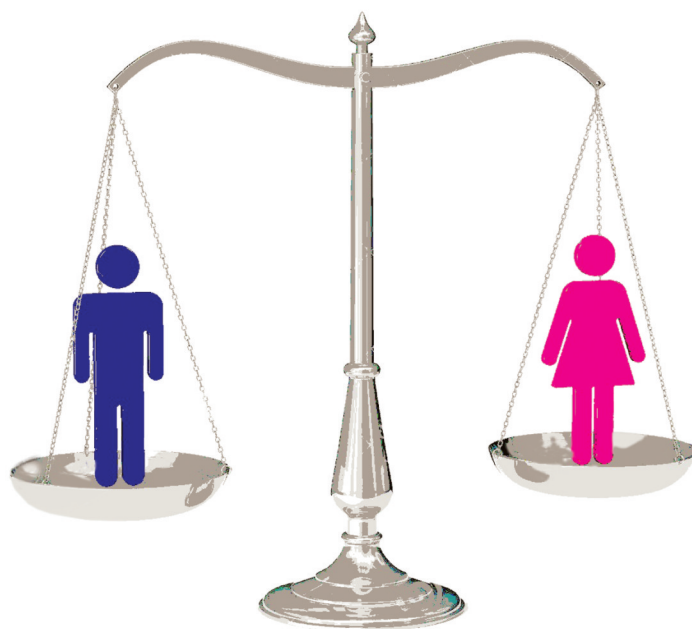




Training Module on Gender Sensitisation & Social Action



NRLM Resource Cell

National Institute of Rural Development & Panchayati Raj

(Ministry of Rural Development, Govt. of India)

Rajendranagar, Hyderabad – 500 030



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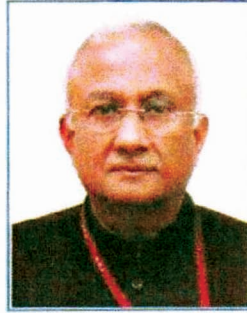


राष्ट्रीय ग्रामीण विकास एवं पंचायती राज संस्थान

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NATIONAL INSTITUTE OF RURAL DEVELOPMENT & PANCHAYATI RAJ

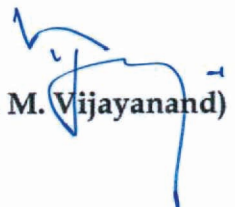
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Foreword

National Rural Livelihood Mission (NRLM) is a unique attempt to empower the poor, building their capacities and augment their capitals - **SOCIAL, HUMAN, FINANCIAL, PHYSICAL, ENVIRONMENTAL, POLITICAL and CIVIC**. It is probably the only scheme where the people concerned are in the central place and they decide their priorities. Of course, support is provided from outside but only in tune with people's priorities and needs.

In this paradigm of development, social action particularly in relation to gender, assumes special significance. All the stakeholders especially the primary stakeholders and the officials who serve the community groups and organizations need to be properly equipped with a deep understanding of gender issues as well as the modalities of social action. In this context, the Handbook on Gender Sensitization and Social Action Module developed by the NRLM Resource Cell which is part of the NIRD&PR, is extremely relevant and useful. Its real benefit, of course would depend on its contextualization and sensitive use to improve knowledge, augment skills and more importantly transform attitudes.


(S. M. Vijayanand)



K. P. Rao
Director, NRLM (RC)

राष्ट्रीय ग्रामीण विकास एवं पंचायती राज संस्थान

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Acknowledgements

NRLM Resource Cell at NIRD&PR, Hyderabad has its mandate to train and develop a few thousands of rural development professionals across the country on various thematic areas viz., IB CB, SHG, VO, cluster, Block and District Federation Concepts, Financial Literacy and Inclusion, Bank Linkage, Livelihoods, PIP process, Book keeping Gender, Food Nutrition Health and WASH, Elderly, PVTGs, Disability, and Convergence.

To improve the skills, Knowledge and attitude of the RD functionaries for better implementation of NRLM objectives and to enhance managerial capacities. NRLM (RC), Hyderabad developed training Manual on Gender which ensures a great help to all the SRLMs, ToTs for conducting training programs on Gender sensitization and Social Action at various levels.


I am very much thankful to Respected Shri S.M. Vijayanand, IAS, Secretary Ministry of Panchayat Raj, GoI and Director General, NIRD&PR and Shri. Atal Dulloo, IAS, Joint Secretary & Mission Director, Ministry of Rural Development, GoI; Shri. K.P. Rajendran LEAD, SI-SD, NRLM, MoRD, Ms. B. Sireesha Mission Manager, NMMU, NRLM, Ms. Renu Sharma, PE, NMMU, NRLM for their support and advice from time-to-time in preparation of the training manual.

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I acknowledge with thanks to Mrs. V. Mrudula, Director, HD, SERP Telangana, Mrs. P. Usha Rani, Director, IB & Advocacy, SERP Andhra Pradesh, Ms. R. Aruna, Project Manager, Gender, SERP AP, Ms. Moumita Sarkar, UN WOMEN, Ms. Prashanthi, Consultant, Bhoomika, Mr. G. Bhargava, National Resource Person, NRLM and Ms. Rukmini Rao, Gramya Resource Centre for Women, for providing valuable inputs on content development and reference material on completing the manual.

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I appreciate the excellent work done by NRLM (RC) team members of NIRD&PR viz., Smt. K. Surekha, Mission Manager, Ms. A. Suneetha, Mission Executive and Ms. N. Pallavi, Project Assistant for their hard work, sincere efforts made for developing this Training Manual on Gender.


(K. P. Rao)

Utility Note

Introduction:

The Government of India (GoI) established the National Rural Livelihoods Mission (NRLM) in June 2010 to implement the new strategy of poverty alleviation woven around community based institutions, which is renamed as “Aajeevika”. The programme was formally launched on 3rd June, 2011 at Banswada, Rajasthan and is being implemented in a mission mode across the country.

Core belief:

The core belief of National Rural Livelihoods Mission (NRLM) is that the poor have **innate capabilities and a strong desire to come out of poverty**. The challenge is to unleash their capabilities to generate meaningful livelihoods and enable them to come out of poverty. NRLM focuses on universal inclusion of the poor, prioritizing the poorest of the poor, identified through participatory processes and converted into institutions of the poor that are supported to leverage formal credit and access services and benefits meant for the poor, as well as develop innovative community led interventions leading to sustainable livelihoods and improved quality of life.

Mission:

The mission of NRLM is “to reduce poverty by enabling the poor households to access gainful self-employment and skilled wage employment opportunities, resulting in appreciable increase in their incomes, on a sustainable basis through building strong grassroots institutions of the poor. These institutions enable and empower the poor households to build-up their human, social, financial and other resources, solidarity, voice and bargaining power. They, in turn, enable them to access their rights, entitlements and opportunities.”

NRLM Values:

The following core values shall guide all the activities under NRLM:

- strong belief in the capacities and skills of the poor;
- providing a meaningful role for the poor in all project processes – planning, implementation and monitoring;
- promotion of transparency and accountability in CBOs; and
- Reducing their dependence on external support agencies.

Guiding Principles:

The following principles inform all the activities of the Mission:

- poor have a strong desire to come out of poverty, and have innate capabilities to realize the same;
- social mobilization and building strong institutions of the poor are critical for unleashing the innate capabilities of the poor; and
- A dedicated and sensitive support mechanism is required to induce the social mobilization, institution building and the empowerment process and facilitating knowledge dissemination, skill building, access to credit, access to marketing and access to other livelihoods services would facilitate the upward mobility of the poor.

About the Hand book on Gender Sensitisation and Social Action Module outlines:

The hand book on Gender Sensitization and Social Action module outlines are prepared with the objective to Sensitise the stakeholders on Gender issues, to create awareness about the Gender related issues, vulnerability of women & men. These out lines are prepared to provide training to Trainers (TOTs), Staff of SRLMs, Community Cadre, SHG Leaders, VO EC Members, Gender Forum members, SHG members, Youth & Men, other than SRLM staff, Adolescent girls, Social Action Committee (SAC) and Gender Point Person. It basically aims at providing session plans along with the resource material for the same in order to help the trainers who will impart trainings to different other trainees. Besides, it aims at developing the comprehensive understanding among the trainers. It is to be noted that these are suggested module outlines which intends to help the trainers across the SRLMs.

Let us first focus on what needs to be done prior to imparting training to Staff. Firstly, it is expected that SRLMs should identify and create a pool of trainers at the state level who will undergo training on these different thematic and they will be called as Trainers of Trainers (ToTs). Secondly, SRLMs need to identify and build a cadre of trainers at district and block level. Thirdly, the trainers at SRLM will impart training to the identified district level trainers who will eventually become the part of trainer's fraternity and this process needs to be followed on a regular basis in order to meet the demand of Community Cadres and members of the Community institutions.

The training methodology in the programme shall be essentially participatory and interactive, combining various methods like – Interactive Lecture Method (ILM), Small, Focused and Large group discussions, brainstorming, experience sharing, group work, role

plays, flip charts, exercises, case studies, training films and most importantly field immersion to understand the various aspects of Gender followed by action plans.

Some Do's and Don'ts for Trainers:

The trainer team is expected to use this hand book as a ready reference base. The trainer team is expected to prepare their own power point presentations, flipcharts or collect other audio-visual support aids based on the content in each topic. Typically, at least one-third of the time should be devoted to question and answer and experience sharing sessions and this could be towards the end of a session. By and large, the trainer team is free to adopt any other methodology which he finds more suitable. The content delineated in each session, although, minor changes/innovations can be made, as per local needs/time-spills. The trainer team is expected to ensure gender-friendly behavior, seating arrangement and proactive encouragement to mainstream participation of the staff. Also, the trainer team is expected to exercise tactful handling of dominators - not allowing them to monopolize discussions and drawing in the shy and inhibited to participate with more ease and confidence.

Before every session, the trainer team is expected to keep all handouts to be distributed ready, along with all training media and material required for effective conduct of the session. During the session, the trainer team is expected to demonstrate good inter-team communication skills, by way of working in smooth coordination i.e. if one member is the key facilitator for a session, then other team members are facilitating the discussion and recording of emerging views. At no stage, they are to engage in conflict or contradictions of each other's views. After every session, the trainer/trainer team is expected to review the effectiveness of the session through quick on the spot feedback of the participants, both verbal and non-verbal, elicit views of the trainer team members on what worked well, what could be improved and what went wrong, which requires rectification in future.

The “mantra” for trainers for effective training is to know and prepare well for the subject/training to be delivered, facilitate learning through interactive processes, build confidence of participants through effective inter-personal communication and analyze the strengths and weaknesses of every session/training conducted for continuous striving for excellence.

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Training Module on Gender Sensitization & Social Action

Objectives of the Training:

1. To sensitize the stake holders on Gender issues.
2. To create awareness about the gender related issues, vulnerability of women and men.
3. To create awareness on government schemes, acts and rights related to women.
4. To help in facilitation of Social Action through Social Action Committees to address the Gender based social issues.

Capacity Building Modules on Gender Sensitization and Social Action interventions are prepared for :

- a) ToT for trainers
- b) Staff of the SRLMs
- c) Community Cadres – Anganwadi worker, Asha Worker etc.,
- d) SHG Leaders, VO EC members, Gender Forum Members
- e) SHG members
- f) Youth & Men
- g) Other than staff of SRLM
- h) Adolescent girls
- i) SAC members (VO & CLF)
- j) Gender Point Persons

These are indicative modules. The State / Trainers may customize according to the need and local situation.

A. (i) Training Module on Gender Sensitization for Trainers (TOTs)

Session	Topic	Content	Duration
Phase 1 for 7 days			
	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training 	30 mins
1	Generic orientation on Participatory Training Methodologies	<ul style="list-style-type: none"> • Adult Learning Principals • Communication skills • Facilitation skills • Training methods 	1 day (6 hrs)
2	Status and Scenario of women and men	<ul style="list-style-type: none"> • Current scenario of Women and Men in family and society 	2 hrs
3	Gender Discrimination	<ul style="list-style-type: none"> • Gender Discrimination (Negligence of Girl child) in all structures of the society • Suggestive measures and thoughts for addressing gender Discrimination • Reflection of Personal Beliefs and Societal views about women's and men's roles 	2 hrs
4	Gender Vs Sex	<ul style="list-style-type: none"> • Gender Vs Sex: an analytical tool • Feminine and Masculine Characteristics • Difference between sex roles and gender roles 	1 hr
5	Gender in Life cycle approach	<ul style="list-style-type: none"> • Ideas, Customs and Rituals related to every stage of women's life • Pre determination of roles and responsibilities of women <ul style="list-style-type: none"> - Loss of autonomy 	3 hrs
6	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> • Productive and labour power • Reproductive capacity • Sexuality • Mobility • Property and other economic resource • Knowledge system 	2 hrs
7	Socialization Process	<ul style="list-style-type: none"> • Discrimination (Negligence of Girl child) • Dos and Don'ts • Role of parents – mother/elderly persons in 	2 hrs

Session	Topic	Content	Duration
		<ul style="list-style-type: none"> the family • Role of friends • Role of neighborhood • Role of Social Action Committee 	
8	Social norms – barriers for development	<ul style="list-style-type: none"> • Social norms • Systems, traditions and customs of the society • Gender collaboration to break gender barriers • Role & Support from VO & CLF 	2 hrs
9	Gender – NRLM perspective	<ul style="list-style-type: none"> • About NRLM • Importance of gender aspect in NRLM • Gender – Poverty – Vulnerability – Marginalized – Isolation – Loss of identity • Focus on vulnerable groups like destitute, elderly women, single women, widows, transgender, people living with HIV etc. 	2 hrs
10	Gender Inequality	<ul style="list-style-type: none"> • Impact and consequences of gender inequality • Faces of Gender inequality • Role of VOs & CLFs in addressing gender inequality 	2 hrs
11	Gender Division of Labour	<ul style="list-style-type: none"> • Domestic work and productive work – Men Vs women • 24 hours working pattern of men and women 	2 hrs
12	Gender hierarchy and power politics	<ul style="list-style-type: none"> • Women in politics • Percentage of women in power politics • Participation and Decision making capacity by women • Measures to improve the participation and decision making by women • Participation in Grama Sabha 	2 hrs
13	Decision making	<ul style="list-style-type: none"> • Need & importance of Decision making • Dynamics of decision making • Women in decision making • Decision on girl child education, age at marriage, Financial issues, Buying & selling movable and immovable assets, health etc., 	2 hrs
14	Access and control over	<ul style="list-style-type: none"> • Improving access and control over financial resources of the family 	2 hrs

Session	Topic	Content	Duration
	resources		
15	Women empowerment	<ul style="list-style-type: none"> • Need for women empowerment • Indicators of women empowerment • Facilitating and constraining factors of empowerment • Regaining Identity • Building Solidarity • Fight for equal opportunities • Equality Vs Equity issues 	2 hrs
16	Convergence with relevant departments	<ul style="list-style-type: none"> • Services and facilities available at <ul style="list-style-type: none"> - PRIs - Women and Child Department, - Social welfare department, - Police department, - Education department, - Health department, - Agriculture department, - Horticulture department, - Animal Husbandry department, - District Industries Centre etc. 	4 hrs
17	Mock sessions by Trainees and discussion on modules		Half day (4 hrs)
18	Action Plan before Phase 2	<ul style="list-style-type: none"> - Discussion on training modules of – SRLM Staff, Community Cadres, SHG leaders, VO EC members, Gender Forum Members, SHG members, Youth & Men, Other than SRLM staff, Adolescent girls, SAC members, Gender Point Person. - Preparation of action plan by the trainees on Trainings to be conducted by them. 	1day (6 hrs)

A. (ii) Training on Gender based Social Action for Trainers (TOTs)

Session	Topic	Content	Duration
(Phase II for 8 days - 5 Days class room sessions and 3 days field visit)			
1	Recap of the Phase I training		2 hrs
2	Gender based violence	<ul style="list-style-type: none"> • Different Forms of violence against women • Causes of violence against women, impact of violence against women. • Domestic violence on women • Intra family equity issues – related to decision making, control over and ownership aspects of resources and opportunities • Role of VOs & CLFs, EWRs and PRIs in preventing such atrocities 	2 hrs
3	Sexual abuse	<ul style="list-style-type: none"> • Sexual harassment • Types of abuse – Physical, psychological, sexual • How to say no to sex • Why to say no to sex • Prevention of abuse 	2 hrs
4	Female Foeticide and Adverse Child Sex Ratio	<ul style="list-style-type: none"> • Causes and impact of female foeticide • Acts on foeticide & feminicide • Role of CBOs in curbing female foeticide 	2 hrs
5	Strategic approach for action towards Gender just society	<ul style="list-style-type: none"> • Violence is persistent throughout the life cycle • Adolescent girls/groups • Introduction of social agenda • Support structure to resist gender based violence • Prevention of trafficking • Training and Capacity building 	2 hrs
6	Rights & Acts - Legal support in VO & CLF	<ul style="list-style-type: none"> • Rights & Acts • Processes to access Rights & Acts • Hiring services of legal adviser • Problems faced by women and related laws • Awareness building on rights, laws and entitlements and how to access • Protocols and methodologies to be followed during resolving the cases. • Role of Gender Point Person. 	4 hrs

Session	Topic	Content	Duration
7	Building Gender Community cadre and Committee	<p>Gender Point Person – Selection, roles and responsibilities</p> <p>Gender pledge, Enquiry, fund collection, Gender education and Action.</p> <p>VO level Gender forum with all GPPs – Selection, Tenure, roles and responsibilities</p> <p>Social Action Committee</p> <ul style="list-style-type: none"> • Importance of social action committee • Structure • Formation • Roles and responsibilities of SAC • Dos and Don'ts • Tenure • Reporting 	3 hrs
8	Child marriages	<ul style="list-style-type: none"> • Reasons for Child marriages • Effects of child marriages • Prevention of Child marriages • Child marriage prohibition act 2006/What does act say? • Who is punishable? • Whom to complain? • How to complain? • Who can complain? • Roles and responsibilities of GPP in addressing Child Marriages 	2 hrs
9	Early Pregnancy and its prevention	<ul style="list-style-type: none"> • Right to have children • Decision making • Consequences of early pregnancy • How to address • Role of SAC/VO/CLF. 	2 hrs
10	Children self-security	<ul style="list-style-type: none"> • Types of Violence against children (girl/boy) • Steps to prevent violence against the children & coping mechanism • Child trafficking prohibition act • NO to SEX (Adolescent boys and girls) • Unsafe sex and its consequences • Role of SAC (monitoring and dealing with cases) 	2 hrs
<p align="center">3 days learning through immersion and field visit –</p> <p>Observing the current local situations related to –</p>			

Session	Topic	Content	Duration
i. Gender based violence, ii. Female foeticide, iii. Role of VO & CLF in addressing gender issues, iv. Role of SAC members in addressing Gender related issues etc.			
Field visit presentations			2 hrs
12	Processes to be taken up by Social Action Committees	Establishment of Community Managed Family counseling centers <ul style="list-style-type: none"> - Operational systems - Process of case dealing - Non negotiable - Meetings with Victims - Campaigns/Rallies 	2 hrs
13	Issues to be focused by SAC	<ul style="list-style-type: none"> • Intra family equity issues • Girl child Discrimination (Negligence of Girl child) • Campaigns against child marriage • Child labour • Dowry • Supporting young widows and single women • Anti human trafficking • Identification of vulnerable people <ul style="list-style-type: none"> - Systems & procedures for identification - Mediating/Counseling - Settlement - Execution 	2 hrs
14	Protection for vulnerable groups	<ul style="list-style-type: none"> • Creation of social environment for elderly and PWD 	2 hrs
15	Reporting and Monitoring Mechanism	<ul style="list-style-type: none"> • Through SAC, VO EC and gender forum meetings • Regular VO & CLF meetings • Registers/Reports 	2 hrs
16	Action Plan	<ul style="list-style-type: none"> - Preparation of action plan by the trainees on Trainings to be conducted by them. 	2 hrs

B. Training Module on Gender Sensitization and Social Action for Staff of SRLMs

Session	Topic	Content	Duration
Phase 1 for 3 days			
	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training 	30 mins
1	Status and Scenario of women and men	<ul style="list-style-type: none"> • Current scenario of Women and Men in family and society 	2 hrs
2	Gender Discrimination	<ul style="list-style-type: none"> • Gender Discrimination (Negligence of Girl child) in all structures of the society • Suggestive measures and thoughts for addressing gender Discrimination • Reflection of Personal Beliefs and Societal views about women's and men's roles 	2 hrs
3	Gender Vs Sex	<ul style="list-style-type: none"> • Gender Vs Sex: an analytical tool • Feminine and Masculine Characteristics • Difference between sex roles and gender roles 	1 hr
4	Gender in Life cycle approach	<ul style="list-style-type: none"> • Ideas, Customs and Rituals related to every stage of women's life • Pre determination of roles and responsibilities of women <ul style="list-style-type: none"> - Loss of autonomy 	3 hrs
5	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> • Productive and labour power • Reproductive capacity • Sexuality • Mobility • Property and other economic resource • Knowledge system 	2 hrs
6	Socialization Process	<ul style="list-style-type: none"> • Discrimination • Negligence of Girl child - its affect on Country's development and poverty. • Dos and Don'ts • Role of parents – mother/elderly persons in the family • Role of friends • Role of neighborhood • Role of Social Action Committee 	2 hrs

Session	Topic	Content	Duration
7	Social norms – barriers for development	<ul style="list-style-type: none"> • Social norms • Systems, traditions and customs of the society • Gender collaboration to break gender barriers • How to address through VOs & CLFs 	2 hrs
8	Gender – NRLM perspective	<ul style="list-style-type: none"> • Brief introduction of NRLM • Importance of gender aspect in NRLM • Gender – Poverty – Vulnerability – Marginalized – Isolation – Loss of identity • NRLM focus on vulnerable groups like destitute, elderly women, single women, widows, transgender, people living with HIV etc. 	2 hrs
9	Gender Inequality	<ul style="list-style-type: none"> • Impact and consequences of gender inequality • Faces of Gender inequality • Role of VOs & CLFs in addressing gender inequality 	2 hrs
10	Gender Division of Labour	<ul style="list-style-type: none"> • Domestic work and productive work – Men Vs women • 24 hours working pattern of men and women 	2 hrs
Phase II for 4 days after 2 months of Phase I training			
Recap of previous training			3 hrs
1	Gender based violence	<ul style="list-style-type: none"> • Different Forms of violence against women • Causes of violence against women, • Different forms of violence against women • Causes of violence against women, impact of violence against women • Domestic violence on women • Intra family equity issues – related to decision making, control over and ownership aspects of resources and opportunities • Role of VOs & CLFs, EWRs and PRIs in preventing such atrocities 	2 hrs
2	Sexual abuse	<ul style="list-style-type: none"> • Sexual harassment • Types of abuse – Physical, psychological, sexual • How to say no to sex 	2 hrs

Session	Topic	Content	Duration
		<ul style="list-style-type: none"> Why to say no to sex Prevention of abuse Marital rape 	
3	Female Foeticide and Adverse Child Sex Ratio	<ul style="list-style-type: none"> Causes and impact of female foeticide Acts on foeticide & feminicide Role of VOs & CLFs in curbing female foeticide 	2 hrs
4	Strategic approach for action towards Gender just society	<ul style="list-style-type: none"> Violence is persistent throughout the life cycle Negligence of Girl child Adolescent girls/groups Introduction of social agenda Support structure to resist gender based violence Prevention of trafficking Training and Capacity building 	2 hrs
5	Rights and acts Legal support in VOs & CLFs	<ul style="list-style-type: none"> Rights & Acts Hiring services from legal adviser, Problems faced by women and related laws Awareness building on rights, laws and entitlements and how to access Protocols and methodologies to be followed during resolving the cases. Role of Gender Point Person 	4 hrs
6	Gender hierarchy and power politics	<ul style="list-style-type: none"> Women in politics Percentage of women in power politics Participation and Decision making capacity by women Measures to improve the participation and decision making by women 	2 hrs
7	women in decision making	<ul style="list-style-type: none"> Dynamics of decision making Increasing role of Women in decision making Decision on girl child education, age at marriage, Financial issues, Buying & selling movable and immovable assets, health etc., 	2 hrs
8	Access and control over resources	<ul style="list-style-type: none"> Improving Access and control over financial resources of the family 	2 hrs
9	Women empowerment	<ul style="list-style-type: none"> Indicators of women empowerment Facilitating and constraining factors of empowerment Regaining Identity 	2 hrs

Session	Topic	Content	Duration
		<ul style="list-style-type: none"> Building Solidarity Fight for equal opportunities Equality Vs Equity issues 	
10	Building Gender Community cadre and Committee	<p>Gender Point Person – Selection, roles and responsibilities Gender pledge, Enquiry, fund collection, Gender education and Action. VO level Gender forum with all GPPs – Selection, roles and responsibilities</p> <p>Social Action Committee</p> <ul style="list-style-type: none"> Structure of social action committee Why social action committee Roles and responsibilities of SAC Dos and Don'ts MIS Advantages of SAC 	3 hrs
Phase III for 4 days after 2 months of Phase II training			
Recap of previous training			4 hrs
1	Child marriages	<ul style="list-style-type: none"> Reasons for Child marriages Effects of child marriages Prevention of Child marriages Child marriage prohibition act 2006/What does act say? Who is punishable? Whom to complain? How to complain? Who can complain? Roles and responsibilities of GPP in addressing Child Marriages 	2 hrs
2	Early Pregnancy and its preventions	<ul style="list-style-type: none"> Right to have children Decision making Consequences of early pregnancy How to address Role of SAC/VO/CLF 	2 hrs
3	Children self-security	<ul style="list-style-type: none"> Kinds and types of Violence against children (girl/boy) Steps to prevent violence against the children & coping mechanism Child trafficking prohibition act NO to SEX (Adolescent boys and girls) What is unsafe sex and its consequences? Role of SAC (monitoring and dealing with cases) 	2 hrs

Session	Topic	Content	Duration
4	Processes taken up by Social Action Committees	Establishment of Community Managed Family counseling centers <ul style="list-style-type: none"> - Operational systems - Process of case dealing - Non negotiable - Victims meetings - Campaigns 	2 hrs
5	Issues taken up by SAC	<ul style="list-style-type: none"> • Intra family equity issues • Girl child Discrimination (Negligence of Girl child) • Campaigns against child marriage • Child labour • Dowry • Supporting young widows and single women • Anti human trafficking • Identification of vulnerable people <ul style="list-style-type: none"> - Systems & procedures for identification - Mediating - Settlement - Execution 	3 hrs
6	Protection for vulnerable groups	<ul style="list-style-type: none"> • Creation of social environment for elderly, Pwd, HIV +, Trans Genders 	2 hrs
7	Convergence with relevant departments	<ul style="list-style-type: none"> • Services and facilities available at <ul style="list-style-type: none"> - PRIs - Women and Child Department, - Social welfare department, - Police department, - Education department, - Health department, - Agriculture department, - Horticulture department, - Animal Husbandry department, - District Industries Centre etc. 	4 hrs
8	Reporting and Monitoring Mechanism	<ul style="list-style-type: none"> • Through SAC, VO EC and gender forum meetings • Regular Vo & CLF meetings • Registers 	3 hrs
9	Action Plan	<ul style="list-style-type: none"> - Preparation of action plan by the trainees on Trainings to be conducted by them. 	2 hrs

C. Gender Sensitization module for Community Cadre (Anganwadi workers, ASHA workers)

Session	Topic	Content	Duration
Single Phase for 6 days			
	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training 	30 mins
1	Status and scenario of Women and Men	<ul style="list-style-type: none"> • Current Scenario of women and men in the family and society 	2 hrs
2	Gender Discrimination	<ul style="list-style-type: none"> • Gender Discrimination (Negligence of Girl child) in all structures of the society • Suggestive measures and thoughts for addressing gender Discrimination • reflection of Personal Beliefs and Societal views about women's and men's roles 	2 hrs
3	Gender Vs Sex	<ul style="list-style-type: none"> • Gender Vs Sex: an analytical tool • Feminine and Masculine Characteristics • Difference between sex roles and gender roles 	2 hrs
4	Gender in Life cycle approach	<ul style="list-style-type: none"> • Ideas, Customs and Rituals related to women's life at every stage of her life • Pre determination of roles and responsibilities of women <ul style="list-style-type: none"> - Loss of autonomy 	2 hrs
5	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> • Productive and labour power • Reproductive capacity • Sexuality • Mobility • Property and other economic resource • Knowledge system 	2 hrs
6	Socialization Process	<ul style="list-style-type: none"> • Discrimination (Negligence of Girl child) • Dos and Don'ts • Role of parents – mother/ elderly persons in the family • Role of friends • Role of neighborhood • Role of Social Action Committee 	2 hrs

Session	Topic	Content	Duration
7	Social norms – barriers for development	<ul style="list-style-type: none"> • Social norms • Systems, traditions and customs of the society • Gender collaboration to break gender barriers • Addressing through VOs & CLFs 	2 hrs
8	Gender Inequality	<ul style="list-style-type: none"> • Impact and consequences of gender inequality • Faces of Gender inequality • Role of CBOS in addressing gender inequality 	2 hrs
9	Gender Division of Labour	<ul style="list-style-type: none"> • Domestic work and productive work – Men Vs women • 24 hours working pattern of men and women 	2 hrs
10	Gender based violence	<ul style="list-style-type: none"> • Different Forms of violence against women • Causes of violence against women, impact of violence against women. • Domestic violence on women • Intra family equity issues – related to decision making, control over and ownership aspects of resources and opportunities • Role of VOs & CLFs, EWRs and PRIs in preventing such atrocities 	2 hrs
11	Decision making	<ul style="list-style-type: none"> • Need & importance of Decision making • Dynamics of decision making • Women in decision making • Decision on girl child education, age at marriage, Financial issues, Buying & selling movable and immovable assets, health etc. 	2 hrs
12	Women empowerment	<ul style="list-style-type: none"> • Indicators of women empowerment • Facilitating and constraining factors of empowerment • Regaining Identity • Building Solidarity • Fight for equal opportunities • Equality Vs Equity issues 	2 hrs
13	Access and control over resources	<ul style="list-style-type: none"> • Improving access and control over financial resources of the family 	2 hrs
14	Depletion of Natural	<ul style="list-style-type: none"> • Depletion of natural resources and its 	1 hr

Session	Topic	Content	Duration
	Resource	<ul style="list-style-type: none"> impact on women and their livelihood Access to food, water, nutrition, Entitlements, Fuel and fodder 	
15	Sexual abuse	<ul style="list-style-type: none"> Sexual harassment Types of abuse – Physical, psychological, sexual How to say no to sex Why to say no to sex Prevention of abuse Marital Rape 	2 hrs
16	Strategic approach for action towards Gender just society	<ul style="list-style-type: none"> Violence is persistent throughout the life cycle Negligence of Girl child Adolescent girls/groups Introduction of social agenda Support structure to resist gender based violence Prevention of trafficking Training and Capacity building 	2 hrs
17	Female Foeticide and Adverse Child Sex Ratio	<ul style="list-style-type: none"> Causes and impact of female foeticide Acts on foeticide & feminicide Role of CBOs in curbing female foeticide 	2 hrs
18	Child marriages	<ul style="list-style-type: none"> Reasons for Child marriages Effects of child marriages Prevention of Child marriages Child marriage prohibition act 2006/What does act say? Who is punishable? Whom to complain? How to complain? Who can complain? Roles and responsibilities of GPP in addressing Child Marriages 	2 hrs
19	Early Pregnancy and its prevention	<ul style="list-style-type: none"> Right to have children Decision making Consequences of early pregnancy How to address Role of VO's & CLFs 	2 hrs
20	Protection for vulnerable groups	<ul style="list-style-type: none"> Creation of social environment for elderly, PWD 	2 hrs

D. Training for SHG Leaders, VO EC members and Gender Forum Members

Session	Topic	Content	Duration
Training at village 4 to 5 hrs in a day			
	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training 	30 mins
1	Status and scenario of Women and Men	<ul style="list-style-type: none"> • Current scenario of women and men in the family and society 	2 hrs
2	Gender Discrimination	<ul style="list-style-type: none"> • Discussion on gender Discrimination (Negligence of Girl child) in all structures of the society • What are all the suggestive measures and thoughts for addressing gender Discrimination (Negligence of Girl child) 	1 hr
3	Gender Vs Sex	<ul style="list-style-type: none"> • Feminine and Masculine Characteristics • Difference between sex roles and gender roles 	1 hr
4	Gender in Life cycle approach	<ul style="list-style-type: none"> • Ideas, Customs and Rituals related to women's life at every stage of her life • Pre determination of roles and responsibilities of women <ul style="list-style-type: none"> - Loss of autonomy 	1 hr
5	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> • Productive and labour power • Reproductive capacity • Sexuality • Mobility • Property and other economic resource • Knowledge system 	2 hrs
6	Socialization Process	<ul style="list-style-type: none"> • Discrimination (Negligence of Girl child) • Dos and Don'ts • Role of parents – mother/ elderly persons in the family • Role of friends • Role of neighborhood • Role of VO & CLF / Social Action Committee 	1.30 hr

Session	Topic	Content	Duration
7	Social norms – barriers for development	<ul style="list-style-type: none"> • Social norms • Systems, traditions and customs of the society • Gender collaboration to break gender barriers • How to address through VO & CLF 	2 hr
8	Gender Inequality	<ul style="list-style-type: none"> • Impact and consequences of gender inequality • Role of VO & CLF in addressing gender inequality 	1.30 hrs
9	Gender – NRLM perspective	<ul style="list-style-type: none"> • Brief introduction of NRLM • Importance of gender aspect in NRLM • Gender – Poverty – Vulnerability – Marginalized – Isolation – Loss of identity 	1 hr
10	Gender Division of Labour	<ul style="list-style-type: none"> • Domestic work and productive work – Men Vs women • 24 hours working pattern of men and women 	2 hrs
11	Gender based violence	<ul style="list-style-type: none"> • Different Forms of violence against women • Causes of violence against women, impact of violence against women. • Domestic violence on women • Intra family equity issues – related to decision making, control over and ownership aspects of resources and opportunities • Role of VO & CLF, EWRs and PRIs in preventing such atrocities 	2 hrs
12	Decision making	<ul style="list-style-type: none"> • Need & importance of Decision making • Dynamics of decision making • Women in decision making • Decision on girl child education, age at marriage, Financial issues, Buying & selling movable and immovable assets , health etc. 	1 hr
13	Women empowerment	<ul style="list-style-type: none"> • Indicators of women empowerment • Facilitating and constraining factors of empowerment • Regaining Identity • Building Solidarity • Fight for equal opportunities • Equality Vs Equity issues 	2 hrs

Session	Topic	Content	Duration
14	Access and control over resources	<ul style="list-style-type: none"> Improving access and control over financial resources of the family 	2 hrs
15	Depletion of Natural Resource	<ul style="list-style-type: none"> Depletion of natural resources and its impact on women and their livelihood Access to food, water, nutrition, Entitlements, Fuel and fodder 	1 hr
16	Sexual abuse	<ul style="list-style-type: none"> Sexual harassment Types of abuse – Physical, psychological, sexual Prevention of abuse 	2 hrs
17	Sexual rights and acts	<ul style="list-style-type: none"> Rights and acts Role of VO & CLFs 	2 hrs
18	Female Foeticide and Adverse Child Sex Ratio	<ul style="list-style-type: none"> Causes and impact of female foeticide Acts on foeticide & feminicide Role of VO & CLF in curbing female foeticide 	2 hrs
19	Child marriages	<ul style="list-style-type: none"> Reasons for Child marriages Effects of child marriages Prevention of Child marriages Child marriage prohibition act 2006/What does act say? Who is punishable? Whom to complain? How to complain? Who can complain? Roles and responsibilities of GPP in addressing Child Marriages 	2 hrs
20	Adolescence & Gender Issues	<ul style="list-style-type: none"> Physical and psychological changes in boys and girls – related gender issues 	1 hr
21	Early Pregnancy and its prevention	<ul style="list-style-type: none"> Right to have children Decision making Consequences of early pregnancy How to address Role of VO & CLF 	2 hrs
22	Children self-security	<ul style="list-style-type: none"> Kinds and types of Violence against children (girl/boy) Steps to prevent violence against the children & coping mechanism 	2 hrs

Session	Topic	Content	Duration
		<ul style="list-style-type: none"> Child trafficking prohibition act How to say NO to SEX (Adolescent boys and girls) Role of VO & CLF (monitoring and dealing with cases) 	
23	Protection for elderly	<ul style="list-style-type: none"> Age related issues and addressing through SAC Creation of social environment for elderly Role of VOs and CLFs 	1 hr
24	Gender balance & equality	<ul style="list-style-type: none"> Village level systems – GP, Local bodies, ICDS, VO & CLF etc. 	1 hr
25	Building Gender Community cadre and Committee	<p>Gender Point Person – Selection, roles and responsibilities</p> <p>Gender pledge, Enquiry, fund collection, Gender education and Action.</p> <p>VO level Gender forum with all GPPs – Selection, roles and responsibilities</p> <p>Social Action Committee</p> <ul style="list-style-type: none"> Structure of social action committee Why social action committee Roles and responsibilities of SAC Dos and Don'ts Advantages of SAC 	2 hrs
26	Issues taken up by SAC	<ul style="list-style-type: none"> Intra family equity issues Girl child Discrimination(Negligence of Girl child) Campaigns against child marriage Child labour Dowry Supporting young widows and single women Anti human trafficking Identification of vulnerable people 	1 hr
27	Processes taken up by Social Action Committees	<p>Establishment of Community Managed Family counseling centers</p> <ul style="list-style-type: none"> - Operational systems - Process of case dealing - Non negotiable - Victims meetings - Campaigns 	1 hr

E. Gender Sensitization and Social Action Training to SHG Members

Session	Topic	Content	Duration
Training at village for 2 to 3 hrs in a day			
	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training 	30 mins
1	Status and scenario of Women and Men	<ul style="list-style-type: none"> • Current scenario of women and men in the family and society 	1 hr
2	Gender Discrimination	<ul style="list-style-type: none"> • Gender Discrimination (Negligence of Girl child) in all structures of the society • Addressing the Discrimination in the society 	1 hr
3	Gender Vs Sex	<ul style="list-style-type: none"> • Feminine and Masculine Characteristics • Difference between sex roles and gender roles 	1 hr
4	Gender in Life cycle approach	<ul style="list-style-type: none"> • Ideas, Customs and Rituals related to women at every stage of her life • Preference for boy child • Pre determination of roles and responsibilities of women <ul style="list-style-type: none"> - Loss of autonomy 	1 hr
5	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> • Productive and labour power • Reproductive capacity • Sexuality • Mobility • Property and other economic resource • Knowledge system 	1 hr
6	Socialization Process	<ul style="list-style-type: none"> • Discrimination (Negligence of Girl child) • Dos and Don'ts • Role of parents – mother/elderly persons in the family • Role of friends • Role of neighborhood • Role of VO & CLF / Social Action Committee 	1.30 hr
7	Social norms – barriers for development	<ul style="list-style-type: none"> • Social norms • Systems, traditions and customs of the society • Gender collaboration to break gender barriers • How to address through VO & CLF 	1 hr
8	Gender Inequality	<ul style="list-style-type: none"> • Impact and consequences of gender inequality • Role of VO & CLF in addressing gender inequality 	1.30 hrs
9	Gender Division	<ul style="list-style-type: none"> • Domestic work and productive work – Men Vs 	2 hrs

Session	Topic	Content	Duration
	of Labour	women <ul style="list-style-type: none"> 24 hours working pattern of men and women 	
10	Gender based violence	<ul style="list-style-type: none"> Different Forms of violence against women Causes of violence against women, impact of violence against women. Domestic violence on women Intra family equity issues – related to decision making, control over and ownership aspects of resources and opportunities Role of VO & CLF, EWRs and PRIs in preventing such atrocities 	1 hr
11	Decision making	<ul style="list-style-type: none"> Need & importance of Decision making Dynamics of decision making Women in decision making Decision on girl child education, age at marriage, Financial issues, Buying & selling movable and immovable assets, health etc., 	1 hr
12	Women empowerment	<ul style="list-style-type: none"> Indicators of women empowerment Facilitating and constraining factors of empowerment Regaining Identity Building Solidarity Fight for equal opportunities Equality Vs Equity issues 	1 hr
13	Gender – Livelihoods	Livelihood activities	2 hrs
14	Access and control over resources	<ul style="list-style-type: none"> Improving access and control over financial resources of the family 	1 hr
15	Depletion of Natural Resources	<ul style="list-style-type: none"> Depletion of natural resources and its impact on women and their livelihood Access to food, water, nutrition, entitlements, fuel 	1 hr
16	Sexual abuse	<ul style="list-style-type: none"> Sexual harassment Types of abuse – Physical, psychological, sexual Possible places for sexual abuse Prevention of abuse 	1 hr
17	Sexual rights and acts	<ul style="list-style-type: none"> Rights and acts - Role of VO & CLF 	1 hr
18	Female Foeticide	<ul style="list-style-type: none"> Causes and impact of female foeticide Acts on foeticide & feminicide 	1 hr

Session	Topic	Content	Duration
19	Child marriages	<ul style="list-style-type: none"> • Reasons for Child marriages • Effects of child marriages • Prevention of Child marriages • Child marriage prohibition act 2006/What does act say? • Who is punishable? • Whom to complain? • How to complain? • Who can complain? • Roles and responsibilities of GPP in addressing Child Marriages 	1 hr
20	Children self-security	<ul style="list-style-type: none"> • Kinds and types of Violence against children (girl/boy) • Steps to prevent violence against the children & coping mechanism • Child trafficking prohibition act • How to say NO to SEX (Adolescent boys and girls) • Role of VO & CLF (monitoring and dealing with cases) 	1 hr
21	Protection for elderly	<ul style="list-style-type: none"> • Age related issues and addressing through SAC • Creation of social environment for elderly • Role of VOs and CLFs Creation of social environment for elderly 	1 hr
22	Issues taken up by SAC	<ul style="list-style-type: none"> • Intra family equity issues • Girl child Discrimination (Negligence of Girl child) • Campaigns against child marriage • Child labour • Dowry • Supporting young widows and single women • Anti human trafficking • Identification of vulnerable people 	1 hr
23	Processes taken up by Social Action Committees	<p>Establishment of Community Managed Family counseling centers</p> <ul style="list-style-type: none"> - Operational systems - Process of case dealing - Non negotiable - Victims meetings - Campaigns 	1 hr

F. Gender Sensitization module for Youth and Men

Session	Topic	Content	Duration
Training for 5 days			
	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training 	30 mins
1	Status and scenario of Women and Men	<ul style="list-style-type: none"> • Current scenario of women and men in the family and society 	2 hrs
2	Gender Discrimination	<ul style="list-style-type: none"> • Gender Discrimination (Negligence of Girl child) in all structures of the society • Suggestive measures and thoughts for addressing gender Discrimination • Reflection of Personal Beliefs and Societal views about women's and men's roles. 	2 hrs
3	Gender Vs Sex	<ul style="list-style-type: none"> • Gender Vs Sex: an analytical tool • Feminine and Masculine Characteristics • Difference between sex roles and gender roles 	2 hrs
4	Gender in Life cycle approach	<ul style="list-style-type: none"> • Ideas, Customs and Rituals related to women's life at every stage of her life • Pre determination of roles and responsibilities of women <ul style="list-style-type: none"> - Loss of autonomy 	2 hrs
5	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> • Productive and labour power • Reproductive capacity • Sexuality • Mobility • Property and other economic resource • Knowledge system 	2 hrs
6	Socialization Process	<ul style="list-style-type: none"> • Discrimination (Negligence of Girl child) • Dos and Don'ts • Role of parents – mother/ elderly persons in the family • Role of friends • Role of neighborhood • Role of Social Action Committee 	2 hrs

Session	Topic	Content	Duration
7	Social norms – barriers for development	<ul style="list-style-type: none"> • Social norms • Systems, traditions and customs of the society • Gender collaboration to break gender barriers • Addressing through VOs & CLFs 	2 hrs
8	Gender Inequality	<ul style="list-style-type: none"> • Impact and consequences of gender inequality • Faces of Gender inequality • Role of CBOS in addressing gender inequality 	2 hrs
9	Gender Division of Labour	<ul style="list-style-type: none"> • Domestic work and productive work – Men Vs women • 24 hours working pattern of men and women 	2 hrs
10	Gender based violence	<ul style="list-style-type: none"> • Different Forms of violence against women • Causes of violence against women, impact of violence against women. • Domestic violence on women • Intra family equity issues – related to decision making, control over and ownership aspects of resources and opportunities • Role of VOs & CLFs, EWRs and PRIs in preventing such atrocities 	2 hrs
11	Decision making	<ul style="list-style-type: none"> • Need & importance of Decision making • Dynamics of decision making • Women in decision making • Decision on girl child education, age at marriage, Financial issues, Buying & selling movable and immovable assets, health etc. 	2 hrs
12	Sexual abuse	<ul style="list-style-type: none"> • Sexual harassment • Types of abuse – Physical, psychological, sexual • How to say no to sex • Why to say no to sex • Prevention of abuse • Marital Rape 	2 hrs

Session	Topic	Content	Duration
13	Female Foeticide and Adverse Child Sex Ratio	<ul style="list-style-type: none"> • Causes and impact of female foeticide • Acts on foeticide & feminicide • Role of CBOs in curbing female foeticide 	2 hrs
14	Child marriages	<ul style="list-style-type: none"> • Reasons for Child marriages • Effects of child marriages • Prevention of Child marriages • Child marriage prohibition act 2006/What does act say? • Who is punishable? • Whom to complain? • How to complain? • Who can complain? • Roles and responsibilities of GPP in addressing Child Marriages 	2 hrs
15	Early Pregnancy and its prevention	<ul style="list-style-type: none"> • Right to have children • Decision making • Consequences of early pregnancy • How to address • Role of VO's & CLFs 	2 hrs

G. Gender Sensitization module for other than SRLM staff

Session	Topic	Content	Duration
Training for 6 days			
	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training 	30 mins
1	Status and scenario of Women and Men	<ul style="list-style-type: none"> • Current scenario of women and men in the family and society 	2 hrs
2	Gender Discrimination	<ul style="list-style-type: none"> • Gender Discrimination (Negligence of Girl child) in all structures of the society • Suggestive measures and thoughts for addressing gender Discrimination • reflection of Personal Beliefs and Societal views about women's and men's roles 	2 hrs
3	Gender Vs Sex	<ul style="list-style-type: none"> • Gender Vs Sex: an analytical tool • Feminine and Masculine Characteristics • Difference between sex roles and gender roles 	2 hrs
4	Gender in Life cycle approach	<ul style="list-style-type: none"> • Ideas, Customs and Rituals related to women's life at every stage of her life • Pre determination of roles and responsibilities of women <ul style="list-style-type: none"> - Loss of autonomy 	2 hrs
5	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> • Productive and labour power • Reproductive capacity • Sexuality • Mobility • Property and other economic resource • Knowledge system 	2 hrs
6	Socialization Process	<ul style="list-style-type: none"> • Discrimination (Negligence of Girl child) • Dos and Don'ts • Role of parents – mother/ elderly persons in the family • Role of friends • Role of neighborhood • Role of Social Action Committee 	2 hrs
7	Social norms – barriers for	<ul style="list-style-type: none"> • Social norms • Systems, traditions and customs of the 	2 hrs

Session	Topic	Content	Duration
	development	<ul style="list-style-type: none"> society Gender collaboration to break gender barriers Addressing through VOs & CLFs 	
8	Gender Inequality	<ul style="list-style-type: none"> Impact and consequences of gender inequality Faces of Gender inequality Role of CBOS in addressing gender inequality 	2 hrs
9	Gender Division of Labour	<ul style="list-style-type: none"> Domestic work and productive work – Men Vs women 24 hours working pattern of men and women 	2 hrs
10	Gender based violence	<ul style="list-style-type: none"> Different Forms of violence against women Causes of violence against women, impact of violence against women. Domestic violence on women Intra family equity issues – related to decision making, control over and ownership aspects of resources and opportunities Role of VOs & CLFs, EWRs and PRIs in preventing such atrocities 	2 hrs
11	Decision making	<ul style="list-style-type: none"> Need & importance of Decision making Dynamics of decision making Women in decision making Decision on girl child education, age at marriage, Financial issues, Buying & selling movable and immovable assets, health etc. 	2 hrs
12	Women empowerment	<ul style="list-style-type: none"> Indicators of women empowerment Facilitating and constraining factors of empowerment Regaining Identity Building Solidarity Fight for equal opportunities Equality Vs Equity issues 	2 hrs
13	Access and control over resources	<ul style="list-style-type: none"> Improving access and control over financial resources of the family 	2 hrs
14	Depletion of Natural	<ul style="list-style-type: none"> Depletion of natural resources and its 	1 hr

Session	Topic	Content	Duration
	Resource	<ul style="list-style-type: none"> impact on women and their livelihood Access to food, water, nutrition, Entitlements, Fuel and fodder 	
15	Sexual abuse	<ul style="list-style-type: none"> Sexual harassment Types of abuse – Physical, psychological, sexual How to say no to sex Why to say no to sex Prevention of abuse Marital Rape 	2 hrs
16	Strategic approach for action towards Gender just society	<ul style="list-style-type: none"> Violence is persistent throughout the life cycle Negligence of Girl child Adolescent girls/groups Introduction of social agenda Support structure to resist gender based violence Prevention of trafficking Training and Capacity building 	2 hrs
17	Female Foeticide and Adverse Child Sex Ratio	<ul style="list-style-type: none"> Causes and impact of female foeticide Acts on foeticide & feminicide Role of CBOs in curbing female foeticide 	2 hrs
18	Child marriages	<ul style="list-style-type: none"> Reasons for Child marriages Effects of child marriages Prevention of Child marriages Child marriage prohibition act 2006/What does act say? Who is punishable? Whom to complain? How to complain? Who can complain? Roles and responsibilities of GPP in addressing Child Marriages 	2 hrs
19	Early Pregnancy and its prevention	<ul style="list-style-type: none"> Right to have children Decision making Consequences of early pregnancy How to address Role of VO's & CLFs 	2 hrs
20	Protection for vulnerable groups	<ul style="list-style-type: none"> Creation of social environment for elderly, PWD 	2 hrs

H. Gender Sensitization module for Adolescent girls

Session	Topic	Content	Duration
Training for 6 days			
	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training 	30 mins
1	Status and scenario of Women and Men	<ul style="list-style-type: none"> • Current scenario of women and men in the family and society 	2 hrs
2	Gender Discrimination	<ul style="list-style-type: none"> • Gender Discrimination (Negligence of Girl child) in all structures of the society • Suggestive measures and thoughts for addressing gender Discrimination (Negligence of Girl child) • Reflection of Personal Beliefs and Societal views about women's and men's roles. 	2 hrs
3	Gender Vs Sex	<ul style="list-style-type: none"> • Gender Vs Sex: an analytical tool • Feminine and Masculine Characteristics • Difference between sex roles and gender roles 	2 hrs
4	Gender in Life cycle approach	<ul style="list-style-type: none"> • Ideas, Customs and Rituals related to women's life at every stage of her life • Pre determination of roles and responsibilities of women <ul style="list-style-type: none"> - Loss of autonomy 	2 hrs
5	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> • Productive and labour power • Reproductive capacity • Sexuality • Mobility • Property and other economic resource • Knowledge system 	2 hrs
6	Socialization Process	<ul style="list-style-type: none"> • Discrimination (Negligence of Girl child) • Dos and Don'ts • Role of parents – mother/ elderly persons in the family • Role of friends • Role of neighborhood • Role of Social Action Committee 	2 hrs
7	Social norms – barriers for development	<ul style="list-style-type: none"> • Social norms • Systems, traditions and customs of the society 	2 hrs

Session	Topic	Content	Duration
		<ul style="list-style-type: none"> Gender collaboration to break gender barriers Addressing through VOs & CLFs 	
8	Gender Inequality	<ul style="list-style-type: none"> Impact and consequences of gender inequality Faces of Gender inequality Role of CBOS in addressing gender inequality 	2 hrs
9	Gender Division of Labour	<ul style="list-style-type: none"> Domestic work and productive work – Men Vs women 24 hours working pattern of men and women 	2 hrs
10	Gender based violence	<ul style="list-style-type: none"> Different Forms of violence against women Causes of violence against women, impact of violence against women. Domestic violence on women Intra family equity issues – related to decision making, control over and ownership aspects of resources and opportunities Role of VOs & CLFs, EWRs and PRIs in preventing such atrocities 	2 hrs
11	Decision making	<ul style="list-style-type: none"> Need & importance of Decision making Dynamics of decision making Women in decision making Decision on girl child education, age at marriage, Financial issues, Buying & selling movable and immovable assets, health etc. 	2 hrs
12	Women empowerment	<ul style="list-style-type: none"> Indicators of women empowerment Facilitating and constraining factors of empowerment Regaining Identity Building Solidarity Fight for equal opportunities Equality Vs Equity issues 	2 hrs
13	Depletion of Natural Resource	<ul style="list-style-type: none"> Depletion of natural resources and its impact on women and their livelihood Access to food, water, nutrition, Entitlements, Fuel and fodder 	1 hr
14	Sexual abuse	<ul style="list-style-type: none"> Sexual harassment 	2 hrs

Session	Topic	Content	Duration
		<ul style="list-style-type: none"> Types of abuse – Physical, psychological, sexual How to say no to sex Why to say no to sex Prevention of abuse Marital Rape 	
15	Strategic approach for action towards Gender just society	<ul style="list-style-type: none"> Violence is persistent throughout the life cycle Negligence of Girl child Adolescent girls/groups Introduction of social agenda Support structure to resist gender based violence Prevention of trafficking Training and Capacity building 	2 hrs
16	Female Foeticide and Adverse Child Sex Ratio	<ul style="list-style-type: none"> Causes and impact of female foeticide Acts on foeticide & feminicide Role of CBOs in curbing female foeticide 	2 hrs
17	Child marriages	<ul style="list-style-type: none"> Reasons for Child marriages Effects of child marriages Prevention of Child marriages Child marriage prohibition act 2006/What does act say? Who is punishable? Whom to complain? How to complain? Who can complain? Roles and responsibilities of GPP in addressing Child Marriages 	2 hrs
18	Early Pregnancy and its prevention	<ul style="list-style-type: none"> Right to have children Decision making Consequences of early pregnancy How to address Role of VOs & CLFs 	2 hrs
19	Protection for vulnerable groups	<ul style="list-style-type: none"> Creation of social environment for elderly, PWD 	2 hrs

I. Gender sensitization and Social action training to Social Action Committee (SAC)

Session	Topic	Content	Duration
Phase 1 training for 5 days including 2 days field visit			
1	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training • Role clarity 	1 hr
2	Gender scenario	<ul style="list-style-type: none"> • Some general and important facts like <ul style="list-style-type: none"> – male, female ratio, – Girl child education, dropouts – Early marriage – Health & Nutrition issues – Employment etc 	1 hr
3	Gender and local context	<ul style="list-style-type: none"> • Local cultural context <ul style="list-style-type: none"> - Understanding the customs - Understanding the local dialect - Communication possibilities • Local political context <ul style="list-style-type: none"> - Decision making processes/trends - Within the family - Within the community - Within the village 	2 hrs
4	Understanding the gender situation	<ul style="list-style-type: none"> • Inequality, Discrimination (Negligence of Girl child) & violence • By analyzing the ordinary events,(Family/Community/village levels) • Analyzing the pattern of consequences • Enlisting the generic problems • Understanding the common conflict areas • Relations & hierarchies • Understanding the generative mechanisms 	2 hrs
5	Addressing the problems–	<ul style="list-style-type: none"> • Building the mutual trust • Principles, methods & preparations • Bias towards the weaker • Objectivity (amplification Vs filtering) • Listening • Organizing & Documenting the information • Differentiating between demand & interest (both difference and relation) • Identifying common grounds, meeting points, win- win equations • Working on conviction & solidarity • Knowing & applying the appropriate legal provisions 	3 hrs

Session	Topic	Content	Duration
6	Adult Learning	<ul style="list-style-type: none"> Facilitating the learning process True to life examples and data Real world case studies Freedom to draw own learning Action oriented problem solving Respecting the experience of the participants 	3 hrs
7	Communication	<ul style="list-style-type: none"> Verbal Non verbal 	2 hrs
Understanding gender in depth			
8	Gender Vs Sex	<ul style="list-style-type: none"> Gender Vs Sex: an analytical tool Feminine and Masculine Characteristics Difference between sex roles and gender roles 	2 hrs
9	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> Productive and labour power Reproductive capacity Sexuality Mobility Property and other economic resource Knowledge system 	2 hrs
10	Gender - Division of Labour & Resources	<ul style="list-style-type: none"> Domestic work and productive work – Men Vs women 24 hours working pattern of men and women Reproductive work Productive work Community work In different sectors <ul style="list-style-type: none"> Farm sector Manufacturing sector Service sector Asymmetry in ownership, control and access to resources and opportunities 	2 hrs
11	Gender Discrimination	<ul style="list-style-type: none"> Gender Discrimination (Negligence of Girl child) in all aspects of social life Life cycle approach / daily routine deprivation of rights denial of opportunities degraded dignity and quality of life 	2 hrs
12	Gender hierarchy and power asymmetry	<ul style="list-style-type: none"> Forms of power Participation and decision making capacity of women Women and formal power structures (from PRI to Parliament) 	2 hrs

Session	Topic	Content	Duration
13	Gender Inequality and equity issues	<ul style="list-style-type: none"> Aspects of Gender inequality Impact and consequences of gender inequality Equity as a measure of Justice Various forms of gender equity violations 	2 hrs
14	Gender based violence	<ul style="list-style-type: none"> Different Forms of violence against women Causes & Impact of violence on women, Domestic violence on women Intra family equity issues – related to decision making, Men women status & Boy Girl welfare 	2 hrs
15	Women empowerment	<ul style="list-style-type: none"> Indicators of women empowerment Facilitating and constraining factors of empowerment Regaining Identity / Autonomy Building Solidarity Fight for equal opportunities Equality & Equity issues 	2 hrs
16	Gender – NRLM perspective	<ul style="list-style-type: none"> Brief introduction of NRLM Importance of gender aspect in NRLM Gender – Poverty – Vulnerability – Marginalization – Isolation – Loss of identity NRLM focus on vulnerable groups like destitute, elderly women, single women, widows, transgender, people living with HIV etc. 	2 hrs
Village Stay (Understanding Gender)			2 days
Debriefing and presentations			Half day (4 hrs)
Phase II training for 5 days after 1 month of phase 1 training			
17	Building Gender Solidarity & Action Forums	Gender Point Person – Selection, roles and responsibilities Honorarium, Village Gender Forum, Formation & Functioning Social Action Committee (a subcommittee of VO) <ul style="list-style-type: none"> Structure of social action committee Why social action committee Roles and responsibilities of SAC Dos and Don'ts Advantages of SAC Coordination between VOGF & SAC 	3 hrs
18	Strategic approach for action towards Gender just society	<ul style="list-style-type: none"> A sensitive, effective support structure to resist gender based Discrimination (Negligence of Girl child) & violence Focus on Girl child Nurture Adolescent girls & groups 	3 hrs

Session	Topic	Content	Duration
		<ul style="list-style-type: none"> Integrating social agenda into SHG movement and PRI. Working with Schools Continuous Training and Capacity building Working for cultural transformation 	
19	Legal support in CBOs	<ul style="list-style-type: none"> Hiring services from legal adviser, Problems faced by women and related laws Awareness building on rights, laws and entitlements and how to access Protocols and methodologies to be followed during resolving the cases 	2 hrs
20	Working with Adolescent Girls	<ul style="list-style-type: none"> Sexual harassment Types of abuse – Physical, psychological, sexual How to say no to sex Why to say no to sex Prevention of abuse 	2 hrs
21	Reconfiguring Socialization Process	<ul style="list-style-type: none"> Role of parents – mother/ elderly persons in the family Role of friends Role of neighborhood Role of VO & CLF / Social Action Committee 	3 hrs
22	Preventing Female Foeticide	<ul style="list-style-type: none"> Causes and impact of female foeticide Acts on foeticide & feminicide Role of VO & CLF in curbing female foeticide 	2 hrs
23	Wiping out Child marriages	<ul style="list-style-type: none"> Why to stop child marriages? Child marriage prohibition act 2006/What does act say? Who is punishable? Whom to complain? Who can complain? Why these marriages will happen? What is the role and responsibility of VO & CLF? 	2 hrs
24	Preventing Early Pregnancy	<ul style="list-style-type: none"> Dissemination of knowledge and counseling regarding consequences of early pregnancy How to address Role of VO & CLF 	2 hrs
25	Protecting the children	<ul style="list-style-type: none"> Kinds and types of Violence against children (girl/boy) Steps to prevent violence against the children & coping mechanism Child trafficking prohibition act, Rescue & Rehabilitation of trafficking survivors How to say NO to SEX (Adolescent boys and girls) 	3 hrs

Session	Topic	Content	Duration
		<ul style="list-style-type: none"> • What is unsafe sex and its consequences? • Role of VO & CLF (monitoring and dealing with cases) 	
26	Processes taken up by Social Action Committees	Establishment of Community Managed Family counseling centers <ul style="list-style-type: none"> - Operational systems - Process of case dealing - Non negotiable - Solidarity gatherings of Survivors - Campaigns 	3 hrs
27	Issues taken up by SAC	<ul style="list-style-type: none"> • Domestic conflicts & violence • Intra family equity issues (between boys & girls) • Girl child Discrimination (Negligence of Girl child) • Campaigns against child marriage • Child labour • Dowry • Supporting young widows and single women • Anti human trafficking • Identification of vulnerable people 	3 hrs
28	Depletion of Natural Resources	<ul style="list-style-type: none"> • Depletion of natural resources and its impact on life & livelihoods of women (Increased Drudgery of women) • Impact on access to food, water, nutrition, entitlements, fuel 	2 hrs
29	Protection for elderly	<ul style="list-style-type: none"> • Special needs of the elderly (Health & Social support) • Restoring the dignity • Building solidarity 	2 hrs
30	Reporting and Monitoring Mechanism	<ul style="list-style-type: none"> • Through SAC, VO EC and gender forum meetings • Regular VO & CLF meetings • Registers 	2 hrs
31	Action Plan	<ul style="list-style-type: none"> • Preparation of action plan by the trainees 	3 hrs

J. Gender sensitization and Social action training to VO Gender Point Person

Session	Topic	Content	Duration
45 days intensive training including field visit & apprentice			
1	Introduction	<ul style="list-style-type: none"> • Introduction • Objectives of the training • Role clarity • Participant's expectations 	2 hrs
2	Gender scenario	<ul style="list-style-type: none"> • Some general and important facts like <ul style="list-style-type: none"> – male, female ratio, – Girl child education, dropouts – Early marriage – Health & Nutrition issues – Employment etc 	1 hr
3	Gender and local context	<ul style="list-style-type: none"> • Local cultural context <ul style="list-style-type: none"> - Understanding the customs - Understanding the local dialect - Communication possibilities • Local political context <ul style="list-style-type: none"> - Decision making processes/trends - Within the family - Within the community - Within the village 	3 hrs
4	Understanding the gender situation	<ul style="list-style-type: none"> • Inequality, Discrimination (Negligence of Girl child) & violence • By analyzing the ordinary events,(Family/Community/village levels) • Analyzing the pattern of consequences • Enlisting the generic problems • Understanding the common conflict areas • Relations & hierarchies • Understanding the generative mechanisms 	3 hrs
5	Addressing the problems–	<ul style="list-style-type: none"> • Building the mutual trust • Principles, methods & preparations • Bias towards the weaker • Objectivity (amplification Vs filtering) • Listening • Organizing & Documenting the information • Differentiating between demand & interest (both difference and relation) • Identifying common grounds, meeting points, win- win equations • Working on conviction & solidarity • Knowing & applying the appropriate legal provisions 	3 hrs

Session	Topic	Content	Duration
6	Adult Learning	<ul style="list-style-type: none"> • Facilitating the learning process • True to life examples and data • Real world case studies • Freedom to draw own learning • Action oriented problem solving • Respecting the experience of the participants 	3 hrs
7	Communication	<ul style="list-style-type: none"> • Verbal • Non verbal 	2 hrs
Practice session (Mock)			4 hrs
Understanding gender in depth			
8	Gender Vs Sex	<ul style="list-style-type: none"> • Gender Vs Sex: an analytical tool • Feminine and Masculine Characteristics • Difference between sex roles and gender roles 	2 hrs
9	Social construction of Gender	Control by patriarchy – Men and Women <ul style="list-style-type: none"> • Productive and labour power • Reproductive capacity • Sexuality • Mobility • Property and other economic resource • Knowledge system 	2 hrs
10	Gender - Division of Labour & Resources	<ul style="list-style-type: none"> • Domestic work and productive work – Men Vs women • 24 hours working pattern of men and women • Reproductive work • Productive work • Community work • In different sectors <ul style="list-style-type: none"> - Farm sector - Manufacturing sector - Service sector • Asymmetry in ownership, control and access to resources and opportunities 	2 hrs
11	Gender Discrimination	<ul style="list-style-type: none"> • Gender Discrimination (Negligence of Girl child) in all aspects of social life • Life cycle approach / daily routine • deprivation of rights • denial of opportunities • degraded dignity and quality of life 	2 hrs
12	Gender hierarchy and power asymmetry	<ul style="list-style-type: none"> • Forms of power • Participation and decision making capacity of women • Women and formal power structures (from PRI to Parliament) 	2 hrs

Session	Topic	Content	Duration
13	Gender Inequality and equity issues	<ul style="list-style-type: none"> Aspects of Gender inequality Impact and consequences of gender inequality Equity as a measure of Justice Various forms of gender equity violations 	2 hrs
14	Gender based violence	<ul style="list-style-type: none"> Different Forms of violence against women Causes & Impact of violence on women, Domestic violence on women Intra family equity issues – related to decision making, Men women status & Boy Girl welfare 	2 hrs
15	Women empowerment	<ul style="list-style-type: none"> Indicators of women empowerment Facilitating and constraining factors of empowerment Regaining Identity / Autonomy Building Solidarity Fight for equal opportunities Equality & Equity issues 	2 hrs
16	Gender – NRLM perspective	<ul style="list-style-type: none"> Brief introduction of NRLM Importance of gender aspect in NRLM Gender – Poverty – Vulnerability – Marginalization – Isolation – Loss of identity NRLM focus on vulnerable groups like destitute, elderly women, single women, widows, transgender, people living with HIV etc. 	2 hrs
Village Stay (understanding Gender)			5 days
Debriefing and presentations			1 day
17 (Phase 2)	Building Gender Solidarity & Action Forums	Gender Point Person – Selection, roles and responsibilities Honorarium, Village Gender Forum, Formation & Functioning Social Action Committee (a subcommittee of VO) <ul style="list-style-type: none"> Structure of social action committee Why social action committee Roles and responsibilities of SAC Dos and Don'ts Advantages of SAC Coordination between VOGF & SAC 	3 hrs
18	Gender based Violence	<ul style="list-style-type: none"> A sensitive, effective support structure to resist gender based Discrimination (Negligence of Girl child) & violence Focus on Girl child Nurture Adolescent girls & groups Integrating social agenda into SHG movement and PRI. 	3 hrs

Session	Topic	Content	Duration
		<ul style="list-style-type: none"> Working with Schools Continuous Training and Capacity building Working for cultural transformation 	
19	Legal support in CBOs	<ul style="list-style-type: none"> Hiring services from legal adviser, Problems faced by women and related laws Awareness building on rights, laws and entitlements and how to access Protocols and methodologies to be followed during resolving the cases 	2 hrs
20	Working with Adolescent Girls	<ul style="list-style-type: none"> Sexual harassment Types of abuse – Physical, psychological, sexual How to say no to sex Why to say no to sex Prevention of abuse 	2 hrs
21	Reconfiguring Socialization Process	<ul style="list-style-type: none"> Role of parents – mother/ elderly persons in the family Role of friends Role of neighborhood Role of VO & CLF / Social Action Committee 	3 hrs
22	Preventing Female Foeticide	<ul style="list-style-type: none"> Causes and impact of female foeticide Acts on foeticide & feminicide Role of VO & CLF in curbing female foeticide 	2 hrs
23	Wiping out Child marriages	<ul style="list-style-type: none"> Why to stop child marriages? Child marriage prohibition act 2006/What does act say? Who is punishable? Whom to complain? Who can complain? Why these marriages will happen? What is the role and responsibility of VO & CLF? 	2 hrs
24	Preventing Early Pregnancy	<ul style="list-style-type: none"> Dissemination of knowledge and counseling regarding consequences of early pregnancy How to address Role of VO & CLF 	2 hrs
25	Protecting the children	<ul style="list-style-type: none"> Kinds and types of Violence against children (girl/boy) Steps to prevent violence against the children & coping mechanism Child trafficking prohibition act, Rescue & Rehabilitation of trafficking survivors How to say NO to SEX (Adolescent boys and girls) What is unsafe sex and its consequences? Role of VO & CLF (monitoring and dealing with cases) 	3 hrs

Session	Topic	Content	Duration
2nd Field work (Attachment with SAC) 7 days			
Debriefing & Presentations			1 day
26	Processes taken up by Social Action Committees	Establishment of Community Managed Family counseling centers <ul style="list-style-type: none"> - Operational systems - Process of case dealing - Non negotiable - Solidarity gatherings of Survivors - Campaigns 	3 hrs
27	Issues taken up by SAC	<ul style="list-style-type: none"> • Domestic conflicts & violence • Intra family equity issues (between boys & girls) • Girl child Discrimination (Negligence of Girl child) • Campaigns against child marriage • Child labour • Dowry • Supporting young widows and single women • Anti human trafficking • Identification of vulnerable people 	3 hrs
28	Depletion of Natural Resources	<ul style="list-style-type: none"> • Depletion of natural resources and its impact on life & livelihoods of women (Increased Drudgery of women) • Impact on access to food, water, nutrition, entitlements, fuel 	2 hrs
29	Protection for elderly	<ul style="list-style-type: none"> • Special needs of the elderly (Health & Social support) • Restoring the dignity • Building solidarity 	2 hrs
30	Reporting and Monitoring Mechanism	<ul style="list-style-type: none"> • Through SAC, VO EC and gender forum meetings • Regular VO & CLF meetings • Registers 	2 hrs
31	Action Plan	<ul style="list-style-type: none"> • Preparation of action plan by the trainees 	3 hrs

15 days Apprentice within the CLF area (Different VO)

1 day Sharing & Finalizing the action plan.

Additional resource material for further reference

1. Promoting Women's Political Leadership and Gender Responsive Governance – Trainer's Manual – National Institute of Rural Development & Panchayati Raj (NIRD & PR).
2. Women farmers: Rights & Identity – Participatory Training Tools on Gender & Livelihoods – UN Women & Anandi.
3. Gender Perspective – Strategy (Draft – 1) – Society for Elimination of Rural Poverty (SERP).
4. Report on Social Action Committees of SHG Federations in Andhra Pradesh – Society for Elimination of Rural Poverty (SERP).
5. Gender Unit Notes on Implementing the Programme – P. Jamuna.
6. Training Modules developed by Andhra Pradesh Mahila Samatha Society
7. The Social & Political Economies of Femicide in AP - Dr. V. Rukmini Rao, Dr. Lynette J. Dumble.
8. Bhasin. K. (1993). What is Patriarchy? New Delhi: Kali for Women.
9. Training Module on GENDER ISSUES IN DEVELOPMENT
10. United Nations. (1980). Convention to Eliminate All forms of Discrimination (Negligence of Girl child) against Women (CEDAW).
11. A Guiding Booklet For Perspective on Ensuring Inclusion and Gender Equality In the Implementation of The Project- Society for Elimination of Rural Poverty (SERP)

Gender Parity: How India's States Fare *

Small Northeastern states are towards the top; the poorer heartland states take the bottom positions

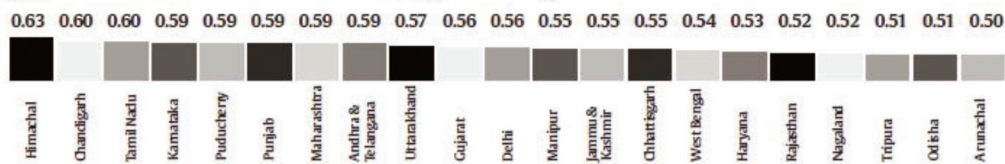
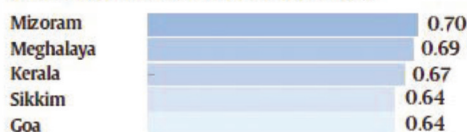
BOTTOM RUNG

(Comparable with Chad and Yemen)



TOP OF THE PILE

(Comparable with Argentina, China, Indonesia)



* Ranked on India Female Empowerment Index, or Femdex, developed on the basis of a subset of 10 of 15 indicators for which state-level data are available. These indicators are broadly representative of those that go into the calculation of a global Gender Parity Score (GPS). For both Femdex and GPS, score of 1.00 = gender parity

INDIA AND THE WORLD

India trails far behind both China and Western Europe

GENDER EQUALITY AT WORK

	Western Europe	China	India
Labour force participation (Female/Male ratio)	0.792	0.817	0.338
Unpaid care work (Male/Female ratio)	0.482	0.389	0.102

GENDER EQUALITY IN SOCIETY

	Western Europe	China	India
Maternal mortality per 100,000 births	6	32	190
Education level (Female/Male ratio)	0.997	0.973	0.763

LEGAL PROTECTION AND POLITICAL VOICE

	Western Europe	China	India
Legal protection index	0.771	0.583	0.399
Political representation (Female/Male ratio)	0.486	0.191	0.114

PHYSICAL SECURITY AND AUTONOMY

	Western Europe	China	India
Child marriage (%age of girls)	1	2	27
Violence against women (%age of women)	22	15	37

SOURCE: MCKINSEY GLOBAL INSTITUTE REPORT 'THE POWER OF PARITY: ADVANCING WOMEN'S EQUALITY IN INDIA', NOVEMBER 2015



HOW PARITY HELPS

Key projections for the economic case*

\$ 2.9 trillion

Additional annual GDP in 2025 could be added by fully bridging the gender gap at the workplace. This is 60% higher than the business-as-usual GDP in 2025

\$ 0.7 trillion

Could be added in 2025 by matching the best-in-region country in progress toward gender parity at work, an increase of 16% over the business-as-usual GDP in 2025



68 million

More Indian women can be brought into the workforce by 2025, 70% from the top nine states

* Projections based on linking economic potential to 15 outcome-based indicators in 4 categories: equality at work, essential services and enablers of economic opportunity, legal protection and political voice, and physical security and autonomy



PROMOTE GENDER
EQUALITY AND
EMPOWER WOMEN

MILLENNIUM DEVELOPMENT GOALS

	Gender Parity Index in primary level enrolment (ratio of girls to boys):	2013-14	1.03%
	Gender Parity Index in secondary level enrolment (ratio of girls to boys):	2013-14	1%
	Female literacy rate: Male literacy rate of 15- 24 year olds:	2011	0.91%
	Share of women in wage employment in the non-agricultural sector (%):	2011-12	19.3%
	Proportion of seats held by women in national parliament (%):	2015	12.25%