Chapter III

Research Methodology

3.1 Introduction

A clearly defined methodology is the beauty and strength of a well conducted research. The chapter describes the research methodology adopted to conduct the study with the aim to understand the organizational systems and intervention for gender mainstreaming by the Diocesan Social Service Societies in Kerala. From this general objective, the specific objectives were formulated, which helps in identifying the various facets of its working and the effects. Based on this, some assumptions were stated with a view to provide this research study a direction and beacon light, and also lend a definite purpose and ensure its success in attaining the perceived objective.

As a foundation work, the investigator acquired theoretical knowledge about the key concepts and operationalized them for the progress of the study. The researcher, then to be more focussed with the research, adopted the inclusion and exclusion criteria. The research design used in the study is descriptive-cum-analytical design, through which, the researcher tries to explain the nature and role of DSSS in leading to gender mainstreaming. The chapter also includes the sources and methods of data collection. The sampling techniques used to select samples from the universe are clearly mentioned in the chapter. The manner in which the pilot study and pre-test were carried out is explained in detail in the section. The data was collected through interview guide from the CEO and staff of the DSSSs and using interview schedule and Focus Group Discussion from the beneficiaries. Appropriate
statistical analysis was used to get accurate results. The limitations of the study, is attached in the last pages of the same chapter.

3.2 Statement of the problem

The research findings of the United Nations summarises that women, though comprising half of the world population and contribute two-thirds of the world’s total working hours, receives only one-tenth of the world’s income and posses just one-hundredth of the world’s property.

However, this increased awareness does not imply that, gender issues are not being dealt on by themselves. The range of actors with a stake in promoting ‘concerns of gender’, each have their own underlying agendas which influence the way in which gender questions are addressed. Moreover, gender relations are being continuously reshaped by contemporary developments, so that it is necessary to look at the complex ways in which gender relations in the organisations are being recast today.

Diocesan Social Service Societies (DSSSs) are the social work bloom of every diocese under the Catholic Church. Gender is one among the core areas of working of DSSSs. As Gender is a cross cutting theme, DSSSs uses it in its entire people based organisations, to achieve gender equality at all levels. In many cultures, power is wielded by men, and women enjoy far less freedom, even within their own households. Men often abuse this strength. Despite the existence of all the necessary legal instruments to enforce justice and avoid discrimination in all its fields of competence, the majority of women and girls are still not benefiting from the programmes that exist. Most of the DSSSs considered this issue, because of the increased awareness about social realities and also the demand from the part of the donor agencies. So by analysing the organisational profile and gender policy, the
researcher tries to find out to what extent and the reasons for the existence of discrimination, and how gender reflects in the various activities of the organization. The organisational capacity (infrastructure, knowledge, attitude & committed personnel, financial ability) enables an institution to take up and tackle the gender issues. If the organisation is truly working for gender equality, it should take up various kinds of issues related not only of women, but also of men. Through this study the researcher would like to enquire about the policy, staff structure, infrastructure, networking organisations and resource utilization under the structural dimension and the projects/programme interventions, organizational process, issues related to gender in concern and the beneficiary selection under the functional aspect of the organization for mainstreaming gender in its functioning.

3.3 Scope of the study

Gender discrimination has negative impacts over boys and men that damages their psyche and increases the prevalence of morbidity and crime among them through relations of distrust, conflict, competition and several types of subtle abuse emerge instead of those embedded in values of caring, sharing, compassion, mutual respect, collaboration and partnership – thus have negative consequences on human relations. The women and girls cannot claim their equal rights as the economic, political, social, and cultural environments that they live in persist as such. Now gender issues are a widespread area of intervention in public, NGOs, the private sector and mainstream politics of India. This awareness is the resultant of consistent efforts by the women’s movements and the influence of international development and feminist debates as well as the aid initiatives with focus on gender.
3.4 Objectives of the study

General objective:

To explore the Organizational Systems and Interventions of Diocesan Social Service Societies in Kerala for Gender Mainstreaming.

Specific Objectives:

1. To understand the structural dimension of the Diocesan Social Service Societies in gender mainstreaming.
2. To study the functional dimensions of the Diocesan Social Service Societies in gender mainstreaming.
3. To investigate the barriers in practising gender mainstreaming by Diocesan Social Service Societies.
4. To analyse the gender mainstreaming experience of beneficiaries in relation with the programmes of Diocesan Social Service Societies.

3.5 Inferences

1. There is a gap between vision of DSSSs and reality in the field of gender mainstreaming.
2. Gender mainstreaming interventions of DSSSs have significant role in solving gender issues.
3. Gender mainstreaming interventions of Diocesan Social service Societies helped in personal achievements of the beneficiaries
Gender Mainstreaming: A Study among Catholic Diocesan Social Service Societies in Kerala

Structural dimension
- Resource Utilization
- Networking Organizations
- Infra Structure
- Staff Structure

Functional dimension
- Policy
- Projects/Programmes Interventions
- Organizational Process (inclusivene
- Beneficiary Selection
- Issues Related to Gender in Concer

Organisational Systems

Interventions
3.6 Conceptual & Operational definition

3.6.1 Diocesan Social Service Societies (DSSSs): 

**Theoretical:** DSSSs are the developmental and social work organ of the Catholic diocese.

**Operational:** DSSSs are the social work organ of every catholic diocese under the Pope of Vatican which works for the betterment of mankind irrespective of caste, creed, race, religion and gender in Kerala.

3.6.2 Organizational systems:

**Theoretical:** "Organizational systems are stable, influence everyone's performance, and can be consciously designed." (http://www.ndma.com/resources/ndm1881.htm)

**Operational:** the consciously designed structural and functional dimensions of the organization which includes the policy, vision, mission, goals, structure& systems, culture, values, approaches and strategies, staff, resource utilization, infrastructure and networking organizations which influence every member’s performance in the organization.

3.6.3 Intervention:

**Theoretical:** Intervene in the affairs of others (the new millennium dictionary, 2000)

**Operational:** intervening in the affairs of the stakes by the DSSSs in eradicating gender disparity and utilizing the platform for achieving gender equality/ justice.
3.6.4 Gender mainstreaming:

Theoretical: UN ECOSOC describes gender mainstreaming as “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality”. (ECOSOC Agreed Conclusions 1997/2)

Operational: gender mainstreaming means that women and men have equitable access to resources, including opportunities and rewards. It implies equal participation in influencing what is valued in shaping options within society. Becoming part of the mainstream offers the opportunity to influence who does what in the society, who owns (and can own) what, who has access to jobs and opportunities.

3.6.5 Structural dimension:

Theoretical: a measurable or spatial extent of any kind, pertaining to the arrangement and mutual relation of the parts of any complex unity. (The Oxford English Dictionary, 2nd Edition Vol. XVI)

Operational: to measure the extent of the policy, staff structure, infrastructure, networking organizations and resource utilization of the DSSSs and its mutual relation in attaining gender mainstreaming.
3.6.6 Functional dimensions:

**Theoretical:** a measurable or spatial extent of any kind, pertaining to some function or office (The Oxford English Dictionary, 2nd Edition Vol. XVI)

**Operational:** to measure the extent of the projects/programme interventions, organizational processes (inclusiveness), issues related to gender in concern and beneficiary selection in attaining gender mainstreaming.

3.6.7 Barriers:

**Theoretical:** Anything immaterial that stops advance hostile or friendly that defends from attack prevents intercourse or union or keeps separate and apart. (The Oxford English Dictionary, 2nd Edition Vol. XVI)

**Operational:** the hurdles that are faced in reality while practising gender mainstreaming in an organization, which includes cultural variance, traditions, patriarchal system, gender relations.

3.7 Research design:

The study uses Descriptive-cum-Analytical research design and it tries to establish a cause-effect relationship of the phenomena. By adopting this research design, the researcher tries to explain the nature and role of DSSS in Gender mainstreaming.

3.8 Nature of the study

In order to understand the organizational systems and interventions for mainstreaming gender by DSSSs, the researcher carried out mixed method consisted of both qualitative and quantitative methods.
3.9 **Universe of the study**

The universe of the study includes all the Social Work sources of the Catholic dioceses (Diocesan Social Service Societies) obeying the authenticity of Rome, in Kerala which works for gender mainstreaming. In Kerala there are 29 Diocesan Social Service Societies working with this objective.

3.10 **Sampling Design**

The researcher used stratified random sampling procedure to select samples. A combination of sampling techniques was used in the study. The area of the study has been selected as Kerala and out of 29 DSSSs; the DSSSs for the study were selected from all the three rites- Syro Malabar, Syro Malankara and Latin rites. The DSSSs were selected using proportionate random sampling. The detailed selection is as follows:

<table>
<thead>
<tr>
<th>Sl No.</th>
<th>Rite</th>
<th>Total Number of DSSSs</th>
<th>Selected Number of DSSSs</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Latin</td>
<td>11</td>
<td>2</td>
</tr>
<tr>
<td>2.</td>
<td>Malabar</td>
<td>13</td>
<td>4</td>
</tr>
<tr>
<td>3.</td>
<td>Malankara</td>
<td>5</td>
<td>2</td>
</tr>
</tbody>
</table>

To analyse the gender mainstreaming experience of beneficiaries in relation with the programmes of DSSSs, the researcher used systematic random sampling from the documents available at the Unit office of the DSSSs. The Unit of the DSSSs was selected using lottery method.

3.11 **Inclusion criteria:** The Diocesan Social Service Societies which had at least five and more years of experience in the area of gender.

3.12 **Exclusion criteria:** Any DSSSs which has less than five years of experience.
3.13 Sample size: The size of the sample has been fixed to Eight DSSSs, with proportionate representation, i.e., four DSSSs from Syro Malabar rite & two each from Latin rite and Syro-Malankara rite. For analysis and understanding the gender mainstreaming experience of beneficiaries in relation with the programmes of Diocesan Social Service Societies, 25 beneficiaries were selected from various projects of DSSS.

3.14 Unit of the study

The unit of the study includes a Diocesan Social Service Society with at least five and more years of experience in the area of gender mainstreaming.

3.15 Methods and Tools of Data Collection:

The scholar plans to use interview method to collect information from the Director/Secretary (CEO) and three staff representatives of the DSSSs on gender mainstreaming followed by Interview, Focus Group Discussion (FGD) and Non-participant Observation to gain information from the grass root level members about the functioning of DSSSs for gender mainstreaming which was strengthened by case studies and observation.

The tool for data collection is interview guide for the Director/Secretary and three staff representatives of the DSSSs. The scholar also used Interview schedule, Focus Group Discussion, Non-participant observation and content analysis of documents published by the DSSSs to gain information about the area of study. The interview schedule was used to analyse the gender mainstreaming experience of beneficiaries in relation with the programmes of Diocesan Social Service Societies, was prepared based on Gender Mainstreaming Tools compiled by Fiona Gell and Paresh Motla for Oxfam (2002) and Social Relations Approach to Gender and Development Planning by Naila Kabeer (1999).
3.16 **Pre-test:**

The researcher conducted pre-test of the tools in three DSSSs. It gave several insights to the researcher. The tools were modified based on the lacunae the researcher encountered during pre-test. Descriptive questions were changed to more specific questions for getting clearer and specific responses.

3.17 **Sources of Data:**

The primary data was generated from the Chief Executive and three staff who are directly involved in gender mainstreaming from each DSSSs through interview. The responses of the beneficiaries of the DSSSs who are directly benefited from the interventions of the DSSSs were raised through interview, Focus Group Discussion and Non-participant Observation. The secondary data were gained through organizational profile, review of various policies, evaluation reports and documents available in the organization, journals and published materials of the DSSS and other organizations networking with DSSSs.

3.18 **Plan of Analysis**

Quantitative data collected was analysed using Statistical Package for Social Sciences (SPSS 10.0) the following statistical tests were performed to analyse the data collected:

3.19 **Descriptive statistical measures:**

For quantitative data analysis the researcher use Percentage Analysis, Cross tabulation and Correlation were done.
3.20 **Inferential statistics:**

Qualitative data collected through interview were transcribed and analysed based on the objectives. The secondary data was analysed using content analysis.

3.21 **Ethical issues:**

As an initial step the persons selected for interview and Focus Group Discussion were given information about the present study and their consent for participation were recorded.

Confidentiality was maintained throughout the study and the willingness of the respondents was ensured.

3.22 **Limitations of the study**

- Plethora of organizations may confuse the service users.
- The overall influence of the staff on the effectiveness and the performance of the NGO had largely been ignored by the literature.

3.23 **Chapterization**

The study is presented in six chapters as outlined below

Chapter I  Introduction
Chapter II  Review of literature
Chapter III  Research methodology
Chapter IV  Qualitative Data Analysis & Interpretation
Chapter V  Quantitative Data Analysis & Interpretation
Chapter VI  Findings, Recommendations & Conclusion