

Report on Gender Sensitization Training conducted by Kudumbashree.

Date: 23 & 24 October 2017.

“Gender” as a name itself has its share of ambiguous interpretations in common parlance. When a gender sensitization training programme is organized, it invites great curiosity in participants.

Two days Gender Sensitization training organized for various District Programme Managers of Kudumbashree was a valuable experience. Led by learned trainers Mrs. Mercy Kappan and Mr. Roshan of Vistar Bangalore, the training was intended to enhance the knowledge in Gender concepts and its applications in various programmes. As a participant, this training was beneficial in both areas mentioned here.

The sessions:

Beginning with basic concepts, the first few sessions explained the concept “Gender” which was particularly misinterpreted as “Sex” in general. Gender is a status which differentiates one set of persons from others based on factors other than natural, rather biological.

Step by step, the sessions explain the basic principles in learning, how we develop the social structure and its prejudices. Questioning stereotypes is the first step for breaking the existing norms in society. With practical sessions and discussions, trainees were able to understand these basic concepts.

Trainers used Paulo Freire’s educational concepts to explain the process.

Evening's official inauguration session was a good chance for us to meet the award winning director Miss. Vidhu Vincent. Her movie, "Manhole" depicts the plight of marginalised society and their struggles with existing social stereotypes.

The second days sessions were focussed on analysis and applications. The concepts of PGN and SGN (Practical Gender Needs and Strategic Gender Needs) were well explained by the team.

The focus was given to analysing the situations and how to incorporate the Gender concepts in to existing programs of Kudumbashree Mission. These sessions could be a fine addition to improve existing practices.

The training gave a great awareness for people working within the organisation and also serves as self evaluating. As an evolving field, Gender needs more follow-up training programmes.

The training was a great initiation by State Gender Team of Kudumbashree.

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