

Fellowship program.	<ul style="list-style-type: none"> • Class work • Field visit • Seminar • Evaluation . 	<ul style="list-style-type: none"> • Proposal for mission entrepreneurship will be drawn. 	<ul style="list-style-type: none"> • Selected candidate will get scholarship • Fellowship will be awarded. 	<ul style="list-style-type: none"> • Community change process will sustain. • People movement will be strengthening with larger network.
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OBJECTIVE 4: Mainstreaming Gender Concern in Programmes and Policy

The Church of North India Synodical Board of Social Service has always taken a conscious effort to integrate women empowerment program in its endeavours. The perspective of Gender justice was built on the realization that women are not only the victim of violence or subjugation but also are the agent of social transformation. The narrative from the Bible of a Canaanite woman asking Jesus for her rights to get favour, tells us a story of how in spite of all odds of the social structure she could bring change in the whole concept of exclusiveness of that time.(Mt 15:21-28). There is a need for women to be assertive of their potential and strength and at the same time the society too needs to recognize their contribution in social transformation.. In our gender perspective we are moving towards a process of equity and equality taking a shift from improving the condition of the people through development projects and programs to the strengthening of position of both men and women in the society in the decision making process, getting employment opportunity as per their capacities, equal salary/ wages for same work, equal representation in the political process, equal ownership of land and property and work against vulnerability to violence.

At the organization level CNI SBSS has amended its constitution for fair and due representation of women in the Board, increased the number of women to ensure a visible gender balance and selected a woman member as the treasurer of the Board. The service rule ensures a conducive work environment for the women staff..

The evaluation report emphasizes that Gender is more than just SHGs and PRI, the village women are yet to be empowered enough to analyze the different forms of gender discrimination at home and the working place, which is obvious from the fact that they feel comfortable about being paid less for their labour and consider domestic violence a part of their lives.

Although the participation of women in the peoples' organisation in the struggle to get the basic benefit of Government program and scheme is quite high, there is no visible representation of the women in the decision making body of the respective POs at block or district level, for example UTTHAN of Agra DBSS, MESKAS of SEDP Amritsar in Bisnupur Nagarik Manch in Barrackpur.

Mostly the shift from SHG to Mahila Adhikar Manch has brought change only in its nomenclature but the required change of character that enable them to deal with the issues of atrocity against women, Dowry death, Female foeticide etc has not been achieved. In the project phase of 2008-11 the focus will be at two levels, integrating Gender in all programmes and work against Atrocity against women. The thrust has been given on the proper analysis of the gender segregated data on different issue to integrate gender component in the addressing of the issues. Other stream addresses the women empowerment program. It promotes Income generating program as an alternative means of livelihood with a concept of access and control on resource. Strengthening Women Mandals to address the women concern and linking these women forum of with the Mahila Aayog at their respective areas. Most of the members SHGs are illiterate so their contribution in the decision making process is limited in spite of being elected Panchayat members, thus women leaders will be empowered and prepared for contesting in all the seats reserved for women and Dalit at Gram Panchayat, and Zillah Parishad Election.

4.1 To integrate gender concerns in issues land right, Livelihood and Social exclusion at the Community level.

Rational:

Gender is an analytical tool to understand social realities, gender relations are concerned with how power is distributed between the sexes. Gender main streaming is the process of ensuring that women and men have equal access and control over resources, it is important to distinguish between access to resources and control over resources, how the resources (land labour Credit Income) , are allocated between men and women. Gender segregated data in relation to the issue of livelihood, Land rights, and social exclusion will help to identify the strategic need of both woman and man. It will help to address the issue related to rights. The first step for main streaming Gender is to collect the data and identify the trends of gender based discrimination.

The collected gender segregated data would be analyzed to find the different trends on how gender inequality leads to different problems in the family, community and in the society and the identified issue to strategies our interventions.

Gender sensitization requires a cautious yet firm step to understand the power equations in the community as well as that of the staff. It would be facilitated on two levels: gender sensitization of communities; focus would be on the particular rights of women and their political empowerment. Gender sensitization would involve systemic analysis of gender discrimination from the perspective of men and women. A Karyashaala would enable the participants to identify the power structures pertaining to gender discrimination.

In order to engage the church in the gender sensitization process, there would be attempts to present theological understanding through the sermons, liturgies, bible study groups and various other committees and to provide a platform for the dialogue to continue as a process on contextual gender issues.

Activities:

Approach	Activity	Output	Outcome
Analysis	Collection of Gender Segregated Data based on the identified Issue. Trend analysis Information sharing with the community.	Communities will be aware of the gender discrimination based on role and responsibilities each sex plays in the society. The un equal distribution of the resource (Land, labour, credit And income) based on gender will be identified. The percentage of access and control of both the sex will be analyzed critically	The concept on Gender equality and gender equity will be developed among all the stake holder
Assistance	Workshop on Gender and poverty, land and agriculture. For the community leaders.	Awareness on issue of poverty. Land and agriculture in gender perspective will be built among the participants. Gender component will be integrated in the program intervention.	Gender component will be integrated in the entire development program.
Advocacy	Prepare Educational Material for awareness building Poster campaign	Women concerns given due attention	Women concerns address and participation increased.

4.2 To protect and promote the Rights of Women.

Rational:

The focus of this campaign will be the Women Mandals and Self Help groups. As per the evaluation findings women are not assertive about their rights although they are playing an important role in the struggle for common issue like Road Water Education PDS etc. Domestic violence and atrocity against women in the Work place has become a matter of concern at all levels, whether urban or rural. Women need to know the legal rights they are entitled to by virtue of being a citizen of the Indian republic. The poor and Dalits are the worst victims of atrocity all over the world. The Panchayat Raj institutions give opportunity to the women to come out from their houses and take active part in the politics. But there are other burning social issues like dowry, domestic violence, child marriage, female foeticide, child labour in all the diocese specifically in the state of Utter Pradesh, Rajasthan, Punjab, Haryana that do not find any voice in the exiting CBO or PO. It is high time for the women start taking active role to address the issues of Human Rights and Women Rights. The SHG federation and Mahila Mandals would to be linked with Mahila Aayog to address these issues. The leader of the Women group and SHG group will be equipped with legal knowledge to understand the different constitutional rights and policy related to women. They will be capacitated with the skills to file cases of violation. Networks with different Groups working for the women rights will be established.

Activities:

Approach	Activities	Output	Out come
Analysis	Study of different document on legal rights National policy for the empowerment of women Human rights Collect data of the Victim of different atrocities against women of the area.	Collect necessary data on the legal document. Cases of atrocities will be documented.	Community will be sensitive towards the issue of atrocities and abuse against women, and Dalit.
Assistance	Karyashaala on women Atrocity, Legal Aid,	Knowledge base will be created on different topics.	Leadership built. Concept of Mahila Panchayat will

	Human Rights and Women Rights.	Case of atrocity will be filed Mahila Adhikar Manch will form to fight for social issue	be promoted. Atrocity against women will reduce.
Advocacy	Net work with Mahila Aayog, Human right commission at district level.	Formation of legal forum.	Strategy formulation to organize Different campaigns
Action	Campaign on gender discrimination and Violence against Dalit and women.	People opinion will be generated.	The victim will get justice. Women and men will get their rightful place in the family and society

4.3 Promote Women Leadership both in Church and Community for Social Transformation.

Rational

The members of the POs, SHGs, PRI, Church Leaders and WFCS members are the primary focused group. It has been the finding of the evaluation team that women are taking active role in the different struggle of common concern but they have hardly any role in the decision making body of their respective groups. The leadership shift from men to women has the potential to bring dynamic changes in the villages and community ensuring the values of honesty, openness, patience, inclusion, and accountability. The women leadership will empower other women to become accountable to each other.

The SHGs would be strengthened with entrepreneurial skills that would lead to the formation of SHG federation, women cooperative at district and the regional levels. Along with this, skills would be provided for women to advocate for the demand of joint patta and towards the enactment of the Women's Reservation Bill. There would be attempts to present theological understanding through the sermons, liturgies, bible study groups and the various committees in order to engage the church in the gender sensitisation process and to provide a platform for the dialogue to continue as a process of understanding gender issues with a feministic perspective.

Activities

Approach	Activity	Output	Outcome
Analysis	Analysis of existing structures of SHG, People organisation, forum of PRI members and Pastorate committee and WFCS.	Clarity on the power equation in the different structures, identify the area for change in the policy and by laws.	Existing problems and disparities identified
Assistance	Political literacy for both women and men. Capacity building for PRI members Skill training for micro entrepreneurship. Re-reading of Bible with gender perspective.	SHGs prepared for active participation in gram sabha Knowledge gained on the functioning of different women's federations. Initiate election campaign to promote women candidate.	Increase participation of both man and women in addressing issue related to their life.
Advocacy	International Women Day Networking with other NGO's and Pos Women reservation Bill	Policy centred advocacy Building alliances with organization on women's rights Pressurize the Govt to change its stand	The voice of the people will be heard.
Action	Campaign on equal wage for equal work and fare minimum wage, joint patta and property rights.	Women receive equal wages for equal work and joint patta of the land	Women issues addressed