



**A report on Phase-III workshop of**  
**FEMINIST LEADERSHIP DEVELOPMENT**  
**COURSE (FLDC)**  
**2016-18**

**Date: 19/11/2017 to 24/11/2017**

**Venue: PPHT Pradan Campus, Madhya Pradesh**

## **INTRODUCTION**

Jagori organized its 3<sup>rd</sup> phase workshop of the Feminist Leadership Development Course at PPHT Pradan Campus, Madhya Pradesh from 19<sup>th</sup> September to 24<sup>th</sup> September, 2017.

## **TRAINING TEAM**

**Prof. Sanjay Srivastava (Sociology professor in Institute of Economic Growth)**

**Madhu (Senior Manager of Programmes, Jagori)**

**Shruti Batra (Project Officer, Jagori)**

**Geetha Menon (Bangalore based Social Activist)**

## **LOCATION:**



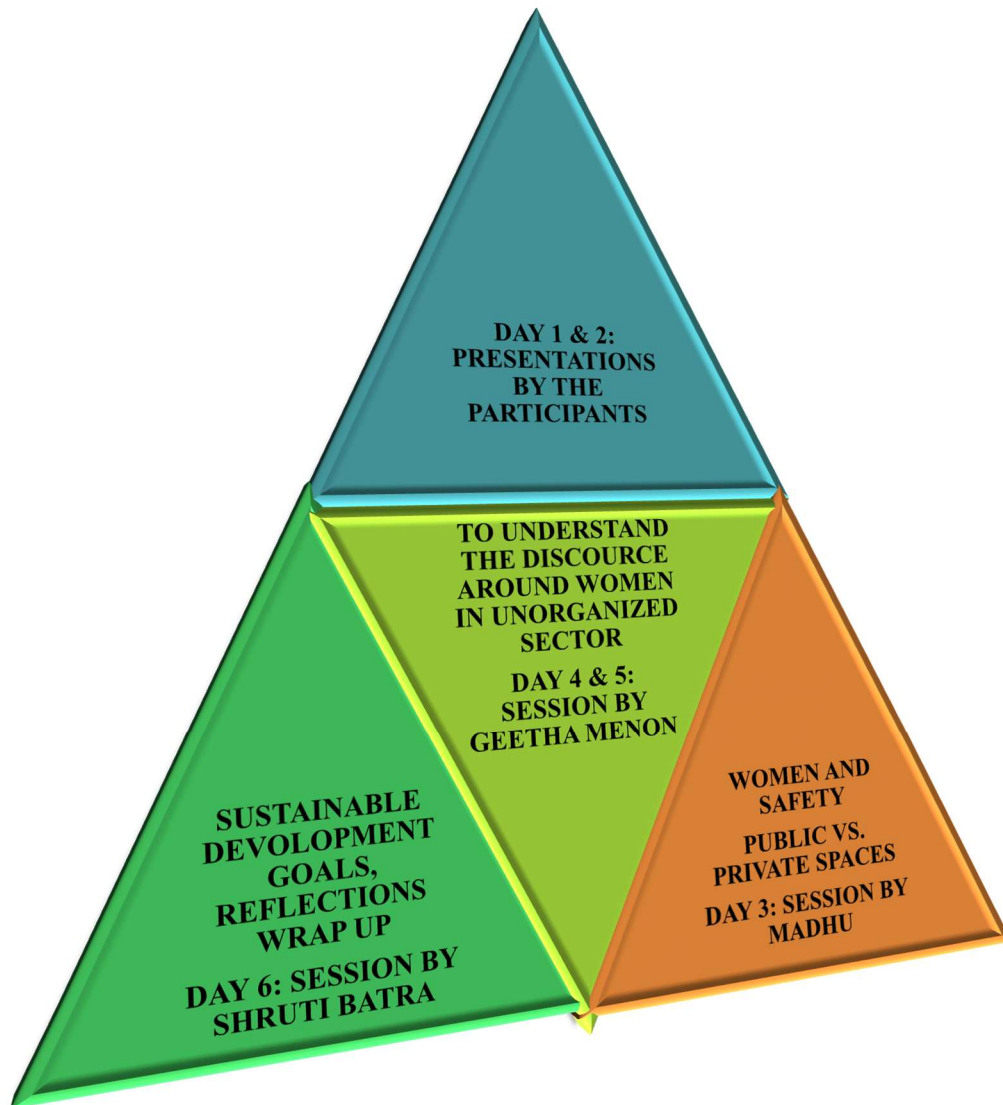
**Image1: PPHT Pradan Campus, Madhya Pradesh**

## **DAY ONE AND TWO: 19<sup>TH</sup> & 20<sup>TH</sup> SEPTEMBER, 2017**

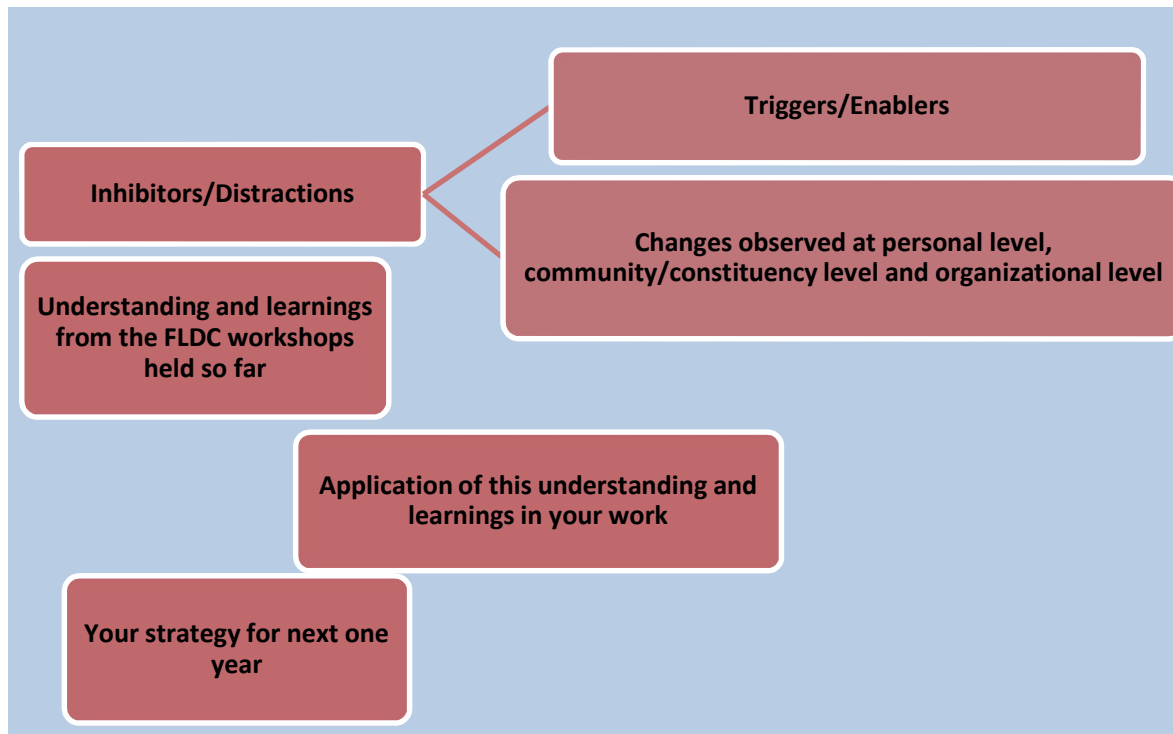
Recapturing the memories of the last two phases, all the participants were given a warm welcome by Madhu and Shruti, followed by a song enthusiastically sung by the participants. Madhu then gave a brief, so as to how the current phase would go about. Shruti then welcomed Professor Sanjay Srivastava, who came for the process documentation (for day1 & 2) and also, briefed about his work and association with Jagori.

The following session details for this phase were shared with the participants during the introduction in this phase.

## SESSION DETAILS



The 1<sup>st</sup> day started off with presentations by the participants. All the participants were asked to make a presentation considering the following aspects of the workshop:



- The idea behind the presentations was to understand how the FLDC has helped participants develop a feminist perspective and how have they used their learnings in personal and professional spheres.



**Image 2: Participants during day one of presentations**

### **Learnings/Impact**

- Discussions with women in community about patriarchal norms and practices.
- Perspective building on issues like masculinity, sexuality and understanding gender within intersectionalities of caste, class & race.
- Gender as a social construct
- Politics of language ( use of terminology)
- Importance of songs for mobilization
- Spreading the word through street plays and documentary films
- Development of leadership and training skills

### **Personal changes**

- Question prevailing norms, beliefs & practices
- Boost in confidence
- Gender sensitive changes in familial setup
- Stopped practicing gender biased rituals and customs
- Confident to talk to the opposite gender on issues like sexuality
- Improvement in speaking & writing skills

### **Community changes**




- Organizing gender trainings
- Engaging both men & women in talks on gender, masculinity & sexuality
- Awareness campaigns
- Women in community are more vocal on discussing issues like violence

### **Gender based meetings and discussions**

- Trying to create women friendly and equal environment at workplace
- Leadership amongst various women groups
- Modules on gender & masculinity

<ul style="list-style-type: none"> <li>• <b>Team and learning forum</b></li> <li>• <b>Violence survivors</b></li> <li>• <b>Field work</b></li> <li>• <b>Jagori and immediate organization/NGO</b></li> <li>• <b>Feminist comrades in the FLDC group</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Men tend to be more vocal in comparison to women during the discussions</b></li> <li>• <b>Overburdened due to work</b></li> <li>• <b>Reference documents must be provided</b></li> <li>• <b>Alienation on societal level</b></li> <li>• <b>Get to hear taunts like “ Aa gayi ghar todne wali madam”</b></li> <li>• <b>Reduce the excess burden of assignments</b></li> <li>• <b>Women don’t get time &amp; permission to attend the meetings</b></li> <li>• <b>Lack of space for organizing meetings</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Cadre establishment</b></li> <li>• <b>Men based saloons on masculinity</b></li> <li>• <b>Documentary film on honor killing</b></li> <li>• <b>Work with women on health related issues</b></li> <li>• <b>Training on masculinity with men and women</b></li> <li>• <b>Gender sensitization of organizational staff</b></li> <li>• <b>Engagement with men over issues like masculinity</b></li> </ul>
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**Several discussions and questions followed up during the presentations, few of them are listed below:**

-  Why rape is considered to be the worst that can happen to a woman
  - \*Notions of “izzat”, purity, pollution
  - \*The definition of rape too is masculine in nature
  - \*As per the popular notion women are considered to be the carriers of honor and when this honor is violated, a direct question is raised on the men of the family and their masculinity.
  - \*Society too sympathizes with the men of the family, who failed to protect or secure the honor of their family and never really the victim.
-  Notion of an “ideal woman” and portrayal of women in movies
  - \*Bollywood actress Helen, who always played the love interest or the “other” woman’s role but never, did play the role of a wife as she didn’t fit in the notion of an ideal woman. He also added on to the discussion by saying that always singers like Asha bhosle (mostly sang romantic or dance numbers) sang for her in the movies but never did singers like Lata mangeshkar (who usually sang either patriotic or subtle romantic songs).
  - \*Discussions on recent time films like Cocktail, where the male lead had a love affair with the liberal and not so “ideal woman” woman who had a love affair with, he preferred a sweet and conservative girl for marriage.
-  Difference between “Ladki” (Girl) and “Mahila” (Woman)

\* As per the societal norms & notions girl becomes a woman only after menstruation and marriage.

\* Perspective of POCSO (Protection of Children from Sexual Offences Act)

✚ Sexual division of labour

\* “Kitchen politics” and how one can never be sure that a man who helps/contributes in domestic work is gender sensitive.

\* It is equally important to take a note of who is cooking what? As in most of the cases it is mostly the man who cooks meat/ non vegetarian food. Cooking meat is considered to be a manly trait.

✚ Relationship exists between not only a woman and a man but also between 2 men. A man who has more sons has a higher place in the society than a man who has less or none. In the same way a man who earns less, cries often, and is caring is less masculine in comparison to those who suffice to the societal standards.

### **DAY 3: 21<sup>ST</sup> SEPTEMBER**



**IMAGE 3 & 4: MADHU’S SESSION ON WOMEN AND SAFETY**

Madhu started off her session with few questions, “How to look at cities and villages from a feminist perspective?” “What all is needed and can be done to make public spaces safer for women?”

While talking about women safety in public spaces, she gave an example of the old structure of the bus stands, which was considered to be a huge security lapse as it was totally covered from three sides.

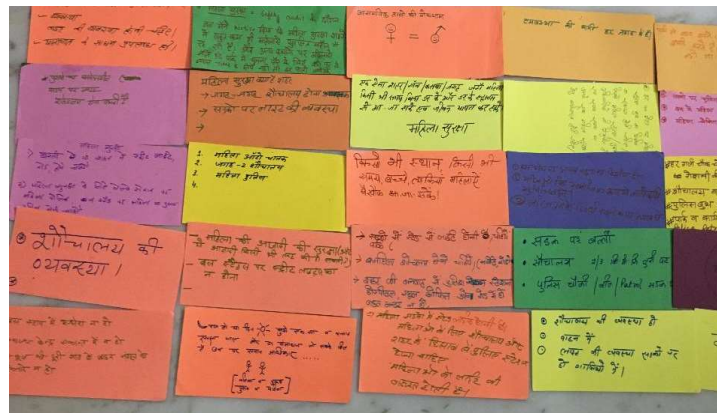
She also stated about the Safe city campaign started by Jagori in 2004 and how they conducted safety audits in various parts and also organized various campaigns on women safety in public

spaces. Further, she explained how women avoid drinking water while accessing public spaces like parks and markets due to lack or inefficient sanitation services.

### **ACTIVITY 1**

Participants were given cue cards and pen and were asked to write the first thing that comes to their mind while talking about women safety in public spaces. Hegemonic responses are listed below:

- 📌 Streetlights
- 📌 Women constables in public spaces like railway stations, bus stands etc.
- 📌 Public toilets for women
- 📌 Increase police patrolling in public areas
- 📌 Women bus conductors



**IMAGE 5: RESPONSES BY THE PARTICIPANTS DURING THE ACTIVITY**

Madhu while going through the responses noted that several participants while talking about safety had mentioned the importance of “women officials”. While negating the fact that female police officials and bus conductors can ensure safety to women as they too are victimized by patriarchy. While we expect them to ensure our safety, what on the other hand would ensure their safety as they too are women and therefore, equally vulnerable because of their gender identity.

Participants were then shown a documentary film, “*Inside out*” which deals with the issue of women’s access to public spaces.

- 📌 A young girl in the movie was roaming in the streets without any purpose (whenever women usually step out of the house for going to the college, school or market), in places where usually men hang out. Women always have a purpose while accessing the public spaces.



- ✚ Another young girl Shagufta in the movie talked about how she enjoyed rain as a child but now she can't and the 2 women drivers, based in Maharashtra were breaking “women & driving” stereotypes.
- ✚ Feminist activist, Pramada Menon talking about how her not so “feminine” looks have led to various encounters where she has been judged whether she is a man or a woman.
- ✚ Feminine attire & absence of pockets
- ✚ Rain & sexuality
- ✚ Women & beautification

## **ACTIVITY 2**

Participants were divided in 4 groups and asked to draw a map of the “public places” near their home and analyze that if both who accesses those spaces during day and night time?

- ✚ Markets: Dominated by men but few women buyers (mostly buying groceries) in the daytime and evening.
- ✚ Alcohol shops: Dominated by men both in the day and night time; no women.
- ✚ Meat shops: Mostly men both during the day and night time.
- ✚ Colonies: Few women sit outside their homes during the daytime (as men go out for work) but colonies still dominated by men both during the day & night time.
- ✚ Cigarette and paan shop: No women, gossip spot for men both during day and night time.
- ✚ Roads: Dominated by men both during day and night.
- ✚ Schools and colleges: It was noted by several participants that several group of boys stand in front of the girl's school.

## **8 Pillars to make women friendly cities:**

- ✚ Urban planning and design of public spaces
- ✚ Provision and management of urban infrastructure
- ✚ Public transport
- ✚ Policing
- ✚ Legislation, justice and support to victims
- ✚ Education
- ✚ Information technology
- ✚ Public awareness

### **ACTIVITY 3**

Participants were asked to visit the weekly market and divide themselves in a group of two, collect data and take interviews of the street vendors present. Also, note if the market is women friendly or not.



**IMAGE 6: PARTICIPANTS WHILE CONDUCTING THE INTERVIEW**



**IMAGE 7: LOCAL STREET VENDORS SELLING SILVER JEWELRY**



**IMAGE 8 & 9: A VIEW OF THE WEEKLY MARKET**



**IMAGE 10 & 11: PARTICIPANTS TALKING TO THE VENDORS IN THE WEEKLY MARKET**

### **OBSERVATIONS BY THE PARTICIPANTS**

- ✚ No public toilets for women
- ✚ Mostly dominated by men (both vendors and buyers), very few women street vendors, mostly selling either vegetables or Chana.
- ✚ There are no street lights and therefore women can't venture out after the sunset.
- ✚ Faced harassment, stared at and lewd and double meaning comments.
- ✚ Privilege of being an "outsider": Several participants noted that they were given a special treatment as they looked like the outsiders because of their class, body language, way of conversing, power of PRADAN and several other things.

## **DAY 4 & 5: 22<sup>ND</sup> & 23<sup>RD</sup> SEPTEMBER**

Participants were shown a documentary film, “Annapurna: Goddess of food which was based on two women, who gave an employment opportunity to underprivileged women and mobilized them to form an organization.

Geetha Menon started off her by session by giving a warm welcome to all the participants and gave a brief on her work and background.

- ✚ Women workers in the unorganized sector, social, economic & cultural
- ✚ No law for unorganized sector workers and exploitation
- ✚ Exploitation at the hands of the informal loan givers. In several cases, bonded labor of those who fail to pay back.
- ✚ She further questioned, even after numerous reforms in the development sector nothing really has changed. Also critiqued the structural adjustment programme, 1991.
- ✚ Why Dalit and Anganwadi scholarships are being stopped by the current government?
- ✚ 50% of the budget on defense and very few on education and health(more on family planning)
- ✚ Several other issues regarding the current ration card changes (Bio metric machines, fingerprints and money instead of food items) were also critiqued.
- ✚ Discussions on maternity benefits. Growth and networking decreases, secluding women to private sphere, glorifying motherhood.
- ✚ No laws for domestic workers.(no maternity leave, no fixed & guaranteed salary)
- ✚ Geetha also explained that despite being an atheist, she along with the community celebrate vishwakarma day with domestic workers and worship brooms.
- ✚ Binary of caste and nature of work. ( Lower caste domestic workers are made to clean the washroom but not use it)
- ✚ Inter caste marriages (endogamy and exogamy), notion of “izzat”, honor killings, women as carriers of cultures, concepts of purity and pollution
- ✚ History of society: Dominant role of mother- no patriarchal norms and practices- joint family-nuclear family-neo liberalization-East Indian company-British rule-weaving work- casteism in work-capitalism
- ✚ Alienation of workers from their produced goods
- ✚ Caste politics of leather : Mostly done by low caste or Muslims
- ✚ Pros and cons of technology on women
- ✚ Unorganized sector: Last category of domestic workers in the informal sector, 97% women in the sector, no law or governmental beneficiaries, vulnerable to various forms of exploitation, not identified as workers, no defined workplace, no proof of work, hard working conditions, harassment at workplace, trafficking.

- ✚ Human trafficking, myth of older men having sex with children to get rid of STD'S, Stockholm syndrome amongst victims, mostly trafficked by known to's or relatives.



**IMAGE 12: Geetha Menon during her session**

### **ACTIVITY 1**

Participants were divided into 5 groups and each group was given a case study of different category of women workers based in the unorganized sector and each group member had to enact different roles of the family members and discuss what all issues do they face?

#### Case study 1: Domestic worker

21 years old based in Bangalore was forced out of school at the age of 17 was sold off by her mother for Rs 56,000. She was confined to the house, given no proper food, subjected to emotional, physical, mental torture, many times hit with the belt, and once tied in the balcony. She was rescued from that house, with the help of the women's organization and registered a complaint as she did not want to go back to the employer or her mother.

#### Case study2: Agriculture Sector

Kempamma 55 years old women was married off as a child, she was sent back as she wasn't menstruating at that time and was taken back by her husband once started menstruating. She isn't allowed to work in the field when she's menstruating and the land too is owned by her husband.

#### Case study3: Corporate sector

Mala, a 27 year old village girl went to work in a Bangalore based MNC. As they had to attend American clients on the phone and therefore, late working hours. She faced a lot of harassment at the hands of people as they questioned her for her “odd timings” of work and she always feared her safety while travelling during the night time.

#### Case study4: Street vendor

52 year old Mangamma, based in Bangalore was married off at the age of 16. She along with her husband has been selling lemons. After her husband passed away, she became an easy subject to harassment at the hands of several government officials who every now and then tried to acquire money from her.

#### Case study 5: Construction worker

Munniyamma got married off at the age of 15 and just like her husband, she too got into the construction work. Muniyamma was mentally, physically and sexually harassed at the workplace but could never really gather to raise her voice against it and her husband too could do nothing about it.

### **Discussions:**

- ✚ Dual burden of work
- ✚ Tribal women in Madhya Pradesh aren't allowed to put on sindoor when menstruating
- ✚ Changes in tribal setup, Hinduisation, power of a woman depends on her man.
- ✚ Issues like no fixed wages, low wages, vulnerability, no proper sanitation facilities, no hike in wages, no fixed workplace
- ✚ Disadvantaged in terms of technology, rapid growth of plastic money, recurring loss
- ✚ Demonetization and its effect on workers in unorganized sector

## **DAY 6: 24<sup>TH</sup> SEPTEMBER, 2017**



**Image 13 & 14: Participants post the wrap up session and Shruti during her session.**

### **ACTIVITY 1**

Participants were divided into 4 groups and asked to discuss and present the narratives of development in their respective states.

#### Group 1: Delhi NCR

Free sanitary napkins in government schools, schemes like beti bachao and kaushal vikas yojna, PM Awaas yojna, adhar card, gas subsidy, new women police stations, digitalization (online forms and schemes), license for street vendors, new schools but no changes in education system, increase in women participation in panchayats.

#### Group 2: Madhya Pradesh

They spoke about government schemes for tribal women etc.

#### Group 3: Jharkhand, Rajasthan and Bihar

MANREGA, poor education system, quality of education has decreased lack of classrooms, poor health facilities and infrastructure, poor transport, water and electricity facilities.

#### Group 4: Uttarakhand and Banaras

Mahila ayog, samaaj kalyan, lack of medical facilities, poor law and order situation, mid day meals in schools

#### **Shruti's session on sustainable development goals**

- ✚ Key aspects of a sustainable development framework are: People : To ensure healthy lives and inclusion of women and children  
(People are not a homogenous category, depends development is benefiting and being by whom), Justice, Planet: Judiciously use resources, environment friendly, Partnership, Prosperity and Dignity
- ✚ Accomplishment of goals by year 2030, Sustainable Development Goals (SDGs) are a step forward to millennium development goals (MDGs)
- ✚ SDG 5: Gender equality
  - Discrimination: idealistic, utopian, not possible in the Indian context due to intersectionalities like that caste, religion, ethnicity, class etc.
  - Violence & flesh trade: violence
  - Female genital mutilation and child marriage
  - Recognition of domestic work as “work”
  - Increase women leadership and participation
  - Property rights for women
  - Access to technology for women
    - ✚ The very idea of accomplishment of goals by 2030, utopian.
    - ✚ Flesh trade, issues regarding rescue of women, depends into sex work out of choice or forced.



**Qualitative analysis of the feedbacks can be summarized under the following six categories:**

**1. Training technique and methodology**

- Presentations helped in self reflection
- Use of effective tools
- Deeper understanding over issues such as women in unorganized sector, women safety
- The subject or content was very relevant in present context; it was found to be related and organized and useful around personal and structural levels, Good and easy Training process
- Well designed sessions and the tools used were quite efficient
- PPT's were quite helpful, helped in boosting confidence
- PPT's helped understand how participants used their learnings at personal, organisational and community level
- To include federation leaders tools should be designed properly, sometimes the approach becomes very "excluding"
- Issues concerning women workers in unorganized sector could have been explained in simpler manner
- Long sessions became an issue due to ailment
- Use of English language made it tough to understand
- Discussions during/after presentations helped in establishing a better understanding
- Market activity helped establish a deeper understanding
- Reading materials were efficient, fewer readings on women in unorganized sector, easy and useful, Hindi language, can share with those in community

**2. Key Takeaways**

- SGD wale session ki wajah se apne village ko alag nazariye se dekha
- Confidence boost
- Better understanding of self and others, passionate to learn more
- Use of learnings in personal and professional spaces
- This phase wasn't as efficient as the last two phases, because of two reasons: vyavastha lachar thi; diversion due to WIFI
- Improvement in speaking skills
- Use of learning's in professional and personal spaces
- Evolvement
- First experience with PPT'S, fun presenting.
- Confidence boost and very engaging
- Broader perspective and better understanding over the issue of safety

- Better understanding over the issue, vulnerability of women in the sector
- Quite helpful, was quite keen to understand the issue of domestic workers
- Would like to know more about the unorganized sector
- Role of intersectionalities such as caste and religion, sexual division of labour
- Planning to conduct “basic gender” workshops in university
- Gender sensitization in both personal and professional spaces
- Will do community meetings and gender training programs
- Will do safety audits at community level
- Will spread message through activities, plays, music and short films
- SGD ki prakriya ko apne kaam mien use karna
- Deepened understanding on various hardships faced by domestic and agricultural Workers
- Find SGD committee at district/community level
- Learnt from one another

### **3. Feedback on content**

- SGD session was very helpful
- Geetha menon’s session was little heavy and theoretical
- domestic workers ke upar samajh ke liye thodfe aur sahaj tareeke hote toh achha hota
- Simplified use of language made it easier to understand
- Important issue and happy that Jagori has been working over it (safety)
- New dimensions and feminist perspective to look into the issue
- Shortages in the women safety measures
- Feminist perspective to look at the structure of villages and cities \

### **3. Feedback on facilitators**

- All of them were found to be careful about selection of tools
- sabki hi sahajkarta apni field ki jaankaari mien maahir thi, Vishay ki visheshagya rahe
- Sanjay, Shruti, Geetha and Madhu were quite helpful as resource persons
- Sanjay: tricky questions but very useful , short session but very useful
- Madhu: explains in simplified manner, through examples,
- Geetha’s : quite intense, time consuming, role of intersectionalities like caste, class, religion in the lives of women workers
- Shruti: session on SGD’s was very helpful and well organized, engages well along with the participants, case studies were quite helpful

### **4. Recommendations**

- Need sessions on sex workers, sexual harassment at workplace, women health, fund raising

- Law and policies for women workers in both organized and unorganized sector
- Session on how to implement learnings at organizational level

## **6. Suggestions**

- SGD session could have been conducted prior 24<sup>th</sup>, time could have been saved
- Time management could have been better
- Issues concerning women workers in unorganized sector could have been explained in simpler manner
- Presentations were time consuming, and could have been conducted in the last phase
- Deeper understanding on the issue of women safety