

Capacity Building on Gender for CHSJ Staff

Date: 29 August 2013

Venue: CHSJ Meeting Room

Participants: Aditi, Ajay, Anita, Bharti, Dastagir, Edward Premdas, Ishu, Lavanya, Leena, Nibedita, Poonam, Sandhya, Sarita, Shreeti, Tulsi

Objective of the training

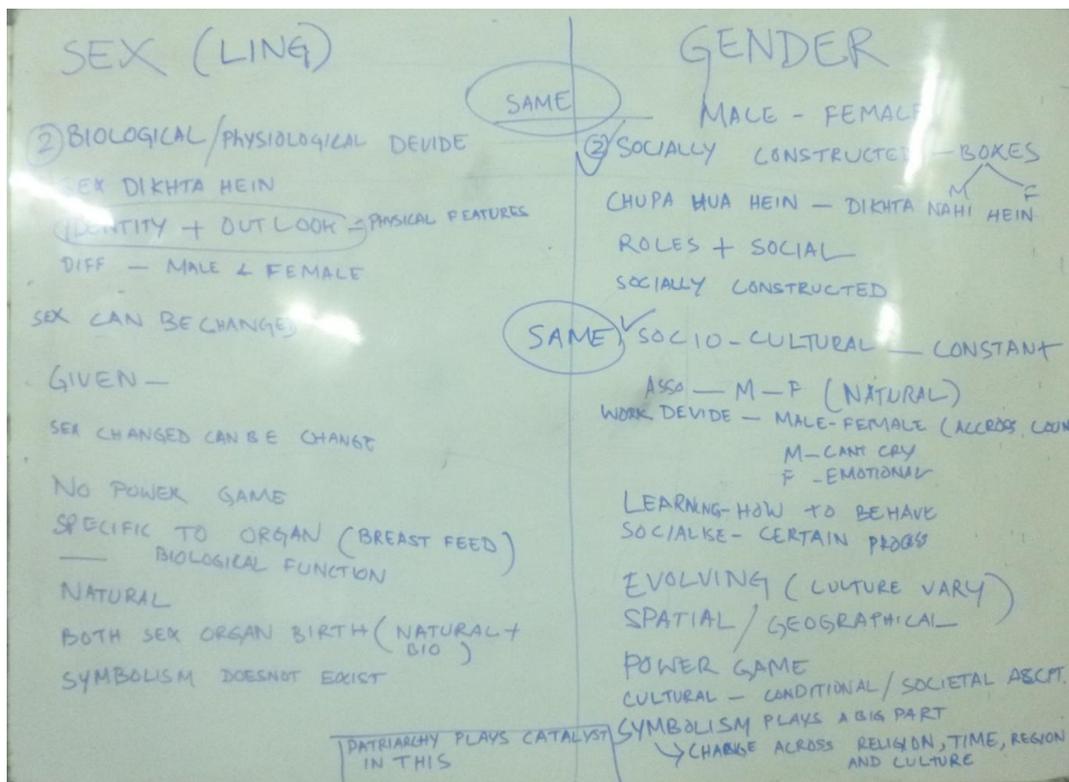
This one day training workshop was organised to build capacity of CHSJ staff as facilitators and future trainers.

Session One: Facilitator Nibedita

Sex vs gender and gender roles

Nibedita welcomed everyone to the session and talked about the objectives of the training

- The training might help the CHSJ team to go deeper into the term Gender
- The common concept of gender that it means women not any other gender like involving men and other gender
- Understanding on gender is critical to trigger change (Social-economic-political)
- To understand the root cause of inequality (Why so much inequality)



Participants were involved in brainstorming session on what is sex and what is gender. The following photo shows the listing of definitions people had in their mind about gender and sex

Observers Note on this Session

Session Two: Sexuality and understanding Masculinity by Bharti

This session started with a listing exercise of perceptions about who does what (Work division between male and female). Throughout the session participants had been involved in discussion on who the gender divided work and roles of male and female. The discussion had included the topic like identity of individuals. Most of the examples in this discussion were given from the participant's personal experiences and from their daily family lives. Participants discussed about physical features of male and female and it was also added that

sometime a person might had female physical features but that person had male characteristics. How society and community put some norms how to behave as a boy or a girl.

Observers Note on this Session

Session Three: Gender stereotypes and gender related tasks by Aditi and Shreeti

There were two exercises conducted to understand what are the gender related tasks and stereotypes. Both the exercises were participatory methods where it was ensured that all the participants could give their own opinions and discuss about them.

The first activity was a timeline exercise where role reversal was done between a male and female and tried to understand the gender related tasks in a household. The male played the role of a female and vice versa. Rest of the participants had to facilitate by talking about the tasks done by a male and female during a day starting from 6 am to 11pm. With a mention of any task an item on the table had to be put on the male or female. The list of work is below and participants were asked who usually does the work at home like bed tea, making breakfast and lunch, preparing kinds to school, cleaning the house, etc. At the end of this activity it was seen that it is the woman who was burdened with all the tasks at home. This was followed by a discussion on the tasks. The group tried to understand how it becomes an added burden on a working woman, it is taken for granted that household and child care tasks are considered to be women's tasks- hence even if help is provided it would be by another woman in the family, men also shared their concerns that even if they try to help it is not welcomed by the female members in the family, men have pressure too of earning for the family and work pressure could be so much that one is not able to contribute to household chores, and so on. One interesting point of discussion between men and women was that men claimed that they help in their households by doing like laying the table, cutting vegetables, changing diapers but they did not do that work because they thought it was their work but as a help provided to the work which is the woman's task.

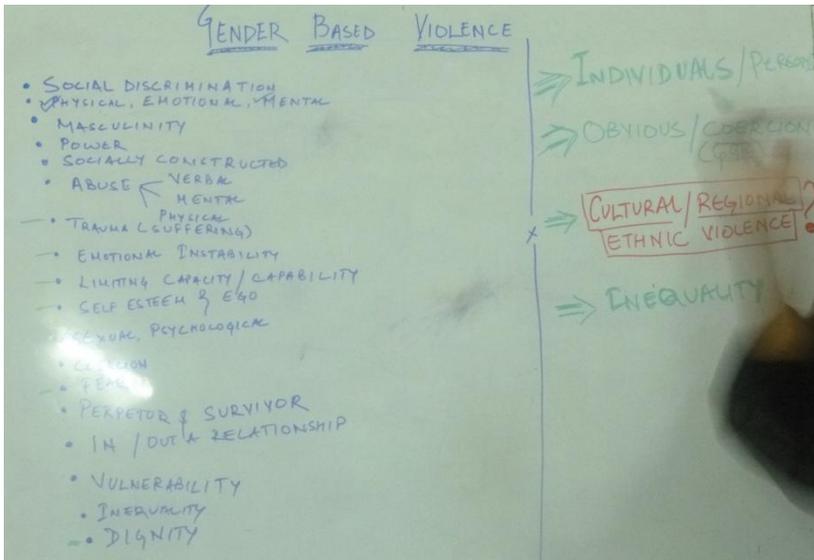
The second method used in this session was voting. The facilitators had read statements on gender stereotype and asked the participants and four options were given to vote. These were agreed, partially agree, not agree and do not know. After voting each of the statements were discussed in depth in terms of the stereotypes we have created based on gender. The statements used and the votes for the activity are-Please indicate if you Agree, Partially Agree or Disagree with the following statements.

	Agree	Partially agree	Disagree	Don't Know
Women should not work outside if their men are earning well	2	4	6	0
Women are emotional and men are logical	5	1	6	0
Women should change their name after marriage /use their husband's surname after marriage			12	
Changing diapers, giving kids a bath, and feeding the kids are the mother's responsibility.	1		11	
It is primarily a woman's responsibility to avoid getting pregnant. A man need not worry about it	1		11	
Girls/ Women should seek their husband's/father permission before going anywhere	1	5	6	
In major family matters, women may be consulted but the final decision should always be taken by men	1	1	10	
Women menstruate so women cannot carry heavy loads nor to heavy work	1	2	9	
A woman should tolerate violence in order to keep her family	2	3	7	

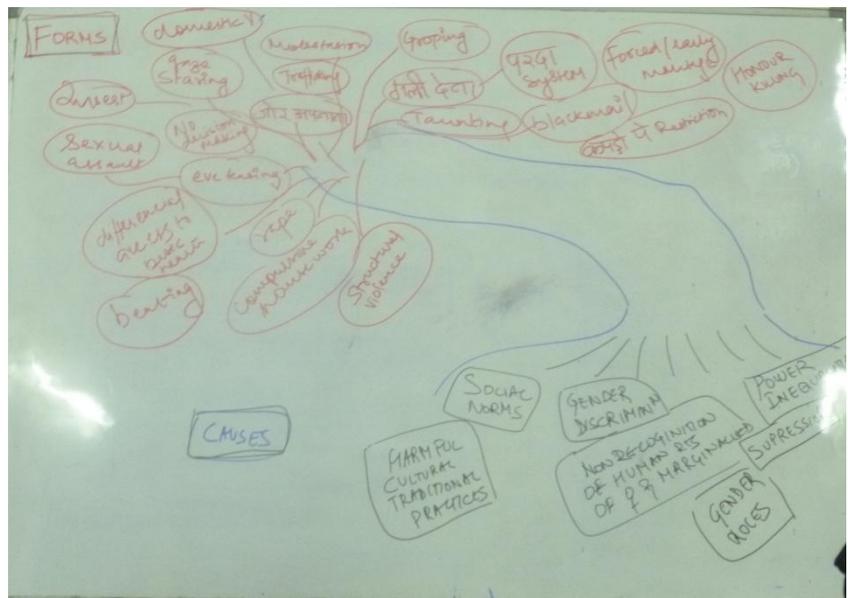
together				
If a women earns some money she should give it to her husband/head of household	2	0	9	1
Women cry easily and men don't	4	6	1	1
There is nothing wrong if a man does sex with his wife even if she is not ready for it	2	1	9	
Women who carry condoms are "easy"/"loose".	1		10	1
Women should not be allotted night shifts	2	6	4	
Due to the ongoing violence, women should not be given jobs in public transport	2	1	9	

Observers Note on this Session

Session Four: Gender based violence by Leena and Shraddha



In this session the facilitators pre-listed the keywords to construct the gender based violence and a tree mapping methods had been used on factors and causes of Gender based violence. The following photographs are showing the tree and prelisting of key words in this session



Observers Note on this Session

Feedback from participants

- Content of the workshop was very relevant according to all the participants
- Which session was most popular
 - Session on gender and stereotypes got highest likes that is 8 votes
 - Gender and sex got 2 like votes
 - Gender based violence got 1 like vote
 - Feminism and masculinity got 1 like vote

Suggestions given by the participants for improvement

- The content of the workshop needs to be specified
- The training should have done in two half day sessions not in daylong session
- Need to coordinate well between the session coordinators
- Need to specify more on content and interlinking between the sessions is necessary
- Should have organised in a better flow and order
- The facilitators should be open to listening to other facilitators opinion
- Every session should be summarised in the end of the each session