

# 'Responsible Partner and Caring Father' Programme

## State Evaluation Sharing Programme

December 14  
2018

### Implementation Partners

- Sahyogini, Bokaro
- Srijan Foundation, Ranchi
- Chotanagpur Sanskritik Sangh, Gumla

### Project Mentors

- Rahul Mehta, Bhavishya Kiran, Ramgarh
- Ravi Kumar, Mahila Mukti Sanstha, Hazaribag

### Organised by

Centre for Health and Social  
Justice, New Delhi

### Supported by

Oak Foundation

The meeting was exclusively organised at Hotel Raj Residency, Ranchi on 14<sup>th</sup> December 2018 to disseminate the various findings among the implementing partners, organisations in the FEM Jharkhand network and the other vital groups, alliance member, project advisory member and organisations in Jharkhand working for the rights of women, children, tribal's and other marginalised groups. In this way total 41 people had participated in this meeting.

### **Welcome, Introduction and objectives**

Rahul Mehta that was facilitating the whole meeting welcomes to all guests, FEM-members, partners, alliance members and starts the process of introduction individually. He told with the project coming to its completion, an evaluation of qualitative and quantitative nature was conducted across the 3 districts of Bokaro, Gumla and Ranchi during May-June 2018. The evaluation process made an effort to understand the effectiveness of the various intervention processes and strategy and the impact it had in the various communities.

### **About the program**

The meeting started with the description of the intervention in the 3 areas where it was explained how mobilization of men and boys took place to promote and support the development of new models of men as responsible partners and caring fathers, which addressed caring for children and women with a particular focus on daughters and wives through gender equality and child rights perspective. After sharing about the project a photo stories prepared by Amit Kumar Singh and short documentary prepared by Nisha Pahuja had shown.

## **PART A : Endline Study Findings – Qualitative**

**Presentation by:** Ranjani K Murthy

*To promote and support the development of new models of men as responsible partners and caring fathers, addressing the issues of caring for children and women with a particular focus on daughters and partners through a gender equality and child rights perspective.*

This evaluation focuses on the intensive work Intensive work in 30 villages, three districts of Jharkhand in partnership with 3 NGOs CHSJ prior experiences in 5 states, Oak Foundation project also being implemented in West Bengal.

### **Objectives of evaluation**

- To assess outcomes of the intervention - Understanding outcomes of the intervention from the perspective of different actors and stakeholders;
- To gather perceptions of women on changes in men and Kishores who took part in the programme and men in the community at large;
- To assess effectiveness of strategy in different contexts and areas for strengthening;



- To identify aspects of intervention strategy that could be scaled up, and context specific modifications that may be required.

### **Context**

- Inadequate access water, sanitation, fuel
- Male alcoholism
- Migration
- High anaemia, low BMI
- Burden of contraception on women
- Land ownership by tribal women is low
- Unpaid work high of women
- Rural poverty, stunting, VAW higher in rural Jharkhand than rural India
- Gender gaps higher in rural Bokaro. Girl Child marriage also higher.
- Skilled birth attendance lowest (rural Bokaro)

### **Methodology and methods**

- Desk review
- KII
- Linkage diagram
- Mappings
- Ratings
- FGDs
- Before-After
- Participant-Non

### **Findings on programme theory**

#### **Strengths**

- Programme theory by and large sound
- Domains of envisaged change match with context -(Care/ workload, health, economic rights, reproductive rights, bodily integrity, decision making)
- Also envisaged institutional structure

#### **Areas for reflection- Purpose in working with Kishores**

### **Findings on rolling out programme strategy**

#### **Strengths**

- Rolled out as per plan
- Training modules - comprehensive
- Good linkages with local service providers, etc
- Retreats broke stereotypes - accountability
- PRA process considered democratic
- Campaign strategy diverse, innovative
- MIS sound

#### **Areas for reflection**

- Partner to wife
- Structures for coordination
- Composition and attendance
- Topics –domains
- Nutrition
  - economic and political participation
  - gender and other social relations
  - participatory audit of services
- Needs assessment for Kishores

- PRA- domains

**Outcomes -**

- Reduced gender differences in burden of care work
- Reduced disparities in education
- Reduced gender based violence
- Reduced policing by brothers of sisters
- Less alcohol consumption
- Health well being of children, and rights of children/girl child
- The FG and KG members have begun to question violent masculinities/‘power over’..... Adopting caring masculinities
- More changes in participants than non participant men

**Animators more change..**

- Maternal health,
- Encouraging wives to join SHGs
- Encouraging wives to engage in paid work,
- Taking reproductive decisions jointly
- Not forcing their partner into sexual relations
- Do work considered dirty and in public spaces
- Change agents at village level

**Partner's children perceive change and greater well being**

- Time to rest and relax
- Greater freedom to move
- Joint decisions
- Less anger/ less drinking
- Less domestic violence
- Less force; reproductive rights
- More love
- Less corporal punishment (children)
- Freedom to decide on education (children)
- Openness to breaking stereotypes (children)

**Ripple effect**

- SHGs
- Drop in participants (Help in care work, No child marriage)
- Relatives and friends,
- Participants in campaigns-duty bearers
- Animators who left spread message/ NGOs in other projects

**Impact on other Institution**

- Linkages for mutual benefit good
- Processes to ensure accountability to GE and child rights need strengthening

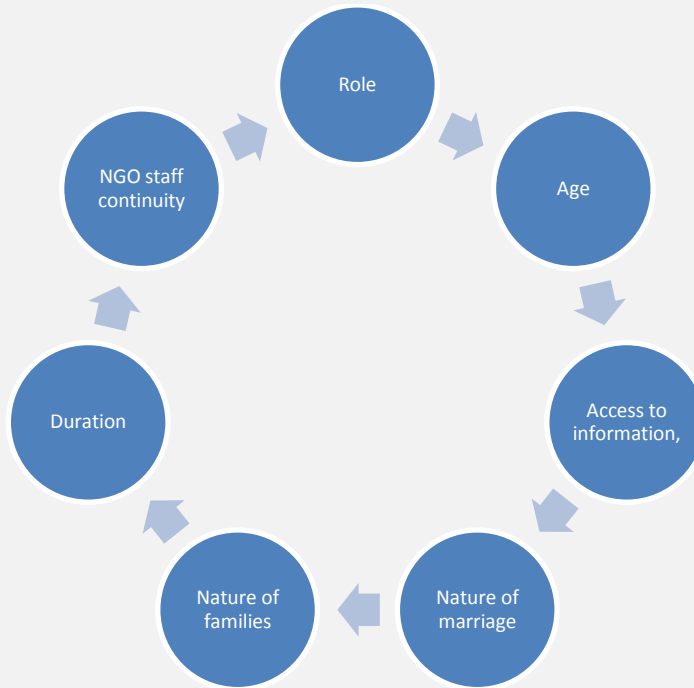
**Community action and norms**

Girl's education and Child marriage - With or without women’s groups

Not so much	Action Taken
<ul style="list-style-type: none"> <li>• HW and Child Care</li> <li>• Dowry</li> <li>• Excessive drinking?</li> </ul>	<ul style="list-style-type: none"> <li>• Child marriage</li> <li>• Harassment of gilrs</li> <li>• Justice for rape survivors</li> </ul>

• Gambling	• Drop outs/IMM/Water
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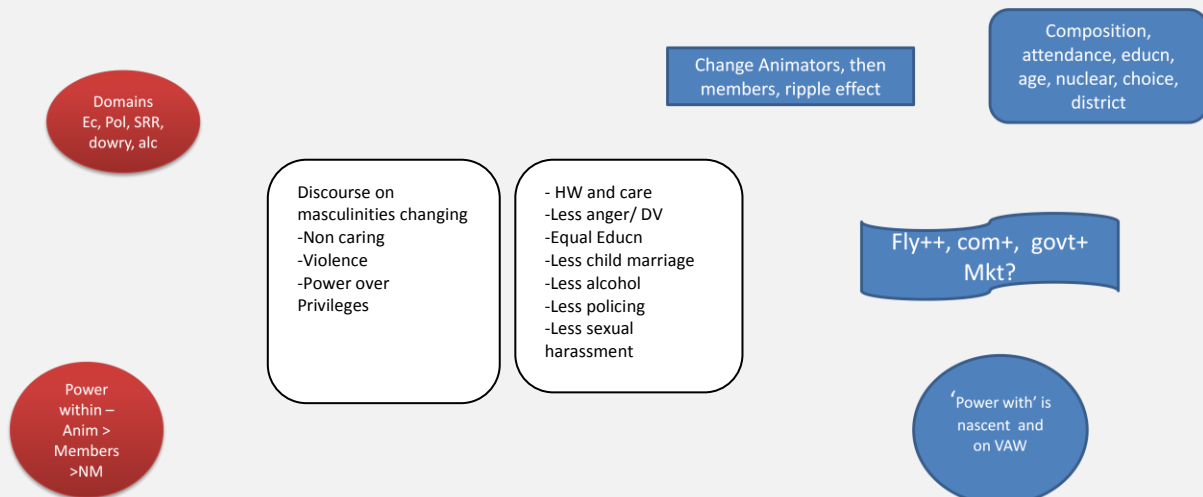
**Outcome variation**



**Core strategy from phase I**

- Thrust is towards gender equality and child rights
- Posting a competent and spirited person at the state and national level
- Good monitoring system, focus on process, outputs and outcomes
- Identifying NGOs with field presence and rapport on the ground and asking them to appoint an exclusive facilitator
- Mentor to support the facilitator and animators.
- Identifying good animators who continue for three years and training of animators over 25 days,
- Retreat with partners/spouses, larger retreats with animators from all three districts
- Forming FGs and KGs and identifying topics and participatory methodology for discussion
- Having a campaign and linkage strategy to reach a wider audience. State level FEM network

**Conclusions: outcomes and factors**



### Conclusion: Need for reflection

- Husband vs Partner
- Father vs Parent
- Citizenship
- Kishore??
- Privileges
- Social relations/Diversity
- Citizenship and accountability to GE and CR
- Women's agency and interests

### Impressive Recommendations for future -

#### Deepening:

- III phase conceptualization- violent masculinities, privileges/social relations, influencing govt/ beyond gender binaries
- Kishore- sibling, children, future partner, youth, citizen
- Agency of women and women's groups; spouses of women in PRIs
- Greater Consistency between TOC and what is rolled out- phase II
- Panchayat level stakeholder committees to hold services accountable to GEGR
- Age definition, Transition strategy ... Ek-Saath campaign, Jharkhand network
- IEC strengthening, IT and retreats for all participants
- Power within... community, markets/economy, local government
- Tailor made training for animators who missed classes, using IT for monitoring/support, attitudinal check ups

#### Upscaling, replicating and mainstreaming:

- Upscale in existing or additional districts in Jharkhand
- One state in South India with three or more partners
- Evolve a bilingual Training Manual and on-line course
- Institutionalization of such modules within institutes
- Having a training centre in project area, for others to learn
- Hold a dialogue with central government – working with men and boys

## PART-B : Endline Study Findings – Quantitative

*Presentation by: Shreeti Shakya*

### Methodology

- ▶ Time
  - Baseline: August – September 2016
  - Endline : May- June 2018
- ▶ Area-
  - All 3 districts (29 villages) – Bokaro(10), Gumla(10), Ranchi(9)
- ▶ Respondents
  - Baseline -Potential group member- 291
  - Endline- Minimum 15 group members, randomly chosen from group -339



## **Issue covered in the survey**

- Socio Demographic Profile of the respondents
- Gender attitudes and relationships
- Maternal health care
- Child care
- Violence against women
- Knowledge of schemes

## **Profile of the Respondents –**

### **Age, Caste and Religion**

- ▶ Respondent number
  - 117 from Bokaro; 113 from Gumla; 109 from Ranchi and total= 339
- ▶ Age
  - Age range of the respondents- 19-62 yrs. Most of respondents between 22- 45years
- ▶ Caste and Religion
  - Bokaro- 42% OBC, 33% ST, 22% SC; 63% Hindu, 21% sarna, 15% Muslim
  - Gumla – 92% ST ; 71% Sarna, 13% Hindu, 13% Christians
  - Ranchi- 67% ST, 24% OBC; 63% Sarna, 25% Hindu, 10% Muslims

### **Education and Livelihood**

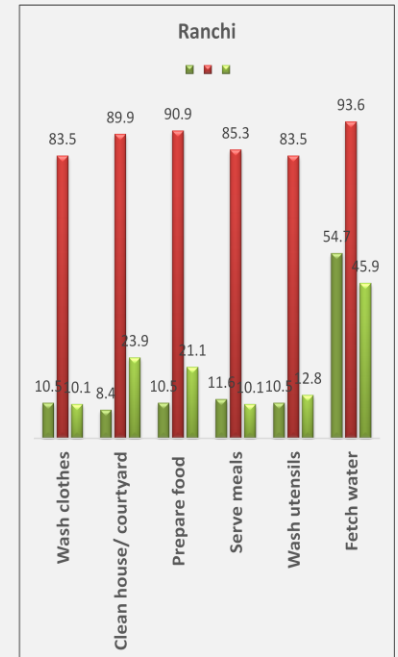
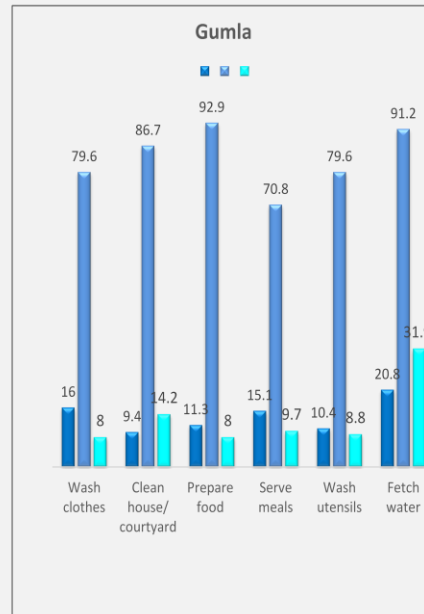
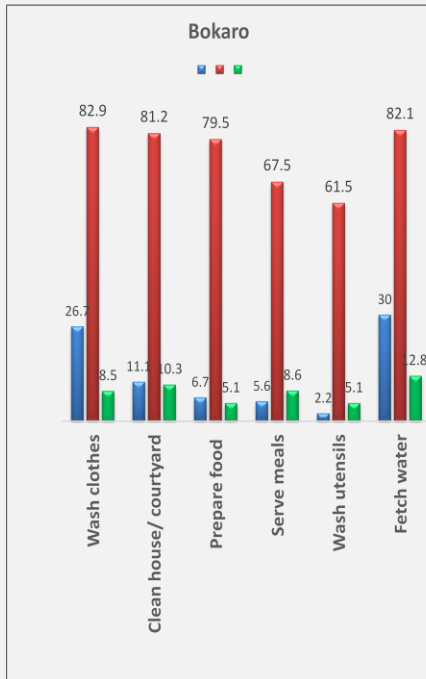
- ▶ Education
  - Most of the respondents, around 60%, completed only high school education.
  - Less than 10% have pursued education after the 12<sup>th</sup> standard
  - Around 11% had had no schooling (highest in Gumla)
- ▶ Livelihood
  - The respondents are involved in more than 1 occupation and as many as 3.
  - Most of them participating in agricultural work- 70% working in their own farms, around 20% as farm labourers, Around 45% as daily wage labourers and 10% in pvt services
  - Around 45% in Gumla and 30% in Ranchi and Bokaro have seasonally migrated for work.
  - Respondents hesitant to share true income. Majority earn less than an annual income of 50 thousand
  - 90% in Gumla and 60% in Bokaro and Ranchi earn less the Rs 50,000 as their yearly income

## **Gender Roles and Attitude**

### **Participation in HH chores**

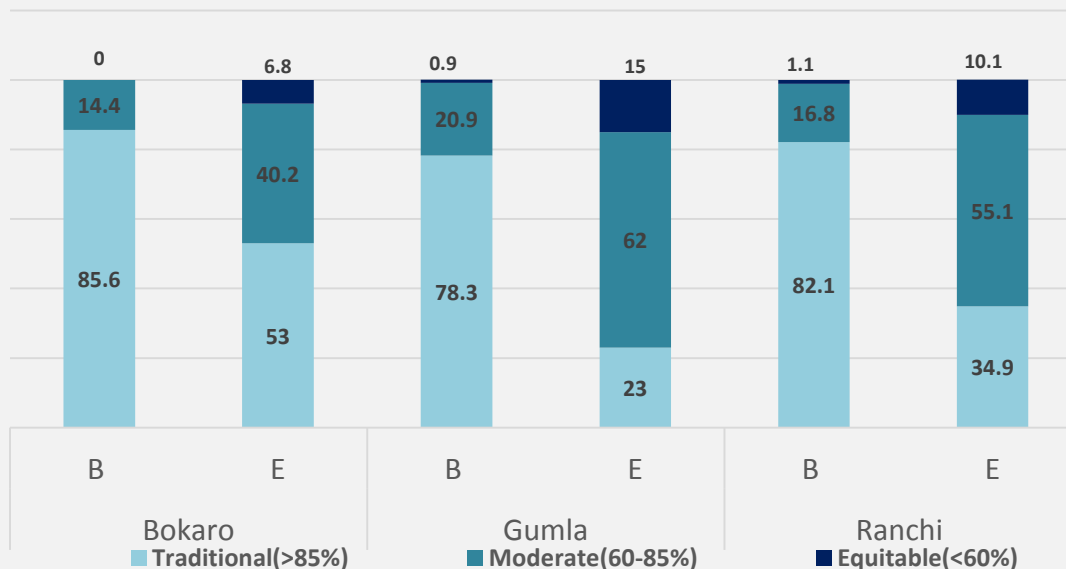
- Men have understood women's burden and started contributing in the domestic chores.
- In each of the different chores mentioned, around 60% men are participating in some way, either by themselves or in joint with other family members
- Though men have started the process of doing HH chores, many are yet to give more time and take it up as complete responsibility, as the men doing the chores regularly (always) are much lesser.
- Fetching water is the most acceptable activity among all chores across the district, which is followed by cleaning the house/ courtyard.

# Men's participation in household chores



## Gender attitude- 47 questions

- ▶ There is a visible decline in the rigid mindset of the men; in the overall score most men have moved from having a traditional attitude to being moderate or equitable.
- ▶ What changed drastically-
  - Accepting that child care is men's responsibility too
  - Importance of investing in daughter's education; delaying age at marriage
  - Women to be included in decision making;
  - Women to be given inheritance of property
  - Spacing after marriage and contraceptive responsibility
  - Not to practice witch hunting
- ▶ Slowing changing –
  - Traditional norms of women's restriction in ploughing and in making roofs.
  - Women's mobility (the need to ask permission) and control over her sexuality





## Decision Making- Women alone or jointly participate

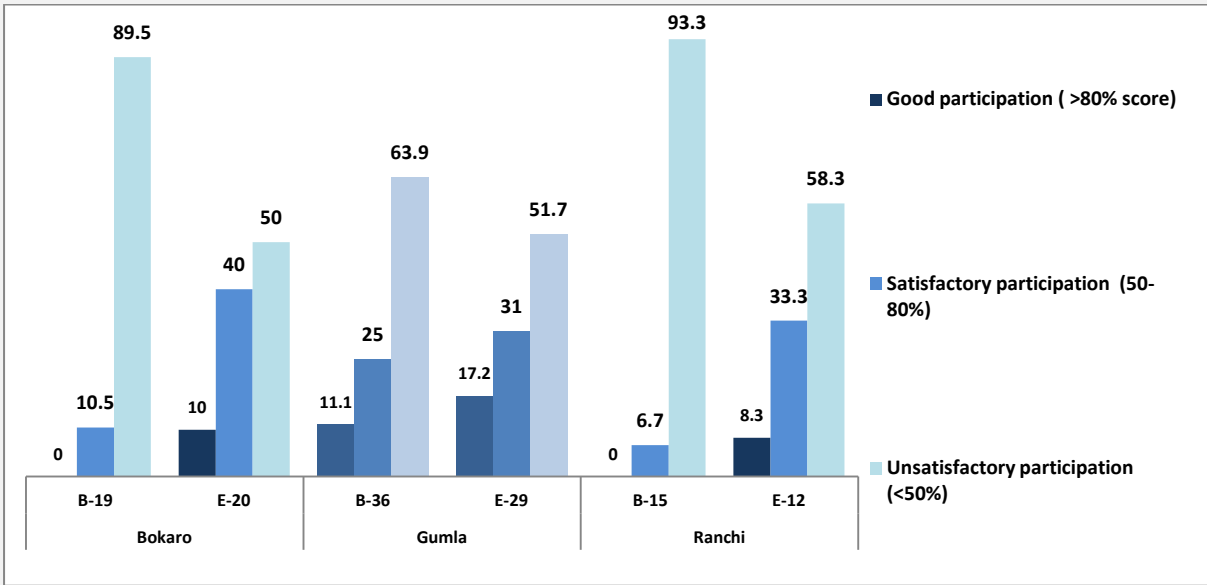
	Bokaro		Gumla		Ranchi	
	B (%) (N=90)	E (%) (N=110)	B (%) (N=106)	E (%) (N=106)	B (%) (N=95)	E (%) (N=101)
<b>Routine decisions</b>						
Spending money for food	19(21.2)	83(71.6)	13(12.3)	85(75.2)	24(25.3)	91(83.5)
Spending money for clothing	22(24.4)	80(69.9)	24(22.6)	94(83.2)	34(35.8)	88(80.7)
Agriculture related decisions	21(23.3)	57(50.9)	23(21.7)	90(81.1)	12(12.6)	67(61.5)
<b>Major household decisions</b>						
To take a loan	29(32.2)	79(79.8)	26(24.5)	66(83.5)	50(52.6)	80(87)
<b>Decision to manage incomes</b>						
Husband's income	38(42.2)	71(62.3)	29(27.4)	70(65.4)	37(38.9)	60(58.3)
Wife income	<b>19(21.2)</b>	<b>44(77.2)</b>	<b>37(26.4)</b>	<b>51(83.6)</b>	<b>28(38.9)</b>	<b>67(93.1)</b>
<b>Decisions related to children</b>						
Children to go to school or not	54(60)	83(83)	65(61.3)	93(91.2)	70(73.7)	88(91.7)

- Overall women's participation in decision making has increased
- Increase in agriculture related decisions- in Bokaro from 23 to 50% , in Gumla from 21 to 81% and in Ranchi 12.6 to 61.5%
- Increase in own income related decision for women.
- Most of these decisions are joint.

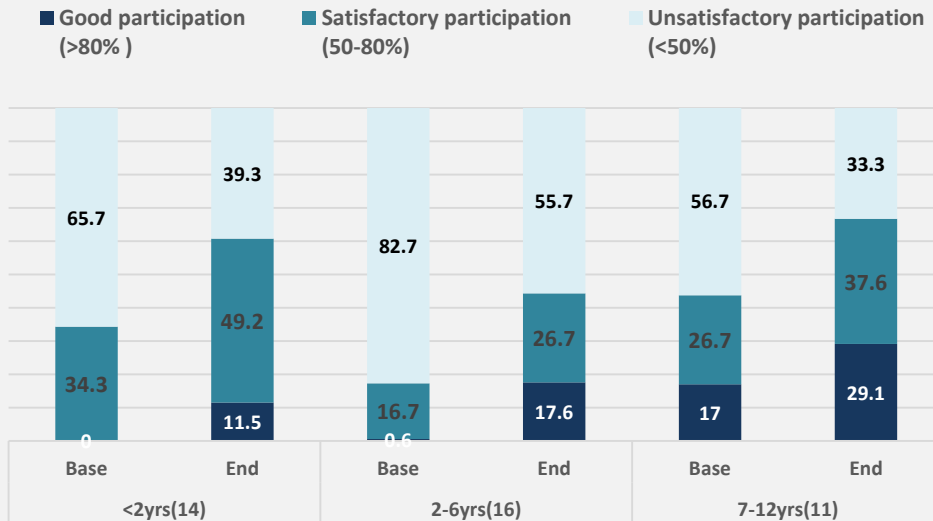
## Involvement of men in pregnancy and child care

### Pregnancy care-Nutrition, Discuss on delivery place, ANC, do HH chores (Score-7)

- Increase in overall respondents' participation in pregnant woman care
- Participation in HH chores so that pregnant woman can rest
- Of those who had older children, the participation of men involved in their care while wife was pregnant has increased.
- Though lesser men contributed in washing wife's clothes, there were higher levels of participation for delivery preparedness, getting additional nutrition and accompanying for ANCs
- Of those who had older children, the participation of men's involvement during wife's pregnancy increased from 23% to 59%.



**Participation of the father in Child care across age groups**

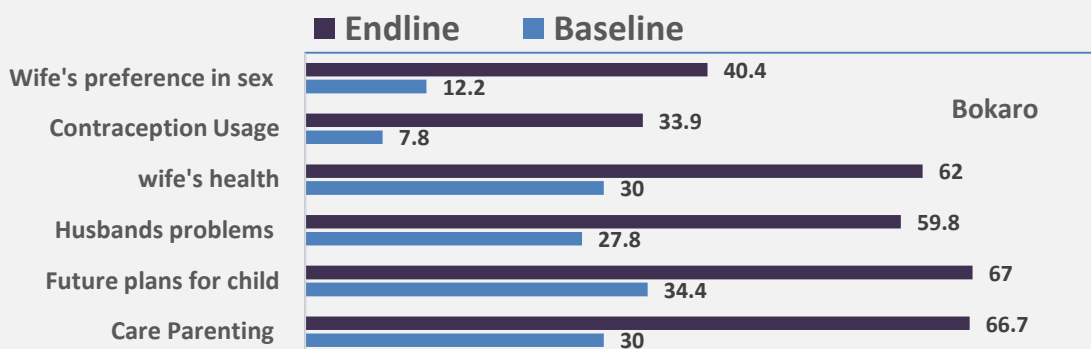
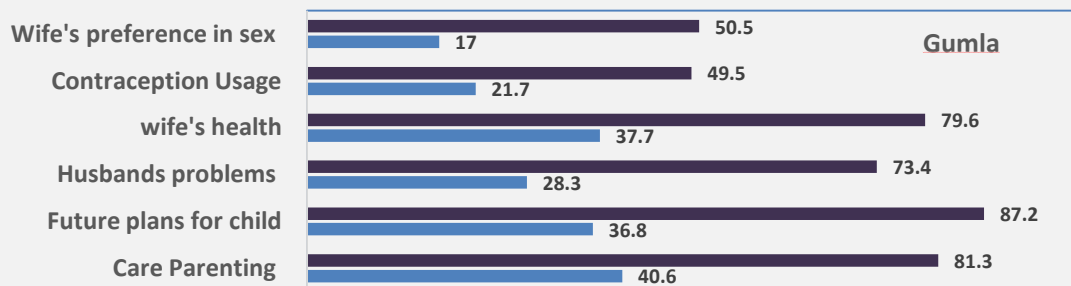
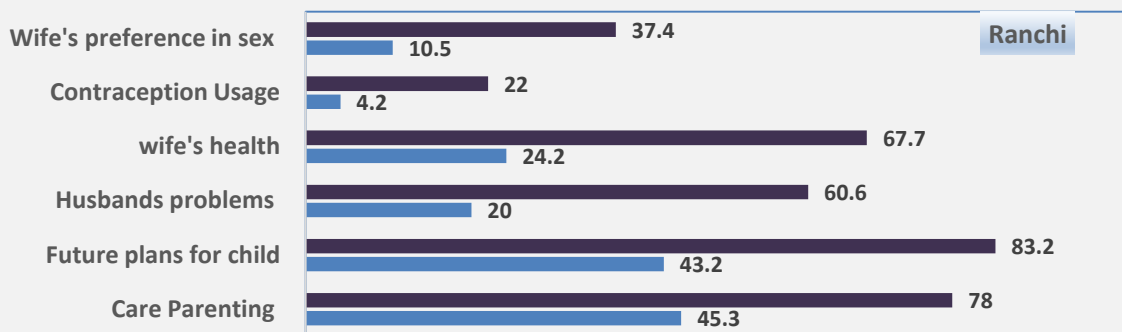


- Over participation of fathers increased across all 3 age groups
- Fathers were most involved in care of children above 6 years.
- Good participation is seen in care of children who are 2 years or older as compared to toddlers and the infants.
- More participation – less tedious, not a daily activity, involves mobility
  - Sickness, immunisation, nutrition, stroll, discuss school and friends
- Overall fathers in Gumla participated more than the other 2 districts.

**Couple Relationship**

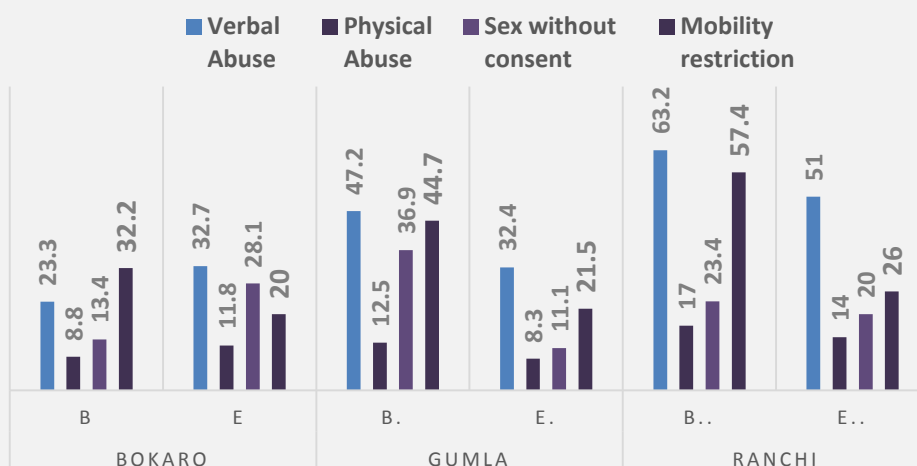
**Communication between Couples**

- Overall communication between the husband and wife has increased
- Men are discussing more on matters related to children
- Although there is an increases in discussion related to health of wife, contraceptives and sexual preference matters are not common issues of discussion
- Husband taking wife for outing or accompanying to a relatives or has also increased.

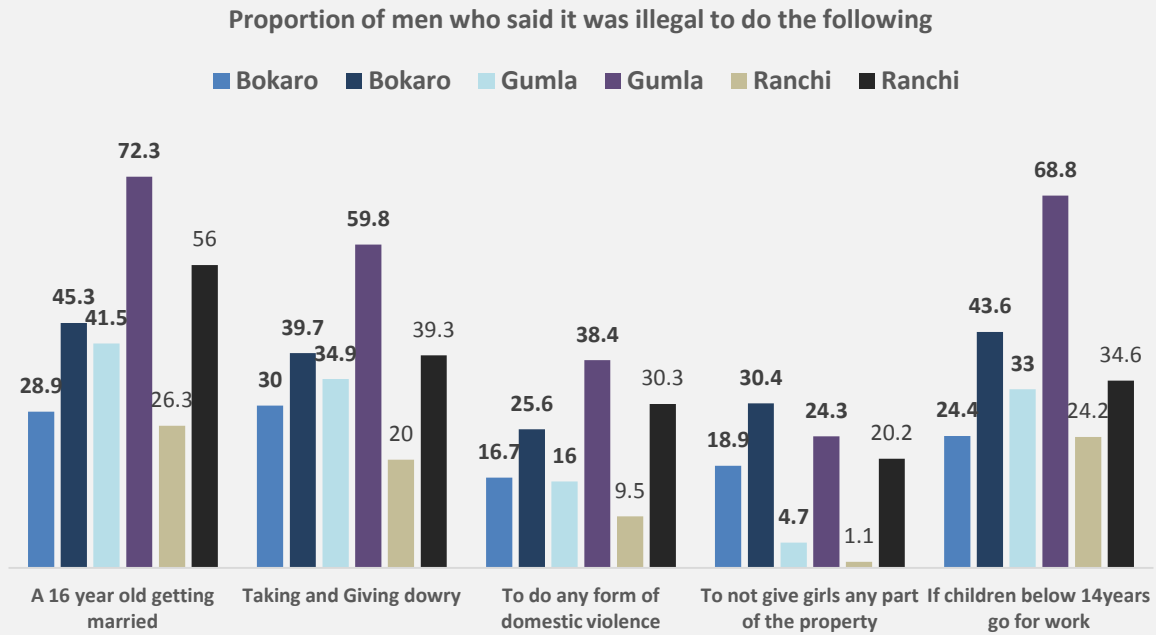


### Intimate Partner Violence- In the last 1 year

- Violence perpetration by husband or wife decreased in Gumla and Ranchi.
- In Bokaro, violence perpetration (verbal, physical, sexual) by husband has increased in the last one year
- Low reporting during the baseline
- Better understanding of types of violence hence higher reporting.

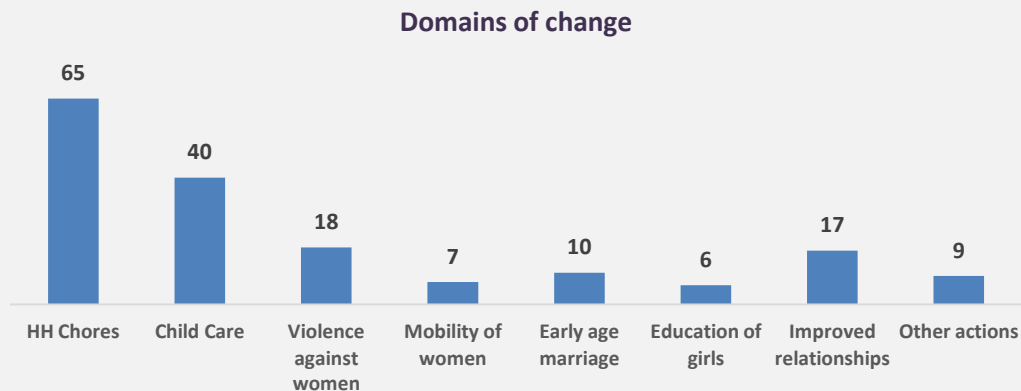


## Awareness on laws



- Awareness regarding the laws have increased across the 3 districts.
- Men in Gumla are more aware about the laws as compared to the other districts
- Laws on early marriage and child labour were commonly known as compared to the others

## Stories of Change – 160 stories



This was followed by the presentation of qualitative findings and then the quantitative findings. The overall findings showed a change in behaviour of men towards a shift to equitable behaviours and attitudes in their lives. The men in the groups have brought change in their daily practices by recognising the discriminatory norms against women, reflecting on their own behaviours and bringing forth new practices in their personal lives by addressing to the problems and creating new standards of behaviour. The findings also showcased that level of change could be seen more in



the lives of the animators (who had direct inputs) than the group members (where percolation of inputs was through the animators). Similar was the case in terms of awareness and validation by spouse and family members of the animators as compared to the group members. The findings also highlighted that men in general have started recognising their roles as fathers in child care and partner care through change in roles at home and as a result in understanding their children's and partner's needs.

#### Partner's reflection on findings/study –

- **Rajiv Ranjan Sinha:** Sharing his work constituency and people living there, Mr. Rajiv told that his organisation has been working with minority community focusing tribal and Muslim for safeguarding and promotion of their rights. Putting forth his experience after working on engaging men approach, he shared that earlier he would focus empowerment of women and girls in his community work but now after working on men engage approach, he learn every programmatic must ensure that there is a men and boys involvement. This will ensure that gender equality is not the issue of women only rather it is the issue of human rights. He briefly discussed that initially he faced many challenges including forming their groups, ensuring men's participation in the meetings, encourage them to reflect on their privileges so on. Now after working with them, he and his team knew that some strategic intervention need to be adopted for working with men which has some process like it begins with forming group, sensitization and reflection and providing support to those who share their stories of change and challenges faced in the process of change.



- **Gautam Sagar:** He also shared the same that his organisation too would focus women and girls in its work, now he has been working with men for over three years. He emphasized on change at community and individual level he has seen in his programme area. He shared that animators are emerging leader and resource on gender and masculinity and community also recognize them. Community based service provider like ASHA and AWWs also call them in their community to speak on gender and conduct exercise.

- **Sachi Kumari:** She shared about her organisation programme reach and challenges faced while working with men. She strongly advocated for encouraging men to continue reflect their privileges to maintain energy on the work on men engage. She admitted that there have been several challenges in her areas including turnover of mentors and ensuring good number of participation of men's group members but at the same time, were able to maintain MIS on regular basis.



- **Aprajia Mishra:** She is a member of project advisory committee in the current project. She shared that the changes have started at the group and animators level and stories of such

changes have been recorded to evince the change as change. She advocated for building leadership and facilitation skills among animators so as they are more able to motivate men and community as a whole. Though, they are good job, they need to build and enrich their documentation skills so as they could present their work in more effective manner.

- **Facilitators view** – Facilitator Amit Kumar Singh from Srijan Foundation told that it was good opportunity for him to work with men for gender justice. He shared that his organisation and his team members gained more confidence and satisfaction having working on men engage approach. Another facilitator named Dhiraj Kumar from CSS shared that they are able to change at own level and group members. He shared that animators are discussing the issues with their community members and adjoining community people. Shekhar Shardendu working as facilitator in Sahyogini shared that he has been working for the past 15 years on working with men for gender equality. "After joining training, we learnt gender and masculinities which helped us see discrimination happening around us using masculinity and gender lens. It helped us change at person level feel. It gave us satisfaction and made us motivated to continue our work. Now, we want to see new morning in our life and want to spread such lights around the area", he further added.
- **Open Session:** The meeting also provided scope for discussion with the audience by addressing their queries regarding the intervention and the findings. Few of the vital discussions were in the domain of challenges on working with men, validation by the women on the changes, policy implication and the need to advocate the same at the state level government officials, monitoring of changed behaviour beyond the project duration. Shreeti, Ranjani and Satish Kumar Singh from CHSJ have tried to give reply and some people shown their expectation to discuss about this intervention for learning after this meeting.



### Panelist reflection

- Ms. Tanvi from ICRW shared her view on work with men and boys. She appreciated work saying this has been unique work for gender equality. It is a start of men engage in Jharkhand. It needs to be scale up horizontally as well as be shared and consulted with policy makers. Others organisations working with women need to integrate with their existing programme. We need to analyze government policies and program using gender lens to ensure gender mainstreaming. There is a need to discuss issues like right of property with women since due to patriarchal lineage they too do not want to claim on property so it goes to their male members of the family.
- Mr. Balram, State convener of Right to Food Campaign said that working with men had been very complex since there is story behind every issues attached to some long embedded social norms. So, entire society must change its mind set. There is no doubt that a lot work has been done on men engage in three years but it needs to be sustained since sustainability and replication remain big challenges. It needs to be continued for at least coming three years as sustainability approach. We need to understand social, cultural and religions determinants which need to be altered for equality. There is a need to identify government policies and bring changes where they lack in gender equality. He emphasized to begin such work in campaign mode and involve women in decision making.

- Dr. Rajshree Verma from XISS said that we need to work in collective manner since working in isolation manner does not help to sustain. He appreciated that CHS kept this collective approach effective in its work. Programme monitoring tool like MIS greatly helped team to monitor program. This is a professional approach and it is good example to showcase as to how organisations move ahead.



**Vote of Thanks:** The programme ended with the vote of thanks given by Mr. H. I. Fatmi who is the convener of forum to engage men Jharkhand state and story book, poster, New Year calendar have distributed.

'Responsible Partner and Caring Father' Program  
Sharing Meeting

Date: 14 December 2018

Venue: Hotel Raj Residency, Kutchery Chowk, Circular Road, Ranchi-JH

**Meeting Schedule**

Time	Content
10:00-10:30 AM	Registration and tea
10:30-11:00 AM	<b>Inaugural Session</b> <ul style="list-style-type: none"><li>▪ Welcome address</li><li>▪ Introduction and objective: Rahul Mehta</li></ul>
11:00-11:30 AM	<b>About the program</b> Presentation by: Rajiv Ranjan Sinha/Rahul Mehta Presentation by: Amit Kumar & Nisha Pahuja
11:30-12:30 PM	<b>Sharing of findings</b> <ul style="list-style-type: none"><li>a) Presentation by: Ms. Ranjani K. Murthi</li><li>b) Presentation by: Ms. Shreeti Shakya</li></ul>
12:30-12:45 PM	<b>Partners reflection on findings/study</b> <ul style="list-style-type: none"><li>▪ Gautam Sagar- Sahyogini</li><li>▪ Sachi Kumari – Chotanagpur Sanskritic Sangh</li><li>▪ Rajiv Ranjan Sinha- Srijan Foundation</li></ul>
12:45-01:30 PM	Open session
01:30-02:00 PM	<b>Panelist reflection:</b> Engaging men and boys for gender justice & way forward
02:00- 02:10 PM	Vote of Thanks



**Participant List –**

<b>S.No.</b>	<b>Name of participants</b>	<b>Organisation</b>	<b>District</b>
1	Shankar Lal Rana	Samarpan	Kodrma
2	Rahul Sheetal	Samadhan	Hazaribag
3	Mahesh Thakur	Darpan	Ramgarh
4	Lukman Ansari	Dastak Manch	Deogarh
5	Jagdish Lal	CHSJ	N.Delhi
6	Shreeti Shakya	CHSJ	N.Delhi
7	Sonali Prabha	Jagori	Ranchi
8	H.I.Fatmi	FEM-JH	Ranchi
9	Mahendra Kumar	CHSJ	Ranchi
10	Tilak Dhari Rawani	JGVT	Dhanbaad
11	Ranjani K. Murthi	Consultant/Researcher	Chennai
12	Satish Kumar Singh	CHSJ	N.Delhi
13	Mayuri	CREA	Ranchi
14	Awadesh Kumar Prasad	Sahabhagi Vikash	Simdega
15	Ravi Kumar	MMS	Hazaribag
16	Naim Ejaz	DHARA	Dhanbaad
17	Rahul Mehta	Bhavishya Kiran	Ranchi
18	Md. Shamshad	SPARK	Ranchi
19	Amit Kumar Singh	Srijan Foundation	Ranchi
20	Nishant Ashrafi	Breakthrough	Ranchi
21	M. Faraz Ahamad	ITDP	Ranchi
22	Nasreen Jamal	ICRW	Ranchi
23	Tanci Jha	ICRW	Ranchi
24	Anjani Singh	Prerna Bharti	Madhupur
25	Amit Kumar	Animator	Bero, Ranchi
26	Dr. Rajshree Verma	XISS	Ranchi
27	Gautam Sagar	Sahyogini	Bokaro
28	Shekhar Shardendu	Sahyogini	Bokaro
29	Ravi Kumar Roi	Sahyogini	Bokaro
30	Nisha Pahuja	Film Maker	Ranchi
31	Dhiraj Kumar	CSS	Gumla
32	Balram	Right to Food Campaign	Ranchi
33	Mukesh Kachap		Ranchi
34	Anubhuti	MHT	Ranchi
35	Shalu Agrwal	MHT	Ranchi
36	Subhodh Kumar	MHT	Ranchi
37	Aprajita Mishra	Maitri	Ranchi
38	Smita Dasgupta	Maitri	Ranchi
39	Sachi Kumari	CSS	Ranchi
40	Jaividen Singh	Srijan Foundation	Ranchi
41	Rajiv Ranjan Sinha	Srijan Foundation	Ranchi
42	Sunil Kumar		Ranchi