

# Gender equitable teachers support Family Planning: Findings from a school based intervention in India

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# Background

- Increasing awareness that gender inequality adversely affect RSH outcomes
- Studies have suggested that challenging prevailing notions around masculinity and femininity is necessary
- Few studies have attempted to influence these norms and measured changes among young men and women
- One such study was ‘Promoting Gender Equity to Reduce Violence and HIV/STI Risk among Young Men and Women in India’ also called *Yaari-Dosti* and *Sakhi-Saheli*.

# Yaari-Dosti (YD) & Sakhi-Saheli(SS)

- *YD & SS* interventions were successful in changing attitudes
- Mostly from the “low equity” to the “moderate equity”
- Qualitative findings suggest that changes happened in stages.
  - Denial to justification of gender-based inequity
  - Self-questioning on gender-related attitudes
  - Acknowledgement of gender-based inequity
  - Change of gender-related attitude
  - Changing behavior towards gender-equity

# What is needed further...

Studies broadly suggest the need to

- to regularly reinforce the messages of alternative forms of masculinity,
- Support normative change through an “enabling” environment.
- Work in the institutional settings
- Engage with younger age group
- Scale and learn from mainstreaming

- Inclusion of discussion on manhood and masculinity in educational activities through Indian Public school System



**GEMS**

**Gender Equity Movement in Schools**

# Overall objective of GEMS

- To foster gender equitable attitudes and behaviors and reduce gender-based violence among boys and girls of age 12-18 years through public school system.

Through -

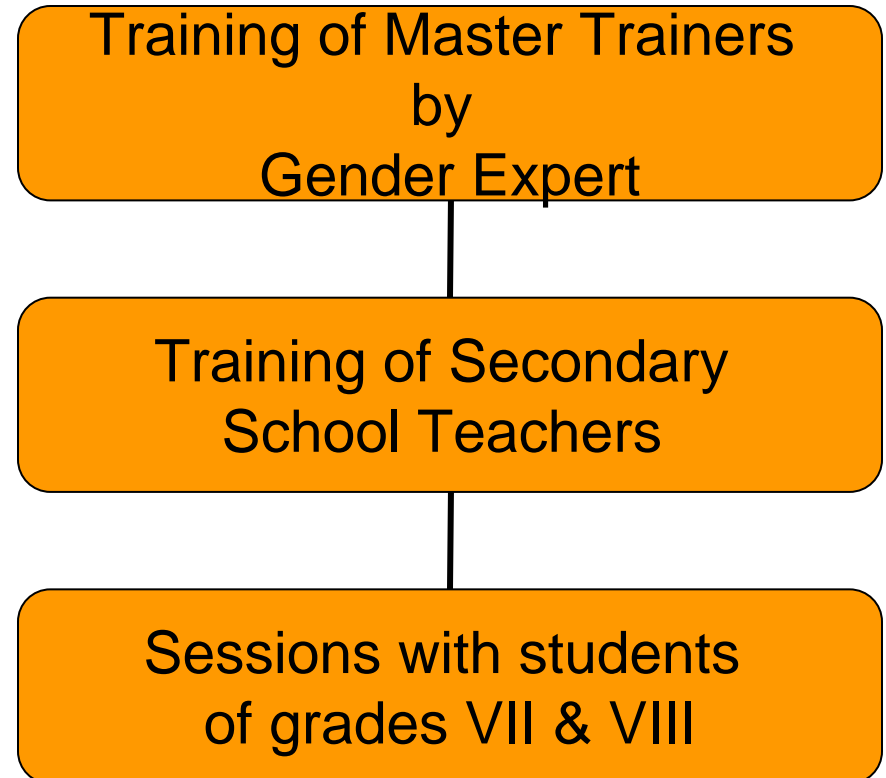
- extra or co-curricular gender activities
- curricular based activities
- the engagement of school based counselors; and
- the engagement of fathers of daughters

# Project Implementation Sites

- GEMS is implemented at three sites
  - Mumbai, Maharashtra
  - Kota, Rajasthan
  - North and South Districts, Goa

# Intervention in Kota: *Curriculum based & teachers-led*

Overall Design:  
-Three-tier training  
approach



# Project Implementation

- I. Designing the training sessions & integrating with teacher's training curriculum on life-skill education
- II. Training of Master Trainers and teachers
- III. Monitoring and Evaluation – Pre- and post-training evaluation; classroom observation, follow-up with teachers, baseline and end-line survey with students

# I. Designing of Training modules

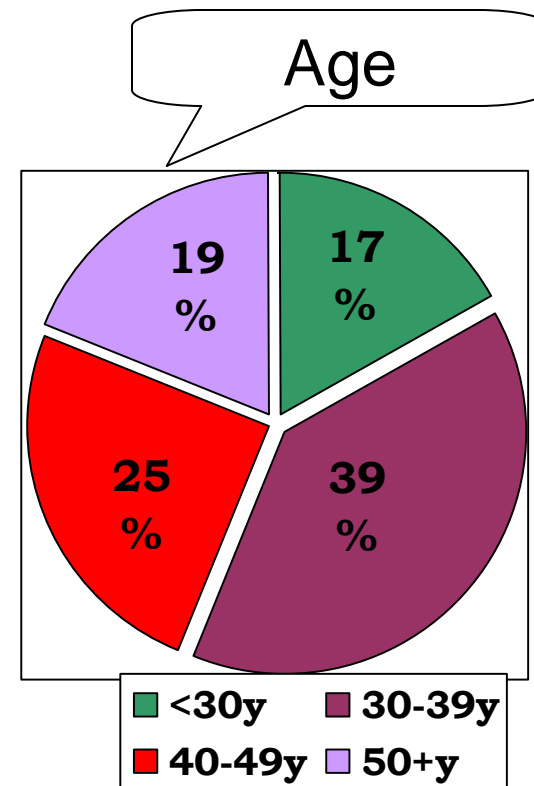
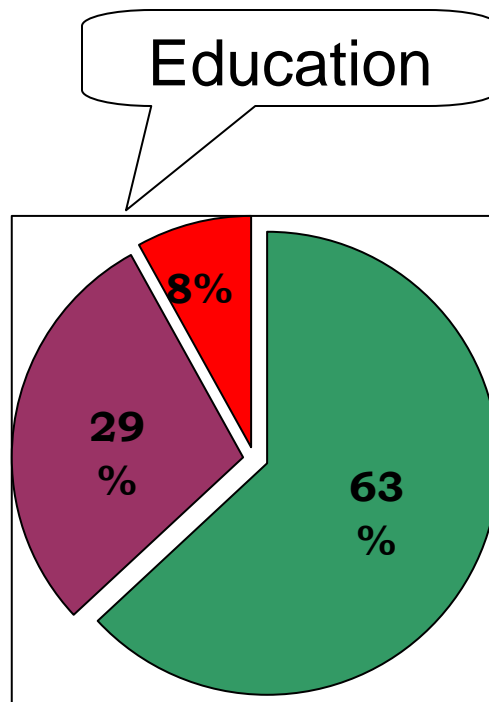
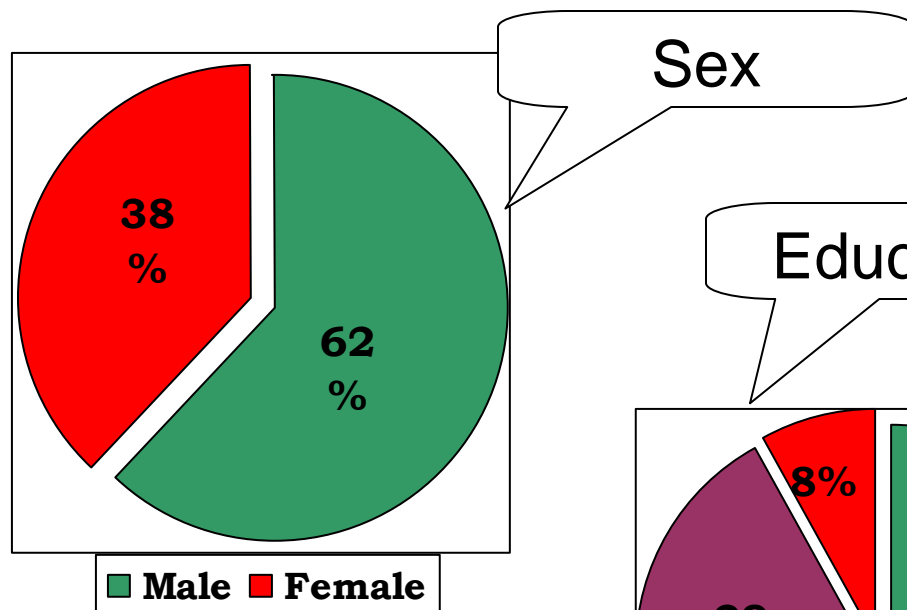


- Organization of a consultative workshop with gender experts, teachers and NGO
- Identification of the issues
- Preparation of modules :8 Group education activities around gender construction, power relation, patriarchy and violence were adapted from *Yaari Doshti* training manual.

## II. Training of Master Trainers and teachers

- 2-days separate training was organized for master trainers and teachers each
- Approach used
  - participatory methods of learning with extensive use of role plays, games and exercises
  - Created dissonance as an approach – critical thinking
  - Encouraged critical thinking in group
  - Provided platform for positive voices
- Status : total of 45 Master trainers trained; 412 teachers in a batch of 20-25 were trained

# Profile of Teachers



# III. Monitoring and Evaluation



- Pre-Post training assessment was carried out using self-administered questionnaires
- Focus was to measure change in attitude.
- Domains explored included normative roles , decision making, mobility, violence, notion of responsibility for family planning

# Specific Items used in the questionnaire

- Attitudes around Gender
  - Women should have primary responsibility for housework and child care.
  - A man should have the final word about decisions in his home.
  - For a healthy marital life husbands should be better educated than their wives
  - A married woman should not need to ask her husband for permission to visit her parents/family

- Attitude towards Violence

- There are times when a woman deserves to be beaten
- Eve-teasing is just harmless fun, even the girls enjoy it

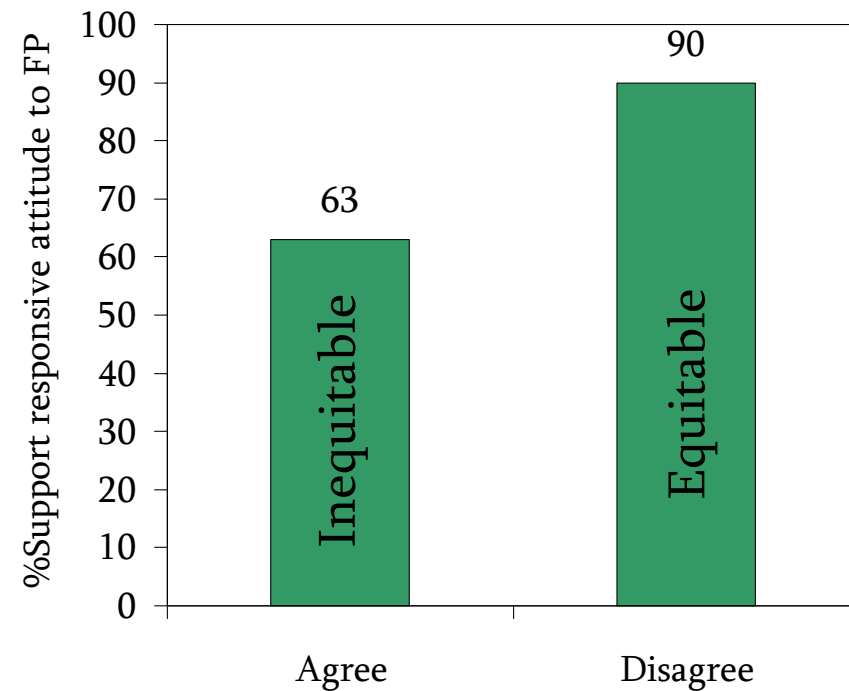
- Attitude towards sexuality and reproduction

- A woman should remain virgin till marriage.
- Once a woman consents to sex then she cannot change her mind
- It is a woman's responsibility to avoid getting pregnant.

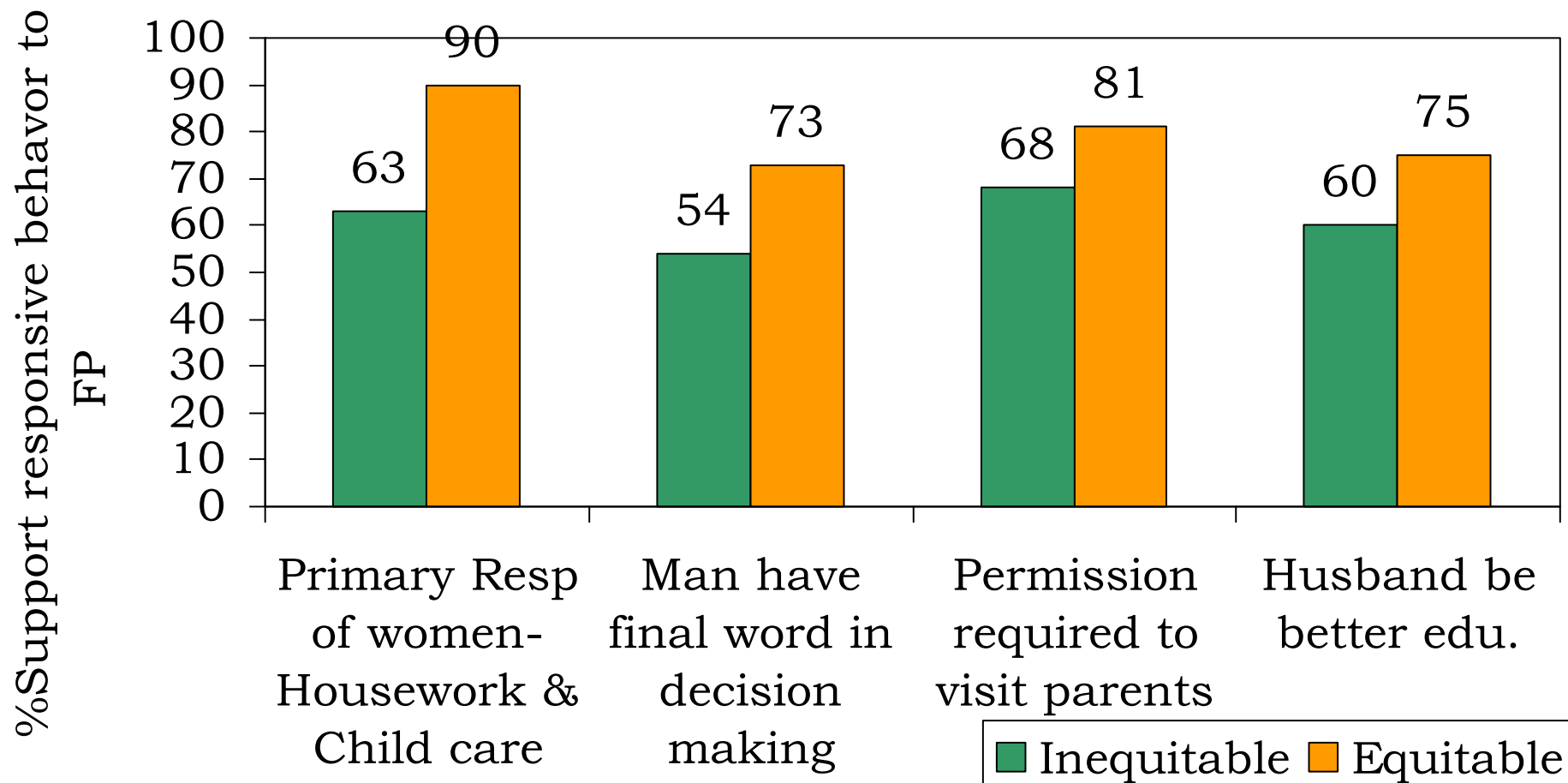
# Findings on Associations between gender attitude and responsive FP

# Association between attitude towards normative role of women & responsive family planning

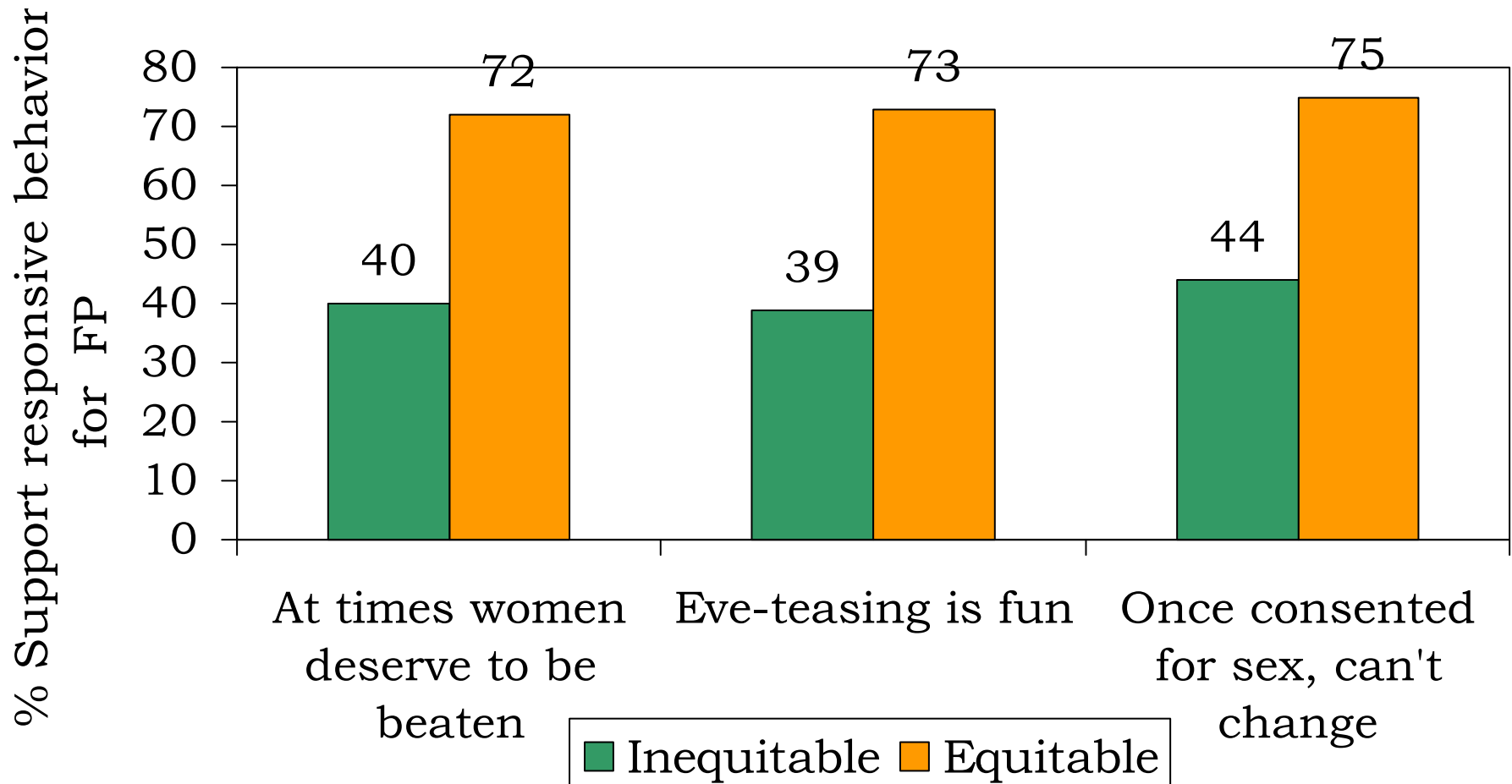
|  | woman's responsibility to avoid getting pregnant |       |          |
|--|--|-------|----------|
| Primary responsibility of women-<br>Housework & Child care |  | Agree | Disagree |
|  | Agree  | 15%   | 63%      |
|  | Disagree   | 4%    | 90%      |



# Effect of gender equitable attitude on the notion of responsibility related FP



# Effect of attitude towards violence and sexuality on family planning



- No specific session was conducted on family planning, pre-and post-training data and in-depth interviews provided an insight on the effect of training on notion of responsibility towards family planning.

# Attitude towards Gender Norms –



ICRW

International Center  
for Research on Women  
where insight and action connect

## % with equitable attitude (Disagreed)

Primary responsibility of women to take care of family and children



Married women need to take permission to visit her parents



Husband should be better educated for happy marital life

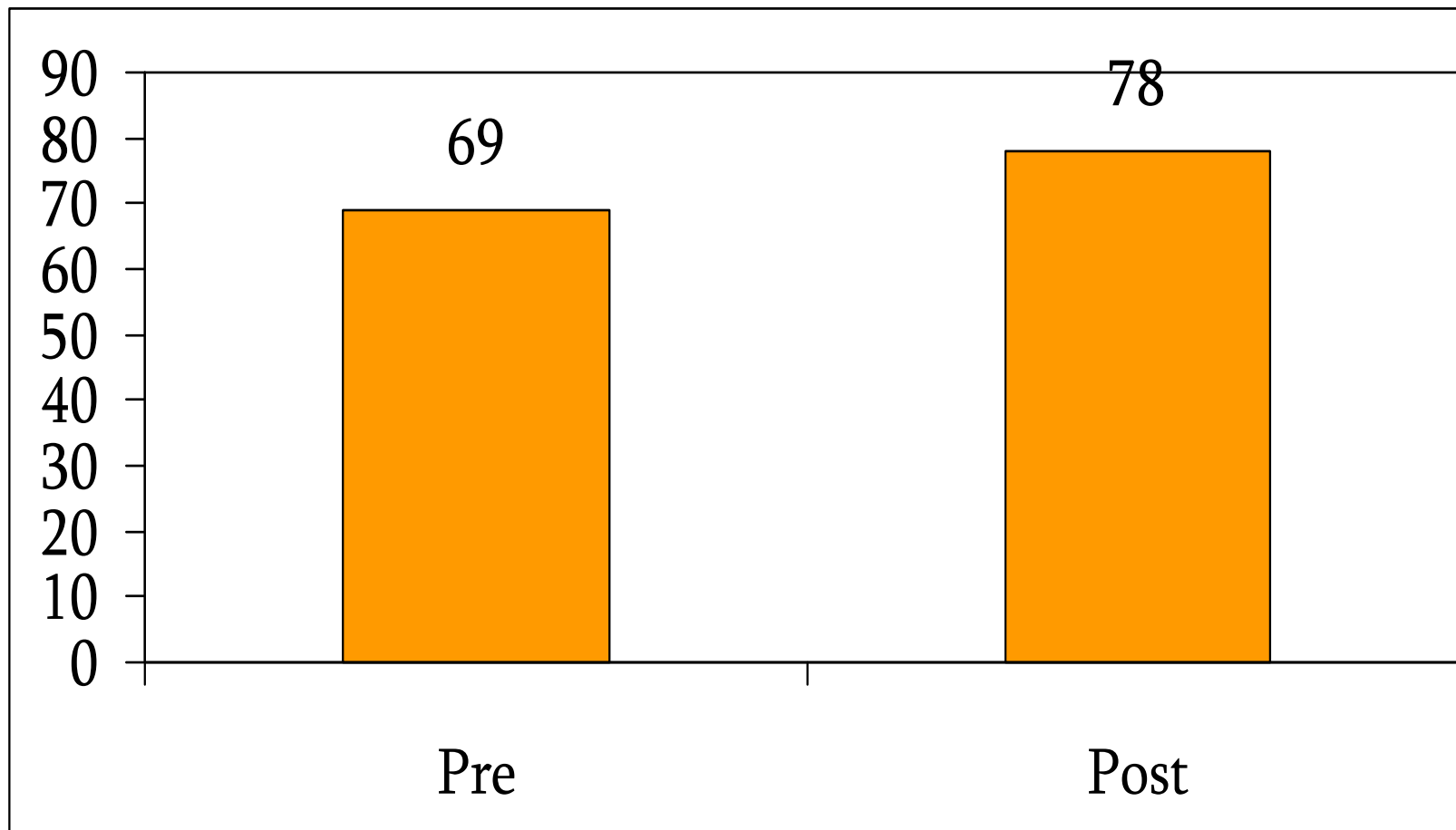


Once consented for sex, women can't change her mind



0 20 40 60 80 100

# Attitude towards FP – % with equitable attitude



# From in-depth interviews...

- Created some 'disturbance' in the thought process
- Teachers have started questioning the stereotypes
- To some extent it has helped in building inter-spousal communication.

*“I realized that taking care of children is not only my wife’s responsibility. Even I have to contribute in it...I talked to my wife. Initially, she was suspicious. Now I contribute a lot...feels closer to her.”*

# Challenges in the process of training

Exploration of gender within one selves is a difficult journey ...

- Most of the session started with lot of apprehension around the need and implication of such discussion on individual & society at large
- Initially, there was denial of existence of discrimination, which quickly followed by justification

# Challenges in the process of training

- Opening up of these issues 'dissonance' can create more questions and doubts - successive discussions are critical
- Discomfort in challenging the assumption that the education system is not neutral ; and that gender analysis has a space within the "teaching-learning' process

# Conclusion

- Training results in increased gender equity; thereby increase in support for the responsive FP behavior
- Gender Trainings that address fundamental norms will have an impact on Family Planning as well.
- FP programs should invest in questioning of gender norms such as encouraging respect for others, collective decisions, equal responsibility, communication and conflict resolution to impact outcomes such as the use of FP methods.