

## **Program Officer- Prevention of Violence against Women and Children, TARA at Wadala and Kurla (woman preferred)**

### **ABOUT SNEHA**

A secular, Mumbai-based non-profit organisation, 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 recognises 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 mobilisation 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**

This position is based at Wadala and Kurla. The Program Officer acts as a point of contact for the Little Sister Sanginis. Little Sister Sanginis are women volunteers trained in a software application to report the survivors of violence. The Program Officer identifies the women from the Sanginis who can take the responsibility to become a Little Sister Sangini. She establishes rapport with the women's groups and Sanginis and integrates strategies to sustain them till the end of the program, ensuring quality services are provided by each of them.

The Program Officer reports to Program Coordinator and the respective Program Coordinators at each location

## **JOB LOCATION**

Wadala and Kurla

## **DUTIES & RESPONSIBILITIES:**

- Establish rapport in the community with women's group by attending group meetings and networking with Sanginis and existing Little Sister Sanginis.
- Identify the Little Sister Sanginis in Kurla with the help of other Program Officers and Community Organisers.
- Conduct training sessions on software application for Little Sister Sanginis
- Conduct training sessions on content related to gender-based violence
- Assist Little Sister Sanginis in technical problems related to the phones they are using
- Support Little Sister Sanginis identify and fill in the case-work for the women they have identified. Follow up with them on day-to-day basis according to the location
- Participate in the Sangini meetings at each location
- Conduct case sharing meetings of Little Sister Sanginis
- Assist PC and field team in organizing community events and campaigns
- Identify cases related to gender based violence, child sexual abuse and mental health and link them to the respective Community Organiser
- Ensure adherence to SNEHA values, policies and guidelines

## **MANAGEMENT & REPORTING**

- Report daily, weekly and monthly to the Program Coordinator and the Coordinators at Wadala and Kurla
- Contribute to the reports, prepare documentation, and help Little Sister Sanginis fill case work data.
- Contribute to the organizational culture and work of SNEHA to an appropriate degree

## **QUALIFICATIONS & EXPERIENCE**

### **Essential**

- Educational qualification: MSW or any Master Degree in social science
- Minimum one year of experience in the area of gender-based violence or related issues
- Knowledge of using android phones with ease
- Excellent skills of interpersonal communication,
- Oral and written command of Hindi and Marathi with basic knowledge of English
- Self-starting and self-monitoring abilities
- Willingness to work in the community and travel from one area to another area of intervention

### **Desirable**

Two or more years of experience of working in a program on gender-based violence

## **SKILLS & COMPETENCIES**

1. Strong interpersonal skills with an ability to be humble is required
2. Understanding the woman from her culture of marginalized urban settlements will be important
3. Working with the Coordinators and field staff as a team

Applications to be sent via email to [damini.pandey@snehamumbai.org](mailto:damini.pandey@snehamumbai.org) with Subject line: "Program Officer,PVWC,Wadala"