



JEEVIKA

Rural Development Department, Government of Bihar

Bihar Rural Livelihoods Promotion Society State Rural Livelihoods Mission, Bihar



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Ref: BRLPS/proj-SD/1612/19/2873

Date: 05/01/2021

Office Order

As per the letter received from NRLM, a two day online Gender training for the SPMU, DPCU & BPIU staff is being organized on 8th & 9th January 2021 and 11th & 12th January respectively. Each batch would be from 10:00 AM to 1:00 PM for 2days and afternoon batch would be from 2:00 PM to 5:00 PM. (The batch wise list of participants, timings and links will be shortly shared).

It is required that all the staff are brought on board with respect to gender sensitization, integration of gender in all verticals of NRLM and also help strengthening institutional mechanisms. It will support in developing gender operational strategy.

The broad discussion topics would include:

- Gender Process: Gender Discrimination
- Socialization of Gender & its impact on women
- Gender Division of labour
- Strategies for integration of Gender in NRLM

Key Checklist points:

1. All officials mentioned in the list, need to ensure their presence as per schedule
2. Registration of employee details on the google link is mandatory for participation on both days of training
3. SD managers/ in charges and YP-SDs to be nodal persons at District level for facilitating the registration and attendance on the scheduled dates. At the Block level, SD nodal persons will coordinate and if they are not present in the block their SD manager/ in charge/ YP-SD to facilitate
4. After the training session, feedback has to be provided by each staff on the provided google link
5. The list of staff to participate in the training is detailed in annexure - I
6. The documents related to training are attached in annexure- II It is expected that all staff read the documents before participating in the training

By the order of the CEO

(Braj Kishore Rathak)

Attachments:
Annexure I & II

Copy to:

- 1.OSD/PCs/SPMs/PMs/YPs/PAs
- 2.DPMs/SD-managers/ BPMs
3. Concerned file

Annexure:I

Participant List

Sl no.	Unit	Participants	Total no. of persons
1	SPMU	PMs/YPs/PAs	100
2	DPCU	DPMs/SD- managers/ YP-SD	80
3	BPIU	BPMs	534
Total			714

File No - J-11060/110/2017-RL
Government of India
Ministry of Rural Development
Department of Rural Development
(RL Division)

7th Floor, NDCC-II Building
Jai Singh Road, New Delhi - 110001
Dated: 24th Dec, 2020

To

The CEO/SMDs,
SRLMs of Andhra Pradesh, Assam,
Bihar, Karnataka, Odisha &Telangana

Subject:- Training of Mission staff on gender integration and preparation of operational strategy


Sir/Madam,

This is to request the mission staff to participate in the training being convened for the mission staff of DMMU, BMMU and SMMU. To achieve gender integration in NRLM, endeavor is being undertaken to train the mission staff for sensitization on gender concepts and development of gender operational strategy to implement in the field.

There would be 9 parallel batches on the 4th and 5th January, 2020 for Assam, 6 batches on the 6th and 7th Jan. for Odisha, 3 batches for Karnataka on the 6th- 7thJan, 7 batches on 7th- 8th for Bihar and 4 batches for Bihar on 11th-12th, 6 batches for Andhra Pradesh on 18th, 19th, 12 batches for Telengana on 20th, 21st and 28th and 29thJanuary, 2020. Each batch would be for 2 days 3 hour each. There would be 32 batches for BMMU, 10 for DMMU and 6 for SMMU. Each batch of DMMU and BMMU would comprise of 100 participants and 50 participants in the SMMU batch. The batch size is restricted to 50 or 100 to ensure interaction and clarity in understanding the concepts. The detailed training plan is annexed below for your reference.

The endeavor is to bring all the staff on board with respect to sensitization to gender issues and integration of gender in all verticals of NRLM. Following the sensitization of the staff, the development of the gender operational strategy would be undertaken for the SRLMs. You are requested to ensure participation in the trainings

Yours faithfully,


(H.R.Meena)

Deputy Secretary to the Govt. of India

Gendering Process- Gender Discrimination

NORTHWEST REGION TRAINING ON
GENDER



What do YOU understand by
the term GENDER?

What is gender?

PART of BIOLOGY & PART of
SOCIAL CONSTRUCT

It is based on Social Behaviour

Difference Between Gender and Sex

Gender

- ▶ Socio-cultural (society made)
- ▶ Variable and changes with time, place and culture
- ▶ Attributes can be changed
- ▶ An aspect of social in-equality and unequal power
- ▶ Learned behaviour
- ▶ A set of qualities and behaviors expected from a male & female by the society

Sex

- ▶ Natural- biologically constructed
- ▶ Constant everywhere
- ▶ Cannot be changed except surgery
- ▶ An aspect of physical inequality
- ▶ Innate and not learned
- ▶ Categorizes someone as Male & Female



EXPERIENCES and FORMS of DISCRIMINATION
in one's life?



Where and when does
Discrimination begin?

- ▶ Family
(education/nutrition/healthcare/mobility)

- ▶ The Cycle of VAW

How Gendered behaviour impacts our lives?

A short film on Masculinity- Kamala Bhasin in Satya Mave Jayate

<https://www.youtube.com/watch?v=aOLYizJnKT4>

Thank You

Socialisation of Gender and its impact on Women

Societal Norms

Quiz for Participants : Whose roles are these?

- *Giving birth to a baby*
- Breast feeding a child
- Baby sitting
- washing clothes
- Cooking
- Fetching fuel/water
- driving a motorcycle
- crying / weeping
- farming
- black smith
- mending clothes
- carrying heavy loads on the back
- *Who eats first in the family?*
- *Taking care of the animals (cow, goat, sheep)?*
- *Who gets land ownership*

• Is Role reversal possible?

• If reversed will society and family accept it?

• Are there any roles that cannot be reversed?

Treatment of men/women based on Gender

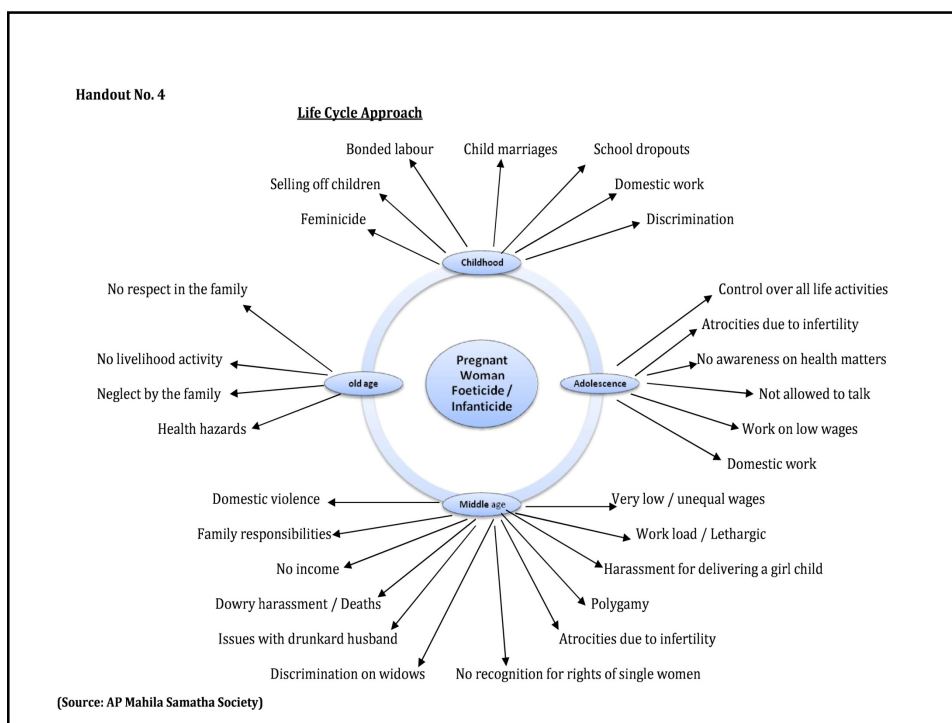
Boys / Men	Girls / Women
Rejoiced at birth of a boy <i>Preference given to boys in breast feeding over the girl child in case of mothers having both male and female child</i>	Dejection in family and impacts mother (harassment for begetting girl child) LEADS TO REPEATED PREGNANCIES FOR A BOY
Given best education and time to play	Education is not priority
Time to play with friends	Sibling care and household chores. Cannot play with friends
Is the bread-winner	Is considered a person to be married off and so not belonging to family
Control over financial resource of family	No control or access to any assets including share of parental property
Can go anywhere for work / employment	Mobility restricted and limited within family
Decision makers	No role in decision making within family or outside

Impact of such gender roles

On Boys / Men	On Girls / Women
Considered asset	Considered liability
Role of a bread winner provides greater mobility	To look after household and family
Boys / Men eat first at home	Girls / women / pregnant women face nutritional deficiencies
Hardly any role in household work	Apart from all household work, also have to get potable water and firewood for family
Priority in education and employable opportunities	Dropouts, early marriage, dowry harassment
Access to familial property	No asset in women's name
Decision maker	No role in any decision making

Gender Life Cycle of women

- Girl children face issue of foeticide
- After birth their lives are impacted owing to gender stereotypes
- At childhood they are disadvantaged in education, nutrition and are forced to work more than boys
- At adolescence their mobility is restricted and are forced into early marriages
- At middle age they face issues of dowry harassment, domestic violence, malnutrition
- At old age they are dependant on sons...no healthcare, no respect within family
- Girls / women are prey to patriarchal thinking



Thank You

Gender Division of labour

Division of labour

- ▶ Reproductive work and unpaid work
Invisible, unaccounted, lack of value
- ▶ Productive work
Visible, accounted, valued, paid
- ▶ Community work
- ▶ Community management- invisible, sustaining
- ▶ Community leadership- visible, linked to power

Division of men and women's occupations

- ▶ Stereotypical ,masculine -

Doctor, architect, engineer, farmer, plumber, politician, etc

- ▶ Decision making , authority, power, skilled

- ▶ Feminine-

nurse, teacher, anganwadi worker

- ▶ Caring, servicing, nursing, sustaining

Economic basis of functioning

- ▶ PATRIARCHY THRIVES ON CONTROL OF WOMEN'S:

- LABOUR
- TIME
- ENERGY
- MIND

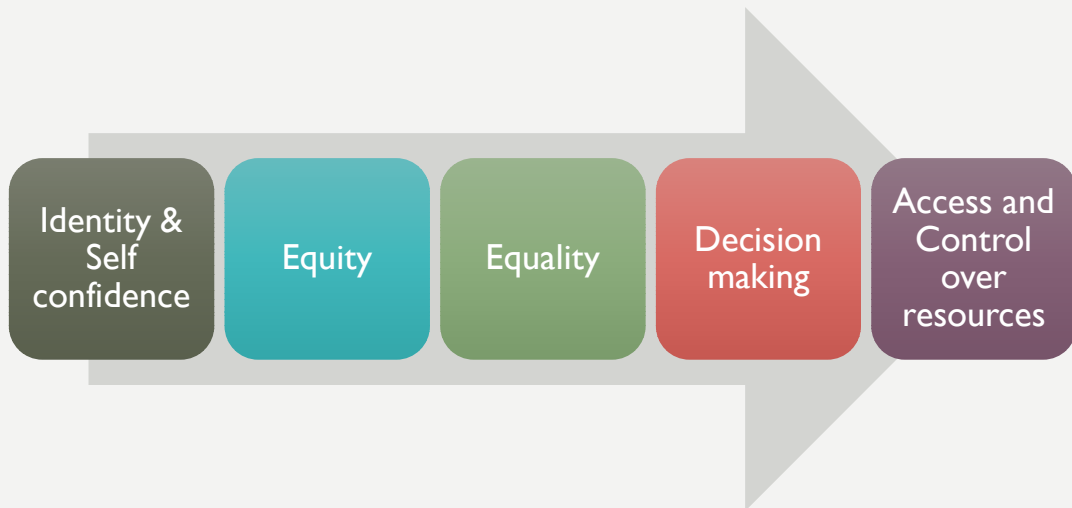
- ▶ MALE HAGEMONY OVER ECONOMICS INSTITUTIONS, DECISION MAKING & RESOURCES

STRATEGIES FOR INTEGRATION OF GENDER IN NRLM

OUR UNDERSTANDING OF GENDER

- Identity and Self confidence
- Solidarity
- Equity
- Equality
- Decision making
- Access to rights and entitlements
- Access and Control over resources and assets
- Social, economic and political empowerment

ANALYSIS



INSTITUTION & CAPACITY BUILDING

Saturation

- Communities – Social mobilization strategies
- Villages
- Blocks
- districts

Inclusion

- POP, SC, ST, PVTGs, Single Widow women, disabled, migrants, Socially oppressed groups (Maha Dalits, Maha Dalits, Devdasis, sex workers, manual scavengers, trans-genders, Survivors of human trafficking etc)
- Unity, solidarity and harmony in SHGs

Institutional structure

- PVTGs
- Fishermen
- Disabled
- Sex workers, Survivors of Human Trafficking
- Scavenger's

INSTITUTION & CAPACITY BUILDING

SHG /VO/ CLF

- Meetings – Place, Time and frequency
- Leadership policies

Products & Services

- Savings – Types savings and policies
- Credit – Types of products, Activity, Role of women in the activity, decision making, Ownership, Family Responsibility
- Insurance and Pension– Types

Capacity building

- Place
- Timings
- Facilities

INSTITUTION & CAPACITY BUILDING

SHG /VO/ CLF

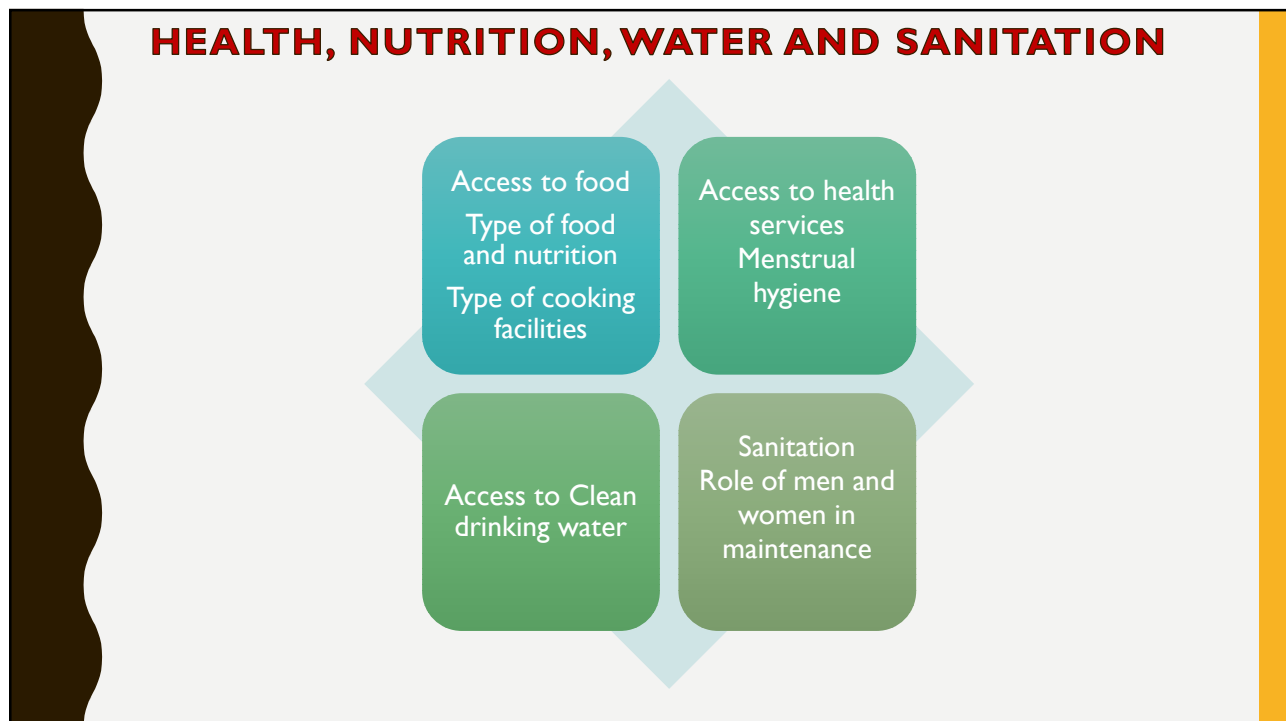
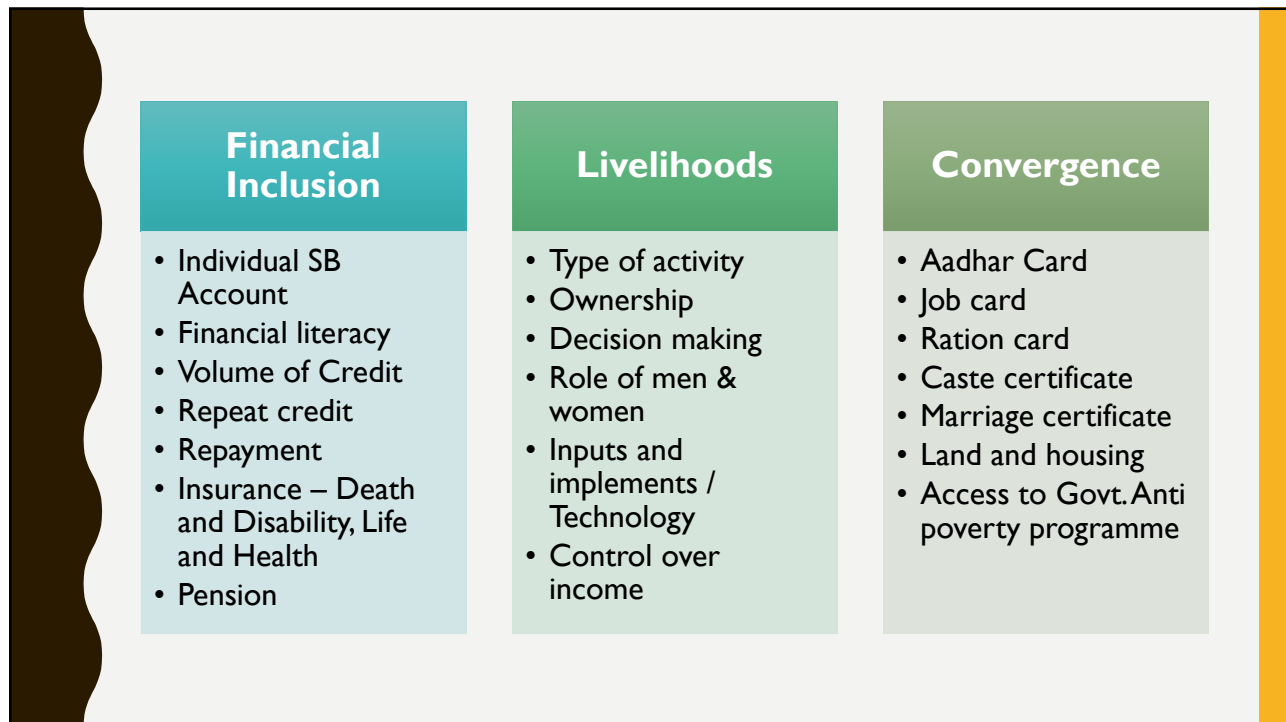
- Meetings – Place, Time and frequency
- Savings policies
- Credit policies
- Leadership policies

CIF,VRF & Livelihood fund

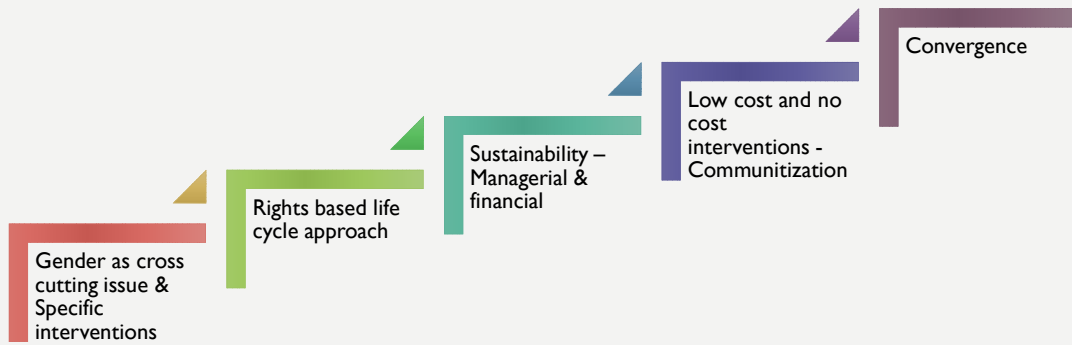
- Prioritization
- Allocation of some percentage of fund
- Volume of credit
- Interest rate

Institutional Processes

- Participation
- Decision making
- Communitization
- Bottom up planning



APPROACH



STRATEGIES



INSTITUTIONAL STRUCTURE

State	<ul style="list-style-type: none">• Core Team• SRPs (6-10 members, minimum 50% Other than Mission staff)
District	<ul style="list-style-type: none">• DRPs (4-6/dt, Mission staff, Community, Others – minimum 50%)
Block	<ul style="list-style-type: none">• Gender forum (BDO, Health, Education, ICDS, RWS, Revenue, Police, ICP, CLF SAC, 2 GPPs)
CLF	<ul style="list-style-type: none">• CLF SAC (2-3 Members, 2 active GPPs)• 3-4 CRPs @ one per 7-8VOs• Social Justice Centre
GP	<ul style="list-style-type: none">• Gender forum (VO SAC, 2 GPPs, Sarpanch, 2 Women Ward members, ANM, ASHA, AWW, VRO/Secretary)
VO	<ul style="list-style-type: none">• VO SAC (2-3 Members, 2 Active GPPs)
SHG	<ul style="list-style-type: none">• GPP/SHG

.....Thank you

SN No.	Date	State	Batch
1	4 th , 5 th January	Assam	BMMU – 6
2	4 th , 5 th January	Assam	DMMU- 2
3	4 th , 5 th January	Assam	SMMU- 1
4	6 th , 7 th January	Odisha	BMMU- 4
5	6 th , 7 th January	Odisha	DMMU-1
6	6 th , 7 th January	Odisha	SMMU-1
7	6 th , 7 th January	Karnataka	BMMU-1
8	6 th , 7 th January	Karnataka	DMMU-1
9	6 th , 7 th January	Karnataka	SMMU-1
10	8 th , 9th January	Bihar	SMMU-1
11	8 th , 9th January	Bihar	DMMU- 1
12	8 th , 9th January	Bihar	SD Managers
13	8 th , 9th January	Bihar	BMMU—5
14	11 th , 12 th January	Bihar	BMMU-4
15	18 th , 19th	Andhra Pradesh	SMMU-1
16	18 th , 19th	Andhra Pradesh	DMMU-1
17	18 th , 19th	Andhra Pradesh	BMMU-4
18	20 th , 21st	Telangana	SMMU-1
19	20 th , 21st	Telangana	DMMU-4
20	20th, 21st	Telangana	BMMU-3 DMMU-2
21	27 th , 28th	Telangana	BMMU-5 BMMU-2