routine it was thought to celebrate Christmas as a festival, planning a few activities around it. In the spirit of the festival, MHU planned to conduct mask making, tree making and quiz with the residents of children home for girls. The participants were provided with all the material and were expected to make Santa masks out of it. They were allowed to be creative in their own way for it. They were able to achieve the goal of the activity. For tree making, they were provided with stencils and were expected to make Christmas trees, and its decorations with the fancy material. The participants were easily able to make the trees and they decorated it as well.

Women's Day – As a part of celebration on Women's day, MHU participated for a quiz conduction and anchoring. The quiz was themed on the occasion and questions were formulated keeping the level of education of residents in mind. Participants from all the homes participated as different teams. The quiz was conducted by the staff of MHU and the winning team was awarded at the end.

Independence Day - The series of activities were conducted during the Independence Day week at Children Home for Girls (CHG) with an aim to teach the participants the significance of celebrating the Independence Day.

1) Kite making- All the participants were divided in to several groups and made colorful kites. They were given art and crafts material and given the instructions to make it. They all enjoyed the activity.

2) Badge making- In the badge making activity, all the participants were given the art and crafts material and were instructed to make a badge using the colors of our national flag (orange, white, green, and blue). They all were also encouraged to wear the badge on the Independence Day.

3) Movie screening- Movie screening of 'I am Kalam' was carried out with the aim to help the children understand the importance of hardwork and that we can shape our future the way we want it to turn out.

4) Poster Making- All the participants were gathered in the activity area and they were provided with the colors and sheets to draw. All the participants made colorful posters related to Independence Day such as they drew the Red Fort and the Prime Minister hoisting the flag, and some drew the kite, or our national flag.

NIRMAL CHHAYA OUTREACH

Client Information									
Home	No. of clients for new intakes	No. of clients seen once for counseling sessions	No. of clients under Psychiatric Treatment	No. of family counseling sessions	No. of clients for I.Q Screenings	Crisis Intervention	No. of group sessions/ workshops	Total No. of counseling sessions	Total No. of psychiatric consultations/ medication
CHG1	416	705	105	146	1	14	28	947	268
CHG2	98	304	31	36	1	2	28	337	74

Intakes and Initial Intervention

Follow up & Assessments

CHG3	10	36	17	1	3	-	19	52	37
CHG4	10	34	-	16	-	-	10	52	-
OHG	15	53	25	8	-	-	22	94	65
NN	44	107	47	8	1	3	22	139	108
SSH	197	227	353	84	2	2	29	342	793
ACH	10	137	23	0	1	-	14	164	63
BN	-	259	2	0	1	1	16	319	2
BG	-	195	11	0	-	1	16	243	17
CWC	226	66	2	85	-	-	0	96	3
Total Number	1026	2087	616	384	10	23	204	2785	1430

MENTAL HEALTH UNIT AT VILLAGE COTTAGE HOME (VCH) AND CHILDREN HOME FOR BOYS (CHB), LAJPAT NAGAR

The Manas Mental Health Unit (MHU) at Lajpat Nagar serving Children Home for Boys – I and II and Village Cottage Home – I and III 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.

VCH & CHB OUTREACH

Homes	No. of 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 Evaluation/ medication	No. of families/caregiver counselling sessions	No. of Assessments
VCH	24	288	72	24	380	368	72	12
CHB	48	440	96	32	720	448	96	15
CWC	108	104	14	-	122	-	110	-
Total	180	832	182	56	1,222	816	278	27

CAMP DAUSA

Manas Foundation in the year 2018 initiated a programme '**Community Action Mental Health Programme (CAMP) Dausa**' which entails a collaborative working between Manas Foundation and National Mental Health Programme India (NMHP) and aims for co-creation of accessible, affordable and replicable mental health services for people in and around Dausa. This programme addresses the integral aspects of community mental health care: the demand, supply and sustainability of services and also works as an augmentative tool for the District Mental Health Programme (DMHP); which is the primary instrument of NMHP for addressing the mental health needs in Dausa.

METHODOLOGY

In order to ensure the availability and accessibility of minimum mental healthcare to all; the methodology of CAMP Dausa entails a working partnership between all stake holders in Dausa to meet the mental health demands of the people of Dausa in a scientific, researched and effective manner. Our interventions are contextualized to the cultural, religion and regional dynamics.

Through partnership with various district level agencies dedicated to dispersing health and educational service in Dausa, below is a quantitative breakup of our work in the first year of implementation of this programme;

CAMP DAUSA OUTREACH

The following table summarizes the activities have been undertaken between 1st April 2019 – 31st March 2020

Workshops with schools in Dausa	7
Workshops with PHCs/CHCs in Dausa	32
Workshops with ASHA's and ANMs	8
Direct mental health work in District Hospital	375 sessions
Direct mental health work at the CAMP Dausa office	126 sessions
Independent awareness campaigns in the locality of Dausa (Shopkeeper drives, private practitioner drives, camps at local hotspots)	<p>Shopkeeper drive (continuous activity)</p> <p>1 private practitioners drive</p> <p>5 independent awareness camps at local hotspots.</p> <p>15 awareness campaigns in collaboration with the DMHP/CMHO.</p>
Additional Activities	
Counselling sessions with school students	155 sessions (July '19 to March '20)
Work in correction home for juvenile delinquents	8 group sessions, 3 individual assessment sessions (August-November)

ADDITIONAL OUTCOMES EMERGING FROM THE WORK IN THE FIELD

1. The CAMP Dausa office has reached a level of visibility wherein local shopkeepers bring in people with mental illness/distress directly to the CAMP Dausa office before as their first consultation.
2. Client activity at CAMP Dausa office has been regulated and a system formed owing to the traffic. A systematic online calendar has been made and time slots for clients are regularly booked by the counsellors. The Office manager makes regular weekly or biweekly calls to clients and makes appointments according to this calendar.

3. Client engagement has been improved with the help of more rigorous psychotherapeutic supervision, which has resulted in an increase in the number of follow ups and a goal directedness of the sessions.
4. The final two sessions of the Asha and ANM training have been successful in bringing people they have identified as having a mental illness/distress from the field to the block level health care centre. This opens up an opportunity for us to systematically engage Ashas and ANMs at the block level to reach out to every home in a block.
5. Our association with the Giriraj temple and the temple trust has been leading to a visible cooperation from them each time we set up camp at the temple.
6. In schools, our work has successfully expanded to teachers and group interactions with students. Teachers who were earlier sceptical of the work of a counsellor have now begun to approach the counsellor to talk about their own mental health concerns.

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 Mental Health Programme for Dyal Singh College since April, 2014. The work in Dyal Singh entails to conduct one on one counselling sessions with the students to assist them in the process of resolving their interpersonal conflicts, challenges and stressors in life due to academics and other experiences and well as build resilience towards developing maladaptive patterns of coping in times of distress.

One of the psychologists from the team visits the college weekly to aid the students in these processes. The psychologist also helps the students and teachers understand the importance of preventive, and positive mental healthcare in their lives. This academic year, the therapist outreached approximately 63 students. Additionally we continued to display 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 lifeskills for its students and subsequently developed a mental health curriculum which has been incorporated within the academic framework of the school. The mental health curriculum addresses 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 regard to the workshop; consistently stating its relevance to their personal and academic lives. It has not only been well-received by the students but the other stakeholders as well, enabling the curriculum to progress into its fifth year.

The year 2019-2020 was the 6th year of implementing the Manas Mental Health Curriculum with Sanskriti. 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
TOTAL NUMBERS	20	12	76	90	600

MENTAL HEALTH SERVICES FOR ADHYAN PUBLIC SCHOOL

At the start of this year, Adhyan Public School based out of Kapashera reached out to Manas to provided mental health interventions within their premises for their students. The school caters to children from low income families and valued the impact that mental health services can have on their overall development and progress. Our psychologist visits the premises on weekly basis and conducts group workshops, individual counselling sessions as well as IQ Assessments for children in close coordination with the school management.

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, resulting in for instance, women being blamed for crimes against them (Bhowmick, 2012). 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.

TRAINING PROGRAMME FOR DWCD CHHATTISGARH AND JAIPUR

After a thorough need assessment conducted with UNICEF in Chhattisgarh for designing a mental health intervention for the department of women and child and tribal welfare, Manas Foundation was commissioned to conduct Basic Counseling Skills training programmes for counsellors associated with the Department of Women and Child Development in Chhattisgarh and Jaipur. We conducted an intensive programme for 2 batches of counsellors in Raipur. Counsellors from across districts in Chhattisgarh attended the training programme and all stakeholders much appreciated the programme design which was completely hands on and experiential.

Another training programme was organized in Jaipur where our facilitators were key mental health faculty for training the counsellors on mental health care for residents of institutional set up. 50 participants underwent this training session.

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. SLD It takes into account 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.

INITIATIVES FOR CORPORATE ORGANIZATIONS & INSTITUTIONS

Our journey so far has focused on making mental health synonymous with well-being, productivity, creativity, positivity and growth. Our awareness campaigns for institutions and organizations are steps in the direction of active advocacy towards recognizing mental health concerns and encouraging help seeking behaviour, therefore generating demand for mental health services, and also helps in reducing the shame and stigma attached towards accessing mental health care. To meet the supply end, Manas provides its services customized to the context of the emerging needs of individuals and organizations.

We have had multiple partnerships in the past with organizations for creating an enabling environment for their employees with respect to generating awareness about mental health, gender equality and acceptance towards diversity. We have also customized and designed long term mental health and gender sensitization programmes which cater to the needs highlighted by management of the partner organizations for their employees. For over 2 years we delivered one such programme with HCL Technologies where our experts would visit the premises of the organization and conduct predesigned workshops and therapy sessions with

the employees there. Other such need based interventions have also been designed for organizations such as Cox and Kings, HONDA etc in the past. We have also conducted customized and intensive mental health support programmes for employees of multiple CSOs that work on causes of livelihood generation, education, health etc and did not have an inhouse facility of mental health case such as SAMUEL Foundation, Smile, Aman Biradiri, Udayan Care, Deepalaya etc.

This year, we saw a roll out of customized programmes in the following organizations:

The Oberoi Group of Hotels: As the agency on board for the organization we conduct one on one therapy for employees and associates stationed across hotels in Oberois. We also conduct need based customized workshops on mental health awareness, capacity building of HR managers towards mental health sensitivity and support.

Teach for India: Early 2019 we initiated the roll out of a mental health support programme for the fellows at Teach for India in Delhi. Our engagement entails conducting monthly mental health capacity building sessions with fellows clubbed with conducting therapy sessions with them.

UBER India: Our partnership with UBER was initiated November 2018 and so far we have established centers for implementation in Delhi NCR, Mumbai, Bangalore, Hyderabad, Kolkata, Chennai, Guwahati and Pune. Under our association with UBER we have trained over 50000 driver partners for them on building sensitivity and creating safe and equal spaces for all. Our module is a mix of psychological principles and techniques coupled with information on gender sensitivity aiming at a behavioral and attitudinal change. UBER has received much acknowledgement and appreciation for this effort in partnership with Manas in national and international media and forums.

RUPEEK: RUPEEK is a new age gold loan agency which places value in each interaction that their associates have with one another as well as with clients. In order to build capacities of their employees they partnered with Manas and we designed a long term, scalable programme for them which was initiated from Bangalore and was to be replicated across 11 cities in India. Under this association, we designed training sessions to train over 14000 employees, starting with employees and senior management in Bangalore and later moving on to their other target locations.

Midland Credit Management Group; As part of our association with MCMCG, we conducted a series of sessions for their associates and staff members on building gender sensitivity and creating an enabling environment for work within their organization.

Aecom India Private Limited: Aecom approached us with a request to design a programme for their employees across cities in India on Diversity and Respect as part of the organization's overall efforts towards creating a work environment which is accepting, and places value on each employee irrespective of their gender or any other dynamic. A series of sessions were conducted in their Gurugram Offices. Sessions in other cities could not be carried out this year due to their budgetary constraints.

Under Startup India which is part of Invest India GOI we addressed 50+ MSME owners and entrepreneurs on "How to manage your mental health during COVID-19" the webinar was to cover broadly on identifying what is mental health, how one could help oneself and then are able to create an environment of support for dealing with emerging issues around anxiety, stress and depression for their employees.

Recently we have also been the panelists and expert for several workshops by CCCDR, NIDM, GOI for various stakeholders on mental health issues during COVID 19 and covered over 2000 participants so far.

HELPLINE @ MANAS

As one of the mediums of encouraging help seeking behavior, Manas Foundation has been regularly publicizing our mental health helpline which is a medium for people across states and borders to reach out to us and to be able to seek the right kind of information and support for their mental health needs. We have people from corporate organizations, students, parents and individuals who reach out to us for support regarding mental health and wellbeing for themselves and others in their surroundings. At any given day we receive 7 to 8 calls on the helpline number and these calls are specifically answered by a team of psychologist. Manas does not employ any volunteer as first contact for mental health queries since we understand that it takes a great amount of courage and strength for anybody to reach out for mental health care and the first experience that they have needs to be cautiously handled and dealt with for them to continue seeking support and care

INITIATIVES TO BUILD SAFE AND EQUAL PUBLIC SPACES WHILE WORKING WITH PUBLIC TRANSPORT DRIVERS

A unique partnership between the Transport Department of Government of NCT Delhi and Manas, representing civil society, was created in 2013 and until 2014 more than 50000 auto drivers were engaged in this programme. Since then the programme has been revamped and replicated in centres across Delhi NCR in an extensive manner, In addition to that it has also been replicated in Haryana, Kanpur, Mumbai, Pune, Hyderabad, Kolkata, Chennai and Bangalore.

Several strategies have all been established and every year there are new methodological innovations to foster engagement and improve sustainability of the programme. By taking cognizance of the feedback received during monitoring and evaluation, Manas was able to develop 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.

BARABARI KI DAGAR, SURAKSHIT SAGAR; DELHI NCR

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.

GENDER SENSITIZATION TRAININGS WITH PUBLIC TRANSPORT DRIVERS

Gender sensitization trainings with public transport drivers are done with the aim of keeping the public transport safer for women. The trainings are designed in a way to have a constructive dialogue

on gender issues with drivers by making them aware about the existing patriarchal mindsets and behaviors present in the society and how it impacts women.

Total number of public transport drivers trained in Delhi NCR in the period of April 2019 to March 2020 are **1, 02,638**. There was less footfall of drivers in the month of March due to the corona pandemic crisis. Training centres had to be closed down to control the spread of the disease further.

Total number of public transport drivers trained in Delhi, Noida and Gurugram are shared below-

Drivers trained in Delhi (April, 2019- March, 2020)

Month	Auto Drivers	Taxi Drivers	Bus Drivers	Total
April, 2019	1313	717	949	2979
May, 2019	4389	3021	1557	8967
June, 2019	3564	2608	1354	7526
July, 2019	3470	2365	683	6518
Aug, 2019	2604	2484	543	5631
Sept, 2019	3886	2827	727	7440
Oct, 2019	3022	2061	344	5427
Nov, 2019	3407	2143	296	5846
Dec, 2019	4323	2802	229	7354
Jan, 2020	4433	2965	1617	9015
Feb, 2020	3935	2322	1182	7439
Mar, 2020*	1725	954	644	3323
Total	40071	27269	10125	77465

Drivers trained in Gurugram (April, 2019- March, 2020)

Month	Auto Drivers	Taxi Drivers	Bus Drivers	Total
April, 2019	601	691	162	1454

May, 2019	635	965	280	1880
June, 2019	671	685	215	1571
July, 2019	523	720	112	1355
Aug, 2019	636	516	172	1324
Sept, 2019	997	692	86	1775
Oct, 2019	385	648	51	1084
Nov, 2019	633	404	48	1085
Dec, 2019	486	172	30	688
Jan, 2020	564	522	75	1161
Feb, 2020	750	335	10	1095
Mar, 2020*	17	40	8	65
Total	6898	6390	1249	14537

Drivers trained in Noida (April, 2019- March, 2020)

Month	Auto Drivers	Taxi Drivers	Bus Drivers	Total
April, 2019	263	152	110	525
May, 2019	342	202	43	587
June, 2019	584	257	150	991
July, 2019	519	292	173	984
Aug, 2019	269	188	108	565
Sept, 2019	297	194	112	603
Oct, 2019	957	380	143	1480
Nov, 2019	817	294	265	1376
Dec, 2019	511	408	329	1248

Jan, 2020	480	375	295	1150
Feb, 2020	301	253	201	755
Mar, 2020*	118	147	107	372
Total	5458	3142	2036	10636

INNOVATIVE ENGAGEMENTS OF THE PROGRAMME FOR THE YEAR 2019-2020

Manas Foundation tries its best to engage our drivers on different levels apart from normal gender trainings to make them feel more involved in our program. Every year there is a new engagement strategy which is proposed by Manas Foundation for the engagement of the drivers. New key strategies which were introduced to the program this year were as follows:

1. Community engagement through Driver Change Makers- This component was designed as reengagement strategy for those enthusiastic drivers, who are willing to volunteer and move a step ahead and take gender sensitization home, back to their community. These drivers are called as change makers of our program.

The purpose of this engagement was –

- To deepen understanding of the drivers who have been part of this programme
- To cascade awareness on gender equality in the respective communities of the drivers and initiate dialogue.

Drivers Change Maker kit includes a Snakes and Ladders game through which the messages about gender sensitization are disseminated. In this board game, the snakes educate us about the sexist norms and the ladders make us climb our way to gender sensitive behavior. We also thank MASVAW (Men’s Action to Stop Violence Against Women) for providing us the foundational format of the game.

Total number of drivers who chose to become the change makers are 423 and these drivers in turn have reached to another 6345 people by playing this game with the people in their immediate sphere of influence - family, friends and community.

2. Mentorship programme for scholarship awardees of last two years – Another component called mentorship was proposed this year for our scholarship girls in collaboration with Miranda House College, Delhi University. This was to create supportive, healthy relationships and a support system for girls to seek guidance, impart experience and connect with opportunities for them to be able to pursue further in their professional life.

Our scholarship girls can adopt the skills of time - management, organization, pro-activeness and efficiency from Miranda house girls and on the other hand, Miranda girls can learn a minimalistic, abundant yet sustainable community-based way of life, a realistic outlook that values human bonds and is in touch with the disproportionate social realities.

IEC MATERIAL DISTRIBUTION TO BRAND COMMERCIAL VEHICLES AS SAFE SPACES

Innovative IEC (Informative Educational Communication) material like auto stickers, taxi stickers, bus stickers, key chains, danglers etc with messages of safe space for women were designed to create awareness amongst public and also to brand public transport as safe spaces for travelling specially for women.

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 behaviors 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

Home Visits were started to supplement our gender sensitization trainings and to assess the application of learning in the household. These visits are also done with an aim to make stronger and closer bonds with drivers and their families and also to take the dialogue into their informal space. Home visit is done every month by the respective trainers from each centre to different locations in Delhi NCR.

Themes are decided by the team in prior before visiting their homes. These themes revolve around the gender issues. Some visits are done to the families of our scholarship girls to discuss on any problems they are facing in studies or at home front. Following themes were covered this year:

- Family Violence and its impact on children
- Safe Spaces
- Does education and financial independence giving to women bring equality in the society?

DAUGHTERS OF DELHI: THE SCHOLARSHIP PROGRAMME

Scholarship scheme was started to incentivise the drivers who are practising gender sensitive behaviours and encouraging their daughters, wives, sisters to study and become financially independent. There are two kind of scholarships which are currently running called as Daughters of Delhi 1 (DOD1) and Daughters of Delhi 2 (DOD2).

DOD 1 Scholarship

This scholarship is given to the daughters of public transport drivers studying in 9th or 11th grade. Rs 6000 is the amount awarded to the girls who get selected. This year we received 348 applications for DOD1 and 300 girls were selected in total. Out of 300, 171 daughters were of auto drivers and 129 were of taxi drivers.

First instalment of Rs 3000 was given to the girls during the scholarship award ceremony which was conducted in Sri Sathya Sai Auditorium in presence of great dignitaries. This event was conducted in the month of September. Second and last instalment was given to them in the month of January.

The amount given to these girls have effectively been used in their education, tuition, getting books and some parents have also invested this amount in other passion of their daughters like music class, buying a bicycle to reach school, etc.

DOD 2 Scholarship

This scholarship is open to the daughters, sisters and wives of the public transport drivers who are keen to study ahead but could not do so because of their financial condition. Total applications received this year was 48, out of which 29 got finally selected. Out of 29, 9 joined Accounting/Tally at Accounting Solutions, 14 joined NIPS institute for Digital Marketing Course and 6 joined Fashion Designing course at Dream Zone institute.

The institutes have effectively practiced 'equity' by making adjustments to the timings suitable to candidates, maintaining regularity, customizing the course and making changes in the infrastructure in order to suit the needs of the scholarship candidates. Girls are on verge of completion of their courses and after which they will start sitting for their placements. During the corona crisis, institutes have resorted to online method of teaching and are trying to complete the course. Placements for accounting/tally students started and till now our 3 girls have got placed in different organizations. They are:

- Sangeeta has joined Manas Foundation, Delhi as Junior Accountant.
- B Kreeti has joined Maharaja Enterprises, Chandni Chowk as Junior Accountant
- Archana has joined Premnath Engineering as assistant accountant, earning Rs 11,000 per month.

SAFE GAADI KA NEXT STOP OVER

Cohort meetings were started to take forward our dialogue on gender issues with a group of public transport drivers. Group of drivers who display gender sensitive behaviours are called to participate in the discussion. Themes for the cohort are decided within the team in the starting of every month.

Themes for cohort meetings were - Women Rights Movements and Legal Reforms, 498 A Anti Dowry Law, Gender & leadership, Cyber safety for girls, Youth Behavior on Sexual harassment and Role of gender as bystander and upstander, Portrayal of the struggle and live of women through India Cinema and common perceptions of viewer, importance of Girl Education, Rape Culture, Family Planning, Acid attacks, etc.

SAFE GAADI APP

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.

Total number of Safe Gaadi registered during the period of April, 2019 to March, 2020 is 7407.

Continuous additions are done to the safe gaadi app to keep it more interactive for the drivers. The additions done this year are as follows-

1. Addition of e- module

- Constitutes of games on Gender and Professional Behaviour
- The game has increased the accessibility of gender based knowledge to the drivers
- The drivers learn about gender justice and professional behaviours in an engaging way

2. Addition of Frequently Asked Questions (FAQs)

- Delhi FAQs were added in the app and then in 2019 questions related to Noida, Gurugram city were also added.
- These questions help drivers to get information related to License, renewal, Authority and fitness of the vehicle.

3. Ticker which floats in the app is updated to provide latest information to drivers about the program.

MEDIA – RADIO CAMPAIGN

Manas Foundation runs radio campaign time to time to reach out to a larger audience with the aim of spreading the gender sensitive behaviours and also to make people aware about our program and its various components.

Purpose of Campaign this year was:

- To increase the visibility of Manas Foundation’s IEC material
- Messaging to encourage ownership and responsibility of creating safe spaces for women- for public transport drivers as well as commuters.
- Suggesting gender sensitive behaviours

The Radio Campaign was run from 5th to 12th of January on two radio channels- Big FM and Radio Nasha. Each channel played the campaign 15 times a day, alternatively.

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**.

ESTABLISHING THE PROGRAMME IN 6 CITIES ACROSS INDIA

In response to the assessment in 2018, 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.

IMPACT IN NUMBERS

Number of Drivers trained in various cities:

Mumbai	9017
Kolkata	7379
Bangalore	9803
Hyderabad	7885
Chennai	4557
Pune	2400
Guwahati	2600

STORIES OF CHANGE

- Mr. Javed Khan has adopted two girls. He liked the training and said that he already practices whatever was discussed in the session today. His wife is a working woman so she gets very little time at home so when he helps her it's easier for her after she gets home. After marriage, they didn't have kids for 11 years that is when they decided to adopt two baby girls. Now after 10 years a son was born. People like Javed Khan only inspire compassion and gender equality.
- Suresh Thorat; ex- army man shared a story of this elderly man who he helped. He saw that his rider was an elderly man with plaster on his leg so he decided to help him climb a fleet of stairs. He asked the man to hold firmly over his neck and put his legs around his waist; with this he climbed the staircase and helped the man reach his destination safely. The man gave him Rs.500 but the driver partner didn't take it. "Agar main leta toh maine jo help ki uski kya kimat hoti"
- Ms.Meena has attend the gender sensitization training in the month of November. She was observed to be positive during the session and she also shared her experience and opinion in a manner that everyone accepted. She was anUber partner for more than 3 and half years. Before enrolling in Uber,Ms.Meena was engaged in daily wage work. She said her husband was an alcohol addict who passed away 7years ago, when her son was in Xth Standard. Her son is now based in Chennai as a Support Staff for Manas Foundation. At the time of her husbands death, due to financial problems she was devastated and completely lost hope in life but her sister pulled her out of depression and encouraged her to face the situation bravely.Meena turned to driving around 10 years ago when her sister taught her to drive an auto. She was very interested and found it a suitable profession for her to take up.

While there are hardly any woman auto drivers in Chennai, she has been driving an auto for almost 10 years now. However, breaking the shackles of patriarchy to earn a dignified living is not easy.Meena was denied permission to park her auto at almost all major auto stands by the association leaders. Their justification: it is not a job for a woman and it is not safe. But she never paid attention to such comments and focused on working hard for

the sake of her son. It was her passion for driving and the support of her family members, particularly her son, that gave her the confidence to take the road less travelled. “My son happily sits in my auto if we have to go somewhere,” she says with a smile, adding that driving was very liberating for her because the work hours are flexible enabling her to be her own boss.

The change that Ms Meena inculcated after the training is to make sure her riders, especially women riders attain satisfaction during their travel by giving their worth and dignity to them and treat everyone the same irrespective of gender.

- Mr.Arumugam has been an Uber partner for past three years. He has his own vehicle to work in Uber. He attended the Gender Sensitization training in the month of September. In the training Mr.Arumugam was observed to be positive regarding gender and he was the only person to say that dressing and other anti-woman factors were not the reason for rape and sexual harassment.

He lives in a joint family but the unique thing is that he lives with his wife’s parents and her family. His was an inter-caste marriage and his parents told him either to choose them or his wife. He chose to be with his wife and her family. He has two sons and both of them are state level sports players (volleyball and basketball). He is very proud of them. He says that he has raised his sons in such a way that they respect women. His wife’s sister also lives with them and she has two daughters. They wear whatever they want to, including short clothes that are generally viewed by many as a taboo. They study whatever course they want to do and they all live together in peace like brothers and sisters.

His family structure as well as how they lived was very interesting. He said that the training session was very good and many drivers need to change their mentality in response to the trainings. He also praised the trainer saying that it was wonderful to see a woman talking about such important issues and being patient and explaining calmly even when most of the drivers made crass, anti-woman comments. It was great to see him responding so positively to the training.

SAFE GAADI PROGRAMME FOR HARYANA ROADWAYS

In March 2018 Manas was approached by the Chief Minister’s Good Governance Associates (CMGGA) and UNICEF representatives to understand more about our work in the area of women safety in public spaces. The scope of several such meetings was to understand how our expertise can be incorporated within their ‘Project Jaagriti’, an initiative of the Government of Haryana implemented under the auspices of the Chief Ministers Good Governance Associate Programme and supported by its technical partner, UNICEF. This project which initially covered Rohtak and Jhajjar had now been expanded to include initiatives across the state with components such as gender sensitisation trainings in schools and improvements to street lighting.

It was felt that the work Manas does compliments these existing initiatives within Project Jaagriti in Haryana and could be one of the key initiatives towards improving access and mobility of women and young girls in the state who use public transport for their everyday needs.

Based on the discussions in these meetings a proposal was submitted by Manas which led to development of a partnership developed between Haryana Government, Haryana Roadways, CMGGA Programme and Manas Foundation; with UNICEF as technical partner and Indian Oil Corporation and the funder. This partnership was officiated in February 2019 by signing of a Memorandum of Understanding between all relevant parties.

This gender sensitization programme was designed to train all drivers and conductors associated with the entire state of Haryana through the Haryana Roadways bus service and was coined as **Safe Gaadi; सुरक्षित और कुशल परिवहन**. The launch event of **SAFE GAADI** was held on 18th June 2019 at the Jhajjar Depot (Rohtak Road), Jhajjar.

Table below highlights the number of participants trained in each of the districts in Haryana;

S.NO.	District	Participants
1	Jhajjar	586
2	Rohtak	568
3	Sonepat	555
4	Gurugram	392
5	Hisar	741
6	Fatehabad	457
7	Sirsa	500
8	Bhiwani	376
9	Charkhi Dadri	223
10	Narnoul (Mahender Ghar)	379
11	Rewari	385
12	NUH	305
13	Palwal	217
14	Faridabad	460
15	Panipat	394
16	Karnal	521
17	Kaithal	378
18	Jind	376

19	Kurukshetra	355
20	Ambala	500
21	Yamunanagar	510
22	Panchkhula	381
	Total	9558

GENDER SENSITIZATION TRAINING SESSIONS FOR DELHI POLICE

For over 7 years now, Manas Foundation has been conducting Gender Sensitization training sessions for police in partnership with the police training institute in Rajendra Nagar. These monthly engagements are attended by about 80 to 90 participants in a month and these participants are representatives from the Delhi Police who have been nominated to attend these trainings. The sessions are designed in an impactful manner to dispel myths around Gender stereotyping and to create a dialogue regarding sensitivity towards women who approach the police department for assistance as well as developing the interview skills and other supports skills of the police personnel in effectively and empathetically handling the challenges and concerns of people approaching them for assistance. The training have continued all these years with exceptional impact and encouragement from the department and are consistent platform for Manus to encourage gender sensitivity and equality with yet another stakeholder in the society.

PARTNERSHIPS FOR CHANGE

From time to we partner with like-minded organisations and extend a hand of support during their initiatives for gender sensitization and awareness creation for mental health some of these initiatives are captured as below

GIRL CILD AWARENESS PROGRAMME

On 11th October 2019 be partnered with Rasta School to celebrate the girl child day awareness was raised about rights of girls and equal status of girls and women in the society. Beneficiaries were made aware of anti-sexual harassment laws understanding what is harassment and how to reach for the right kind of

EFFORTS IN ASSOCIATION WITH PATHWAYS SCHOOL

For Pathways School we organised a seminar targeting their drivers, conductors, and other support staff about raising awareness regarding POCSO and sensitizing them on gender equality. The initiative was aimed at creating a safe space for the students of pathways and other such people in the surroundings of the participants.

ROUND TABLE BY WRI IN MUMBAI

Manas was invited to attend the round table by WRI in Mumbai which was to understand how to better the transport system in the City. The event was attended by the transport commissioner as well as heads and representatives of NGOs across India. Manas had a significant role to play during this round table where we highlighted how we are working closely with the department of transport in Delhi NCR and making a difference to the overall perception as well as efficiency, safety and security of the transport system as a whole while bringing the public transport drivers as partners in making this change happen

Based on the impact of a presence and disclosures of our representatives during this event, at a later time, we conducted a pilot training session in RTO office in Mumbai with support of the transport commissioner of Mumbai as a showcase event for the work that we do in Delhi NCR. We believe that the pilot training as well as the round table conference assisted the process of advocating for such interventions in cities outside Delhi NCR and we hope to take our initiatives and build them up in other cities as well in the coming years

ONE BILLION RISING

ON 3rd Feb 2020 the 1 billion rising event was organised in Delhi which is one of the largest awareness generation initiatives of a global presence for encouraging women safety, security and equality. Manas participates in this event every year. This year 15 team members represented Manas Foundation during the OBR and they were supported by the scholarship awardees and public transport drivers that we have trained over the course of the last one year. Manas got a chance to take the centre stage and interview our daughters of Delhi regarding the experience that they've had during associations with Manas and how that experience has led to a change in their lives for better.

MEDIA COVERAGE

A large 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. Listed below are few of these web-links to few of the articles that came out in the year 2019-2020.

- <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/>
- <https://timesofindia.indiatimes.com/india/worried-well-covids-new-victims/articleshow/77341009.cms>
- <https://indianexpress.com/article/cities/delhi/children-of-juvenile-home-paint-walls-with-themes-of-love-and-loss/>
- <https://timesofindia.indiatimes.com/city/delhi/Children-homes-turn-into-canvas-for-kids/articleshow/45017327.cms>
- <https://timesofindia.indiatimes.com/india/auto-drivers-press-panic-button-as-lockdown-throws-life-out-of-gear/articleshow/76093164.cms>
- <https://epaper.hindustantimes.com/Home/ShareArticle?OrgId=206fbca5ac1>
- <https://www.thehindu.com/entertainment/music/foryourmind-music-and-art-in-aid-of-mental-health/article32212956.ece>
- <https://timesofindia.indiatimes.com/city/chennai/uber-manas-foundation-conduct-gender-sensitisation-workshop-for-drivers-in-chennai/articleshow/71112266.cms>

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, childcare, 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

President 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.

SOME OF OUR PARTNERS IN THE LAST FIVE YEARS

- Department of Women and Child, Govt. of NCT of Delhi
- Indraprastha Gas Limited (CSR)
- Sanskriti School
- Amity International Schools
- Dyal Singh College, Delhi University
- Sanskriti School

- UBER
- RUPEEK
- UN Women
- UNFPA
- UNICEF
- The Live Love Laugh Foundation
- Ford Foundation
- Directorate of Education
- Transport Department, GNCT Delhi
- District Administration, Haryana
- Haryana Roadways
- Govt. of Uttar Pradesh
- CUGL
- MCMCG
- AECOM

MANAS FOUNDATION CONTACT DETAILS

S-62, Okhla Industrial Area, Phase-II

+91- 11 – 4170 8517

www.manas.org.in

Facebook: Manas Foundation

Instagram: @manasfoundationdelhi

Twitter: @manasfoundationdelhi