

Workshop plan on gender sensitivity for Adolescence and caregivers (as a continuation of earlier phases) *(Fourth Phase)*

Background

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 continue the effort of already introduced and initiated process of attitudinal change towards life - to learn to acquire a holistic approach rather than limiting the life in a gender based identity only.
[This programme was started with a purpose of giving an **exposure** to the **children and caregivers** of Sathi project at Kamarhati to be oriented towards gender sensitive society (**phase one**). This phase was more of need assessment opportunity for the facilitators too. The genuine requirement for relevant information, limitation of appropriate application and impact of faulty social learning & core belief system were felt and understood. Hence in the next phase an **intense** module on gender sensitivity was developed and executed for **all section of the community (phase two)**. The programme is being continued in the current phase as a **transition** process keeping in mind the sustainability of the programme, because all efforts of training will end up with no meaning unless the deep rooted attitudinal changes will happen in this regard. Hence the emphasis was made this time more on addressing myth, belief and social learning which are acting as a constraint towards effectiveness of the objectives. Primary focus of this phase is more on **caregivers, parents community people**, who can act as effective change makers for the children and the community in the long run (**phase three**). As the programme is approaching towards its closure, the focus of the next phase is more of **review and follow up** of the overall purpose of creating a gender sensitive environment (**phase four – proposed phase**) with **all levels**].
- To identify noticeable/visible change in attitude and behaviour as far as gender related issues are concerned and to ensure the sustainability of those desirable CHANGES among participants (for beneficiaries both boys and girls as well as for caregivers)

- To make a more gender sensitive environment (at coaching centre, home, formal school and locality) to ensure a more sustainable attitudinal change.
- **To address and redefine the myths and misconceptions about power dynamics in terms of gender role in family and society (such as empowering does not imply disempowering men/ curbing power of men, less opportunity for education and work can cause domestic abuse /violence in the family)**
- To facilitate a realisation of own roles and responsibilities as individual human being and to ensure productive contribution in the family and society.
- To bring clarity about scope for equal involvement in decision making process at home and outside as well as opportunity for equal accessibility & utilisation of resources and services available around irrespective of biological identity of man or woman
- Unlike many other adolescent training programmes on gender issues, both girls as well as boys are enrolled here. An attempt is made to address the myth that gender sensitization is not a female issue in narrow sense, rather a much broader aspect of humanity and well being. It is an initiative to sensitize with a holistic approach on gender equality 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 facilitate an internally generated sense of role boundary and responsibilities towards self others.
- to be aware of dynamics of unaccepted behaviour, abuse, violence, etc. and its (immediate and long term) impact - for own healing as well as prevention for self and others
- to learn to be a change agent within family and in neighbour to reduce the evils of gender related imbalances prevailing in the society
- to become a less inhibited, 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

- To learn how to live a meaningful life – life not for the sake of daily living only
- To generate an internal sense of positive discipline in terms of respect, responsibility and resourcefulness to ensure wellbeing of self and others
- To open up communication between the sexes and to bring mutual understanding and respect of each others' role.
- Breaking the barriers- challenging myths and misconceptions regarding gender role stereotypes
- To understand gender is a socially constructed concept learnt through process of socialisation
- To travel a journey from being a victim to be a survivor by overcoming the sense of learned helplessness
- To nurture more gender neutral empowered individual irrespective of sex based identity and gender fair environment

[Expected Outcomes in the proposed phase:

- Targeted objective : to create awareness and reduce the concept of gender difference depending on occupation
 - Expected Outcome: some change is visible in caregivers and participants. Need to work more on belief system.
 - ✓ Achieved yet: 60%

- Targeted objective – to address the evils of gender related discrimination depending on power imbalance regarding decision making in the family
 - Expected Outcome - some changes are visible in caregivers, but impact is less as far as change in thought process of participants and community people are concerned though they are well aware as a factual issue of the society
 - ✓ Achieved yet: 50%

- Targeted objective – to bring change in belief systems as far as socially conditioned roles and responsibilities are concerned
 - Expected Outcome – some changes are visible in caregivers and participants through activities performed and activities shared
 - ✓ Achieved yet: 60%

- Targeted objective – to have clarity about concept on different gender related social issues and its implications
 - Expected Outcome: To be familiar with the concepts, needs more clarity and understanding
 - ✓ Achieved yet: 50%

- Targeted objective – knowing human physiology and respecting self and others (including concept of boundary)
 - ✓ Expected Outcome - participant and caregivers to be aware of important information as well as to become more open and confident to deal with it
 - ✓ Achieved yet: 50%

- Targeted objective – to introduce awareness and broaden the concept about gender beyond the familiar binary gender structure
 - Expected Outcome – more understanding and acceptance of human being as an individual entity with skills and desires rather than as a person carrying socially assigned identity
 - ✓ Achieved yet: 40%

- Targeted objective – to introduce the concept of positive discipline in terms of respect, responsibility and resourcefulness to be a balanced individual
 - Expected Outcome – individual with clarity about own strength and area of improvement as well as constructive motivation to move forward and helping people around
 - ✓ Achieved yet: 60%

Note: Adults are having a rigid/strong ideas/judgements and a high level of resistance is observed whenever any new idea is introduced which doesn't match with the earlier learnt one. Needless to mention that children are more open to move with new ideas.]

Target area and target group

Hijli INSPIRATION runs...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.

Initially the workshop on Gender Sensitivity was planned and carried out with this group for pre-teen/teenage/adolescent boys and their caregivers. But while executing the programme the need to include other people in the community was felt and understood to ensure the effectiveness of the programme. Hence following review done for the 1st phase, next round of follow up/continuation programme was planned for boys & girls of the given age group and caregivers as well as for parents and community people. Review of the 2nd phase of training shows the initiation of attitudinal changes among people who have participated, but to ensure its sustainability, next phase of the training is required. This need based follow up training sessions will facilitate more gender neutral individual as well as environment.

Total No. of Group & Participants: 10

- 3 groups will comprise of boys in the age category of

9-11 yrs., 12& 13 yrs, 14-18 yrs.

- 3 groups will comprise of girls in the age category of

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

- 1 group will comprise of care givers
- 1 group will comprise of parents
- 1 group will comprise of community people
- 1 group will comprise of local school teachers (school wise or combined from different schools)

Beyond the boys group a target group has been conceived/extended with the pre-teen/teenage/adolescent girls, care givers, parents, community people and local schools since sensitisation of the different sections is required to inculcate the belief, attitude and practice in the centres as a norm as well as to initiate a change in the environment around.

Hence the composition of the target groups (#) would be

Serial No.	Category	No. of Participants
1	Boys in age 9-11 years	
2	Boys in age 12& 13 years	
3	Boys in age 14 & 18 years	
4	Caregivers (male and female teacher volunteers)	
5	Girls in age 9-11 years	
6	Girls in age 12& 13 years	
7	Girls in age 14 & 18 years	
8	Parents	
9	Representatives from community people	
10	Representatives from local schools	

For students/participants (Min. 12 sessions)

Session Serial	Module	No. of Sessions
1	Review and need assessment	1
2 & 3	Body Talk – Facts about your body	2
4	Your health and fitness	1
5	Girls and Boys – how it is different	1
6 &7	Expression of feeling/ guilt and embarrassment – how to deal with it and stay happy	2
8 &9	Real life problems- what to do with it	2
10	Gender stereotypes – its implication	1
11	Open session – doubt clarification	1
12	Closure and Follow up	1

For Teachers and Staff (Min. 12 sessions)

Session Serial	Module	No. of Sessions
1	Review and need assessment	1
2	Self identity (including gender identity/ biological identity)	1
3	Relevance of Gender in Development	1
4 & 5	Gender Sensitivity – its meaning and implication	2
6 &7	Concept of gender equity and gender equality	2
8 &9	How to reach a gender fair/gender neutral society	2
10	Open session – doubt clarification	1
11	Practice session	1
12	Closure and Follow up	1

For Parents/Community people/ Local school Teachers (Min. 4 sessions each)

Session Serial	Module	No. of Sessions
1	Rapport Building and need Assessment session	1
2	Concept of Gender Sensitivity	1
3	Myths/facts/Real life stories	1
4	Open session and Closure	1

Total no. of proposed workshop sessions /group: Negotiable according to need and circumstantial factors, session plan will be framed and executed accordingly

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

Session Duration: 1hour/ 2hours/ 3 hours per group (according to requirement)

[Sessions for more than 1 group may be accommodated in one day. More than one group may be merged/ combined according to need]

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

‘ Equality does not mean that women and men will become same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.’