Another girl has been gang raped ... and killed by her rapist.

Such events trigger conversations — in the park where neighbours take their morning walk, on the bus or Metro with young girls travelling to college, in an office or on television debates. The tone is always angry.

What are we angriest about? The horrific details of the rape, how these incidents are increasing, how we fear for our daughters when they go out to work or study, how women feel unsafe, especially after dark...

Whom or what do we blame? Poverty... lack of education... poor policing... the government... NGOs not doing their work properly... women's dress... their behaviour... even chowmein and mobile phones! And, of course, men.

We are able to identify with the fear when it comes to incidences of harassment, rape, eve teasing. The frustration that nothing will change, because sexual harassment and sexual assault is such a deep rooted part of our culture. It is woven so intricately into the fabric of our lives that those of us who are victimised feel we are at fault. And anger at those who perpetrate this violence, because they feel justified by the strong societal messages which say rape, battering, sexual harassment, child abuse and other forms of violence are acceptable.

One always asks when things will change, when will women be safe. Is the problem only because others, society at large, won’t change? Or is it possible that I, as an individual, can also change the circumstances?

This consciousness that change is possible individually and collectively is at the heart of the Kadam Badhate Chalo programme outlined in this practitioner's guide. Kadam Badhate Chalo is a youth-led programme to end violence against women. Youth are the change agents, taking the lead in raising awareness within their homes, in their communities and among local police, government and educational institutions to come forward and take action to end violence against women. By helping you implement Kadam Badhate Chalo in your community, this how-to guide puts change in your hands.

Follow the Kadam Badhate Chalo blog (http://pria.org/kadam-badao/category/blog/?pid=25&ppid=0) or connect with us on Facebook (https://www.facebook.com/kadambadao/) to know how others, just like you, are becoming part of the solution.
What Is Kadam Badhate Chalo?

Kadam Badhate Chalo is a youth-led programme to end violence against women. It develops and supports youth leadership among both boys and girls, providing them with tools of change which they can use to meet collective goals. In the process, these youth become agents of change. It emphasises partnerships — between young boys and girls in communities, universities, schools, colleges — to learn to come together and take action.

Working together to influence families, local communities, educational institutions, government, the judiciary, police, public transport systems, commercial establishments and public policy, these youth take collective steps to end violence against women.

Key Features of Kadam Badhate Chalo

- **Young girls and boys are change agents:** Youth play the most important role in undertaking the programme. Youth may be from high schools, colleges, universities, and from the community.

- **Addresses attitudinal change and personal responsibility in both boys and girls, with a specific focus on men and boys:** The programme heightens awareness and sensitivity on gender issues with a view to persuading every individual — boy or girl, man or woman — to take personal responsibility for actions and speaking out against gender discrimination and violence against women.

- **Promotes participation and partnership:** The process emphasises equal participation of and partnership among boys and girls.

- **Peer learning is key to learning behaviour change:** The activities of the programme encourage young people to share information and learn from each other.

- **Pushes for involvement of panchayats, municipalities and elected representatives:** Support from local government officials facilitates citizen participation in the programme.

- **Encourages accountability:** Demands both individual and institutional accountability to ensure sustained success of the programme.
Undertaking Kadam Badhate Chalo

The Kadam Badhate Chalo programme is organised in three phases. Each phase has a specific set of activities that must be completed. Besides these, you may also choose to conduct any activities that you feel are relevant for your context and is decided by the youth groups you are facilitating.

Phase 1: Youth Ready to Act

**Time:**
3 to 4 months

**Result:**
A sensitised and ready-to-act group of about 50 young boys and girls in the age group of 14 to 25 years from the target community

**Activities:**
1. Mapping of existing youth groups from the community, which includes wards and panchayats
2. Engaging the youth to break barriers, to strengthen cohesion and to inculcate need to act to end violence against women
3. Formation of youth groups
4. Sensitisation and awareness generation of youth groups through participatory processes
5. Youth publicly take responsibility and commit to change and action
6. Identification of potential youth leaders
7. Youth leaders begin planning for next stage
**Phase II: Youth-led Community Action**

**Time:**
4 to 6 months

**Result:**
Community is sensitised by the youth. They raise demands and take actions to end violence against women and girls in their neighbourhoods and communities.

**Activities:**
1. Youth leaders explain the programme and the issue of violence against women to community members and elders to garner community support
2. Youth leaders identify community volunteers, local media, key community institutions and other individuals as collaborators and partners
3. Youth leaders undertake Participatory Safety Audit (PSA) in the community (village, ward, schools, colleges, universities, market place, police stations, etc.)
4. The results of PSA are shared in public events that are presided over by the head of the municipality/panchayat
5. Youth leaders conduct campaign to raise awareness on the issue of violence against women and to demand actions from institutions

**Phase III: Responsive and Accountable Institutions**

**Time:**
3 to 4 months

**Result:**
Local institutions agree to partner with youth and take concrete actions to address the demands raised by the community to end violence against women. Nodal officers/structures are identified in different institutions for sustained coordination with the youth leaders and the community.

**Activities:**
1. Youth leaders engage with institutions to raise awareness and demand action
2. Institutions finalise action plans
3. Institutions roll out compliance mechanisms for prevention, prohibition and redressal of violence against women within their institution
4. Youth prepare their own action plan to follow-up on the plans prepared by the institutions
5. Multi-stakeholder meetings held to share action taken with the community
6. Preparation of long-term action plan by youth group to sustain progress made