

JOB DESCRIPTION: MALE COMMUNITY ORGANISER PREVENTION OF VIOLENCE AGAINST WOMEN AND CHILDREN



ABOUT SNEHA

A secular, Mumbai-based non-profit organization, SNEHA believes that investing in women's health is essential to building viable urban communities. SNEHA is 450+ person strong, innovative and progressive organization that works on health and nutrition in urban slum pockets with women and their families. SNEHA follows the life-cycle approach to health and nutrition, by intervening at critical junctures (adolescence, preconception, conception, pregnancy, postnatal, infancy and toddlerhood, family planning) to ensure improved health and nutritional outcomes for women and children living in some of Mumbai's most vulnerable and deprived slums and in the Mumbai Metropolitan Region (MMR) as well.

SNEHA recognizes that, in order to improve urban health standards, our initiatives must target both care seekers and care providers. We work with communities residing in informal settlements to empower women and communities to be catalysts of change in their own right and collaborate with existing public health systems and health care providers to create sustainable improvements in urban health. We have currently 11 programs running across SNEHA which are Maternal and Newborn Health (MNH), Child Health and Nutrition (CHN) – Aahar, Empowerment, Health and Sexuality of Adolescents (EHSAS), Prevention of Violence against Women and Children (PVWC) (e) SNEHA Centre, SNEHA Shakti, Healthy Cities Project (HCP), Samagra, Palliative Care, Livelihood Generation, Central Operations, Research and IM.

ABOUT THE PROGRAM

SNEHA's Program on Prevention of Violence against Women and Children (PVWC) aims to develop high-impact strategies for primary prevention, ensure survivors' access to protection and justice, empower women to claim their rights, mobilise communities around 'zero tolerance for violence', and respond to the needs and rights of excluded and neglected groups. The Program prioritizes enhanced co-ordination of the state response to crimes against women through a convergence approach that works with government and public systems to reinforce their roles in assuring basic social, civil and economic security.

In collaboration with University College London, the Program is working on a major cluster randomized controlled trial (cRCT) testing the effects of community interventions for primary and secondary prevention of violence against women and girls. In informal settlements of Mumbai, we are testing the effects of community mobilization through groups and volunteers to prevent violence against women and girls. In India, 29% of women report physical violence in the last year, 7% sexual violence, and 30% multiple forms of violence, causing physical, mental, societal, and economic harms. Reviews suggest community mobilization as a promising approach, but there have been few large enough trials of prevention programs. Our community intervention has been developed over 16 years of programmatic experience and two years of preparatory research, and our understanding of its effects is encapsulated in a theory of change. We will compare 24 areas receiving support services, community group, and volunteer activities with 24 areas receiving support services only, primarily in terms of effects on occurrence of intimate partner violence and domestic violence in the last year. We will also examine disclosure of violence to support services, community attitudes to violence, bystander intervention, gender equality, and occurrence of non-partner sexual violence. Backed by public engagement, advocacy, and open publication, our vision is of a replicable community-led intervention to address the public health burden of violence against women and girls.

THE PROFILE

The Community Organizer will be responsible for implementation of intervention activities in one intervention cluster and will be based in the community office.

Description

The post-holder will implement the project activities in the intervention cluster. They will have community mobilization and group work skills. They will demonstrate flair, enthusiasm, innovation, and leadership when faced with challenges in the

community, and will provide immediate response to local occurrences. The Community Organizer will be willing to work on issues around gender and violence against women and children in the community.

The Community Organizer reports to the Community Program Officer and maintains day-to-day contact with all her colleagues and supervisors.

DUTIES AND RESPONSIBILITIES

Overall efficient day-to-day implementation of activities in the intervention cluster

- Implement the plan for the intervention cluster with her program officer on daily basis.
- Conduct intervention activities such as community mobilization, group meetings, training sessions, management of volunteers, and organizing events and campaigns.
- Refer and accompany beneficiaries to police, public health providers, and other organizations in the intervention areas.
- Make weekly and monthly activity plans with the supervisor.
- Collect data and report on a timely basis to the community program officer. Enter the field data on a software application.
- Maintain documentation required in the project such as details of identified and referred cases and case studies.
- Ensure confidentiality and anonymity of the beneficiaries in the project.

QUALIFICATIONS AND EXPERIENCE

1. Educational qualification: Minimum HSC degree.
2. At least one-year experience of community work preferable.
3. Oral and written command of Hindi, Marathi and working knowledge of English.

LOCATION

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PERSONAL ATTRIBUTES

1. Achievement mind-set to accomplish project goals.
2. Effective communication, personal and interpersonal skills.
3. Ability to solve problems in the community.
4. Commitment to community engagement.
5. Sound values and work ethics.
6. Open to diversity and respect for everyone.

Applications to be sent via email to damini.pandev@snehamumbai.org with Subject line: "Position Name mentioned in the JD"