

Protocol for Gender Mainstreaming and Social Action under NRLM

NRLM believes that gender sensitization and social action should be mainstreamed in its framework, systems, institutions and processes to achieve sustainable social, economic and political development. NRLM mobilizes poor women in general and also undertakes special mobilization efforts for reaching women in exploitative situations/ occupations (Single women, divorced, separated, survivors of violence, trafficked women, devadasis, HIV+ve women etc.) in particular.

NRLM focuses on building institutions which support women towards gaining:

- Identity: Positive self-image and dignity;
- Solidarity: Voice, Decision-making and feeling of not alone;
- Capacity: Knowledge, Skills , Resources and Ownership;
- Access : Rights, Entitlements and Services;
- Well-being: Livelihoods and Lives; and therefore
- Enhanced freedom and portfolio of choices

In this context, following are the protocols for gender sensitization at the level of Mission and community institutions in NRLM and Gender Social Action.

I. Gender Sensitization

SRLM takes up the gender sensitization of **Mission staff, Trainers, Community Cadre and Community (SHG members, Non-SHG members, girls, boys and men)** in a **campaign mode** as per the module developed and finalised by Mission, immediately. Specifically, SRLM to -

1. Form Gender Resource Group/Pool at state, district and block level **by March 2016**.
2. Finalize the Gender training material (manuals, handouts, case studies, posters, flip charts, songs, videos etc.) for gender sensitization of Mission staff, Trainers, Community cadre and Community (SHG members, Non-SHG members, girls, boys and men).
3. Conduct training of Trainers.
4. Develop State-wide Gender Sensitization Plan.
5. Complete trainings of Mission staff, community cadre etc. **by June 2016**.
 - *In existing villages, Gender Sensitization training of Community members and cadre should be done with an immediate effect (by June 2016). However, in new villages, Gender Sensitization should be done within 3-6 months of SHG formation.*
 - *For new staff, Gender Sensitization has to be an integral part of initial induction/immersion.*
6. Develop action plans to mainstream gender in all thematic areas.
7. Prepare and make available a handbook of relevant public services and entitlements of women with processes, eligibility and grievance redressal mechanisms.
8. Develop gender related indicators and integrate them into MIS for measuring outcomes.
9. Make budgetary provisions for financial and human resources in the Annual Action plan.

II. Gender Social Action

A. Village Organisation level

1. Facilitate VO to form a Social Action Committee (SAC) within a month of VO formation having 3-5 members from SHG leadership.
2. Facilitate VO to form a Gender Forum (GF - an informal body) at village level consisting of one member from each SHG to support and guide SAC. SAC committee members should also be the members of Gender Forum.
3. **VO's responsibilities:**
 - a. Identify one person as **Gender Point Person** at VO level who is responsible for conducting training programs in the village.
 - b. Conduct trainings of SAC, Gender Forum, cadre, SHG members, adolescents, PRI members, Anganwadi worker, ASHA, ANM, etc. as per the module developed by Mission.
 - c. Develop a **Gender Action Plan** with the support of SAC and Gender Forum -
 - i. Conduct two days participatory **workshop-cum-meeting** at village level within 2 months of gender training.
 - *The participants include SHG members, other vulnerable non-SHG members, community cadres and Mission staff ;*
 - *Discuss existing social issues and gender issues in their village including*
 - *Universal enrolment of children in schools*
 - *Prevention of child marriage*
 - *Participation of women in Gram Sabha*
 - *Ownership of woman on assests*
 - *Add campaigns, melas, sammelans etc., to create awareness, celebration of Beti Mahotsav etc. in the Gender Action Plan;*
 - *Develop a draft **Gender Action Plan** for resolving the issues which should be integrated into the **Vulnerability Reduction Plan**.*
 - ii. Finalise Gender Action Plan in the discussions with Gender Forum (GF), SAC and VO-EC
 - d. Promote savings towards **Gender Fund**, augment it with other funds and tap **VRF**, if possible, towards some of social action elements (individual/collective action) as per the Gender Action Plan.

Expenses towards travel to block to access rights/justice, support for legal aid, continuing education, priority for support to survivors of violence should be met from gender fund as well as from VRF and other funds.
 - e. Report preparation on progress of action taken as per the gender action plan and submit to CLF.
 - f. Monitor the progress of reported cases.
 - g. Prepare a database of the assets created and ownership in women's names singly or jointly- land, housing, livelihood assets such as equipment, livestock etc.
 - h. Encourage SHG members to participate in the Gram Sabha and Aam Sabha.
 - i. Review, support and monitor the work of SAC and Gender Point Person.

4. Social Action Committee (SAC)'s responsibilities:

- a. Develop a social agenda and gender pledge based on gender action plan.
- b. Facilitate the Gender Pledge in every meeting of VO.
- c. Facilitate the discussion on Social agenda and issues in all meetings of VO.
- d. Maintain records of discussions in the meetings, issues received and action taken at VO level.

5. Gender Forum (GF) Members' responsibilities:

- a. Facilitate discussion on social agenda in all meetings of their respective SHGs and also record the discussion and resolutions taken in the minutes' book of SHG.
- b. Facilitate Gender Pledge in every meeting of SHGs.
- c. Meet once in a month in the Gender Forum to discuss the issues and actions taken up at SHG level.
- d. If any woman (SHG woman or otherwise) reports a case related to any kind of violence, or violence of rights or any other related issues -
 - Register the case at VO level and support the woman to resolve the problem.
 - Provide counselling to the victim with the help of SAC.
 - Forward the case to CLF, if the case cannot be resolved at VO level.

B. At Cluster Level

1. Facilitate CLF to form a SAC within 3 months of formation of cluster level federation having 3-5 members from VO leadership.
2. Facilitate CLF to conduct the meeting of village level Gender Point Persons and SAC members of the VOs on a monthly basis, and as and when required.

3. CLF's responsibilities:

- a. Review, support and monitor the work of SAC's in various VOs.
- b. Monitor the planning process of Gender Action Plan preparation at VO and its implementation.
- c. Monitor the work CLF's SAC.
- d. Monitor the training programmes of community cadre and community.

4. CLF SAC's responsibilities:

- a. Develop an action plan based on the Gender action plan submitted by VO and seek support from Mission.
- b. Run a 'call' centre (to receive complaints and provide counselling to SHG members).
- c. Resolve the cases received with the support of Gender Point Persons and VO SACs. If case is not resolved, they should approach the police station and a lawyer at cluster/block level. If necessary the case should be sent to the notice of the District Administration depending on the severity and nature of the case.
- d. Maintain a record of discussions in the meetings, issues received and action taken.
- e. Review all the cases on monthly basis.

In order to achieve Gender Action Plan at village level and/or consolidated plans at cluster level, Mission facilitates VO and CLF to converge with relevant departments like Women and Child Department, Social welfare department, Police department, Education department, Health department, Agriculture department, Horticulture department, Animal Husbandry department, District Industries Centre etc. at all levels.