

***Workshop plan on gender sensitivity
Adolescent and Caregivers
(As a continuation of the earlier phase)***

For

Asha for Education

By



The socially apt group

Institute for Planning, Innovative Research, Appropriate Training and Extension

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Workshop plan on gender sensitivity Adolescent and Caregivers

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.

We all know that both nature and nurture play respective roles in our developmental process. Individual born with own unique characteristics as internal qualities and the rest are the external environmental factors, which leave immediate/permanent impact on the person. Since behaviour is the habit learnt consciously/unconsciously, it requires a conscious effort by an individual to unlearn the socially unacceptable behaviour to relearn the acceptable one. Thus suggestion/advice backed by fear/apprehension of punishment/guilt/ shame/ humiliation generally may not modify a person's behaviour for inside but just bring change from surface level keeping the enough scope of going back to the earlier practiced behaviour. The process of Learning/ unlearning/ relearning is a continuous process over a period of time with several transition periods of keeping an opportunity to acquire appropriate knowledge and skills as EXPERIENCES, the pace may vary from person to person. The period of transition from childhood to adulthood is very significant in forming attitude towards self and others, i.e. identity formation. Any conflict/crisis in this regard may leave lifelong impression; the damage may seem very hard to repair at time. Thus remembering the old saying, the sooner the better, it's the continuation of the earlier plan of action to address the age and issues of preteen/teenagers/ adolescents in a holistic manner to get a visible outcome in the targeted community over a period of time.

- 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 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 is an initiative to sensitize with a holistic approach 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 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 generate clarity about gender, sex and sexuality (keeping the scope to extend the discussion beyond the traditional /typical sex-gender concept according to need and receptivity of the target group)
- Breaking the barriers- challenging myths and misconceptions regarding gender role stereotypes
- To travel a journey from being a victim to be a survivor by overcoming the sense of learned helplessness

Workshop Plan

Module	Title	Focus	No. of Workshop	No. of Session
One	Introduction (including need assessment)	To explore expectation/s of the participants from the workshop and introducing the objective/s of the same by the facilitators	1	3
Two	Ice breaking session	To initiate the topic based discussion as well as to assess the readiness of the group	1	6
Three	Positive discipline	To develop Internal sense of role clarity and boundary among participants	1	4
Four	Gender and sex	To understand gender aspect from physiological point of view	1	6
Five	Gender and sex- a broader view	To learn to think gender role beyond typical view of the society	1	4
Six	Challenging gender role stereotype	To acquire insight about role and influence of people around and probable other factors on an individual	1	4
Seven	Real life Case sharing and discussion	To generate personal and social awareness	1	4
Eight	Empowerment – necessary to be a balanced individual	To initiate a sense of clarity about self identity – understanding the journey from victim self to survivor	1	4
Nine	Doubt clearing session	To clarify confusion/conflict by true story sharing and relating with real life incidents	1	3
Ten	Dynamics of negative behaviour	To bring awareness about self and others behaviour – in terms of nature and consequences	1	4
Eleven	Gender identity- role of external and internal factors	To be aware about Influence of social media in identity formation at the growing age (impact of appropriate and inappropriate role models)	1	2
Twelve	Open session	To enable to develop a sense of dignity and wellbeing for self and others	1	3
Thirteen	Open session	To facilitate capacity to differentiate between appropriate and inappropriate role models	1	3
Fourteen	Open session	To come up with questions and clarifications and interaction with each other	1	2
Fifteen to Seventeen	Closure with Follow up (according to need)	To review and assess the impact of the gender sensitivity programme among participants including areas of further requirement and to ensure sustainability and relevant continuation of the same.	3	4
Eighteen to Twenty	Awareness generation	To sensitise parents and community people regarding gender related issues	3	4

Timeline of the project

Module	Title	No. of Workshop	No. of Session	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
				1st Month	2nd Month	3rd Month	4th Month	5th Month	6th Month	7th Month	8th Month	9th Month	10th Month	11th Month	12th Month
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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 is planned for boys & girls of the given age group and caregivers as well as for parents and community people (at least 2/3 awareness generation sessions, if possible).

Total No. of Group&Participants:9

- **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**

Beyond the boys group a target group has been conceived/extended with the pre teen/teenage/adolescent girls, care givers, parents, community people 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.ofParticipants
1	Boys in age 9-11 years	15
2	Boys in age 12& 13 years	10
3	Boys in age 14 & 18 years	7
4	Caregivers (male and female teacher volunteers)	8
5	Girls in age 9-11 years	18
6	Girls in age 12& 13 years	22
7	Girls in age 14 & 18 years	5
8	Parents	15
9	Representatives from community people	15

Total no. of proposed workshop sessions /group: 20 workshops with **60** sessions for proposed 9 target groups (#)

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: 1-1.5 hours/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 requirements]

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

Proposed Budget

Sl. No	Head of Expenditure	Unit	Cost per Unit in Rs.	No of Units	Total in Rs.
Workshop Expenses					
1	Facilitation Fees	Sessions	4000	60	240000.00
2	Proposal development, module preparation, documentation and report writing		10,000	4	40000.00
3	Coordination Charges	Sessions	1000	60	60000.00
4	Travel Cost	Trips	2000	40	80000.00
5	Refreshment	Participants	lump sum		15000.00
6	Training material	Session	500	60	30000.00
Sub Total					465000.00
Overhead Expenses					
1	Organisational Overhead 10% on total cost				46500.00
Grand Total					511500.00