

# Does Working with Men Work for ‘Gender Equality’

Developing a  
Practicable ‘Intervention’

# Gender Equality: A Political Aspiration/Process

- Our work with men did not emerge after research
- Our work with men was a result of our concern around gender inequality
- Our concern about Equality and our understanding of Power is central to our social work practice
- Men have to be equally interested in/aspire for gender equality
- Work with men on gender equality has to be complementary to women's empowerment but may not be the mirror opposite of 'women's experience/ reality, and is probably culturally contextual

# First Generation of Questions

- Does this 'idea' interest men?
- Can men change ?
- What 'Changes' ? What are the 'Domains' of Change
- What are the Challenges to 'change'? How are these Challenges 'negotiated' by men?
- Are there any 'benefits' of this kind of change?
- How do women respond to this change ? How do other men respond to this change ?
- Can the desire/motivation for change be made widespread? sustainable?



Open Ended  
Approach

Careful  
Documentation

Developing a  
Theory of  
Change

# MASVAW : What we learned

- Some Men change – become more gender sensitive in a range of domestic and public actions
- Men who change – value their new deepened relationships – with wife, children, sister, mother and even male friend
- Men who change become champions of change for others
- Groups of men provide platform of mutual support and for further community action to set new gender norms for the entire community

## Next Question

How to develop an development program model which would integrate within the current rural programmatic reality ?

# Crafting a Development Intervention

- Can this 'change' be replicated through a short-term project ?
  - Well defined components – functionary/training/administrative support.....
  - Time frame ?
- Is there a possibility for 'policy' / 'programmatic' interest in such changes in 'Men' ?
  - Health ?
  - Women's Empowerment ?
  - Local Governance?
- How do policies get implemented at the community level?
  - Schemes – variety/ operational mechanisms/ funding ?

# Our Programme Proposition

- Large scale ( 100 villages – 300,000 pop) intervention in 5 diverse location through third party implementers
- Identify and train a Male (multi-purpose) volunteer / champion/ animator – (mirroring the ASHA volunteer)
  - Training curriculum includes Gender, Social structure, Masculinity, Sexuality – using an inter-sectionality approach and analysis of POWER
  - Focus on operationalising EQUALITY -EQUITY and personal action for change and women's opportunities and empowerment
- Supervisory and financial support to mobilise and activate community level groups of men on gender issues
- Regular interactions the other village functionaries, local governance mechanisms and other district level public institutions with group members for community problem solving

# Ongoing Examination of Changes

## Examination by others

- Video documentation of change
- Mid term assessment by external team using qualitative and quantitative methods by a team of feminist researcher and development manager
- Ethnographic study

## Self Examination of changes

- Documenting and sharing stories of change/resistance - newsletter
- Annual convention to celebrate changes
- Self reported survey of changes in behaviour

Quarterly progress review/ Annual review of program theory

Involve/ Share progress with District Authorities/ Local Governance system

Developing further traction.....