Gender Sensitization Training with Gender Resource Centres
Batch I

Venue – Indian Social Institute
Date: September 8-9, 2009
Facilitated by JAGORI

1. Objectives
- Deepen conceptual understanding on Gender and Patriarchy and its interaction with systems of social domination
- Exploring how a gendered analysis can be integrated into the ongoing work of the GRCs and strengthen women's access to rights with dignity.

2. Expected outputs (outcome can only be judged over a period of a couple of years and we should plan a strategy on how to assess the outcome)

- An enhanced perspective on gender issues
- A deeper reflection of each organisation's work and strategy

3. Participants
Programme Coordinators of the Gender Resource Centres (GRC) managed by different NGOs in New Delhi (list attached)

4. Resource persons
JAGORI served as the resource organization. JAGORI a women's rights, documentation, training and resource centre. Two trainers facilitated the training programme
.
Seema Srivastava is the Asst Director and has been associated with JAGORI for over 12 years. She is an accomplished trainer, with immense experience of working across a wide range of orgnaisations on issues such as women's health, sexuality, peace and conflict, and gender analysis tools.

Anupriya is a senior Trainer with JAGORI, and has substantive experience on child rights, development and gender and safety. She is also associated with the JAGORI's work on Gender Inclusive Cities as part of the Safe Delhi Campaign.

5. Training module

Theme	Session	Content and methodology	Resource person
Understanding of Gender as an identity and social system	Introductions	♣ Introduction of the GRC programme, Resource organization/persons, Participants ♣ Expectations, Apprehensions of the participants ♣ Sharing objectives and programme schedule	Seema Srivastava and Anupriya Ghosh
	Understanding gender	♣ Self exploration of gender identities ♣ Social construction of gender ♣ Construction of stereotypes of femininity and masculinity	

Theme	Session	Content and methodology	Resource person
Identity politics, Power dynamics and its intersection with the patriarchal system	Understanding power	♦ Construction of power identities ♦ Sources of power ♦ Intersection of different systems of dominance	
	Patriarchy	♦ As a system that underlies gender discrimination ♦ Implications of patriarchy – violation of rights	
Sectoral analysis with gender lens	Reviewing the GRC programme	Reviewing the components with gender analysis tools	

Process on 8th and 9th September

Process on 8th and 9th September

Activities	Outputs
Introduction session – Group discussions and self sharing was used for this session. Profile of the participants and the resource persons were shared. All the participants were asked to share about their expectations, contribution and apprehension from the training. All were asked to think on their own first and then six groups were made to discuss and make chart paper presentations. The presentations were then shared with the larger group. After the session the programme schedule was shared though it was said that the design was flexible.	*Expectations:* - What do we mean by gender sensitization? - Discuss social problems between men and women - Tools for awareness generation - Understanding gender, sex and gender, sexuality, gender discrimination, gender inequality, patriarchy - How to mainstream the third gender? - How to engage men to deal issues and concerns of women? *Apprehensions:* - Whatever learnt how easy will it be to apply - GRC is often confused as women's empowerment- what can be done? - How can men and women work together? - Is women's empowerment possible through sensitization? Parameters of W.E - Will this workshop help is dissolving century old traditions and stereotypical belief?

	- Time is a concern
Gender session – The talk on gender began with an interactive exercise, where the groups were divided into six and each were given a statement to agree or disagree with reasons and also asked to define gender. The statements shared were: - Biology makes women weaker than men.. - Female subordination is a law of nature – it even happens in the animal kingdom - Women who dress or behave in culturally inappropriate ways are inviting assault. - A woman who leaves the house because her husband slaps her sometimes is over-reacting. - Women make better care givers than men. - Women are their own worst enemies. The session ended with a talk on the gender box and its social construction. A PPT was shared to explain the process.	The discussions within the group and the sharing were very enriching and debated on. Some of the main points covered were: - Stress was made on women's role in the family as care giver, sacrificing model as natural - Role of the family in maintaining the society was heightened - Women as biologically weaker, though many disagreed and stressed them being physically weaker - Violence is just if a woman is wrong and if there are reasons: discussion on violence not justified at any level. Also a women's decision and choice to be given importance - Home being the safest – a myth was broken - Relation between clothes and violence on women: age and different cases of women challenging that notion was talked on - Division of labour and household responsibility of women was never a free choice. - Overburden of work on women in today's globalised society - Breaking the social myth that women are women's worst enemies The group was very interactive and open to analyse the other perspectives.
Session on power identities- The discussion started with a short talk on what are the sources of power. The very well known power walk game was played with the participants, where they were asked to place themselves in a continuum running from absolutely powerless to absolute powerful, in a given situation, with a one/many social identities. The facilitator then focused on the Gender as one of the prime social identities as it is one that cuts cross in all other social identities. Also gender is something very much part of the private life of the individual. It also attempts to control the sexuality of the individual. The group enjoyed the process and the analysis of the exercised. They shared that this was the first time, they actually thought about identities in the social perspective and realized the systematic and systemic violence attached to it.	- Every individual has multiple identities, which intersect with each other and place individuals in positions of power and powerlessness. All the social identities are not homogenous groups or categories - Thus every identity has a very important role to play in determining his/her status in the society. Social institutions like caste, class, religion, form the bases for discrimination and place people in varying positions of power and powerlessness depending on the context. - These positions are not absolute and cultural practices and beliefs reinforce and maintain

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	discrimination.
	- Power and powerlessness are not the only two extreme categories and there are situations where vulnerability is measured at 'not so powerful' and 'not so powerless'.
Patriarchy- The next issue of discussion was to understand the structure and politics behind gender discrimination; patriarchy. Some of the issues discussed were: - Marriage is the best and sacred unit - Heterosexual is a norm - Domestic violence and gender discrimination are accepted as a very common phenomenon. Raising voice against them is seen as an action of disrespect and harm to culture. - Good women and bad women - images of 'good' and 'bad' are used as moral judgments premised on her character and her physical appearance. - Women are women's enemy – Women too are product of patriarchy and are conditioned in order to strengthen it by imbibing the ideologies and values of this structure. There is a constant battle between the image of good women and bad women which has clear benefit and loss so many a times in these bargain women tend to oppress other women. - Men are the norm and women are the messengers or carriers of it. - Women are property of men	The group found a lot of clarifications to their questions in this segment of the discussion. Also they realized how big and grave the issue was. Many of their confusion over the gender session were answered.
Reviewing the GRC components through gender lens- The group was divided into four and each was asked to analyze the specific GRC segment whether it was gender sensitive, the activities were challenging gender construction ands analyzing what was required to strengthen it. The components given were: SHG, NFE, Vocational training and health and Nutrition.	The sharing done was wrapped on the following notes of - Empowerment and its dimensions - Rights Based Approach Vs Welfare Approach towards development - Practical vs. Strategic gender needs.

Gender Sensitization Training with Gender Resource Centres
Batch II

Venue – Indian Social Institute
Date: September 16 - 17, 2009
Facilitated by JAGORI

1. Objectives
- Deepen conceptual understanding on Gender and Patriarchy and its interaction with systems of social domination
- Exploring how a gendered analysis can be integrated into the ongoing work of the GRCs and strengthen women's access to rights with dignity.

2. Expected outputs (outcome can only be judged over a period of a couple of years and we should plan a strategy on how to assess the outcome)

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- A deeper reflection of each organisation's work and strategy

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5. Training module

Theme	Session	Content and methodology	Resource person
Identity politics, Power dynamics and its intersection with the patriarchal system	Introductions	+ Introduction of the GRC programme, Resource organization/persons, Participants + Expectations, Apprehensions of the participants + Sharing objectives and programme schedule	Seema Srivastava, Neetu
Day one	Understanding power	+ Construction of power identities + Sources of power + Intersection of different systems of dominance	
Understanding of	Understanding	+ Self exploration of gender identities	

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Theme	Session	Content and methodology	Resource person
Gender as an identity and social system	gender	✦ Social construction of gender ✦ Construction of stereotypes of femininity and masculinity	
Day Two Analysing GRC programs with gender lens	Patriarchy	✦ As a system that underlies gender discrimination ✦ Implications of patriarchy – violation of rights	Seema Srivastava and Anupriya
	Reviewing the GRC programme	Reviewing the components with gender analysis tools	

Process on 16th and 17th September

Activities and Methodology

I. Introduction session
A brief introduction of JAGORI and workshop was given by the Director of Modicare.

At the start an exercise 'clock and anti clock' was undertaken so that participants get to know each other's name, work profiles and work experience as a development worker. The exercise also served a purpose of an ice-breaker which encouraged participants to be comfortable with each other.

Participant's expectations and its outcome
All the participants were asked to share about their expectations and apprehensions from the workshop.

Expectations:
-   Target of workshop should be achieved
-   New forms of gendered discrimination
-   Implementation of a gender sensitization process in the GRC
-   What is gender?
-   What is the solution for gender-related problems
-   Information on new State policies
-   Need learning materials related on gender
-   List of contacts of supporting agencies working on gender sensitization
-   What is third gender and what is its correlation with the gender debate
-   How could be abolish gender discrimination

Apprehensions:
-   What would be the follow – up process
-   How will implementation take place on the ground
-   Can we successfully implement the learning into our daily work at GRC
-   How to deal with old structures and mindset within a two day period

Debriefing by the Resource Person (RP)

The RP drew linkages between the expectations and the achievable workshop objectives for the upcoming two days. RP categorically stated that the conceptual understanding on Gender, Patriarchy and power and its social dynamics would motivate the learner's group to read more about the subject and enable a better understanding of their ongoing programme in the GRC in the respective communities.

II. Session on Power dynamics and its social implications

Exercise: Power and Identity

Process: Resource person asked half the participants to pick one identity card from the table and try to immerse into that identity and thereby respond as the new identity. A couple of statements were read and participants were asked to place themselves in a continuum (consisting of vulnerability – powerful range) depending on how they perceive their new identities on this scale.

Statements

1. A new automobile factory is to be started in your nearby area; you think you would easily get a job there.
2. You live in Yamuna Pushta (a former resettlement colony till 2004 from where residents were evicted in East Delhi): Suddenly you receive news that it is going to be demolished; bulldozers have arrived; and you have to look for safe shelter.
3. In the middle of the night a riot has broken out in your city; and you want to reach home safely and quickly.
4. Your partner has been experiencing domestic violence; she has complained under the new PWDA Act (2005). The Protection Officer has come home for an enquiry.

Debriefing and outcome

Following the completion of the exercise, the resource person presented the following analysis to highlight complexities of social identities and their implications on everyday life. The following eight prime identities were selected based on the fact that often these identities become the source of vulnerabilities and mediate poor people's access to basic rights such as education, health and livelihoods.

Category of people who experiences Systematic and Systemic violations of rights	Social Identities	Category of people who experiences random violation of rights
Dalit and other underprivileged caste group	Caste	Brahmin, Kshatriya, Vaishya
Christian, Musilm and Sikh	Religion	Hindu
Lower income group	Class	Higher income group
Women and third gender	Gender	Men
Homosexual, Bisexual	Sexuality	Heterosexual
Children and old age people	Age	Young and adults

North east	Ethnicity	Bodo, Khasi, Meena and Gurjar etc
Mental, Emotional, Physical disability and sensory	Disability	Temporarily Ambled Body

Reflections:
- The participants shared how they experienced the notion of social identities and how it mediates access to facilities, services and social status.
- Women are often suppressed due to their gender identities and are in vulnerable positions often.
- Every individual has multiple identities, which intersect with each other and place individuals in positions of power and powerlessness at different points. There may not be a static condition in the spectrum of 'powerfulness' to 'powerlessness' at any given period of time.
- Social identities are not homogenous and thus every identity has its unique role in determining status in society. Social institutions like caste, class and religion form the basis for discrimination and place people in varying positions of power/powerlessness depending on a given context.

III. Session on Gender and Patriarchy

The session started with eliciting the participants' perceptions on the concept of gender.

Following were some of the responses:
- Gender is a social status. Equality and inequality is based on sex.
- Gender is a social structure and system
- Gender is a factor through which a human being is recognized whether it is a male, female or another gender

The group was mixed up on the concepts of biology and culture and also a bit mixed up on identities of male, female and third sex with gender identities. Another exercise was undertaken, where six groups were formed and the following statements given to each to discuss whether they agree or disagree.

Statements:
1. Biology makes women weaker than men.
2. Female subordination is a law of nature – it even happens in the animal kingdom.
3. Women who dress or behave in culturally inappropriate ways are inviting assault.
4. A woman who leaves the house because her husband slaps her sometimes is over-reacting.
5. Women make better care givers than men.
6. Women are their own worst enemies.

There was a mix of stereotypical and non-stereotypical responses.

Debriefing was done with a GENDER BOX exercise which reflected expected and accepted behaviour, role, relationship and notion of self.
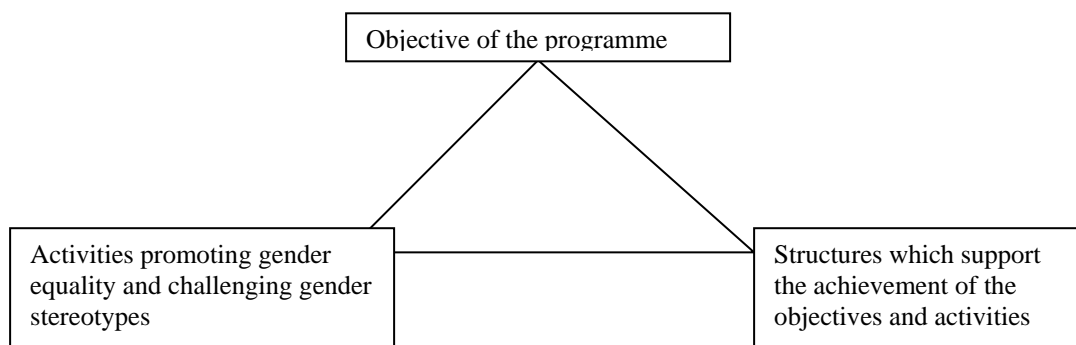
Some highlights of the discussion

- "GENDER" refers to the social identity of female and male human beings. It defines the boundaries of what women and men can and should be and do. It shapes and determines the behaviour, roles, expectations and entitlements of women and men in a particular society.
- Socialisation teaches women and men to conform to rigid norms of gender through following ways:
  o Cultural codes and norms of behaviour applied and reinforced with rewards and punishment
  o Training for adult roles imparted through play, rewards system and educational processes
  o Gendered stereotypes reinforced by moral precepts
  o Stereotypical expectations used as justification for limited life choices
  o Notions of "Good" and "Bad" as yardsticks for social judgments
- The Gender Box is created by the patriarchal social system. Patriarchy privileges men and subordinates women.
- Patriarchal hierarchies are reflected in formal and informal social structures and institutions (family, clan, community, market, state).
- Patriarchal value systems sustain women's subordination by making it seem Natural, glorifying it through moral arguments and by creating institutions that replicate gender hierarchies.
- Gender difference is made the reason for assigning different rights and entitlements to men and women.
- It violates basic principles of equality and social justice.
- It puts women at risk of exploitation, oppression and deprivation.
- It prevents women from participating in and benefiting from development interventions.
- It prevents society from benefiting from the contributions of women.

IV. How gender sensitive are programmes undertaken by the GRC

The last session of the two-day workshop was to analyse the ongoing programmes under the GRC through a gender lens. The group was divided into five and each was asked to look at their programme using the following framework

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                    ┌─────────────────────────┐
                    │ Objective of the programme │
                    └─────────────────────────┘
                        /                  \
                       /                    \
┌──────────────────────────┐      ┌──────────────────────────┐
│ Activities promoting gender │     │ Structures which support │
│ equality and challenging gender │  │ the achievement of the   │
│ stereotypes               │      │ objectives and activities │
└──────────────────────────┘      └──────────────────────────┘
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The key components/activities analysed were:

Self Help Group, Non Formal Education, Vocational training, Legal Counseling, Health and Nutrition.

Highlights of the group presentation
   ▪ The objectives of all the programmes are towards achieving gender equality

- SHG programmes focus not only on savings but also provides a space for women to access and learn about her rights. However a deeper analysis is needed to see how the loans taken by women are used for the purpose of enhancing their position, dignity and that benefits accrue to her
- Vocational training skills promote economic security among the community women but most of them seem to be in the traditional domain and efforts are needed to challenge such gender stereotyping and explore non-traditional skills
- Need to work with men in the community so they could play positive role in ending and preventing violence against women and girls.
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Debriefing:
- Practical vs Strategic gender needs -The emphasis of the programme should be on ensuring that not only should the material condition of women improves but also her position in the family and the community; involving greater decision making powers, right to a life free of violence and control over her bodily integrity and life, etc. There is need to carefully examine what the programme is focusing on: improving her condition of health, education and other basic requirements.
- Rights Based Approach Vs Welfare Approach: Rights-based approaches are premised on strategies for political consciousness and empowerment and ensure that people claim their citizen rights and not fall prey to being beneficiaries. Rights –based approaches enable women to assert their rights and become key drivers of their own development process. It enables a critical review of the dominant social and political system and enables women to challenge inherent hierarchal and patriarchal values. The goal is to enable women to access their meaningful power, capacities and enhance capabilities that are needed to change their own lives, improve their own communities and influence their own destinies.

Report by JAGORI team