

FAT WELLBEING REPORT



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1. Introduction

This Wellbeing report is a property of the organisation Feminist Approach to Technology (FAT) which is a not-for-profit organization that believes in empowering women by enabling them to access, use and create technology through a feminist rights-based framework.

FAT has a deep concern to improve each and every life in the community. This is with the sense of empowering and creating Wellbeing across all individual in FAT. This process to create Wellbeing started 3 years back with the project called self-care, in which the awareness to create good health for one self was given and some good health enhancing practices were shared like regular classes for yoga, formation of silence room, eating healthy lunch together and so on.

This had some impact in term of awareness of good health but it couldn't continue effectively due to lack of follow up. This is a general outlook in our community overall and not just in FAT, where Wellbeing practices are given less importance.

As there is no proactive approach to be healthy, there is no resilience that our body and mind has to diseases or traumas. Due to this during COVID 19 outbreak, it was noticed how the whole community became all the more disabled and we had less options to manage the lives in the new way of living in the society.

The Wellbeing report is useful in accord to give the clarity on what is the current state of Wellbeing in FAT community. It has also given attention to existing structures and processes supporting Wellbeing and how can all the systems be improved. This report can help FAT community to understand what it means to create Wellbeing for an individual which can further create Wellbeing in the whole community. It can help in taking proactive measures to create resilient community and to handle crisis effectively.

Ever since pandemic COVID 19 outbreak, issue which affected Wellbeing were resurfaced and amplified. Due to this an individual's quality of life was affected and it had over all affected FAT community. This called for concern to pay attention to the existing systems and what are the gaps that need to be filled.

In this order we can build synergy for the members in community to practice Wellbeing proactively for self and also talk about it to others. This will further enable individual's growth and development in their personal, professional and social life, as these components are interconnected and create overall Wellbeing. Wellbeing of an individual is going to enhance the processes that promote Wellbeing of the FAT community resulting into Wellbeing of the society and the ecosystem at large.

2. Aim of the Project

The aim of the project was directed towards setting up systems, structures and processes for Wellbeing support in the FAT community. Following were the points on which Wellbeing work was based on:

- Creating a robust understanding of Wellbeing in FAT by research to analyse the current state.

- To provide confidential, non-judgemental and safe space in individual and group sessions to build self-esteem and community connectedness.
- Creating awareness and self-reliance within FAT community to help and support one another.
- Setting up a Wellbeing program design and implementation model specifically for FAT community.

3. Steps and activities done so far

Following were the steps that were taken in this process to create Wellbeing support and to do research:

- To set up a Wellbeing panel to educate whole community towards awareness and to take proactive approach towards maintaining Wellbeing for oneself and others. Panellist who were interviewed before were also invited in this panel to educate FAT community. Another reason for inviting the panellist was to know who amongst them can be a better support in the community.
- Research on understanding FAT Wellbeing by various tools. This research has survey which was conducted for the whole community with separate survey for above 18 years of age group and separate one for the below 18 years of age group.
- One to two individual counselling sessions for all the employees in FAT. Main objective of the support was to provide genuine service to the employees where they can express their worry and support is given accordingly so that they don't feel dead locked. This even gave us an indication of where major intervention is required in the whole group.
- Individual and group counselling support for the participant in Jharkhand and Bihar to help them deal with trauma. This was with a sole purpose of supporting the girls and helping with establish a strong sense of being amongst them. It still requires an on-going support system.
- Session on Trauma with Fat employees. This was decided on the data came from the research and initial session was to open up the dimension of knowing the trauma and learning to move on and grow. It still requires an on-going support system.

4. Research on the subject

Following are the salient features of the Wellbeing study which was conducted to understand Wellbeing within FAT community:

- The aim of the research was to explore Wellbeing in FAT with inclusion and respect for all points of view.
- Prime focus of the research was to understand and construct Wellbeing specifically in FAT context. Further through this planning to design and implement the structure and process for Wellbeing in FAT.
- The methods used for data collection were focused on group discussion and survey, in which 2 different surveys were used for age groups of above and below 18 years of age.
- The FGD was a closed group and only included staff members within the FAT community.

5. Wellbeing Survey

Two different surveys were designed separately for Above 18 and Below 18 age group participants to assess the overall Wellbeing of the participants and it's understanding to them. The survey results were to be further used in designing a Wellbeing program for FAT community.

5.1 Objectives of the survey

- Survey was conducted within the community to understand and create a knowledge base for defining Wellbeing for the FAT.
- It was focused on collecting both quantitative and qualitative data.
- In survey 5 main components of Wellbeing were explored which are: Physical, Psychological, Social, Intellectual and financial for all age groups.
- For the age group of above 18 years 2 more Wellbeing components were added which are spiritual and sexual Wellbeing.

5.2 Survey Analysis

5.2.1 Least important Wellbeing parameter

The least important Wellbeing parameter was assessed for the participants in two age categories viz. Above 18 and Below 18. Majority of the participants in Above 18 age category chose Social Wellbeing as the least important Wellbeing parameter (Figure 1), while Psychological Wellbeing was chosen by least number of participants. In the Below 18 age category it was a mixed response (Figure 2). When both the age categories were seen combined, again Social Wellbeing came as the least important Wellbeing parameter (Figure 3).

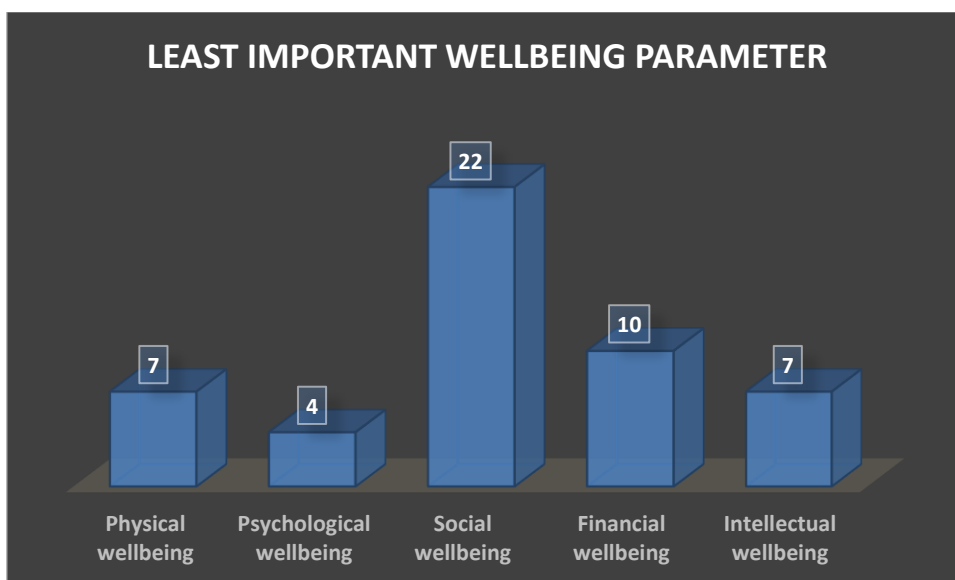


Figure 1: Least important Wellbeing parameter (Above 18)

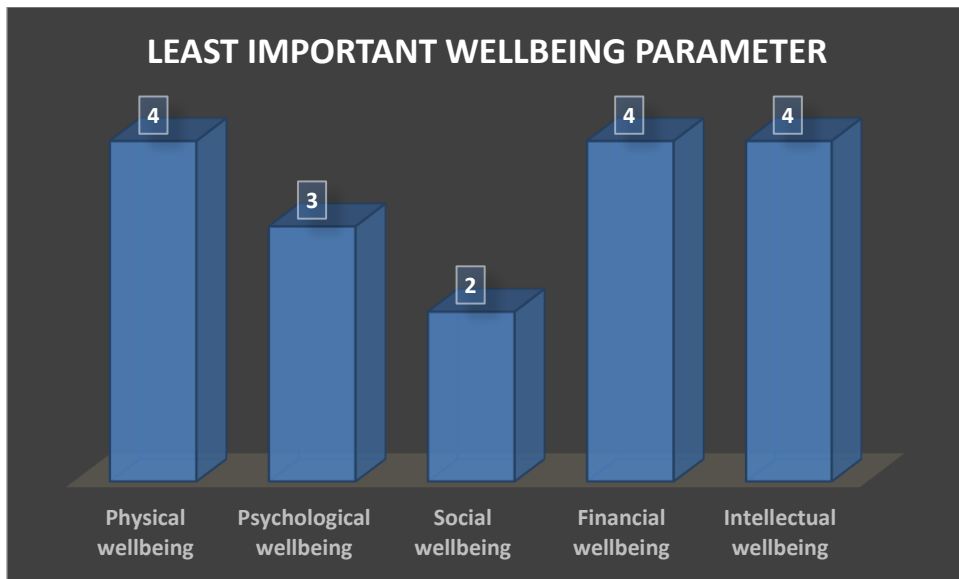


Figure 2: Least important Wellbeing parameter (Below 18)

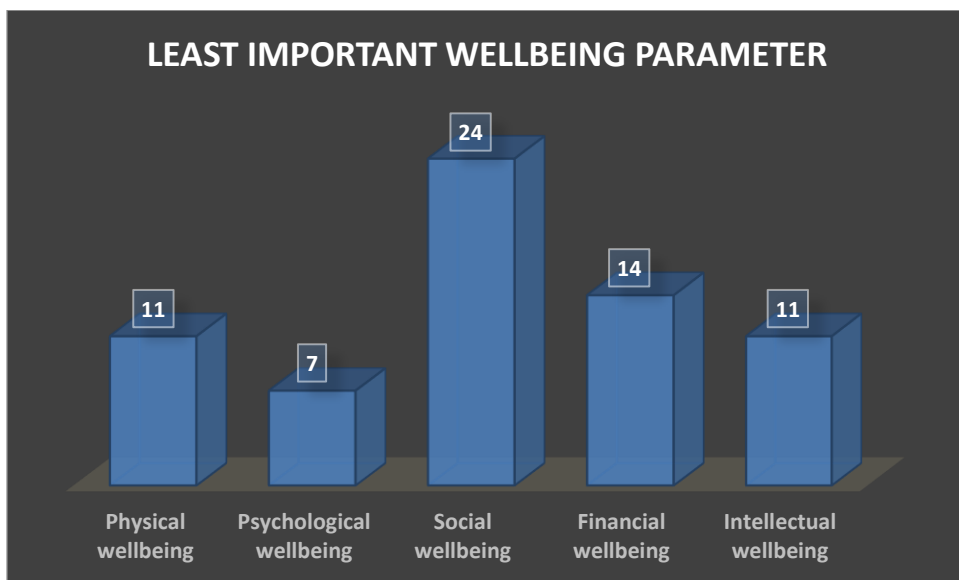


Figure 3: Least Important Wellbeing parameter (Combined)

5.2.2 Most important Wellbeing parameter

The most important Wellbeing parameter was assessed for the participants in two age categories viz. Above 18 and Below 18. Majority of the participants in Above 18 age category chose Psychological Wellbeing and Physical Wellbeing as the most important Wellbeing parameters, while Financial Wellbeing was chosen by least number of participants. In the Below 18 age category also it was a similar response. Hence, when both the age categories were seen combined, the response was same as the individual category responses.

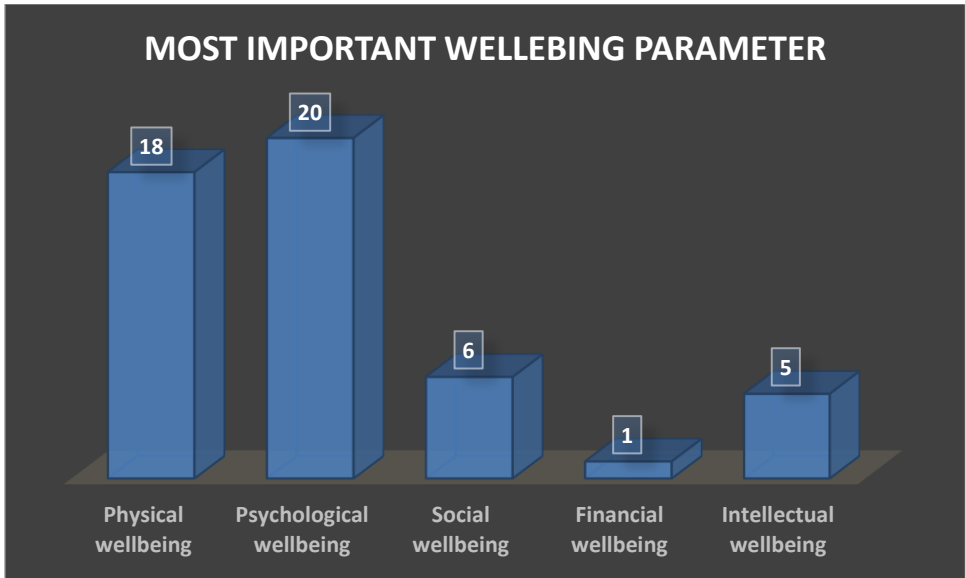


Figure 4: Most important Wellbeing parameter (Above 18)

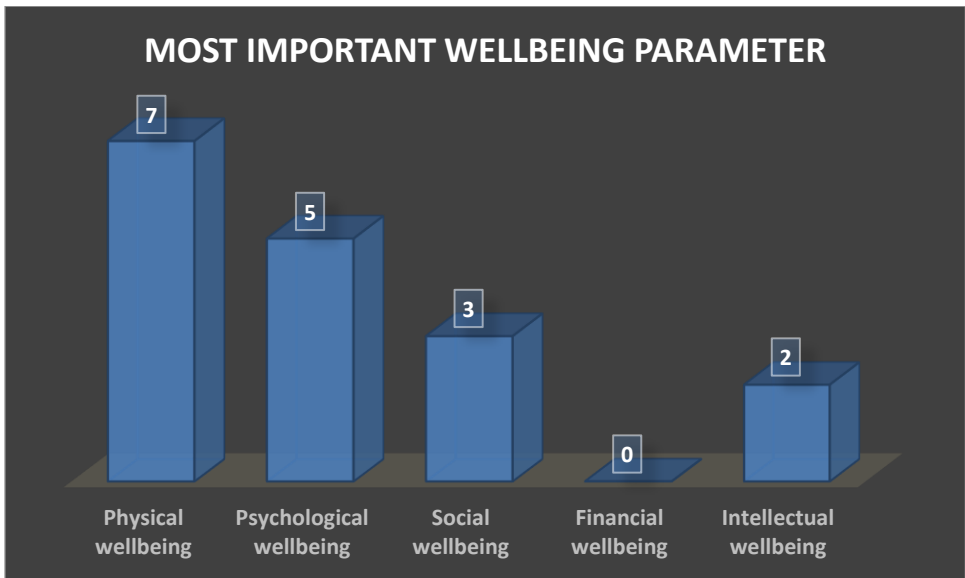


Figure 5: Most important Wellbeing parameter (Below 18)

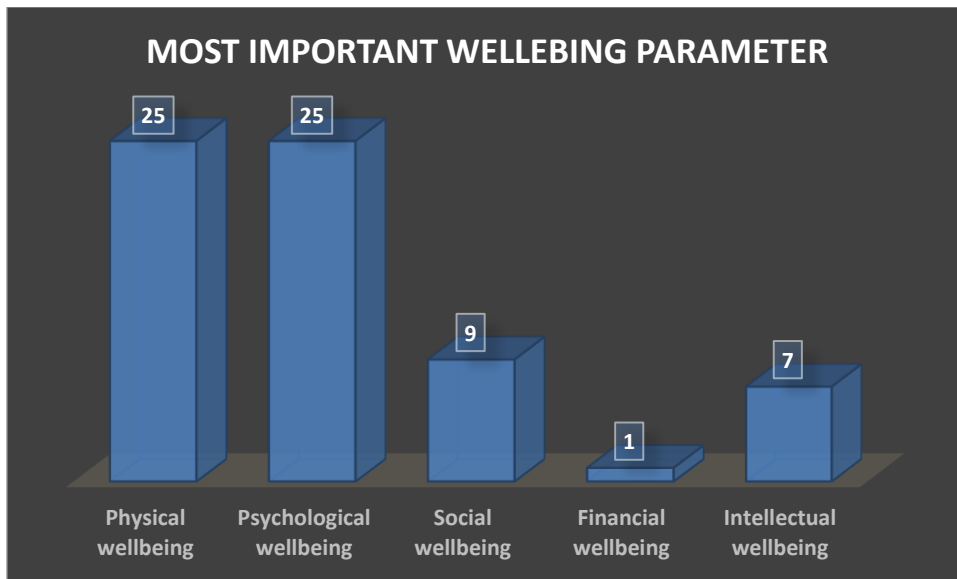


Figure 6: Most important Wellbeing parameter (Combined)

5.2.3 Summary of Wellbeing questions in survey

The survey contained several direct and indirect questions related to different Wellbeing parameters. Indirect questioning is an important part of surveys as many times participants are not very comfortable and confident in answering the questions directly. Also sometimes direct questions may be not understandable to the candidate in full context so several indirect sub questions are made part of survey to extract the information fully. In this survey also several questions were asked to enquire about different aspects of several Wellbeing parameters from the candidates. The responses from these questions were analysed and their summary is given in the table (Table 1) below.

Wellbeing	Questions	Above 18		Below 18		Reasons
		Yes	No	Yes	No	
Physical	Does physical Wellbeing affect your daily work life	36	14	9	8	During long online sessions, When workload increases, Headaches are common, During menstruation, During travelling.
	Have knowledge of sexual Wellbeing, orientations and right practices	41	9	NA	NA	Ones with "No" have following reasons. Have some but not much information on this, Don't pay much attention to this.
Social	Are you able to socially connect at workplace	22	26	8	9	Hesitation in connecting in beginning, Not able to connect if involved in some conflict, Not able to connect if not well acquainted, Worry about speech/communication, Afraid to talk
	Do you feel and want to work for any social causes	46	4	NA	NA	Most of them want to work in women empowerment, gender discrimination and technical education to girls. Some also want to work on early marriage/dowry, orphan/underprivileged kids, caste issues, animal/environment welfare etc.
Psychological	Does your mood or thought process affect your relationships	40	9	9	8	Bad mood gives rise to anger and it further damages relations, Mostly happens with family and friends, Some also go into loneliness or seclusion.
	Does your mood or thought process affect your capacity / potential	39	9	10	7	Unable to think wisely or take right decision, Slows down work, Negative feelings take over, Lose interest in work,
Intellectual	Do you worry about career or future studies	48	2	14	3	Worry / doubt about future study / job etc., Confused about study / career options, Financial problems at home worsen situation, Worry about family reaction for future decisions.
Financial	Do you face difficulty in fulfilling basic financial needs	38	11	9	8	Difficulty in managing finances for books, tuition fee, college fee, Financial problems at home worsen situation, Difficulty in managing food, essentials, health products etc.
	Do you have plans to overcome your financial difficulties	34	16	4	13	Want to have a job / business / part-time job to support family, save for future education, become self-dependent,

Table 1: Summary of analysed responses as per the different Wellbeing parameter category they fall under.

5.2.4 Qualitative analysis of enhancing Wellbeing components

Different enhancing Wellbeing components were analysed from the responses to different question by participants of both the categories. Those components were then categorized as how they fall under different Wellbeing parameters. The tables below (Table 2 and Table 3) show the enhancing Wellbeing components under different Wellbeing parameters and number of participants who feel it to be enhancing.

Psychological	Social	Intellectual
self- awareness	community connect	support & guidance
self- esteem	safe space	intellectual growth
	celebration in gathering	
8	34	24

Table 2: Enhancing Wellbeing components (Above 18)

Social	Psychological	Intellectual
social connect	self- awareness	intellectual growth
safe space	self- esteem	support & guidance
celebration in gathering		
9	4	10

Table 3: Enhancing Wellbeing components (Below 18)

5.2.5 Qualitative analysis of detrimental Wellbeing components

Different detrimental Wellbeing components were analysed from the responses to different question by participants of both the categories. Those components were then categorized as how they fall under different Wellbeing parameters. The tables below (Table 4 and Table 5) show the detrimental Wellbeing components under different Wellbeing parameters and number of participants who feel it to be detrimental.

Financial	Physical	Social	Psychological	Intellectual
financial insecurity / stipend deduction	pandemic	community disconnect	Low self esteem	unable to understand / do work
	physical illness		family discord	fear from new shared info

			fear of judgement	work overload / no leave
			disturbed due to someone / conflict	feeling inefficient
			fear of missing out	
			emotional management	
2	4	5	33	13

Table 4: Detrimental Wellbeing components (Above 18)

Financial	Physical	Social	Psychological	Intellectual
financial insecurity	pandemic	Community disconnect	Low self esteem	communication issues
	physical illness		family not supporting	unable to understand / do work
			disturbed due to someone / conflict	staff getting angry
				unable to answer questions
				fear of losing opportunity
				work overload
				lack of guidance
1	2	3	8	8

Table 5: Detrimental Wellbeing components (Below 18)

6. Focused Group Discussion

A focused group discussion (FGD) is a gathering of people from similar backgrounds or same types of experiences, coming together to discuss a specific topic of interest. It is a form of qualitative research where enquiries are made about the participant’s perceptions, attitudes, beliefs, opinion or ideas. The strength of FGD relies on allowing the participants to agree or disagree with each other so that it provides an insight into how a group thinks about an issue and have a range of opinions.

6.1 Purpose of focused group discussion

The purpose of FGDs at FAT were as follows

- FGD was held to create a space for the FAT community to discuss Wellbeing amongst themselves.
- Intention behind this was to understand various enhancing and detrimental practices of Wellbeing in FAT.
- This process will shed light on what practices need to be leveraged and enhanced to create Wellbeing at FAT.
- In overall research this serves the purpose of one of the data points to define Wellbeing parameters at FAT.

6.2 Focused group analysis

Wellbeing Detrimental Practices at FAT	Wellbeing Enhancing Practices at FAT
Unawareness of Wellbeing	Community care
More focus on profession(intellectual Wellbeing)	Leave policy
No self-care	Daily community interaction
Lack community awareness for Wellbeing	Regular discussion among teams
Lack community care	Guidance from mentor
Unable to equal importance to all Wellbeing practices	Sense of safe space
Unable to utilize existing Wellbeing practices	No discrimination based on age
Team management while collaborating	Freedom to be oneself and express
Work flow management within teams	Pride and connectedness in working for the cause together
Leave policy	Work from home policy
Long term leave policy	Sense of acceptance in community
Planning for weekly offs (regularity and preferences)	Skill based support and guidance
Guilty of work not doing justice to work	Growth and learning
Following daily activity scheduling	Acknowledgement and appreciation in team meetings
Lack of skill based support and guidance	Remain to work together in conflict

Working on Saturdays	Silent room in FAT
Working at odd hours	Working together in same room
Inability to implement feedback	Celebrating together
Fear of failure and judgment	Physical exercise
Work overload	Openness to discuss trauma
Inability to ask help(feedback)	
Lack of personal acknowledgement amongst colleagues	
Low sense of achievement	
No structure for being prepared for review process	
Time management (planning and implementation)	
Working during off	
Trauma management	

7. Issues identified during individual counselling

Individual one to one session was done with staff members in FAT. During these sessions the basic psychological issues that the members are dealing with were identified and measures were suggested to help them work upon those issues. This was done in order to assess the overall issues of staff members and design an action plan to help them tackle these issues in a better way. The psychological issues that were identified in one to one sessions were Trauma, Family issues, Anxiety, Adjustment issues, Goal Setting, Communication issues and Psycho-somatic issues. The graph (Figure 7) and the table (Table 6) below shows the total number of members with the type of issues faced. It should be noted that one member may have more than one issues.

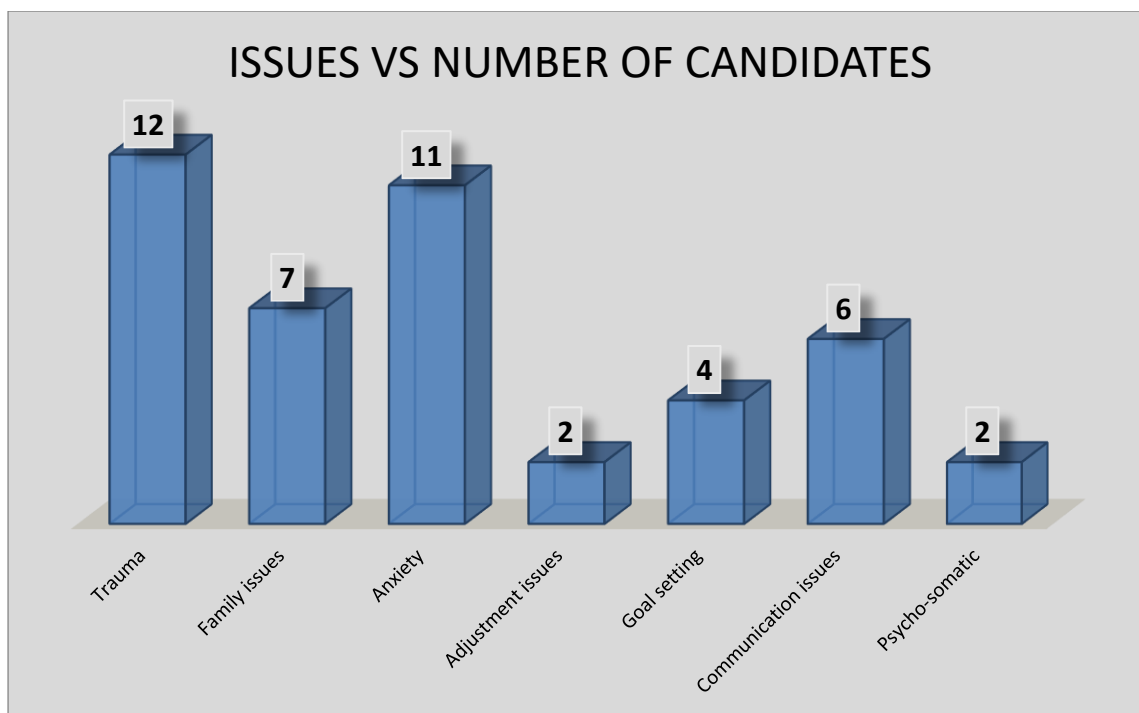


Figure 7: Graph showing Psychological issues and number of members with the issue

Trauma	Family issues	Anxiety	Adjustment issues	Goal setting	Communication issues	Psycho-somatic
12	7	11	2	4	6	2

Table 6: Psychological issues and number of members with the issues

8. Conclusions

The work done so far in the Wellbeing project concludes the following inferences:

- Wellbeing is subjective hence it requires an individual's flourishing in 5 main spheres which are; Physical, Psychological, Intellectual, Social and Financial.
- The current situation of the Wellbeing indicates that were structures set in FAT which requires more attention in terms of setting regular processes.
- All the components of Wellbeing are interconnected and all of them need attention for an individual thriving life.
- Requirement in the community to set Wellbeing process in all the departments and mentoring with proper supervision of all the processes. Through this monitoring and mentoring support we can create a robust process to fill the gap between design and implementation. For instance re-establishing HR policies with Wellbeing component, similarly the other entire department whether its administration or operations needs to have this structure where members' Wellbeing can be acknowledged and monitored.
- Different stages of the study are concluding that there are specific Wellbeing component which need more enhancement in FAT. This means the requirement of more weightage needs to be given to establish practices for psychological, social and intellectual Wellbeing.
- Also, as per the qualitative analysis intellectual, social and psychological Wellbeing are the one which requires more support in the FAT community.
- Technical support is required from an expert but may not be enough. This means we need regular group sessions within community which address and enhances supporting Wellbeing practices. It will also ensure people feeling accepted to address the problem with the counselors.

- FAT has the necessity to have a Wellbeing team within the community individually for all 5 components of Wellbeing. These different teams will design and implement processes to support the Wellbeing activities on a weekly and regular basis.
- A survey rolled out after the Trauma workshop, where 12 out of 16 participants filled the form, indicates that the workshop was useful to all of them and everyone wanted more such workshops at better frequency and duration.

9. Recommendations

Based on the current context and the work done so far in the Wellbeing project, given below are the recommendation to establish Wellbeing in the FAT community. These are time specific and need to be revisited and relooked while implementing.

- There are 4 important features of the Wellbeing program. The first one is the individual counselling support, second is group therapy session addressing various issues, third is the structures and process to be set in different department of FAT to ensure employee Wellbeing and fourth is the FAT internal team as panel.
- Considerations to keep in mind for Wellbeing within the community are to raise Wellbeing team within and from the community. Where these FAT members will work together closely to create Wellbeing.
- Regular process of individual counselling support needs to be established which will have orientation sessions that aims to establish rapport with an individual and identification of the support required. Thereafter follow up counselling sessions are required for the identified issues.
- Individually there can be a follow call with Wellbeing conversation for 5 to 15 minutes to get the pulse if any support required. This can be set with support of FAT internal team to check mandatorily in every 15 days to know how employees are doing.
- Individually there should also be a structure and processes for an employee to voluntarily seek counselling session when required as per convenience. This includes availability of need base counselling.
- Group support for trauma healing, to build community connectedness and overcoming co-dependency.
- Creating strong base of safe space amongst community members to enhance social connectedness.
- Establishing a repository as knowledge base to support different Wellbeing in FAT.
- Wellbeing core team sending different Wellbeing mailers and activity to support community engage in different Wellbeing components.
- Monthly plan to be formulated with in core team and further to be implemented by Wellbeing community leaders.
- Identifying and fostering Wellbeing leaders in FAT community for the 5 Wellbeing component
- Community session supporting every Wellbeing component through community Wellbeing leader on weekly basis.