

MANAS FOUNDATION ANNUAL REPORT

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.

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.

Mission Statement in Mental Health	Mission Statement in Gender Justice
To create and 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.	To create and promote equal, inclusive and safe communities and institutions by brining positive shift in mindsets, attitudes and behaviors to reduce gender based violence and foster gender equality

Initiatives at a Glance

IGL Gender Sensitization

Today, men and women are more susceptible and open to breaking the typical beliefs that have been programmed into one’s mind since a young age, such as men needing to be the ones who work and keep their family financially stable, and women to be the ones who cook, clean and nurture the children. Since gender inequality still exists in our society, bringing a gender perspective into the discussion allows men to play a more prominent role in challenging the prevailing norms and changing their behaviors.

Audiences from diverse backgrounds, cultures, languages, values, beliefs, etc. come under one roof, and they share, discuss, interact, support, disagree, and counter during sessions. From April 2021 to February 2022, 84,779 drivers were trained, and 20,545 drivers registered on the Safe Gaadi App. Scholarships were granted to 293 Daughters of Delhi 1 (DOD1) students, while the placement process at YMCA Institute enabled three Daughters of Delhi 2 (DOD2) office management students to secure jobs as office executives.

A feedback meeting with 30 DOD2 students was successfully conducted. In February, the Karnal RTO training program was launched, with Mrs. Urmil, the District Traffic Officer, announcing that training and certification are mandatory for vehicle fitness. The program was also inaugurated in Rewari with the SDM of Bawal. Additionally, 20 public transport drivers and two DOD2 girls participated in the "Safe Ride Mera Pride" campaign at the Canadian High Commission on December 13, 2022. Eight cohorts on "Building Leadership and Essential Skills" were successfully trained 232 participants.

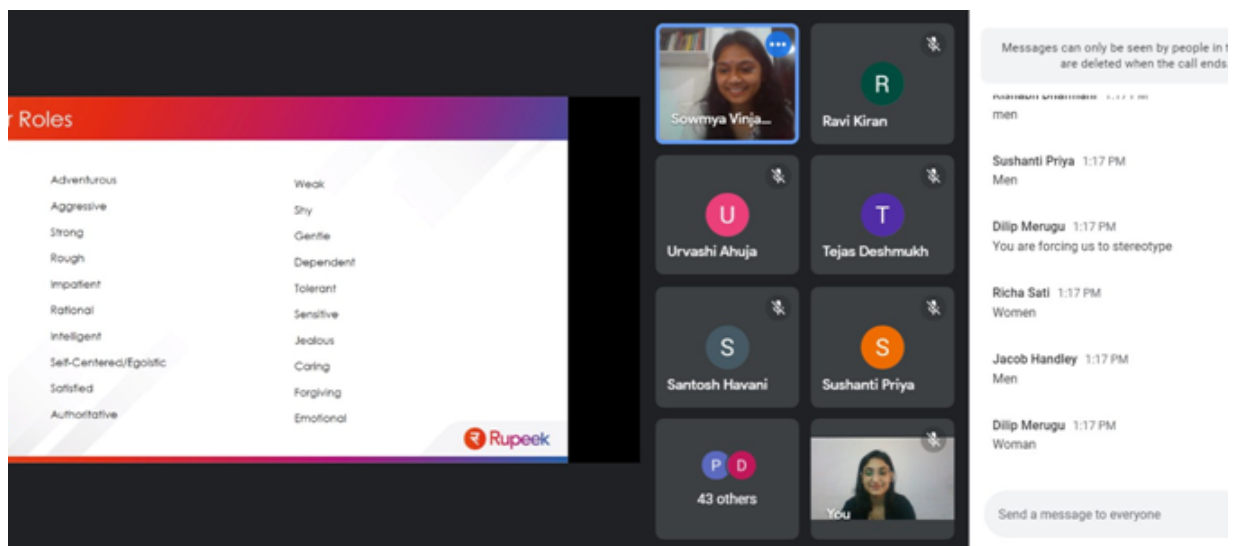
Consolidated Date of April 2021 to March2022			
Centres	Categories	Registered Participants	Trained and certified drivers
Delhi	Auto, Taxi & Bus	96736	72393
Gurgaon and other districts	Auto, Taxi & Bus	8296	7866
Noida	Auto, Taxi & Bus	5102	4520
Grand Total		110134	84779

Positive Impact of the Workshop

- Most of the participants were able to participate.
- The participants grasped the issues.
- They got a platform to present their views.
- Healthy participation
- They got the ownership of being a part of the issues.

RUPEEK Fintech PVT. Limited

Gender equality is a fundamental right often hindered by deeply rooted gender stereotypes in society, which also impact workplaces. To address this, five trainers conducted 39 workshops with 1,084 participants, focusing on gender sensitization and the prevention of sexual harassment at the workplace (POSH). The sessions highlighted the prevalence of gender inequality in India, exploring stereotypes, their impact on workplaces, and legal aspects of the POSH Act. Participants gained ground-level awareness of their rights and the importance of gender-sensitive behavior for a safe workspace. However, gaps in awareness about organizational policies, including the role of the ICC and whether men are included under such protections, were noted. Participants emphasized the need for follow-ups to ensure the effective implementation of policies and alignment with organizational frameworks.



Glimpse of the session

UNICEF Chhattisgarh

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 program for counselors associated with the Department of Women and Child Development in Chhattisgarh and Jaipur. We conducted an intensive program for 2 batches of counselors in Raipur. Counselors from across districts in Chhattisgarh attended the training program and all stakeholders much appreciated the program design which was completely hands on and experiential.

Key Highlights

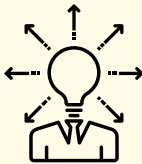
Capacity Development of Superintendents	• Targeted 40 superintendents, trained through virtual sessions, supported by nine follow-up "Manthan" sessions for continuous learning. • Focused on mental health challenges during COVID-19, such as stress, anxiety, and coping strategies for superintendents and children returning to institutions. • Developed customized training curricula and IEC materials, including posters, banners, and comic booklets.
Workforce Development for ICPS Counselors	• Conducted 12 days of virtual training for 90 counselors, addressing mental health concerns, case documentation, and trauma management. • Customized modules were created and implemented successfully.
Joint Review and Advocacy with Stakeholders	• Conducted three district-level review meetings (one per district) and engaged stakeholders in planning and decision-making. • Despite delays due to the pandemic, efforts included advocacy for referrals and evaluations.
Direct Mental Health Services at District Level	• Functional mental health units in four districts provided services and conducted training for teachers as COVID-19 counselors. • Tele-counseling for over 600 COVID-19 patients and in-person consultations for 163 clients were completed. • Referrals and follow-up systems were active, with psychologists supporting hospital teams and providing direct services.

Paul Hamlyn Foundation (PHF): CAMP Dausa

During the last wave of the pandemic, most of our programs had adapted to the context of delivery of services during a lockdown therefore when the second lockdown was initiated close to we were better prepared as compared to the last time. Most of the programs have been running successfully with a few that expanded during the last 6 months. In continuation to our conceptualization with the department of women and child development, our mental health units have been replicated and

have now been set up in all child care and residential institutions by the Delhi Government. In addition to the same our gender sensitization training program expanded to cover the entire region of Haryana in addition to our initiatives in Delhi NCR.

In addition to these, the mental health program established in Chhattisgarh in partnership with the Tribal Welfare Department and UNICEF expanded its roots and has incorporated more districts and additional activities.

Overall Mental health Activities 	● School visits for mental health work: 5 ● Workshops/Refresher & OPD at PHC/CHC: 17 workshops, 17 OPDs (13 at PHC, 4 at CHC) ● Collectorate PHC direct work: 18 sessions ● Direct mental health work: 505 intakes (DH + MHU) ● Therapy follow-ups: 395 (DH + MHU)
Awareness Initiatives 	● Awareness campaigns in traditional healing places: 12 ● NUHM awareness camps: 18 ● Awareness generation at local hotspots: 31 (including visits to private hospitals, schools, libraries, and temples) ● Specific workshops: 6 (suicide prevention, mental health day, deaddiction, school principals' conference, and others)
Community Engagement 	● Community Engagement: ● Mental health awareness at 5 private hospitals and 1 Mehandipur Balaji Trust Hospital ● Engagement with ASHAs and ANMs for mental health check-ins (bi-monthly) ● Scripting protocols for ASHA and ANM conversations and managing referrals via WhatsApp group ● Camp at Mehandipur Balaji with DMHP: 5
Webinar 	● With Medical Officers (Mos): 1 ● With Police: 1

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- Nirmal Chaaya Complex, Children Home for Boys, Lajpat Nagar, Village Cottage Home, Lajpat Nagar. 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.

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 2000 residents per month, whose mental health needs Manas has been addressing over the past 10 years.

Highlights in the year 2021-22

Children's Day – On the occasion of Children's Day, an event was organized 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 JJJB), 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.

Police Training

The training primarily focused on the concept of gender discrimination prevalent in the society till date. Manas Foundation as a National Civil Society Organization emphasizes to eradicate or demolish such gender based discrimination in the society through the various training that it conduct with a larger group of different professionals . The training with police personnel had whereby two topics—gender sensitization and understanding the process methods while interviewing female victims—were covered. The training, began with “ulta pulta” warm up activity. Which aimed at the introductory part of the training and to get the personnel know each other. Moving forward, the training focal point was on the gender discrimination demonstrated through presentation. Furthered with some questions, responses to which unfolded the gender stereotypes and stigma centered to women and men today. Through this workshop, we were able to -

Increased Awareness of Gender Discrimination

Participants gained a deeper understanding of the pervasive nature of gender discrimination in society. Through interactive presentations and discussions, the training highlighted the subtle and overt ways gender biases manifest in daily life and professional settings.

Challenging Gender Stereotypes

The discussions and activities helped dismantle common gender stereotypes and stigma associated with both men and women. Participants were encouraged to question their own preconceived notions and reflect on how these biases influence their behavior and decision-making.

Practical Insights on Interviewing Female Victims

The training provided practical methods and guidelines for police personnel to adopt a more empathetic and sensitive approach while interviewing female victims. This included understanding the emotional and psychological aspects of victim experiences to ensure a supportive and respectful process.

Enhanced Team Bonding Through Interactive Activities

The "Ulta Pulta" warm-up activity served as an effective icebreaker, fostering camaraderie among participants. This initial engagement laid a foundation of openness, enabling more active participation during the training.

Commitment to Gender-Sensitive Practices

Participants expressed a willingness to incorporate gender-sensitive practices into their professional conduct. They acknowledged the importance of their role in promoting equality and justice in their interactions with the public, particularly with victims of gender-based violence.

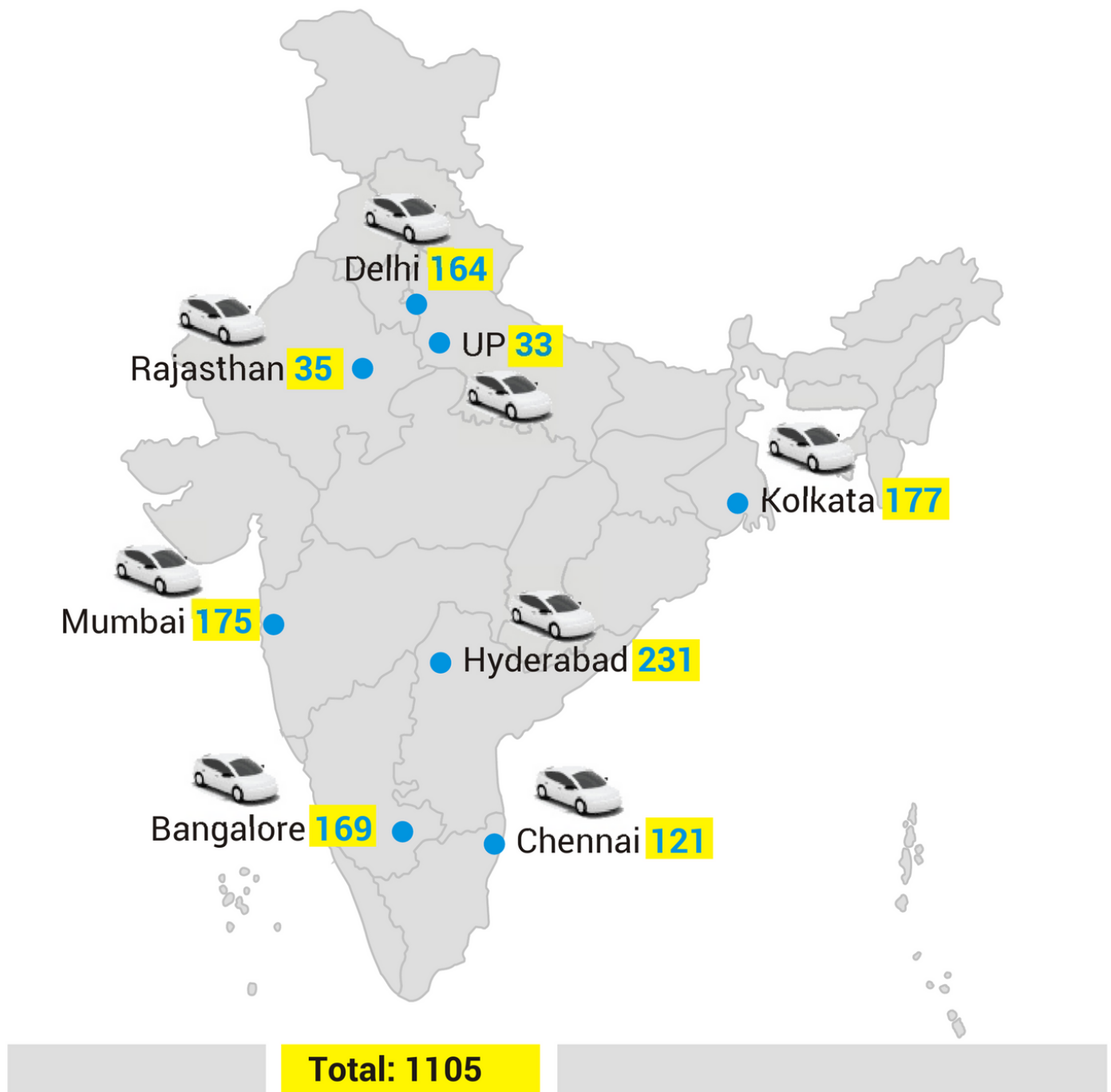
Glimpse of the training



Uber India

Manas Foundation launched its first 2021 Gender Sensitization Program for Uber drivers on International Women's Day, a day celebrating the achievements of women globally. This initiative focuses on engaging men to make public spaces safer for women, promoting their equal access to resources and opportunities for holistic well-being. After the challenges of 2020, the transition to virtual training in 2021 marked a new beginning. Despite the initial difficulty of adapting to online sessions, drivers and facilitators worked together seamlessly, enabling the program to successfully begin in cities like Bangalore, Delhi, Kolkata, Hyderabad, Mumbai, Kanpur, Agra, Jaipur, and Kota. The energy and enthusiasm during the sessions created a positive learning environment, with drivers eagerly participating and resuming their roles with renewed purpose.

The program aims to gender-sensitize Uber drivers by familiarizing them with the concepts of gender equality and encouraging empathy toward gender-based inequality and violence. Drivers are educated on societal structures that marginalize women and are motivated to adopt socially responsible behavior. By making drivers partners in promoting women's safety, the program fosters a sense of social commitment and positions them as advocates for broader societal change. Through this initiative, Manas Foundation contributes to creating safer public spaces for women and advancing gender equality.



CAMP Kumaon - Uttarakhand

Several members of the Manas Team share deep personal ties with Uttarakhand and its resilient people. In the remote interiors, we have witnessed firsthand how poverty, limited access to essential services, and a lack of mental health awareness create significant challenges for the community. Over time, many families have sought our help for mental health concerns.

In early 2020, we took a significant step toward addressing this issue by launching a community-driven mental health initiative. With the support of village pradhans, CAMP Kumaon was established

in Ganoli village, Almora district. A dedicated local youth was recruited and trained over four months to serve as a field mental health worker.

Our efforts to make mental health services accessible in Kumaon continue through a multi-faceted approach:

- Providing in-person and video-based counseling and psychiatric consultations at the Community Health Centre.
- Conducting community outreach programs to spread vital psychoeducational awareness.
- Organizing regular training sessions for doctors and paramedical staff.
- Hosting specialized health camps for women in the region.

CAMP Kumaon remains an active and evolving initiative, consistently working to strengthen mental health support for the community.

Key Highlights

This year Manas Foundation had an impactful journey in addressing mental health and gender justice issues. Over 20 years, the organization has transformed mental health accessibility and awareness, introducing innovative therapies and promoting positive societal change.

Key Highlights:

1. **Gender Sensitization Initiatives:**

- Training over 84,000 public transport drivers to address gender inequality.
- Empowering young women through scholarships and career placements under the "Daughters of Delhi" program.

2. **Mental Health Programs:**

- Expanding mental health units in residential care institutions with innovative interventions like art and dance therapy.
- Conducting 505 direct intakes and 395 therapy follow-ups.
- Collaborating with UNICEF and government bodies for capacity building in mental health counseling.

3. **Community Engagement and Awareness:**

- Organizing workshops, OPDs, and campaigns in schools, hospitals, and community hotspots.
- Initiating leadership and essential skills training for 232 participants.

4. **Police Training:**

- Focusing on gender sensitization and interviewing techniques for female victims to foster empathy and justice.

Conclusion

Manas Foundation continues to make strides in creating inclusive, mentally healthy, and gender-equitable communities. With a commitment to innovation and collaboration, the foundation remains dedicated to expanding its initiatives and addressing systemic challenges.

Contact Details

Manas Foundation Contact Details

Address: S-62, Okhla Industrial Area, Phase-II, New Delhi

Phone: +91- 11 – 4170 8517

Website: www.manas.org.in

Facebook: Manas Foundation

Instagram: @manasfoundationdelhi

Twitter: @manasfoundationdelhi

