ETASHA YOUTH SESSIONS
(IMPACT REPORT)

2022-23

CONTENTS

Note from Etasha:

SINCE ETASHA helps and prepares young people for entry-level positions in the service industry, it is our responsibility to inform and sensitize youth to the risks and threats that are prevailing in the society. Through these sessions, ETASHA trainees had an opportunity to ask questions, learned about various forms of abuse and threats, improved their understanding and learned procedures of formal reporting. A detailed discussion is done to provide them with insights on how to handle cases, looking at different scenarios with the do's and don'ts.

These sessions also give a clear understanding to trainees of what behaviour falls under sexual harassment and post training they feel confident enough and comfortable to travel and join companies at far locations. They have gained a better clarity on the POSH act. Due to this, the girls feel more empowered and feel that their workplace is safe to work. These workshops are very thought-provoking and give a lot for trainees to think about. These trainings not only assist youth but also develop their social responsibility to caution others.

We also appreciate how the trainers do surveys before the class to get a sense of what all prior information or knowledge they have.

We are so glad that with the support of Mudita Foundation we could provide our trainees this opportunity to attend awareness sessions on understanding risks such as Human Trafficking, Sexual abuse and harassment and Cyber Safety.

Latika Grover
Vocational Training Programme Project Manager (Delhi)
Etasha Society

Executive summary

- A 2-hour session on understanding risks was included in the employability courses for some batches of Etasha Society

- 9 sessions were conducted with over 200 youth- online and in person over the course of the year by Mudita Foundation

The sessions helped the youth participants understand abuse in its various forms and identify the risks around them, while also giving them information on where to seek help.

Issue / Law	Extent of knowledge on a scale of 1 to 5 with 1 being the lowest. (before)	Extent of knowledge on a scale of 1 to 5 with 1 being the lowest. (after)
Sexual abuse and harassment	69.8% marked 3 or below	88.5% marked 3 or above
Human trafficking	72.5% marked 3 or below	86.3% marked 3 or above
Online abuse and exploitation	67% marked 3 or below	87.8% marked 3 or above
Laws that protect women and children	78.1% marked 3 or below	88.4% marked 3 or above

- 73.5% were now able to correctly identify POSH as the law that protects women from sexual harassment at the work place and 64.6% were now able to identify POCSO as the law for the protection of children

- This is especially relevant since 40% have felt unsafe with another person's action or behaviour and 62% of the participants chose one or more of the places listed (home, public space, online) as places they thought were unsafe for them

- About 83% placed the responsibility for safety on the Government but could not identify the government bodies / organisations for the same

- **More than 85% (86.8%) felt that education and awareness need to be done on first priority**

What? Why? How?

The need for awareness on risks faced by youth in the context of abuse, violence and exploitation was felt by the Etasha team after awareness sessions with Mudita Foundation. The desire for economic independence, peer approval and the need for love and companionship make young people who are 18-24 years of age economically, socially and emotionally more vulnerable to being abused or exploited.

As part of their employability training, Etasha included a 2-hour session on understanding risks for some batches. This employability training (Vocational Training and Placement for Young Adults) includes two skill courses - CCCS (Confidence in Computers & Customer Services) and CATT (Confidence in Accounts, Taxation and Tally) skill and places class 12 passed youth into relevant jobs

in growth-oriented Service Sector Industry. The session conducted by Mudita Foundation included information on understanding abuse and its forms whether online or at the workplace.

Since June 2022, there have been 9 sessions with over 200 youth both online and in person. Each of these sessions used interactive tools and covered the following topics mentioned below:

> Understanding abuse- types and forms with a focus on risks specific to the participant group:
> - Sexual abuse and violence
> - Sexual harassment at the Work Place
> - Online abuse and exploitation
> - Human trafficking
> Reporting mechanisms

Profile of the Participants

- Sessions attended by -206
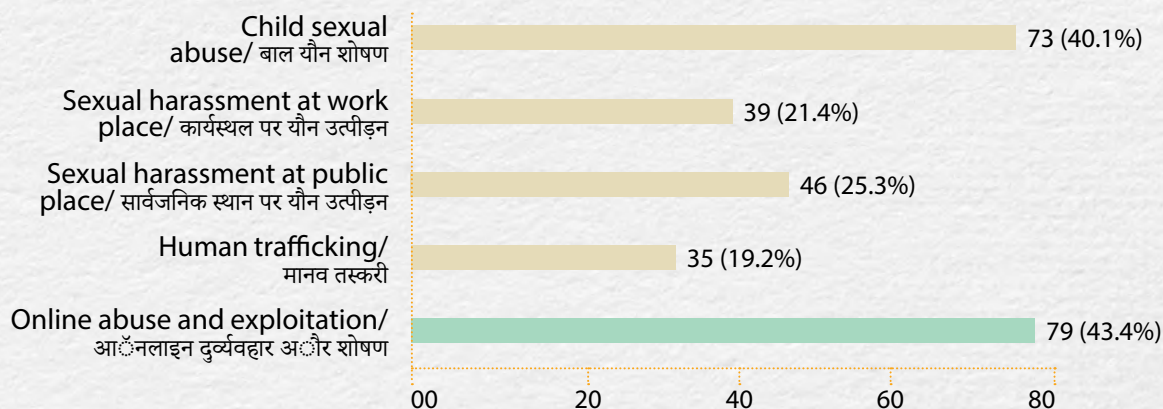- Pre form filled by -182
- Post form filled by -147

- Gender break-up of the group (rounded off) -56% female +43% male participants +1% (did not want to say)

- Age profile (rounded off) 100% -18-25 years

Previous training on related issues:

Have you received any prior training/attend awareness sessions on (check box below if yes) any of the following issues. क्या आपने इन विषयों पर कोई पूर्व जागरुकता या क्षमता-वर्धन प्रशिक्षण प्राप्त किया है?

182 responses

Category	Value
Child sexual abuse/ बाल यौन शोषण	73 (40.1%)
Sexual harassment at work place/ कार्यस्थल पर यौन उत्पीड़न	39 (21.4%)
Sexual harassment at public place/ सार्वजनिक स्थान पर यौन उत्पीड़न	46 (25.3%)
Human trafficking/ मानव तस्करी	35 (19.2%)
Online abuse and exploitation/ ऑनलाइन दुर्व्यवहार और शोषण	79 (43.4%)

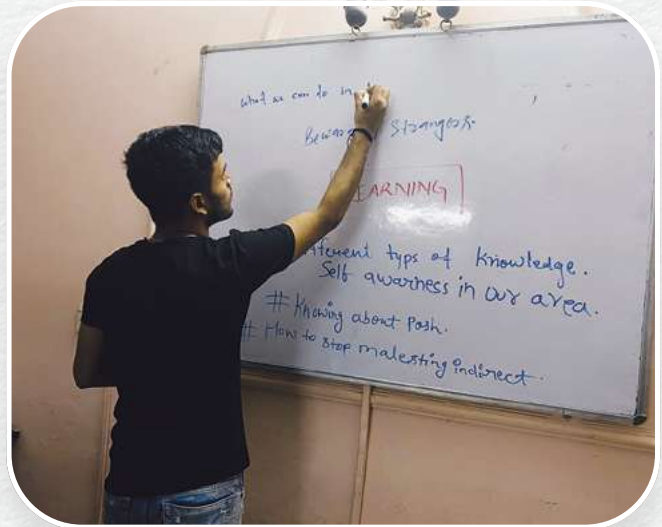(Horizontal axis: 00, 20, 40, 60, 80)

How safe are our youth?

- 40% have felt unsafe with another person's action or behaviour
- 62% of the participants chose one or more of the places listed (home, public space, online) as places they thought were unsafe for them
- 18% of the participants felt all the spaces listed (home, public space, online) are unsafe
- 50% felt that all children and adults are most vulnerable to abuse and violence

While identifying forms of abuse that youth (participants and their friends) are most vulnerable to the responses emerged in this sequence (from highest risk to lowest):

- Bullying
- Sexual Harassment at Public Places
- Online abuse and exploitation
- Sexual abuse
- Domestic Violence
- Sexual Harassment at Work Place
- Human Trafficking

75.3% participants acknowledged that they had a safe space where they can share about their experience/opinion/ reach out for support from others / ask questions on situations of abuse, violence and exploitation while the remaining **24.7% do not have a safe space.**
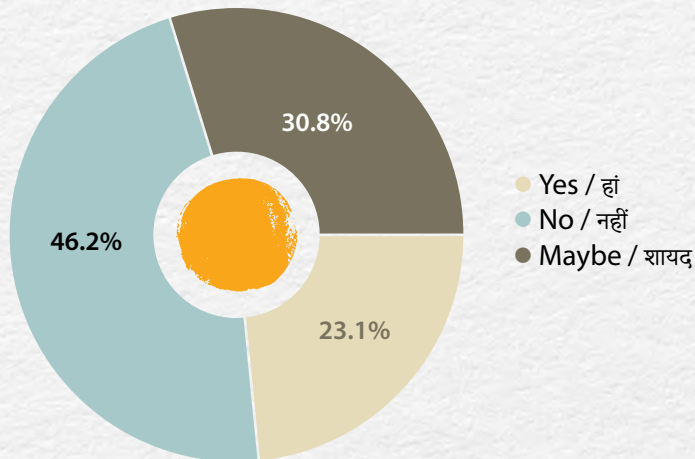
In terms of their own experience of abuse, 46.2% denied it while 53.9% acknowledged the same or said they weren't sure.

Have you ever experienced any form of abuse in real or online world? क्या आपने कभी वास्तविक या ऑनलाइन दुनिया में किसी भी प्रकार के शोषण का अनुभव किया है?
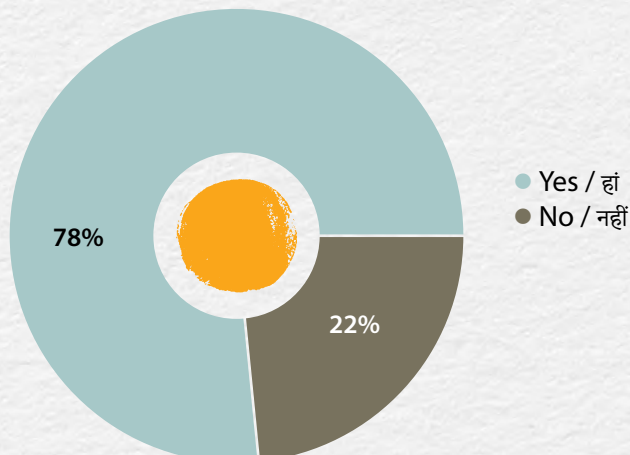
182 responses

30.8%

46.2%

23.1%

- Yes / हां
- No / नहीं
- Maybe / शायद

78% said they had never reported any abuse even though about 33% said that if they ever feel unsafe, they will report it to an authority. About 35% said they will go to the police or a protection organisation for help while all the rest said they will go to family or other trusted adults.

Have you ever reported any instances of abuse? क्या आपने कभी शोषण की किसी घटना की सूचना दी है?

182 responses

78%

22%

- Yes / हां
- No / नहीं

How equipped are they with information and awareness to keep themselves safe?

While only 20% knew about correct definition of a child (in India), 70% were able to correctly identify the types of child abuse. About 8% were completely ignorant about the types of abuse.

On a scale (1 being the lowest and 5 being the highest) measuring the extent of knowledge they have on issues and laws, the following was seen:

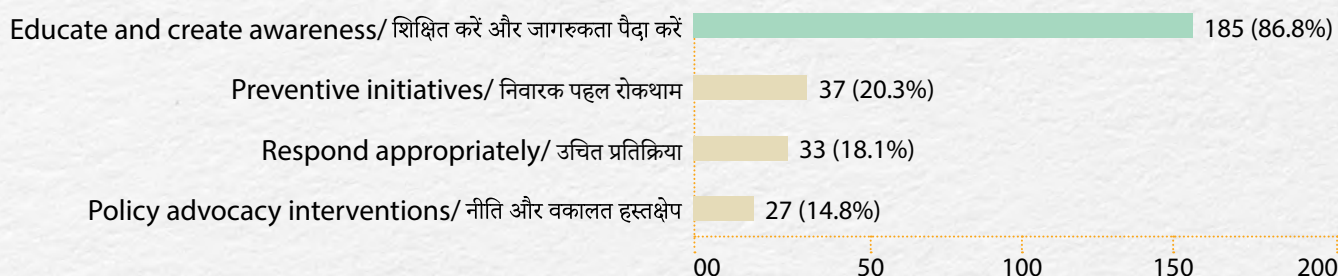| Issue / Law	Extent of knowledge
Sexual abuse and harassment	69.8% marked 3 or below
Human trafficking	72.5% marked 3 or below
Online abuse and exploitation	67% marked 3 or below
Laws that protect women and children	78.1% marked 3 or below

34% were not able to correctly identify examples of human trafficking as we see it around us. Myths regarding sexual abuse were also seen in terms who is the victim (31% thought it can't happen to boys) and how it may happen (52% thought it can happen only by touch).

53.3% were able to correctly identify POSH as the law that protects women from sexual harassment at the work place and 52.7% were able to identify POCSO as the law for the protection of children.

About 83% placed the responsibility for safety on the Government but could not identify the government bodies / organisations for the same. Most (86.8%) felt that education and awareness need to be done as first priority.

What do you think needs to be done on a priority basis to tackle abuse, violence and exploitation in our society? आपके विचार से हमारे समाज में दुर्व्यवहार... लिए प्राथमिकता के आधार पर क्या करने की आवश्यकता है?
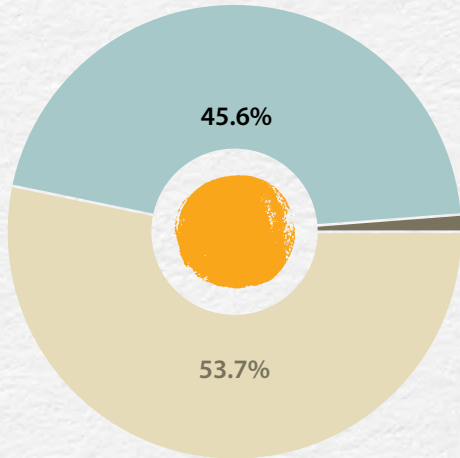
182 responses

Educate and create awareness/ शिक्षित करें और जागरुकता पैदा करें	185 (86.8%)
Preventive initiatives/ निवारक पहल रोकथाम	37 (20.3%)
Respond appropriately/ उचित प्रतिक्रिया	33 (18.1%)
Policy advocacy interventions/ नीति और वकालत हस्तक्षेप	27 (14.8%)

00   50   100   150   200

Impact - What did the workshop give them?

Did you learn or gain any new information/knowledge through this session? क्या आपने इस सत्र के माध्यम से कोई नई जानकारी ज्ञान सीखा या प्राप्त किया?
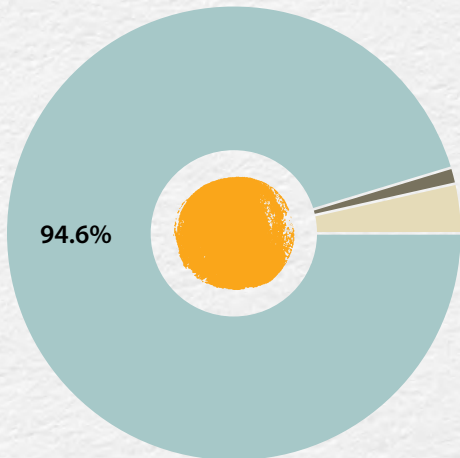
147 responses

45.6%

53.7%

- Yes, every information was new to me / हाँ, हर जानकारी मेरे लिए नई थी
- I had partial information about some issues before / मुझे पहले कुछ मुद्दों के बारे में आंशिक जानकारी थी
- I knew everything before the session / मैं सत्र से पहले सब कुछ जानता था

Will you now report abuse if you hear or exprience any instance of it? यदि आप शोषण के बारे में सुनते या अनुभव करते हैं तो क्या अब आप शोषण के मामलों की रिपोर्ट करेंगे?

147 responses

94.6%

- Yes / हां
- No / नहीं
- Not sure / निश्चित नहीं

62.6% were now able to choose the correct definition of a child (in India) and 85% were able to correctly identify the types of child abuse. Only 1.4% still expressed ignorance about the types of abuse.

On a scale (1 being the lowest and 5 being the highest) measuring the extent of knowledge they have on issues and laws; the following was seen after the session:

Issue / Law	Extent of knowledge
Sexual abuse and harassment	88.5% marked 3 or above
Human trafficking	86.3% marked 3 or above
Online abuse and exploitation	87.8% marked 3 or above
Laws that protect women and children	88.4% marked 3 or above

73.5% were now able to correctly identify POSH as the law that protects women from sexual harassment at the work place and 64.6% were now able to identify POCSO as the law for the protection of children.

While there is increased clarity with the protection mechanism and myths have been busted for upto 89% participants, longer in-person sessions may help to discuss deep rooted stereotypes around gender.

Testimonials

"This session is very useful for me, I get the knowledge about POSCO act and what is healthy and unhealthy relationship"

"Ye mere liye ek jagruk krne vala session tha mujhe ise bhut jankari mili mai ise age upyog krungi"

"It was nice- I had partially knowledge already but from this session I learned so many things"

"Today I learned about types of abuses like physical abuse, emotional abuse, neglect etc . what section like POCSO and posh can be taken against it"

Conclusion

It is evident that the workshops have led to increased awareness and knowledge amongst the participants and have helped them share and acknowledge their own vulnerabilities. It has been encouraging for us at Mudita Foundation to have worked with over 200 young people who are part of the employability trainings at Etasha society.

As they get prepared for the world of work, giving them the information and skills that will equip them towards ensuring their own safety and protection is critical. We recommend that the sessions be included for all the batches and be done in person in the next financial year as per a pre-decided calendar.

We will also add elements that will strengthen their own capacity towards keeping themselves safe and build their sense of collective responsibility towards a safer community.