



A Report of the Workshop on
TRAINING METHODOLOGY AND MATERIALS



6
1
4
7

UMA National Resource Centre
Institute of Social Studies Trust
Bangalore.
1998



INSTITUTE OF SOCIAL STUDIES TRUST

"SREESHYLA", No. 42, 4th Temple Street,
15th Cross, Malleswaram, Bangalore - 560 003.
Phone : 3340315, Fax : 080 - 3311764

A Report of the Workshop on
TRAINING METHODOLOGY AND MATERIALS



UMA National Resource Centre
Institute of Social Studies Trust

Bangalore

1998

List of Contents

Acknowledgement

Introduction.....	1
Report.....	2 - 7

Annexures

1. Information about Participating organisation.....	8 - 13
2. ISST's Training Material.....	14 - 19
3. Participant's view about women's contribution.....	20 - 22
4. Participant's view about the workshop.....	23 - 24
5. Programme Schedule.....	25 - 26
6. Interviews with Voluntary Organisations.....	27 - 31



Acknowledgement

This workshop could be possible due to the efforts of many. A special mention needs to be made of

- * The various participants from government and non-government organisations all over Karnataka who gave interesting inputs to the programme.
- * Dr.K.S.Krishnaswamy, Advisor to ISST for continuous guidance, support and participation in the workshop.
- * Ford Foundation grant for financial assistance.
- * Dr.Swapna Mukhopadhyay, Director, ISST for her encouragement and direction in planning the workshop.
- * Centre for Youth and Cultural Development for making our stay comfortable.
- * The ISST Bangalore staff for their support before and during the workshop.

This report emphasises the need for incorporation of performance oriented real life situations in to training modules. This ensures active performance amongst participants when compared to the use of descriptive lectures and written materials as inputs to these programmes.

Mukta Banerjee
January, 1998

A major activity of Institute of Social Studies Trust (ISST) is facilitating the empowerment of women generally and of women elected to Panchayat Raj Institutions (PRI) in particular. With this objective in view, ISST runs a National Resource Centre (NRC). This Centre is accessible to individual women, women's organisations, government and non-government organisations (NGOs) all over the country which are engaged in enhancing the capabilities of women in various ways, including their political participation.

Since the NRC's usefulness depends on the richness of its information stock, together with its capacity for dissemination, it is continuously engaged in looking for and collecting information which subserve these objectives. Besides a great deal of published material to which it has access directly or through the ISST's library, the NRC also collects material useful for training purposes from institutions or organisations which conduct training programmes for women at the grass roots level. Periodic reports on the information available at the NRC are published in UMA PRACHAR, the ISST's quarterly publication.

To help enlarge its reach among women and women workers at the ground level, ISST has established a networking arrangement with several governmental and non-governmental organisations - especially in Karnataka - that have undertaken

training programmes for rural men and women who have recently been drawn into Panchayati Raj Institutions, or government's development schemes. ISST conducted a workshop on Training Methodology and Materials from 23 - 25th October 1997 in Bangalore, in which many non-governmental organisations in Karnataka participated. A summary report on that workshop is presented below.



• II

As mentioned above, the main purpose of the Workshop was to discuss and exchange information on training methodology and materials that are used by various NGOs in Karnataka. These organizations are primarily involved in training members of the gram panchayat. In addition to this they also conduct programmes on other women-related development issues. The workshop highlighted the status of women panchayat members, the role they play in the Panchayat Raj (PR), and the hurdles they face in executing their power, both at home and at work. A lot of emphasis was given to the effectivity of training methods at the grassroot level.

Opening the first session, Dr.K.S.Krishnaswamy, Advisor to ISST, requested the participating NGOs to join with ISST in the task of enabling Elected Women Representatives (EWR) to function more effectively. He said often after the PR elections it was found that the EWR's were barely equipped to operate usefully and hence were in dire need of training and information. These women need both knowledge and quality intervention which can be of immense help in strengthening their participation. He said "we have assembled here today to discuss methods that are most effective in imparting skills and knowledge to these elected members in the gram panchayats; and hopefully we shall all contribute to and also benefit from what we do in the next two days".

After his address, the representatives from the various organisations explained in detail both the nature of the training programmes in which they were involved and the means they employed for the same. Some of these programmes included income generation activities, tribal resettlement, literacy programmes, water conservation, and housing activities. All these organizations are based in Karnataka and are involved in implementing government schemes like Development of Women & Children in Rural Areas (DWCRA) and TRYSEM etc. Some are involved in programmes on women and health, spreading AIDS awareness and issues on women and law. Many of the organizations are

involved in the training of women elected to gram panchayat while others are interested in initiating this process. The latter were therefore eager to participate in the workshop. A list of the organizations which participated in this workshop and their details are presented in Annexure - I

Training is the key to endowing women with information and skills that are needed for effective utilization of their powers in implementing schemes, choosing priorities and checking expenditures at the local levels. Accordingly, training programmes generally focus on two major aspects: on content and curriculum, and on networking and collaborating. Quite a few agencies took to planning information necessary for the representatives. These NGOs have developed modules that focus on different aspects of need-based training.

The modules emphasized

- ☞ the significance of the 73rd and 74th Amendment ;
- ☞ understanding the rules, regulations, procedures and powers of the different levels of PRIs ; and
- ☞ the roles of various government departments and how to access them.

Besides the political aspect, the modules also emphasized

- ☞ the role and status of women in society; the constraints faced by them;
- ☞ the need for the development of self-esteem through ability to learn and communicate effectively ; and the
- ☞ importance of women's participation in public life.

To undertake such type of training, several groups brought out manuals which were simplified and presented pictorially for easy and quick understanding.

Considerable emphasis was placed on the need for networking and collaborating at various levels between government and non-government organizations and

funding agencies. An active collaboration was called for between agencies and elected representatives, between representatives at different levels, and amongst representatives themselves who share similar problems. This requires innovative planning with like minded-people, with emphasis on the bottom-upward approach. While these activities were being arranged by various organizations in different parts of the country, a few workshops were simultaneously held to understand the current scenario vis-a-vis the training initiative, undertaken to fulfil these needs.

In this workshop, as in others organised elsewhere, the participants emphasized the importance of adopting a participatory methodology in training and making this a continuous process in a phased manner. It was envisaged that by making training programmes interactive and participative, men and women would be able to enhance their abilities, prioritise their needs, and co-operate more easily in the process of development. Some of the participating organisations had also set up centres for 'Training of Trainers' at the State and the district levels. In order to facilitate an active interface between elected women representatives and other grassroot women's groups, sanghas and mahila mandals, voluntary networks need to be ensured. Only when such groups co-operated and worked for collective action, changes would be visible. A holistic strategy to prevent backlash of confrontationist gender-politics of

women versus men had to be worked out; a smooth working partnership could make genuine local self-governance possible as the final attainment.

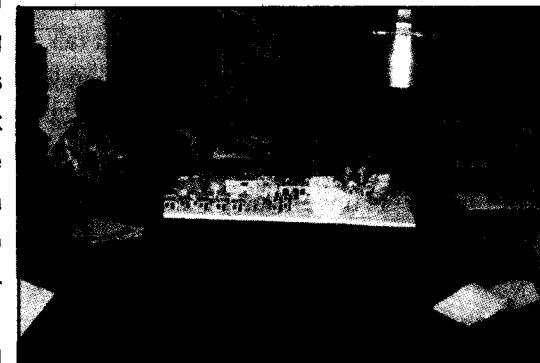
Nonetheless, despite many such meetings and workshops the essence of effective training has apparently not yet been fully



appreciated. In this workshop, where different types of training, methodology and material were discussed in detail, the issue of shortfall in training were brought up by the participants. What emerged in essence was that the methods which were effective and popular were those found to be 'performance' oriented, as against 'paper and pencil' methods - such as descriptive lectures and written articles.

Elaborating on the method of conducting a training programme, one of the members talked of the use of cut-out models to describe an entire village scene. All members in a programme were requested to participate in arranging these cut-outs to describe a 'model village'.

This method has a strong parallel in the Participatory Rural Appraisal - PRA technique. It generated active interest among all the members during the training programmes.



Another participant described the effective use of puppets to communicate the manner in which elected members need to absorb information correctly and transmit the same to their people in the village. Stories, folk-tales, proverbs, songs and riddles formed other interesting methods of verbal communication which the members could identify themselves with and associate with real life problems faced by them. Similarly, role-plays, street-plays, mock-sessions and mock-debates also formed interesting methods that ensured active participation by the elected members. This also helped them to understand the relationship between events and the process of growing awareness to their new responsibilities.

Variations of the chair-game have proved to be very popular in teaching political empowerment to women. The games played are in the following manner: At times, an entire group is broken up in pairs. Each pair is given a chair in which one member is seated. The other partner is instructed to coax and cajole the one who is seated to vacate the seat. This has to be done without applying any physical force. The idea behind this game is to teach 'the art of persuasion'. Another commonly used variation is the one in which a special chair is placed mounted on a table. Each participant from the group is instructed to take turns, sit on the chair, close her eyes and talk about 'experiencing power' as she understands it. At times the table is shaken to give a feel of 'instability' also. Many other similar type of variations have been used in training programmes. Such activities, enacting real-life situations, ensured active participation by all the members undertaking the training. But programmes that heavily relied on simplified Resource Books often found passive listeners. Lack of education often tends to inhibit these barely literate women to read and comprehend these books.

In spite of several years of experience in the field of training in PR, many of ISST's training programmes have also relied on such simplified resource books, using songs, games and stories as fillers to the main programme. This workshop highlighted the fact that we need to re-orient our thinking in designing our



programmes. There is a need to create real life situations as the main body of the programme. The use of Resource Book (ie. paper-pencil material) would remain as fillers on 'information input'. This is expected to augment retaining the lessons learnt and using them effectively when faced with problems in the context of the Panchayat Raj activities.

Other points discussed in the workshop were an elaborated description of the materials prepared by ISST. This is presented in Appendix-II. Specific hurdles faced by women and ways of overcoming them were also discussed at length. This is given in Annexure-III. A note on participants' view of the workshop is given in Appendix-IV. The programme schedule forms Annexure-V. Annexure-VI records the interviews with voluntary organisations who were unable to attend the workshop at length. We hope that the contacts formed in this meeting will grow in future giving way to continuous interaction and exchange of information in this direction. One tangible benefit will be in the form of accumulating in the NRC the teaching material of different kinds or guidelines for those wishing to adopt such methods and making them accessible to organisations seeking them elsewhere in the country.

ANNEXURE - I

INFORMATION ABOUT PARTICIPATING ORGANISATION

There were 11 Non-Governmental Organizations participating in the workshop. They were:

1. Yuvak Vikas Kendra (YVK): was founded 13 years back and is based in Bijapur. It works in the field of women's development, horticulture, Integrated Rural Development Programmes (IRDP) and Zilla Parishad programmes, and also concentrates on income-generating activities such as promoting savings habit in women. YVK is working towards the upliftment of the Dalits and the tribals residing in the area. There are about 40 'Thandas' or tribal settlements here, the two major tribes are Lambani and Kuruba. YVK has done a lot of work with them. The organization has a core staff which is periodically helped by external resource faculty. The centre is also working hard to develop its communication wing.

2. SABALA: is also based at Bijapur and is registered as a trust in the name of Village Women Development Trust (VWDT). The centre has acquired 12 acres of land which has partially been funded by the Government of Karnataka.

Sabala is working in three taluks which comprises 36 villages. A lot of work is being done with the Lambani tribe which lives in the three Thandas of the area.

The organization is also working with grass root level people imparting education, awareness on how to conduct Gram Sabhas. It is also involved in ground level water conservation and housing activities and works for the implementation of IRDP programmes and Public Distribution Systems. Along with the staff members there are nearly 22 Gram Panchayats who are involved in training of Elected Women Representatives.

3. REACH: was founded three years back and is based at Kolar. The organization is working in 30 villages which come under Malur taluk, Kolar Dist. In each village there is at least one women's sangha. Reach is working towards the upliftment of Dalit and women of the lowest economic strata, including women agricultural labourers. It also promotes saving habits among women and is deeply involved in the empowerment of rural women in general.

Reach was assisted by the Danish International Development Agency (DANIDA) in its plan for promoting sanitation habits and a regular supply of drinking water in the rural areas.

4. Shri Lingabasaveshwar Gramodyoga Seva Sangha (SLIGS): was founded and registered in 1994. It is based at Dharwad. It covers five taluks. It is working for the implementation of Training of Rural Youth for Self-Employment (TRYSEM) schemes. It is also working in the allied fields of women's development, promoting awareness among the rural women regarding women and law, and conducts regular awareness generation programmes with women.

5. Karnataka Integrated Development Services (KIDS), is also based at Dharwad. Its activities are in areas around National Highway 4 (Hanagal, Mundgod taluks). The main area of work is women's health. The organization lays a lot of stress on reproductive health of women. It also works with villagers for AIDS prevention, DWCRA project and imparts basic training skills to rural and economically weaker women since last three years.

6. India Development Service (IDS), is based at Dharwad. Its area of work revolves around Ranebennur Taluk which covers 17 Gram Panchayat areas. It is involved with the development of the backward caste women. It also works for the promotion of horticulture in the villages. It is involved in including villagers in the conservation of environment, promotion of watershed development and sheep and goat-grazing. Sheep and goat are the main livestock in the area and rearing

them does not require much finance. Training of elected women representatives is another important area of activity with IDS.

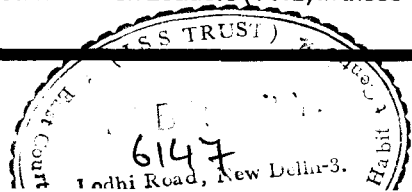
IDS has done exemplary work in the field of clearing pollution. Two big textile industries; Grasim and Gwalior suitings had polluted the Tungabhadra to such an extent that people residing in the area were victimized by a number of diseases. IDS went on to project the importance of keeping the environment clean of any kind of pollution, the remedial measures that the people should take. IDS has also held nine workshops on training of elected women representatives.

7. ABHIRUDDHI was founded in 1992 and is based in the Gubbi taluk of Tumkur. They are mainly involved with women's groups in income-generation activities focussing on savings and investments. They have, along with Women and Child Development Welfare Department, conducted programme for women in Panchayat Raj using government training material only and as such have not prepared any communication material of their own.

Other areas where Abhiruddhi is working are women and child education, women's health etc.

8. Sri Saradha Vidyalaya(SSV): This organization is located in Guledgudda Badami taluk in Bagalkot district and has been conducting training programmes for the past so many years.

It has been working with the Devadasis in the 36 villages of the Badami Taluk. Other activities are conducting tailoring and embroidery classes with women. By now it has trained about 25 groups of women. It also motivates women to develop saving habits. SSV conducts programmes on education -primarily focussing on adult education, agriculture, training of elected women representatives, sericulture, self-employment and lays a lot of stress on income generating activities. In its health programmes SSV has by now covered 25 villages. It involves Mahila groups and Youth Women Leaders (YWL) in these programmes.



9. Walk Wide Trust, is based at Chintamani in Kolar district. It has been involved with women's development programme since 1992 in the following areas: women and education, women and health, women and law, women and panchayat.

It initiated a Padayatra in 1993 with 30 women members from various disciplines like doctors, lawyers, engineers, students, and others from the general public to enhance the participation of women in the Gram Sabha meetings which is male dominated. This padayatra was helpful in creating awareness for the rural women.

10. Shri Shivayogeshwar Vidyabiwruddhi Samste, Dharward(SVISS): This is a new organisation functioning since 1994, creating awareness through camps on developmental issues like health, law, AIDS prevention, savings, child labour, etc. They have not developed any specific training material on PRI.

11. VIKASANA is based at Tarikere in Chickmagalur district. They arrange DWCRA training, training on health related matters including AIDS prevention programmes. They have also not developed any specific training material for their use. Like other groups, they normally utilise songs, pamphlets, posters and holds street plays for the same.

WORKSHOP PARTICIPANTS AND ADDRESSES

Smt. INDIRA C. ALUR Tel: 08352 - 52204
 Smt. LAKSHIMI BAI. B. PUTANI
 SABALA, SAMATHA BUILDING
 KEERTHI NAGAR, B. BAGEWADI ROAD
 BIJAPUR DISTRICT.

Sri. N. S. JAYANNA Tel: 72570
 VIKASANA, DOOR NO. 350
 KUVEMPU ROAD, TARIKERE
 CHIKMAGALUR DISTRICT - 577 228.

Sri. S. A. PARTHA Tel: 08154 - 52878
 WALK-WIDE TRUST
 NEXT TO AYYAPPA TEMPLE
 SALIPET, CHINTAMANI - 563 125.
 KOLAR DISTRICT.

Sri. K. S. NEELAGUNDA Tel: 744546
 SRI SHIVAYOGESHWARA
 VIDYABHIVRUDHI SAMSTHE (SVISS)
 MC LOKUR BUILDING
 MAHISHI ROAD, NEAR PETROL BUNK
 DHARWAD DISTRICT.

Sri. N. I. HIREMITH Tel: 46785
 SLIGS, KURADIKERI, CHALA
 FORT, DHARWAD - 580 008.

Ms. BHARATHI N. VISHWAGNYA
 SRI LINGABASAWESWARA
 GRAMODYOGA SEVA SANGHA (SLIGS)
 BRANCH OFFICE, PLOT NO. 771
 RAJIV GANDHI NAGAR, GADAG.

Sri. RUDRANNA LUDABUDE Tel: 08332-84678
 BELGAUM INTEGRATED RURAL
 DEVELOPMENT SOCIETY (BIRDS)
 NAGANUR, BIRDS CAMPUS, GOKAK TALUK
 BELGAUM DISTRICT - 591 224.

Ms. VANAMALA S. TUMMINKATTI Tel: 0836-347207 (Dharwad)
 INDIA DEVELOPMENT SERVICE (IDS) 0836-748401 (Dharwad)
 SADHANKERI ROAD, 08373-67379 (Ranebennur)
 NEAR GERMAN HOSPITAL
 DHARWAD - 580 008.

Smt. PADMAVATHI NARARYANA RAO GUDI, Tel: 37707
 PRATHIBHA MAHILA FEDERATION,
 TAHSILDAR BUILDING, NIDAGUNDI - 586203
 BASAVANA BAGEWADI TALUK,
 BIJAPUR DISTRICT

Sri. RAGHAVENDRA JOSHI, Tel: 08352 - 54870
 SANGOLLI RAYANNA COLONY,
 BASAVANA BAGEWADI ROAD, BIJAPUR.

Sri. CHANDRASHEKARA I. DHAGATE, Tel: 08333 - 75263.
 GRAMEENA SHIKSHANA AND KRISHI
 ABBUDHAYA (REEDS),
 HUKKERI, AASARE BUILDING,
 NEAR WATER TANK, COURT CIRCLE,
 HUKKERI - 591 309, BELGAUM DT.

Sri. SOMASHEKARA. BANKAPURA, M.A. Tel: 08357 - 66715
 SRI. SHARADA VIDYALAYA (SV),
 THIPPAPETE. DOOR. NO. 1332,
 GULEDGUDD - 587 203.

Smt. PANKAJA. K. KALMATH Tel: 0836 - 46605 (R)
 KIDS, TIKARE ROAD KALMATHA BUILDING
 LINE BAZAAR, DHARWAD - 580 001.

Sri. NARASIMHA MURTHY Tel: 08131 - 22292
 ADHIVRUDDI SOCIAL ORGANISATION
 FORT STREET, NEAR BYATRAYA SWAMY TEMPLE
 GUBBI TOWN, TUMKUR DISTRICT

Ms. BASAVARAJAMMA
 REACH PROJECT, DHARMARAYASWAMY TEMPLE STREET
 MALUR - 563 130. KOLAR DISTRICT

ANNEXURE - II

ISST TRAINING MATERIAL

During the workshop Dr Siddu S. Madiwalar, Dr K.P.Gururaja Rao and Ms Jayalakshmi gave a detailed account of the training materials that are used by ISST, Bangalore for the purpose of training Elected Women Representatives at the Gram Panchayat level. Each training tool or methodology has its own importance. How relevant are these was also discussed by the ISST resource persons. The details of the training tools and methodology are as follows:

A. TRAINING TOOLS

1. Gram Panchayat Kaipidi-(A handbook on Gram Panchayat)
2. Mahile mathu Kanoon- (Women and Law)
3. Nisheyinda Ushage-(From Darkness to Light)
4. Adarsh Gram Panchayatige Daari-(Game of snakes and ladders whereby power and politics is explained to the EWRs).
5. Panchayat Raj Haadugalu-(Songs on Panchayat Raj)
6. Clock: Introduction of different Government Departments, their functions and a brief introduction of the officials.
7. Puppets and Flexies
8. Charts and Posters
9. Video Cassettes
10. Games

B. RESOURCE BOOKS

1. Idu Sadhya-(From Role Plays to Role Models)
2. Banni Mahileyarannu Prabalisona-(Strengthening the Core)
3. Ondagi Munnuguva-(Moving Forward Together).
4. Gelathige Pathra-(Letters to a Friend).

A brief summary of the training material prepared and used by the National Resource Centre:

UMA project of ISST is not only to create awareness among the elected women representatives of the Gram Panchayat but also to conduct research and collect training materials/resource books for the National Resource Centre from various governmental and non-governmental organisations. The centre has for this purpose prepared a brochure which gives all the information about its activities. At the workshop this was handed to all the participants.

1. **'Gram Panchayat Kaipidi'** - By far the most popular of our training tools, the Gram Panchayat handbook has been prepared to create awareness about Panchayat Raj Act pertaining to Gram Panchayat and made easier for literate and neo-literate Elected Women Representatives during its training programme.

2. **'Women and Law'** is a book which highlights the legal rights of women. The book is useful for the EWRs through whom the rest of the village women can know about their rights and the atrocities that women are subjected to.

During the workshop these women representatives admitted that 'Women and Law' has been specially useful to them. It also helped them understand that they are entitled to equal wages and that any discrimination in wages with their men colleagues is illegal.

3. **'Darkness to Light'** is another very useful book of with lots of illustrations. It focusses on the status of women and gender discrimination. The illustrations in the book make it easy for the Elected Women Representatives to understand various issues that they face as Panchayat Raj members.

During the training programme the EWRs are asked to identify the pictures and explain whatever they understand of them. For example, during the Gram

Panchayat meetings women members sit on the floor simply because they do not know that they are supposed to sit on the chair when they are in a position of authority. Whereas the elected male members sit on the chairs as soon as they come in.

The book highlights the need of equality between male and female, at home and at work.

4. The Game of **Snake and Ladder** is used for explaining 'path to a model Gram Panchayat' to the Gram Panchayat members. If a member performs well then naturally good results will follow but if a member is not effective or has vested interests then the repercussions of her work will be adverse. This exercise with the game has been adopted to have a village as a model village.

The game has four players who start the game by throwing dice on the board. If the dice falls on the number of the snake, the player is "bitten" and has to come down to the tail of the snake. But if the dice falls on a ladder then the player not only climbs the ladder but also gets another chance to play again. Messages related to the Panchayat are written all over the board.

The snake and ladder is popular in almost all homes. The purpose of this game is to help members and others to know more about the Panchayat Raj issues. Also, it is recreational and is found to be very effective for training EWRs.

5. Another very useful training material is a booklet of **Songs**. ISST trains EWRs through songs since it has been found that songs are very popular in villages. This booklet is very effective as it is also recreational. Songs in the book are on when and where Gram Panchayats are to be arranged, who are its participants, what are the duties of the Gram Sabha members, and the reservation policy within the Gram Sabha. These songs help in building awareness of Gram Panchayat programmes and activities.

6. **Clock**: is another very useful training material. In the clock one can identify the various departments that are functioning at the Taluk and Zilla Panchayat levels. It is also popularly called the 'Wheel' and it evolved with the training workshops.

During the workshops it was found that there were no adequate schools for women, no borewells to provide drinking water facility, hospitals etc. in the villages and though the villagers know their problems they are unable to locate the offices and the officers to redress these issues. ISST brought out a wheel or clock to help the villagers and especially the Panchayat members to be able to understand whom to approach for what. Also ISST has defined the concerned departments and their headquarters at the Taluk and Zilla Panchayat level.

7. **Flexies** and case studies are other useful tools used by ISST to train the EWRs. Observations are made and discussed with the research team before bringing out a very basic and simple resource book which can be of use to the EWRs.

Puppets is another effective training tool used by the resource centre. The trainer sits behind a screen and issues of Panchayat are taken up by the puppets. How elected women and men representatives interact with each other, what kinds of problems the EWRs face are few such issues taken up by the puppet. Also it is a lot easy for village folks to relate to unacademic methods which convey to them so much more in their own style. These puppets are made of cardboards and hence are also inexpensive.

Video Cassettes has been found to be effective in training elected representatives. Department of Women and Child Development has produced a cassette of 12 episodes. ISST uses six episode at a time in a workshop. After the video, sometime is allocated for discussions by the participants. It has been found as an effective supplement to the rest of the training that the centre takes up.

B. RESOURCE BOOKS

1. Strengthening the Core
2. Moving Forward Together
3. From Role Plays to Role Models
4. Letters to A Friend

These books are used as supporting material for the training programmes that the resource centre takes up. Often it has been found that women representatives find it difficult to handle certain problems intrinsic to a village. For example, scarcity of drinking water. EWRS have time and again expressed that they have been unable to solve this problem and find it extremely difficult to work towards community development projects primarily because day-to-day living is so difficult and consumes the whole day.

The above mentioned books have proved useful in generating awareness about the importance of the community development projects. They also highlight the struggles undergone by villagers and women in particular who have struggled to bring in productive changes. The books are distributed only to the EWRs.

Normally, ISST endeavours to mobilise the participants through all its training methods and methodologies for an open discussion and debate. They are made to feel comfortable with each other and then they come out with issues crucial to them. There are instances of differences among the participants. To bring out the best in all the participants several games are also played. Stories and circle game helps them understand the reservation policy. Charts made by the government too are used in the training programmes. 'Chandamama' has been found to be of great use. It has also been found that epics like Mahabharata and Ramayana and other historical books have been of immense use in the workshops. Government officials also play a key role in the training programmes of the ISST. Resource persons from the centre were quite happy to learn that many of the participants have time and again found the training materials of immense use.

ANNEXURE - III

Women's participation in panchayat activities and community development work-Hurdles and suggestions by participants

33% reservation for women in Gram Panchayat, is not utilized properly as the attendance of women is very low in Gram Sabha and Gram Panchayat meetings. How can we expect community development work from the Elected Women Representatives when they are not attending panchayat meetings, which is mandatory? This opinion was formed by the participants during discussions at the workshop.

The reasons for non-participation of women in Gram Panchayat activities:

1. Traditional bindings;
 - a) The man dominate the woman in all aspects and he tends to think that he is the supreme commander in the family.
 - b) There is no freedom either at home or outside of the home for women as they are always answerable to the men.
 - c) She cannot voice her opinion on any small causes, if she raises her voice, she will be suppressed.
 - d) Under such situations, she cannot exercise her rights at all.
2. Lack of awareness about panchayat activities.
3. Lack of education.
4. Poor contact with the public.
5. Dependence on others.
6. Women are not strong physically.
7. Development schemes are not distributed equally
8. Training programmes conducted by the Department of Women & Child Development are not very beneficial.

9. Men do not give importance to women's role in Panchayat.
10. Women are often proxy candidates of their male members.
11. Most women face class barriers.

During discussions, we asked the participants on how we can make changes for active participation of women in Gram Panchayat and community development work.

Following suggestions were made by the participants during the discussion:

1. Combine men and women for training purpose and try to change the attitude of the male members.
2. Government training programmes should be organized with the co-ordination of NGO's.
3. Both men and women should get non-formal education.
4. More training programmes should be conducted. Time factor is also important for conducting such training programmes. Trainees should be paid some remuneration for attending the training.
5. Training should be given to Elected Women Representatives within a month or two after they are declared elected.
6. If villagers are aware of the activities of Gram Panchayat then it will be easy for them to ask the Elected Women Representatives to participate in the Gram Panchayat activities.
7. In general, the Elected Women Representatives are middle aged and uneducated. They should be trained through the method of songs, drama, stories etc..

8. It is also wise to train members who are contesting for election. Training not only helps to learn better about Panchayat activities but also to think whether they can work for the Gram Panchayat if they are elected.
9. More training camps should be organized for both men and women to understand gender equality.
10. Before conducting training programmes for Elected Women Representatives it is better to consult the local NGO's, involved in other development activities.
11. Men should train women and women should train men members.
12. Local resource materials should be utilized for training programmes.

ANNEXURE - IV

PARTICIPANT'S VIEW ON THE THREE-DAY WORKSHOP

SSV: According to SSV the workshop was very informative. "We learnt a lot in these three days. We also came to know about the training material, methods and methodologies used by the other NGOs. It would be nice if the government too is involved in our discussions so that the interaction between the voluntary sector and the government is enhanced. We hope more such workshops on village development programmes are held," said the representatives from SSV.

ABHIRUDDHI: The workshop was more of an eye-opener to the representatives of this NGO. They said they had no knowledge of materials available on Panchayat Raj. They found the discussions good and useful for their organisation.

SABALA: The representative from SABALA felt she had learnt a lot from this workshop. She also felt if similar workshops could be held more frequently and in short intervals. "It was a nice opportunity for me to interact with other NGOs. The workshop was very useful. It was a good exposure to materials and methodology used by other NGOs. The model Gram Panchayat, songs, games, stories were quite nice. The workshop can also be cut short to two days", she added.

VIKASANA: The member from VIKASANA felt that the workshop gave him inputs on how to start functioning in the area of training elected Gram Panchayat members. "There is a definite need for more such programmes", he said.

KIDS: Members from KIDS found the workshop useful in identifying areas of the Panchayat Raj system which need to be focused while conducting training

programmes for the EWRs. The member also felt that representation of government is equally important in such programmes. He also felt that the period of the workshop can be cut short. Learning about training materials and methodologies used by other NGO's was good. A need for follow up of the workshop is necessary.

SLIGS: The representative from SLIGS said she came to know about the training methodology and materials used by NGOs in training EWRs. She however felt that there should have been more group discussions, more government officials from the Department of Panchayat Raj and Rural Development should have been invited. She also felt that the duration of the workshop could have been shorter and that there is a definite need for follow up of such training programmes.

YVK: Member from YVK found the workshop very informative and useful. It focussed on real life situations and was devoid of any exaggeration.

MAHILA SAMAKHYA: Useful and a good sharing experience with other NGO's, said the member from this organisation. They hoped such workshops would be held more frequently and in shorter intervals.

GRAM PANCHAYAT MEMBER: Two Gram Panchayat members attended the workshop. They said it was a good experience to find out the kind of materials and methodologies used by the NGO's in their training programmes. It was also a good forum to interact with the local people and find out about the hurdles faced by the EWRs at the Gram Panchayat level, they added.

ANNEXURE - V**Programme Schedule****Thursday 23.10.97**

<u>Time</u>	<u>Particulars</u>
9:00 a.m	Registration & distribution of folders
10:00-11:00 a.m	1. Welcome speech by Dr.S.S.Madiwalar 2. Introduction to workshop by Dr.K.S.Krishnaswamy
11:00-11:15 a.m	Tea break
11:15-12:00 a.m	Introduction by the participants and their respective NGO's
12:00-1:30 p.m	Presentation of the materials and methodology used by different organisations 1. ABHIRUDDHI 2. BIRDS (BAGALKOTE) 3. BIRDS (BELGAUM)
1:30-2:30 p.m	Lunch
2:30-3:00 p.m	Songs/Games
3:00-4:00 p.m	Presentation of materials and methodology used by the different organisations 1. CHINYARD 2. DEPARTMENT OF WOMEN & CHILD
4:00-4:15 p.m	Tea break
4:15-5:30 p.m	Presentation of materials and methodology by the different organisations 1. IDS 2. ISST 3. KIDS
7:00-9:00 p.m	On Amendment Act by Mr.Basappa, Director,

Rural Development and Panchayat Raj

Friday 24.10.97

<u>Time</u>	<u>Particulars</u>
9:00-9:30 a.m	NRC - Introduction by Dr.Mukta Banerjee
9:30-11:00 a.m	Presentation of materials & Methodology used by the different organisations 1. PMF 3. READS 2. REACH 4. SABALA
11:00 - 11:15	Tea break
11:15-1:30 p.m	Presentation of materials & methodology used by the different organisations 1. SLIGS 3. SRI.SHARADA VIDYALAYA 4. WALK-WIDE TRUST 2. SWISS 5. Y.V.K
1:30-2:30 p.m	Lunch
2:30-3:00 p.m	Songs/Games
3:00-4:00p.m	Discussion of materials and methodology used by the different organisations
4:00-4:15 p.m	Tea break.
4:15-5:00 p.m	Discussion of the materials & methodology used by the different organisations continued.
7:00-9:00p.m	Participants view on ISST materials

Saturday 25.10.97

9:00-10:30 a.m	Group Presentation
10:30-1:45 a.m	Tea Break
10:45-12:00	Women's place in society - special reference to panchayat; hurdles for participation
12:00-12:45 p.m	Review of workshop - participants view on the three day workshop
12:45-1:00 p.m	Vote of thanks - Dr.K.B.Gururaja Rao

ANNEXURE - VI

INTERVIEWS WITH OTHER ORGANISATIONS

ISST conducted a series of interviews with other voluntary organisation working on training and empowering women in Panchayat Raj and government over the methodology used in the training workshops.

SEARCH is one such voluntary organisation which has been working with women in Panchayat. The organisation has so far trained about 20,000 women members in the eight districts of Karnataka. According to Mr Sharma, the Dean one of the most effective methodologies used in workshops is Role Plays. He says that women seem to experience in the role plays what they have not experienced in their lives. They actually enact the hurdles they face as Panchayat members and also act out the resolutions through the role play method.

Workshops are a powerful medium to bring out the leadership skills in women. Every participant is given to play a role of the leader. It is exciting to see women work with materials and relate them to the experiences they have as Panchayat Raj members. "We have discussions on the style of leadership of every person. This exercise we do simultaneously with three different groups. It helps them to analyse their roles as Panchayat Raj members. It is experiencing a person in a particular style", adds Mr. Sharma.

Another effective methodology used by SEARCH is Case Study. There are always some women in a particular group who are more assertive and have the innate leadership skills in them. They are effectively able to establish their authority. The trainers collect their case studies and present them in subsequent groups. It is actually a learning process whereby a particular case study helps others. All the participants get involved without any external pressure on them hence their

responses too are spontaneous.

Quiz method is yet another methodology that is effective in training women Panchayat Raj members. "We read out a question to the participants and they are supposed to answer it. It is very participatory and we ask them whether they agree to a particular question or not. At the end of the session we sit down and review all the view points. The quiz method is very effective with the rural women. It provokes their logical thinking and helps them take on leadership roles. Also since there is no scoring, each member is motivated to participate equally.

Small Group Discussions are also frequently used, though they are not very effective. They get boring after a certain stretch of time. SEARCH holds trainings in five phases, four days each spreading over a period of 20 days. The workshops are not continuous as most of the women participants are daily wage workers. The training programme is residential. One of the phases is on gender relations within Panchayat. It starts with what happens to women in families, values related to the girl child, their disempowerment. The next phases include going over the various spheres of life: physical, social, economic. A woman is often visualised as a listener, a conformist. And the elected women representatives reflect it in the Panchayat. During the workshop women share their experiences.

TRAINING AND COMMUNICATION SUPPORT TO WOMEN IN PR INSTITUTIONS - DEPARTMENT OF WOMEN AND CHILD DEVELOPMENT

Principles of training

1. Training should be participatory.
2. It should be experiential.
3. It should be informative.
4. It should be an on-going process
5. It should be conducted in a decentralised manner.
6. It should be conducted in a residential programme.

7. It should be imparted by external faculty engaged in Panchayat Raj programmes.

The Objectives of these Training Programmes are:

1. To let participants know about each other.
2. To involve them in a participatory workshop.
3. To find and work out the expectations of the participants.
4. To set forward the objectives of the camp to the participants.

According to Mrs. Nusrath Fatima, Assistant Director at the Women and Child Development Department, the training programmes have been divided into two phases: The first was held in six districts and the second was in the remaining fourteen. The programmes are normally held in a five-phase workshop schedule. The most popular methodology according to the government sources is video cassettes and illustrated books. Cases of regular dropouts have been reported by the government.

TRAINING PROGRAMMES HELD BY THE DEPARTMENT OF RURAL DEVELOPMENT AND PANCHAYAT RAJ

The department organises a three-day training course with 15 teaching hours of one hour duration for all the Chairpersons and a two day course with 12 teaching hours for all the members of the Gram Panchayat.

There is a resource team of 3-4 members in each Taluk headed by the Block Development Officer. The other members are drawn from Education, Women and Child Development, Health departments and some voluntary organisations.

Training Modules

A training module (vol 1) on Panchayat Raj rules, act, functions, responsibilities

of members, preparation and implementation of plans, health, sanitation and water supply, primary and mass education etc. has been prepared which is circulated to the participants. The participants are also shown video cassettes on issues related to Panchayat Raj and slides to support the lectures and books. The Institute for Social and Economic Change (ISEC) has been instrumental in orienting the functionaries of these workshops. The Institute has experts on Panchayat Raj issues in its faculty and has the ability to draw resource persons from various fields. ISEC is also equipped with facilities like boarding, lodging, conference halls which are extremely useful for such residential training programmes.

Institute for Social and Economic Change (ISEC)

ISEC is a quasi-government organisation, founded in 1972. It has been instrumental in training the elected representatives of Zilla Panchayat. It has also been working with government in the allied area for the past many years.

According to Mr. B. Vijaya Kumar out of 900 members, ISEC has been able to train 700. So far the Institute has held 34 such programmes very successfully. The most effective methodology used in the training programmes is lecture with the help of slides, video cassettes and case studies. "We invite senior IAS officers who are Heads of Departments as our resource persons. Our training schedule is divided into five-days duration. The first two days the participants are oriented towards the Panchayat Raj Act and there is a discussion on the administration matters. The third day we take up finance and budget and the fourth and the fifth day is dedicated to imparting sectoral information, such as sericulture, fisheries, agriculture.

We make each participant speak in the workshop. This is a very effective method as it makes women who are very shy, speak. Often we have question-answer session in which the participants question and the resource persons answer

individual queries. Video cassettes and exercises are also very useful methods in these workshops. The participants are asked to make their own budget and draw their own resources and allocate them accordingly. Discussions form another very healthy part of these programmes. There are booklets on these training methodologies and materials available with the ISEC. There have been hardly any dropouts in the training programmes held by ISEC," he concludes.

UMA NATIONAL RESOURCE CENTRE

RESEARCH : Dr. Mukta Banerjee
 Dr. Siddu Madiwalal
 Ms. Jayalakshamma
 Mr. Maria David
 Dr. Gururaja Rao

ADMINISTRATIVE STAFF : Ms. Jolly Thankanchan
 Ms. Sudha K. N.
 Ms. Grace Fernandez
 Ms. Aliyamma
 Mr. Aravinda
 Mr. Krishna Karanth
 Mr. Somasekhar

SUPPORT STAFF : Ms. Bala Chauhan
ASIANAGE

 Ms. Susheela Nagannanavar
 Mahila Samakhya