

One day training with men on Gender Sensitisation

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Place: West Bengal Voluntary Health Association, Kolkata

Brief Report



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On 28 September 16 Parichiti had organized one day training with community level men's group member at training hall of West Bengal Voluntary Health Association, Kolkata. To providing hands on approach to support work at the community level, Mahendra Kumar from CHSJ had facilitated this training and 14 people from community and staff of Parichiti had participated.

Parichiti has started work with men's in three community of Kolkata city. They had identified some leaders from all three locations and decided to orientation of them on the issues of gender and gender based discriminations. So one day sensitization program had organised with them along with Parichiti's field staff.

Training had started with introductions of participants, in which they shared about their name, the community they came from, their job and responsibilities. Facilitator had made the process of sociogramming with participants for deeply introduction and knowing their view about the different social issues.

After this, facilitator had shared the objective of training-

- To build the understanding about the gender discriminatory practices in the family and community.
- To increase understanding on role of men and boys to change gender discriminatory social norms.

In the second session, Facilitator had discussed about the equity and equality and taken the reference of Indian constitution. Why equity needed and on the basis of this principal what efforts have taken by different institution spicily government had discussed. Facilitator tried to establish that we want to equality in the result and there is needed positive discrimination with women and socially excluded persons.

For understanding on gender and sex, facilitator had listed the social identity of boys or girls through outlines of figures. Then after, facilitator cleared about the Gender and sex on the basis of biological and social identity. He established that there few biological differences between male and female but a lot of discrimination constructed by society on the basis of gender identity. So we should try to reduce this discrimination at the family and community level for gender equality. In the third session, a process of self reflection had played by the participants through a role play so that they can understand the impact of discriminations in women's life. Detail participatory discussion about the role of men to end gender based discrimination had made with participants.



(Role play was a short skit through role reversal. In the play one participants playing the role of the husband was made to sit on the floor and another participants that was playing as a wife sat on the chair. The other participants were divided into two groups and asked to

sympathise either with the husband or wife. The husband was verbally abused and meted with the treatment that is usually a part of most women's lives. At the end of the skit there was pin drop silence in the room. The effect on the psychological impact on the participants had been so high that most were stunned and dumbfounded. Babulal Mandal said that, "I was being ordered like a woman so I felt like a woman. I felt very hurt. Getting such treatment I was feeling almost suicidal." The other men too said that they didn't like the treatment being received by the husband. Facilitator told that upon receiving such treatment for five minutes the men had felt suicidal but it is a wonder what women endure with such strength that they go through such inhuman treatment throughout their lives.)

In the last session participants had shared their action plan. The participants resolved that once they went back to their localities they would take the following action:

- Begin a conversation on women's rights and gender equality with others.
- Creating groups of 10 to 15 members according to age groups to reflect and discuss on these issues.
- Informing others about the learning's from the training.
- They will not make discriminative behaviour in their family relations and take collective action with the help of group members on the cases of discrimination and violence.
- Parichiti will help the participants to form the men's group and for conducting meetings.



Learning's and reactions –

Initially there was a communication gap as all the men couldn't understand Hindi well. However, once the games and interactive sessions such as a role play began the participants were so affected by the flow that language stopped being a barrier. Manas Burman said about the workshop that, "Both men and women are equal. We try to make women understand but we should rather make men understand."
