

## Profile of the Organisations and Summary of the Programmes Engaging Men and Boys

<b>1. Name of the organization:</b> Pahal Jan Sahyog Vikas Sansthan		
<b>2. Year it was founded:</b> 2003	<b>3. Complete mailing address:</b> 65, Janki Nagar Main, Indore	
<b>4. Primary e-mail address:</b> pahal6867@gmail.com	<b>5. Postal address with PIN code:</b> 452010	<b>6. State:</b> Madhya Pradesh
<b>7. Secondary e-mail address:</b> ahte007@gmail.com	<b>8. Office phone number:</b> 0731-4222197	<b>9. Website:</b> <a href="http://www.pahalindore.org">www.pahalindore.org</a>
<b>10. Name of the contact person:</b> Mr. Praveen Gokhale		
<b>11. Title of the project/s engaging men and boys (if any):</b>		
<b>12. Name of the contact person of responsible for men's/boys' engagement programme or project or initiative :</b> ➤ Mr. Praveen Gokhale ➤ Anupa	<b>13. Mobile Phone number of the person:</b>  094250541111	

**14. Geographical area of work: (Please mention State, districts, block and number of villages)**

District – Indore, Barwani & Alirajpur

Block- Indore, Barwani, Anjad, Thikri,, Rajpur and Alirajpur

Villages/slums – 50 urban slums of Indore, 20 villages of Barwani and 5 villages of Alirajpur

**15. Available human resources in the organization:**

a. Total:	Women:15	Men:9	TG:
b. At management level:	Women: 1	Men: 1	TG:
c. At programme level:	Women:14	Men:8	TG:
d. At support level(volunteers)	Women: 25	Men:15	TG:

**16. Brief history of the organization** (Rationale for its creation, Vision, mission and goals,.)

PAHAL is a professionally managed committed NGO active in community capacity building and issue based networking. The primary focus of PAHAL is on the women and child rights to obtain a life of justice and dignity. Secure environment stabilization, gender equity and empowerment of the community for self-sustainability are the most important components of its mission. Gender justice, Women & Child health, and livelihood security are our primary areas of concern.

**Mission –**

“To create environment for gender just society and to eliminate discrimination so that women’s will have equal opportunities to access, control and benefit over the development”

“PAHAL has a firm belief that the process of development is not just time scaled and target oriented. Development is a process in which creation of conditions for development is more important and the result development should have added value i.e. it must be qualitative, sustainable and equity oriented”.

- Organization profile & Annual report of 2012-13 is attached

*Please attach brochure, organizational structure or other documents if available.*

**17. Outline of different Programs/projects/initiatives of your organization:** Please list all the programs of your organization.

Program	Major Activities of the Program
<b>For example: Involving men in</b> stopping domestic violence	<ol style="list-style-type: none"> <li>1. Poster display</li> <li>2. Workshop with PRI members</li> </ol>
Community Medical Centre at Khajrana Indore	<ol style="list-style-type: none"> <li>1. Running OPD/IPD services for poor slum dwellers at free of cost.</li> <li>2. Immunization/vaccination of pregnant women and children age 0-5 years.</li> <li>3. Distribution of medicine.</li> <li>4. Functioning as gender resource centre for the community.</li> <li>5. Counseling and advice on health, nutrition, vaccination, T.B and HIV/AIDS.</li> </ol>
Child labour schools at Barwani	<ol style="list-style-type: none"> <li>1. Special classes for child labours to provide them education.</li> <li>2. Bridging of curriculum to enroll them into formal education.</li> <li>3. Parents and PRI member meetings.</li> </ol>
Gender equity programs, awareness on DV Act 2005 & sensitization on Sexual Harassment at Work Place Act 2013 (earlier Vishakha guideline)	<ol style="list-style-type: none"> <li>1. Capacity building and workshop with various government and non government departments.</li> <li>2. Community awareness programs through community meetings and campaign.</li> </ol>
Livelihood and vocational training programs	<ol style="list-style-type: none"> <li>1. Training in latest trades which empower women economically.</li> </ol>
TB awareness Program through Axshya Project	<ol style="list-style-type: none"> <li>1. ACSM activities in urban slums of Indore to increase new case detection, capacity building of DOTS provider and retrieval of defaulters.</li> </ol>

**18. Brief history of the boys / men's involvement program** (When the program was created / launched; How it came about – what were the contexts of girls / women and boys/ men in terms of gender equality and masculinity Who were the key stakeholders in the conceptualization, creation and implementation of the program? How the program evolved as it is now.)

PAHAL work in the field of gender equity since 2003. In 2008 PAHAL made group for boys to reduce violence against women at Indore. 10 groups contain 10-15 members in each group these boys/men are representatives from institutions, colleges and slums.

During working with girls/women it was conceptualize while discussion with women that a change must required in the attitude and behavior of men so it was decided that groups of men can be formed and they will be act as change agent to reduce the violence against women. All the capacity building programs of these groups and publication of IEC/BCC material were developed by Pahal Jan Sahyog Vikas Sansthan itself. These men groups are functional till date.

**Objectives of the boys/men's engaging program (please give brief of each programme/ initiatives)**

1. Reduction in incidence of violence against women by men
2. Create awareness among the male to promote gender equitable society.
3. Intervening in the violence of other men;
4. Addressing the social and cultural causes of violence

**19. Target population of boys/men's engaging program** (Please be specific: fathers, boys, leaders etc.)

Father - 29  
Boys - 86  
Total - 115

**20. Program and activities of boys / men’s engaging program: what were the result/ impact since the program’s implementation)**

Programs/ projects/initiatives	Result/impact
Awareness program for drivers and conductors of public transport.	All the participant oath to do respect and politeness especially to female passengers. After this programs the females travelling in these public transports feeling safe and secure with dignity.
The men group conducted study on “what to wear” and also organize an exhibition for same	The program succeeds to give impression that females were victims in any kind of dress in each religion. It’s a man who always hides behind the bunch of excuses. It was an eye opener activity for all men.
Gender awareness through snake and ladder game	It was an innovative activity to promote gender awareness among men and boys through game.
Activity conducted with men to reduce the MMR	Men were sensitized on the nutritional issues of pregnant women. After awareness men are more sensitive towards the nutrition and health of their partners.

**21. What are the challenges faced by organisation on working with men and boys**

- Limited trained persons on the issues and limited availability of financial resources.
- Resistance and non acceptance from religious and political leaders.
- Gender is considered as a woman’s issue. There is a lack of understanding on the topic.
- Changing existing policies and mechanisms would be a challenge.

**22. Any Resource materials that you have developed over the years while working with boys and men? (Please give a brief description as well as give the link if it is available online)**

- Snake and ladder game on gender awareness.

**23. Is your organisation have any association with any networks/ alliances on gender equality and social justice** Please give details of the network/ associations/ alliances)

- a. Forum to engage men (FEM)
- b. Men's Action for Stopping Violence against Women (MASVAW)
- c. Action Aid
- d. Oxfam
- e. Vikas Samvad
- f. Women & Child Department
- g. Police Department

**24. What relationship organisation hold with women 's movement organisation**

1. Raise the issue in own and other associate organisations.
2. Can participate in existing campaign and programmes.
3. PAHAL is also an organisation which is working exclusively on gender equity so to hold with women's organisation it can extend its support in material development, implementation of gender specific programs and campaigns.

**25. Is your organisation involve in providing training on gender/ masculinity/ sexuality/ gender based violence to youth, men, activist as resource organisation. If yes please attach the CV of resource person**

- CV of Anupa, Mohammad Ahtesham and Praveen Gokhale are attached

**26. Do you have any procedure to respond to Gender based discrimination/ violence in your organization?**

- Organization have CASH (Committee against sexual Harassment) in place. In spite of this organization also have equal opportunity policy.

**27. Expectations from Network:**

- ✓ Capacity building of staff and volunteers.
- ✓ To provide IEC/BCC material.
- ✓ Should function as a coordinator between organization and potential donors.

**28. What is it that you think you could contribute to the network?**

**Pahal can contribute to the network in following**

1. To expand existing network in Indore and surrounding districts.
2. Material development and publications
3. Include the issue in existing programs and projects.
4. Organize workshops, emails and hard copy exchange of materials. Tools will be developed in local languages.

**29. What is that you think you could contribute to the field of engaging with men and boys for gender equality.**

1. Sharing of case studies and best practices.
2. Engage men as agents of change
3. Create opportunities for men and boys to develop understanding and empathy
4. Conduct a gender analysis and document and share the positive roles men can and do play
5. Identify and work with positive male role models to serve as community mentors
6. Identify key entry points for working with men and boys
7. Develop an integrated approach with a focus on both women and men in policies and programs
8. Design and implement targeted services that promote gender justice and address gender equity and gender equality

**30. Any other things do you want to share**

None