

**Two days training with network members on  
Gender, Gender based discrimination, Power and Masculinity**

**Date: 15th and 16th November 2016**

**Venue: Seva Kendra, Kolkata**

**Brief Training Report**



**Organised By:**

Centre for Health and Social Justice (CHSJ), New Delhi

**Supported By:**

Oak Foundation

Two days training with organisations staff held on 15<sup>th</sup> and 16<sup>th</sup> Novembers 2016 on Gender, gender based discrimination, Gender Equality, Men and Masculinities took place at Seva Kendra, Kolkata. There were 30 participants from organizations working in West Bengal.

### **Day-1 (15 November 16)**

Training had started with introductions of participants, in which they shared about their name, the organizations they came from, their job, responsibilities and years of experience. Facilitator had made the process of sociogramming for deeply introduction among the participants. After this, facilitator had shared the objective of two days training as-

#### **Objectives of the training:**

- To build the knowledge and understanding about the gender discriminatory social norms in the family, community and in different institutions.
- To increase understanding on role of men and boys to change gender discriminatory social norms.
- To make the campaign actions plan by the participants to promote gender equality and to eradicate discriminatory social norms.

Facilitator had listed the expectations of participants from the training programme on cards and explained about the topics that will be covered during the training.

For understanding on gender and sex, facilitator divided the participants in pair and participants had shared 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. There are few biological differences between male and female but a lot of discrimination constructed by society according to gender identity. So we should try to reduce this discrimination at the family and community level.



Detail collective discussions had made on the role and responsibility of men in gender quality and for eradicate the social barrier. Some principles of working with men were presented and discussed. When we work with men we have to focus on changing with knowledge (head), emotions (heart) and practice. A film on CHSJ's work with men was shown. The facilitators reiterated the fact that gender equality was integral to human rights.

Participants played a game (Power walk) that helped them to understand multiple marginalizations and inequality. They could understand that how identities are formed as interplay of factors and contribute to an individual's standing in society as –

- Class (Education & Economic power)
- Caste
- Religion
- Gender
- (Dis) ability
- Sexual Orientation
- Age
- Region

Facilitator played a game to participants in pair, in which they tried to learn that we always use to our muscles power to resolve any problem rather than non-violence way. There was a discussion on patriarchy and masculinity. We ended the day with a presentation on the different source and kinds of power.

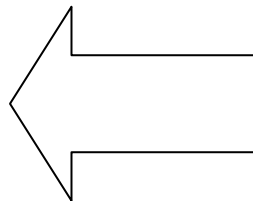
He describe that in which way power works or we can see-

Source of power -

- Position
- Money
- Background
- Knowledge/Information
- Number
- Contact
- Experience

Kinds of power -

- Power over
- Power to
- Power with
- Power within



Decision  
Implementation  
Monitoring



## **Day-2 (16 November 16)**

The second day started with a brief report of Day-1

Facilitator analyses the different constructions of masculinity, power and privilege. He made a distinction between assertiveness and aggression and also understood how men perpetrate different forms of violence. Facilitator also discussed paternalism and pointed out different examples from the film clips. We also discussed privilege and the need for men to understand and analyses male privilege in their journey to promote gender equality.

We had a letter writing exercise where we described the impact of masculinity in our lives and what we wanted to change. Many of us read out the letters. After understanding on masculinity, its types and impact on life, facilitator told that if we want to empowerment of women then needed to –

- Stereotype role change
- Mobility increased
- Control on her body
- Control on sexuality
- Violence against women
- Control on property

On the participants demand facilitator discussed issues like sexual norms, choice, rights, and duties. At the end, the facilitator also explained terms like heterosexual, homosexual, gay, lesbian, bisexual, cisgender, transgender, transsexual and hijra. However, it was also pointed out

that definition of these terms could vary and it was important to respect how people named their own gender / sexual identity.

After this, participants sat in small groups on the basis of their organisation and each group discussed about their plan that they will make change at their own family and community level. The participants then shared their individual and organizational change plans for applying the lessons from this training into their organizational work plans.

At the end of session, facilitator shared in details about the 'Ek Saath' campaign for changing gender social norms. What activities can do in their areas? What will be reporting and support system and which types of material will be provided of CHSJ. Participants committed that they will send the campaign plan to state secretariat after discussion within their organisation team.



### **Output / Achievement:**

- Participant were different organization who had attend this training programme, have build their understanding about why need to work with men and boys for gender equality.
- Participant express their own thought in front of facilitator by shering their personal and working stories of challenges.
- Participants were very interested about the Ek Saath campaign. after the training programme they want to know more about the campaign. They express their interest to engaging men in their area through Ek Saath campaign.

**Learning** - Men are coming forward to participate in different program held at community level but they have a lot of confusion and hasitation. They have no peer support at field level so participants could understand and taken their own responsibilities to work with them young boys and men for gender equality.

**Resource person / Facilitator:**

- Satish Kumar Singh from CHSJ, N.Delhi
- Mahendra Kumar from CHSJ, Ranchi

**Participants:** 30 participants from 11 organisations of West Bengal.

**The organizations were as -**

- Parichiti
- ASHA
- Jeevika
- Pranta Katha
- NOSKK
- South Kolkata Sannidhya
- Kolkata Rishta
- AWWD
- RAHI Foundation
- Praajak
- Durbar Mahila Samanwaya Committee (DMSC)

**Report written by:** Kakuli Deb from Parichiti

## Two days training of organizations staff

**Date: 15-16 November 2016**

**Venue: Seva Kendra, Kolkata (WB)**

### Draft program schedule

***Objective of training:***

- To build the knowledge and understanding about the gender discriminatory social norms in the family, community and in different institutions.
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- To make the campaign actions plan by the participants to promote gender equality and to eradicate discriminatory social norms.

Time/ Session No.	Sessions/Topics	Objective	Method
<b>1<sup>st</sup> day - 15.11.2016</b>			
1	Welcome and Introduction	Participants will able to know about each other	Individual & Sociogramming
2	Objective sharing Sociogramming	To introduce the objectives of two days training program	Lecture
3	Expectations	To establish the expectations from participating in the Program	Individual
4	Understanding Gender & Sex	<ul style="list-style-type: none"> <li>▪ Difference between sex and gender</li> <li>▪ Understanding Gender – identities, roles, relationships</li> </ul>	Work in pair and discussion
5	Role of men in gender equality	Participants will understand their role in gender equality	Collective discussion
6	Power and power relation	<ul style="list-style-type: none"> <li>▪ Base of inequality/ Why this inequality exist in the society</li> <li>▪ How power structure govern the society on the basis of gender, class, cast, religion etc.</li> </ul>	Power walk Power game (In pair)
<b>2<sup>nd</sup> day – 16.11.2016</b>			
1	Recap of the first day	Finding out if there is any topic that needs clarifications on confusions	Individual sharing
2	Masculinity & Gender	Participant will understand the relation between gender and masculinity	Open discussion and group work
3	Follow up plan	Participants will able to make their personal change plan	Personal work
4	Campaign planning	Participant will make the ‘Ek Saath’ Campaign plan	Organisation wise
5	Feedback and Vote of thanks	Feedback of participants and vote of thanks	