

Minutes of the Gender Workshop held from 1st to 4th October 2019

If we want to realize the dream of just and equal for everyone, it is important that the Gender sensitization work is also done with all. While working with the Shodhinis, Abhivyakti realized that girls should definitely be sensitized about their rights and the voice they need to have but they as well need a safe and supportive environment to exercise their agency. As this environment has also a lot of men and boys whom the girls interact with on everyday basis, Abhivyakti decided to work with them to ensure they become aware about how Gender Discrimination is advocated by the ideology of Patriarchy. Two such workshops were conducted with a group of boys who were known to the Shodhinis as they are brothers, friends, neighbours of these girls and were curious about what do Shodhinis learn when they go for such workshops.

The workshop was held at Leslie Sawhney Centre, Deolali from 1st to 4th October 2019. 27 boys from 4 villages of Dahegaon, Boripada, Hirdi and Tilloli formed the participant group. Kajal and Avinash from Abhivyakti and Sunil who works with Pukar in Mumbai were the facilitators for the workshop. Sangeeta from Abhivyakti lead the process of photo and video documentation for the workshop. Nitin who is also a Shodhak and participated in earlier workshops contributed through his art by summarizing the essence of the sessions through drawings, also created some art pieces to be used as a medium for opening discussions in the sessions.

On 30th evening, Shodhaks got to know each other names through an hour of introduction and ice breaking activities.

1. In the first game of introduction, Sunil and Kajal asked the Shodhaks to say their names aloud to others in the circle and as the turn to say names aloud passed around the circle the next shodhak had to recall and say the names of the Shodhaks who had said their names aloud before them in sequence.
2. To open up Shodhaks more to the group in second game of introduction, Sunil asked each one of them to either stand in their place or step in the centre of the circle of Shodhaks and do an action while saying their name aloud. All other Shodhaks had to repeat the name and the action after the shodhak.
3. In the third game of introduction, Shodhaks played the game of Chimni and Gharta (Sparrow and the Nest). In the game, two Shodhaks were asked to join hands to make a 'Gharta' - a nest and one shodhak was a chimni - sparrow in the nest. Based on the instruction like Chimni – all sparrows had to find a new nest, Gharta – the nest had to find a new sparrow and Chimni and Gharta – all had to disperse and make a new nest and find a new sparrow. The one who could not find a spot for themselves had to come in the centre and give the next set of instructions.

Post the games of introduction, Kajal shared with the Shodhaks the agreements for participating in the workshop. Shodhaks to convey or express their agreement, disagreement or confusion could do Thumbs up: To express agreement, Thumbs down: To express disagreement and Thumbs sideways: Not understood or confused. Shodhaks were asked to discuss in pairs about what they know about Shodhini? Shodhaks discussed in pairs what they know about Shodhini and then shared with the larger group about their discussion. Shodhaks shared the following:

- I had heard about the program and recommended it to my sister
- My sister is a Shodhini and asked me to join here as a Shodhak
- I did not know that there is a library for Shodhins in the village. I am also not aware who all are Shodhins in my village
- Suvarna told me about the libraries for Shodhini
- I know that girls from village who go to Abhivyakti workshops are called as Shodhins but what do they really search for I don't know
- I got to know about Shodhini through magazine about Shodhini
- My Mami (Maternal Aunt) told me about Shodhini
- During a field visit from college I got to know about the Shodhini program
- I know that Shodhins try and research on questions they are critical to their own life

Kajal shared information about Abhivyakti and Shodhini with the group and then shared some basic instructions about the schedule of the workshop, expectation while staying on the campus, time for meals and other instructions post which the Shodhaks and facilitators retired to their rooms for rest. The facilitators towards the end of the day based on their observations about the group decided that the next will be spent more on enabling the group to shed their physical inhibitions and also be comfortable to express themselves more freely in the group. For this purpose it was decided that activities in the first half would focus on creating sharing space for Shodhaks in smaller groups and then slowing progress in creating two bigger groups for an activity that will require them to work in teams which would also give insights to the facilitators about the views, perspectives and behaviours of the Shodhaks.

Day 1: 1st October

The day began at 9.00 am and with the song (page 10) – 'Abhivyakti naam hain, ek prayaas ka' from Abhivyakti's publication of collection of songs Awaaz. The facilitators asked the Shodhaks to stand in two concentric circles and move in two opposite directions – clock wise and anti clockwise. Music was played and shodhaks were asked to greet shodhaks in the other circle while walking. Once the music was paused, the shodhaks had to stand in front of another shodhak from the other circle and share with them their name, where are they from, why are they here and other

details if there is more time till the music is replayed again. Shodhaks got to know more about their friends beyond names and also the reason for why they are here. Some of them also shared that they now recollect more names than last evening and also feel more comfortable with each other.

Respect: Through only words or actions or both?

The facilitators shared that they would prefer being called only by their first names without any prefixes or suffixes or salutations like Sir or Madam. Some of the shodhaks raised their concerns about how could they call the facilitators by their names as they thought it's disrespectful to do so. They also shared that we are here to learn from you and that the facilitators are older than them and hence by the norms set in the society they have to 'show them respect' by using such salutations. When Sunil probed them further about why do they show respect to their teachers in school, most of the shodhaks responded that they do it out of fear for authority and if they do not comply they might be punished or that's a norm in the society that people who are older than them should be shown respect. They also said that although they may not like the person whom they show respect on their face they might have either anger or fear about them in their mind. Sunil shared that we are looking forward to respect shown out of love and not fear and it doesn't help in building a healthy relationship. He also highlighted that respect can be shown through our actions by listening to, supporting and expressing love towards all human beings irrespective of age, experience and not out of compulsion. Due to the power dynamics and hierarchy in the society we start believing in inequalities like rich and poor, old and young, knowledge giver and knowledge receiver etc. We can make our choice how we want show respect to others by being fearless and compassionate through our actions by treating everyone equally. One of the shodhaks also said that "Tondaat aadar aani manaat raag hyaacha kaahi upyog nahi" – Showing respect through words and holding grudges in our mind is of no use. Shodhaks enjoyed laughing about how this is true in the formal education systems like schools and colleges that they have been part of. Although most of Shodhaks agreed to try call facilitators by their names, some were still hesitant and hence were free to choose an option to call them as Dada, Didi, Tai etc.

Activity: Polls

Avinash read aloud some statements to the Shodhaks and requested the Shodhaks to step in the middle of the room if it applies to them and stay in their place if it does not. Some of the statements were as below:

1. Slept well last night
2. Like to draw
3. Like to write

4. Have more than 5 friends and can name them quickly
5. Like to play outdoor games
6. Have completed their formal education till 10th grade or below
7. Have completed their formal education till 12th grade
8. Have completed their formal education till Undergraduate degree
9. Have completed their formal education till Post Graduate degree
10. Use Whatsapp application
11. Have a facebook account
12. Helps mother with chores at home
13. Learns and Earns and contributes financially to the family income

Post the activity, the Shodhaks were asked what did they like and what did they understand about their fellow Shodhaks. Shodhaks shared that understood hobbies like drawing, writing letters, poems, quotes, news articles etc. They also felt that some of them share common interests and it was great to know who some of them are. They also shared that a lot of them are good and interested in different things and were appreciated the diversity around them. Vitthal shared that he felt bad when the question about using whatsapp came up as he does not own a phone. Avinash appreciated that a lot of them help at home and do their own chores. He also congratulated them for stepping in the middle without inhibitions as we could share about ourselves without inhibitions and fear of being judged. Sunil shared that we are all here to learn and we can only do so if we actively participate and share without being afraid about being judged by others. We all will learn from each other's experiences and our collective experiences in this training space and this is going to be our laboratory throughout this workshop. A discussion also happened about why so many who help their family with farming do not consider that as a contribution to the family's income. Is it because in society we see only a job of particular type and in a particular set up like office superior and legitimate earning opportunity?

Activity: Knowing each other deeper and understanding what is needed for transformation

Shodhaks were asked by Avinash to draw the outline of their hand on a paper and then add a dot as an eye and beak on the thumb and draw feet under the outline of the hand. Shodhaks saw the outline of hand become a bird by adding the above element to it. The Shodhaks used crayon colors, paints, sketch pens to color the bird as they wanted it. 5 small groups were formed from the large group by calling out names of 5 birds in a sequence namely Crow, Pigeon, Crane, Parrot and Eagle. Shodhaks were asked to share the following with their fellow bird group members:

1. My name
2. Where do I live and come from?

3. My education
4. My talent
5. My Hobbies
6. My skills
7. What they like and dislike?
8. What are your strengths and areas of improvement?
9. My dreams

Shodhaks after sharing the drawing of their bird and about themselves in the groups were asked to present group wise what they learnt about their group members. One or two Shodhaks per group represented their group. The following points emerged out of their presentations:

1. What they like? : Driving a car, helping others, style hair differently, cooking, swimming, doing stunts on a bike, playing outdoor games, poems, wrestling, drawing etc
2. What they dislike? : Addiction, People who influence other for substance abuse, people who consider themselves superior and above all, people who lie etc
3. Strengths : Making friends, determination, understanding others etc
4. Skills: Good Anchor, Playing Chess, Reading aloud stories etc
5. Areas of Improvement: Participate more and engage with others, speak up for self, manage anger or extreme feelings etc
6. Dreams: Realising dreams of parents, making parents proud, doing something for the society, become successful, not getting married, start my own business, buy an expensive car and a house

After the presentation, the Shodhaks shared how they found the process of sharing with group members. They shared that they learnt about their friends' dreams about their future, got a space to share their opinions and thoughts, realized everyone wants to fulfill some responsibilities and are very aware about it. Few of them also shared that they didn't understand the points to be discussed well and were also not yet comfortable to share with others about them and needed time. When asked about how it feels to talk about strengths and other things about ourselves, a lot of them said it helped in building a deeper relationship with friends.

Kajal asked the Shodhaks to ponder over the connection between the sharing and the birds they have drawn. Shodhaks said, each bird looks different than the other and they are like our dreams which are diverse. Also all were birds just like how we all are human beings but we have different skills and qualities.

Kajal questioned them about how did the outline of the hand became a bird. Shodhaks shared that we added details to it like feet, eyes, made fingers look like wings and the beak.

Vision: Kajal further asked how the eyes help the bird, to which the Shodhaks responded that it helped the bird to see. She added to it and highlighted that just having sight ('Baghta yene') may not be enough as it would probably lead the bird to only follow the flock of birds without knowing where it is going. She added that hence having a vision ('Drishti') is important to know what I want to do in my life and why.

Having a voice: Kajal asked the Shodhaks about how the beak helps the bird on which they expressed that it helps the bird to eat, protect itself from enemies, support their children, build a nest, call other birds and speak. Shodhaks were asked to think over the difference between able to speak ('Bolne') and having a voice ('Awaaz'). One of them said voice means it is the sound that comes out of our mouth. Sunil shared with them that having a voice means having the right and space to express your opinions and having a voice is a big strength for a person. He asked them if they have a voice and all those who think they have it expressed it by a thumbsup sign. He further asked if their father has a voice to which most of them raised their thumbs up. He gave an example where he stated a father who was once financially supporting the family had a voice but today as he is not an active contributor his voice is limited when it comes to certain decisions taken in the family. Sunil also asked if our sisters have a voice to which a lot of them showed thumbs sideways sign which indicated that in their experience sister may or may not have a voice. Nagesh shared an example and said that his sister has to cook a vegetable of his choice and cannot decide to cook as per her choice. He also shared that a girl does not have a voice when it comes to decisions pertaining to her marriage. Sunil summarized by saying that if we have voice we can question and stand up for our rights.

Courage: Kajal asked the group about how the wings help the bird to which they responded that the wings help in flying, protect and defend themselves, move forward by cutting through winds, taking a flight, gives it strength and makes it feel free. She discussed how taking a flight for us means having the courage to take that step which can have different consequences sometimes may involve risks. But without the courage our thoughts can never take the flight and we might never be able to enjoy the freedom in a true sense.

Roots: Kajal asked the group about how the feet help the bird to which they said that it helps the bird stand firm in a place, pick up their babies, when the wings do not support they can walk with the feet. Kajal shared that just like bird we need to be firm on our principles and never forget our roots as they keep us grounded. Our foundation should be as strong as the feet of the bird which will support and guide us in our difficult times when we cannot take the flight.

The discussion was summarized as the outline of the hand transformed into a bird we can transform ourselves and the society. For the transformation to happen we need to have voice, vision and principles/values its only then we can imagine and take flight towards freedom.

One of the Shodhaks shared his thought that he felt a girl is like a bird and there are many hunters who are waiting to hunt her down. Kajal threw the question to the group that who is the hunter and also if a hunter really exists?

Energiser: The King woos the Queen

Shodhaks were to stand in pairs and stand one behind another with the one in front being the queen and one in back playing the role of king. The pairs were asked to form a circle. Avinash stood without a queen in the circle and instructed that he will wink at a queen and the king has to make sure that he stops the queen before she walks over to Avinash. If the queen is wooed by Avinash successfully then the King without the queen has to now find another queen of some other king and try to woo her. As the game progressed, Kajal stepped in and changed the course of the game by now trying to woo the kings from their queens. Shodhaks were confused over if the queen becomes the king after her king is wooed or otherwise.

Activity: Who can make the longest chain?

Avinash instructed the group to organize themselves in two groups by asking two Shodhaks to pick their team. Most of the participants who had participated in the previous workshops for Shodhaks were in one group (referred as older participants henceforth) while the new Shodhaks formed the other team. This activity was conducted outdoor and teams were given instructions that they could prepare for 10 minutes in their team to prepare the longest chain. Shodhaks could use anything that they had with them on their body like shoes, socks and clothes as per their wish. Both the teams got into discussions and one of the teams with older participants started collecting clothes, belts and other resources they had with themselves in their planning time itself. Once the discussion time was over, Avinash instructed the teams to form the longest chain with the available resources in 15 minutes. The team members did their best to create the longest possible chain by requesting, coercing, sometimes threatening their fellow team mates to give all the resources they could to ensure that their chain is longest. Some team members were hesitant to remove their clothes like shirt and pant to contribute in the resources for the chain while some made statements like "We are going to lose because of him". Sangeeta offered to take her tshirt off but the other team members – Shodhaks requested her to wait till they exhaust all other resources. The chain became so long that some of the members who stood in the front of the chain could not hear and see what the members at the end of the chain were doing. After the given time limit of 15 minutes was over, the team with more older

participants had the longest chain and hence thought they had won the challenge. Meanwhile, Avinash declared that the time limit was extended by 10 more minutes and there was chaos once again to ensure that maximum resources are exhausted to create the longest chain by both groups. Once the extended time limit was over, the team with newer members declared themselves that they had won the challenge. The winning team's own team members standing in front of the chain saw everybody celebrating and understood that the challenge was over and they had won. The team with older participants especially the ones standing in front of the chain saw the other team members celebrating and realized that they had lost the challenge. Sunil and Kajal were observers in this activity. Post the challenge, Shodhaks went back to their rooms to freshen up and change into fresh clothes.

Debriefing session of the activity:

Shodhaks responded to the questions What happened and How did they feel? With following expressions:

1. I had played and lost this challenge last time too. This time I lost again
2. We did help each other to win the challenge
3. It is important that we listen to each other only then we can succeed
4. As we had unity in the group we could make the longest chain
5. I had to bear so much pain as the I was lying on stones
6. We didn't have inhibition to remove our clothes and hence we won
7. We had less resources and hence we lost
8. We had like minded people and we all were on same page
9. Our communication was clear and hence we won
10. We took a lot of efforts and had lot of energy to win
11. I was forced to take off my shirt but I was not ready
12. I was encouraged by others to take off my clothes and shed the inhibitions I had and so I could gather courage to do so
13. I felt a sense of responsibility and hence I sacrificed and became submissive for my team's win
14. I don't feel we lost the challenge

Gokul who was part of the team that lost the challenge said everyone forced me to take off my shirt and made me feel guilty about the loss of the team. Others from his team felt that he should have sacrificed for the team's win and that it was just a shirt. Avinash stated that our soldiers go for wars and they sacrifice their lives for the safety of our country and Gokul couldn't do it for even a small win for his team. Some Shodhaks agreed to this statement and felt that Gokul should have let go off his shirt for the team. Sunil stepped in the discussion and asked the Shodhaks 'Can sacrifice be a forceful submission by an individual to do a so called glorified sacrifice for a duty due to peer pressure?'. He gave example of Padmavati and asked if she

did the sacrifice by her will or she was forced to jump in fire as everyone thought that was the way how she could protect the honour of her family. Was this really a sacrifice by will or a forceful submission? He asked the Shodhaks to think over how sacrificing for a greater good is sometimes sugar coated and glorified to create the pressure to conform to it. Gokul seconded it and said that if that sacrifice is going to make me unhappy then what is the point of the end result of winning the challenge, I will never be happy.

Sunil gave another example of how sacrifice is glorified in our homes when it comes to our mothers like how our mothers sometimes go to sleep without eating enough food as everyone else in the family should eat sufficiently. Here a pressure is created on the other mothers and also the daughters in the family that when they grow up they have conform to the same and cannot choose do anything different. One of the Shodhak also shared that Sangeeta first offered and threatened them to take her tshirt off if others – especially the boys didn't do so. Pravin shared he thought we will first exhaust all our resources and then if there is still a need we will ask the girl in the team to contribute. Kajal and Sunil asked the group why was Gokul when he was reluctant to take his shirt off was pressurized to do so and Sangeeta who was ready to contribute was restricted from doing so?

Sunil asked everyone we really need to follow the herd and always conform and can we not think in our best interest and question what we feel is inappropriate or unjust. Some Shodhaks still felt that for greater good and aspiration can we not suffer some pain. Sunil added here that if we have all agreed to this in the beginning only then we need to be accountable to the promise made but without agreement we cannot force our will on others. Poonam added here that the even though we have agreed but at any point if someone isn't comfortable we need to listen to the person, understand their feelings and be respectful of that. She also shared her observation that the winning team congratulated and celebrated after the challenge as they had won but the team that lost it didn't even get together and appreciate each other's efforts as they too tried very hard. Is this because we have been conditioned to celebrate and appreciate only the winner which means only the best result and not the efforts?

Sunil asked the group what is the need to discuss all the above points as it was just a challenge. He emphasized that this was an experiment and we should all observe how we behaved when we participated in it. We should ask ourselves if we really have similar behaviours when we live in the society. Are we really used by others for their agendas? When I am asked to sacrifice and endure pain by carrying the palanquin on my shoulders what do I really get out of it? Do I really have a voice to express if I want to participate in it or not? Do I have the vision to see who is taking advantage of me and even if I won what did I get? Sunil shared that we

need to see such games as medium for learning more about ourselves and digging deeper in our unknown.

After the debriefing, the video of the activity was screened for everyone in which the team that lost the challenge saw that they had won it when the first 15 mins time limit was over. Shodhaks started arguing that they had won and some of them went upto Avinash with lot of aggression. The team that had won the challenge also began defending their win and got up from their spots to get their point across. Sunil intervened and asked everyone to first take their spots and calm down. He confronted them about their behavior and asked them to recollect what we had discussed before saw the video where we spoke about learning about self and other from game and it was not about winning. He asked everyone if winning is still so important and for that we are ready to become so aggressive that we are ready to attack someone whom we do not agree with. Society has defined measure of success as winning and we all conform to it. Sunil asked why we didn't use dialogue to sort out the confusion peacefully and instead chose option of showing physical strength and intimidating each other through aggression. Why do we invalidate ourselves when we face failures? Do we always get solutions when we shout at the top of our voices? Should I take the path of violence just because someone else did the same?. The group discussed about what could have been possibly done in such a situation and they came up with ideas like talking to each other, trying to understand why was the time limit extended. Sunil asked everyone to ponder about why do we become so aggressive is it because the one who does not have voice in society they are taken for granted by others. Is it considered that they do not have an opinion or say? He highlighted that we need fight against injustice but we also need to analyse the roots of the problem for which analyzing the situation and then taking an action is important. If we fail to analyse and only act people with vested interests can take advantage of us for their agenda. We should become equally aware about such injustice happening in the society with us and should stand up against it.

Kajal also highlighted that when she looked at the chains she realized situation at home and asked whose role is more important Mother's or Father's? Sunil shared with everyone that the observations made are purely for our learning to understand how we can become better humans and hence should not be taken personally. The discussions are for everyone's reflection to learn more about their own and plan actions accordingly if we need to change for better.

The day ended with the song 'Ek nazariya tumhara' which underlines the importance of accepting difference of opinion and respecting it. It also highlights the need to initiate a dialogue to understand each other better. To conclude the group was organized in a one big circle and asked to feel the energy in the room and think about all that they learnt throughout the day.

Review of the day by Facilitators and Documentation team:

Everyone felt that the group is diverse and very much looking forward to expressing themselves in this learning space. It was decided that the next day second half will be spent developing emotional awareness about the discrimination first and then slowly move towards what rationality would say for equality.

Poonam shared that the working in smaller groups allowed people to express more and share very personal stories about their struggles and dreams which helped them to bond as a group. She also highlighted that some of the boys have an inferiority complex because of discontinuing formal education and are looking forward to workshops like these as a learning opportunity. Avinash shared that we asked the Shodhaks to highlight too many things in the introduction activity of bird due to which they didn't get sufficient time and some of them could not discuss on each of those points. Sangeeta also added that some of them have never spoken or thought about things like strengths, likes and hence found it difficult to identify and share those about themselves.

Kajal shared that questions based on education and who uses whatsapp made some Shodhaks uncomfortable as they already felt low on confidence and putting them through this routine should not happen. Poonam shared that in her group when they spoke about education and how Shodhaks have stopped getting education. They discussed about how formal education gives them only a degree and we are always educating ourselves through our experiences which informal way of learning.

Sunil highlighted that next time when we choose group formation activity we will have to be careful about ensuring how older and new participants can be equally divided in the teams. He also highlighted that due to the ingrained competitive spirit in all of us the teams that have been formed today have developed a group identity. To develop a collaborative spirit, the activities on the following day should have new groups and should pit the groups against each other instead allow the teams to work together to achieve a common goal. Avinash shared a game for bringing the collaborative spirit and team work in forefront and everyone agreed to it.

Poonam shared her observations about certain gender biased comments which should be avoided like who helps the mother with chores as it promotes a bias further that household chores are meant to be done by mothers or women. She also shared that the energizer Kings woos the Queen promote gender stereotypes further and hence should be avoided. Kajal seconded it and shared that she too disagreed with the theme of the game and hence stepped in and reversed it. Sunil further added and shared that the game was considering only the gender binaries and we need to be gender sensitive when taking energisers in workshops like these.

Day 2: 2nd October

The day started at 9.00 am with two songs 'Geet gaa rahe hain aaj hum' and 'Saathiyon salaam hain' from Awaaz. Avinash improvised the song by adding a line 'Bhaiyon salaam hain' and Kajal by adding 'Beheno salaam hain'.

Sunil shared with everyone that we will be listening to a song which is like a prayer and we all can think whoever or whatever we believe in while listening to it like nature, god, other human beings, themselves etc or just listen to it. The song played was "Hich amuchi prarthana hech amuche maagne". The essence of the song is that it conveys that every human being should each other as an equal.

Sunil asked the everyone to share how did they like the song, what did they like in it and why did they like it? He asked them to share these with person sitting next to them in pairs and then share it to the larger group. Following were the responses:

1. Human beings should treat everyone equally
2. People should live free - free of religion and caste
3. We should understand each other
4. We should not discriminate based on religion and caste
5. We should not treat each other like animals and not behave aggressively like yesterday
6. I liked the line which says tomorrow's sunrise will bring a new day full of hope and truth
7. I liked the message of parity, equality and determination in the song
8. The song talks about humans but we take nature also for granted. It gives us so much but we destroy it out of selfishness.
9. Gandhiji has given the message of non-violence
10. We young people are torch bearers of transformation
11. This prayer is not for any god it is from one human to other human
12. One should believe in humanity without expecting returns or benefits
13. I felt engrossed and calm after listening to first line
14. Discrimination based on caste affects me a lot we should put full stop to it
15. If everyone truly practices what the song suggests the world will be such a peaceful place to live in
16. We should try to sort our differences peacefully without being aggressive like yesterday
17. I felt like I went back to school

After everyone shared their responses, Sunil asked the group Who am I when I say I am a human being? (Manoos mhanje kaay?). He also asked them to think over how is my identity defined by which village I come from, my name, my last name, my caste, education, sex, religion etc. This all labels come first and due to these labels there is a differentiation done by the society. Instead of these labels, why are

humans not being identified based on their qualities and their values. Sunil concluded by saying that over next few days, we are going to learn from each other how I can become a better human being and how can have enriched relationships with other human beings irrespective of these multiple identities given to us by different systems in the society.

Activity: Keeping the coins on the bottle

Post tea, the Shodhaks were asked to check their names in the two lists and get together in a group with the people who were on the same list. Avinash notified the two groups with equal number of people about the instructions for the activity:

1. Each Shodhak will get one coin which they have to place on the cap of the bottle
2. The coin has to be placed by every team member from the start line
3. The distance between the start line and the bottle for both the teams
4. If a tower of coins placed on the cap falls down, the process has to be restarted with every team member again getting an opportunity to place the coin on the cap.
5. Once all the coins are placed on the cap the game ends
6. The distance between the start line and bottle will increase once all team members of both teams finish the task and game will be restarted
7. This is not a competition to win and there is no time limit to complete the task
8. 3 minutes can be taken to plan and prepare for the teams

All Shodhaks actively participated and collaborated with each other to complete the tasks. The spirit of collaboration was seen through Shodhaks encouraging each other, giving assurance of taking care of each other and at one point one group's team members also offered the other team members that we will first complete your task and then all of us can help our group to complete the task. The competitive streak that brought out so much aggression on the previous day disappeared in the laughter and delight that the group experienced during the tasks.

Post the activity, the two groups were further divided more to form four groups and each group was asked to discuss the experience of participating in the activity on basis of following points:

1. What did you see?
2. How did you feel?
3. What did I learn about myself?
4. What did I learn about my friends?
5. What are essential things to keep in mind while working in a group?

Shodhaks were given time till lunch to discuss and prepare posters to present summary of their discussions to the larger group.

The after lunch session began with the song 'Buddha, Kabir, Bhimrao, Phule' from Awaaz. The groups one by one presented their discussion basis the points stated above and were encouraged to ask questions to each other after presentations if more clarity was required on any point.

1. What did you see? : Different ideas and strategies were used, strength was used today but for supporting each other, planning was done well, we were sure that together we could accomplish the task, took care of each other, ensured that no one gets hurt and respected each other views
2. How did you feel? : Felt happy, was afraid of falling down on face, only when we come together we can play it well, satisfied, felt confident, was excited, liked the game as it was new, found it easy to play
3. What did I learn about myself? : Practice will give more experience, I have confidence in myself, I should stay by my friend's side, I should take initiative, I should have the courage to imagine possibilities, I have capacity to endure pain and stress
4. What did I learn about my friends?: They need support as well, they didn't leave me alone, they trusted each other, encouraged each other, did not blame instead were very understanding, they are so excited to try new things, how they behave when under pressure to perform
5. What are essential things to keep in mind while working in a group?: Ideas, strategies and planning are as essential as strength, treating everyone equally, determination to accomplish the task, understanding each other, unity, discussion and planning, encouraging each other, not to compete but instead do better than how we did last time

When the first group was presenting as for many of them it was their first experience of presenting in front of a group they felt nervous. Sunil asked them to pause their presentation and asked them how they are feeling while presenting. Gorakh responded that he is feeling nervous and afraid to face the audience and present. On probing further what makes him afraid, he replied that if I make a mistake others will laugh at me and then I would feel bad. Sunil addressed the group and said that we are here to learn and we will only learn from our mistakes. We can laugh with everyone but to single out a person and laugh at him would make that person nervous and affect his confidence. He asked them what should we do when a group is presenting, to which the Shodhaks responded that we will listen attentively, help them if they are stuck at some point, not make fun of them if they are struggling with a point and assure them that they can trust you. After the presentation restarted, the group members were more relaxed and were well received by the larger group. Shodhaks who were listening to the group's

presentation asked questions to clarify their doubts. By the end of the last presentation, it could be seen that the group members were confident to present their summaries in front of the others as they could overcome the fear of being judged by others. Sunil summarized the discussion by saying that as the fear to express in front of the group vanished, the ability to ask questions also sharpened and we all could learn from each other in this fearless and safe environment.

After the tea break the session started with the song ' Ek Ovi – Savitri saathi' from Awaaz. Kajal improvised and added 'Bandhunna jaagvin' (making brothers conscious) in second last paragraph of the song where it talks about making sisters conscious and organize them to spread awareness. After the song, Sunil asked the group who does this song talk about? , to which some of the Shodhaks shared that its dedicated to Savitribai Phule who worked tirelessly for girl child's right to education. Sunil also shared how she and her partner Jyotiba Phule fought against the injustice prevalent in the society due to some customs and traditions. He shared with group that going against the dominant views and ideologies was not easy for them but they were determined to bring the transformation in society. He shared that Savitribai herself was an adult learner and became literate and educated herself in her adulthood which also means learning cannot be constrained to a particular age group and time frame. Savitribai fought against different evils in society and today we will discuss one of them. Sunil shared that we will try and understand one such problem in our society where girls and women do not have a voice and they do not get a just and equal treatment. He emphasized that we will analyse the root of this problem and brainstorm on what actions can we take to address this issue. He encouraged everyone to participate, take responsibility and ownership to find a solution to this problem together.

Activity: What does the girl want to say?

A picture of girl which was drawn by Nitin was kept in the center of the room and everyone was asked to observe the picture and imagine what the girl must be thinking about. Blank cards and sheets were kept in the center which could to be used for expressing the thoughts through writing, drawing, painting etc. Everyone wrote what they thought the girl was thinking and a lot of sheets were filled up with stories, questions, quotes, drawings etc. Sunil asked everyone to share one statement and the following was shared:

1. Her family members are not allowing her to continue going to school hence she is sad
2. She doesn't know where she is going
3. She looking for some shade as its too hot and her she is unable to walk without her shoes any longer
4. She has been a victim of eve teasing

5. Her situation and financial background is restricting her from realizing her dreams
6. She is sad, feels hopeless and she has been shamed for dreaming for herself
7. She could not clear her exams and hence is worried
8. She must be a victim of domestic violence and she must have left for her parents home leaving her husband behind
9. Her husband has thrown out of his house as she is illiterate
10. She is worried about how her family will arrange money for her wedding or education
11. Someone is harassing her
12. She regrets being alive and thinks she has committed a crime by being born as a girl
13. She feels why does the society looks down upon girls
14. She feels she is in a prison
15. Her friends have fought with her and she doesn't want to go to school
16. She has been raped
17. She is worried if she will ever get married
18. Her parents are forcing her to get married and discontinue her education
19. She is bound by the customs and traditions
20. She is angry but also sad
21. She wants to marry someone who does not belong to her caste
22. She is determined but she is also upset
23. She is worried if she should take the next step as she might face discrimination
24. She is questioning her identity
25. Will she be ever free?
26. She is fed up of injustice and is about to take an extreme step
27. She wants to speak up but is trying to gather courage for it
28. She is wondering if she has right over her own body

After the sharing, Sunil asked everyone how they feel after listening to all these thoughts which are running through the girl's mind. Shodhaks shared that they feel angry, upset, sad about her situation. Sunil further asked them if the girl is imaginary or do they meet her everyday like their sister, friend, mother etc. One of the Shodhaks expressed that he was worried if he too was contributing to worsening her circumstances as he is also part of the society.

Sunil probed the group to think about who is stopping her from changing her situation. He asked if they can see her being stopped by chaining her. He mentioned that she is tied but the chains are invisible but she is bound by traditions, pressure from family, mental stress, by society, by her situation etc. He also asked them whether chains do not exist as they cannot be seen. Shodhaks

disagreed to this statement and said these chains are unseen but they surely exist. The Shodhaks were asked to write these things that restrict a girl on small cards and place around her picture. The Shodhaks listed fear, conditions at home, culture, society, fear of getting raped, parents, teachers, customs and traditions, her own thoughts, relatives, friends, expectations of others, her identity crisis, physical pain, opposition, contempt, unwanted touch, black mail etc. Sunil then asked everyone to pick some threads and join the cards around the girl to the picture. Now that everyone could see the threads connected to the girls they all could see the chains which were invisible till now.

Sunil asked the group how were we able to see the chains that were invisible. The group responded by saying that we tried to think what restricts a girl, discussed about these restricting factors, agreed that they really exist around us and hence they became visible to all.

Post the activity, a song 'Bekhauff azaad hain rehna mujhe' from Satyamev Jayate show was played for the group. Sunil suggested that through the song we can understand what a girl really is dreaming about. He asked the Shodhaks to share the line from the song that touched them the most and why they liked it. Shodhaks shared different lines from the song which indicated that the girls wants to live fearlessly and be free, she will keep fighting for justice for her and for others like her, she will not be dejected even if the court of law is not by her side, she will keep marching ahead even if she is alone, she wants to flow like free flowing river etc. Sunil summarized by saying that she is sharing her dreams with us and can we try and analyse why she is not able to fulfill her dream of being free and living free.

Activity: Preparing and performing a skit to depict the injustice against women

Shodhaks were divided in three groups with equal number of participants and were asked to decide a name for their group. Each group was given a topic and asked to prepare a skit of 5 minutes post dinner. Resources that could be used in the play were kept on the table. Sunil shared the things to keep in mind while preparing for the play like the topics are very sensitive and hence are required to be handled with that sensitivity, the purpose of the play is to increase awareness of people to enable them to take the step towards transforming the society and the content of the play should make people reflect on their own actions and question their thought process. The purpose of the play is to bring transformation and not entertainment which needs to be kept in mind while preparing for the skit. Shodhaks prepared for the play and even cross dressed as girls in the play to get in to the skin of the characters they were playing.

Group	Topic	Storyline
Aamchi Bahin	Lagna (Marriage)	A girl who is keen to pursue her

(Our sister)		education further is forcefully married in a family on insistence of the Patil of the village. As the play progresses we see how she faces abuse at her husband's home post marriage as she tries to express her dissent to participate in the activities in farm.
Awaaz (Voice)	Shikshan (Education)	A girl who wants to pursue her education is not allowed to do by her father despite of having a supportive mother as she has to ultimately get married. As the play progresses we see how the teacher and other supportive systems play an instrumental role in ensuring that the girls gets the right to pursue her education.
Azaad (Free)	Rojgaar (Livelihood)	A girl who is forcefully pushed in earning for her family as her mother keeps unwell and as her father is crumbling under the pressure to repay the loan taken from the money lenders. As the play progresses we see how the girls is exploited at workplace by paying unequal wages and advances made by other men

Post the performances, the day ended with song 'Stree Dasyaacha Turung Phodite'. Kajal improvised the lyrics and added 'Stree Dasyaacha Turung Phodito' to include boys and men also in the process of taking ownership of liberating the women from the slavery.

Day 3: 3rd October

Recap and Reflection:

The day began with the recap and reflections from the previous day. Poonam conducted an activity 'Fire in the mountain run run run' where participants have to run in a circle and sing along with her. Once she stopped singing she would call out a number and everyone would make sure they form a group with that many number of people. She called out 7, 6, 5.5 and 2.5 to which the participants responded very creatively. The game ended with number 2 after which Shodhaks got in pair. She shared the instructions for the recap activity wherein she would ask a question to the group and all pairs had to discuss about the same with their partners and once the discussion time is over one of the pairs will share what they discussed. For the first question, she threw a ball at one of the pairs and then going

forward that pair would throw the ball to a new pair after the discussion time for the new question was over. It was discussed that this was not an examination to test anyone's memory and we could help each other in this process. This method was chosen for recap and reflection to enable everyone to reflect over the previous day's process and learning and so that everyone could participate. The following questions were asked to prompt discussions in pairs:

1. Which prayer song did we hear yesterday to begin our day? : Samadhan tried to recollect the lines from the song and sing it but was struggling to remember the lyrics. Seeing his discomfort, Sunil prompted the group to help him and support him and everyone joined in and started singing in sync the first two lines of the song. It was quite an overwhelming feeling for all the people present in the room.
For rest of the questions everyone discussed in pairs and supported each other in the process of sharing with each other throughout the recap.
2. What are the two things that we learnt from the discussion about the song?
3. What was the game that we played after the tea break? Placing the coins on the bottle cap
4. What were the five points we based our discussion on in groups after playing the game?
5. What did we learn while presenting to a larger group and listening to the presentations? : Shodhaks shared we should not be afraid of making mistakes and how they learnt to support each other in this process of learning
6. After we got to know more about Savitribai Phule through a song and the sharing post that, we saw a girl's picture and were asked to write what's on her mind. How did you feel while writing her thoughts?
7. Which chains (restrictions) did we learn about?
8. How were we able to see the invisible chains? : We discussed about the issues, agreed that they exist and hence they became visible
9. What did we understand about the dreams of how a girl wants to live her life? : Fearlessly, She wants to be free, She wants to fight for justice
10. What were the three topics on which performed our plays? Marriage, Education and Livelihood.

After the recap and reflection sessions, the facilitators too shared their reflections from the day where in they shared that some of them missed their sister and mother after the discussion, some were reminded of their own experiences.

The session for the day started with a song 'Jagira Saraaa' from Awaaz and then Sunil also asked everyone if they could see what we were trying to do yesterday. He added that we all tried to feel – feel the emotions others – especially women in our life go through. He shared the term 'Sahaanubhuti' – Empathy with the group

which means trying to understand someone's experience by putting ourselves in their place. He also shared that it is natural to feel the pain and suffering of others as it indicates that we are alive, sensitive and human.

Sunil said he wants to share a story with everyone and he started sharing Jameela and Javed's story. Jaaved and Jameela have moved to Mumbai in search of work and Javed decides to go for work opportunity in Dubai. He sends money to Jameela every month and Jameela ensures that she takes care of household expenses and looks after the children in that amount. Jameela has been asking Javed to come to see her and the kids on Eid, but Javed doesn't get a holiday from his employers and stays back in Dubai. Meanwhile someone tells Javed that he saw Jameela roaming around the streets and also advises him that it is not appropriate for a woman to have such a conduct. Jameela gets to know about this and decides to write a letter to Javed with the help of a postman. Kajal then sang the song 'Main acchi hun ghabraun nako aisa khat main likho'. This song has been written by the organization Awaaz – e – Niswaa which means voice of a woman. The song was written during the times when the environment in Mumbai was not safe after the communal riots in early 1990s.

Sunil shared with the group that Jameela is asking questions to Javed as she feels he is listening to someone else and not considering all that she is doing for the family. She asks questions like should I not take care of children, should I not fight against injustice, should I not get educated and help others be aware of their rights and many more. Towards the end she also says that you also join me in this effort to change the situation around us. She tells him that instead moving to a new place let's make this world around us a better place to live in. She asks him to join her and support her in this journey instead of being suspicious about her whereabouts.

Sunil also highlighted that how different mediums like songs, paintings, films etc could be used to open discussions and talk about problems around us. He highlighted how Nitin just drew a picture of a girl but it helped think about the reasons for discrimination against women and so many of us could pour our emotions and thoughts on the paper. Nitin seconded it and shared his feeling that 'Kalakruti hi satya paristhiti aste' - 'Art is a mirror of society'.

Discussion about the skits performed on the previous day:

Sunil asked the Shodhaks to come as a volunteer and form 4 groups for discussion. He suggested that they should make sure that every group has some members of from each of the three plays that were performed the previous evening. Lakhan took an initiative to form the groups but the Shodhaks didn't listen to his instructions. Gorakh observed this and took over from Lakhan and started talking at the top of his voice and snapping fingers at people to quickly get into groups. Once the groups were formed Sunil asked everyone if they saw what just happened.

When some of them responded that Gorakh took over from Lakhan, he asked why did Lakhan quit. Lakhan responded that he thought Gorakh would do a better job than him and that people would listen to him. Poonam shared her observation that Gorakh was snapping fingers and calling others and people even more reluctant to get up. She asked them how they felt when he was doing so. Some Shodhaks said they didn't like the display of physical power by him and hence didn't comply. Gorakh confessed that he was only trying to help but involuntarily tried using muscle power to get the job done. Everyone agreed that we need practice what we have been learning and also watch our actions and reflect on them.

Sunil asked the groups which points should be taken for discussion. Shodhaks came up with points like poverty, family used forced, no voice, why only girls have to go through this discrimination, why there is no equality, why no one wanted to listen to the girls in the play. Sunil applauded everyone's observations and reflection and shared that he was happy that everyone has started analyzing what they see around. He shared that the facilitators had thought of starting from very basic pointers for the discussion in the groups but that they all have amazed them with their responses. Finally he shared the following questions to be discussed in groups and come with their findings:

1. What did we see in all 3 plays?
2. How did the girl get affected by whatever was happening?
3. Which were the places where all this was happening with her?
4. Why does this happen?

Shodhaks were given asked to come back with posters after 45 minutes of discussion.

The session resumed with the song 'Tu buddhi de tu tej de' which talks about being aware about the ones who are powerless and being empathetic towards them.

Shodhaks shared their findings through their presentations and others asked them questions which were ringing in their mind. Shodhaks asked each other questions like why does the girl does not have freedom to which different other responded saying she might run away, she might be tricked into a relationship, she is afraid that if she speaks up for herself she might face physical violence at home, she is dependent on the family and hence could be rendered homeless by her parents. One Shodhak also shared that girls are considered inferior and hence they do not have a voice and are not heard. One of the Shodhaks also raised a point that whether injustice happens only with girls and are boys not affected by it. Facilitators shared that we will definitely talk about the situation of boys the next day.

During the presentations Prashant also shared that there is difference between what is happening and why it is happening as one of the groups had mistakenly written what instead of why. Sunil demonstrated the difference by sliding a pen on the floor to another Shodhak and asked everyone to tell what just happened. Shodhak could easily tell that he passed the pen to another person. Sunil then asked why he must have done so to which there were different responses like maybe the other person needed it or he was not attentive hence to make him alert the pen was thrown at him etc. Sunil thus concluded by saying that this is the difference what happened is visible but why did it/does it happen is because of some reason and the reasons have to be found out.

Shodhaks shared their own analysis of why girls are not free and powerless by stating that she does not have education and boys will take care of parents hence girls are considered inferior. Poonam shared her example where she said just having a degree in formal education may not be enough to be free and everyone agreed that what is needed the most is creating a supportive environment (just and equal) by all of us. When one of Shodhaks asked why a girl needs freedom, Prashant questioned to the group and underlined the fact that she is a human being first and hence she has a right to live her life.

Gorakh asked why does caste based discrimination exist. One of the Shodhaks made a remark that humans have too much intellect and that's why they misused it. Everyone agreed and laughed at the remark and he further added that if different birds in nature can live harmoniously then why can't human beings do so?

Sunil shared that there is a natural diversity created by nature but human beings for their selfish agenda of becoming the most powerful have created differences and as a result of which discrimination happens in the society. Shodhaks agreed to it and also one of them highlighted the wage gap that they have observed in their villages. Some of them felt if the reason behind gap is that men are doing more physically taxing work than women. Others didn't agree and put across arguments like the work that women do is also laborious and also women can do the tasks that are considered physically taxing and hence are usually done by men. The last argument and question was that despite of men and women being engaged in same work why women still underpaid?

One of the Shodhaks shared that a woman is expected to do all the household work in morning and also in the evening which reduces the number of hours she could spend at work and she is not compensated for it. They also discussed examples from their own environment where they spoke about how women are considered to be physically weak and kept away from tasks like ploughing the fields. One of the Shodhak also shared that his mother can carry a gun sack of 50 kg on her back but still is unable to get employment. Discussions also happened about how it is

assumed that women cannot do laborious tasks and hence should be paid lesser than men and it was the assumption were also questioned by sharing examples of how women carry heavy pots of water on their head and walk long distances. Shodhaks also raised concerns about how women are discriminated against as they need to take breaks for nursing their children and also during menstruation. Shodhaks discussed that it's all about practice and if a girl is given the liberty to learn to all tasks she can also do it well. They put across a point that everyone should get an opportunity and be treated equally. Sunil then asked how men are then different than women as we are always told in the society. He asked the group give two examples of things that men can do and women cannot or viceversa. First example given was of cooking which was countered by some of the Shodhaks who cook regularly at home. Suraj shared the next example and said that women can give birth and men cannot.

The group together sang a song 'Chal ga hira chal ga mira' which is addressed to women and gives them a message to stand up against injustice.

One of the Shodhaks said that if someone's thoughts are not good then restrictions are put on them and if they have good thoughts then there will be no restrictions. A question came up about who decides what is good and bad especially when it comes to women and why still women are controlled. Why are women in bondage?

Sunil gave examples of widely accepted norms like brushing our teeth, bathing to keep ourselves clean etc which are in the best interest of human beings and good health. This wisdom developed over years through application of knowledge from experiences is widely accepted as norms or rules. It is important to understand that the intent here is good and are harmless. Sunil also shared that we forcibly follow rules when they are mandated by elders at home but it could be done out of fear and hence could feel like a restriction (Bandhan). He also added that when rules are for good and are decided with the consent and participation of people for whom they are made then there is more ownership to oblige by them. The facilitators also discussed about how some rules are made as per convenience of someone who has power to decide like menstrual blood is impure and hence no entry in temples for menstruating women and on the other hand in some parts of the country menstrual blood is worshipped and is sprinkled in farms as it has a role in birth of a new life.

Sunil also gave an example of the Constitution of India which is for the people and encourages all citizens of the country to make a resolve to abide it and endorses human rights. He discussed about how the class and caste structures in the society oppress some communities and marginalize them and how the constitution intends to end this oppression and injustice if we abide by it. He gave other examples of how different people have fought for entry into temples, accessing drinking water from public water sources for people who were denied the right just because they

belong to an oppressed caste. Similarly he mentioned how women, who ironically are half the population of the country are still marginalized, exploited and are rendered powerless. He added how the existing social order allows only a few from a class and caste and perpetuates discrimination more and keeps many other elements of the society like Dalit, Tribal and women deprived.

Shodhaks shared their feelings post all this discussion and it was concluded that the current system and order in society considers men superior than women. Men get privileges and women are denied of even basic human rights. We need to analyse and understand the social order and why the deprived have always remained so far together. To summarise the discussion the group sang the song ' Tu yaava Tu yaava bandhan todat yaava' which reinforced the fact that we should free ourselves and others from this bondage enforced on us especially women.

Consequences of discrimination and injustice against women:

Sunil mentioned that it is important to understand where injustice happens and drew concentric circles on the floor with the inner most circle listing home, followed by neighbourhood, village, Institutions like schools/colleges, public spaces and the last circle listing society, customs and traditions. Sunil indicated that these different spaces are connected to each other and in fact are all subset of the larger society. He also drew connections between how injustice in happening in one space can restrict a girl from living freely in another space. He shared an example where how non supportive environment at home for continuing formal education results in losing an opportunity to secure employment and makes her dependent on others thus curtailing her right to decision making. Shodhaks were able to see the connection of how injustice in one space results in losing an opportunity and thus not getting a chance progress in life. Sunil also shared how men play a role in controlling a women from exercising her rights by sitting in public places in the village and judging her every action. He also asked Shodhaks to recollect the scenes from the plays performed the previous day in which the Sarpanch of the village uses his power to influence different aspects like education or livelihood of a woman.

Sunil and Kajal then asked the Shodhaks to write the opportunities that girls and women are denied due to the injustice happening to them in different spaces. These opportunities were to be written on paper cards in few words and then placed around the concentric circles. Shodhaks mentioned the following opportunities that are denied or lost:

1. To become a leader
2. To take decisions
3. To oppose
4. To express her opinion

5. To speak
6. Freedom to live and on her own terms
7. To choose her partner
8. To work/ and also to work as per her interest
9. To transform the society
- 10.To get justice
- 11.To fulfill her dreams
- 12.To identity/ and to create her own identity
- 13.To experience the world outside
- 14.To express dissent
- 15.To love someone

After the cards were placed around the circle, and to conclude the session Sunil asked each person to go around and see what others had written and then every person was asked read out one opportunity that was lost.

Energiser: After tea break, Sunil conducted an energizing game which required the group to stand in a circle and hold the bottle between their head and shoulder by titling their head sideways. The bottle had to be passed to the next person in the circle without using the hands.

Sex and Gender: What is the difference?

After the group came back to the training room a video of Karnam Malleshwari was screened who is the first woman to win a Bronze medal in weightlifting for India at the Olympics. Shodhaks saw the video and expressed that it highlights what we have been discussing about women can be trained and with practice can achieve such a feat. Sunil and Kajal highlighted that as she has got an opportunity to have the right nutrition, training and support and hence she could achieve it.

Sunil shared also the example of Sanjeev Kapoor who is a celebrity chef and is known for his culinary skills. Both this examples are defying the logic that assumes men are good at doing heavy lifting jobs and women are good are at cooking.

One card paper cutout each of a male and female was placed on the floor with question 'Aamchyat farak kaay' – How are we different from each other? Kajal and Sunil asked everyone to write what differentiates one from the other on cards and stick it below the respective figure.

Shodhaks wrote differences like Penis, Change in voice, Beard and Moustache, undergarments etc below the male figure and Vagina, Breast, Giving birth, Uterus, Menstruation, Breastfeeding, hairstyle, voice etc. Sunil asked the Shodhaks to group words that were repeated together and asked the Shodhaks what each of those meant. Some Shodhaks were feeling shy and hesitant to say the words aloud

and others were laughing amongst themselves. Sunil brought to the notice of the group that we so openly use cuss words where we mention these body parts but when it comes to discussion for learning about these parts we are shy or hesitant. Is this because we have been always told that talking about our sexual and reproductive organs is bad or dirty? Is it also because there is a shame associated with it since childhood from different institutions like home, school, media etc? But despite of all this we all discuss this with other friends, watch videos online but hesitate to confess it. Sunil suggested that we all can laugh we feel like laughing but we also need to be open to listen and participate in this discussion without inhibitions. One by one words like Vagina, Penis, Breasts, Uterus were explained by Kajal and Sunil. Sunil also shared depending on the ling (vagina or penis) the doctor convey whether the new born child is a boy or a girl.

Sunil asked Poonam to share about the process of menstruation with details about why it's called Maasik Paali, why and what happens during the process, from where the does the menstrual blood flow out, how often it occurs, the age from which a girl starts menstruating, how many days a month it lasts, changes in the menstruation process during the pregnancy etc. Shodhaks who knew about the process of menstruation also added to the sharing by how women use sanitary napkins to soak the menstrual blood. Kajal shared with the group how periods are painful for a girl and traveling during periods becomes so much difficult for some of them. Poonam also shared that some researches claim that period pain for some women are as worse as the pain one can feel during a heart attack. Kajal shared different options that women use when they are menstruating to soak the menstrual blood and how they maintain hygiene. She shared with the group types of products used by women like sanitary napkins/pads, eco-friendly cloth pads, tampons, menstrual cups. Shodhaks touched and felt the sanitary napkins and tampons to see how they look like and what they are made of. Kajal demonstrated how tampon works by asking Shodhaks to put in a glass of red colored water and observe the soaking process. Poonam shared the picture of a menstrual cup on her phone with the group. Kajal and Poonam shared how to use the napkins, tampons and cups, how often they need to be changes, side effects of these products and how they are disposed.

Shodhaks shared their own experiences of how while buying sanitary napkins women have to hide them, how women in our family do not speak to us or even let us know about the pain they endure during the periods. Kajal also shared that the strength required by a woman during the birth of her child is as good as pulling 3-4 ploughs. Sunil added that although women are blessed by the nature with power to reproduce the processes and organs often that contribute in this process are considered impure, associated with shame etc.

Sunil further highlighted that there are only seven natural/biological differences namely:

1. Vagina for female and Penis for male
2. Facial hair like moustache and beard in male
3. Females can breastfeed through breasts a child after child birth
4. Females have uterus
5. Females menstruate
6. At puberty voice becomes deeper for males
7. Sex Chromosomes – XX in Female and XY in Male

Sunil shared with the group that when male and female have sex (egg meets the sperm from semen secreted in the female reproductive organ the fallopian tube) the female contributes an X chromosome and the male contributes X or Y chromosome and then the offspring's chromosome XX or XY is formed. Sunil highlighted that the sex of the baby to be born is completely hence dependent on which chromosome is contributed by the male but in our society due to lack of awareness about this phenomenon a woman is blamed for not giving birth to a boy. The group although also agreed that ideally no one should be blamed as it beyond anyone's control that which chromosome can be contributed by the male in the baby's sex chromosome pair. Everyone agreed that apart from these seven biological differences there are no other differences created by nature and hence it can be called 'Naisargik Ling' – 'Biological Sex'. Rest of the differences and stereotypes that have been imposed by the society are 'Samajik Ling' – Gender.

Sunil encouraged everyone to close their eyes and recollect everything that we reflected on, learnt and discussed throughout the day. Kajal and Sunil read out the story 'Mulgi mhanje? Mulga mhanje' – translated from the hindi book written by Kamala Bhasin. The book highlights the difference between sex and gender with very simple text and illustrations.

One of the Shodhaks said he would want to experience using a sanitary napkin and how it makes him feel. He used it for a couple of hours and later shared it felt weird, uncomfortable, brushed against his inner thighs and caused irritation and despite of that wasn't a complete experience as he was not experiencing the period pain and there was no blood flow.

Day 4: 4th October

The day began with the songs 'Vaadali Vaarymandi', 'Shaalela jaaycha shahana vhaycha' and 'Junglechya vaat' from Awaaz.

Recap and Reflection:

Bhavana from Abhivyakti's co-learning team conducted the recap and reflection session. She kept a bowl with chits which had questions written in it and asked Shodhaks to come one at a time, pick one chit and share their reflection. Following were the questions to which the Shodhaks responded:

1. What is menstrual cycle?
2. Which are products that we saw which are used during menstruation to maintain hygiene and soak/collect blood?
3. Whose story did Sunil narrate? Jameela and Javed's
4. What were the questions based on which we discussed about the three plays?
5. What does being a human mean? – Empathy, Sensitive, One who can feel and think
6. What happened yesterday and how did we feel?
7. Which all songs did we sing yesterday?
8. What is the male sexual organ called?
9. What do we mean by restriction/bondage?

On responding to the question what is restriction, wearing a Mangalsutra was considered to be one by one of the Shodhaks. A discussion started on whether it is forced on a woman or she chooses to wear it decides if it is restriction, bondage or anything else. Sunil asked a show of hands for people who have tied more than 10 rakhis this Raksha Bandhan and asked them to come to the center and stand with their one hand up straight in the air and bend down. After standing for a while in that position he asked them to release themselves from that position and asked them how they felt. Most of them said it was difficult to stand in that uncomfortable position and that they were forced to do so because they had more than 10 rakhis tied on their hands. Sunil referred to this experience and said sometime we are forced by the society as boys and men to be the protectors because girls need protection even when we don't want to do so or we don't want to take that responsibility wholeheartedly. When the responsibility feels like a burden the bond starts feeling like bondage. Poonam shared her story of why she and her sister tie rakhi to each other every year. She mentioned although it's symbolic but they have stood for each other and have always been for each other hence they celebrate this bond and respect each other. Followed by this sharing, a lot of Shodhaks shared stories of their bonds, difficult times their sister had to go through, how they supported each other and how they respect each other. Everyone in the room listened to each other intently and a lot of emotions like frustration, pride, sadness, happiness was shared and experienced in the learning space.

Sunil checked with everyone how they feel now, lighter after sharing, heavy in heart due to revisiting some old memories and so much more. He also added

that crying doesn't make one weak instead it means that we are human, have emotions and can feel what other are going through. He also shared that crying together can be cathartic and can connect people with each other in a deeper sense. Sunil asked how can we make everyone feel better and that they are cared for after such a wonderful sharing to which Poonam responded by giving him a hug. Everyone in the room hugged each other and consoled, congratulated and appreciated the courage with which they shared their deepest fears, frustration, guilt and moments of happiness with others.

The recap and reflection session concluded with the song by Kajal 'Tumhara saath milne se' from Awaaz.

Activity: What do I like about you?

After the tea break, Kajal and Sunil instructed everyone to blow up heart shaped balloons and write a quality on it that they like about the person who is sitting in front of them in the circle. Once the balloons were ready one person at a time would step in the center of the room and invite the other person whom they want to gift the balloon to. The one who had received the balloon would continue the process further. Different qualities were appreciated by the group like courage, honesty, open, critical thinking, understanding, communication style, conduct with others, speaks truth, humanity, peaceful, creates opportunities for others, clear and beautiful conscience, ever smiling, makes friends easily, helps others, great artist, empathetic, asking questions etc. The session concluded on a happy note with a group picture clicked for memories.

Taking a deep dive to understand difference between Sex and Gender

Kajal and Sunil once again read out the story 'Mulgi mhanje? Mulga mhanje?' by Kamla Bhasin. Both facilitators not only read aloud the story but also improvised it with examples to localize it for more making it more relevant. After reading the story, they asked everyone if they understood everything from the story and if any of the words in the story required further explanation or clarification. Shodhaks asked meaning of words like Krur – Brutal, Chakoribaddha – stuck in conforming behavioral pattern, shrestha- kanistha – Superior and Inferior, supta – dormant/inactive.

One of the Shodhaks pointed out a word Pitrusatta - Patriarchy and asked what it means. Sunil asked them questions like who is most powerful at home, who takes all the decisions, to which most of them responded as father in the family. He further asked to whom is the power transferred after father and most of them said brother gets the power and authority. Some Shodhaks felt mother get the power after father, but then Sunil asked who gets to keep the authority over the land and property after the father and the obvious answer was brother or

another male member from the family. Sunil further shared that even when a girl gets married and starts living in a new home there also she is dominated by her husband. Sunil explained that having power gives the one with power unquestionable authority, right to dominate others and control others. Today in society one who has power either belongs to an upper economic class, dominant caste or is a man or could be a combination of all of these things and many more. He asked 5 Shodhaks to create an image to show how power looks like. The statue had two people dominant caste and upper class people inflicting violence on two lower class and helpless people. Sunil asked the remaining Shodhaks to observe and share if they could see the power relations in the statue. Shodhaks shared that they could see powerful (they could be politicians, have a lot of land, own public places, have a lot of money, might be belonging to an upper caste) and powerless both in the statue. They also could recollect all different characters from the plays they had performed who were powerful and powerless. Sunil asked the Shodhaks who played roles of characters who had power how did they feel about themselves. They shared that they were not afraid if anyone, knew that they could get away by doing anything, didn't value people in front of them etc. Sunil also asked the ones who played roles of characters who were powerless in the statue. They shared that they were very afraid, feared for their life, the powerful were not listening to us, we were apologizing out fear etc.

Sunil concluded the discussion by saying that patriarchy is a social system and an ideology that gives power and privileges to men and makes women powerless and exclude them. The society has defined this system and we all are a part of that society hence we must be aware about how it is prevalent around us.

One more Shodhak asked what Shishnika - Clitoris means. Kajal and Poonam explained how clitoris is the only organ which females have and its purpose is only to get pleasure. Poonam explained how clitoris looks like, where it is located anatomically and that's its twice as many nerve ending as penis has. She also shared with the Shodhaks that women also indulge in getting pleasure by stimulating their clitoris as men do with their penises. Some Shodhaks were hesitant to admit when Sunil asked if they indulged in pleasuring self. He also shared that due to shame and misunderstanding about having organs like penis and vagina only for reproductive purpose talking about sexual pleasure is considered taboo. Sunil also shared due to pitrusatta, certain cultural and religious beliefs female genital mutilation is practiced in many countries including India to control sexuality of women. Kajal also shared example of breast ironing that is practiced in some countries in Africa. Sunil added that both these practices are seen as rituals and are usually done on women by other

older women. He further highlighted that why women perpetrate this violence on other women is because they too are influenced by patriarchy.

Sunil also shared that Poonam observed in the book the words 'Laigik' - Sexual and 'Prajanan' - Reproductive which means our vaginas, clitoris and penises are not just for producing offsprings but are also meant for experiencing pleasure. He highlighted but due to lack of sex education in schools, families and other circles no discussion happens about the topic and a lot of misconceptions exist. Kajal and Sunil also busted some myths like holding hands with a boy, sleeping next to a boy or kissing could result in conceiving a baby. Sunil shared how only intercourse - peno-vaginal sex can lead to pregnancy. He also shared it is important to be responsible while enjoying and how there are different protection measures available in the market. Shodhaks shared different names that they have heard like chattri, phooge, rubber, chocolate, topi, helmet for condoms. Kajal quickly joked that helmet is compulsory and non-compliance can invite fine generated laughter in the room but also sent an important message to the group. Different other measures like vasectomy for men and for women - female condoms, Copper T, pills and sterilization are available. It was also discussed that here also there is patriarchy that plays a role as we see most of the options are to be used on women as the patriarchal system considers them to be powerless and to be controlled.

The triangle of patriarchy, powerlessness and situation/circumstances

Kajal and Sunil kept a triangle in the center of the room with three corners of the triangle having one of the three labels - Patriarchy, Powerlessness and Situation (caste, class, religion, political etc). Shodhaks were asked ponder upon what does the triangle indicate?. Different responses like Patriarchy is root cause of powerlessness and the situation people are in, patriarchy takes away rights and voice of some people, all this three things affect girls the most, most of religions treat women as inferior due to patriarchal leaning, women have no social mobility because of patriarchy, patriarchy affects and violates rights of girls and boys both, sets expectations for boys to fulfill - like being a protector etc.

Sunil concluded that as the Shodhaks rightly pointed out that patriarchy affects both men and women and these three elements which form a triangle is actually a prison that has trapped men and women both. This prison does not allow them to free and live life like a human being. He further added that we are conditioned to believe in this ideology and system and the seeds are sown even before we are born. These seeds are sown through different institutions like family, schools, religion, media - films and songs etc. Women are objectified in films and songs and are appreciated and liked by audience. Women in films are

referred as item, samaan, chaavi and language like patavli, palavli, uchahali indicate that they are like objects. Songs also portray men in different light too heroic, someone who exploits women and feels proud about it in songs and dialogues like 'baai vaddyavar ya', 'main hun don', 'lai lai vaakda mishicha aakda' etc. Songs like tu cheez badi hain masta masta use lyrics which literally address woman as an object and a woman is shown happily dancing to the tune. Gokul highlighted that we are socialized since childhood to believe that this is the way of life and this differentiation and discrimination is normalized. He added the word 'Sanskar' below the triangle to highlight the same.

Screening of One Billion Rising Clip

Post lunch, the clip of One Billion Rising was screened which was to promote the movement to stop violence against women. After the screening, Sunil asked the group who were in the clip? to which the Shodhaks responded rich and poor, labourers and officers, educated and uneducated. Sunil highlighted that the similarity in all the short stories was that there was oppression and violence everywhere. He further asked the Shodhaks to recollect where all was this happening? and Shodhaks listed homes, offices, workplaces. How was it done? Unwanted touch, hitting violently, physical abuse at work etc. What indicated that violence took place? Disfigured face, attempt to rape. Sunil then shared that at one moment all of them decided to rise up, raise their voice against the violence and put an end to it. Sunil shared about the movement with the Shodhaks of how it came into being as woman want love and not violence they have chosen Valentine's Day for rising up against violence. Women across the world dance away and participate in this movement to show solidarity to each other.

Screening of Kamla Bhasin's videos about patriarchy and how it affects everyone

Two more videos were screened in which Kamla Bhasin is interviewed by Amir Khan in the series Satyamev Jayate. The video explains patriarchy, how he dehumanizes men as well and how it is prevalent and normalized in the society.

Post screening of the videos, Shodhaks were asked how they felt after watching both the videos. Shodhaks reflected deeply and shared the following thoughts:

1. After watching this video I realized that patriarchy is deep ingrained ideology in our mind
2. I also might have patriarchal mindset and must have done so many wrong things
3. The honour of a family cannot be and should not be placed in a woman's vagina and her virginity

4. The opposite of Patriarchy is not Matriarchy but Equality
5. Women and men can do similar things except the natural difference
6. Patriarchy is not just in India but across the planet
7. Expectations of being masculine from men can dehumanize men and also drive them to suicides
8. Patriarchy can affect rich and poor alike
9. If a man rapes a woman he loses his honour and its him who needs to be punished
10. Girls and women no one is spared by patriarchy as anyone from 6 to 60 years is raped
11. We need to transform ourselves to change the society around us
12. Throw patriarchy out of the window to ensure that men do not become monsters and women their slaves

Sunil summarized by saying that everyone needs to be seen as human first and we all need to try for the same. Kajal said that Javed got Jameela's letter and he realized that he has been dehumanized due to the patriarchal mindset. He started questioning himself of how he could doubt his wife and had the urge to control her mobility and decision making. Javed out of this realization and consciousness has written a song – 'Tichya bolnyancha kaay saangu tantra' for Jameela which Kajal sang to the group. He appreciates Jameela for who she is through this song.

Energiser: Sunil asked everyone to repeat after and follow him on the lyrics of an action song which says – Pick the ball (bend down), Keep it here (on the shoulder/stomach/head), Move it. He then encouraged everyone to sing the same lyrics in their language.

My contribution, challenges and the support I will need

Sunil reminded everyone that we started this journey of understanding the oppression of women and the root causes of the same by taking inspiration from Savitribai Phule who was supported by her partner Jyotiba Phule. The song by Shahiri Sheetal Saathe 'Petati Mashaal Sau' was played for everyone to hear. In the center of the room a pair of footprints and a torch (with a stick and burning light on top) were drawn. Shodhaks were asked feel about what they just heard in the song? And what they see on the floor?. They responded that if there is light within me then only I can take the next step, these footprints indicate steps taken towards justice and freedom, if we keep walking we will get freedom and be fearless. Sunil shared that first one needs to free themselves from the certain beliefs, dehumanizing ideologies only then others will walk along with me. We will need the light of noble thoughts, principles and inspiration to guide us in dark times. We will have to take small steps to break free from this patriarchal system.

Sunil asked the Shodhaks to write to small actions they would take when they go back home. These actions would be like promises made to self for this journey of social transformation. He suggested they write these actions on small papers and stick them below the footprints on the floor.

Post dinner, Kajal began the session with the song 'Main tujhko vishwaas du' from Awaaz. Kajal and Sunil asked everyone what do we need the trust and assurance for – for transforming the society. Each person read out one of the actions mentioned by them or others. Actions like I will start from my home by talking to my parents about patriarchy, I will watch my actions, I will create space for men in my life to share their concerns and become more human, I will stop others from harassing girls, I will not let any girl married forcefully against her will etc. Kajal asked them we all would return home with a new perspective and would want everyone to listen but would it be so easy? One of the Shodhaks said people will ridicule me and may not listen to me. Other Shodhaks added that I will share the books and material I got here with them and try to have a dialogue with them. I will work with the Shodhinis and support them in their work. Kajal shared the journey on a bus as a metaphor and how we all are co-travellers on this journey of transformation. She also shared how we might be undermined, harassed in our endeavor and so we need to be prepared for it and support each other. We will need confidence, assertiveness and perseverance to accomplish this journey of breaking this system of patriarchy. Lalit represented the group and on behalf of everyone symbolically smashed the triangle of patriarchy, powerlessness and situation. The workshop ended on a hopeful note of journey of and towards transformation with the song 'Le mashaale chal pade hain' from Awaaz. Post the workshop, late in the night Shodhaks developed their own version of the triangle which has Equality, Empathy and Humanity as its three corners. This triangle was seen on many Shodhaks hands drawn with mehendi.

Workshop Design Follows -

Gender Sensitization workshop with Boys
1st. to 4th Oct. 2019 at Leslie Sawhney Center

Objectives:

This workshop mainly focuses on sensitizing boys about Gender and the Gender based discrimination in their surroundings. At the end of the workshop participants will be able to:

1. Think critically about themselves , their strengths, weaknesses, needs and concerns about their life
2. Understand the concept of Gender, Patriarchy and Masculinity and its various attributes
3. Realize about Gender based violence in their village
4. Develop Empathy
5. Understand the concept of Equity and would agree to put their efforts in building society based on it

Outputs:

- a) An enhanced perspective on gender and gender sensitive behavior
- b) Developed Empathetic attitude towards women issues
- c) Supportive attitudes towards Shodhinis and their action research work
- d) Action plan of steps towards bringing equity in their personal lives

Session	Theme	Content	Method	R.P
30 th Spt.2019				
Evening Session	Opening, Introductions and Ice breaking	-Introduction of the workshop and participants -Creating learning environment	Activities for introduction and icebreaking	Avinash Neve
1 st Oct.2019				
Morning Session 1	Understanding Self	-Self exploration -Concerns about life	Ask Avinash	Avinash Neve
Tea to lunch	Leadership	-What is leadership, its qualities etc? -What does it mean to be a good leader? -Need of a good leader to bring change in our communities	Ask Avinash	Avinash Neve
Lunch to evening tea	Team work	-Team building -Working in team	Ask Avinash	Avinash Neve
Last session of the day	Communication	-What is communication? -Effective ways of communication -Need	Ask Avinash	Avinash Neve
After dinner	Film or informal discussion which will			

	lead to further discussion on gender			
2nd Oct. 2019				
Morning Session	Knocking into our own lives	-What are the concerns of participants about their life, education, marriage, livelihood, relationships etc. -Ask some questions about their female friends, sisters, mother, wife	World cafe	Kajal
Tea to Lunch	What does the girl want to say?	-Being a girl!	Paste a picture of a girl on floor and ask participants to write their thoughts about what does she wants to say?	Sunil
Lunch to evening tea	Gendered Discrimination and unequal opportunities	-How they see gendered discrimination in their homes, group of friends, workplace, relationships, schools or colleges? -Unequal opportunities	Divide participants into some groups and ask them to discuss and present it through a statue followed by discussion	Sunil
Last session of the day	Gender based violence	-What is violence? -Where does it happen? -Myths about violence? -Personal experiences	Create a situation of violence (Bus scene) and ask the participants to decode it	Kajal
After dinner	Skit	Topics - Discrimination in Homes, Relationships (Friendship and romantic relationships), Gender based violence and Girls' rights	-Ask the participants to perform a skit on these themes and discussion in plenary	Kajal
3rd Oct. 2019				
Morning Session	Concepts of Sex and Gender	-What is Sex ? What is Gender? -How sex is biological and Gender is socially constructed?	-Ask participants to categorize the given material with reason of doing so	Sunil and Kajal
Tea to Lunch	Understanding Gender and Sex in-depth	-How socially constructed gender is rooted deep down in our mentalities? -What if we challenge it?	Reading of Mulga mhanje, Mulgi mhanje and Discussion on it using our personal stories	Sunil and Kajal
Lunch to evening tea	Masculinity	-What is Masculinity? What does it demand? -Myths about Masculinity? -Femininity and Masculinity? -Fatherhood	Bottle activity	Sunil
After dinner	Film on masculinity (Majama?)			
4th Oct. 2019				
Morning session	Concept of Patriarchy	-What is Patriarchy? -How it affect both, men and women? -What does a patriarchal	Chakori	Sunil

		system demands?		
Tea to Lunch	Miles to go before I sleep! :)	-What next? -Is it possible to challenge this unfair system? -Concept of Equality and Equity? -What can be the setbacks of challenging the established system? -Let's do it!	- Bhakari activity -Examples of -Discussion in plenary	Sunil and Kajal
Closing and Feedback				

- Participants will reach the venue by 4 pm on 30th Spt. And can leave after lunch on 4th Oct.
- Sangita will do the Photo and video documentation of the workshop
- Bhavana is expected to document the workshop in written format
- We think that involving Nagesh and Eknath in the workshop, who are working as Shodhsathi's would be good. They can help us in facilitating
- Nitin Tongare will also be there in the workshop