



ETASHA YOUTH SESSIONS

IMPACT REPORT
2023-24



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Note from Etasha:



Mudita's workshop helps young people gain fundamental awareness of risks and threats. They hold certain myths and, as a result, form strong beliefs that may become hurdles in their lives. They also never get the opportunity to discuss safety issues.

As a result of attending workshops conducted by Mudita Foundation, trainees gain confidence, learn to articulate their suppressed thoughts and feelings, specially girls overcome their fear of traveling alone, and venture out and get ready to work in places where people of the opposite gender are more present.

We are really grateful to have a partner like the Mudita Foundation, which is educating youth and preparing our trainees to enter the workforce without fear and with full confidence. We believe Mudita Foundation is an expert to discuss about such important issues. The team is doing a fantastic job of changing the mindset which is very essential for overall growth and development of young adults.

Latika Trehan,
Delhi Vocational Training & Placement - Project Manager



As young individuals step into the professional world for the first time it becomes difficult to get into a totally new environment without any knowledge. Therefore, it gets crucial that they are equipped not just with technical skills, but with the knowledge of their rights and responsibilities in a workplace.

Attending Mudita workshops make youth aware about their rights and actions that can be taken. We know that youth we work with are not aware on this topic at all. So it becomes our responsibility to provide knowledge on this matter to make them aware and equipped with the right knowledge.

We have witnessed cases where many young adults have faced harassments at workplace but due to the lack of knowledge or awareness they were not able to take necessary steps. However I am sure after getting the awareness about laws and policies they will definitely help them to be more confident and vocal about the issues.

The impact is significant when it comes to provide awareness on this matter.

- Youth become empowered to recognize unacceptable behavior, speak up when necessary, and contribute to creating a respectful, inclusive work and public environment.
- Understanding legal protections also helps them navigate potential challenges and ensures they feel supported in their new roles.
- For one, understanding workplace safety laws ensures that youth know how to protect themselves physically and mentally.
- A workshop like this can clarify what constitutes harassment, how to report it, and the importance of maintaining a respectful and dignified work environment.

Jyoti Verma
South Delhi - Centre Manager

Executive Summary

The report provides an overview of workshops conducted by the Etasha team in collaboration with the Mudita Foundation aimed at addressing safety and risk awareness among youth, particularly focusing on issues of abuse, violence, and exploitation.

Between June 2022 and March 2023, and then from April 2023 to March 2024, a total of 34 sessions were conducted with 650 participants, including both youth, parents / family members and centre heads.

The workshops covered topics such as understanding abuse, recognizing risks in personal, workspace, public, and online spaces, establishing boundaries, seeking help, and being active bystanders.

The profile of trainee participants included mostly individuals aged 18-25, with a gender breakdown of approximately 66% female and 34% male, all from low-income, marginalized urban settlements in Delhi.

Key findings from the workshops include:

- High acknowledgment of safety as a right (99%).
- Majority of participants felt the need for training and awareness sessions on safety issues (63%).
- Recognition of women and children as most vulnerable to violence, abuse, and exploitation (70%).
- Various experiences of abuse shared, with a significant portion involving females (71%).
- Mixed levels of knowledge on types of abuse and relevant laws, with notable improvements post-session.
- Acknowledgement of safe spaces for sharing experiences and seeking support (73.2%).

The impact of the workshops was seen in the increased clarity and knowledge among participants, particularly regarding child abuse, sexual harassment laws, and online exploitation. Testimonials and feedback highlighted the effectiveness of the sessions in raising awareness and empowering individuals to speak up against abuse.

Additionally, the report mentions efforts to extend awareness to family members through Family Day events, emphasizing the importance of collective accountability in addressing issues of sexual harassment and fostering supportive environments.



Context of the programme

Following up with the success of last year's sessions on safety and risk, the Etasha team was keen to continue the collaboration and ensure further sessions with all batches.

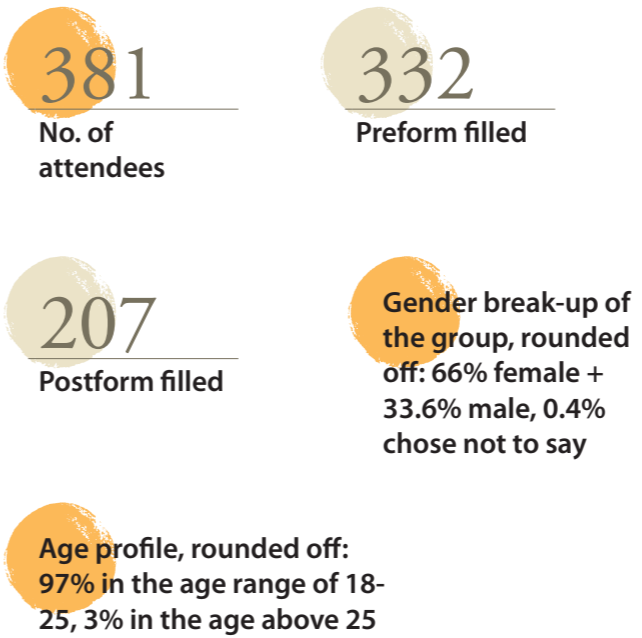
After conducting awareness sessions with the Mudita Foundation, the Etasha team recognized a pressing need to address the risks confronting youth, particularly in terms of abuse, violence, and exploitation. These sessions shed light on the vulnerability of individuals aged 18-25, who, while desiring economic independence, peer validation, and emotional connection, find themselves vulnerable to various forms of exploitation and abuse. Between June 2022 to March 2023, 9 sessions with over 200 youth both online and in person were conducted. It was hence recommended 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. Elements were added to the conversation to strengthen their own capacity towards keeping themselves safe and

build their sense of collective responsibility towards a safer community.

Between April 2023 to March 2024, 21 sessions with nearly 400 youth were conducted. We also included a session for centre heads and a few sessions with the parents of the youth this time for greater collective awareness.

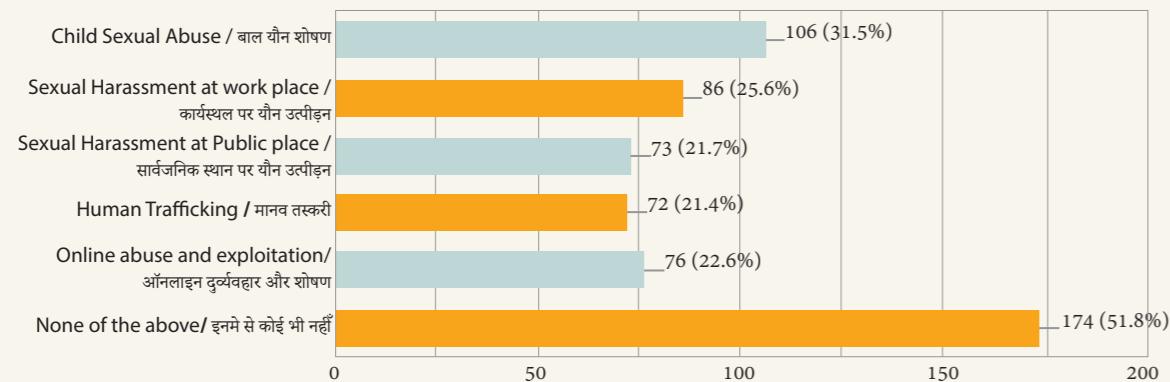
Etasha's employability training (Vocational Training and Placement for Young Adults) includes a three month basic course called B-smart which focuses on employability skills followed by placement for youth into relevant jobs in growth-oriented Service Sector Industry. As part of this training and based on the collaborative intervention conducted last year Etasha included a session in each batch on all risks faced by youth, conducted by Mudita foundation. Each of these sessions used interactive tools and activities, measured impact through a baseline and endline form. This report is based on the data collected through the forms and the sessions.

Profile of Participants



Previous training on related issues:

Have you received any prior training/attended awareness sessions on
(You may choose more than one option, if yes) any of the following issues. / क्या प्रशिक्षण प्राप्त किया है ? एक ज़्यादा जवाब चुन सकते हैं
336 responses



Workshop brief

The 90 - 120 minute workshop included the following:

Understanding abuse - types and forms

Risks to youth - in the personal space, workspace, public space and online space

Keeping oneself safe - consent and boundaries

Reporting and seeking help

Prevention of Sexual Harassment at the workplace - identifying and seeking help

Being an active bystander

Tools used included group discussions and activities along with individual reflection and expression.

Section 1 - Awareness/Perceptions of Safety

"My friend got a job offer at LinkedIn, the company and profile was good and she also cleared the interview. But that job person then started to harass her and she was given a job of uploading her private pictures to clients. She had also received a contract about her job roles and this was not mentioned. She realised it was a fake company and blocked the contact and contacted the cyber cell. The cyber cell never answered and when we visited the police they also didn't listen to us. Even I called the cyber cell on her behalf but till today our call was never answered."

- 99% acknowledged that safety is their right, while only 3 out of the total participants said no or were not sure.

- 55% of participants mentioned that another person's behavior and actions made them feel unsafe.

■ Significantly, 71% of this group were female, while 28% were male.

■ Amongst those that answered in the negative, 38% were male while 62% were female.

- 63% of all participants felt that they required training and awareness sessions on safety issues (sexual harassment at workplaces, at public places, human trafficking, online abuse and exploitation and child sexual abuse).

- 70% of participants agreed that women and children were most vulnerable to violence, abuse and exploitation.

Awareness of violence, abuse and exploitation:

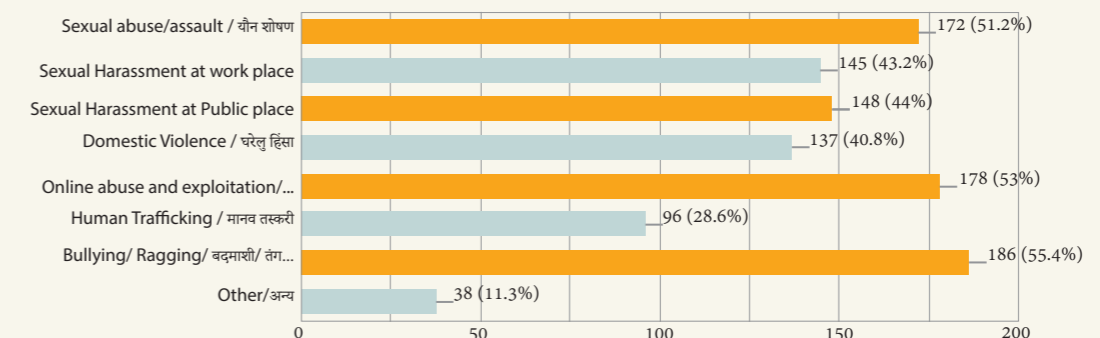
The participants felt that their age group were most vulnerable to Bullying/Ragging, Online abuse/exploitation and sexual abuse/assault.

"In my school there was a teacher who was very rude and aggressive by nature. He used to misbehave with students and he would beat and abuse us. So, once he crossed all the limits he beat me, abused me moreover, abused my family. That day I took a stand for myself and raised my voice against this. He was continuously arguing with me then I went to the principal's office and filed a complaint about him after a few days he got suspended."

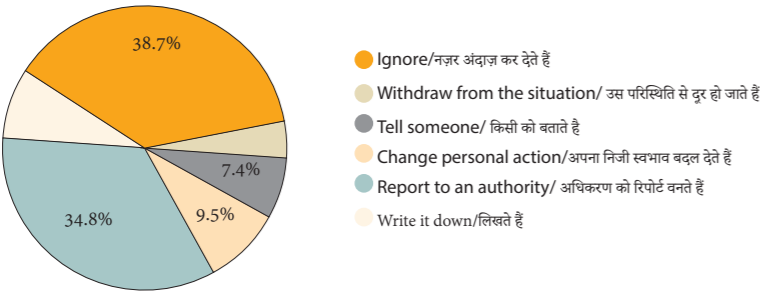
6. What forms of abuse, violence and exploitation do you think you or others in your age group are at risk of?

(You may choose more than one option) / आ... के शोषण का खतरा है ? एक ज़्यादा जवाब चुन सकते हैं

336 responses

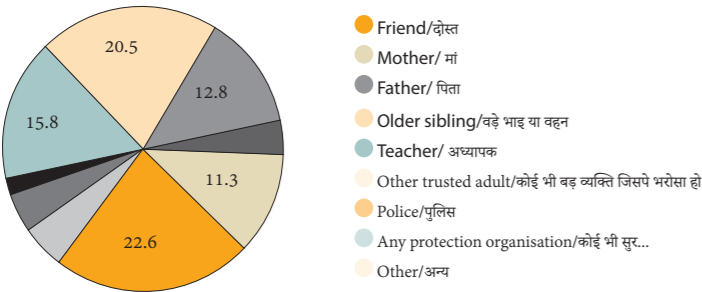


8. If you are unsafe / feel at risk to be unsafe, what are you likely to do (in your opinion or experience)? / यदि आप असुरक्षित जोखिम में हैं, तो आप क्या करेंगे?
336 responses



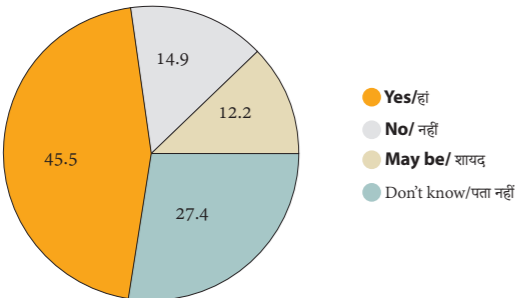
• With regard to whom they would approach for help, most mentioned the police and/or their mother.

9. If and when you are unsafe / feel at risk to be unsafe, who would you go to for help? / अगर कभी आप असुरक्षित महसूस करते हैं, तो आप किसके पास मदद मांगेंगे?
336 responses



• With regard to their own experience of abuse, 45.5% responded in the negative while 27.4% reported yes, and 15% reported maybe. Of the group that said yes, 71% were female. 76.2% said they had never reported any abuse.

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



Section 2 - Knowledge of unsafe behaviours, experiences

"I was walking in a lane and boy came towards me and began to force me towards a corner and harass me. I called a friend and he came with the police. Couldnt share with family. Friend didnt make me the main victim so that my name is not dragged into it. Reported and they got CCTV footage which showed that he had done this before with other girls."

While only 23.2% knew about correct definition of a child (in India), 88% were able to correctly identify the types of child abuse. About 1% 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	69.4% marked 3 or below
Human trafficking	75% marked 3 or below
Online abuse and exploitation	70.6% marked 3 or below

34.2% were able to correctly identify POSH as the law that protects women from sexual harassment at the work place and 38% were able to identify POCSO as the law for the protection of children.

37% felt that boys and men are not victims of abuse. 56.3 % thought that abuse can only happen through

touch. 26.8% were not able to correctly identify examples of human trafficking as we see it around us. Majority of the group (around 74%) correctly identified the idea that human trafficking only happens with little girls and women in villages as false. Most (72%) felt that education and awareness need to be done as first priority.





Section 3 - Safe spaces, safe people

- 11% of participants mentioned that they were unsafe in all spaces suggested (public, personal and online). Of this group, 78% were female.
- 38% of participants mentioned that they were unsafe in public and online spaces. Of this group, 72% were female.
- 73.2% 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 26.8% do not have a safe space. Of this, 69% were female. 31% were male.

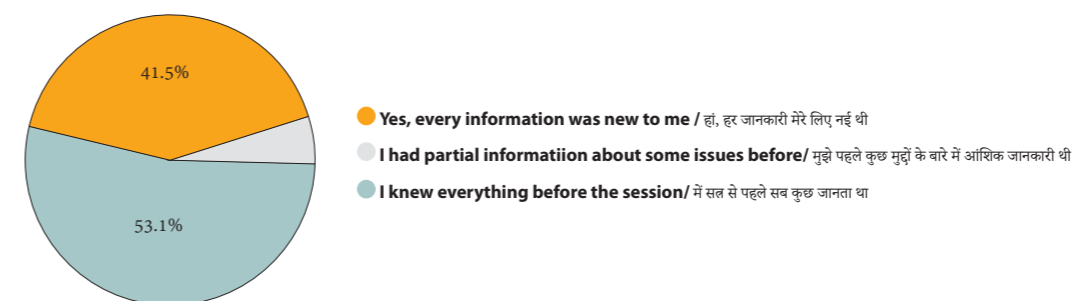
- However, the majority of responses with regard to what participants would do if they felt unsafe, included reporting to an authority and telling someone. Hence, who is the safe space and when do they seek help is not fully clear.

"My mama (mothers' brother) used to touch me inappropriately at my nani's (maternal grandmother) place. He did it twice and thrice but last time when he did the same I rushed to my masi (mothers' sister) and she hushed me, then she asked not to tell anyone about the same. After some days I told this to my mother and she supported me and confronted all the members for the same."

Impact of the workshop (Post Session) - change in perceptions, facts, recommendations

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 ?

207 responses

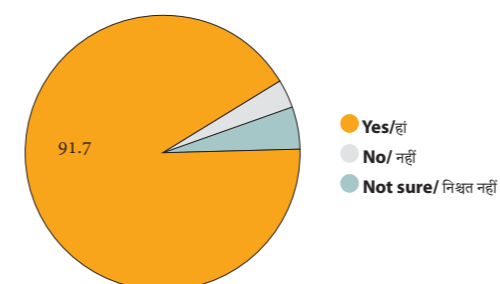


56.7% were now able to choose the correct definition of a child (in India) and 60.6% were able to correctly identify the types of child abuse. Only 3.4% still expressed ignorance about the types of abuse.

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:

15. Will you now report abuse if you hear or experience 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?

206 responses



Issue/Law	Extent of knowledge
Sexual abuse	76% marked 3 or above
Human trafficking	75% marked 3 or above
Online abuse and exploitation	82% marked 3 or above

66.3% were now able to correctly identify POSH as the law that protects women from sexual harassment at the work place and 60.6% 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 broken for upto 88% participants, longer in-person sessions may help to discuss deep rooted stereotypes around gender.

Testimonials

RR

आज के session में हमने सीखा की हमे अपने समाज के प्रति जागरूक रहना चाहिए, हमे अपने अधिकार पता होने चाहिए, अगर किसी भी प्रकार से हमारा शोषण होता है तो हमे उसके प्रति आवाज़ उठानी चाहिए

RR

आज का session बहुत useable था। मुझे बहुत कुछ सीखने को मिला। आज के सेशन में मैं बहुत जागरूक हुई हूँ और इसका सदुपयोग मैं अपने जीवन में जरूर करूँगी ma'am आपने बहुत ही अच्छे और सरल तरीके से हमें सभी कानून और अपनी सुरक्षा के बारे में बताया

RR

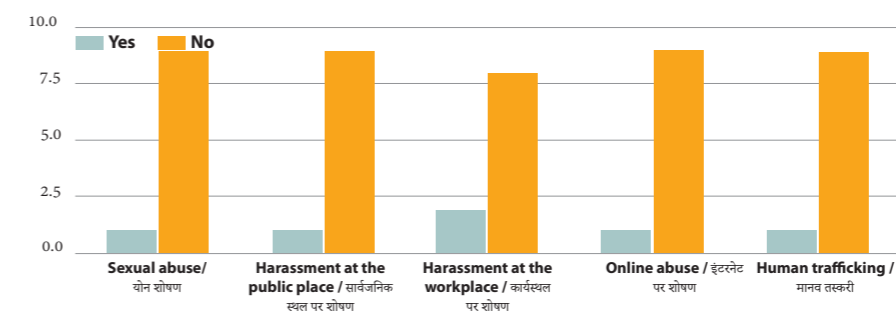
it was enjoyable and informative. the session was influencing very much now I am thinking to get job in this field. I want to know more about the laws about all type of abuse especially sexual abuse. I want to explore more about social awareness and this type of issues but this session help me in exploring my curiosity about social issues especially abuses

Training of Centre heads

An online session was also done for 10 Centre Heads who work with the trainees. The session to build their awareness of risk and abuse in the context of the youth and build their capacity to offer support and help to their trainees. Some observations from the session -

- 70% of them had not conducted any sessions or events related to safety, with their trainees before this.
- Most had not had any training before on these issues.

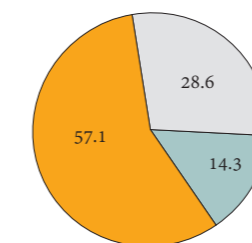
Have you received any training on the issues of safety of women and youth before?
In particular, on the following issues / क्या आपने महिलाओं और युवा की सुरक्षण प्राप्त किया है? विशेष रूप से निम्नलिखित मुद्दों पर



- Before the session, only 30% had an overview of the laws and 70% had either just heard about the laws or did not know anything. After the session, there was an increase in awareness.

To what extent do you know about Indian laws that protect women and youth from abuse or violence? / महिलाओं और युवा की शोषण या हिंसा से सुरक्षावाले भारतीय कानूनों के बारे में आप किस हद तक जानते हैं?

7 responses



- I have a thorough knowledge of most/all the laws. मुझे अधिकांश/ सभी कानूनों का पूर्ण ज्ञान है।
- I have an overview of the key features most/all of these laws. मुझे अधिकांश/ सारे कानूनों के मुख्य मुद्दों के बारे में जानकारी है।
- I have heard about these laws, but do not know many details. मैंने इन कानूनों ...
- I do not know much about these laws. मुझे इन कानूनों के बारे में ज्यादा जानकारी न...

Key learnings as voiced by a participant, include -	
1. I learnt the details of Pocso & POSH act	
2. How to treat the abuse using 5 Ds.	
3. Types of harassments	
4. How to identify if anyone is going through the abuse but not able to share it	
5. Got the knowledge of different laws for harassments.	

Testimonials

RP

I learnt a lot from this training and got awareness of multiple laws and harassment which I didn't know existed. The training was thought provoking and also helps in questioning to an individual how much as an individual we take actions when it happens around us or with us. It has provided me knowledge to at least stand for me or for those people who are vulnerable or not educated enough to stand for themselves. Thank you so much for the Training.

RP

The session was very informative, and now if any such situation comes, I will definitely be able to help someone by using the information I gained today.

Family Days, 2024

As part of our collaboration with Etasha, we also began to participate in the Family Day events conducted with the family members of the trainees. In February 2024, we conducted three such Family Days. They had a total of 53 participants, mostly female. These sessions used a case study of sexual harassment faced by a young female trainee at a workplace and her possible response, to create awareness about the law and redressal for Prevention of Sexual Harassment for women at the workplace in an effort to build a supportive family environment for young trainees. While there were mixed responses, stemming from ignorance about the law, an effort was made to view the issue as a structural problem that needs collective accountability and action more than an individual response.



Conclusion

The workshops have clearly resulted in heightened awareness and knowledge among participants, a culture of sharing and acknowledging vulnerabilities and a sense of confidence. Engaging with their families in conversations addressing concerns of safety at the workplace and giving them information on the law and redressal mechanisms helped in fostering a supportive

environment for the young trainees as they prepare to step out into the world of work.

Preparing individuals for the workforce must therefore involve imparting crucial information and skills that will empower them to safeguard their own safety and well-being while being able to learn, work, grow and thrive.

Annexure 1

Date	Centre	No. of batches	No. who filled the preform	No. who attended	No. who filled the postform
19-Apr		2	46	50	27
09-May		2	42	48	0
17-Jun		2	27	61	0
06-Sep		2	42	56	44
04-Oct	Khanpur	1	15	15	15
12-Oct	Dakshinpuri	2	14	14	22
			13	13	
04-Dec	Dakshinpuri	2	27	20	20
11-Dec	Aurobindo Ashram	1	12	12	12
16-Jan	Aurobindo Ashram	1	12	8	6
22-Jan	Kailash colony	1	14	13	13
07-Feb	Aurobindo Ashram	1	12	11	9
28-Feb	Khanpur	2	26	27	7
14th March	Khanpur	2	30	33	32
TOTAL		21	332	381	207



Based on observations and trainees feedback, this session proved highly beneficial, equipping participants with vital knowledge they previously lacked:

- POSH (Prevention of Sexual Harassment) policy
- Types of harassment
- Relevant Acts and IP Sections
- Helpline numbers

This training created awareness about rights and responsibilities, empowering trainees to:

- Navigate workplace dynamics
- Make informed choices
- Confidently address workplace concerns

Kajal Verma
Centre Coordinator, Vasant Vihar Centre



Based on my observation and trainees' feedback I think sessions by Mudita foundation sessions are quite fruitful for our trainees. Recently, our trainees attended an insightful session by Mudita Foundation on Sexual Harassment. The informative discussion covered crucial topics, including so much important information in which trainees learnt many new things such as:

- Helpline numbers for immediate support
- Understanding POCSHO (Protection of Children from Sexual Offences) Act
- Types of harassment and their implications
- IPC (Indian Penal Code) sections related to sexual harassment
- Special provisions for children's safety
- New apps, laws, and rules for combating harassment

This session empowered our trainees with knowledge and resources to identify, report, and prevent sexual harassment, fostering a safer and more responsible community.

We appreciate Mudita Foundation for sharing their expertise and promoting awareness on this critical issue.

Gul Sanovar
Batch Coordinator



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