

The initiative aims at co-creating gender transformative norms that embody the rights of women and girls in areas of gender based violence, decision-making and women’s leadership (including those relating to masculinity), through,

- A series of dialogue circles with ‘**Inspired Insiders**’ i.e. young men and boys in the age group of 15- 29 years, from urban, peri-urban communities, who were disturbed by the gender inequity they witness/ are complicit in perpetuating.
- Inspired Insiders conducting dialogue circles with the community members to enable reflection and action on existing oppressive norms.

IMPACT



"I have become a new person altogether. I not only do my own household work but also share the household workload with my mother. The men I have facilitated dialogue circles with have also transformed their way of talking to women. They do not take part in eve-teasing as before."

Aseem, Facilitator, Kolkata

"There has been a significant shift in Naushad’s behaviour ever since he became a part of this intervention. I felt this the moment he stood by me when everyone was against me."

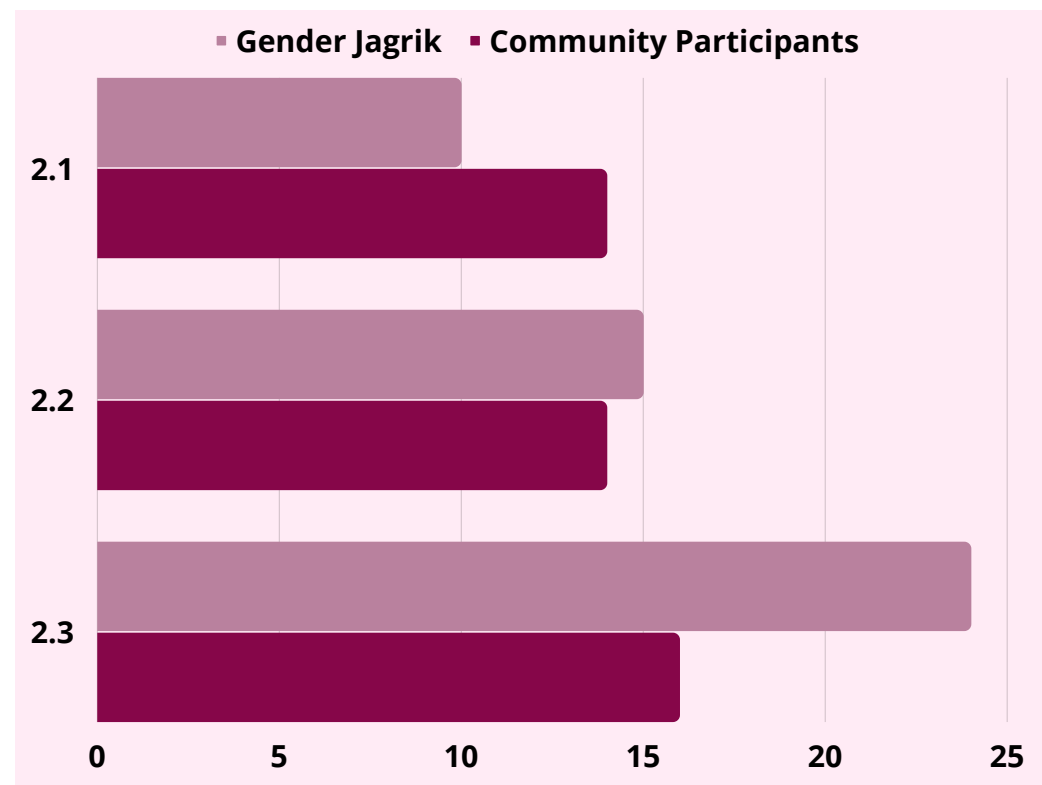
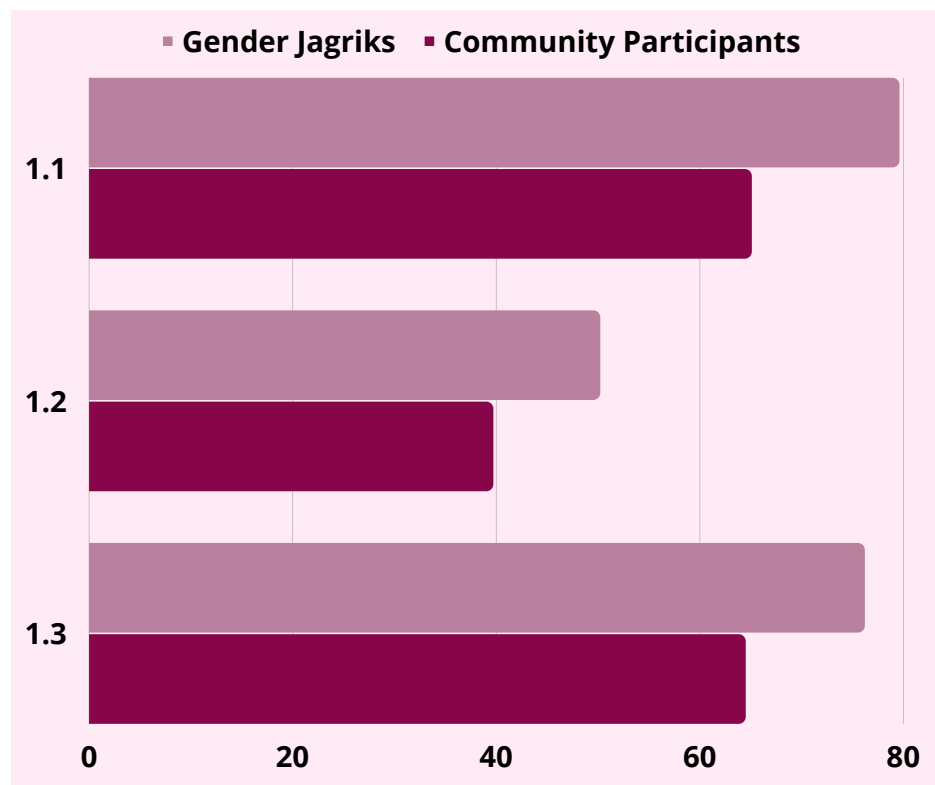
Maalsa Parveen, Naushad’s wife (Gender Jagrik), Lucknow

"We didn't have option of questioning injustice happening at home. I always felt guilty but couldn't think of any alternative. This space believes in me, my thoughts and I feel I can do something about bringing equality."

Aman, Gender Jagrik, Lucknow



Through a retrospective pre post questionnaire and FGDs conducted with Gender Jagriks and community members, impact was measured as shifts in values, attitudes and behaviours viz-a-viz oppressive norms.



X Axis: Degree of Shift
Y Axis: Survey Questions

Degree of Shift - The shifts were measured using a 4 point scale. For the statements 1.1, 1.2, 2.2 & 2.3; the scale used was ‘**Strongly Agree**’ to ‘**Strongly Disagree**’. For the statement 1.3, 2.1, the scale used was from ‘**Consider it their personal matter and not bother**’ to ‘**seeing it as a matter of gender inequality and intervene in some way**’.

Survey Questions

- 1.1 Girls should not be allowed to go out after dark
- 1.2 Women Should not dress provocatively
- 1.3 A girl in your neighbourhood goes for tuition classes alone every day. For a few days, a group of young men have been harassing her by passing inappropriate comments. She shared it with her parents and they told her to stop going for class.

Survey Questions

- 2.1 Your brother's wife wants to work but your brother denies it saying he is already working and earning well.
- 2.2 Your 22-year old friend has been told by the potential husband that he does not want her to work after marriage. She wants to work but has agreed to go ahead with the marriage because of family pressure.
- 2.3 A young woman in your community has to cover late evening shifts in her office, reaching home around midnight. Some community members want her to quit her job, saying this is setting a wrong example for other girls.

INTENDED OUTCOMES

Increased awareness and rejection of stereotypes around masculinity towards better allyship with people of other genders in advocacy for community and systems level change towards equity.

Men and boys proactively support and **advocate for leadership of women** and other genders.

Gender transformative norms that embody the rights of women and girls in areas of Gender Based Violence, decision-making and women's leadership, are established in communities where the intervention is run.

PROFILE OF JAGRIKS



Delhi

Facilitated by IGSSS

- 23 young men and boys
- Ages: 16 - 24 years
- Mixed social structures, engaged in sales occupation
- Facilitators: Sanyam, Zulfikar



Uttar Pradesh

Facilitated by YES Foundation

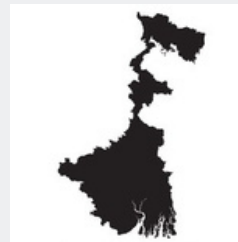
- Locations - Lucknow
- 35 young men and boys
- Ages: 18 - 32 years
- Slum areas, Lower economic backgrounds, daily wage workers and laborers
- Facilitators: Pawan Kumar, Shariq Ahmad



Gujarat

Facilitated by Urja Ghar

- Locations - Ahmedabad
- 30 young men and boys
- Ages: 16 - 35 years
- Teachers and students group. The teachers' group mostly has married men
- Facilitators: Waqar Qazi, Rehana



West Bengal

Facilitated by Talash Society

- Location: Kolkata, Malda
- 25 young men and boys
- Ages: 18 - 27 years
- Living in ghettos, Lower economic backgrounds, college-going students.
- Facilitators : Asim, Sagorika, Anima

*Breakthrough pilot is underway in Sangam Vihar, Faridabad with 22 young men and boys in the age group 16 to 27.

How can you engage

- Implement journeys
- Support w/ fundraising
- Join the Gender Jagrik Amplification Group