

Report of the Feminist Capacity Building Training on Gender and Development

Organized by SANGAT, AWF and EKTA

Feminist Capacity Building Course on Gender and Development, held in Madurai Pillar Center from 18th to 28th Feb 2014, is a residential ten days training workshop for feminist activist from Tamil Nadu – India and Sri Lanka participated by 27 activist, among 11 are from Tamil Nadu and 16 are from Sri Lanka. 3 participants could not participate due to various reasons. Participants arrived on the 17th Feb 2014 to the Pillar Center.

On the 18th there was a coming together of SANGAT training participants and resource persons of former trainings. The Programme started with a warm welcome by Ms.Bimla. Some of the Srilankan participants from Surya kalaachara kulu sang a motivational song and taught the other participants to sing. This was followed by candle-lighting ceremony. Ms. Anita welcomed the gathering and briefed about SANGAT and its functions. Ms.Bimla, explained the main objectives of this gathering as follows.

- To strengthen networking and co-operation for advocacy and action for sustainable development, gender and equality, human rights ,peace and holistic health in India and neighboring countries (ie) the South Asian countries.
- To share information and build a feminist perspective on the ongoing process of liberalization, globalization, justice and human rights.

The participants then introduced themselves and shared their experiences after the training and how the training sessions have been helpful to them in their work. After this, there was a brain storming session on "why networking among women is so important?" and the summary goes as follows:.

- For collective strength
- To realize women's Strength
- A country's developers are women
- Women means strength
- To get our rights
- To get a positive outcome
- To develop a country without violence

- To get protected
- To prove our unity
- To be empowered
- To develop ourselves
- To raise our voices against all issues of concern
- To encourage women to work for human rights and justice

Ms. Phavalam summarized the above sharing and concluded that in order to strengthen the network, everyone should realize the strengths of the network. She also said that the Government is just talking about the various women issues but it is the women network, which is working to resolve the problems, by bringing awareness to the society.

Ms. Bimla explained the gathering about the OBR (One Billion Rising) event in Madurai. The Video clippings and the OBR anthem were shown to the audience. After the Audio – Video session, the participants took group photos and everyone dispersed.

In the inaugural session on 19th February, the objective of the training course, the contents and the process were introduced to the participants. The participants introduced themselves and also expressed their expectations. Most of the expectations were already addressed in the programme design and the participants were advised to raise their concerns if any during the progress of the course.

The aim of the course was to strengthen perspectives on gender and development issues of select women activists from Sri Lanka and Tamil Nadu.

The specific objectives were:

- To build and strengthen the conceptual clarity on Gender, Development, Women's Movement, Human Rights and Empowerment
- To provide space for experiential learning and facilitate networking and cooperation for Advocacy for Gender Equality and Peace across national borders
- To build solidarity and Networking among women rights activities of India and Sri Lanka.

The Sessions during the Course:

On the 19 Feb Ms. Gandimathi facilitated session on Gender, Patriarchy and Women Rights. On the next day, 20th Feb, Ms Gabriele facilitated a subject of Gendered Impact on Neo Liberal paradigm, whereas an interaction session on Monitoring and Evaluations from a Gender and Equality Lens initiated by Ms Ranjani K. Murthy, on the same day afternoon.

Ms Bimla conducted a session on Sexual and Reproductive Rights, and Masculinity and its impact on women with the focus on need to work with men on 21st Feb. Ms Saraswathi focused on the area of Challenges for women in Conflict/Post conflict war situation and vulnerability of minority women on the 22nd Feb. following to that on the next day, 23rd Feb, participants have gone for an exposure visit to ROSE Pudukottai.

Ms Sheelu involved on 24th Feb to facilitate the session on Violence Against Women as a Human Rights Violence following to that Mr Henri Diphagne facilitated the session on Use of Human Rights Instruments. On the 25th Feb Morning Ms P Pavalam conducted a session on Need for counseling, following to that Sr Clare facilitated Stress management session which has continued to the following day, 26th Feb.

The workshop concluded with developing an action plan by the participants for the future and feedback session facilitated by Ms Bimla and Sureka respectively that held after a day out of participants for local site seeing and shopping. Most of the Tamil Nadu participants left the center on the 27th and Sri Lankan participants left for Airport on the 28th Feb morning.

The content of the training course:

Sl.Day	Date	Theme	Resource Person
	17.2.2014 (Mon)	Arrival of out of station participants	
	18.2.2014 (Tue)	Afternoon coming together of past & present trainees & social activists in the region	
1.	19.2.2014 (Wed)	Inaugural	

		Gender, Patriarchy & Women's Rights	A.Gandimathi
2.	20.2.2014 (Thu)	Gendered Impact of Neo-liberal Development Paradigm	Gabriele
		Monitoring and Evaluation from a Gender and Equity Lens	Ranjani K.Murthy
3.	21.2.2014 (Fri)	Sexual and Reproductive Rights	Bimla
		Masculinity, and its impact on women Need for working with men and boys	Bimla
4.	22.2.2014 (Sat)	Challenges for Women in Conflict/ Post War Situation	Saraswathi
		Vulnerability of Minority Women	Saraswathi
5.	23.2.2014 (Sun)	Exposure Visit to ROSE Pudukottai	
6.	24.2.2014 (Mon)	Violence Against Women as a Human Rights Violation	Sheelu
		Use of Human Rights Instruments	Henri Diphagne
7.	25.2.2014 (Tue)	Need for counseling	P Phavalam
		Stress Management	Sr.Clare
8.	26.2.2014 (Wed)	Stress Management, continued.	Sr.Clare
9.	27.2.2014 (Thu)	Overall Feedback	Sureka
		Local Sight seeing	
10.	28.2.2014 (Fri)	Departure	

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| <ul style="list-style-type: none">• The issue of migration shall be dealt as an integral part of sessions on livelihood and violence against women |
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Methodologies:

Lecture, group exercises, discussion, role play, debate , simulation games, documentary film shows, thematic songs, experience sharing were adopted to impart better perspectives, knowledge and skills for the desired change. The course provided opportunities to the participants for reviewing their learned concepts and perspectives on gender and development issues.

Reporting:

Each day two participants were entrusted to write the report (One Sri lankan and another Tamil Nadu participant). The report was reviewed and discussed during the program. However, the report in Tamil is in the process of consolidation by EKTA.

The following reading materials were given to the participants as resource kits:**Materials provided by EKTA in Tamil:**

- Understanding Gender - Kamla Bhasin
- What is a Boy and What is a Girl- Kamla Bhasin
- Patriarchy- Kamla Bhasin
- Protection of Women from Domestic Violence Act, 2005
- CEDAW
- White Ribbon Campaign Booklet
- Ten Women Bicycle
- Good Touch and Bad Touch
- Beijing – Platform for Action

Materials provided by SANGAT:

- SANGAT Bag
- Many Notes: One symphony

Documentaries and Videos Shown:

- Meena
- Agrinaihal (A film on trans gender)
- OBR event in Tamilnadu, India and Globally
- Her Own Sky
- Jagori – Safe City
- Madhavidai (Menses)
- Phir Milenga
- Thanneer, Thanneer
- Man ki Manjera
- Documentary on the implementation of Domestic Violence Act.
- Boys Unite to end Violence
- Sirai (Prison) film show

The participants requested time for local sightseeing and shopping on 27th and agreed to extend the session till midnight on the 26th for feedback and evaluation.

In separate country groups they developed an action plan for dissemination of the learning experience as well as to initiate Sangat network in their respective countries. An Evaluation Form (Annexure:!) was administered to get the feedback on the sessions and **Certificates** were issued to the participants.

Action Plan for the next three months:

Sri Lankan Participants	Tamil Nadu Participants
Individual Level:	
<ul style="list-style-type: none">• I will practice non-discrimination based on gender, class, religion etc.• I will question patriarchy at all levels.• I will try to question the irresponsible behavior of men• I will strengthen my knowledge and	<ul style="list-style-type: none">• As and when I encounter violence against women I shall oppose / intervene• I will be in solidarity with women who oppose violence against women• I will not give or take dowry

<p>conceptual clarity and be brave.</p> <ul style="list-style-type: none"> • I will write and encourage others to write. • I will influence my relatives to develop positive attitude towards women. • I will change my attitude towards men (hatred and anger) • I will look for trainings and participate to enhance my knowledge and understanding • I will work with men and give priority to domestic violence cases. 	<ul style="list-style-type: none"> • I will share the knowledge that I have gained in this course with others.
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Family Level:

<ul style="list-style-type: none"> • I will practice Non-discrimination – equal treatment to both male and female children, sharing of domestic work and other domestic responsibilities. • I will display different messages on gender equality as wall hangings in my house. • I will discuss about the facts and myths on menses. • I will practice yoga • I will give freedom to both male and female children • I will visit my friends and relatives house and share about the need for gender equality. 	<ul style="list-style-type: none"> • I will think positively; focus on my strength • I will bring up my children without any gender discrimination • I will assert my rights • I will educate my husband about my health issues, my likes and dislikes • I will try and change my attitude towards other women • I will teach my grandchildren through songs and stories about the need for gender equality • I will share the above in face book and other social networking forums • I will discuss with my family members about patriarchy and help them understand the negative
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	impact that it creates at various levels
Organizational Level :	
<ul style="list-style-type: none"> • On women's day organize gender training for the leaders of other NGOs. • Encourage my colleagues to overcome the social restrictions during the menses period. • We will create a group of men to talk about gender equality. 	<ul style="list-style-type: none"> • Organize gender training for all staff • I will identify the patriarchal norms operating in our organization and try to address it positively. • I will prioritize the need for the women and children in disability and shall raise my voice in support of their rights. • I will stand in solidarity with the transgender community

Specific Sharing from the participants from Sri Lanka:

- "Broader Network is strength for women's movement. I felt this training has provided space and opportunity for us to widen our network with Tamil Nadu women movement"
- "Sharing experiences and learning from diverse context strengthened our understanding about different approaches to address women's issues"..
- This workshop provided space to understand concepts and its relevance to the present context.
- An important element of this workshop is that there was flexibility in timing and openness in the atmosphere to overcome fear to share; what we felt to share. Also respecting others feeling and contribution are encouraged that helped to feel enabled for intensive involvement in the workshop.
- One of the suggestions is that it would be useful for us if the time allocation for certain session is increased; for example session on "counseling" and "legal framework".

- What we learnt from this workshop is that if we have hope, we can make changes; hence this workshop helped me to increase my confidence level and gain energy to continue my work.
- Facilitation techniques by different resource persons were unique and useful in a way that for us to understand different approaches. Also it made us to go to the deeper level of understanding of the concepts.
- Muslim women said “we want to work with Muslim men and try to make shift in their understanding about women empowerment”.
- Session on violence against minority women and reporting to international mechanisms could have been longer time for further discussion, as it is very relevant to Sri Lankan context.
- I felt the need to make linkages with the development and to see development through gender lenses; this is the area that I learnt newly.
- Language of presentation could be in Tamil as some of the sessions were presented in English.
- I personally felt that session on counseling is very useful in two levels, one is that at the personal level; example, I have been able to relate my behavior with the stress and depression I have and my behavior at my home; whereas I understood ways to help society try to get relieve from stress.
- I take the sessions as TOT and I should be able to triplicate this training back in my hometown.
- I felt and recognized flow and linkage within the subjects from the start and to the end.
- To have 5 years work experience in the selection criteria is good as it would help participants to link practical examples with the concepts.
- Some of the participants expressed that they need to increase their capacity and gather more information on related subject, for an example globalization, in order to have discussion and debate with men and others.
- A basic livelihood opportunity for feminist activist is very important for them to involve in the work continuously.

Participants Overall Feed Back & Evaluation

Date:19.2.2014 - 28.2.2014

Place: Pillar, Madurai

S.No	Content	Very Good	Good	Fair
1	Understanding Gender, Patriarchy & Women's Rights	17	10	Nil
2	Gendered Impact of Neo – liberal views on Development Paradigm	8	17	2
3	Monitoring and Evaluation from a Gender and Equity Lens	16	10	1
4	Masculinity and its impact on Women	20	7	Nil
5	Need for Working with men and boys	21	6	Nil
6	Challenges for Women in Conflict/ Post War situation	14	11	2
7	Vulnerability of Minority Women	10	17	Nil
8	Exposure Visit to ROSE Pudukottai	7	13	7
9	The participants sharing and expressing the learnt information in different ways	16	11	Nil
10	Violence Against Women as a Human Rights Violation	19	6	2
11	Use of Human Rights Instruments	8	19	Nil
12	Need for Counseling	13	14	Nil
13	Stress Management	22	5	Nil
14	Overall Feed Back Methods / ways used for the course	20	7	Nil
15	Opinion about food, lodging, etc	22	4	1

16	Feed Back of the participants	Yes	No	
17	Did you understand the books /topics discussed	27	Nill	
18	Do you need the course to be continued? If so ,in which part of the session, you need a detailed discussion	25	2	
19	Place of the training programme	Sri lanka 2	India 25	
20	Duration gap between the training programme	After6months 18		After 1 Year 9
21	No: of the training programme to be conducted	Days-5 1	Days-10 19	Above 10 7