

Our work on gender justice is based on a two-pronged approach – 1) working with women and girls, especially survivors of violence, both within families and workspaces to help create safe environment and lead a life with dignity, 2) integrating gender across all other programs including humanitarian response. Change Alliance’s gender justice portfolio is aligned with our objectives of inclusion and working on rights and entitlements, and includes partnership with CSOs to help provide psychological and legal support to survivors of violence, working with corporates to help ensure a safe and equal working environment for women, including youth in the dialogue on gender through campaigns, and assessing or evaluating programs for organisations working on similar issues.

## **Program Design and Implementation:**

Under the Christian Aid (UK) funded interventions in India managed by Change Alliance, we work with partner organisations both in urban and rural areas to facilitate and provide legal, psycho-social, and rehabilitation support to women and girls facing sexual or other forms of violence. The key approaches are: legal support include emergency rehabilitation centres, fact finding, legal advice and facilitation in filing of complaints, accessing compensation and other provisions, and sustained legal aid in court; psycho-social counselling and rehabilitation with help from families and trained counsellors to support the survivors get back to daily life; economic rehabilitation through skills training and entrepreneurship opportunities along with continuous dialogue; and enhance community awareness, initiate dialogue, and reach out to youth on gender based violence and gender issues.

We also engage with conventional value chains like garment manufacturers to help create and sustain workspaces which are free from sexual violence and lead to improved working conditions for all. One of our largest programs is the Gender Equality Program which is being implemented in phases across garment factories in north and south India. The aim of this program is to provide better working condition for all, introduce good management systems and practices, career progression for women in factories, and proper implementation of laws on sexual harassment at workplace based on national policies and international guidelines. A significant impact of this program has been that in addition to the change in attitude of both men and women towards each other at workplace, this change has percolated down to the families and communities of these workers thereby triggering a bigger societal change.

## **Campaigns and Capacity Building:**

Our other interventions include a multi-state gender campaign ‘It’s Possible’ which focuses on involving youth, especially adolescent girls in the dialogue on gender equality through debates and discussions. A group of youth work as change-makers to spread awareness and provide support to others. In rural areas, adolescent girls are trained on emotional resilience so that their decision-making abilities are strengthened.

## **Research and Assessments:**

Change Alliance has partnered with like-minded organisations such as Breakthrough, Difficult Dialogues, Development Alternatives, and ICRW working on issues of violence against women and gender equality, and encouraging discussions and debates on gender-based issues impacting policies, to assess or evaluate their programs. Our strong expertise and history of work on gender justice has helped us provide critical strategic insights to our clients as well.

Our projects on gender are spread across states including Madhya Pradesh, Uttar Pradesh, Haryana, Delhi-NCR, Karnataka, Rajasthan, Jharkhand among others. On various other thematic areas such as livelihood, education, or WASH, our interventions are largely focused on women especially those from marginalized communities.



### **About Change Alliance:**

Change Alliance is a for-profit organisation providing CSR consultancy and other development sector services to both companies and civil society organisations. Our services include end-to-end CSR strategy, design, implementation and management of large programs, in-depth research, baselines and end-term impact assessments, mid-term evaluations, and training and capacity building across sectors and industries. We have expertise and a successful track-record in conducting large-scale research, monitoring and evaluations, trainings, and implementing campaigns especially in education, gender, livelihoods, and climate change. And our 60 years legacy of developmental work, engaging with civil societies across the globe, and working with over 300 partner organisations in India has helped clients reach the remotest corners of the country.

Change Alliance is a wholly owned subsidiary of Christian Aid UK, an international non-profit organisation supporting development and humanitarian work in India for over 60 years.