

Annexure 1: A Brief About Documenting Impact of MAVA's Innovative Work Among Young Men On Gender

Objectives

- To document the change in attitudes and perception of college-going young men from rural and urban communities, on gender, masculinity and sexuality issues.
- To document change in the behavior of young men that would reflect the shift from regressive to a gender-equitable norm.
- To document the impact of work with young men among peers in college campuses / the community.

Documentation Methodology

The Proposed Methodology for the Documentation:

- Conduct In-depth interviews, through an external professional organization, with 10 Youth Mentors, selected among the Mentors in 6 districts of Maharashtra, who could be contacted and have continued their work on gender and sexuality after being sensitized and mentored at Men Against Violence and Abuse (MAVA)
- Video Documentation of personal stories of change among select mentors and mentees, that would inspire other men and people who would like to work with Boys and Men on Gender and Masculinities across the country

Time Frame: May 2016- September 2016

Data Collection:

Secondary data collected: annual reports, newspaper clippings, analysis of a few filled-in pre and post test questionnaires during training programs, written personal change plans, assessment reports, training modules, campaign materials, listing of all workshops and training program curriculum, listing of all NGOs, CBOs with whom MAVA has coordinated and collaborated.

Primary data collection: Important MAVA program processes, interviews of select mentors and mentees, observing Orientation Sessions and Training programs, mentor-mentee relationship and a live campaign.

Documentation Approach

Qualitative data collection was most suited as the main purpose was to review the building of perspective on gender, change in attitudes and behaviors among youth associated with MAVA for a substantial period of time, making them more gender-sensitive. Qualitative methods employed were open-ended interview questionnaires for mentors and mentees. Focus Group Discussions (FGDs) were conducted with 12 mentors from Mumbai, and 9 mentors from Pune and Satara separately to acquire information on their collective experiences. This was followed by the in-depth interviews of 10 select mentors and 10 mentees. Each mentors questionnaire became the primary document, which was combined with the historical process of each project to seek out more information. Thus the secondary data collated was useful for bringing out the context for interviewing the mentors. Some mentors had to recall events from 2006 and some had fresh memories from 2014-15.

Observation tools were used to observe the Orientation and training process. Two trainers were asked questions specifically on the training of mentees.

Selection of mentors:

The Documentation Consultant along with MAVVA Coordinator selected mentors based on a matrix; considering nine districts where MAVVA had worked with youth, it was decided to do the first selection keeping in mind the venue of the first residential camp attended by mentors. The second selection criterion was whether the mentors were from social work background (who were pursuing graduation / post-graduation in social work) or non- social work background. The third criteria was whether the mentors were appointed as staff, or placed by social work colleges for field work, or were volunteering as trainers, or campaigners or had mentored at a One-to-one level with family and friends. The selection was also based on the previous sharings by mentors in the questionnaires and during FGDs.

All attempts were made to take mentors from all districts and who could be located in the second criteria as well. Therefore, primary data was first collected in the form of questionnaires that were sent out to 56 mentors and 32 mentees from six districts.

Selection of Mentors

District name	Questionnaire given to	Received responses	Selected for interviews	characteristics
Mumbai	30	16	4	2- social work 2-non-social work
Pune	16	7	3	1 - social work 2-non-social work
Satara	8	4	3	2- social work 1-non-social work
Kolhapur	2	0	0	NA
Nagpur, Bhandara, & Buldhana*	0	0	0	NA
Dhule & Jalgaon **	0*	0	0	NA
Total	56	27	10	

Note:

*= the NGO that had agreed to collaboration with MAVA was unable to continue its work with male youth on gender issues.

**= The process in Dhule - Jalgaon districts has been started in 2015 (so the students covered there were all mentees) and the staff mentor placed there was part of the Pune process and has been selected under Pune District.

Although the original proposal did not mention mentees in the textual documentation, we thought it would be helpful to look at the process of growth from a mentee to a mentor and the impact of a mentor on a mentee. We have therefore interviewed mentees who were able to give time for in-depth interviews. Two girl mentees (one from Pune and one from Mumbai) were included in the final group of selected mentees:

Selection of Mentees

District name	Questionnaire given to	Received responses	Selected mentees for interviews	Characteristics
Mumbai	10	10	4	3 from non-social work background; out of the three one is a girl mentee 1- adolescent boys from slum communities
Pune	2	1	1	1- girl mentee from 2006-2008 Yuva Maitri project
Nagpur, Bhandara, & Buldhana	1	1	1	1-Non-social work
Dhule & Jalgaon	19	19	4	2 - social work background 2- non-social work background
Total	32	31	10	

Since we had received filled-in questionnaire forms from Mumbai, Dhule- Jalgaon groups, we have selected 4 mentees from each of these programs for taking interviews. We could meet only one female mentee from Pune (2006 Yuva Maitri) group. We also received one filled in questionnaire from the Nagpur, Bhandara and Buldana group. We have interviewed him as a Mentee as the process of mentoring is not complete for him.

Challenges in the documentation process:

- Unfortunately, the live campaigns through street plays are scheduled in the last two months of the calendar year and hence could not be observed.
- Processes in all the districts had occurred at different points of time and therefore the responses to questionnaire were different. In Mumbai, the responses were clearer regarding time frame and events attended whereas mentors from Pune and Satara had difficulty in recalling event and training dates.
- Three districts Nagpur, Bhandara, Buldhana, could not be covered due to lack of contact with the partnering NGO. Only one participant from Bhandara could be contacted.
- Delays occurred as most mentors were either studying or working and they could be interviewed only late in the evenings or on holidays. Social celebrations with high noise levels disrupted network and therefore the interview process.
- Personal Meeting with mentees from districts other than Mumbai (Dhule / Jalgaon) could not be undertaken due to heavy rains and transportation problems

Out of the nine districts MAVA has worked in, MAVA has shaped mentors in 4 districts. In three districts the mentoring program was cut short and in two districts the mentoring program was new since it was initiated in 2015.

This document has captured the process of transforming the Peer Communicators / mentees into mentors from three districts, Pune, Satara and Mumbai. We have conducted qualitative data collection methods including FGDs and in-depth interviews, of 10 Youth Mentors from Maharashtra, who have continued their work on gender and sexuality after being mentored at MAVA.

This documentation provides some insights into who are these MAVA mentors and mentees, why and what influences them to take the lead on gender issues, how have they grown from mentees to mentors, what makes them different as mentors, what changed due to MAVA experience and how are they taking this ahead. We have also interviewed 10 mentees as it is important to see the movement from a mentee to a mentor as an important ongoing process. Relevant portions from the interviews are added in the main text while the complete case studies are submitted in Annex, 2 & 3.