



# **EKTA Resource Centre for Women**

**INTERNSHIP REPORT JUNE**

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## **CHOICE OF WORKPLACE**

EKTA Resource Centre for Women is a feminist organization committed to empowering women and girls and sensitizing men and boys towards a gender-just society. It works to empower women through knowledge sharing, training, and alliance building. This organisation also works for the welfare of children and for social justice in society. Even though it is considered to be a feminist organisation, it also includes men to sensitize gender equality in society. White Ribbon Campaign (WRC) initiated in 1989 due to a brutal event symbolises men's ability to care and speak out against violence on women which is still active in 20 countries. In Tamil Nadu EKTA consistently works towards mainstreaming gender and facilitating gender-equal relationships with the youth in Schools and Colleges. Male supporters of EKTA in Madurai initiated WRC in Tamil Nadu in November 2000 and it continues every year. It also provides life skills educational programmes in schools to help the children to learn vital relationship skills and their rights at an early stage. This organisation also released a lot of publications to propagate their mission. This organisation trains more interns to learn work experience of an NGO and also sensitises about gender-equal society and importance of children's welfare.

## **COMPANY PROFILE**

EKTA was established in Madurai in 1990 as a resource center for women that aims at gender justice by empowering women through knowledge sharing, training, and alliance building.

Mission:

- Prevention of violence against Women and Children at all levels.
- Facilitation of good governance by promoting consultative, participatory and inclusive practices.
- Sensitization of men and boys on the toxic impact of gender inequality in society
- Strengthen alliance, with organizing collaborations and networking at the state, national and international level

Activities:

Capacity building trainings for NGOs and CBOs Capacity building is perceived as more than training, and an ongoing process through which individuals, groups, organizations and communities enhance their ability to identify and meet development challenges and move towards actualizing their rights. This process is pursued through planned trainings and exposure visits. Currently, the thematic areas have been brought under the following three broader headings with gender as the cross cutting concern.

Concerns in:

Governance

Strengthening women's participation and leadership    Human

Rights:

Awareness on women's rights and legal literacy

Gender and Masculinities:

Awareness on the need for gender equality and the constructive role men can play in this process.

Life Skill Education for Adolescents and youth:

Life skill Education for adolescents in select schools and communities are conducted to enhance their self esteem and to make them aware about their rights and entitlements. This programme was initially started for the Corporation school girls in the year 2000. Since then it has gone through a lot of modifications based on the suggestions of the adolescents and is continued in schools and communities.

#### Students for change

The youth in colleges are given the orientation and taken through periodic thematic reflections on understanding gender, masculinities and the need for gender equality. This programme was started in 1994 in collaboration with National Service Scheme (NSS) of Madurai Kamaraj University. Later a survey was undertaken in some selected colleges among the students to assess their understanding about the situation of women in society and violence against women in particular. Following this a three day residential workshop was organised for the women students at the above colleges. At the end of this workshop a strong recommendation to have a continuous process with both females and students emerged. Therefore the students programme was given a gender and human rights focus and was implemented in colleges of Madurai. This was further strengthened by including the students into the White Ribbon Campaign. It was revised and renamed as 'students for Change' in 2005.

#### Counseling:

Counseling is provided to women and their families. Based on the merit of the case, they are helped to access to get referrals to Police and Family Courts. For the litigation process, we get the help of specialized agencies.

#### Nambikkai - Shelter for girls:

Post Tsunami, EKTA started working in Chidambaram Taluk of Cuddalore district in Tamil Nadu, with a focus on strengthening education of girl children and livelihood rights of single women. Based on the expressed need of the communities, a shelter home for girls called Nambikkai was started in the year 2007. At present there are 35 girls who are staying in the shelter to continue their education and also develop a plan for their future. The inmates are given health care, exposure to various development. After completing their

school education, the children showing interest in higher education are supported in their college education.

#### Railway Child Helpdesk @ Madurai Junction:

##### Childline

On 25 April, 2018, the Railway Childline 1098 Child Help Desk is in operation (24x7) in the Madurai Railway Station. The children have been rescued and handed over the Child Welfare Committee. We have been creating awareness regarding child protection in the railway station premises especially with the primary and secondary stakeholder on a regular basis. In addition awareness programs are organised by us for the public.

#### Campaigns and Networking:

EKTA envisages social change as a process of collective action. Therefore it works in collaboration with NGOs and other like-minded organizations. It is engaged in advocacy and policy dialogues to implement Domestic Violence Act, Prevention of Sexual harassment at the workplace and international conventions that GOI has endorsed and ratified such as CEDAW, PFA, SDG and CRC. The major campaigns are One Billion Rising Campaign and 16 Day Campaign to address Gender Based Violence.

#### Documentation and publications:

EKTA believes that information is power. It collects processes and disseminates among various stakeholders development information in Tamil and English through print and electronic media. EKTA also translates and publishes work that is politically relevant.

- Ten women Bicycle (Tamil translation)
- Patriarchy (Tamil translation)
- Understanding Gender (Tamil translation)
- What is a Girl? What is a Boy? (Tamil translation)
- Exploring Masculinity (Tamil translation)
- CEDAW (Tamil translation)
- Good Touch Bad Touch (Tamil)
- Namathu Udalum Seyalpattukalum
- Parakka Thudikirom

- Namathu Vazhvum Varalaru Agum
- Namathu Udal Namathe
- Sothanaikalai Savaalkalalki Saathikkum Pengal
- Handbook on Adolescent Girls (Tamil)

#### Research and Studies:

- A study on socio economic status of women migrants in Madurai Slums.
- A preliminary study on the changing scenario in employment pattern for women
- A study to identify the forms of violence faced by women.
- A study on Grama Sabha in 6 districts of Southern Tamil Nadu.
- Study on Gender concerns in the context of Tsunami
- Old stories, New voices a collective reflection on the emerging challenges to Gender equality
- A study on the structure and functioning of Family Courts in Tamil Nadu.
- A study to understand the feminization of HIV/AIDS in 5 southern districts of Tamil Nadu.
- Single But not Alone
- Use of 498A in Tamil Nadu
- An Action Research Study on Experiences of Women Survivors of Violence in Shelter Homes - Tamil Nadu.

#### EKTA members are in:

- National Alliance of Women (NAWO)
- Girls Count, National level network
- Forum to Engage Men (FEM)
- SDG Watch - TN 8
- Lam Lynti Chittara Neralu (LLCN), National level network on Shelter for women
- South Asia feminist network for gender justice (SANGAT)
- Girls not Brides (Global Campaign)
- AMAN (National network on prevention of Domestic Violence)

## **JOB DESCRIPTION**

Duration of internship: 7 Days (18.06.2024 to 26.06.2024)

Working hours: 5 hours/day (11.00 a.m. to 4.00 p.m.)

Mentor in the organisation: Mr.S.James (Programme Organiser)

Work done:

- Discussion
- Safety Auditing
- Field visits
- PPT making
- PPT presenting
- Chart works

## **SAFETY AUDITING**

A safety audit is a systematic review to analyze the risks and hazards in the workplace and evaluate the effectiveness and reliability of the safety procedures set up in the organization. It can be performed by internal or external safety officers.

The main objectives of a safety audit are to determine if the organization's safety program is being implemented, to identify the gaps in that safety program, and to outline corrective actions to fix the gaps found.



A safety audit involves a rigorous observation of business operations, the work environment, the condition of equipment, the behavior of the workers, and other details to ensure that you have a good workplace safety plan in place, and that it is being implemented according to industry safety standards. Questions such as, “How do workers address safety concerns?”, “What controls are in place to mitigate safety hazards?”, and, “How regular and effective is the workplace safety training?” are addressed during a safety audit.

## PPT MAKING AND PRESENTING

PPT on Safety auditing which was done in Arapalayam bus stop. This PPT contained information gained through observation of the bus stop and data collected through a questionnaire which the organisation provided. We presented the PPT on the next day. And we developed the PPT again and we presented it again on the last day of our internship.

## CHART WORKS

We created three charts on the topic “World Nature Conservation Day”, “World Paper Bag Day” and “International Youth Day”. We ourselves divided into groups and created a chart for each team. Through this activity we understood more about the topic, and we developed our knowledge.

## **Day 1**

Date: 18.06.2024 Day: Tuesday

The very first day of our internship, we had an orientation on the organisation Ekta. By this orientation we get to know more about Ekta and there works for Women, Girl children and for many students. EKTA meaning unity was initiated in 1990 as a Resource Centre for women. With gender equal society as its goal, EKTA works with women staff of NGOs, students in schools and colleges, women leaders in communities including elected women panchayat representatives. Capacity Building is one of the key intervention strategies adopted by EKTA, and it is seen as an ongoing process. The thematic focus remains on Governance, Human Rights and Masculinities with gender as the cross cutting concern. Ekta has continued to meet the important challenges of keeping momentum at the grassroots level and, at the same time, creating leverage with advocacy initiatives at the State and National level.

## **Day 2**

Date: 19.06.2024 Day: Wednesday

On the second day of the internship, we had another orientation on Safety Audit. With this orientation we come to know about What is Safety Audit? And how to do a Safety Audit. A safety audit is a systematic review to analyze the risks and hazards in the workplace and evaluate the effectiveness and reliability of the safety procedures set up in the organization. It can be performed by internal or external safety officers. The main objectives of a safety audit are to determine if the

organization's safety program is being implemented, to identify the gaps in that safety program, and to outline corrective actions to fix the gaps found. We learn about women's safety in public spaces, specifically focusing on locations such as bus stands and bus stops. Our exploration covers the necessary measures and infrastructure required to ensure these places are secure for women. This includes adequate lighting, surveillance systems, security personnel, and clear signage.

Additionally, we discuss the fundamental amenities that should be present in public areas, such as access to clean drinking water and well-maintained seating arrangements.

We also examine the current state of these public spaces, identifying any deficiencies or areas needing improvement.

As part of our study, we reviewed a case study of a project successfully executed by another team. This project serves as a benchmark, providing valuable insights and strategies that can be adapted to our context. And we saw an example project that was handled by another team.

### **Day 3**

Date: 20.06.2024 Day: Thursday

On the third day we are asked to come to Arapalayam Bus Stand to do Safety Auditing there. We reached there at 11:00 AM and we left the place around 1:00 PM. There we were separated into three teams. Each team was allotted some place to do safety audit. There we took some photos. And we took some notes. There we saw some disused water tanks. And Washroom that was not functioning fully.

### **Day 4**

Date: 21.06.2024 Day: Friday

On the fourth day we reached to the Ekta. There we are asked to prepare a

Power Point Presentation on the safety auditing that we conducted on Arapalayam Bus stand. We had the same team that we had on the day of auditing. We sit together and discussed some points, and we had a clear idea what to do and we created the PPT.

## **Day 5**

Date: 24.06.2024 Day: Monday

On the fifth day we sat together with our team and what to do in the presentation that we had to do on the same day. In our team we took 2 to 3 slides for each person. And we presented. Then our coordinator gave some suggestion that we had to change in our PPT. Then other team also presented their PPT.

## **Day 6**

Date: 25.06.2024 Day: Tuesday

On the sixth day we discussed more about the safety audit that we have done already on 20.06.2024. And we come to know about “Bond Labour” and how they are treated. And they teach us how to bring them back to a normal life and how to identify them in a public place. And we come to know about the child help line (1098). And we are asked to inform to this number if we find any children in a public place helpless. And we come to know about a tea farm that was closed years back due to this bond labor problem because in India Bond Labour is illegal and this constitution will take severe action on the person who heir the children to work. And we are asked to do chart work on the topic “World Nature Conservation Day”, “World Paper Bag Day” and “International Youth Day”.

## **Day 7**

Date: 26.06.2024 Day: Wednesday

This is the last day of our social internship. We presented our last and final PPT on Safety Audit.

## **TASK ANALYSIS**

During the course of the internship, the intern had a chance to enhance various skills, chart works, participating in discussions and Safety Auditing. Even though the intern was already familiar with these areas, this internship made the intern to elevate in standard level.

The intern learned about safety auditing and its importance, which was previously unknown. The safety auditing done by the intern made her to gain live experience in safety auditing and also made her to think more about public-centric.

The survey data collection helped the intern enhance her communication skills and rapport-building process while interacting with the public

The details that had to be collected from the general public in one of the main bus stands in Madurai. And understand the feeling of the public in the city and also the people who travel for outside to the city for their work.

## **CHALLENGES FACED**

while collecting data in the Bus Stand some people where not interested to talk to us. And some of them were fearing to tell the truth and the problems faced by them. We took some time to build rapport with the vendors in the bus stand. They thought we were there to ask for some donation, and we talked to them and explained who we were and what we were. Some of the passengers were tired of traveling so we can't get a proper answer from them and we don't want to disturb them.

Different people had different points and perspectives and we had to understand them in their way. And we had to go to different people start from the scratch i.e. whom we were and form where we come. And some places were not safe to stand because some of the men were smoking in the public place, they don't think about any one i.e. about the people standing nearby them. Also, drainage water was leaking, so it was not safe to walk there.

While doing safety auditing, the respondents were afraid to answer the intern's question. They didn't come forward to open up their experience even though the intern said the reason for the data collection. Only some gave a proper response to the intern.