



The socially apt group

Proposed Workshop Plan on Gender Sensitivity Project

Institute for Planning, Innovative Research, Appropriate Training and Extension

[Registered Name: Hijli INSPIRATION]

GC-1, 2nd Floor, Sector-III, Salt Lake City, Kolkata – 700 106

Phone: (033)-23587241, 23592969 Fax: (033)-23349945

Email: info@inspiration-india.org

Web Site: www.inspiration-india.org

Proposed Workshop Plan on Gender Sensitivity

Let's learn: to have clarity about gender identity as well as personal and social identity and to be a better balanced individual as human being

Mission

- To Develop an understanding of the concept of gender and stereotypes related to it and to empower adolescents to understand and challenge existing inequalities related to gender and Sexuality
- To facilitate a realisation of own roles and responsibilities as individual human being and to ensure productive contribution in the family and society
- In most of the adolescent training programmes on gender issues, girls are enrolled and attendance of adolescent boys is very rarely found. It's an initiative to sensitize boys too on gender inequality and its consequences in the society.

Objective

It seeks

- to understand prevailing societal norms related to gender, sex and sexuality
- to recognize the influence of socialization related to these norms
- to facilitate the ability to examine their own beliefs related to these norms
- to develop a constructive alternative approach towards gender related issues
- to become a better balanced productive individual in the society and to ensure own optimum contribution

Methodology

- It involves carefully structured interactive workshops, thematically linked ice breakers and topic based activities, facilitated debates and discussions, questions and answers, power point presentations, self exploratory exercises, skills practice exercises, quizzes, etc.

Expected Learning Outcome

- Broad understanding of gender and the interconnections between sex, gender and sexuality.
- Ability to challenge stereotypes and discrimination related to gender, sex and sexuality
- Clarifications about certain misconceptions related to these topics.
- Ability to examine/assess their own/internalised attitudes and beliefs related to these issues.
- Enabling to understand various kinds of discrimination and violations and develop skills to counter and/or seek redressal/ way out

Module	Title	Focus	No of Workshops
One	Need Assessment	Introduction and Assessing group need as well as individual need	1
Two	Rapport building	Warm up session and introduction of the topic	1
Three	Gender and Biology	Understanding from physiological point of view	1
Four	Understanding and Challenging Stereotypes	Awareness and personal development	1
Five	Understanding and Challenging Discrimination	Awareness and personal development	1
six	Case studies discussion	Developing insight	1
Seven	Sex and gender - a fact sheet	Developing insight	1
Eight	Sex and gender- a constructive approach	Developing self identity - modifying sex- based identity	1
Nine	Closure	Enabling to develop sense of dignity and respect towards self and others	1
Ten	Follow up (at least ONE after 3 months of finishing of the course)	Assessment of the impact of the programme and ensuring sustainability of it	1

Target area and target group

Hijli INSPIRATION runs 4 backup coaching centres for the children of the slums of Kamarhati who were mainstreamed into formal education system under the HARMONY project of the organisation during the period 2007-2010. Since then the children are under the folds of the organisation through different support mechanisms. From year 2010, Asha for Education has been supporting the children through extension and strengthening of the backup coaching centres with an aim to improve the curricular performance and help them graduate to the post school level.

The boy's strength in the centres is 41 and the workshop on Gender Sensitivity will be carried out with this group.

Total No. of Group & Participants: 4nos

3 groups will comprise of boys in the age category of

9-11 yrs , 12& 13 yrs, 14&15 yrs.

Beyond the boys group a target group has been conceived with the care givers since sensitisation of this section is required to inculcate the belief, attitude and practice in the centres as a norm.

Hence the composition of the target groups would be

Category	No.
Boys in age 9-11 years	15
Boys in age 12& 13 years	11
Boys in age 14 & 15 years	15
Caregivers (4 female and 2 male teacher volunteers)	6

Total no. of proposed workshop sessions /group: 10 [Along with the seven topic based sessions, three more sessions, one for introduction and group specific need assessment, one for closure and (at least) one for follow up after 3 months of finishing of the course]

Focus: To develop clarity about differences between gender identity and sex based identity and to acquire more holistic sense of social identity as a productive human being.

Session Duration: 2-3 hours/group (according to requirement)

[Sessions for 2 groups may be accommodated in one day (in two halves), hence two visit in a month may cover proposed 4 groups at least once]

Training dates to be negotiated mutually according to the convenience of facilitator/s and the organisation

Proposed Budget

Sl No	Head of Expenditure	Cost per Unit	No of Units	Total
1	Facilitation Fees	4000.00	10	40000.00
2	Travel Cost	2000.00	10	20000.00
3	Training material	400.00	10	4000.00
4	Audio Visual System	2500.00	4	10000.00
5	Refreshment of the Workshop	1000.00	10	10000.00
6	Space hire charges	300.00	10	3000.00
7	Documentation and Report writing	10000.00	1	10000.00
8	Organisational Overhead (Management, Communication and Admin Expenses)	10% of total cost		9700.00
	Total			106700.00