

BLOCK FIELD WORK REPORT 2020

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The present report is the outcome of one month field work at Kudumbashree. Completion of this report could not have been possible without guidance, participation and assistance of so many people whose names may not have been mentioned. Their contributions are gratefully acknowledged.

We would like to thank all the staffs of Kudumbashree especially the personnel of Gender programs for their valuable help and cooperation.

We would like to express our gratitude to all the community counselors / Resource persons of GRC, Service providers, Snehithe counsellors and Project coordinators who has helped us in field visits for their time and cooperation.

We would like to thank Kudumbashree for giving us this opportunity to do training under gender program.

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INTRODUCTION

“It is time that we all see gender as a spectrum instead of two sets of opposing ideals.”

- Emma Watson -

As the part of masters of social work curriculum the University of Kerala directed the students to do their block field work in different setting related to social work. The MSW students of Kerala University, Karyavattom campus got opportunity to do one month block field work in the Kerala’s reputed agency Kudumbashree, which has been contributing in the field of women empowerment and poverty alleviation. Through this field work the trainees got an opportunity to know more about the gender programs of Kudumbashree, gender resources center and also got chance to prepare standard operating procedure for mode GRC.

The objectives of social work trainees to visit different gender resource center in Thiruvananthapuram district and evaluate the present status of gender resource center and prepare suggestions for the model gender resource center. This report describes the activities carried out during one month block field work from 1 February 2020 to 29 February 2020 at Kudumbashree Thiruvananthapuram district mission.

KUDUMBASHREE

Kudumbashree, the Kerala State Poverty Eradication Mission was launched on 17th May 1998 inaugurated by the Prime Minister, Shri Atal Bihari Vajpayee. The Mission aims to eradicate absolute poverty within a definite time frame of 10 years under the leadership of Local Self Governments formed and empowered by the 73rd and 74th Amendments of the Constitution of India. The Mission launched by the State Government with the active support of Government of India and NABARD has adopted a different methodology in addressing poverty by organizing the poor in to community- based organizations. The Mission follows a process approach rather than a project approach. Kudumbashree, a community organization of Neighborhood Groups (NHGs) of women in Kerala, has been recognized as an effective strategy for the empowerment of women in rural as well as urban areas: bringing women together from all spheres of life to fight for their rights or for empowerment. The overall empowerment of women is closely linked to economic empowerment. Women through these NHGs work on a range of issues such as health, nutrition, agriculture, etc. besides income generation activities and seeking micro credit. Kudumbashree differs from conventional programs in that it perceives poverty not just as the deprivation of money, but also as the deprivation of basic rights. The poor need to find a collective voice to help claim these rights.

Kudumbashree was conceived as a joint programme of the Government of Kerala and NABARD implemented through Community Development Societies (CDSs) of Poor Women, serving as the community wing of Local Governments. Kudumbashree is formally registered as the "State Poverty Eradication Mission" (SPEM), a society registered under the Travancore Kochi Literary, Scientific and Charitable Societies Act 1955. It has a governing body chaired by the State Minister of LSG. There is a state mission with a field officer in each district. This official structure supports and facilitates the activities of the community network across the state. Kudumbashree differs from conventional programmes in that it perceives poverty not just as the deprivation of money, but also as the deprivation of basic rights. The poor need to find a collective voice to help claim these rights. The grassroots of Kudumbashree are Neighborhood Groups (NHG in short) that send representatives to the ward level Area Development Societies (ADS). The ADS sends its representatives to the Community Development Society (CDS), which completes the unique three-tier structure of Kudumbashree. Today, there are 2.77 lakhs NHGs, over 19,854 ADSs and 1073 CDSs in Kudumbashree. It is this network that brings women to the Grama Sabhas and helps them bring the

needs of the poor to the attention of the local governments. The Community Development Societies are also very active in Government programmes and play significant roles in development activities ranging from socio-economic surveys and enterprise development to community management and social audit.

Though its efforts to engage women in civil society in development issues and opportunities, Kudumbashree in association with the local self-government of Kerala is charting out new meaning and possibilities for local economic development and citizen centric governance.

The mission statement of Kudumbashree is –

“To eradicate absolute poverty in ten years through concerted community action under the leadership of local governments, by facilitating organisation of poor for combining self-help with demand- led convergence of available services and resources to tackle the multiple dimensions and manifestations of poverty holistically”.

SPECIFIC OBJECTIVES

The specific objectives are:

1. Identification of the poor families through risk indices based surveys, with the active participation of the poor and the communities to which they belong.
2. Empowering the poor women to improve the productivity and managerial capabilities of the community by organizing them into CBOs.
3. Encouraging thrift and investment through credit by developing CDSs to work as informal bank of the poor.
4. Improving incomes of the poor through improved skills and investment for self - employment.
5. Ensuring better health and nutrition for all.
6. Ensuring basic amenities like safe drinking water, sanitary latrines improved shelter and healthy environment.
7. Ensuring a minimum of 5 years of primary education for all children, belonging to risk families.
8. Enabling the poor to participate in the decentralization process through the CDS, as it is a subsystem of the local government, under which it works.

VISION

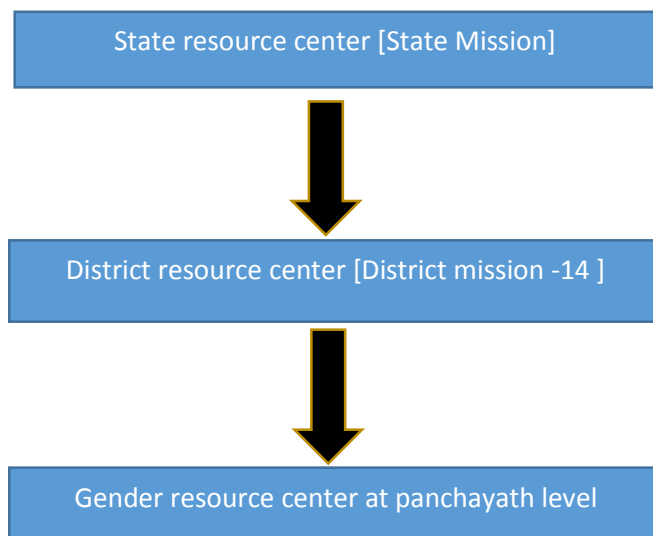
Kudumbashree strives to develop the model of a micro finance led financial security process into a more comprehensive model of local economic development under the aegis of local governments. This would hopefully sustain the transformation of the local governance agenda from welfare to entitlement. Such a transformation does not come about easily and requires rewriting established administrative and development practices. It requires the community acquiring voice and being heard. It requires institutionalizing processes that allow for participation and meaningful contribution. And when we speak of community we speak of the people for whom government is a palpable entity influencing the quality of their lives, as well as of the people on the periphery, both social and physical, for whom manifold deprivations have snuffed out hope of change. We speak of the women who are finding, through collective endeavor, the stepping stones leading from participation to citizenship in its truest sense. It is through the realization of citizenship that Kudumbashree would be able to significantly address issues of equity and justice.

Gender resource center

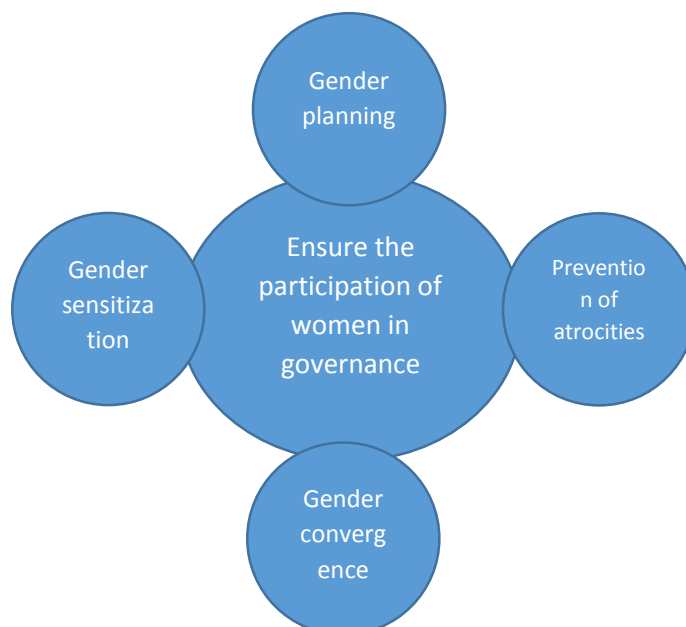
Gender resource center [GRC] is a gender neutral initiative of Kudumbashree. It was started with the intentions of reduce gender based violence, enhance the participation of women in governance process and decision making, aggregate the resources in favour of gender equality, increase the visibility of women in civic engagements, transform the society into a gender friendly and contribute to women component plan in every LSG of Kerala. Philosophically it is an organized effort against existing patriarchy and gender inequality in the society.

Through Gender Resource Centre Kudumbashree emphasizes to address the women's inequality manifests itself in many forms such as gender discrimination in terms of declining male-female sex ratio, Social stereotyping, Gender based violence, health and nutritional status, limited access to resources, etc. Also aims to work for holistic empowerment of women in the state cutting across sectors and to serve as a nodal agency for all gender related initiatives in the state and in the community. GRC attempts to develop and make available the resources at a single place to share them across organizations in order to make their efforts in the sector more streamlined, efficient and effective. It can be act as a centre for making Poverty free Panchayaths in Kerala through various interventions.

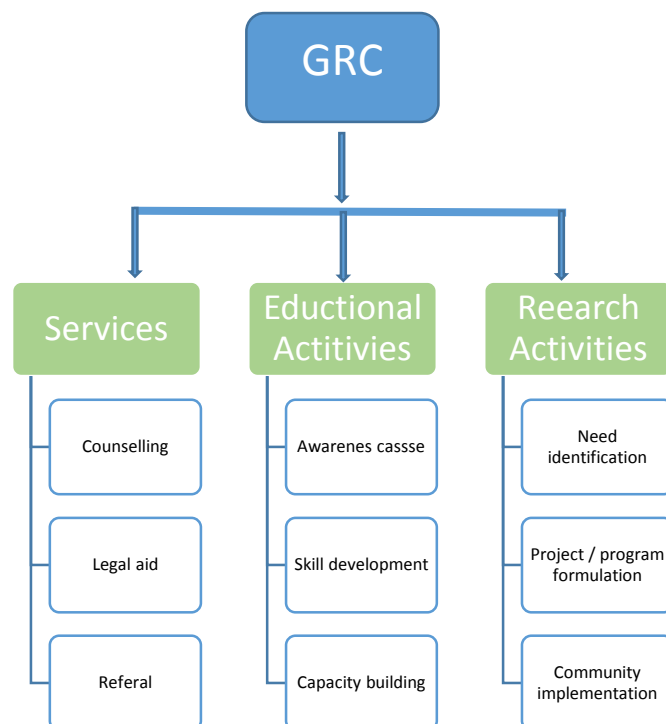
Gender resource center is a network created and monitored by Kudumbashree with the cooperation of local self-government. GRC is a three level system - state level resource center ,district level resource center and panchayath /corporation resource center.



Roles of GRC



Structure of GRC



Rationale of the GRC program - women's role, in a wide range of traditions and in theoretical work influenced by them, has typically been associated with the "private" realm, and men's role with the "public" realm. The public/private distinction has been thoroughly criticized as being in many ways misleading and untenable. Nonetheless, it continues to influence both theoretical and empirical work, with the result that women's efforts to gain a voice in governance have often been ignored. However Kudumbashree made it successful since two decade. Women in Kerala are has started thinking out of box. For this reason, the academic study of women, which used to take place in programs and departments of "Women's Studies," now increasingly, takes place in programs and departments of "Gender Studies," dedicated to understanding the entire system through which societies constructed. It highlights the significance of starting Gender resource centers for enhancing the activities that focuses on gender equality in all the sections of the society.

Resource centers can be helping Grama Panchayat to formulate Projects and Programmes under Women Component Plan. It can be act as a nodal point for the support of survivors of violence or exploitation and also the center can take initiative in strengthening and supporting Jagratha Samithi at LSGs. It can develop a team of Gender Resource Group as technical team at the Panchayat

level for the project formation, handholding support to the survivors and also as a facilitating team of different activities. Through the interventions Kudumbashree aims to increase the participation of women in local development and governance.

Aim

To organize and implement programs and projects to address gender issues and to build gender equality in governance by promoting leadership, decision making abilities and challenging power relations.

Objective of GRC

- Enhancing the participation of women in governance process
- Develop an engendering Panchayath by bringing more women in local economic development and governance
- To act as a catalyst for making community safe for women through social legal and economic empowerment
- Prevention of violence against women & children and community participation or convergent actions.
- To impart skill for specific trades and to provide forward and backward linkages enabling women to be a part of productive work force obtain good remuneration.
- Developing a system that is facilitating Women Component Plan of Grama Panchayat
- Identifying the vulnerabilities existing in the community and address them through convergent actions of GPs
- Will be connecting CRP's and community counsellors with the universities and colleges who are offering courses related gender and women studies.
- CRP's and community counsellors will be provided informal education about gender and women studies.

Recommendation for model GRC

- Provide full time service of resource person including 3 day field work in every week for selected GRC to upgrade .
- Data bank - document all data of demographic ,Resource [material and human],social ,geographical, reported news, study reports, statistical reports, panchayat circulars and orders[file the data each ward wise]
- Equip RPs to contribute to women component plan and gender budgeting [training for the preparation project, proposals, need identification, program planning and implementation and evaluation].
- If it possible appoint MSW candidates as GRC resource person, post as community / gender development officer. [MSW candidates are capable for carry out above mentioned activities].
- Take necessary action to activate the functions of vigilant group through planned programmers.
- Equip the resource person to mobilize resources from stakeholders, LSG, NGOs, CSSR, Cloud funding and public funding.
- Raise the remuneration of RP and rearrange the monthly limitation of remuneration.
- Ensure all infrastructure of GRC that mentioned in the guideline of GRC

Special recommendations

1. Inclusion of transgenders as beneficiary of the program

Kerala is the first Indian state adopted transgender policy [2015] for the purpose of reduce gender violence and in order to fill gender gap and ensure the constitutional rights of transgender. More than thirty thousand transgenders are living in Kerala. They are excluded and isolated by the society. Although positive responds are being expressed from different sector. However gender status and social acceptance of TG are far below than women.

Transgender community is currently facing many problems such as fear, shame, social discrimination, depression, suicidal tendency, social stigma and other gender violence .Their situation is worst in Kerala, since they unable to live a dignified life, once their gender status revealed. Hence the community has no visibility in the state .it is as if they are non-existent. The trauma and suffering faced by them is terrible, which pushes some of them to extreme of attempting suicide .Many others migrate other state for survival. Some of the TGs are centralizing in cities and town due unfavorable social situation in their native

place. Thus transgender is one of the vulnerable and marginalized community in Kerala.

GRC can take necessary action in order to protect the right of TG such as right to life, freedom and equality , right to dignity and right to live with family or with in the desired place. GRC has to wipe out the existing stigmas of society that are evil to TG and convert society into gender friendly as like women friendly. Planned action is necessary to modify the society in favor of TG. GRC is the most suitable system to make aware the society in order giving helping hands to TG. Include TGs as beneficiaries as soon as possible to achieve gender neutrality.

2. GENDER CLUB

Gender club is an association of women, transgenders and girls aims to achieve gender equality and gender neutrality and also it would be an initiative to transform ward into gender friendly. It will be fully under the supervision of ADS and vigilant group. Gender club must be registered under society registration act. It need basic infrastructure to carry out programs of GRC at ward level [infrastructure can be arranged with support of NHGs, ADS, LSG and from stakeholders]. It can be a platform for conducting training session, awareness class, discussion, meeting, recreation activity, GSLP etc. Gender club can play vital role in empowerment of women through empowerment programs, group discussion / debate [political, economic, social, current affairs etc], social activities . This activity will help to develop cohesion, cognition, cooperation, leadership qualities, social commitment, decision making capacity, self-awareness, self-esteem among women. It can also act as women study cell, social defense institution, research center, women career development center, library. It also will be a great platform for performing and enhancing skills, abilities and enriching intrinsic qualities such as writing, drawing, orating, painting, playing musical instrument, game, acting, cooking etc.

Aim

Strive to achieve gender equality and gender neutrality in every nook and corner of the community based on right based approach by using scientific temper, inclusivity, organized and systematic efforts.

Vision

Gender neutral society where anyone can lead barrier free life.

Gender club activities and expecting outcome

- **Day observation**

Observe the day related to gender like international women day, Human right day, elimination of GBV day, gender neutral day, girl day etc. Day observation can be celebrated with various program such as theme based competition – poster presentation , mobile photography, short film making, painting, drawing, essay writing , orating, games and sports along with public meeting, exhibition, awareness class, workshop etc. Programs of the gender clubs must be carried out by the gender club members.

This programs will help to generate consciousness about the right of women and other vulnerable genders among all as well as it will challenge existing patriarchy. Also this activities will gradually reform society and boost on going gender development activities. Through the programs some good results are expected they are enhancement of certain skills – leadership skill, decision making skill, communication skill, conflict resolution skill, ability to work under pressure, creative thinking, emotional intelligence etc. It will be great exposure and experience to beneficiaries.

- **Debate / Group discussion**

Healthy discussion is the change maker of progressive society. It causes brain storming, critical and constructive thinking among participants. It will allow the participants to raise their voice and different opinions. It will be an effective platform for express their ideology, skills, abilities. Though they become stronger to confront GBV and other evil practices. This process enhance decision making capacity, political views, general knowledge, will power, consciousness of rights etc. Topic of the discussion must be pre planned,

- **Library**

Library is the source of knowledge where human has been transformed into civilized. To encourage reading, thinking, writing skill of beneficiaries library is essential. Gender club can easily constitute a library by collecting books from community and promoters of reading.

- **Other activity**

Family get together , to make aware family members about gender neutrality, gender roles, stereotypes , social stigma , gender inequality, rights of women etc by conducting exhibitions, street play, awareness classes. It will prepare for transformation of family from patriarchy to

democratic. It is a fruitful method to convert family as women and gender friendly place.

Provide partial membership to boys up to the age of 16. For the purpose of get experiences and exposure of gender neutrality. Involvement of the activities and programs of gender club will be great exposure to boys so that they can smoothly overcome gender stereotypes.

- **Infrastructure and resources of Gender club can be used for**

Vigilant group meeting

ADS meeting

GSLP

Gender programs

Women and gender study cell

Research center

Grass root agency of Kudumbashree, GRC and LSG

Anti-drugs club

Livelihood training

Recreational activity.

- Gender club can act as pressure group to gain representation in all spheres of governance.
- Gender club will be gender friendly and women friendly public places and it can endeavors to modify public places same.

CONCLUION

The masters of social work students of University of Kerala successfully completed block field work in gender programs of Kudumbashree state mission, Thiruvananthapuram. The trainees started the work on 1 february 2020 and completed on 29 February 2020. This field work gave the trainees a wonderful opportunity to understand more about the agency especially the gender programs. The majority days of the field work the trainees involved in the Kudumbashree gender programs in Thiruvananthapuram district. During the block field work the trainees involved many of activities such as conducted focus group discussion of community counsellors and service providers of gender program, GRC visit, interview of GRC resource persons. Also trainees got great chance to prepare a standard operating procedure (SOP) for model GRC.

The block field work at Kudumbashree state mission, Thiruvananthapuram was a new and different experience for the trainees. The trainees got chance to interact with the gender team of Kudumbashree especially with the state level. State mission made a chance for trainee to learn and participate the all activities of the Kudumbashree especially in state level. The trainees could fulfil the most the objectives of fieldwork which was given by department and Gender state program manager of Kudumbashree.



STANARD OPERATING PROCUEEDURE

For Gender Resource
Center

ABBREVIATIONS

SOP Standard operating procedure

GRC Gender resource center

LSG Local self-government

VG Vigilant group

RP Resource person

GP Grama panchayat

WCP Women component plan

GBV Gender based violence

CC Community counsellor

INTRODUCTION

A Standard Operating Procedure (SOP) is a set of written instructions that document a routine or repetitive activity followed by an organization. The development and use of SOPs are an integral part of a successful quality system as it provides individuals with the information to perform a job properly, and facilitates consistency in the quality and integrity of a service or end-result.

Gender resource center is a network and systematic approach of Kudumbashree to gain gender equality and wipe out evil practices of society. SOP is essential for GRC to manage different situations effectively. This SOP gives better understanding about how to deal gender based violence and how to carry out programs.

Gender resource center

The Gender Resource Center (GRC) is gender neutral initiative of Kudumbashree. Its main aim is to transform Kerala into a gender friendly state and ensure the representation and participation of women in governs and civic engagements.

Through Gender Resource Centre Kudumbashree emphasizes to address the women's inequality manifests itself in many forms such as gender discrimination in terms of declining male-female sex ratio, Social stereotyping, Gender based violence, health and nutritional status, limited access to resources, etc. Also aims to work for holistic empowerment of women in the state cutting across sectors and to serve as a nodal agency for all gender related initiatives in the state and in the community.

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Rationale

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Roles and Responsibilities of the Centre at Panchayath

- Institutionalization of interventions for women in governance
- Women centric local development program initiatives
- Formulation of Projects under WCP to address the strategic and practical needs of women in the community and to address the vulnerabilities identified.
- Facilitate the vulnerability mapping process and further actions.
- Programs to prevent the atrocities against women and children
- Handholding and mental support to the survivor of exploitation and also the women who are in distress
- Provide counselling and other guidance to the women
- Module and other study material preparation for the learning and training purpose
- Provide technical inputs for Gender Budgeting and gender auditing of the LSGs
- Conduct researches and studies
- Convergent actions and programs
- The center would act as a facilitator and provide awareness for better implementation of the schemes and to reduce the gap between the beneficiaries and the service provider (Social empowerment)
- Education- the Centers would endeavor to promote education among girl child and to reduce dropouts

Role of State Resource Center:

- Creation of convergence platforms
- Networking of different schemes and projects
- Develop resource materials and supportive resources
- Evaluation and Monitoring of district resource centre.

Role of District Resource Center:

- District resource centre will act as a centre for district level lassoing and networking
- To provide guidance and support to the Panchayat centres.
- Provide legal and counselling support to GP level centre
- Direct the survivors according to their need
- Evaluation and Monitoring of GP level Centres
- Planning and implementation of programmes on prevention aspects
- Issue based interventions
- The Centres shall be platform for awareness generation on social issues relevant for women disseminating knowledge about their rights, privileges, opportunities and threats. Issues such as safety of women, trafficking, and female foeticide shall be addressed through the information cum facilitation networks.
- One community counsellor/Gender resource person will be in charge of the center and there will be a team of 10 gender resource persons in each GP to work in different areas like project formulation, prevention programmes, counseling etc.

Infrastructure of GRC

- Building for office
- Furniture [Desk ,Chairs, Alamarah, File rack]
- Registers and files
- Computer with internet connection
- Facility for Counselling
- Library
- Visitors waiting facility
- Service information board

*Ensure above mentioned facilities is responsibility of LSG .

Handling of state mission's fund

- Use the fund only for proposed programme
- Keep all bills and vouchers
- Invite authorized resource person
- Conduct audit annually
- Submit report to district mission

Convergence

- Coordinate antidrug programs with the support of Excise and Police department
- Provide legal aid to victims of GBV and legal awareness with the cooperation of legal service society
- Conduct awareness classes and adalat with the support of state women commission

- Arrange medical camp with support of PHC, health department and private hospitals.
- Seek necessary support from Social justice department for gender programs
- Conduct program for youth with the assistance of Youth commission and youth welfare board.
- Organize empowerment program for SC/ST minority women and girls with the help of SC/ST commission and commission of minorities.
- Provide livelihood support and capacity building training to differently abled women and girls with of support of Commissionerate for person with disabilities and The Kerala state handicapped persons welfare corporation ltd.
- Ensure the women friendly public places with the involvement of police station.
- Make awareness of disaster management and risk reduction and first aid class with the participation of State disaster management authority and Kerala fire and rescue department
- Conduct vulnerability mapping ,crime mapping, women status study, need assessment ,impact study, baseline study, PRA - resource mapping, social mapping ,Gender clock, seasonal calendar , chapathy diagram with the assistance of university students, trainees, NSS ,NCC, student clubs and other research organizations.
- Organize training program for talented women and girls with the support Department of Art and culture
- Conduct livelihood training program with the support of Department of Industry ,Science and technology and other small scale industry development cooperation
- Organize programs to develop reading and writing habit among women with the support of library
- Create a platform for various welfare board to organize welfare activity.
- Promote agricultural activities among women with the support of various government agricultural promoting agencies.

Responsibility of LSG

- Provide all infrastructure as per the guideline
- Allocate fund for programs and activities for GRC
- Receive project proposal from GRC to be included in women component plan
- Sanction the programs and project of GRC with the cooperation and convergence of various government department and private organizations
- Technical support to GRC
- Monitor the programs and activities of the GRC
- Receive the suggestions of GRC for women empowerment and gender equality
- Allow GRC to involve all women empowerment program and initiatives
- Support the GRC and vigilant group to prevent GBV and other supportive activities.

Responsibilities of vigilant group

- Prevent atrocities against women, child and TG
- Provide immediate assistance and support to victims of GBV
- Report and refer all the cases to GRC
- Follow up the reported cases
- Endeavor to establish women and TG friendly ward
- Organize gender sensitization program in grass root level
- Assist and facilitate the program of the GRC
- Strive to develop and enhance resources for gender equity
- Act as a pressure group for implement women component plan
- Assist the educational and research activities of GRC
- Conduct monthly review meeting and evaluate activities done

SOP for manage gender based violence

Purpose

This SOP is a procedure for handling GBV and it deals with role and responsibilities of GRC and vigilante group when report gender based violence.

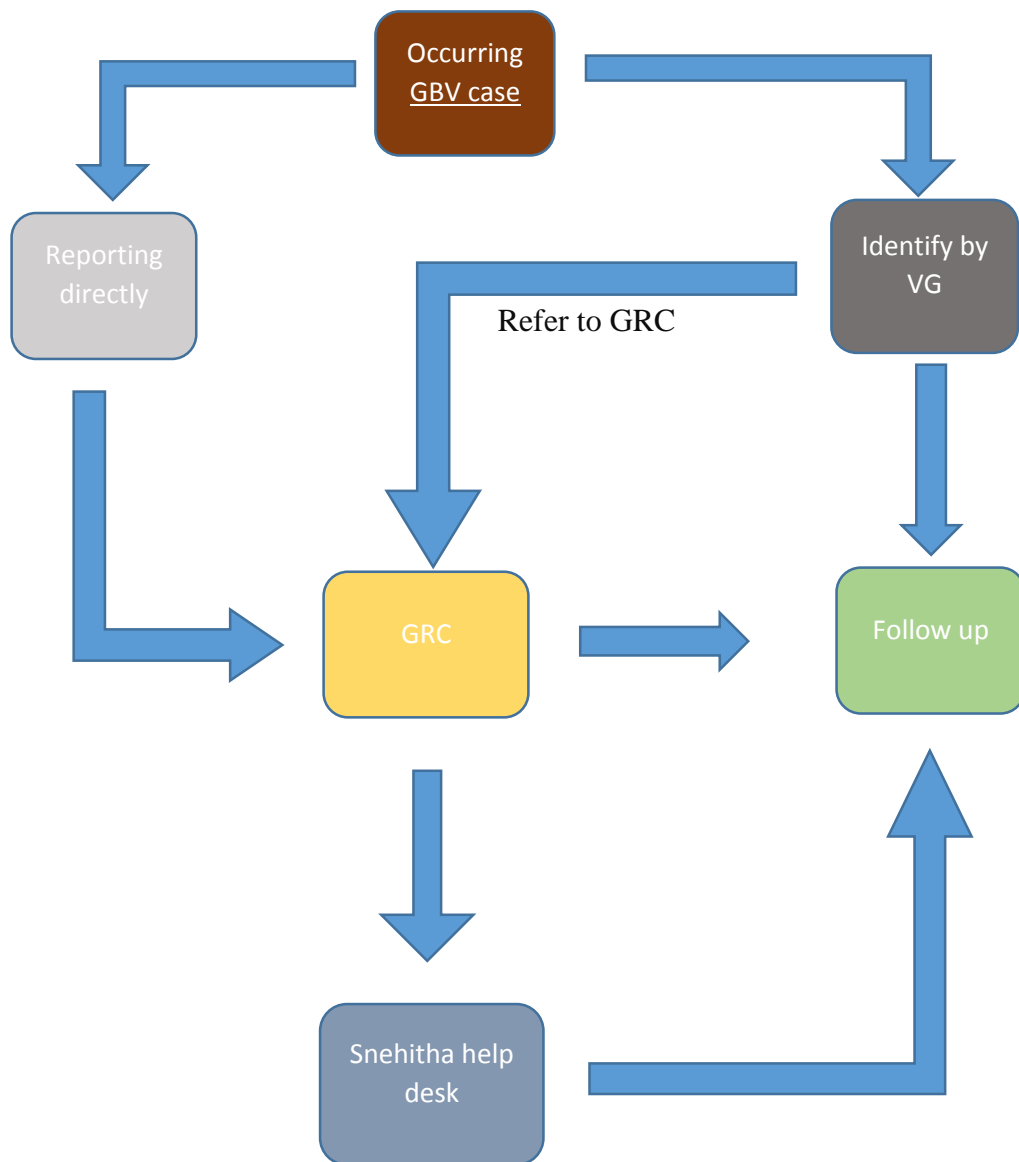
Roles and responsibilities of VG

- Identify GBV
- Provide immediate assistant and support to victims of GBV.
- Report and refer all GBV cases to GRC.
- Follow up all reported and solved cases
- Provide legal aid to the victims of GBV
- Conduct primary investigation

Responsibility GRC

- Counseling
- Legal aid
- Referral service
- Documentation of reported cases

❖ **Flow chart for GRC and VG to handling GBV**



Procedure

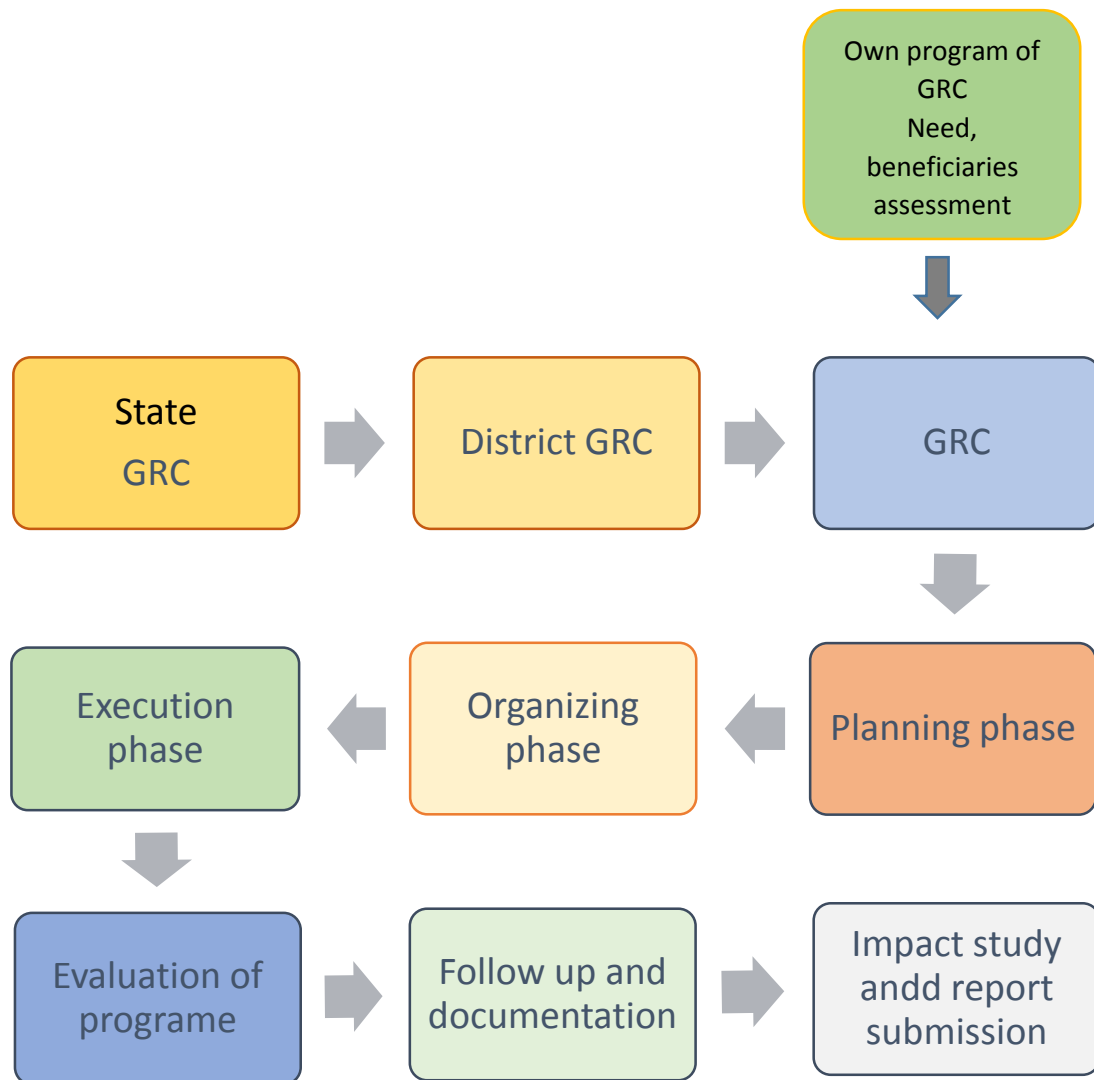
- Identifying GBV
- Immediate assistant and support to the victims of GBV
- Solve simple cases
- Seek the support of police for the protection of victims when needed situation
- Report and refer all the cases to GRC.
- Conduct primary session to study the nature of cases.
- Take actions - action may be intervention, referral service, legal aid.
- Refer the case to Snehithe help desk, if it is not possible to manage the case by RP/CC.
- Document all reported case
- Conduct follow up

Standard operating procedure for conduct programs at GRC panchayat level

Purpose

This SOP contains instruction to carry out programs of GRC.

❖ Flow chart for organize programs



Procedure

Planning phase

- Conduct study to asses needs and to identify beneficiaries.
- Priorities the need of community
- Formulation plan for the program on the basis of study
- Conduct pilot study to check the feasibility of program

- Prepare program proposal
- Conduct meeting of GRC panchayath level committee

Organizing phase

- Division of duties and responsibilities
- Seeking permission from LSG and state GRC
- Resource mobilization
- Invitation of resource persons, delegation of authorities and dignitaries
- Public announcement of program
- Coordination of activities

Execution phase

- Ensure the accessibility of resource person , guest , beneficiaries to venue
- Ensure all needed facilities
- Prepare to be overcome limitations use alternative when being in crisis
- Make sure program is being followed schedule

Guidelines for GRC to mobilize resources

- Use all available resources as soon as possible
- Collect and document the details of all available resources
- Conduct program with the support of community based organizations and NGOs
- Maximum utilization of all available resources and first preference must be to locally available resources
- Utilize assistance of trainees/stakeholders for need assessment, implementation of programs and other activities.
- Use all infrastructure of LSG with it's permission
- Prepare action plane and submit to LSG
- Prepare project proposal and submit to LSG to be included in women component plan
- Make project proposal to seek support [finance and other] from private agency and CSSR

