

# Gender Sensitization Programme on 23<sup>rd</sup> and 24<sup>th</sup> at Maria Rani Training Institute, Thiruvananthapuram.

## Introduction

The meeting started by 10.30am. State Program Manager introduced the activities in the programme. Mercy KappanandRoshan jointly led the classes.

## Activities

The session started with an activity.

There were a group of cards in the middle of the hall. We all were instructed to pick any one from them. And we all took the cards. There was picture of animals behind the card. And we had to seek the attention of other members which come in our family. And we could make some noise or gestures to identify the family members. I got the picture of an elephant and could identify the other 4 in my family. And we were become a group. After the group formation we were assigned to introduce ourselves within the group members and we had to discuss the possibilities of choices of the questions which shown in the screen. The questions were 1. What is your name 2. Your designation and District. 3. Which gender would you opt for your next birth? We were discussed about the third question. Faculty asked us to select one member as family head and the same had to describe the things which we discussed in front of all. Except one all others selected the option of same gender.

A questionnaire was distributed among us and we had to record our opinion about the statements which was given. There were two options, either agree or disagree.

After that we again formed a group and assigned to do a skit based on the gender discrimination which we had experienced in our life. We opted the *education* and we did a skit based on the incidents which we experienced in our own life.

All group members were divided into four groups based on their gender. Two groups each for men and women. And all groups were assigned to write the features of our gender in the given chart papers. Groups were assigned to write about both gender. All chart papers were exhibited in the class room. The group leader presented their findings. Later faculty member changed the title of the topic like men changed to women and vice versa. Later the group leaders were asked to read the features again. This time the group members could identify that except the biological characteristics others still exist the same. This exercise helped all team members to understand the difference between gender and sex.

After the presentation of all groups the faulty members took a class about the differentiation between gender and sex.

There was another exercise to understand the difference between gender and sex. There were a set of statements in the screen. And we had to move either to the pole of gender or to the pole of sex based on the statements.

After that faculty members discussed about the gender roles played by male and female like productive roles, reproductive roles and community roles. Later he discussed about the gender needs mainly practical gender needs and strategic gender needs. Later quiz conducted among group members to assess the knowledge to differentiate the PGN and SGN.

The workshop inaugurated by Vidhu Vincent, Director of the award winning movie, Manhole. The Executive Director, Harikishore IAS, presided over the function. The inaugural ceremony followed by the Film, *MANHOLE*

## **Day 2**

Activities in the second day started with the recall of the activities in the first day.

*Group activity* –Group members had a set of statements and they had to choose top 3 agreeing statements and top 3 disagreeing statements among them. After the group discussion we were presented both the statements and debated about the same. The activity helped us to understand the different approaches on women empowerment. Faculty member described about various approaches of women development like Welfare approach, Anti-poverty approach, Efficiency approach, Equality approach and empowerment approach.

*Group activity*-Group members were divided based on the programmes. And the team members were assigned to analyze the gender roles, needs and approaches in the current programmes.

*Group activity*-Group activity conducted to analyze the gender based violence. The members were assigned to share the experiences related to gender based violence.

The programme concluded with the discussion on the changes which will envisage in the vision of Kudumbashree mission and the changes which will happen in our personal life .

## **Learnings**

- Learned about the techniques used to analyze the gender needs, roles and various approaches to women empowerment.
- Learned about the preparation of *Access-Ownership plan of resources* in the grass root level.
- Revise the current programmes based on the empowerment and equity approach.

## **Conclusion**

All the activities and discussions happened in the programmes led to attitudinal change towards women empowerment. All sessions could strengthen the area of our gender analysis, gender planning and preventive measures on violences against women and children .The training programme helped us to strengthen the skill to analyze planning based on strategic gender needs which will lead to the sustainable development of women.

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