

Event Report

*Training on*  
Mainstreaming  
**Gender &  
Social Inclusion**

Rajendrapur, 23-25 January 2019





# The Agenda



**Day 01**

23rd January 2019

## Human Mapping – Inclusion & Exclusion

Outdoor group exercise & discussion

## A story of exclusion

Video interview screening & discussion

## Rights & Human Rights

Discussion sessions

## Understanding tolerance

Role-play activity & discussion

## Rights & Organizational Practices

IBPs group exercise & discussion

## Law & Human Rights

Discussion session

## Understanding discrimination

Discussion session

## Movie Screening

*Provoked*

# Gender & Social Inclusion Workshop



**1**  
Workshop

**3**  
Days

**20**  
Sessions

**24**  
Participants

**12**  
Partner Organisations

**Day 02** 24th January 2019

## Provoked & Law

Group exercise, presentations & open discussion

## Understanding proverbial stereotypes

Group exercise & discussion

## Stereotypes & Behaviour

Outdoor group exercise & discussion

## Stereotypes & Professions

Individual exercise & discussion

## Parenting

Open discussion

## Power, Gender & Equality

Role-play & open discussion

## Understanding patriarchy

Group exercise & discussion

## Understanding intersectionality

Outdoor group activity & discussion

**Day 03** 25th January 2019

## Practices & Gender Sensitivity

Group exercise & presentations

## A way forward

IBPs group exercise, discussion and recommendations

## Concluding Session

## Paper-planes & Feedback

Group activity

## Certification Ceremony

### PROKAS Partners





## Background

Promoting Knowledge for Accountable System (PROKAS), in cooperation with Institute of Informatics and Development (IID), organized a three-day (23 – 25 January 2019) residential training workshop on “Gender & Social Inclusion” for its issue-based partner (IBP) organizations working on Climate Governance (CG), Fairer Labour Migration (FLM) and Food Safety (FS) issues.

The training was facilitated by Advocate Sanaiyya Faheem Ansari, International Trainer on Feminist Legal Theory and Practice and Advocate Taufiq Al Mannan, Human Rights, Gender and Advocacy Expert, and was held at Chuti Resort in Gazipur, Bangladesh. The workshop included 24 participants (Female: 16; Male: 8) from 12 IBP organizations to share experiences and gain new tools and strategies for responding to gender and social inclusion issues within PROKAS activities.

## Objectives

By opening up communication between the participants from the partner organizations, this

workshop aimed to ensure that women, youth, poor and excluded groups are represented in, and able to effectively participate in and benefited from the initiatives taken by PROKAS.

The main objectives of the workshop were:

- ◉ Strengthening the capacity of participants to effectively address and mainstream gender equality and social inclusion issues within their PROKAS initiatives.
- ◉ Ensuring the understanding of the participants are enhanced through the training and participants can carry forward the learning and integrate principles of gender equality and social inclusion into PROKAS programme cycle.
- ◉ Strengthening the capacity of the PROKAS team to understand and address gender equality and social inclusion issues in the programme and integrate into all programme, team, processes, and systems.



## Opening Session

Although the workshop starts on 23rd, arrival at the resort was on 22nd January. This allowed everybody a chance to meet and chat on the day before the actual training begins. At the opening session on 22nd, Shirin Lira, IBP Manager and Gender & Social Inclusion Adviser of PROKAS welcomed the participants to the resort and introduced the facilitators. At this session, Sanaiyya Faheem Ansari gave an opening statement on the aims and importance of the training. She particularly emphasized the importance of the interactive nature of the workshop-

“ Let’s not think of this gathering as a training. Rather, it is a discussion. We want to keep an open mind here. Together, we will laugh, argue and might even shed a tear or two. But we will try to discuss and interact to learn as much as possible. The discourse of gender is a complex one and teaching about it and sensitizing through a theoretical approach can only do so much. Rather, we will benefit from an open discussion about the issue. One of the important goals of ours is to accommodate as much opinion as possible. ”

To help the participants get to know each other, an icebreaking session was conducted by the facilitators. This session asked all the participants to stand in a circle and try to remember everyone’s name and saying it out loud sequentially. This not only helped the participants to know each other’s name, in addition, it also helped them to feel comfortable to be in each other’s company and encouraged spontaneous interactions.

After that, each participant was given a piece of paper and asked to individually draw any object or shape that metaphorically represents their personalities. The idea here was to show the participants that even though we can be different in our own ways, we can all still find a common ground to work together, regardless of our differences. These drawings were then collected and displayed on the wall for the rest of the days of the workshop.

She concluded the session by extending appreciation to PROKAS and IID for making the conducting of the training possible.



## Day 01



### Human Mapping – Inclusion & Exclusion

The first day of the workshop started with an outdoor group activity entitled, Human Mapping. For this activity, participants were randomly divided into 4 groups and on a colour paper, each group was asked to write down different ways they can name or identify any human, such as boy, girl, mother, father, doctor, teacher, poets, singer and so on. Each group was given a specific time to work on their paper. When the time was up, every group was instructed to visit other group's papers and add more names if possible. The idea here was to demonstrate to the participants how we include or exclude people around us based on different characteristics or identities.

### A story of exclusion

After that, a video interview from a talk show was screened for the participants. The interview was of a transgender that tells the story of exclusion and struggle that stems from it. The focus of the interview was to demonstrate how the lack of family support and acceptance in society can scar an individual. The point raised here was how important someone's voice can be. It is one of the most crucial factors that make someone feels



included. This session was concluded by putting an emphasis on the word human. It was pointed out that regardless of the different characteristics, identity or status in the society, we should all accept the very fundamental fact that *we are all human*.



## Rights & Human Rights

The next session, focusing on human rights, began with a role-play activity where two of the participants were given a few made-up social contexts and asked to have a conversation based on those contexts. The point of this conversation was to illustrate how human rights can be perceived differently in different contexts, depending on various factors, such as social-economic status or gender. Also, using various illustrations, facilitators provided the participants with a clear understanding of the distinction between rights and human rights. It was pointed out that lack of knowledge about one's rights can only make things worse and harmfully affect the way he or she interacts in the society. As a result, facilitators concluded the session by emphasizing on the importance of knowing well about one's rights.



## Understanding tolerance

The next session commenced with a brief explanation of the concept of tolerance. To deepen the understanding of tolerance, both conceptually and practically, facilitators introduced the 'open arms theory' to the participants using a role-play activity. This theory refers to everyone's personal space, which is an approximate area surrounding an individual in which other people should not physically violate





in order for them to feel comfortable and secure. It was pointed out that tolerance is vital in practising rights.

### Rights & Organizational Practices

The next session involved a group exercise that required the participants to form groups based on the issue they are working on. The intent of this session was to make sure that the participants are capable of identifying different types of human in relation to their organizational practices. To do this, facilitators laid down several colour cards on the floor that had different types of human rights written on. Then, each group was asked to identify and choose specific cards that are mostly relatable to the issues or causes they are working on.



### Rights & Organizational Practices (cont.)

After the lunch break, the workshop started with a game to energize the participants. Then, for the next session, facilitators introduced a framework of rights. This session also involved a group exercise that required the participants to remain in the group that was formed in the previous session. Using the framework, each group was







asked to have a critical discussion about rights and their organizations' practices and finally, create a chart that illustrates how the organizations are taking the issue of rights into account within their programme activities. This exercise not only gave the participants an opportunity to have a better understanding of rights but also, its relation to the areas they are focusing on while doing advocacy work. This also enabled the IBP partners working on separate fields to share and exchange values.

This was particularly helpful, as each organization has their own regulations and code of conducts. This activity, however, brought all of them together under one basic framework and led to a thought-provoking discussion.

Although, at first this discussion brought up contradictory arguments due to the difference of opinions among the participants, eventually, it actually helped them to go deeper and understand a variety of aspects regarding their organizational practices in relation to the issue of rights.



## Law & Human Rights

The next session focused on the legal aspects in relation to human rights. To boost constructive discussion about the subject among the participants, different exemplary marital scenarios were presented by the facilitators. For examples, participants were given 2 affair marriage scenarios. This led to a lively discussion among the participants. It also illustrated the limitations that exist in Bangladeshi law, particularly against





women. It was pointed out how several laws, essentially, are discriminatory against women. Moreover, it left with a realization that laws and rights we exercise mostly dehumanize women.

### Understanding discrimination

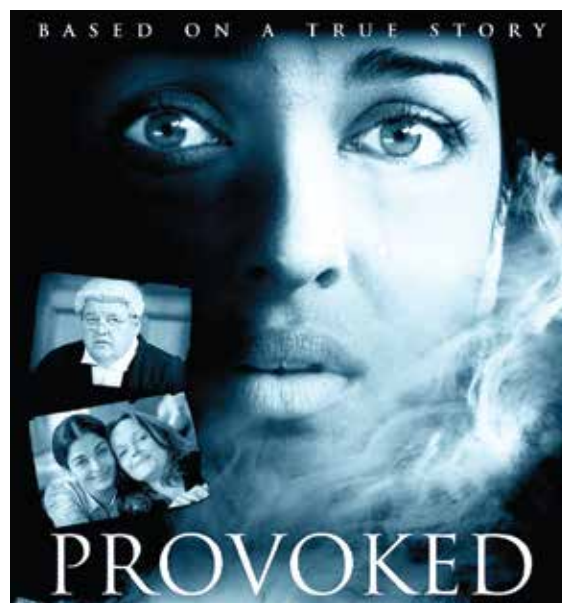
The next session began with the aim to deepen the understanding of discrimination. For advocacy work, it is essential to have a clear idea about discrimination. Thus, using a variety of illustrations and examples, facilitators focused on making the participants more aware of it and enhance their knowledge about it. State's obligation, in relation to human and civil rights was also discussed in this session.

### Movie Screening - *Provoked*

To wrap up the first day, a movie entitled *Provoked* was showed to the participants. *Provoked* is a 2006 British biographical drama film that tells the story of a Punjabi woman named Kiranjit Ahluwalia who leaves India to marry a London-based guy, only to be badly abused. After enduring years of abuse from her husband, Kiranjit tries to end her torment by incinerating him while he sleeps. When he dies from his injuries, Kiranjit gets a life sentence in a British

prison. There, she befriends her cellmate, Ronnie, who asks her stepbrother to take up Kiranjit's appeal in the hope that some real justice can be found.

As the film deals with the issues of human rights, marital disputes, discrimination and law, essentially, this screening helped the participants to connect even more with the topics discussed on the day. Because cinematic storytelling has the power to convey important messages in a compelling way.





## Day 02



### Provoked & Law

The next day began with a follow-up discussion session where the participants shared their reaction and comments about the film in groups. This discussion allowed the participants to revisit the film and enhance the understanding of the complex issues related to human rights, discrimination, gender, and law portrayed in the films.

The film was also discussed in the light of a 'legal framework'. The framework looks at three elements of the system of law:

- Structure of law refers to structure or institutions that determine law enforcement, such as police, including in the case of forestry forest police, prosecutors and courts.
- Substance of the law refers to the rules, norms and behaviour patterns of real people who are in the legal system.
- Culture of law is a human attitude toward the law and legal system, beliefs, judgments and expectations of the legal community.

Different scenes and contexts from the movie were brought under this framework and discussed critically. This discussion helped the participants to better understand the mind-sets of the law-makers.





### Analysing proverbial stereotypes

After that, another group session took place, where the participants were divided into 3 groups and asked to write down the common proverbs about women and present the list in front of everyone. As a part of this activity, after the presentation, several stereotypical proverbs were analysed. One of the reasons this topic was chosen for the session was because, this let the participants look at the roots of our belief and stereotypes. By looking at these deep-rooted proverbs, participants were able to analyse the society through the lens of gender discrimination.



Drawing on the previous activity, a discussion session then took place. To aid the discussion, facilitators utilized visual sketches, which included boy/girl portraiture & keywords that help the participants to further understand a variety of discriminatory gender-based stereotypical remarks. Also, using another role-play activity, it was demonstrated how such stereotypical proverbs or thinking impose societal status and create hierarchy.





## Stereotypes & Behaviour

The next outdoor session was designed to point out how we perceive a variety of behavioural aspects based on stereotypical characteristics of both genders. Participants were broken into 3 groups and asked



to list a set of behavioural characteristics that creates gender-based stereotypes in the society. In the next indoor session, everyone was asked to share their opinion about the group activity that took place outside. This also enabled everyone to look, rethink and discuss stereotypical gender characterization. This discussion aimed to talk about why it is important for the society to not impose these particular traits, especially to the children.



### Stereotypes & Professions

Based on discussions above, in the next session, facilitators asked the participants to individually list their preferable professions for their next generation for both gender. Once the participants were done with the task, facilitators discussed how our gender-based stereotypical perceptions can motivate us to choose specific occupations for our children.



### Parenting

The next discussion session was focused on child-raising. In this session, in relation to good and bad practices of child-raising, a variety of topic was discussed including, education, religion, pornography, sex education, among the others. In this session, along with the facilitators, Syeed Ahamed, CEO of IID also joined the conversation.



### Power, Gender & Equality

The next session focused on the relation between power, gender and equality, which involved a role-play activity and a discussion session. The discussion session aimed at delivering a robust understanding of power.





The discussion also led to an interesting debate regarding the relationship between power and conflict. This dialogue turned out to be a useful debate because the discussion ended up contributing a new dimension, which helped the original debate.

### Understanding patriarchy

The next session focused on exploring the issue of patriarchy. As deeply entrenched patriarchal mind-sets tacitly condone gender-based violence and hegemonic views of gender, understanding patriarchy can create an important pathway towards gender equality. Thus, the first part of this session involved a group exercise to respond to the question: “How does patriarchy control women?” The participants were divided into 4 groups and asked to list in what ways patriarchy affect women. In groups, the participants identified several ways in which patriarchy dominates women in the society using a variety of means such as religions, culture, norms, among others. These findings also enhanced the participants’ understanding of the relationship between patriarchy and conflict. It was also discussed that to bring positive social change, conflict naturally arises and at times, it is even necessary.





## Understanding intersectionality

The final activity of the day involved a step-game that asked the participants to gather-round outside and aimed to unpack the concept of intersectionality through the game. Intersectionality is a social theory about how an individual can face multiple threats of discrimination when their identities overlap a number of minority classes, such as race, gender, age, ethnicity, health and other characteristics. To demonstrate the concept, participants were asked to take steps forward or backward based on different characteristics that are considered either advantageous or unfavourable in society. For example, if the participant belongs to a wealthy or academically highly educated family, he or she was to take a step forward. On the other hand, if the same participant is dark-complexioned or belongs to a religious minority community, then he or she was to take a step backward.

This concept was introduced to the participants because nowadays, intersectionality is considered crucial to social equity work. Essentially, the intent of this session was to illustrate that with a focus on intersectionality, we

can actually solve the systemic problems, not replace one with another, or just work on issues closest to our own hearts.





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## Day 03



### Practices & Gender Sensitivity

The final day of the workshop began with a recap session, which briefly revisited the topics discussed in the previous days. The next session was dedicated to look at organizational practices through a gender sensitive lens. The first part of this session involved a group exercise that required the participants to form groups based on the issue they are working on. For example, the participants representing the organizations that are working on FLM, were asked to work together for this task. Then, all 3 groups (CG, FLM and FS) were asked to critically look at their organizational practices at different levels and identify how they are ensuring gender sensitivity within their practices and programme activities.

Then, the next part of this session asked each group to present what they have identified by working together. Each group pointed out the ongoing problems, such as low participation of women in decision making process, lack of communication skills among women, low involvement of women in a variety of programme activities, among the others. Each group was given the opportunity to present their existing approaches and ones they plan on implementing

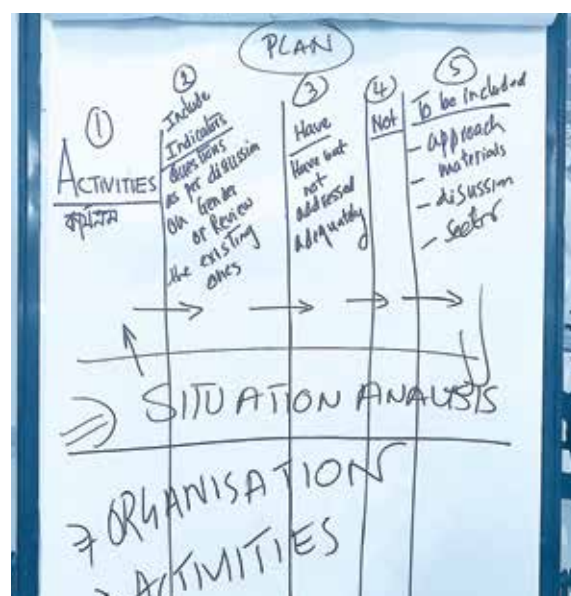




to mitigate these problems. Three groups presented and discussed their community-based initiatives with examples. Also, they briefly mentioned their ongoing projects activities. Overall, this session allowed the participants to critically explore the current situation of gender and social inclusion in the project activities and how best organizations could achieve them further without losing their core focus.

### A way forward

The last part of this session was to plan the way forward. The session gave the participants a specific tool for their next step in their advocacy work. To ensure that the organizations can effectively address and mainstream gender equality and social inclusion issues within their PROKAS initiatives, a framework was introduced by the facilitators. Each organization was asked to create and send a comprehensive 'Action Plan' based on this framework. The action plan for mainstreaming gender and social inclusion requires each IBP organizations to reevaluate their ongoing and upcoming activities and initiatives on the basis of the discussions at the workshop. Also, if necessary, the participants were





instructed to even modify the framework to accommodate their plan accordingly. Moreover, utilizing the learnings gained from the workshop, each organization was advised to modify and update their organizational Gender Guideline where necessary. Furthermore, to ensure the staffs of all the participating organizations are sensitized and aware of the complex gender-based issues, it was recommended that this workshop should be internalized by each organization. The participants were encouraged to pass on the knowledge and ideas gained from the workshop to the employee and employers at the organization.



At the end of this session, Gerry Fox, Programme Team Leader of PROKAS, British Council, delivered a concluding remark by briefly summing up the entire workshop. More importantly, he pointed out that for the partners to achieve their goals, it is necessary for them to understand and carefully consider the broader socio-political context. Furthermore, he suggested that the partners should also focus on creating enough incentives for the traditional policy makers so that they become more motivated to work on critical and at times, sensitive gender and inclusion issues.





## Concluding Session

### Paper-planes & Feedback

The concluding session of the workshop began with an entertaining and interactive game. Every participant was given a piece of colour paper and asked to write down their feelings about the entire workshop. Then, everyone was asked to make paper-planes using those papers and at the end, fly them around together in the venue. This interactive concluding session made out to be a gratifying experience for the participants and was essentially designed to obtain spontaneous

feedback. Participants' feedback indicates that the workshop fulfilled its objectives. Participants felt they better understood the links between the gender issues and their organizational practices. They expressed that the workshop not only gave them a wonderful opportunity to both share and learn from each other's experience in a productive way, it was also a useful networking activity for them.

### Certification Ceremony

At the very end, every participant was given a certificate for attending and successfully completing the workshop. Gerry Fox and Sanaiyya Faheem Ansari handed over the certificates to the participants.

