

2 days with FEM (Jharkhand) members
Follow up and capacity building workshop

Date: 26–27 December 2016

Place: Saptarishi Sewa Kendra, Ranchi (Jharkhand)

Brief Report

Background :

FEM (Form to Engage Men) works in 13 districts with 20 voluntary organisations of Jharkhand on gender equality, violence on women, masculinity, and child rights protection. On 16th July, 2 days capacity building programme on issues of gender, child rights was organized with men of partner institutes with FEM. After training, one day follow up and EK SATH campaign was launched on state level by the participants. During this, participants on community level organised the success they received after various efforts they had made and their further outcomes. They discussed various issues related to it and organized 2 days follow up training.

OBJECTIVE OF TRAINING-

1. Gender equality, to stop violence against women, protection of child rights, issues and challenges arise during working with men
2. Knowledge and change of efforts made by the participants on help with men after training
3. Making proper protocols to work

DAY 1-

All participants were welcomed by FEM state coordinator Sh. H.I. Fatmi in 2 days follow up workshop. Workshop started at 12 noon as some participants couldn't reach on time. Later, all participants started with their introduction (name, hometown, district name, their occupation etc). 36 participants from 19 institutes of 13 districts participated in this workshop. Mahendra Kumar and Jagdish Lal from C.H.S.J were also present in this follow up workshop.



Agenda on discussion for 2 days workshop was discussed and some new topics were added after the participants wanted to know about them. They wanted to know and discuss about the minutes of state level campaign EK SATH.

Agenda of workshop-

- Learning and recap of 2 days workshop organized in July and its followup.
- Review of EK SATH campaign
- Follow up of pre decided planning and their challenges, problem, solutions and changes.
- Discussion on input on community level by the changes given by the men.
- Discussion on future planning

By facilitating the workshop, Jagdish Lal said, since many of the participants are new here, who were not present in the last training session, so, old participants will share about the discussions we had in last training, and what did they learn out of that. They were asked to share their talks one by one, so that new persons could learn with their expectations.

What is gender, gender based identity, difference between gender and sex, what is equity and equality, discrimination made for gender equality, power and its different sources, facility given to men and relation to power, child rights, fathers role in protection to child rights, benefits of care to men, etc points were discussed and learning through it

Experience of state level follow-up workshop training and upcoming challenges-



Representatives from various institutes, students, women organization, and media people participated in state level workshop. This came forward, at some places; women also do violence with men children. It is essential to see violence with children at different levels because, including homes and colleges, trafficking is the main issue and where the naxalite is the main concern, either parents relocate to some other places or send their children to their relatives place where they also faces violence. People shared issues on discrimination with children especially with girls. We need to make people vigilant and have to work with school children to aware them.

Initiative made under EK SATH campaign, their issues and challenges-

Campaign on early marriage, violence on women, issues on care of children came up on state level with all districts on community level. Meeting with men in 10-10 villages by partner institutes, competitions at school and college level, sports, discussion and rally, discussion with media people in some districts took place. Media published news related to workshop. Representative of various institutes bookmarked some people who were Gender Champion or Smanta Ke Saathi who wanted to join or increase knowledge on such issues. These people helped in conducting the workshop too. Institutional representative added, many of the men didn't come for the meeting, as they were seeking some gifts in return and many were busy in doing their personal works. Now days, girls elope, that's why they willingly settle their girls at early age. Female face violence at comprehensive level at their home, but on asking, people generally don't agree and make excuse of their husbands as drunk. Men generally abuse with their wives and children after taking liquor. And that's how, men generally don't share their hands in house hold works and women remain under the work load as they take care of their children and other works related to outside. Importance on child education is not given. Boys generally study after going to other places, but girls usually discontinue their study due to lack of educational facilities near by to their

homes. Men do not contribute to care for their children and are not notified about the issues faced by them.

Participants were asked to put challenges, affirmative changes, and upcoming issues, made on the efforts of work plan based on last training so that everyone could learn and know. Participants verbally discussed about the efforts made by them. They were asked to write about their experiences, so that issues can be understood and can further be added in upcoming trainings.

2nd Day :

2nd day workshop started at 10 am, with recap of experiences and minutes last day. Participants shared that, there are certain issues, which we do not agree and not ready to understand/agree as well. Facilitator suggested, we need to make a list of such questions, which are not understood by people, so that community based understanding can be made.



Important points after process of change in different intervention-

- List should be made by the institutional workers, on which they feel trouble or difficult to address.
- We should keep in touch with people who are doing small changes; we must support them so that they should not give up.
- Write stories for the efforts made, so that change can be understood and help can be taken for further initiatives. There are many changes coming up, but we are unable to identify, that's why we need to write story with questions why, what, how, when. We should keep in mind, not to add our own words in writing story of others. His words should remain as it is.
- Every participant should write about his efforts made at his own institutional and family level and problems and challenges at every level, so that moral can be shared with everyone.
- Regular meetings of forum at district level with men should be there to initiate and process of sharing. So that one could learn with the experience of others.
- Efforts should be shared with other people via social sites and secretariat and issues related to men's life, should also be discussed.
- Regular meetings and information with youth and men should be there.

Certain questions were asked after above discussion, which are actually raised during meetings, in which facilitator group gives input. Participants asked various interventional supports at village level, so that; work can be taken care smoothly. Here with CHSJ medium,

it was shared that, people who were bookmarked in training, 3 level plan is about to come up with them so that speed of change can be accelerated. That's why you people are requested to submit list of such people in the secretariat.

- To keep in contact with Samaanta Ke Saathi via whatsapp, messages, so that they can be notified for every news.
- On-line training- Those who use smart phones, online training can be given to them, post completion certificates will be issued.
- State level Training- Some trainings will be organized at state level. This training will be held in various phases.
- Distribution of material- CHSJ will distribute various educational books to aware partner institutes.

Prospective employment-

Following points were made while working with participants at community level-

- To follow up and holding regular meeting with men and boys at regular intervals.
- Meeting at district level forum, and to share the personal change, to increase the process.
- Writing stories of challenge, change, and updating efforts in secretariat, and using social media at utmost.
- Adding and addressing media in meetings, analyzing the news published in the newspaper.
- Adding teachers to district level forum meeting where the programs in schools and colleges had taken place.

After this, state coordinator of FEM, Sh. H.I. Fatmi shared thanks giving note to all participants for taking out their precious time for this workshop. And, after this session ended.