GENDER SELF LEARNING PROGRAMME
What is GSLP

- An innovative programme devised by Kudumbashree and rolled out in 2007
- Women have vast experiences of discrimination, struggle, exploitation etc.
- The basic aim of the programme is to analyse these aspects to overcome challenges and set new paths.
- Self learning approach understands the strength and limitation of each member involved in the learning process.
Background of the program

- Prime agenda of the community/SHG was to view poverty eradication as an empowerment process.
- NHG formations brought collectivization. But the question of autonomy remain unanswered to a limit.
  - Question of capturing space.
  - Question of recognition and utilization of capabilities.
- Power concentrations hindered emerging leaderships.
  - Second line of leaderships to emerge as the collective expands.
- Optimal use of the collective in resolving issues pertaining to domestic violence, education, power sharing, ownership of assets.
  - Shift from an intermediary to socially committed citizen.
• Recognising the need to transform collectives from income generation groups to that of knowledge-sharing-creation-management groups.
• Recognising the need to deepen democracy through rights based discourses.
• Advantage for utilizing opportunities by tactical approach.
• Enhancing capacity to share and manage different dimensions of social life.
• Consolidation of rich life experiences for understanding self.
• Analysing rich life experiences for understanding the traces of established norms and patterns followed from time to time.
• Need for evolving small learning groups beyond the formal structures in quest for effective interventions on bringing in equality and justice.
• Effective interventions in development process than mere presence in planning to implementation.
Objectives

- Convey the messages of women’s status, rights, equality and justice
- Initiate women to have access and control over assets
- Participation of women in the decision making bodies
- Prevention mechanisms for violence against women & children
- To form a community level resolving mechanism
- Address the vulnerabilities and access to services
- Enhance the platform for participation in local development
Governance
Power positions
Decision making
Participation
Control over resources/ assets
Access to resources / services
Availability of resources/ services
Gender self learning program

Transforming women from beneficiaries to change makers

Direct implications on rights and entitlements of women in grassroots
Approach

Network building
- Resource pool creation
- Core team
- GRP
- Support team

Program domains
- Preventive programs
- Supportive programs
- Transformative programs

Levels of planning and implementation
- Module preparation
- Training
- NHG level discussion
A set of three criteria is used to identify resource persons.

- **Women who are gender sensitive;**
- **Women who have time and patience to guide the learning process at the grass roots; and**
- **Women with experience in social work, who support the spirit and philosophy of GSLP and Kudumbashree at large.**
Core Team (10-15 selected Members)

District level R.Ps- 1 member from each CDS

CDS level R.Ps- 2 members from each ADS

ADS level- R.Ps- 2 or 3 Members from NHG

NHG Level Facilitator- Social development sub Committee member

Support Team – 4 members in CDS, 4 members in ADS
GSLP – pilot

- Participatory pedagogy
- Practical wisdom into knowledge generation
- Life experiences of women – assimilated through workshops
- Specific themes
- Formats / modules
  - conversations
  - articles
  - poetry
  - creative performances
- **Module I - Women and employment**
  right to work, equal wages, transition, nregs, gender needs (practical & strategical), exploitation

- **Module II - Women and health**
  health & domestic labour, mental health, aged, pregnancy, rearing animals, adolescence

- **Module III – Women and mobility**
  society & mobility, mobility & atrocities, mobility & opportunities, mobility & rights
Module implementation

- Training at various levels - District, CDS, ADS, NHG family meet
- Training for Resource persons and Support team members
- NHG level piloting
- ADS/CDS based activity group formation and activities related with the subject
- Report formation
- Follow up
Stages of learning

- Setting a theme - a theme that manifests discrimination
- Lecture series incorporating experts.
- Experience sharing workshops based on the themes at Block level.
- Identifying district specific issues based on the lecture series. (survey, group discussions)
- Preparation of framework according to the identified experiences, lecture series.
- Development of contents and suitable questionnaires.
- Reading and modification of developed module at district level.
- Editing and approval at state level.
- Module based training for resource pool as part of the dissemination process.
- NHG reading and discussions
- ADS/ CDS consolidation.
- Preparation of status report.
Status formation

Quantitative information
visible implication – invisible implication

Facilitator Discussion Status formation
Outcome of the Learning

- The centralized module was accepted in the grass roots
- A platform created for discussing issues of day to day life than discussing on a specific topic.
- Collectives for right based negotiations. (alcoholism, domestic violence, local level interventions and so on)
- Utilization of existing formal spaces through convergent actions (Jagratha Samithis, service providers, government and nongovernmental institutions)
- Interventions in the gender issues and identification of women’s rights
- Written life experience of women by themselves – Collection of their experience, 1048 printed books
- Women Status report formulated in each LSGI’s based on the written experiences
- Selection of women in the LSGI elections
We have identified so many things. What to do next???

- Prevention
- Support services
- Transformation of society
Preventive programs

- **Crime Mapping** - This helps to identify and understand the issues/demographics, locations where crimes are committed against women and children. Also better understand the underlying patterns of atrocities and to understand the nature of atrocities in different places.
Process

- Issue mapping & Crime spotting – men & women – age group

- Oral
- Verbal
- Physical

- Relative/stranger
- Drug abuse
- Identify

- Yes / No
- How
- Response

- Place
- Time
- Frequency

Nature of crime

Abuser

Location

Reaction
Kudumbashree developed a tool as vulnerability mapping to identify the issues/demands through the collective action of the community. Map the locality to identify the prevailing vulnerabilities which are leading the community into vulnerable situations.
Process

Primary data
- Demographic details
- Agriculture, health, sanitation, animal husbandry etc

Secondary data
- Previous studies
- Documents

Case analysis & FGD
- Individual cases
- Group discussion

Institutional analysis
• **Vigilant Group**
  The vigilant group spread its wings over 14 districts of Kerala, the aim of the group are to protect the people from being a victim of crimes and provide support and legal assistance (if needed) to them. Vigilant groups are formed in ward level. A vigilant group contains five to ten members who are from the same ward for identifying and dealing the issues in a ward.

• **Migration centers**
  Migration centers were started in twenty two blocks for the coordination of the activities and for the prevention of trafficking in the area. The center aims to focus on prevention of trafficking, emotional and vocational rehabilitation of the survivors through Counseling, Vocational Training and livelihood programs.
Supportive programs

Community Counselors:
Selected 350 women from Kudumbashree network and trained persons in counseling techniques, types and process. Community counseling and support services aim to give premarital counseling, assist women, children and adolescents who have experienced family violence or who are at risk of being unsafe in the family environment by trained community counselors.

I have no one to talk to. What shall I do? Where to go?
The main objective of the centre is to provide all relevant and necessary services for the care and protection of women under one roof. It tries to protect and rehabilitate women and children within a short period of time.

- Counseling
- Short stay
- Legal aid
- Support services
Community counseling centers are working in block levels with the support of block Panchayats. There are 75 block level community counseling centers are working across Kerala. Community counseling centers aims to provide counseling facilities and other support systems and programs.
The aim is to have an outreach centre where people can come; spend time creatively by reading; accessing net facilities and can have discussion on development issues. It can also be utilized for consultation services for those who need legal or psycho and social support. Library facilities, research, place for recreational activities for women and children is also another aim of Gender resource Centre. There are 110 gender resource centre in Kerala.
TRANSFORMATIVE PROGRAMS

- Theme Based Programmes: Which ensures the participation of women in Cultural space. Through this women are getting opportunity to expose their taste in different areas such as art, literature etc. Also promoting journey of women to different places for experiencing.

- Art, literature, drama fest
  Selected participants from all districts participated in separate camps for drama, drawing/painting, and literature

- 1400 women were became the part of “Nammukku Keralam Kanam programme” (Travel of women). Created travalogue of each district.
Community Theatre (Rangashree)

Groups formed for the message dissemination and sensitisation. 10 women theatre groups were developed by given training in direction, script writing, property making, costume design etc.

Registered as ME groups
Conducting various type of campaigns
Varayude Penma

Many women from the community are losing their opportunities and they have faced challenges due to gender biases. In this situation, Kudumbashree arranged an art camp in collaboration with Kochi Muziriz Biennale for the selected 42 women from the community who are interested in different art forms. 4 days workshop included familiarization of art forms, interaction with many famous artists and exposure to Biennale to know the art.
Other initiatives

- Health programs
- Awareness campaigns
- Exploratory journey for old age people
- Gender newsletters
- Sports camps
- Self defense training
- Gender sensitization training
Institutions

State resource centre for women

Snehitha gender helpdesk (district level)

Gender resource centre (village level)