Chapter VI

Findings, Recommendations and Conclusion

This chapter deals with the major findings of the study. The findings were sorted based on the objectives of the study. Through this study the researcher tries to explore the Organisational Systems and Interventions of Diocesan Social Service Societies in Kerala for Gender Mainstreaming. The chapter also deals with the conclusion of the study and the recommendations to make the interventions of DSSSs more effective with the intention of mainstreaming gender and more in social work perspective.

6.1 Major Findings

Assumption I

There is a gap between vision of DSSSs and the reality in the field of gender mainstreaming.

All Diocesan Social Service Societies are working with the vision of creating a gender just society and the mission statement is in line with the vision of the organization, ie, gender mainstreaming. The mission statement of the DSSSs explains how and in which manner the vision is fulfilled. With reference to the gender policy at global level formulated by United Nations (UN), later adopted by Canadian International Development Agency (CIDA) and other funding agencies that support various projects throughout India compelled DSSSs to follow the instructions of the former policy in all projects funded by the later.

DSSSs formulated strategies such as programmes related to gender mainstreaming, organize gender study seminars, camps, conferences,
publications of journals and books etc, establishment and encouragement of SHGs in tune with their vision. On facing the reality of implementation, DSSSs always took an overhand over all projects, or sometimes they adopt a patriarchal/authoritarian style which create bias occasionally, that they try to overcome through participatory democratic style. This reality is also reflected even in the Open letter to women by John Paul II in 1995, women are addressed

As per the Bye-law, whenever DSSSs formulate a policy the target group should be included and the policy matter should be informed to the stakes through their grass root structures or Community Based Organizations (CBO). But the DSSSs are willing to share only where there is an enquiry from the part of stakes with the reason that wither they are illiterate or there is no translated version of the same in their mother tongue.

In comparison with men, women are always comfortable at the receiving end. Little knowledge makes them passive in the society. The social attitude which pulls them back results in less participation and inappropriate communication.

Indian culture considers men as the head of the family, who bears physical capability and works for livelihood. Most of the women like to be home makers and find their comfortable zone in home by sharing their beautiful moments with their family. Men always considered to be the bread winner and the old patriarchal society cannot accept women as job holders. They find many reasons such as look after children take care of family members especially the old, sick ones and do household chores- specifying their feminine roles denying their right to work. Beyond all these factors of non-acceptance of basic rights of the women, DSSSs tries to emancipate women
in a holistic way through fulfilling their gender and strategic needs by mobilizing people in the form of SHGs separately for men and women and arrange a common platform for them to work for achieving the same target.

Assumption II
Gender mainstreaming interventions of DSSSs have significant role in solving gender issues.

The United Nations Development Fund for Women estimates that one in three women around the world will be beaten, coerced into sex, or otherwise abused in her own lifetime. The common features of gender system are male-female demarcation, allocation of roles, gender-based hierarchical placement. In any society, roles are attributed for specific function. In patriarchy, roles are allocated not only in accordance with the biological functions (procreation), but are misappropriated according to the values prescribed to male and females. Within patriarchy, ‘dominating and controlling social function’ are prescribed for males where as ‘supportive functions’ are the purview of females.

In every society there are gender issues, it begins from family and gradually extends to the society. It is universal and age is not a barrier for the issues. Discrimination based on gender, such as gender based preferences, physical and sexual harassment, domestic violence, emotional abuse and the harassment are not only in home but also in public spaces and work places.

Men also have issues such as lack of reservations and preferences in public transports, to express their feelings in public (like crying), and expected to behave stronger and harder, and face role conflict because of gender stereotype behaviours. One of 14 men has been physically assaulted by a current or former spouse, cohabiting partner, boyfriend, girlfriend, or date at
some time in their lives, and 86 percent of adult men who were physically assaulted were physically assaulted by a man and in only 56 percent of the times were these assaults by a stranger.

No person is exempted from facing any of these issues at least once in their life. Everybody develops intentional strategies to cope with. But sometimes few fail. DSSSs focus these marginalised people and help to get over the issues related to the denial of basic rights.

DSSSs’ strategies include a network of communication, giving emphasis on spreading awareness (knowledge), giving opportunities to take part, a space for attitudinal change and equal opportunity for participation and providing a better platform in decision-making through giving them the key roles.

DSSSs have separate strategies for implementation of their projects among different age groups such as children, women and men, even though they aimed at women in the beginning. The change of strategies based on the view that the gender mainstreaming should start at the budding stage ie, with children. Even though network of communication extends up to the grass root level, the beneficiaries cannot get an initiation by themselves to approach the liaison people to seek help for resolving their problems. In most of the cases, those get an attention always resolve at its origin or sometimes it may goes up to the unit level. But it won’t get due attention beyond this limit.

Assumption No. III

Gender mainstreaming interventions of Diocesan Social service Societies helped in personal achievements of the beneficiaries

Gender mainstreaming is a tool to understand the causes of inequalities between men and women in our societies. The real challenge is to sow that all can be benefited from a more equal society, which built on recognition of
difference that addresses values of individual and group needs. The programmes conducted by DSSSs helped the marginalized gender to overcome the present behaviour.

Awareness about rights of an individual and the identification of the available in the society can be termed as direct benefit for the respondents through the seminars/ awareness programmes conducted by DSSSs. Tis make man to realise what the women is and how important she is. SHGs/ NHGs oriented works promoted by DSSSs helped the financial management of the society and this laid a stone for poverty reduction measures. The savings of the people distributed to the needy as SHG loans for meeting the financial crisis of the individuals.

The support provided by DSSSs to promote micro enterprises development supported the respondents’ sustainable livelihood ie, financial, Social and individual level. Financial level includes increase in the savings of the family and financial security. Social includes increase in the standard of living; know the market condition for better sales of the product thus able to know the economic growth. At individual level the respondents are able to play inevitable role in decision-making, increase in self-confidence and increase in the acceptance and uninterrupted satisfaction from financial security.

Through family support programmes DSSSs gave a helping hand to the needy in meeting family needs. Rain water harvesting project, drinking water project and watershed development programmes helped the people to conserve water and earth resources. Organic cultivation promoted among farmers to promote sustainable health and eco-friendly practices. Community health programmes improved the standard of living by correct and timely
intervention in detection, diagnosis, treatment and follow-up of diseases and correction of unhealthy habits of generations. All programmes aimed, to motivate and to be pro-active in the face of disasters by developing the leadership qualities which is submerged in all the people in most of the time. The intervention process can be defined in other words as programmes by which powerless people become more conscious about their own situations and organize collectively to achieve benefits. The important fact among all this is as long as they get involved that much they get benefited.

Correlation

This section summarizes the significant findings in relation to major decisions taken in families as part of gender mainstreaming. These findings were derived from the critical information collected from the beneficiaries of DSSSs. The tables reveal the independent variables in the current research study about major decisions in the family. The variables included for the correlation were Family Planning, Sexual Life, Health Care, Education, Religious Practices, Ceremonies/ Functions, Discipline, Social Network and Travel/ Recreation. Pearson correlation was computed for all the variables in the study.

6.1 Family planning and sexual life

The analysis of these two variables helps the researcher to understand whether there is any relation the between these two.

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<tr>
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** Correlation is significant at the 0.01 level

Using Pearson correlation (r), the researcher computed its relation and it is proved that there is significant correlation.
6.2 Family planning and Health Care

Through the analysis of the variables family planning and health care the researcher explores the relation of the two.

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<tr>
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Correlation is not significant at the 0.01 level

From the table it is clear that there is no significant relation between the two variables.

6.3 Family planning and Education

By investigating these two variables, the researcher tries to identify the relation between the two.

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*. Correlation is significant at the 0.05 level

It is vivid from the table that there is significant correlation between the two using Pearson correlation at 0.05 level.

6.4 Family planning and Religious Practices

By analysing the two variables, the researcher tries to identify whether there exist any relation between these two.

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Negative Correlation at the 0.01 level
It is clearly stated in the table that there exist a negative correlation between the two variables.

6.5 Family planning and Ceremonies/ Functions

With the analysis of two variables ie, family planning and ceremonies/ functions the researcher tries to find out that is there any relation between these variables.

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Correlation is not significant at the 0.01 level

From the table it is clear that there is no significant relation between the two variables at the 0.01 level.

6.6 Family planning and Discipline

By analysing the variables family planning and discipline, the investigator tries to explore the relation between the two.

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Negative Correlation at the 0.01 level

It is clearly stated in the table that there exist a negative correlation between the two variables.
6.7 Family planning and Social Network

By analysing the two variables, the researcher tries to identify whether there exist any relation between these two.

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From the table it is clear that there is no significant relation between the two variables.

6.8 Family planning and Travel/ Recreation

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Correlation is not significant at the 0.01 level

6.9 Sexual life and Health Care

Through the analysis of the two variables sexual life and health care, the researcher tries to identify the relation between the two.

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Negative Correlation at the 0.01 level
It is clearly stated in the table that there exist a negative correlation between the two variables.

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Negative Correlation at the 0.01 level

### 6.11 Sexual Life and Religious Practices

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Negative Correlation at the 0.01 level

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Correlation is not significant at the 0.01 level

### 6.13 Sexual Life and Discipline

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Negative Correlation at the 0.01 level
### 6.14 Sexual Life and Social Network

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Negative Correlation at the 0.01 level

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** Correlation is significant at the 0.01 level

### 6.17 Health Care and Religious Practices

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** Correlation is significant at the 0.01 level
### 6.18 Health Care and Ceremonies/ Functions

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** Correlation is significant at the 0.01 level

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** Correlation is significant at the 0.01 level

### 6.20 Health Care and Social Network

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* Correlation is significant at the 0.05 level

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Correlation is not significant at the 0.01 level
### 6.22 Education and Religious Practices

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* * Correlation is significant at the 0.05 level

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* * Correlation is significant at the 0.05 level

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** ** Correlation is significant at the 0.01 level

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Negative Correlation at the 0.01 level
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** Correlation is significant at the 0.01 level

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* Correlation is significant at the 0.05 level

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** Correlation is significant at the 0.01 level

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Correlation is not significant at the 0.01 level

### 6.31 Ceremonies/Functions and Discipline

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** Correlation is significant at the 0.01 level

### 6.32 Ceremonies/Functions and Social Network

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** Correlation is significant at the 0.01 level

### 6.33 Ceremonies/Functions and Travel/Recreation

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** Correlation is significant at the 0.01 level
### 6.34 Discipline and Social Network

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Correlation is not significant at the 0.01 level

### 6.35 Discipline and Travel/Recreation

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Correlation is not significant at the 0.01 level

### 6.36 Social Network and Travel/Recreation

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** Correlation is significant at the 0.01 level
The researcher has begun the study based on the major concepts in the objectives of the study and reached the findings by using multiple tools like interview with the Director of the DSSSs and from staff representatives and also by interviewing the beneficiaries together with FGD, Non-participant observation, case studies and also conducted content analysis of the documents to gather information about the DSSS and its interventions for gender mainstreaming. Based on this the major findings are as follows:

**Objective 1: To understand the structural dimension of the Diocesan Social Service Societies in gender mainstreaming.**

The structural dimensions of the organization includes policy, staff structure, infra-structure, networking organizations and resource utilization

**Policy:**

All the DSSSs have gender policy duly prepared in consultation and participation from representatives from all sects of their structures.

At the policy level there is gender mainstreaming but there are lacunae in implementing it from top to bottom level of the DSSSs and also with their stakes.

**Staff structure:**

All the DSSSs have a male Executive Director, since DSSSs follow church hierarchy of administration there is only chance for a male to be in the key position of the social Work Organ of the Catholic Diocese.

The Governing Body of all the DSSSs consisted majority with male members, the ratio of women representatives in it is comparatively increased when compared with the previous decades.
In the General body of the DSSSs, more than half of the members are women.

In administration level/ Central level there are more females than males.

At Regional and Unit level all the DSSSs have female staff and the Regional/ Unit Director is the top of the structure. The Regional/ Unit Director is always be a parish priest, mentioned in the documents at the DSSSs.

Opportunity for trainings is open to all the staff irrespective of gender.

On-going Capacity Building for staff will be conducted internally every year, if needed with the help of external experts specifically looking into the job requirements of each individual and scope of the job in future.

All the DSSS followed gender balance in the staff structure of the DSSS

**Infrastructure:**

All the DSSSs had well set up infrastructure with separate cubicle for each staff and necessary provision of computers with internet facility, vehicles in common, with good residential training facilities and accommodation for both males and females at the Central level.

The buildings of the DSSS are highly gender friendly and disabled friendly.

The transportation facilities of the DSSS can avail by every staff of the organization irrespective of gender for carrying out their duties.

The canteen facility and common dining room for the Central to Unit level staff inculcates a feeling of cohesiveness and fraternity among the all the staff members of the DSSSs.
Networking Organizations:

DSSSs avoid networking with individual owned NGOs, because DSSSs follow radical approach.

DSSSs have invisible control in having networking with individual owned NGOs.

Resource utilization:

Majority of the funds of DSSSs are coming from Christian sources, so they have their own policy (Church based Policy).

Most noticeable and recent development taken place among DSSSs are the mobilization of Government Fund and ‘own fund’ of the DSSSs.

DSSSs identify its financial resources either on need-based or project-based. The present trend among Funding agencies and NGOs are need based.

DSSSs identify persons for the assistance and maintain proper records of the persons seeking assistance. So based on that priority list they allocate the assistance to the deserving individuals.

Objective II: To study the functional dimensions of the Diocesan Social Service Societies in gender mainstreaming.

The functional dimensions of the Diocesan Social Service Societies includes organizational process (inclusiveness), issues related to gender in concern, beneficiary selection, project/ programme interventions.

Organizational process (Inclusiveness):

All the DSSSs took initiatives to incorporate men and women in all their interventions.
It is clear in the vision statements of all the DSSSs that gender mainstreaming has found due importance in it.

The goal of all the DSSSs also emphasise social equality/social justice.

All the DSSSs had people based structures from Grass root organizations/Community Based Organizations to Unit level structures, from there to Regional Level structure and then to the Central level structures. In all these structures there is a platform for men and women to jointly work towards the administration of SHGs/NHGs.

The practice of empowerment is essential in gender mainstreaming

All the DSSSs utilizing its people structure to practice empowerment for mainstreaming gender.

The empowerment process initiated through NHG/SHG is used as a platform to practice gender mainstreaming.

All the DSSSs have gender supportive measures in the organization. They provide equal chance for career opportunities, leadership roles for all its members irrespective of gender.

DSSSs include “Gender” as a criterion in selection of beneficiaries of the projects.

All the DSSSs adopted gender enhancing strategies/approaches in their interventions.

DSSSs adopted gender enhancing strategies according to the culture and need based of the community they intervene.
**Issues related to gender in concern:**

All the representatives of DSSSs at the Central level and the beneficiaries agreed unanimously that there are gender issues taking place in their community. But there is no such thing happening at the organization level.

Gender issues are handled at the level it happens and if it couldn’t be resolved at that level, further assistance is provided by referring it to the higher level or to the services it needs to be resolved.

All the DSSSs had experience in resolving gender issues at the Unit level itself and the Directors will attend the issues which are of high priority.

Counselling services provided by the DSSSs help to resolve the gender issues at the DSSS level.

The DSSSs facilitate the clients to seek legal or judicial assistance to safeguard their rights for mainstreaming gender.

Counselling centres of DSSSs with well experienced and qualified persons handle gender issues at its structures.

Legal Aids Centre working under the DSSS is strength to work so. (Eg: People’s Service Society Palakkad)

Networking with organizations working for the protection of rights, national and state machineries for safeguarding the rights of the individuals like Human Rights Commission, Women’s Commission etc, with Police and Health Departments help the DSSSs to handle gender issues in their operational areas.

In case of issues which needs immediate attention, the Director take initiatives to resolve it.
There are DSSSs which carried out investigation to study the complaints given by the staff.

Out of eight DSSSs studied there was only one instance of having written complaint from the person at the DSSSs level. In all other cases there were complaints told directly to the director or the allegations came to know by the Director.

**Beneficiary selection**

The DSSSs set gender as criteria in selection of beneficiaries in projects.

Selection committee of the beneficiaries for the project has undergone gender sensitivity training that doesn’t mean that the committee is truly gender sensitive.

**Projects/ Programme interventions:**

The DSSSs are carrying out various projects for gender mainstreaming. Some of them are bakkary gavu, family support program, IGP, no interest loan, budma loan, water shed mgt, house construction and maintenance, agriculture, SHG/ Credit Union, U.N.D.P.

DSSSs implement project based on family development rather than individual development.

The beneficiaries attended various seminars conducted by DSSSs and gained through the activities of the DSSSs.

The beneficiaries have increased awareness about human rights and women rights

Beneficiaries faced gender issues in their life
Objective III: To investigate the barriers in practising gender mainstreaming by Diocesan Social Service Societies.

The society inherited a culture of male dominance.

The patriarchal society always considers female as physically weak, passive, home-oriented and a supportive factor to his dominance.

In a culture informed by patriarchy which privileges men’s choices, desires and interests over and above those of women and the gendered socialization that stunted women’s growth.

Women and men have different levels of access to resources and benefits from those resources.

Women are under represented in political office due to lack of income, education and freedom not to mention gender divisions of labour.

Political violence against women is an intractable barrier to women’s political participation even at local or at national levels.

The less rate of literacy, lack of training in vocational skills, less opportunity for employment especially in jobs that matches their educational qualifications and home situations pull back them from job sector.

Unrecognition of their support and contributions even in informal sector, structural inequalities of labour, inability to maintain the right dignity and security even in the work place may act as barriers for women to upgrade their potential.

Gender issues are ignored intentionally or unintentionally by the staff for easy functioning. At community level, members ignore it in their family life for maintaining peaceful and harmonious living.
Though it is mentioned in the gender policy of the DSSSs about redressal of gender issues, still DSSSs does not have the mechanism to practice it.

Administrative structure of the DSSS at Unit and Regional level headed by males and consisted majorly by males, handles the gender issues. Gender balance is not maintained there in the structures of the DSSSs.

Lack of permanent mechanism and machinery by the DSSSs and having an adhoc committee to resolve the issue cannot resolve the issue in a sustainable way and there are chances to be biased if it is handled by a single person.

Lack of integrated approach like situational improvements, public awareness campaigns, and training on women’s safety, sexual harassment, and safe transport etc., should be carried out DSSSs for effective functioning of gender mainstreaming.

**Objective IV:** To analyse the gender mainstreaming experience of beneficiaries in relation with the programmes of Diocesan Social Service Societies.

**Based on socio-economic profile of the beneficiaries of DSSSs**

60.5% of the respondents belong to female sex. The beneficiary of various programmes of the DSSSs shows the number of females outnumbers the males.

38% of the males and 41.30% of the females belongs to the age group of 41-50yrs.

73.5% of them belong to Christian, 6% Muslim & 20.5% from Hindu religion.

44.30% of males and 58.70% of the females have high education up to High school level.
59.50% and 65.30% of the male and female spouses have High School level of education.

49.40% of the males and 43.8% of the females are self-employed

91.5% of the heads of the family are males and 8.5% of the families are headed by women.

70.90% of the male beneficiaries and 71.10% of the female beneficiaries in various projects of the DSSS have monthly family income ranging from Rs.2001 to 5000.

40.5% of the males have monthly income of Rs. 2000 or less and 70.2% of the females have income up to Rs. 2000.

66% of the respondents reside in rural area.

68.40% of the male beneficiaries and 64.50% female beneficiaries have a monthly expenditure of the family ranging from Rs 2001 to 5000.

**Savings of the family**

17.70% of the males and 6.60% of the females have saving up to Rs 10000 with Nationalised banks.

96.20% of the male beneficiaries and 82.60% of the female beneficiaries do not have any savings in the private bank.

96.20% of the male and 96.70% of the female beneficiaries of DSSSS do not have any savings with private money lenders.

59.50% of the male and 77.70% of the female respondents have savings in SHGs up to Rs 10000.

74.70% of the male and 66.90% of the female beneficiaries of the various projects of DSSS have no post office savings.
87.30% of the male beneficiaries and 71.10% of the female beneficiaries of various projects of DSSS have no LIC savings.

**Debts of the family:**

7.40% of the females and 5.10% males have debt more than Rs. 200000 at Nationalised banks.

87.30% of the male respondents and 75.20% of the females do not have any debts in the private banks.

89.90% of the male respondents and 89.3% of the females does not have debts with money lenders.

Females have more debts in SHGs than males.

2.50% of the females have mortgaged their gold for more than Rs. 10,00,000 while none of their male counterparts have debts.

.70% of the females as compared to 1.30% of the males have mortgaged land for more than Rs.200000 and the purpose for this debt is for their daughters’ marriage and for meeting the educational needs of their children.

8.3% of the females have debts with others while only 2.5% of the males have debts with others for Rs. 50000 to Rs. 100000.

54% of the debt is repaid by male members of the family and 40.5% of the debt is paid by female members in the family.

The ways by which respondents’ find funds to repay the debts such as self-employment, income of the spouse, agriculture, income from employment, profit from IGP, wages etc. 22.5% of the respondents who have debt said that they repay the debt by the profit from Income Generation Programme provided by DSSSs.
**Major decisions in the Family**

**Family Planning:** In the initiation phase of the family planning, 58% of the respondents said that both husband and wife jointly take the decision, in the process phase it is 66%. In the decision maker phase the rate has increased to 77.50% and in the follow-up phase it has decreased to 73%.

**Sexual Life:** In the initiation phase of the sexual life, males take the lead role and as it progress, the rate decreases ie, in the initiation phase it is 50% and in the follow-up phase it has decreased to 20% ie, the participation of both male and female has increased from 43.50% to 72%.

**Health Care:** In the initiation phase of health care, females take the lead role ie, 52%, in the process phase it starts showing a diminishing trend among the role of female and started getting more participation of both male and female in the family ie, 42%. In the decision-making phase and the follow-up phase, it is at an increasing rate ie, in decision-making phase it is 50% and 52% respectively in follow-up phases.

**Education:** There is more participation in making decision about education in families. It shows a tremendous growth rate from 41% in the initiation phase to 63.5% in the follow-up phase.

**Religious Practices:** In the area of religious practices, females are in the lead role.

**Ceremonies/ Functions:** Males play a key role in the initiation phase of ceremonies/ functions in families ie, 39% of the males are the initiators and females have less role. Realisation of the benefits of joint decisions reflects stronger and towards participation and implementation, it seems easier. So, combined effects follows a positive trend ie, from 34%- 71%.
Discipline: Females has the lead role in this area ie, 40% in the initiation phase, but in the later phases both male and female has active roles ie, in the process phase it is 52.5%, decision-maker phase it is 60% and in follow-up phase 61.5% respectively.

Social Network: in the initiation phase of social networks, males play key role with 37%, and as it proceeds to other phases of decision making and implementation, the role of males diminishes and the role of female is at an increasing rate.

Travel/Recreation: in the initiation phase males are taking lead role and in the later phases of decision making process and implementation participation of both male and female is at an alarming rate, ie, from 32.5% to 70%.

Ownership of Assets

More females (41.3%) have land property in their name which worth ranging from Rs. 1 lakhs to Rs. 5 lakhs.

45.6% of males and 44.2% of the females have building in their name worth Rs. 1 lakhs to Rs. 5 lakhs.

89.9 of the males and 95.9 of the females doesn’t have livestock as asset. Minority have livestock as asset and they found their livelihood from these earnings.

98.7% males and 90.9% of females have no gold as asset. 4.1% own gold worth between Rs. 50,000 to Rs 1 lakh. Most women keep gold as a future asset. It may be either inherited or earned by them and kept it for their daughters’ purpose.
Activities for gender mainstreaming and its benefits

35.40% of the males and 47.10% of the females are engaged in six activities out of nine activities catered by DSSSs.

The good will and trustworthy nature of the DSSSs motivated the members to work with DSSSs.

All the respondents have really benefited from the gains that they achieved from seminars/ awareness programmes.

The respondents used the knowledge they achieved from seminars/ awareness programmes in their life-. 53.20% of males and 46.30% of females are able to work in association with organizations working for social justice, where play inevitable role in the decision making process of the family and identified new area of work/ occupation.

Various activities carried out in NHGs/ SHGs of DSSSs for gender mainstreaming are organize seminars, conduct discussions for social development, assign duties for using opportunities for economic development, impart trainings and financial assistance for starting micro enterprises/ small scale industries, participate in the developmental activities of the panchayat, encourage people to compete in panchayat election and help them in all ways through NHGs/ SHGs.

Management skill is lacking in the productive utilization of any resources by the NHG/ SHG members.

Developmental activities contributed in increase in the availability of pure water reduced the work load of the women, production of bio-gas made women easy to cook, increased in the quality of soil which resulted in increase
in agricultural production and increase in financial attainment from agriculture leads to increase in standard of living.

With the intervention of DSSSs in the area of food production, 29.10% and 33.90% of males and females tried to ensure the health of all in the society through the reduction in the use of chemical fertilizers, there is increase in the standard of living of the family because of more income from organic farming and in the family there emerged health concern for women and men.

The intervention of DSSSs in the area of health care prompted the respondents to take correct and timely treatment, practice healthy habits for a healthy generation and have the right attitude towards maternal and child health which contributes to national development.

99% of the respondents are satisfied with the work of DSSSs for gender mainstreaming.

Gender mainstreaming interventions of DSSSs influenced the family life of the respondents in playing key role in decision making, financial source of the family & improvement in social status of the family.

Gender mainstreaming interventions of DSSSs influenced the social life of the respondents by able to work in public spheres, able to associate with other organizations and was able to initiate projects for public benefit. Only because of the association with DSSSs the respondents were able to get the opportunity to associate with others and work outside their family. The exposure they got from DSSSs increased their confidence and helped to attain self-esteem.

70.5% of the respondents had faced gender issues in one or the other form in their life.
Various gender issues shared by the respondents are denial of individual rights, showing gender disparity in the family, working in public sphere is a bad thing, showing wage disparity irrespective of work, Insecurity in the employment sector, playing multiple roles and responsibilities is not taken into consideration by the employer.

DSSSs extended helping hands towards its members in handling gender issues and 78% of the respondents said that DSSSs helped them.

DSSSs played vital role in handling gender issues by bringing attitudinal changes among the family members to respect each other, to encourage women to use public sphere in life, to safeguard the rights of every individual in the society, To get leave and other benefits, to get employment welfare measure to all employees and arrange social support in the operational areas of DSSSs.

DSSSs helped members to overcome gender issues by encouraging women to use public sphere in life, safeguard the rights of every individual in the society, to get leave and other benefits, to get employment welfare measures to the workers, to get employment welfare measure to all employees and gave social support.

47.5% of the beneficiaries have high satisfaction level when compared the activities of DSSSs with other NGOs and they grade it between 50%- 75%.

40% of the respondents rated the ability of DSSSs to meet the expectation level of the beneficiaries through their intervention as more than half.

97% of the beneficiaries of the DSSSs suggested that more intensive training should be imparted and constant follow-up of the programme should be undertaken by the DSSSs to improve the activities on gender mainstreaming.
6.2 Recommendations

As an outcome of the study the researcher identified certain gaps in the administration and functioning of DSSSs. To overcome these gaps and make transformational practices more effective certain recommendation were proposed by, they are as follows:

The gender policy statement should be with a basic assessment of the problems, description of values, principles and mission, intent for applying policy throughout different sections of the DSSSs.

In Executive body and top official post female representation should be given.

The top officials in the DSSSs should go through gender training and should understand the philosophy of gender mainstreaming.

The top level in the organisation must be committed to equality between women and men.

Frame a proactive policy incorporating gender equality.

Establishment of Social Exclusion Unit to monitor and coordinate policies across a range of Government, Non-government departments to check the denial of basic rights including equality and access to services.

Analytic approach should be done to address gender needs and interests of DSSSs.

Set equality-related targets for recruiting, staffing and membership of the partnership (stakes).

Provide gender training for newly appointed staff that does not have this knowledge.
Offer flexible work options for women and men staff for creating more commitment and productivity.

Set up a working group within the organization to develop and monitor equality

Include gender proofing objectives in general staff performance appraisals.

Consider gender equality issues taken into account in the organizations bids for goods and services.

Involve equality bodies and other representative groups in your work available at national and regional level.

Need to gain a shared vision before starting Development Partnership with other organizations (stakes).

Basic knowledge about gender mainstreaming among partner organisations and a plan on how this is applied in their daily work helps in effective partnership.

All the partners need to give their backing to gender equality even if one organisation takes the lead.

Training on Assertiveness should be imparted for gender mainstreaming so that focus should be given on behavioural aspects which includes open expression of thoughts and feelings, expressions uninfluenced by emotion, flexible reactions based on consideration for others and the situation, and independent judgment of behaviour. As it is related to healthy self-esteem and is the basis for building stable relationships.

Frame gender specific objective in each project of the DSSSs, so that its outcome, effect and impact can be assessed over time.
Develop a system or pattern to ensure how many women and men access your services or participate in your activities at each level.

Collect, analyse and disseminate gender disaggregated data and information, including statistical methods that recognise and make visible the unremunerated work of women, for use in policy and programme planning and implementation.

Develop measures to find out and meet the strategic needs of your target group so that it will improve their gender relations.

Provide an adequate budget to cover the costs of gender mainstreaming your organisation and its services.

NGOs can work in lieu with Legal aid Centre. Every Block/Panchayath should have Legal aid centre function in association with NGOs and a full time service of a qualified person should be available.

To overcome gender issues, a statutory body should be constituted at the DSSSs.

If gender mainstreaming, needs to be carried out at the bottom level of the community developing conceptual clarity is important and the conceptual clarity should reach at all stakeholders.

Treat gender as a cross cutting theme, this has more or less been accepted in principle but is yet to find a place in practice at most levels.

Develop a support structure and linkages; there is need for strong support structures for women – from the community level to the state and national level. Linkages with other regional and international processes will be needed to address some of the more severe issues.
Use of legal and policy frameworks: Even the existing laws and policies, insufficient though they may be, are not used effectively by campaigns for women's development. Study of these frameworks and their use would be a first step in building sustained campaigns for women's empowerment.

A series of mini-retreats and reflection sessions on "Gender equality", in small groups, first for men and women separately, and later for mixed groups.

Set up a transparent mechanism for hearing and quick action on complaints of discrimination and harassment including sexual harassment.

Initiate exit interviews to focus attention on the reasons why women and men leave the organization.

Build women’s competence to participate in ‘public’ spaces by organising mock meetings, ‘post-mortem’ feedback sessions and women-only discussion groups on issues.

Workshops on leadership, advocacy, negotiation and overcoming resistance to be held for small groups of community members from central to grass root level.

Support to individuals to enhance their skills and capacities and explore new professional areas.

6.3 Scope for Further Research

Empirical study shows there is not much study conducted in gender mainstreaming in the area of NGO management and also regarding the gender issues of the males. For understanding gender mainstreaming in the society, an in-depth study on qualitative nature is needed.
Social Work Implications

At policy level:

• Modification of the policy should be done according to the needs of men and women and that should be in line with the global developments.

• Grass root level strengthening of the stakeholders through capacity building programmes.

• Development of research wing for policy makers as well as practitioners

• Encouragement for literature developers

• Intervention designs need to be initiated

At NGO level:

• Knowledge based intervention for the attitudinal change

• Motivated effort in team work for quality output.

• Constitute awards for best practitioner in the field of gender mainstreaming

• Pursue strategies for gender mainstreaming with the cooperation of key stakeholders and partners.

At Beneficiary level:

• Courage to practice the good knowledge gained through the capacity building programmes

• Accept others who work for the protection of rights of oneself and of the society.

• Work for self-mobilization rather than for material incentives.
At Social Work Curriculum:

Include gender as a major area of study not only of men and women but also consider other genders also like third-gender category or non-reproductive class-bisexual, homo sexual and transgender.

Partnership Model for Gender Mainstreaming Among DSSSs

Specific interventions need to be formulated by NGOs with the participation of the affected community for addressing the issues of gender inequality. Listed below are some of the interventions made by NGOs in eradicating such kind of social injustices.

- Identifying the sources of gender gaps and redress
- Identify socio-cultural and policy induced discrimination and redress
- Collection of data, disaggregated by sex, as well as by age, socio-economic and ethnic groups
- Quality of participation of women in activities, programmes and projects, their experience from it.
- Formulation of gender based goals, policies and programmes
- Conduct Gender Impact Analysis of every project
- Promote equal access to and control over power and resources between men and women
- Promote equal opportunities and opposing all forms of discrimination
- Deepen the understanding of gender and gender relations
- Carry out research and documentation of the same
- Facilitate the development of a perspective on gender equality among
government partners
- Provision of support services for women
- Equal access to education for women and girls
- Strengthen greater involvement of women in the field of Science and
  Technology
- Enhance the status of gender by addressing practical and strategic
  needs
- Specific measures will be taken to implement the legislations
  pertaining to women and human rights in general.

Some specific interventions:

- Awareness building programmes
- Role plays
- Workshops
- Case studies
- Mass movement addressing gender issues
- Sensitise the roles and responsibilities
- Creating opportunities for confidence building
- Orientation on crisis management
- Legal awareness
- Conducting impact analysis
- Formulation of gender policies
• Provision for opportunities for collaborative spaces
• Linkages and networking with other agencies of similar nature
• Documentation, dissemination and demonstration programmes

Develop a forum between the agencies that works for the gender mainstreaming in development partnership model. For the implementation of gender mainstreaming in a development partnership, the political will at the top level of all the agencies should have a view of equality between women and men. This can take the form of a bye-law which include in the partnership agreement.. All partners need to give their backing / obligation to gender equality with one agency takes the lead. They should share their own definition of gender mainstreaming within the partnership. Capacity building must be done among all partner organizations, so that they develop knowledge about gender mainstreaming and plan on how it is achieved/ fulfilled. While developing working methods, they should reflect gender equality sensitiveness. Agencies with similar views must be allowed to cooperate with the topic. National and regional equality agencies should be at finger tips because they can provide useful and timely advice at all stages. Maintain equality in development partnership and provide relevant information such as articles, reference books, policy documents to others. Gender mainstreaming in all development partnership meetings should be assessed at time. Set up a working group for monitoring gender mainstreaming in organizations and its services.

6.4 Conclusion

Power relations are embedded in space. The link between power and space can be both oppressive and enabling, having potential for totalitarian threats as well as possibilities for resistance and emancipation. Diocesan Social Service Societies are utilising this as a scope for intervention leading
to the emancipation of mankind, for this gender mainstreaming is the best course of action and it should be undertaken as a political movement by challenging the existing power structure and gender relations who oppress and subordinate the women. Irrespective of the present power structure of hierarchical, exploitative, destructive and aggressive nature, the interventions of DSSSs should generate new power structure which involves equity, sharing and developing the potentiality of every human being. For attaining this condition, assertive training plays a vital role. This doesn’t mean to take over the men’s power; in fact it should create a world of equality and make best use of potentiality of all human beings in constructing the most human world.

For attaining gender mainstreaming through the interventions of DSSSs, the basic thing, one has to achieve is gender sensitivity and for this the citizens of the nation, irrespective of gender need to be provided with information and knowledge, to be taught the skills to put these to optimal use and to be able to access services easily. At the same time paradigm shifts are needed within society, so that empowerment of women, gender sensitivity and gender mainstreaming should be things that “happen” within the individual and within a community rather than being words that look and sound good in policy statements.

As women and men living on the third planet from the sun we need to raise ourselves- not out of defiance, not to refute the other person, but because we truly believe that the well-being of the world depends on each of us.