



Objectives of the study :

- ◆ **PROVIDING A GENDER ANALYSIS** in each target area
- ◆ **MEASURING THE LEVEL OF GENDER AWARENESS** and gender mainstreaming
- ◆ **DOCUMENTING THE IMPACT** of the project on gender inequalities
- ◆ **CONDUCTING A GENDER - AND EMPOWERMENT- SENSITIVE ANALYSIS** of the project tools
- ◆ **PROVIDING ADVICE AND FEEDBACK** to advance gender mainstreaming



Gender workshop with the ALERT team

METHODOLOGY

This qualitative study was conducted using an anthropological and rights-based approach :

- 37 semi-structured interviews including 28 beneficiaries (22 women and 6 men), partner coordinators, team leaders and ATIA management team
- 10 focus groups (women / youth / men)
- 5 gender workshops and 3 feedback sessions

EMPOWERMENT PROGRAMMES OF ATIA



The programmes cover 6 key areas of intervention aiming to improve the living

conditions of women, their children and families : health, natal care, child and adult education, documentation and legalisation, economic status (employment, savings, financial support and housing) and psychosocial objectives. The project works specifically on reducing gender gaps.

Diagnosis and key take-away lessons (excerpts)

GENDER DIVISION OF LABOUR (GDOL)	DECISION MAKING	ACCESS TO RESOURCES
<p>Reproductive tasks (household chores, child-care and other care activities) are mostly considered women's responsibility, even if they work.</p> <p>When they do work, it is mostly within the home and their work holds little value within society.</p> <p>Men are held responsible for meeting the family's subsistence needs (productive tasks) and carrying out most duties outside the house.</p> <p>These social norms restrict women's access to mobility and can also represent a burden for boys who have lost their father and have to find resources for their family.</p>	<p>Participation in decision making remains skewed heavily in favour of men.</p> <p>Women are limited in their control over resources, mobility and decision-making to the reproductive sphere.</p> <p>The above is closely linked with the cultural and religious norms for both Hindu and Muslim communities.</p> <p>It is difficult for a woman to get what she wants concerning her own life ; some women have decided to disobey and endure the consequences.</p> <p>Reduced mobility and access to finances prevent women from partaking in decisions.</p>	<p>Financial constraints remain one of the major causes of conflict within couples.</p> <p>Both women and men are ill-informed about local services and gender, caste or disability specific schemes.</p> <p>Women and men appear to have little understanding of "how things work" in terms of government helps</p> <p>Enrolling the husband's support can help overcome women's resistance to access health services or family planning</p>
<p>Exceptional circumstances can be used to request male support : illness, extreme tiredness, festivities.</p> <p>Some of "women's tasks" are culturally acceptable for a man to carry out.</p> <p>Involving men in household chores helps men become more aware of their wives' workload and need for rest.</p> <p>Reaching a more mature age is an opportunity for women to challenge the GDOL.</p> <p>GDOL awareness-raising amongst male and female youths can encourage greater flexibility</p>	<p>When women express their needs on the basis of the children, their husbands tend to listen to them.</p> <p>Building self-confidence, providing information and encouraging savings help women act autonomously.</p> <p>Working alongside each other increases women's participation in decision-making and men's awareness of women's needs.</p> <p>Convincing/training husbands to involve women more.</p> <p>Using the leverage of the social workers or relatives to confront decisions the woman disagrees with.</p>	<p>Small home-savings have a significant impact on women's levels of financial autonomy</p> <p>Financial autonomy enables women to cover immediate needs, helps improve access to services and helps reduce domestic violence.</p> <p>Mobility is the second main barrier that needs to be addressed to enable women to access services.</p> <p>Being able to refer women to a specific person within a service would help them feel more confident in accessing services.</p> <p>Group activities for women or mothers of children with disabilities could help increase networking opportunities and help them feel less isolated.</p>

MOBILITY

Mobility is a strong barrier to improving women living conditions, possibly the single most important gender barrier to overcome.

In most cases, **limited mobility is a result of external factors**. In one extreme case, a woman almost lost the use of her legs due to her husband not allowing her to go outside her tiny one-room home.

Given the prevalence of mobility issues, mobility has been integrated as one of the programme's objectives.

WHAT REDUCES MOBILITY	SUCCESSFUL MOBILITY STRATEGIES
<ul style="list-style-type: none"> • Restrictive husband (DV) • Restrictive social norms • Internalised social norms • Fear of gossip • Family honour • Fears around women's morality • Fear for women's safety • Lack of information on available services • Lack of self-confidence • The gender division of labour • Financial barriers • Logistical barriers (disability) 	<ul style="list-style-type: none"> • Using specific events to show husbands how their wife can unburden a husband's workload • Basing assertions for women to work outside the home on providing for the needs of an expanding family • Encouraging women to act themselves by stressing the importance of women resolving issues in time themselves • Valuing / encouraging women's actions outside the home • Encouraging women to access local services • Age, having children, exceptional circumstances all give women more mobility • Having a dependent husband (disability) is also a means to bypass restrictive social norms on women's mobility

DOMESTIC VIOLENCE (DV)

There are 4 types of violence and abuse : physical / sexual / emotional / economic

Not all women share their situation with social workers but the empowerment scale can provide an opportunity to explore sensitive power relationships and DV.

Having a Male Field Officer in the team may help with this issue.

WHAT INCREASES DV	WHAT HELPS REDUCE DV
<ul style="list-style-type: none"> • Non-life-threatening domestic violence is seen as normal • Being a young bride / Living close to in-laws • Being seen to not, or to badly, perform household responsibilities • Going out without prior permission • Economic dependence on their husbands • Alcohol / drug consumption • Prolonged male absences and extramarital affairs 	<ul style="list-style-type: none"> • Moving away from the in-laws • Raising awareness amongst women and men of what is acceptable behaviour and not • Increasing women's financial autonomy – advice on savings is a successful and essential first step • Encourage women to talk with their husband when things are calm • Filing a complaint • When the social worker is able to meet the men, this often helps reduce violence • Involving men. They can play a key role both in terms of reversing negative behaviour and in terms of exerting a positive influence and providing women with support.



MAIN TOOLS : MULTIDIMENSIONAL POVERTY MEASUREMENT TOOL / RESILIENCE SCALE / EMPOWERMENT SCALE

The support acts on the women's capacity to act : they feel lighter, more confident, motivated to take initiatives.

They gain access to procedures and services to which they did not have access to before. They gain financial independence through better management.

They dare to take decisions, feeling competent to make a decision alone.

They also gain legitimacy through the possession of official documents as a responsible citizen and access to income. Many

women have been able to improve their relationships with their families through non-violent communication. Some were also able to resolve conflicts or reduce violence in their relationships.

Access to everyday finances (money management and small savings) and mobility are among the most central effects of the support, which has a positive effect on all other aspects of empowerment (self-confidence, ability to act, legitimacy, decision-making, reduction of violence, etc.).

ATIA's psycho-social support method can therefore contribute effectively to reducing gender inequalities within precarious families in India.

.. IN CONCLUSION ..

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