

# IMPACT ANALYSIS REPORT

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KADAM BADHATE CHALO



**Authored and designed by:**

Samia Siddiqui

**Data collected by:**

Sonia Khatri

Samia Siddiqui

**Edited by:**

Tariqa Tandon

Samiksha Jha

Stuti Paul

**Published by:**

**Martha Farrell Foundation**

**October, 2025**

# Introduction



Kadam Badhate Chalo (KBC) is a flagship programme of the Martha Farrell Foundation (MFF). It is designed to combat gender-based and sexual violence by equipping adolescents with a deep understanding of gender dynamics and the social realities that perpetuate inequality. Initially launched as a campaign in 2013 by Participatory Research in Asia (PRIA), KBC evolved into a full-fledged programme under MFF in 2015. The programme aims to:

Build a strong gender-sensitive perspective among adolescents, making it a core part of their identity and leadership journey.

Enable adolescents to adopt a gender lens, fostering critical thinking and self-reflection for personal transformation.

Equip young leaders with the necessary tools and skills to identify and address gender-based violence in their lives, schools, and communities.

Foster youth leadership, capable of initiating interventions to address and challenge sexual and gender-based violence (SGBV).

KBC also aims to create safe, inclusive, and empowered learning spaces for adolescents to explore the concept of gender and gender-based violence (GBV) through individual and collective action. Adolescents from schools and communities embark upon a transformative learning journey that opens a pathway towards self-empowerment and supports them to take on social advocacy roles, ultimately bringing about change within their environments.



The programme focuses on building community-led leadership, encouraging young leaders to:

- ✓ Identify specific issues related to gender and safety in their communities and schools.
- ✓ Engage with stakeholders such as parents, teachers, local authorities, and peers.
- ✓ Design and implement community-driven solutions to address these challenges.

The KBC programme in Delhi adopts two approaches: Direct intervention with communities to develop local leadership for social advocacy and collaboration with civil society organisations, which helped implement the programme in communities like Seemapuri.

In Haryana, the programme is implemented through a school-based model in government schools across Panipat and Sonipat. This is carried out in partnership with the Department of Education, Panipat, and the District Child Protection Unit. The focus is to create safe learning spaces for all.

KBC continues to grow as a transformative adolescent-led initiative strengthening adolescents' voices, fostering inclusive leadership, and creating sustainable pathways to end gender-based violence.

# Programme Locations

## Panipat, Haryana

Panipat is one of the 22 districts of Haryana. According to the 2011 census, Panipat district has a population of 12,05,437, of which 5,56,487 (46%) are female, thus giving a sex ratio of 861 females for every 1000 males. The average literacy rate in the district is 77.5%, the male literacy rate is 85.4% and the female literacy rate is 68.2%. As per information from various government sources, the problem of dropping out of schools is common for girls in the district, primarily due to safety reasons. Within the Panipat district, the programme focused on Panipat city and Samalkha town.



## Delhi

Delhi, the capital of India, is a densely populated Union Territory with over 16.8 million people, according to the 2011 census. The sex ratio in Delhi stands at 868 females per 1000 males, and the literacy rate is relatively high at 86.2%, with male literacy at 91% and female literacy at 80.9%.

Delhi is also the home to over 675 slums with approximately 1.6 million people residing in them, many of whom are migrant workers or people displaced by development projects.

These areas are often marked by overcrowding, lack of legal housing rights, inadequate access to clean water, unsafe sanitation, limited healthcare and educational facilities. The residents, particularly women and children, face serious safety concerns, including gender-based violence, substance abuse in the neighbourhood, and child labour.

# 2024-25

## Outreach and Activities

### Communities reached

- 3** new communities across Delhi-NCR involved in in-depth sessions: Jasola Vihar, Tigri, and Nandnagri
- 5** of our old communities across Delhi-NCR involved in awareness sessions: Mukherjee Nagar, Taimoor Nagar, Haji Colony, Sonia Camp, Tahirpur



### Schools reached

- 40** schools involved in orientation sessions in Panipat district, Haryana
- 5** schools involved in in-depth sessions in Panipat district, Haryana

### Sessions facilitated

- 106** sessions facilitated in eight communities and five schools on understanding self, gender and sex, gender-based stereotypes, gender-based violence, child rights and child sexual abuse, and participatory safety mapping





## Adolescents reached

**3861** adolescents reached in eight communities and 40 schools

- **1575** adolescent boys
- **2286** adolescent girls

## Adolescent leaders emerged

**405** adolescent leaders emerged in three communities and five schools

Trained to identify gender-based violence and educated about their rights to protection from sexual abuse. They gained a comprehensive understanding of the Protection of Children from Sexual Offences Act (POCSO) Act, 2012, including in-depth knowledge of reporting mechanisms and complaint procedures, equipping them to navigate the legal framework effectively



## Campaigns held

**3** adolescents-led rallies and campaigns held

- Nukkad natak on substance abuse
- Awareness-building sessions on Menstrual hygiene day
- Poem writing and art competitions were held on International Girl Child Day



## Trained on POCSO Act, 2012

**2034** principals and teachers Trained on their rights and responsibilities under the POCSO Act, 2012 and how they can create safe, inclusive and empowering learning spaces.

**992** adolescents trained on building awareness on POCSO Act, 2012, through online training capsule (OTC)

## Partnership with institutions

**5** institutions reached

### Government

- Haryana State Commission for Women
- Station House Officer, Panipat
- District Education Officer, Panipat
- District Child Protection Officer, Panipat

### Civil Society Organisation

- TeamUp for Transformation



## Publications

**6** studies, reports, and blogs were published

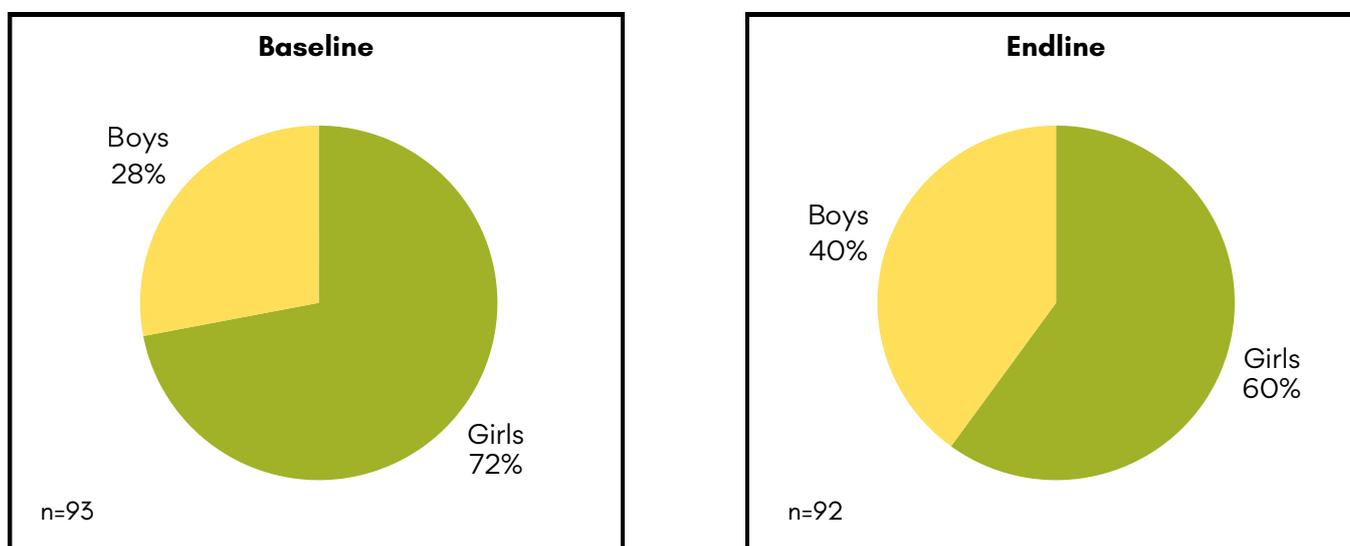
- Meri Pehli Mahawari
- Understanding consent and boundaries
- Mapping silent stories
- Poems and possibilities: A writer's day out in Mukherjee Nagar
- Empowering voices: Building trust and breaking barriers
- Who is responsible for gender-based violence?

# Impact

In the 2024-25 financial year, the Kadam Badhate Chalo (KBC) programme extended its reach to three new communities in Delhi-NCR (Jasola Vihar, Tigri, and Nandnagri) and five government schools across Panipat districts in Haryana. Through a series of participatory sessions, adolescents from these communities and schools were engaged deeply in concepts of gender and sex. Such sessions made them question commonly held gender-based stereotypes and address issues related to GBV in their immediate surroundings.

After an initial round of orientation sessions, adolescent girls and boys from both the communities and in schools of these locations voluntarily nominated themselves to participate in the programme. These sessions created safe spaces for learning, reflection, and collective action.

## Gender distribution of survey participants



In June 2024, a comprehensive baseline survey was conducted across three communities in Delhi and in five schools in Haryana. The survey was conducted with 93 adolescents, including 40 from Delhi (19% boys and 81% girls) and 53 from Haryana (38% boys and 63% girls).

Following several months of continued engagement through the KBC programme, an endline survey was carried out in March 2025 in the same locations. 92 adolescents participated in the endline survey, with 42 from Delhi and 50 from Haryana. Of the total participants, 40% were boys and 60% were girls. The baseline and endline assessments provided insights into the shifts in knowledge, attitudes, and practices among the adolescents who took part in the programme.

## Methodology

The survey consisted of eight statements designed to quantitatively assess participants' gender sensitivity and understanding of gender-based violence and patriarchal norms prevalent in society. Questions in Hindi on paper were distributed amongst participants, who were encouraged to respond to the given statements. The survey remained anonymous, with participants only providing their age, school, and gender. Programme staff were available to assist if needed. Once collected, the responses were digitised using Google Forms for analysis. The data collected using quantitative and case studies (qualitative) form were both taken into account to support the analysis.

Participants were already familiar with the facilitators and the environment, which encouraged openness and trust among the groups. While data collection was primarily form-based, informal discussions also took place, allowing for spontaneous responses. Many participants shared their reflections with facilitators after completing the survey; these conversations were also included as part of the qualitative data. Each session aimed to encourage an environment of mutual respect and equality, where participants felt safe expressing their thoughts without fear of judgment. Verbal consent was obtained for taking photographs, sharing quotes publicly, and facilitators received the necessary permissions for the same.



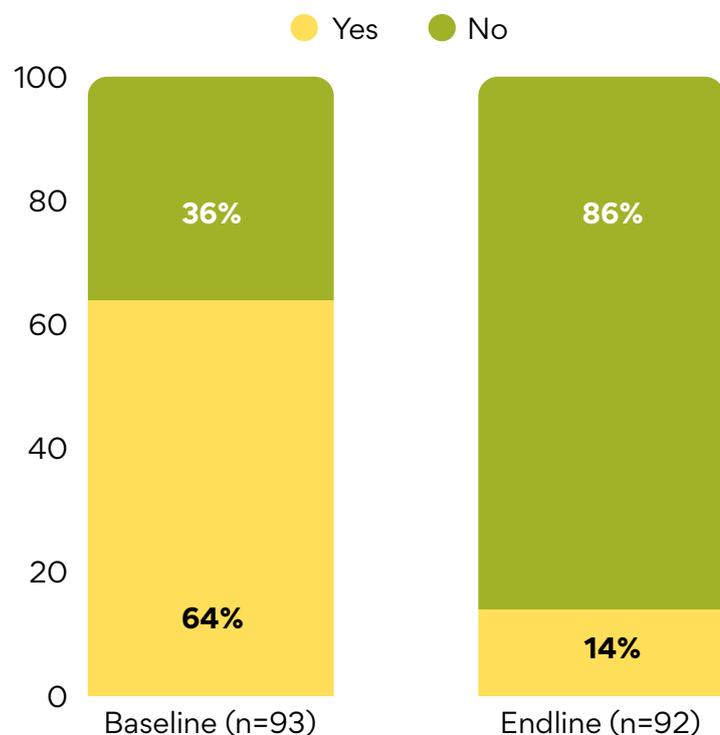


# Findings

## 1. Married women should not take up jobs involving travel, as it might affect their family lives, and they should be there for their husband and in-laws.

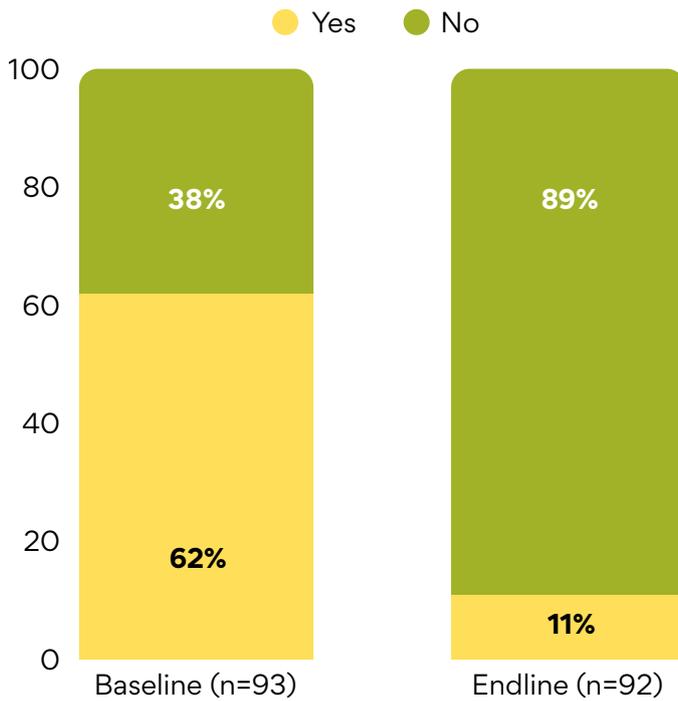
The cultural norms and stigmas regarding women going out and working still prevail. These norms confine women to their homes and solely devote themselves to taking care of their husband, children and in-laws. Not only this, but if a woman is working, then she is expected to do household chores without any help from her husband or other family members. These expectations limit women to unpaid carework, and their dreams or careers are considered less important than their familial responsibilities. These stereotypical thoughts also limit women's freedom of choice and their chances to become financially independent. When young people grow up with these beliefs, they continue to pass on unequal roles for women and men.

During the baseline survey, 64% of adolescents expressed the belief that women should not work outside the home, fearing it would disturb their family life. However, by the endline, a significant shift was observed in these numbers. 86% of the adolescents disagreed with the statement, and only 14% of adolescents continued to hold this view.



## 2. Wearing clothes that fully cover one's body reduces the chances of being sexually harassed.

During the baseline survey, 38% of adolescents agreed with the given statement, while 62% disagreed. This reflects some awareness that the choice of clothing does not cause harassment



Yet more than one-third of adolescents still held the belief that survivors are somehow responsible for the violence they face, an idea that reflects the victim-blaming culture in our society. This belief shifts attention away from the perpetrators and wrongly places the burden of safety on the survivor, especially girls and women.

Over the course of the KBC programme, as adolescents participated in sessions on gender, consent, safety, and power, they began to question their thoughts on these ideas. They listened to each other's experiences, discussed real-life scenarios, and reflected on how violence and harassment are about power, not clothing.



By the endline survey, there was a significant and meaningful change. Only 11% of adolescents still believed that clothing causes harassment, while 89% disagreed with this idea. Many adolescents now express that sexual harassment can happen to anyone, regardless of what they are wearing, where they are, or what time it is.

During the body mapping session, one of the participants shared -

**“I recall a distressing incident on my way to the coaching class in the evening, wearing a burkha. A group of boys stalked and made an inappropriate remark, ‘If you look so beautiful in a black burkha, how stunning would you be without it?’ Fearful and overwhelmed, I chose to run away rather than confront them. I had never shared this experience with anyone before, fearing that if my family knew, they might restrict my freedom and prevent me from leaving the house.**

**KBC leader  
Seemapuri**

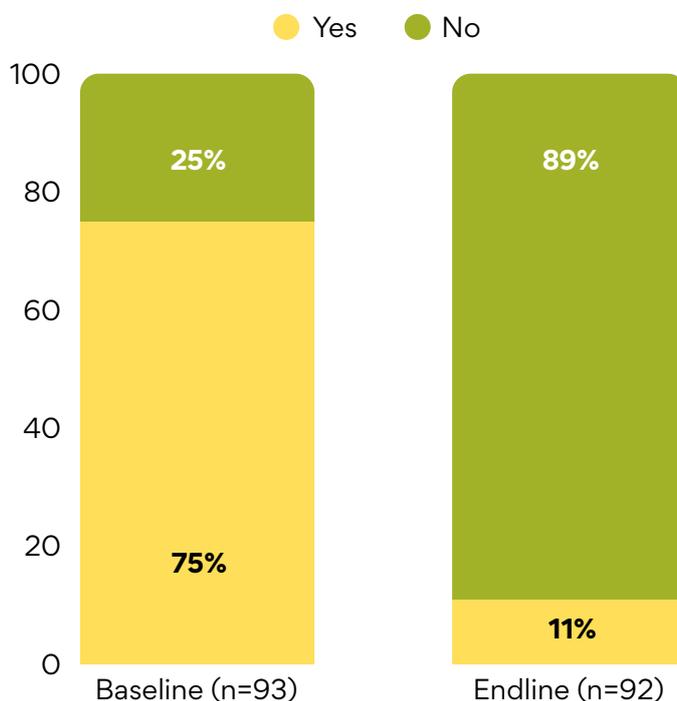


### 3. There are people with 'different thoughts' on social media, so girls should not post so many photos.

#### “Log kya kahenge?”

(What will people say?) is a question which reflects a larger problem. During the baseline survey, 75% adolescents agreed with the idea that girls should avoid posting their photos on social media because "the environment is not safe" or because "people are wrong on the internet." Only 25% disagreed with the statement.

However, after continuous conversations through the KBC programme where adolescents openly discussed digital safety and rights, consent, boundaries, and power dynamics, this mindset started to shift. By the endline survey, 89% of adolescents disagreed with the statement. They now believe that every individual has the right to post what they wish and is free to express themselves in a way they are comfortable with on social media.



They now think that there is no universal “right or wrong” way to express oneself online; it is entirely a matter of personal choice. This shows that young people are beginning to understand the importance of agency, bodily autonomy, and the idea that consent also matters online as much as it does offline. More importantly, they are learning to stop blaming the victim and start questioning those who misuse platforms and violate boundaries.

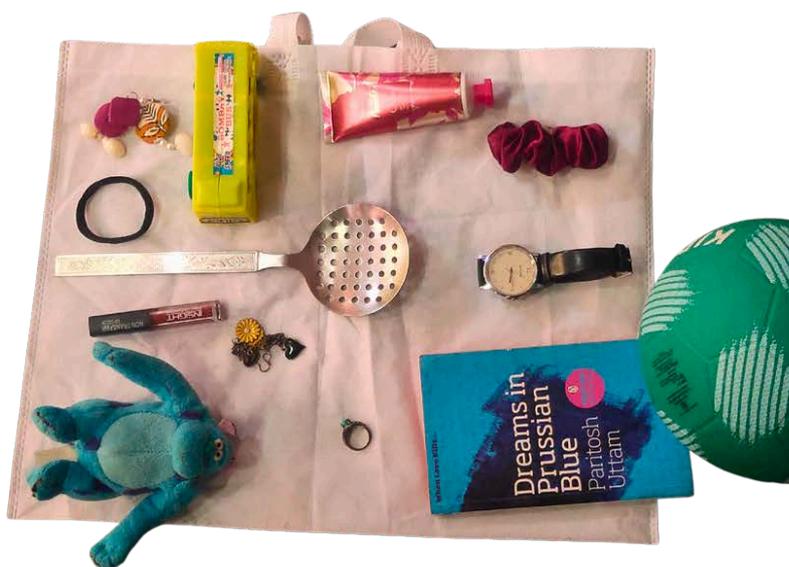
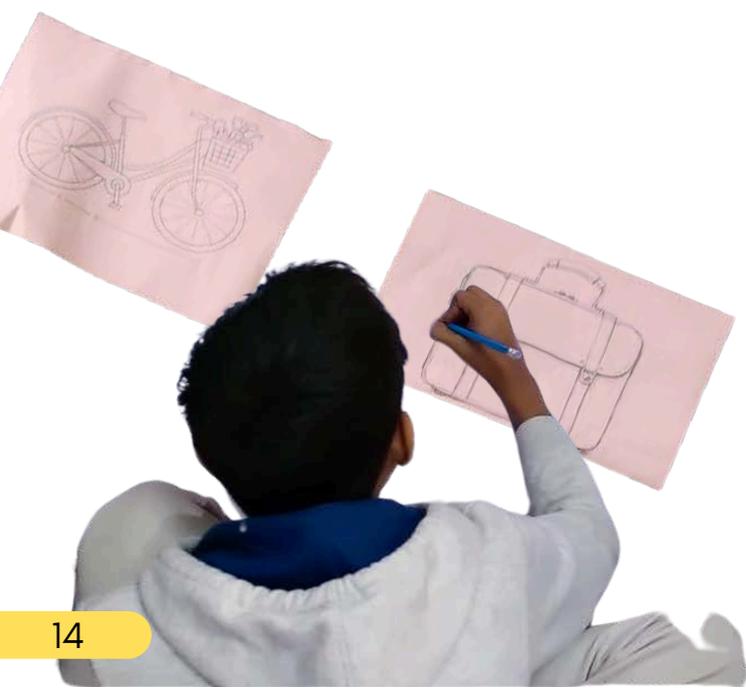
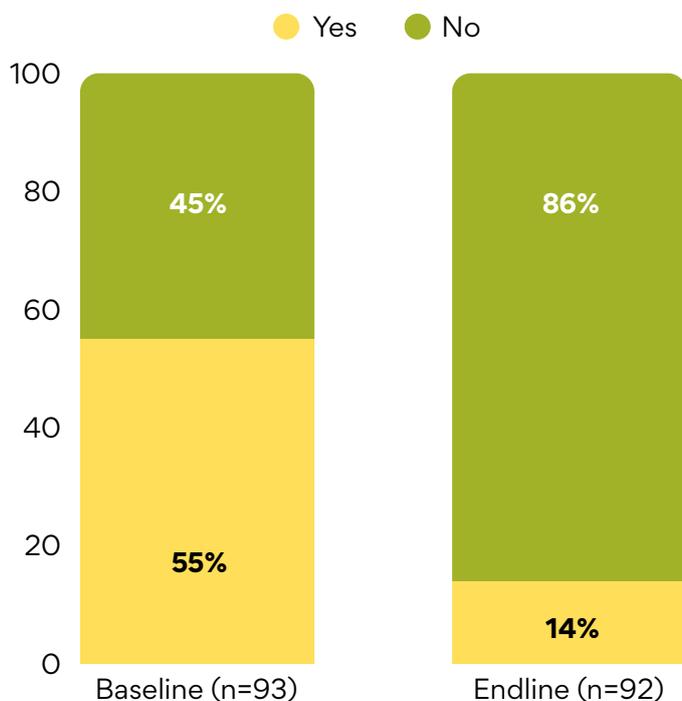


#### 4. A boy does not need to help with domestic chores like cleaning, washing utensils, cooking, etcetera, because girls are better at this work.

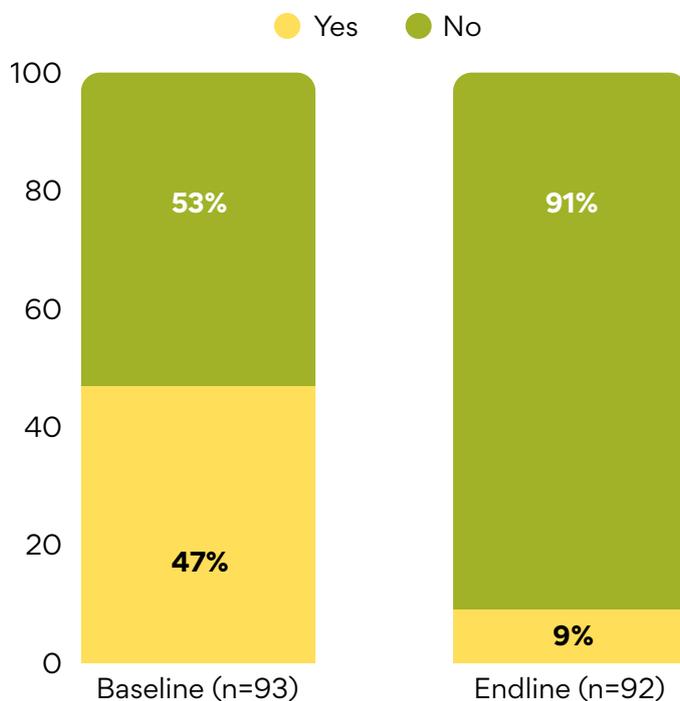
In many households across India, it is still widely believed that household chores are the responsibility of girls, while boys are often not expected or even encouraged to participate in domestic tasks. This belief not only reinforces gender inequality but also places an unfair burden on girls from a young age, and it limits boys from learning essential life skills.

This attitude was reflected in the baseline survey, where 55% adolescents agreed with the statement. However, 45% disagreed, stating that domestic responsibilities should be shared equally, regardless of gender.

In the endline survey, 86% adolescents disagreed with the idea that boys are exempt from doing household work. Only 14% continued to support this view, highlighting that sustained engagement can challenge and change patriarchal norms, creating a path towards more gender equal spaces, not only in public but also in private spaces such as our homes, where change often begins.



## 5. Men should handle financial matters because they are better at managing money than women



In many communities, the belief that men are naturally better at handling money continues to influence how financial responsibilities and power are divided within households. This stereotype often sidelines women from important financial decisions, limiting their independence and reinforcing unequal power dynamics.

During the baseline survey, 47% of adolescents agreed with the statement that men should take care of financial matters because they are better at managing money. However, a slight majority (53%) disagreed, indicating a slow but growing shift toward gender-equitable thinking, where financial decision-making is seen as a shared responsibility, not something determined by gender.

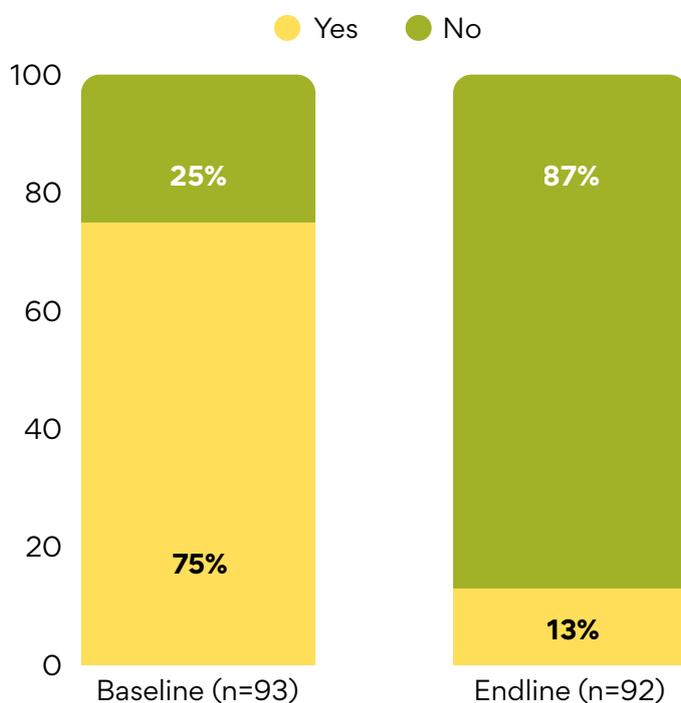
Throughout the KBC programme, adolescents engaged in meaningful discussions on gender roles, power, and equality, questioning long-standing norms around money, leadership, and control. As a result, by the endline survey, there was a remarkable change in attitude.

91% of adolescents disagreed with the idea that men are more suited to managing money, while only 9% still agreed with it.





## 6. Men should not show vulnerability or express emotions like sadness or fear, as it makes them appear weak.



In many cultures, men and boys are raised to believe that showing emotions is a sign of weakness. From a young age, they are told not to cry, “man up,” and hide feelings like sadness, fear, or vulnerability. This pressure to appear strong at all times leads to emotional suppression and affects their mental well-being.

This mindset was reflected in the baseline survey, where 75% of adolescents agreed with the statement that men who express emotions are seen as weak. Only 25% disagreed, recognising that men, like everyone else, are human and should have the freedom to express their emotions without fear of judgment. This divide highlights how deep-rooted societal expectations around masculinity continue to shape how boys and men behave and are perceived.

However, throughout the Kadam Badhate Chalo (KBC) programme, as participants engaged in honest conversations about gender roles, stereotypes, and emotional health, their perspectives began to shift. By the endline survey, only 13% of adolescents continued to believe that emotional expression makes men look weak. 87% disagreed, affirming that being emotional is not a flaw but a human need, and that masculinity should not be measured by silence or emotional detachment.

“Crying is a far-off thing. I do not think I can even express myself in front of others. Whenever I try to share my problems with friends, they laugh at me instead of helping. They say things like, ‘You are overthinking, this is not a big deal, have a cigarette and you will be okay.’ So now, I have stopped saying anything to anyone. When I feel heavy, I cry alone at night and sleep.

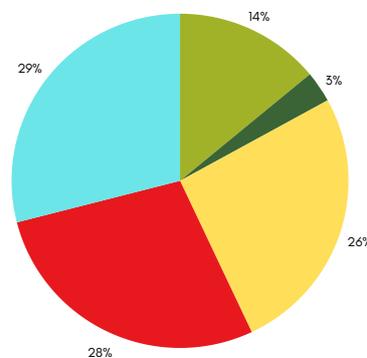
KBC leader  
Tigri



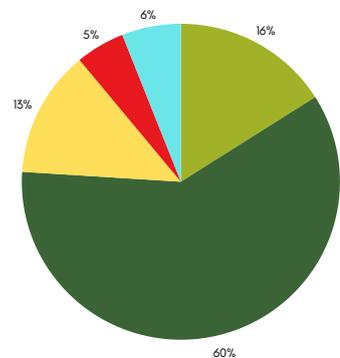
## 7. What type of individuals face harassment? Choose.

The baseline survey revealed a wide range of beliefs among adolescents regarding the causes of sexual harassment, many of which reflect common victim-blaming attitudes still prevalent in society. For instance, 14% of adolescents believed that individuals who are quiet or do not speak up are more likely to be harassed, and 29% thought that being outspoken could make someone more vulnerable to harassment. Additionally, 28% felt that girls who are friends with boys are at greater risk, while 26% associated harassment with wearing sleeveless or revealing clothes.

- who wear sleeveless clothes
- who are friends with boys
- who are outspoken
- who are quiet
- none of these



Baseline (n=93)



Endline (n=92)

Only 3% of participants during the baseline survey identified that harassment is not caused by any of these factors, but rather by the mindset and actions of the person who commits it.

However, by the endline survey, 60% of participants believed that none of these factors, such as clothing, behaviour, or friendships, justify or lead to harassment. Instead, they recognised that harassment is rooted in the power, entitlement, and harmful attitudes of the perpetrator, not in the choices or actions of the person being harassed.

By unlearning these myths, young people begin to create a safer, more respectful environment, one where harassment is confronted at its source, and where everyone, regardless of how they dress, speak, or socialise, has the right to feel safe and respected.



“ If a girl wears jeans, she is considered spoiled. If she laughs openly, her character is questioned.

Priyanka, 15-years old  
Panipat, Haryana

[Read the full story here](#)



# Looking Ahead



The Kadam Badhate Chalo (KBC) programme has shown that when adolescents are provided with safe spaces, guidance, and knowledge, they are capable of questioning stereotypes and leading change within their homes, schools, and communities. The shifts recorded between the baseline and endline surveys clearly highlight that young people are ready to challenge deep-rooted patriarchal beliefs, whether about women working outside their homes, sharing household chores, making financial decisions, or freely expressing their emotions.

A core strength of KBC lies in its adolescent-led approach. By placing young people at the centre, the programme creates opportunities for peer-to-peer learning, which makes conversations on sensitive issues like gender-based violence and equality more relatable and impactful. Adolescents often listen more openly to their peers, and this approach builds confidence, leadership, and solidarity among young participants.

The programme has also worked extensively with boys, encouraging them to reflect on their own privileges, question harmful notions of masculinity, and see themselves as equal partners in building safer and more respectful spaces. This engagement is crucial to ensure that the responsibility of creating gender-just spaces does not rest on girls alone.

Institutions, particularly schools, have an equally important role to play. Schools can either perpetuate gender-based stereotypes or challenge them by creating safe, inclusive spaces. KBC's collaboration with schools has demonstrated how teachers, administrators, and peer groups can become allies in shifting mindsets and institutional practices.

Working with schools and other stakeholders such as parents, community leaders, and government departments ensures that the change adolescents experience is supported and sustained at multiple levels.

Through participatory sessions, campaigns, and leadership training, KBC has helped adolescents move away from victim-blaming mindset and recognise that gender-based violence is about power and inequality, not about clothes, behaviour, or social media usage. More importantly, both girls and boys are beginning to see themselves as equal partners in building communities based on dignity and respect.

The programme has been successful in creating young leaders who are not only more aware about their rights but are also confident enough in taking collective action. Be it through rallies and street plays, or through community dialogues, adolescents are emerging as role models. This shows that meaningful change is possible when young voices are heard and supported.

The findings of this report reinforce the importance of continuous learning , dialogue, and advocacy. By working with adolescents, schools, and other community stakeholders, KBC is supporting in building of a world where young people, regardless of gender, can thrive free from discrimination and violence.





**MARTHA FARRELL FOUNDATION**

**42, Tughlakabad Institutional Area, New Delhi – 110062**

**Email: [info@marthafarrellfoundation.org](mailto:info@marthafarrellfoundation.org)**

**Website: [www.marthafarrellfoundation.org](http://www.marthafarrellfoundation.org)**