

ToT on Women Leadership Development in the Context of CCA-DRR

Rekharani Kalyan Mandap, Pattamundai, Kendrapara
18th to 20th September 2014



**Regional Centre for
Development Cooperation**

HIG-26, K-6, Kalinga Vihar,
Bhubaneswar, 751 019

ToT on Women Leadership Development in the Context of CCA-DRR

Rekharani Kalyan Mandap, Pattamundai, Kendrapara
18th to 20th September, 2014

Objective of the Training Programme:

The CCA-DRR Paribartan project being implemented in India by RCDC with facilitation from Concern Worldwide and funded by the European Union is geared towards building resilience of coastal communities along the Bay of Bengal by increasing their ability, along with that of authorities and organizations, to prepare for and adapt to the impacts of hazards and climate change. From the baseline study conducted as a part of the Project implementation process it emerged that women are predominantly the key constituency whose absence in the development process due to social prejudice is significantly encouraging the vulnerability led poverty in the context of climate change. The study also realized that promoting the women to next step of advancement would ultimately contribute to the process of building resilience of the communities to adverse impacts of climate change and natural disasters. The overall objective of this training programme is to develop women leadership that lead to women led approaches that have high potential in ensuring assets, reducing women vulnerabilities and address socio-economic inequality.



The promotion of women leadership approach will;

- Create platform for women leaders to discuss women vulnerabilities and action points in the context of climate change and disasters and simultaneously lobby with the state and non-state actors so that relevant actions can be taken up.
- Lead a process of assembling the issues of the climate change victims in Bay of Bengal coast and broadcast the critical needs of the coastal population from micro to macro level forums/platforms.
- Facilitate an effective communication and negotiation system among the vulnerable communities, civil society institutions and the service providers to undertake collective effort in reducing climate risks.

- Promote women members to take active role in climate change adaptation and disaster risk reduction process.

DAY – 1 : 18th September 2014



Ms Basundhara Tripathy, Programme Manager, RCDC detailed the objective behind the training programme. She encouraged the participants by telling them that they had been chosen for the women leadership programme as they were observed to be taking the lead in implementing the Project Paribartan activities in their areas. She said that the three day training programme will help them in developing their leadership and advocacy skills.

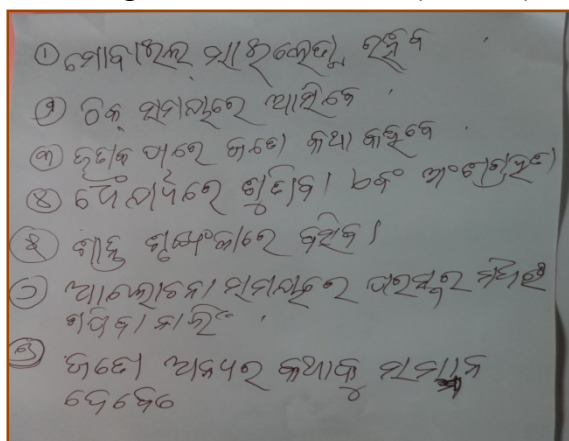


Ms Devi Kalyani Pattnaik, Independent Consultant and Trainer said, “I work on women’s issues and women’s rights. In these three days we will discuss the problems faced by women in the context of climate change and how we can help develop upon your leadership skills to equip you to solve them and move forward. I am here to help you identify and develop your skills. I will also be telling you about women’s rights and clearing your concept about gender. You will realize that men and women are equal and capable of undertaking all tasks. At the end of the day you should be able to form teams in your region, transfer your learning to them and through team work and cooperation tackle the climate change impacts in your region by applying the various tools you will learn in this programme.

This was followed by a round of **self introduction** by all the participants.

A detailed self introduction session followed where the women leaders were encouraged to speak about their experiences, expectations and the challenges faced by them in their regions. It was revealed that some of the participants had attended gender sensitization workshops earlier and had some idea about the issue.

Certain ground rules were set (see box)

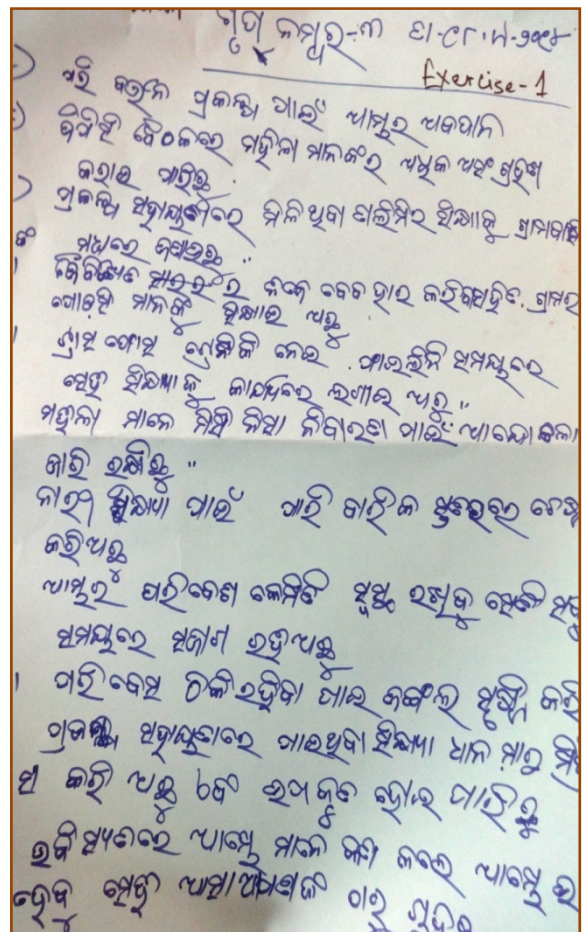


GROUND RULES
<ul style="list-style-type: none"> • Keep your mobiles on silent mode • Arrive at the venue everyday on time • Speak one by one and not together • Make an effort at active participation • Do not gossip or whisper • Help if any one of you finds it difficult to understand one point • Do not ridicule; give respect to others and cooperate

	coordinate among ourselves?
6	Will we be able to train others after receiving training here?
7	Will the prevailing low pressure disturb our three day training programme?
8	Fear of not being able to contribute to the family income
9	Fear of not being able to meet family and social expectations
10	Fear of not being able to confront and rise above established corrupt models in many spheres
11	Fear of being ridiculed



	Group - 3	Contribution
1	Contribution to the Paribartan Programme. Women are participating in increasing numbers due to our facilitation.	
2	More women are attending GPC meetings due to our efforts	
3	We have distributed the knowledge gained from various training programmes among community members	
4	We have spread awareness about dangers from chemical inputs in agriculture and introduced organic farming methods including preparation of organic inputs	
5	We are an active part of the Task Forces and our efforts have helped the community during Cyclone Phailin	
6	We are very active in fighting addictions and their sources	
7	We are working towards development of	



	women and women’s education.
8	We are active in protecting the environment and are engaged in forestation activities, and creating awareness on water and sanitation issues
9	We are working in various pilot options like IRFC, and nutrition gardens and spread knowledge and skills regarding them.
10	We wish to continue our work even after the project ends and we request you for inputs



Other participants and members of other groups were also asked to contribute and state their expectations.

Expectations	
1	What can we do to solve the drinking water crisis?
2	How can the learning be shared at block, district and Panchayat levels?
3	How can we build women leaders, what are the necessary qualities and skills?
4	How can the participants meet their expectations?
5	Can we learn about family level trade and income generation skills?


Gender Quotient

Devi: Gender can be of three types; male, female and third sex.

She presented:

An herbalist promised an issue to a childless couple. He wanted to know the sex of the child so that he could choose and mix the herbs. Suppose this dilemma is present before you then what would you choose; a boy or a girl? The participants raised their hands indicating that more of them wanted boys than girls. It was time to analyse this choice!

The participants were asked to state their views and justify their choice.

	Why son?	Why daughter?	
	Ensuring family name	Laxmi comes to the house	
	For support in old age	Helps mother in work	
	Will perform last rites	Kanyadana maha punya	
No tension	Daughters are as competent as sons		
Social pressure	Village laws say if one does not have a daughter the head cannot attend certain meetings		
Will carry our dead body to the cremation ground	Having a daughter increases the lifespan of parents		
Will stay at home	A daughter will not torture parents		
Will earn for the family	An educated girl educates the entire family		
Will help us in our work (agriculture)	Daughter helps in keeping family together		
Will fulfil social obligations and also serve the country and protect it	Can work both at home and outside		
They can do hard work			
Son will not face social harassment			
Government schemes targeting women are failing and are not effective			
There is no anxiety about marriage of son; no dowry			
No tension about how the son will fare if he ventures outside			
Daughter is more expensive			

Devi: Now if we look at the justifications provided can you tell me if the daughter cannot do anything that the son can?

From the discussion that followed it emerged that the daughter cannot perhaps do just one thing that the son can, she cannot carry the body of her parents to the cremation ground. A person with a son cannot do the Kanyadan. Therefore *the daughter is in every way equal to the son.*

Devi: The son and daughter are equal. There are however two differences that cannot be overcome. The son cannot give birth and neither can he breastfeed.

Understanding Concept of Gender

Devi underscored the importance to move beyond the sex discrimination. Both the sexes are equally capable. Under the circumstances the sexes do interchange roles. The father often has to play the role of the mother and vice-versa. Therefore it is proper to do the right thing under the circumstances. Our mental blocks should not stand in the way if the intention is noble and the action will benefit the society.

Women in our traditional society tend to neglect themselves and consider themselves secondary. However with the changing times attitudes too should change. The women should assert themselves and try to rectify the gender inequity. This is already happening. For example, today the schools do not insist on the name of the father. The mothers name is accepted.



We have been moulded by religions. Religion is not bad per se. However it is often misinterpreted or misused. Today women are keeping



their titles after marriage. Society is accepting it. So what is needed is the courage to go against customs that discriminate against women.

The old order must change and give way to the new. The current need is that both the sexes must be treated as equal. *This is gender.* It is not about projecting one sex as better or superior than the other.

Today women are coming out of their homes, educating themselves and taking up roles and responsibilities that were the stronghold of men. This is beneficial for the society. Therefore I appeal to you all to first change

yourselves and then strive to change the society. However I am not encouraging rebellion
Do what is just and don't be afraid to do it.

Now I am going to challenge you with some statements. You have to respond by answering whether the statement is relating to gender or sex.

Sl	Statement	Gender	Sex
1	Girls are soft, boys are strong	√	
2	Ladies gossip more	√	
3	Men don't cry	√	
4	Women breastfeed children, men bottle feed		√
5	Women are weaker than men	√	
6	Women can give birth, men cannot		√
7	Men can hold positions, women cannot	√	

Devi: Thank you for your responses. They are all correct! So you see there are only two statements that are sex specific. In all other cases we cannot make any firm statement.

Women's rights and their status

Devi: Now I will be again making some statements and providing some answers for you to choose from and respond.

Sl	Statement	Probable answers	Response
1	In case of family assets how should they be divided after death of family elders?	1. Equally among sons and daughters 2. Son should get everything 3. Father's property is son's property 4. Should only be given to the girls	Ans:1
2	Both husband and wife are working. The husband	1. The wife is dominating 2. Both should help each other	Ans:2

	cooperates and helps with the housework but his friends ridicule him	3.Wife feels bad that her husband is being made fun of	
3	Community Development	1.Development for women 2.Development for men 3.Development for both	Ans:3
4	Domestic violence	1.It is human rights which is being violated 2.Not a big issue 3.Nothing will affect both the perpetrator and the victim	Ans:1
5	While applying for a passport the Officer asks the wife whether she will keep her original title or the title of her husband	1.Let both not go 2.They are adults. Let them take their decision 3.Let us not get into it 4.She should keep her husband's name	Ans:2
6	Violence against women	1.Very common and prevalent among uneducated 2.This is media hype 3.This also happens in rich families 4.This is a serious problem affecting all	Ans:3
7	The neighbour beats his wife	1.You will go and investigate 2.The wife is bad so she is getting a beating 3.It is his house, why should I bother? 4.You will understand the situation and intervene to help the women	Ans:4

Gender based violence

1. **Female Foeticide:** It is mostly the parents who go in for this. In many cases the in-law who force the women to abort if it is a girl child. This is now a criminal offence. All those involved, including doctors, can be fined and jailed. The PCP&DT Act is now in place. The State is also trying to fight this practice through schemes like Mamata etc.



2. **Education of Girl Child:** The RTE Act now ensures education of the girl child up to the age of 14. The State is offering cycles and scholarships for the girl child to ensure the same.



3. Child Marriage: The parents usually marry off their children below the permissible age of marriage due to social pressure, custom, due to economic pressure or thinking that such marriage will protect the girl child from sexual harassment. This is now a criminal act and hence prohibited. The girl should be at least 18 and the boy 21 for being eligible for marriage.



Case Study: A participant narrated her own experience as a child bride. She was tortured in her in-laws house and had the courage to complain to the police. The police made the in-laws sign statements but still the torture continued. She narrated how, despite being young and helpless, she faced the situation with courage and ultimately resolved it.

4. Smuggling of women and girls: This smuggling takes place for various purposes. Sometimes it is the parents who sell the children who are then employed as bonded labour. Now the law says children below the age of 14 cannot be employed. Marriages must be registered. This is to check the bride smuggling to places where the sex ratio is skewed and it is difficult to get a bride. Often these girls are pushed into prostitution. Today NGO's have been able to create awareness on the issue and are also alert at Bus Stands and Railway Stations to check such smuggling.



Devi also highlighted the issues of **dowry deaths, maltreatment of elders, and sexual harassment at workplace** all of which are now strictly viewed and punishable.

Climate change impacts and Women

Disasters	
Natural	Man made
River bank erosion, sea surges, low pressure, floods, cyclones, lightening, droughts, tsunامي, earthquake, forest fires, village fires, twisters	Bomb blasts, intentional fires, floods due to poor management of dams.

Devi: When disasters strike the men can take care of themselves and can get access to help. The women tend to care more about their children, husbands and other family members and fall behind. They may not also have the physical ability to escape disasters and may feel insecure to venture out alone for help.

Role of women in disasters

As narrated by the women participants


1. Early warning – Blowing conch shells
2. Storing dry food for at least a week
3. Storing candles, match sticks and kerosene
4. Keeping important documents and money handy



5. Helping pregnant women, sick and disabled
6. Keeping essential medicines and first aid kit handy
7. Freeing livestock
8. Helping women headed and otherwise vulnerable families
9. Evacuating to shelters
10. Ensuring health of pregnant women and breastfeeding women in shelters
11. Ensuring protection of women, particularly adolescent girls in shelters.

Group Exercise – 2

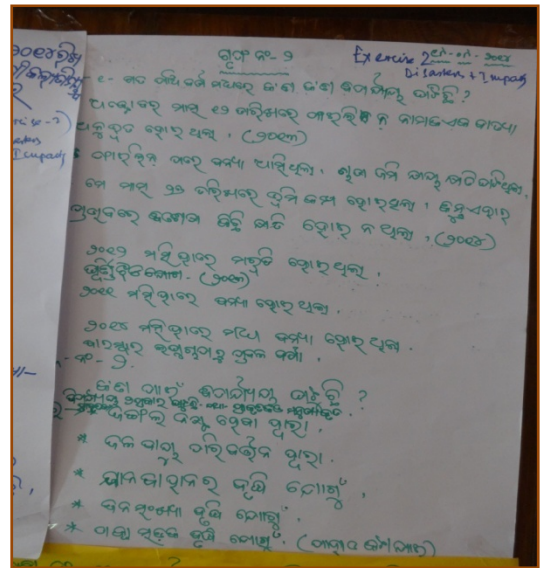
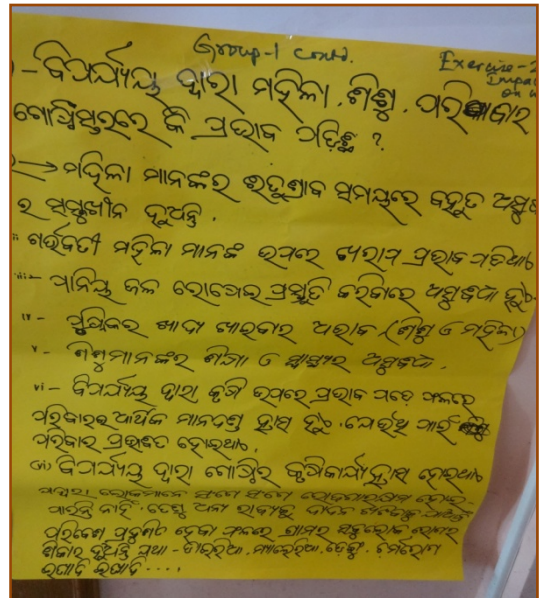
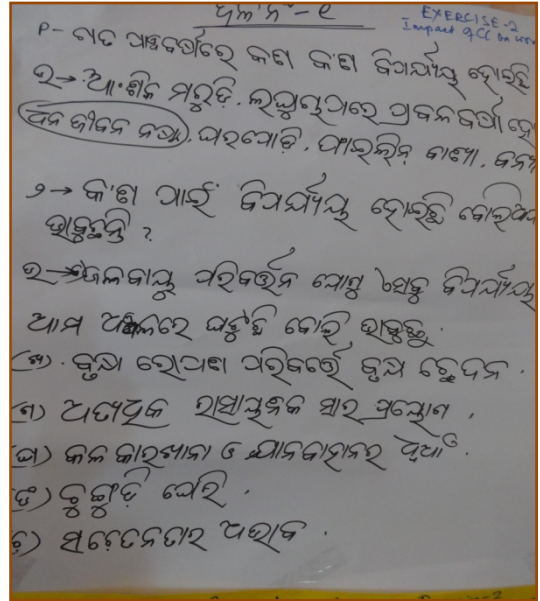
Three groups were formed who were asked to present on the following;

<p>Group Exercise</p> 	<p>What disasters have occurred in your villages in the last five years?</p>
	<p>What reasons do you attribute to the disasters?</p>
	<p>How disasters affect women and children at HH and community levels?</p>

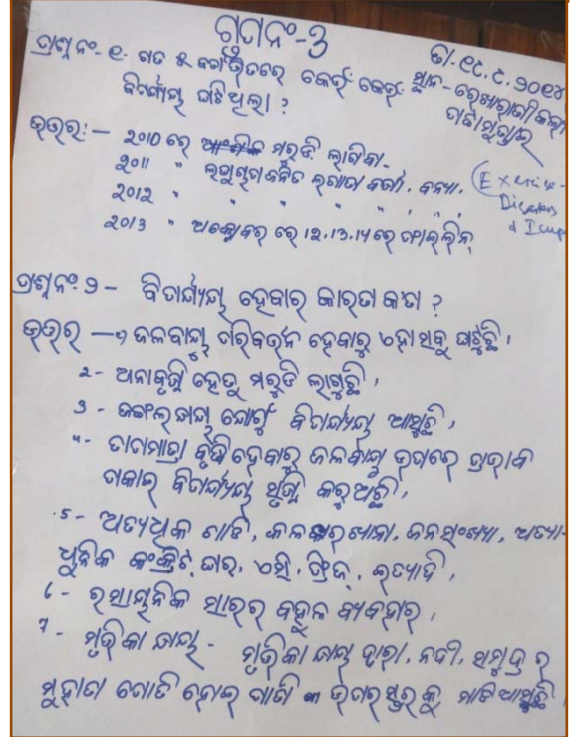
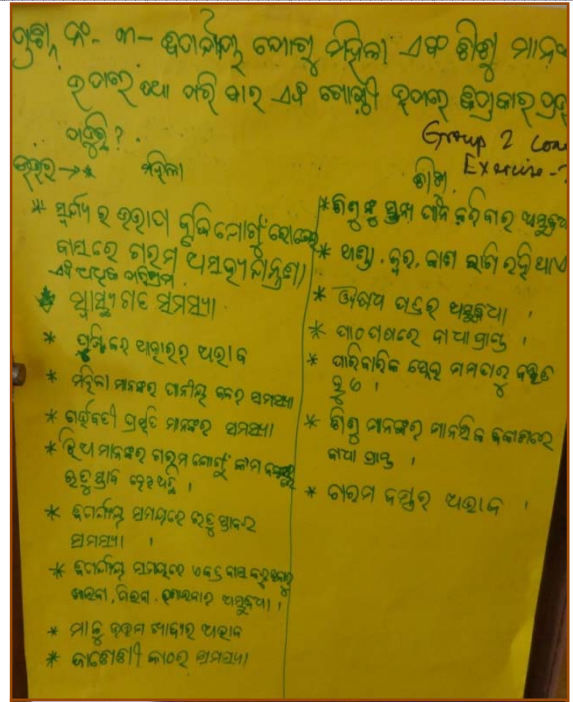


Presentations

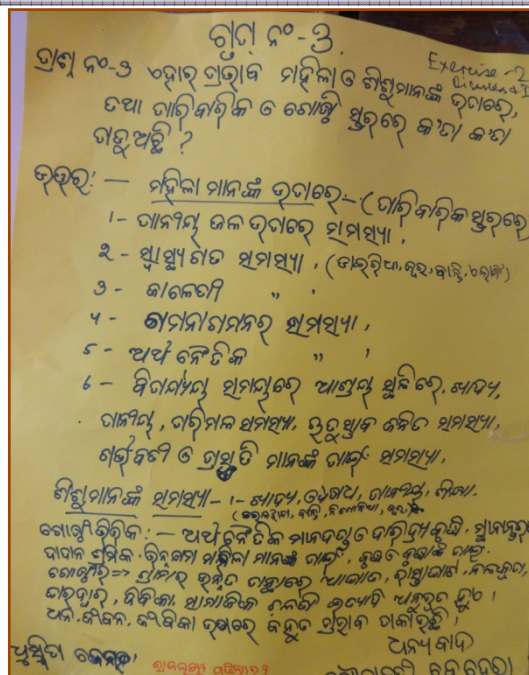
Disasters – 5 years	
1	Partial drought
2	Low pressure followed by heavy rains
3	Village fires
4	Cyclone Phailin
5	Floods
6	Earthquake
7	Twister
Reasons	
1	Climate change
2	Deforestation due to anti-social elements and for development work
3	Excessive use of chemical inputs in agriculture
4	Rise in industries and vehicular traffic
5	Commercial prawn cultivation
6	Rise in population that is putting strain on resources
7	Extreme heat wave is causing climate change induced disasters
8	Erratic rainfall is leading to droughts
9	Concrete houses, use of air conditioners, refrigerators etc is causing increase in temperature
10	Soil erosion is leading to increased silt in river beds and closing river mouths leading to increase in intensity of floods.



Effects on women and children	
1	Disruption in menstrual cycle
2	Adverse effects on pregnant women
3	Lack of water for drinking, washing and cooking
4	Lack of nutritious food
5	Adverse effects on agriculture leading to livelihood loss and consequent poverty and migration
6	Adverse effects on environment and health leading to increases in diseases like cough, colds, fevers, diarrhoea, dysentery, malaria, dengue etc
7	Extreme discomfort due to heat wave
8	Early puberty in adolescent girls
9	Menstrual discomfort during and after disasters
10	Problems in living together in shelters during disasters; lack of food, drinking water, sanitation facilities for women, lack of security
11	Scarcity of fuel wood and other types of fuel during disasters
12	Problem in breastfeeding children during and after disasters
13	Children's education is affected due to disasters
14	Children become bereft of the love and affection of their families during and after disasters



15	Children become psychologically affected during disasters. Mental growth of children is affected.
16	Lack of warm clothing during disasters
17	Leads to problems of communication, particularly for women and children
18	At community level the village assets and infrastructure is severely affected
19	Village customs and festivals get affected
20	Loss of lives, livelihoods and assets disrupts society



What do the participants understand about climate change?

Ms Manorama Pani, Baramundali, Balikuda

- Erratic rainfall affecting agriculture
- Extreme summer heat
- Winter days are less



Ms Madhusmita Jena, Balijori, Balikuda

- Climate change is manmade and is mainly due to deforestation
- It is also caused by excessive use of chemical fertilizers and pesticides
- Use of chemical inputs releases greenhouse gases into the atmosphere and leads to soil infertility and erosion
- The winter is reducing
- We cannot prevent climate change, we have to adapt to it



Ms Parbati Das, Gupti, Gupti GP

- Climate change has reduced seasons to just summer, winter and rainy days
- Erratic rainfall is affecting agriculture
- Deforestation is main contributor to climate change
- The summer heat has increased terribly
- We can adapt by conserving rain water and forestation



Ms Mounabati Behera, Brahmansahi, Rajnagar

- We should all plant trees to protect the environment, reduce CO₂, and prevent soil erosion
- We should return to organic farming to reduce greenhouse gases and improve soil moisture and fertility
- We are advocating at local, block, district and state level



Ms Purnima Bhuyan, Sailendrapur, Rangani GP

- I and my husband have planted 100 “Bara Gachha” (Aswattha trees) as avenue plantation in our area



Ms Manasi Rout, Koilipur, Rajnagar

- We are facing a severe water crisis.
- We need tube well and piped water
- Agriculture has been affected by sudden and severe rainfall
- Even our homestead gardens are affected by erratic rainfall as we do not have access to water for agriculture.



At the end of the day there was a recap of the day’s events by **Mr Pratap Chandra**, Programme Officer, Concern Worldwide.

Thereafter the day ended by a group song on “Paribartan” sung by the Paribartan team.



Day – 2: 19th September 2014

The day started with a very moving song by **Ms Mounabati Behera**. She and **Ms Sasmita Hati** recounted the events of the first day.

The song was an earnest appeal to Lord Jagannath to come to the aid of poor and helpless devotees suffering in the world. It reflected the situation of coastal communities who are sincere devotees of the Lord and find themselves in quandary because of climate change impacts.



Participants explain Project Paribartan



Ms Devi Kalyani Pattnaik congratulated the participants for their sterling performance in the group exercises held in the first day. She said she was extremely happy at the way the participants had enthusiastically taken the programme forward.

She wanted to know what the participants thought about Project Paribartan and how far they had understood its relevance, aims and objectives, the role of women, the activities and the challenges faced.

Ms Madhusmita Jena narrated how the Paribartan team reached her village in early 2011. The people were informed about the aim and objectives of the project. The Sahi Paribartan Committee, Gram Paribartan Committee, and Panchayat Paribartan Committee's were formed. These committees discussed about climate change, its causes and impacts. The local impacts were considered and probable adaptation steps were suggested after the community discussed the effects of erratic rainfall and extreme heat on agriculture, fishery and betel leaf cultivation.



She said the objective of the project is to build resilience of the community to climate change and thereby reduce poverty. The concept of Integrated Rice Fish Culture, homestead gardens, organic inputs, and other climate smart agriculture options were discussed.



Ms Sasmita Hati informed that the objective of the project was community development through climate change adaptation and thereby ensure a reduction in poverty levels. She mentioned how community based institutions were formed and the community members were shown the way to reduce the impacts of climate change through forestation and mangrove plantation, and how to adapt through integrated

agricultural options using organic inputs. She mentioned how women took the lead role in nutrition garden activities and in adopting the fuel efficient stoves. She narrated that women also participated in mass awareness and education programmes and were also fighting the menace of addiction.

Ms Manorama Pani said that climate change adaptation and poverty eradication were the two objectives of the programme. She described the formation of community based institutions, the Community Risk Vulnerability Assessment and the preparation of the Community Contingency Plan, the involvement of Panchayat's and the various pilot options. She appreciated the trainings given on setting up nutrition gardens and preparation of organic fertilizers and pest repellents. She narrated how Task Forces were set up in every village and trained on early warning, search and rescue, first aid, water and sanitation, and shelter management. She also recounted how mock drill programmes are helping community members stay prepared for disasters. The entire exercise helped immensely during Cyclone Phailin, she said.



Ms Mounabati Behera said the project was about adapting to climate change in coastal regions and thereby increasing the resilience of coastal communities. Climate smart livelihood options and activities were designed to minimize losses due to climate change and climate change induced natural disasters and thereby improving the economic status of the people. Losses were also being addressed by resorting to micro-insurance schemes. She said sharing the learning of the programme at state, national and international platforms was very important and women leaders would play a vital role in this.

Devi: Thank you for your inputs. We are always emphasizing on women and children because they are most vulnerable and have inadequate coping mechanism.

Overcoming climate change challenges with leadership skills

Devi: Now we will discuss on climate change adaptation process, what are the challenges, external influences, and how to overcome and address them with leadership skills.

The participants narrated how PRI members and local administration were becoming interested and helping implement the activities.

Ms Sumitra Rout: After disasters we conduct meetings and then through the PRI members we contact the Revenue Inspector for damage assessment. If there is no response we go to the BDO. The women generally take active part in the process.



Devi: During and after disasters the workload on women increases 100 fold. They have no time to even breathe.

Ms Sumitra Rout: The men folk only help in collecting the relief. Then they spend their time playing cards. They also blame us if they are not served well. Sometimes they use abusive language. We fight with justification. When we fight we fight to the last.

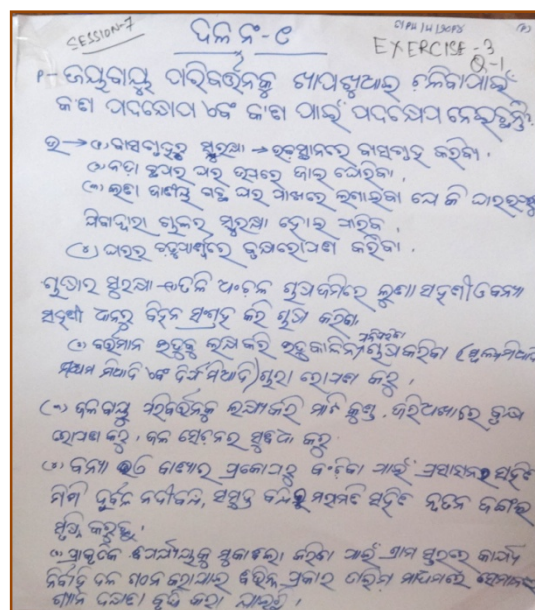
Ms Mounabati: There is a lot of corruption. The health workers take the money that is due to the pregnant mothers. Government services are free but we are charged.

Group Exercise 3

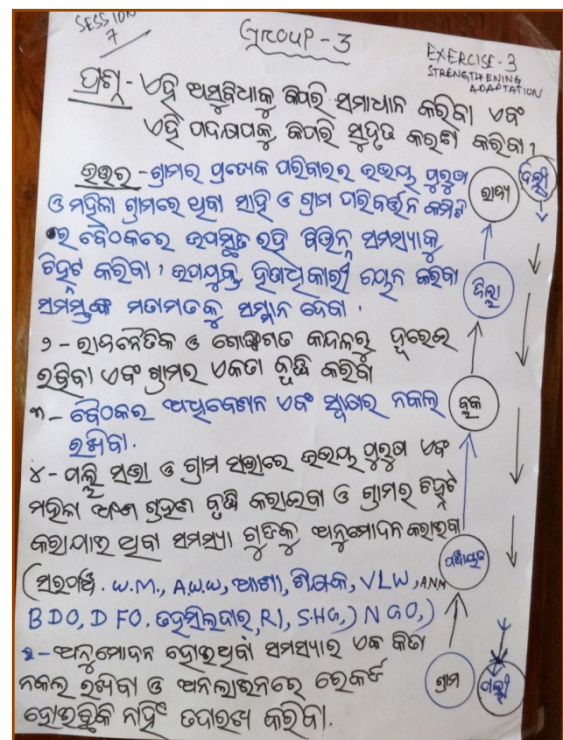
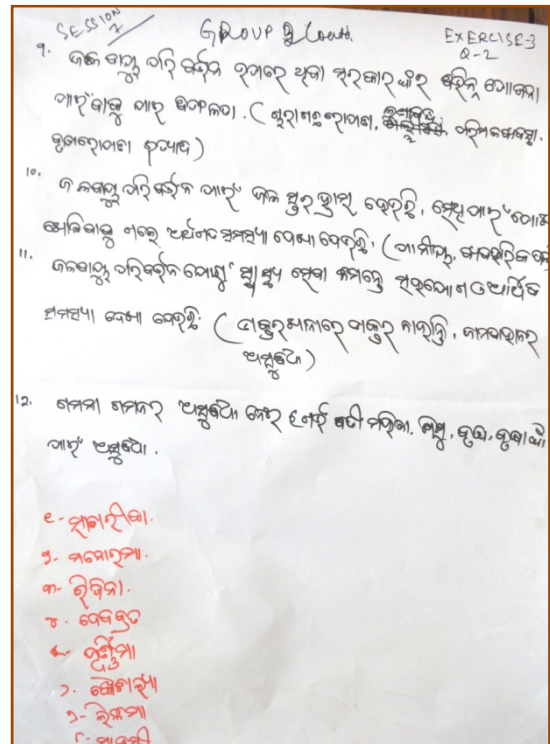
	Group-1	Measures followed in Climate Change Adaptation
	Group-2	What are the challenges faced?
	Group-3	How the challenges can be overcome and process strengthened

Presentations

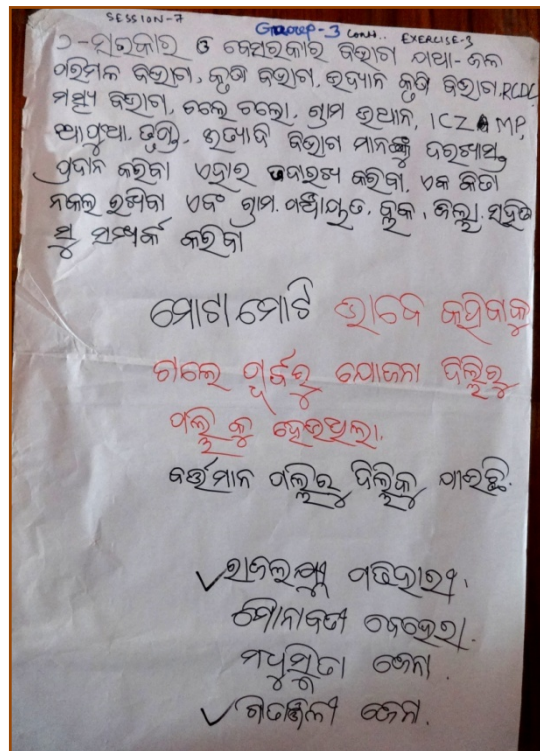
Group – 1 : Adaptation	
1	Constructing houses in high land
2	Have nets over thatched roofs
3	Grow creepers on roofs
4	Have trees around the house
5	Use of saline resistant seeds
6	Changing crops and crop cycle
7	Planting vegetables and tree saplings in pots or polythene bags with provision for



	benefit from CCA-DRR related schemes
10	Low water table involves digging more for ponds and thus spending more
11	Health facilities are in shambles. Doctors not always present
12	Women are under pressure during and after disasters which affects their health
13	Having a drinking water source is a challenge for many
14	Sanitation problems for women. Open defecation after disasters.
15	Sarpanch is not transparent about projects and facilities intended for the village/ villagers
16	Climate change has affected agriculture leading to large scale migration of men folk. This has led to women headed households exposing the female head to exploitation, harassment and increased workload.
Group-3: Strengthening Adaptation	
1	Discussion in SPC/ GPC, identification of issues and solutions by both men and women. Selection of genuine beneficiaries after respecting the opinion of all
2	Ensuring unity among villages and community members on this particular issue by putting aside political and other differences. This networking will increase bargaining power.
3	Keeping minutes of meetings with signatures of all participants
4	Increased participation of all stakeholders in Pallisabha and Gramsabha for discussion on



	GP level consolidated Community Contingency Plan and approval/sanction. (Stakeholders include Sarpanch, Ward Members, AWW, ASHA, VLW, ANM, BDO, DFO, Tahsildar, RI, SHG, NGO representatives, Teachers)
5	Keeping copies of plans, appeals and applications and online tracking of their inclusion and progress
6	All departments, missions, disaster management authorities, NGO's to be tapped and facilities applied for with proper follow up
7	Earlier planning was from Delhi to Palli, now it is from Palli to Delhi





Mr Chintamani Mahapatra, Team Leader, Paribartan: I wish to thank you all for your excellent presentations. While preparing such plans in your localities please ensure women centric adaptation measures. Always keep in mind the impacts of climate change on women and children. Also try to know and record what adaptation measures are already in place. While making any presentation before Panchayats or authorities, please be sure of all the terms you use so that you can explain them when asked to do so. Adaptation is at three levels; individual, family and community. You should be well versed in all three.



Adaptation measures by participants

Devi: Let us go beyond the project and discuss what each of you have done in the above levels

Individual level	Family Level	Community level
I have prepared a chullah with two mouths to save fuel	Chemical inputs had destroyed the fertility of my land. I prepared organic inputs and restored the fertility of my land. This also decreased of	I have created a garden in an abandoned piece of land to grow vegetables, flowers and trees. The land belongs to the local temple. I and a few

	the soil and checked soil erosion.	others were assigned the work of looking after it.
I use cold water, boiled rice water (peja), curd water etc to avoid sunstroke in summer months	I have dug a pond in my backyard	I have planted 100 banyan trees in both sides of our village road to decrease carbon dioxide, provide shade, protection against strong winds, and help birds and small animals.
I collect goat excrement and urine, put it inside a hole and cover it. I can grow papaya and other vegetable trees on it.	I have learnt the technique of placing powdered conch shells near the roots of trees in my backyard for nourishment and keeping pests away. I grow vegetables nearby that are also sustained by this. I also prepare organic manure and pest repellent for my nutrition garden	I provide training to women on NRLM and Truption.
	I am engaged in my family Integrated Rice Fish Culture unit. I am trying to control the salinity of the soil with organic inputs. For pest control I prepare and use a mixture of kerosene and garlic.	I assist pregnant women in reaching nearest health centre. I was a midwife earlier. I refuse to do or assist in abortions.
	I have planted fruit trees and flowering plants in my homestead garden. I prepare and train others to prepare organic inputs.	In our village where drinking water scarcity is very acute we conserve rainwater by placing for sticks, covering it with a clean piece of cloth and collecting the rain water in a container underneath. We put bleaching in the water to use it for long periods. We have dug ponds to conserve water and also do pisciculture. We also do

		<p>agriculture as our husbands have migrated.</p>
	<p>We use coconut coir in plant beds to use less water for irrigating plants and for keeping the soil moist.</p>	<p>During Cyclone Phailin we helped evacuate women, children and elderly to the Redcross shelter and cooked food for them during their stay.</p>
	<p>I have used paddy straw thatching around the walls of my house, grown creepers in the thatched roof, and covered the roof with a plastic net for better protection against rains, cyclones and strong winds</p>	<p>I have helped save lives during Koilipur village fire</p>
	<p>We put paddy straw thatching over our asbestos roof and spray water on it to keep our house cool during summer</p>	
	<p>I rear good breed indigenous cows and feed them with my own home made feed which is very nutritious. Livestock rearing helps us bounce back economically after disasters. I have identified a local creeper that grows well with very little water and acts as livestock and goat feed. We have also devised a way to grow saline resistant pulses that can be consumed by both livestock and humans.</p>	

Qualities of a leader

Joint Exercise – What should be the qualities of a good leader?

Sl	Quality	Sl	Quality	Sl	Quality
1	Have a sense of fairness and good moral values	12	Should be timely and be able to meet guidelines	23	Should be able to lead by example
2	Should have love and affection towards others	13	Should be trustworthy	24	Should identify skills in others and delegate accordingly
3	Should readily help others by moving beyond personal interest	14	Should have a sense of responsibility	25	Should achieve results
4	Should view and treat all equally	15	Should be sympathetic to sufferings of others	26	Should have presence of mind
5	Should be well versed in issues and be able to make everyone understand them	16	Should have a sacrificing nature	27	Should have a positive attitude
6	Can ensure discipline and tackle trouble makers	17	Should know rights and Acts	28	Should be cheerful and smiling
7	Should be educated and knowledgeable to guide others	18	Should have a vision for the future	29	Should not be addicted to anything
8	Should be able to work with a team	19	Should be a good communicator	30	Should be able to articulate the opinions of others in the right platform
9	Should not discriminate	20	Should be able to create second line of leadership	31	Should have organising capacity
10	Should be non-violent	21	Should not be egoistic and proud	32	Should not indulge in politics

11	Should have patience and be fearless	22	Should have the ability to influence others	33	Should be able to travel to faraway places
----	--------------------------------------	----	---	----	--

Devi: Excellent! You have identified 33 qualities! Have you exhibited the above skills at home or at community level? Have you established yourself as a leader? Why do you consider yourself as a leader?



Joint Exercise

Q-1: Why your leadership has been accepted

Q-2: What is the challenge preventing your leadership abilities?

Why I am a leader		Challenges affecting my leadership abilities	
1	Have received training and can train others	1	Lack of educational qualification
2	I always help others and cooperate with them	2	I am alone and cannot devote time
3	I am transparent, tolerant and cannot tolerate corruption	3	Lack of training
4	Have educational qualifications and am trained	4	Due to financial difficulties I have to work and cannot give time
5	Truthful and interested to gain knowledge	5	Lack of education
6	Patience and sacrificing spirit.	6	Not adequately qualified
7	I can make others understand issues. I am the SHG Secretary	7	Household work
8	Can take decisions at home	8	Family difficulties
9	My services during Cyclone Phailin made me a leader	9	Lack of knowledge of Government schemes
10	I have organized 6 SHG's into a Cooperative and am its Secretary	10	I am alone at home
11	I can take responsibility both at home	11	Political and anti-social elements

	and outside		
12	I am a SHG leader	12	Health problem
13	I identify vulnerable families and help them	13	Lack of time
14	Can deliver results with responsibilities	14	Husband does not cooperate
15	Have held post of power and responsibility	15	No challenges
16	I help others and am widely respected	16	Hesitant to speak before others

Devi: You are all potential leaders. Lack of education is not much of a difficulty. Courage and ability to articulate is more important. Family problem is a major challenge. We will help you become better leaders. We can counsel your family members. But after that it is your responsibility.



Ms Sumitra Rout: Initially I took my husband along wherever I went to earn his confidence.



Mr Chintamani Mahapatra, Team Leader, Paribartan: You have identified 33 qualities of leadership. But you all are very clever. You have not included the quality of tackling family pressure. Some of you may have no educational qualifications. But you have 32 other qualities! We have to meet your families, counsel them and earn their confidence. We have to overcome this challenge!

Joint Exercise

Q-1: Within last 5 years please recount an incident where you wanted to do something but could not.

Q-2: What could you do? Mention one incident.

What I could do		What I could not do	
1	During the Cyclone Phailin I had gone from house to house reminding people of their preparedness measures and evacuation and also helped in sending essential materials to the cyclone shelter - Ms Rajalaxmi Padhiary	1	During Cyclone Phailin I could help people with food and medicines. However I could not donate any money.
2	I have helped a lot of people during Phailin – Ms Sumitra Rout	2	I wanted to evacuate my sister-in-law but as roads were drowned I could not do so.
3	I have been able to legally acquire a common land and have created a casuarinas forest on that land for the betterment of the village – Ms Madusmita Jena	3	I have advocated for a Primary Health Centre up to the level of the Collector but that is yet to happen
4	During the Cyclone Phailin of 2013 I have been able to warn the villagers and helped evacuate pregnant and disabled persons – Ms Purnima Bhuyan	4	In the 2011 floods I tried my best to save my pregnant daughter-in-law by taking her to the nearest health centre but she died on the way
5	I was able to motivate some well to do villagers and provide dry food to the needy during the 2011 floods – Ms Kausalya Parida	5	I wanted to provide relief during the 2011 floods but did not have the money
6	During the earthquake of May 2014 I rushed to help other villagers get out of their homes – Ms Sasmita Hati	6	I wanted to help the women of my village during Cyclone Phailin but could not do so as the thatched roof of my own house was blown away and my household belongings scattered around
7	I was able to alert the Task Force members about people stuck in their homes during Cyclone Phailin – Ms Gitanjali Jana	7	During Cyclone Phailin I wanted to evacuate certain disabled persons but could not as they failed to gather courage. However I could alert the Task Force about them
8	As soon as I heard about Cyclone Phailin I warned all the households near me. I was prepared and took dry food,	8	I am always prepared to do my best. Therefore I always succeed in doing

	<p>candles, match stick, torch, essential documents, doctors prescriptions, medicines, jewellery, clothing, and was ready for a 7 days stay in the cyclone shelter. In our family we had two pregnant women and two children. I evacuated them and also took their medicines along. The cyclone disturbed our lives for three days but I tackled it. – Ms Maunabati Behera</p>		<p>things that I intend to do.</p>
9	<p>Keeping climate change in mind I have been able to encourage people to conserve rainwater and have also raised awareness on how to tackle disasters – Ms Nilima Pradhan</p>	9	<p>I had tried my best to have piped water in my village which suffers from acute drinking water problem. However due to bureaucratic bungling and political pressure that did not happen.</p>
10	<p>As my house is close to the sea gusts of wind pose a threat to my thatched mud house. I have been able to take steps to protect my house from wind. – Ms Sabitri Das</p>	10	<p>I do not remember anything that I could not do</p>
11	<p>During a devastating fire in my neighbour's house I saw the livestock trapped inside the cowshed. I risked my life to enter the burning hut and rescued the animals. I got burnt in the process but that did not bother me – Ms Sebatl Mallik</p>	11	<p>I wanted to educate my son beyond matriculation. However during that time a devastating flood (2011) completely destroyed the standing crop in our field. We lost everything and it was difficult for us to get even one meal a day despite working as day labourers. As a result my son had to discontinue his education.</p>
12	<p>Thanks to facilitation by Paribartan team members I have been able to plant improved varieties of paddy seeds in my field to get higher returns. I have also been able to get a house under Indira Awas Yojana. – Ms Manorama Swain</p>	12	<p>Prior to Project Paribartan initiatives I was financially destroyed due to frequent floods and cyclones that severely hampered our returns from agriculture. I could not educate my son.</p>
13	<p>During Cyclone Phailin when I was</p>	13	<p>During the Cyclone an elderly neighbour</p>

	headed towards the cyclone shelter with my elderly in-laws and my small child I noticed a disabled person. I helped him reach the shelter. – Ms Arati Bala Adak		refused to evacuate. I tried my best to convince him but failed. He survived the cyclone, but it still worries me that if he would have been harmed I would have blamed myself for not trying enough
14	Ms Gouri Mahato	14	I wanted to help a person during the cyclone but I could not
15	I was able to evacuate to the shelter with full preparation – Ms Manasi Rout	15	During Cyclone Phailin the water entered my mud chullah. This hampered my cooking for a number of days.

The day ended with a thematic song sung by the participants and Paribartan team members. With a promise to return to the venue on time the next day the participants disbursed. However some of them were seen taking notes from the presentations during the day. It reflected their interest in the proceedings. It was revealed the next day that the participants had discussed on what they had learnt in the two days late into the night.



DAY 3 : 20th September 2014

The day began with a thematic song by Ms Swadhini Behera. This was followed by a recap of the previous day’s proceedings by Ms Mounabati Behera and Ms Sasmita Hati.



Devi: I wish to thank each one of you for taking a proactive role in

this 3 day training programme. I think by this time you have realized that it is we who have to raise ourselves. We must act as much as men do. We must increase our self confidence as per our own capabilities and tendencies. The first thing is that we should be respected in our own families. Then we must go out to the community.



You must take part in all situations previous to, during and after disasters. That is the way you will be accepted and respected by the community.

You have all the leadership qualities. You have to recognize and manifest them. If you have to go and attend meetings and functions outside your village please do so. Your family can take care of itself.



Sumitra: When we come out of the house people ridicule us and call us names. But are we fallen women? No! We are now asserting ourselves. We should ignore such comments and continue on our way. We must not be afraid, feel threatened and return to the four walls of the house. We should have the determination to do what is good for our family and our society.













Devi: If you are hesitant to act alone, go in groups. Organize yourselves to gather courage and reform the society. We create leaders to create groups. Women can create, they can also destroy. They should act judiciously according to the situation.

Joint Exercise

Q: How I can increase my self confidence.

Sl	Name	Photograph	How I can increase my self confidence
1	Manorama Pani		I have the confidence to work for my family and the community at various levels and have done so. If I have knowledge about various schemes of the Government that will increase my self confidence.
2	Kousalya Parida		My state of health undermines my ability and my self confidence. I get tired doing my family chores and have very little time and energy for more.

3	Gitanjali Jana		<p>If I can do things that I think I cannot do then it will increase my self confidence.</p>
4	Sasmita Hati		<p>I have grown in strength from 2002 to 2014. In the year 2002 I did not have the courage to go out of my house. However since then I have done a lot for my family and other women in my village. I have the self confidence to go ahead and do more.</p>
5	Manasi Rout		<p>I will try my best to do more aside from my duty towards my family</p>
6	Sumitra Rout		<p>If I can do something for the people of my block and earn their confidence, that will increase my own self confidence.</p>
7	Gouri Mahato		<p>I have got the self confidence to go forward.</p>

8	Rajalaxmi Padhiary		<p>With increased involvement in the Paribartan project activities I will try to do something substantial for my community and increase their economic status through judicious use of Government schemes and funds. That will increase my self confidence.</p>
9	Nilima Pradhan		<p>In addition to my family responsibilities I will also try to solve the problems facing my community despite challenges on the way. The trainings received by me through project Paribartan regarding tackling disasters of all kinds will be put to use by me to increase my self confidence.</p>
10	Madhusmita Jena		<p>If I can take good care of my family they will help me in my goal to work for the community. The help of my family and my dreams for the society will increase my self confidence.</p>
11	Sabitri Das		<p>We must have faith on each other and work as a team. That will increase our self confidence.</p>
12	Arati Bala Adak		<p>I will use my knowledge that I have gained here to increase my self confidence</p>

13	Sebati Mallik		<p>To increase my self confidence I will take part in all important meetings and training programmes.</p>
14	Mounabati Behera		<p>I am closely associated with Paribartan's aims, objectives and activities. Putting the aims and objectives of the project into work at various levels and observing the positive results has increased my self confidence.</p>
15	Parbati Das		<p>People tend to follow me in my service towards the community members. This and increasing my ability to earn will increase my self confidence.</p>
16	Purnima Bhuyan		<p>I am always working for the betterment of women, particularly those pregnant or sick. That gives me self confidence.</p>

At this point certain leadership games were conducted to break the monotony and refresh the participants. The ideas for the games were provided by **Sambit Sasmal, Programme Manager, Rajnagar Field Office**. The ensuing photographs depict the bonhomie and the playful spirit displayed during the games which taught the participants about leadership.



Health & hygiene of women in the context of CCA-DRR

A ladies only session was conducted to know the various problems faced by women during disasters. Menstruation and menstrual problems faced by women during disasters emerged as the biggest problem. The other problems were related to pregnant women or breastfeeding women just after childbirth and living with men in shelters. It emerged that not only during disasters, even in ordinary times menstrual hygiene was generally not followed. Adolescent girls do not know how to take care of themselves during such periods. This has a detrimental effect on their health. The participants said that the female ASHA workers could be of help.



Advocacy in the context of CCA-DRR issues

In this session the role of the Task Force in addressing women and children's issues in its operations was discussed. The participants were informed how they could take the help of PHC's in tackling their health problems. The problems of food and nutrition needs during and after disasters came up. How compensation could be claimed after disasters was discussed. Then the important issue of loss of livelihood and how it could be tackled was suggested to the participants.



Chintamani Mahapatra: You have to get together, identify the problems and losses, seek the sources of help, and then approach PRI members, local leaders, NGO's and local officials. The following steps were suggested;

- ✓ Organize women in your areas
- ✓ Increase leadership abilities in your groups
- ✓ Discuss with Sarpanch, other PRI members, and Ward members
- ✓ Go to officials at the block level, meet BDO and Zilla Parishad
- ✓ You have to place your issues before them and influence them to get the work done



Joint Exercise - Advocacy

Issue Identified: Water and sanitation issue at village level

A small theatre was staged among the participants as to how the problem of sanitation could be tackled. The women were asked to organize themselves, identify the issue and then approach both the Sarpanch and the BDO to advocate for their cause.

Process followed;

- Organized a group meeting
- Held discussions and identified the issue
- Consulted Paribartan representative
- Wrote an application and sent to BDO after keeping a copy
- Approached Panchayat Office, received no proper response
- Approached BDO with a copy of the letter
- After a lot of persuasion the BDO promised to solve the issue within 6 days



The Group Meeting



With the "Sarpanch" at the "Panchayat Office"



With the BDO - at his Office

The participants narrated how they were “harassed” at both the Offices while Contractors and others paying bribes were given preferential treatment.

Chintamani Mahapatra: Thank you for putting up such a sterling performance. You must first be well prepared and well versed in all aspects of the issue, delegate responsibility and authority, and carry the required documents with you. It is not the purpose to create a ruckus at what is going on in the office and argue unnecessarily. You must concentrate on your objective, remain serious and cool and objectively plead your case. Do not get disturbed by other things that may be happening around you. Do not become involved in anyone else’s matter or quarrel while arguing for your case, maintain discipline. Do not speak as a group. Identify one or two people who will argue your case. Be coherent and provide full details while requesting for cooperation and action.

You were asked to come after 6 days by the BDO. Make it a point to follow up after that period. Remind the authorities again. Be persistent till the problem is solved to your and the groups satisfaction.

Making a plan for the future

Chintamani: After you go back to your villages you will teach others what you have been taught here. You are the leaders. What will you tell them? How will you take them forward? What issues will you discuss? What problems will you identify?

Joint Exercise

Sl	Issues Identified
1	Water and sanitation. Stopping open defecation. Non availability of drinking water and taking steps to solve the problem. Water conservation and its judicious use.
2	Security in shelters with provisions for taking care of pregnant women, breastfeeding mothers and adolescent girls. Facilities in temporary shelters for those who cannot reach or be accommodated in cyclone shelters.
3	Inspiring women to develop nutrition gardens using organic inputs.
4	Homestead and avenue plantation using organic inputs.
5	Capacity building and training of women with the help of inputs from this training programme. Building leadership abilities by teaching leadership skills.
6	Disaster preparedness and role of women at HH and community level.
7	Networking and linkages with social security schemes for vulnerable; women, children, elderly and disabled.

Feedback!

The participants were very enthusiastic in providing feedback. The overall feedback was that the training programme had been very useful in discussing crucial issues like gender, women's rights, responsibilities and leadership qualities and skills. Placing crucial issues relating to women and children in the context of CCA-DRR was appreciated. The participants felt that their confidence level has been boosted and they are ready to tackle community problems after organizing into groups. The simple and lucid manner in which the training programme was conducted in the Oriya language was praised. The participants were happy that the leaders had gathered together from different areas and had bonded together.

After this session a documentary film on Paribartan programme being implemented in both India and Bangladesh was shown.

The three day old training programme ended with a vote of thanks by **Ms Basundhara Tripathy, Programme Manager, Balikuda** on behalf of Paribartan team and **Ms Mounabati** on behalf of the participants. The trainer **Ms Devi Kalyani Pattnaik** was profusely praised by all for her patience, knowledge, and her ability to communicate and connect with the participants. She too reciprocated by thanking the participants for their cooperation.

