



ऑक्सफैम इंडिया  
**OXFAM**

**Terms of Reference (TOR) for Collaboration to Organize Training Sessions on Gender, Masculinity and Violence against Women and Girls**

**Parties:**

**School of Women's Studies, Utkal University, Vanvihar**

**And**

**Oxfam India, D-22, Maitri Vihar, Chandrasekharpur, Bhubaneswar-16**

**Duration of Agreement: 12 months (October, 2018 to October, 2019)**

**Title of the project: Training on Gender, Masculinity and Violence against Women and Girls to Build "Gender Champions" under Oxfam India's Bano Nayi Soch Campaign**

**Introduction and Context:**

Violence against Women and Girls (VAWG)<sup>1</sup> is a gross violation of human rights and one of the most persistent forms of gender inequality and discrimination. Even after 20 years of the UN General Assembly Declaration on the Elimination of Violence against Women, World Health Organisation (WHO) data shows that one in three women (35 per cent) of women have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime. The data captured by National Crime Record Bureau and in different rounds of National Family Health Survey are important sources in India which corroborates wide spread prevalence of violence against women. As per NFHS-4 conducted in the year 2015-16, 35.2% of ever married women aged 15-49 years have experienced spousal violence in Odisha. As per same NFHS-4 report, only 13% of such women who have experienced physical and sexual violence have sought help from police or any other support agencies. Similarly, though Odisha is in marginally better position in terms of incidence of child marriage with 21.3% of women of age 19-24 married before age of 18 as compared to India with 26.8% of such women married before 18 years of age, regional disparities is high with almost 8 districts recorded incidence of child marriage more than national average of 26.8%. According to recent NCRB report of 2016, 26% of total crime against women (17837) in Odisha constitutes dowry related crimes and 46% of total crime against women is of public place violence. The emerging issue of violence against women is significant increase of rape of minor girls in the state. This high incidence of violence implies the manifestation of deep rooted gender patriarchal norms, the high acceptance of violence and impunities that are socially sanctioned to accept such violence. Oxfam India had conducted a study on the impact of films in reinforcing gender stereotypes and manifestation of

<sup>1</sup> The definition of violence against women and girls in this paper is the same as the UN definition "violence against women" means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life."



intersectionality of power and patriarchy. The findings of the study suggest a need to engage with the youth and youth based institutions to bring changes in social norm that reinforces violence against women and girls.

With above context, Oxfam India has been implementing a campaign titled **"Bano Nayee Soch, Bano Hinsha Mukht Rishte"** to address social norms or gender norms those underpin violence against women within domestic, work and community space. Through this campaign, Oxfam India has been engaging with stakeholders from different walks of life with a focus on youth and media. The main objective of this campaign is to promote youth to be in active partnership and to be catalysts for change in social norms that perpetuate violence and discrimination against women and girls.

Oxfam India believes that youth can promote and practice positive gender norms which will contribute to gender equality. Hence, the effort is to create youth groups and to promote "Gender Champions" who will experiment change in their individual as well as community lives and relationships.

School of Women's Studies, Utkal University also engages with the youth in different departments of the university with an aim to sensitize them towards women's rights issues and to promote gender equality not only in the campus but also in larger social sphere. Hence, both Oxfam India and School of Women's Studies, Utkal University have the shared objective of creating "Gender Champions" who will contribute towards gender equality in different spaces of life and society.

In the above context, this **Terms of Reference (TOR)** has been made on 3<sup>rd</sup> October, 2018 at Bhubaneswar, Odisha between Utkal University represented by **Prof. Navaneeta Rath, Director, School of Women's Studies** and **Oxfam India**, Which is a Not for Profit Company limited by guarantee having no share capital, registered under Section 25 of The Companies Act, 1956 with its registered office at 4<sup>th</sup> & 5<sup>th</sup> Floor, Shriram Bharatiya Kala Kendra 1, Copernicus Marg, New Delhi - 110 001, represented by **Akshaya Kumar Biswal, Regional Manager, Oxfam India** regional office at D-22, Maitri Vihar, Chandrashekharapur, Bhubaneswar- 16, Odisha.

#### **Date of Commencement and Duration:**

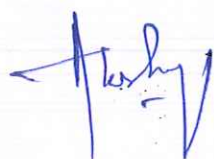
The training program to create "Gender Champions" will be conducted for a period of one year from October, 2018 to September, 2019 and each month a session will be conducted with mutually agreed date.

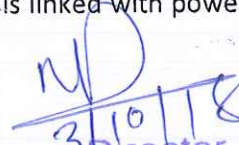
It may be renewed upon completion of one year subjected to further agreement of both.

#### **Objectives of the training program to create "Gender Champions"**

The goal of this initiative is to promote youth's active participation to change discriminatory gender norms at individual, institutional and societal levels. The training program has following specific objectives.

- To develop greater sense of understanding among the youth towards the need for gender equality
- To generate awareness about different forms of violence against women and girls arising from unequal social norms and patriarchal thinking
- To develop understanding on masculinity and how masculinity is linked with powers and privileges



  
31/10/18  
Director  
School of Women's Studies  
Utkal University, Vani Vihar  
Bhubaneswar-751004



### Training Activities

There will be a module for one year which will comprise different topics of gender equality. One session will be conducted in each month on different themes. The broad topics of the module are gender, masculinity, patriarchy, violence against women and girls and Laws to address VAWG. The module has been designed by Oxfam India and is being implemented with the youth collectives in 5 focus states where Oxfam is functioning. The module will be adapted and contextualized taking into consideration the context of Odisha in general and the students of Utkal University in particular.

Each session will be of 2 hours duration and different audio-visual materials, simulation games will be used to deliver the sessions.

### Certification for the training program

The certificates will be given to the students who complete the course and it will jointly signed by Utkal University and Oxfam India. There will be three evaluation sessions; pre-evaluation at the start, 6 monthly evaluation and annual evaluation.

### Role of Oxfam India

- Developing module for one year in consultation with the School of Women's Studies
- Facilitating sessions every month and providing technical support required for completion of the course
- Undertaking periodic evaluation of the students undertaking the course
- Jointly certification to the students
- Facilitating the students to take some actions

### Role of School of Women's Studies, Utkal University

- Creating a database of 54 students having 2 from each 27 departments who will participate in the course and share with Oxfam India
- Organizing the training sessions in every month in terms of calling the students to the session and logistics arrangements (providing venue with audio-visual facilities)
- Jointly undertaking periodic evaluation of the students with Oxfam India
- Jointly certification to the students
- Following up the actions taken by the students during/ after the course is completed

### Budget for the training

- School of Women's studies will bear the cost of launching function of this training program
- Subsequently, both Oxfam India and School of Women's Studies will share the cost of undertaking the training in terms of stationery requirement and providing snacks to the participants

### Expected Outcome

- After undertaking the training course for one year, these 54 students will develop a deep understanding on the issues of gender equality and the social norms that reinforces VAWG.
- Awareness will be increased on patriarchy, masculinity, different forms of VAWG and on some legislations dealing with VAWG.



Handwritten signature and stamp of the Director, School of Women's Studies, Utkal University, Vanu Vihar, Bhubaneswar-751004.

- The students will take some initiative to bring about change in their personal lives and in the university/ community around them
- The students will be expected contribute to different activities and engagements organized by Oxfam India

<p><b>Oxfam India</b></p> <p>Signature: </p> <p>Name: Akshya Kumar Biswa</p> <p>Designation: Regional Manager</p> <p>Date:</p> 	<p><b>Director School of Women's Studies, Utkal University</b></p> <p>Signature:  3/10/18</p> <p>Name: Navneeta Rath</p> <p>Designation: Director, School of Women's Studies</p> <p>Date: </p>
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