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Kadam Badhate Chalo (KBC) – *A Youth-led Initiative*

Consolidated Report of Sport-based Interventions in KBC 2.0

By Pro Sport Development



KBC delivered in partnership with



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Project Brief

Pro Sport Development (PSD), in collaboration with Society for Participatory Research in Asia (PRIA) and Martha Farrell Foundation (MFF), has been aiding in the delivery of the Kadam Badhate Chalo (KBC) program since January 2016. Specifically, PSD has been implementing sports-based interventions with the youth groups part of KBC, in order for the program to achieve its objectives more effectively. From January 2016 to June 2017, PSD worked on the first round of the KBC program (KBC 1.0) across 12 locations in India. KBC 1.0 was split into three phases. From January 2016 to December 2016, PSD worked on Phase 1 of the program. In this Phase, PSD developed and implemented a 3-day sports camp which utilized a specially designed sports-based curriculum to ensure equal participation of girls and boys in all activities and teach the youth group the core values of sport, including communication, teamwork and leadership, skills which would aid them in their roles within and beyond the KBC program. The sports camps, held across 12 KBC locations and delivered to 1,087 youth (525 girls and 562 boys), were able to achieve the following objectives:

- Overcome inhibition among youth groups, especially between boys and girls.
- Boys and girls feel comfortable interacting in public spaces.
- Boys and girls are able to plan and do activities together.
- Boys and girls make each other accountable in the group.
- Build a lasting bond between the core group of youth.

From January 2017 to June 2017, PSD, with support from PRIA and in collaboration with MFF, undertook the mandate of utilizing sports interventions within Phase 2 and Phase 3 of the KBC program, to assist in achieving the following objectives:



- Youth core groups demonstrate their new understanding and their personal change to relevant publics.

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- Boys and girls plan and implement public events together in their communities, schools and other public places.
- Boys and girls that were part of the youth groups mobilise other local youth to join such public events.
- Youth core group campaign on Violence Against Women (VAW) in public spheres.
- Participatory Safety Audit data is shared with the wider community as well as other youth, to start recognizing VAW and taking measures to curb the same.
- Boys and girls that were part of youth core group take ownership and leadership of the KBC program to drive forward its objectives.

From January 2017 to March 2017, PSD developed and implemented the Sports Leadership Workshop across 10 KBC locations to a total of 345 youth (179 girls and 166 boys). The Sports Leadership Workshop provided the youth with the requisite skills, confidence and self-belief to become leaders, by training them to conduct sports activities. The workshop emphasized learning how to plan and organize sports activities, communicate effectively while delivering sports activities, learn and implement various steps while delivering sports activities, recognize the important roles played by sports coaches and youth leaders, as well as understand how to utilize sports activities to convey significant messages, especially about gender. The workshop allowed the youth to learn these various skills, which would help them to recognize and showcase their leadership skills, in any field of their choice – sports was only a medium by which to teach these skills.



In Phase 3 of the KBC program, from April 2017 to June 2017, youth leaders from all the KBC locations were encouraged to plan, organize and implement public events of their choice (including sports) to spread messages about gender and equality that they had learnt through the

program to others in their communities, but also to identify future youth leaders to join the movement.

From April 2017 to June 2017, PSD supported a total of 35 youth leaders (54% female) to conduct 10 sports events across 5 locations and 3 states in India, to a total of 363 community participants, of which 58% were female. Phase 3 marked the end of the first round of KBC.

Kadam Badhate Chalo 2.0

From July 2017 till March 2018, PSD aided in the delivery of the second iteration of Kadam Badhate Chalo, KBC 2.0, by implementing sports-based interventions to various youth across different KBC locations. KBC 2.0 saw a change in the way the program was run, based on the lessons learned during KBC 1.0, while retaining the overall objectives elaborated above. Both the style of delivery of the program changed, as well as some of the individual modules, including a new Gender Through Sports module, designed by PSD in collaboration with MFF and PRIA. The period from July 2017 to September 2017 saw the first Freedom to Play camps (adapted from the sports camps from Phase 1 of KBC 1.0) and the first Gender Through Sports workshop conducted. From October 2017 to December 2017, further locations were added and the first Sports Leadership workshop of KBC 2.0 was conducted, the module for which has remained unchanged from KBC 1.0. Then, between January and March 2018, the sports-based workshops for KBC 2.0 were completed and the youth groups have progressed through the other activities of KBC, such as the Participatory Safety Audit (PSA).

Activities Undertaken

Development of the Gender Through Sports and Freedom to Play modules

For the second phase of the program, KBC was restructured, with modules being added or adjusted. The sports camps of Phase 1 were refined to create the Freedom to Play (F2P) module, while an entirely new module, Understanding Gender Through Sports, was developed. PSD developed the Freedom to Play (F2P) sports camp module to be utilized at the beginning of the program in each location, as a way to get girls and boys playing together and introduce them to the ideas behind the program, in the hope that, at the end of the F2P sports camp, they would nominate themselves to become members of KBC. The following changes were made to the sports camp module from Phase 1 to create the F2P:

- The structure was changed so that the games were split into ‘ice-breaker games’, designed to get boys and girls comfortable playing with each other, and ‘main games’, designed to provide messages to youth about teamwork, leadership, communication and equality, while enjoying sporting/ physical activity.
- The camp ended with participants encouraged to fill out nomination forms in order to become part of the KBC core group.

In the structure of KBC 2.0, the new Understanding Gender Through Sports module was designed to be implemented as a 3-day workshop, to take place after selecting the youth groups at each location via the nomination process of the F2P module. The Gender through Sports module introduces notions of gender stereotyping and discrimination to the youth groups. It is based on the



gender and sports module that was piloted in a number of locations in KBC 1.0, including Kalimpong, Siliguri and Raipur, and was designed as a collaborative effort between PSD, PRIA and MFF. An example from the module is shown on the next page.

KBC 2.0 Sports Activity Report

Through specially designed sporting activities, films and debriefing sessions conducted by sports trainers from PSD and gender trainers from PRIA and MFF, the workshop encourages the participants to understand and reflect on the effects of gender stereotypes and gendered relations in their everyday lives. It generates a dialogue between the male and female participants in order to encourage them to better understand one another and each other's lived experiences with gender discrimination.

Session 3: Gender Discrimination & Stereotypes

Ghar Lao Ball																																									
Learning Outcomes:	Understanding the stereotypes that exist when it comes to gender and employment																																								
Participants:	Teams of 8 to 12 youth per team																																								
Equipment Needs:	20 Tennis Balls with names of Jobs written onto them using Pen, Tape and Paper; Cones to mark our circles or Hoops																																								
Set Up:	<ul style="list-style-type: none"> Split the youth into two teams and get them to choose a team name. E.g. Tiger and Dragon. Team Tiger stands in a straight line, the first child has a tennis ball and is the thrower. Team Dragon spreads out in the playing area. Each tennis ball will have a different job taped onto it. The jobs will include any from the following list: <table border="1" style="width: 100%; text-align: center;"> <tr> <td>Dentist</td> <td>Teacher</td> <td>Hair dresser</td> <td>Writer</td> <td>Priest</td> </tr> <tr> <td>Doctor</td> <td>Beautician</td> <td>Road builder</td> <td>Artist</td> <td>Sweeper</td> </tr> <tr> <td>Engineer</td> <td>Politician</td> <td>Snake Charmer</td> <td>Barber</td> <td>Judge</td> </tr> <tr> <td>Secretary</td> <td>Homemaker</td> <td>Mobile Repairer</td> <td>Butcher</td> <td>Farmer</td> </tr> <tr> <td>Army</td> <td>Driver</td> <td>Construction Worker</td> <td>Cook</td> <td>Model</td> </tr> <tr> <td>Shopkeeper</td> <td>Plumber</td> <td>Dress Designer</td> <td>Electrician</td> <td>Mechanic</td> </tr> <tr> <td>Nurse</td> <td>Social Worker</td> <td>Security Guard</td> <td>Painter</td> <td>Pilot</td> </tr> <tr> <td>Tailor</td> <td>Cobbler</td> <td>Truck Driver</td> <td>Painter</td> <td>Welder</td> </tr> </table> <p style="text-align: center;">(Refer to Image 1)</p>	Dentist	Teacher	Hair dresser	Writer	Priest	Doctor	Beautician	Road builder	Artist	Sweeper	Engineer	Politician	Snake Charmer	Barber	Judge	Secretary	Homemaker	Mobile Repairer	Butcher	Farmer	Army	Driver	Construction Worker	Cook	Model	Shopkeeper	Plumber	Dress Designer	Electrician	Mechanic	Nurse	Social Worker	Security Guard	Painter	Pilot	Tailor	Cobbler	Truck Driver	Painter	Welder
Dentist	Teacher	Hair dresser	Writer	Priest																																					
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Nurse	Social Worker	Security Guard	Painter	Pilot																																					
Tailor	Cobbler	Truck Driver	Painter	Welder																																					
Steps:	<ul style="list-style-type: none"> The thrower from Team Tiger has to throw the ball and run round his/her own team 3 times. (Photo 1) This has to be done before Team Dragon can collect the ball, line up in a straight line and pass the ball through each of the participants' legs (or overhead). (Photo 2) As soon as the ball reaches the back of the line, the last participant in Team Dragon holds the ball up in the air. Whichever team complete their task first gains a point. The youth at the end of the line who has the ball must then read the job written on the ball and place it into one of the three hoops depending on whether they feel the job is for Females, Males or both genders. After everyone in Team Tiger has thrown the ball, the teams swap over. Whoever has the highest amount of points at the end of the game is the winning team. 																																								

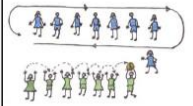


Image 1



Photo 1



Photo 2

Testing of the Gender Through Sports module

Following the development of the Understanding Gender Through Sports module, it was tested before its use in KBC 2.0. Two trial workshops were organized, in Sonapat, Haryana and in Aya Nagar, Delhi. The trial workshop in Sonapat involved inviting back participants from KBC 1.0 to implement the activities and debriefing sessions with them, drawing out any lessons and identifying potential problems with the module.



Delivery of the Modules

KBC 2.0 modules were delivered in 9 locations across 7 states of India. PSD staff were responsible for conducting the F2P sports camps, the Gender Through Sports workshop (along with a PRIA or MFF gender trainer) and the Sports Leadership workshop. See below for a summary of the camps and workshops conducted by PSD during KBC 2.0, followed by a summary of participant numbers at each camp/workshop.

Freedom to Play (F2P)

F2P sports camps were held at the following locations on the following dates:

- Panna, Madhya Pradesh – September 21st to 23rd, 2017
- Sehore, Madhya Pradesh – September 25th to 26th, 2017
- Sonipat/Panipat, Haryana – October 26th and 28th, 2017
- Siliguri, West Bengal – December 9th to 11th, 2017
- Bhubaneswar, Odisha – December 10th and 13th, 2017
- Bhachau, Gujarat – December 19th to 21st, 2017

In Raipur, Chhattisgarh, the F2P camps were conducted by the local partner, PRIA-Raipur, on September 22nd and 23rd. In Japla, KBC 2.0 began with the Gender Through Sports workshop as the local partner was ready to begin the program while the F2P module was still being refined.

Gender Through Sports

The Understanding Gender Through Sports workshops were held at the following locations on the following dates:

- Japla, Jharkhand – September 15th and 16th, 2017
- Raipur, Chhattisgarh – October 13th and 14th, 2017
- Bhubaneswar, Odisha – November 15th and 16th, 2017
- Sehore, Madhya Pradesh – November 23rd to 25th, 2017
- Bhachau, Gujarat – December 23rd to 25th, 2017
- Panna, Madhya Pradesh - January 17th to 19th, 2018
- Siliguri, West Bengal - January 31st to February 2nd, 2018

Sports Leadership

The Sports Leadership workshops were held at the following locations on the following dates:

- Raipur, Chhattisgarh – December 4th to 6th, 2017
- Japla, Jharkhand - January 11th to 13th, 2018
- Siliguri, West Bengal - February 5th to 7th, 2018
- Bhubaneswar, Odisha - February 15th to 16th, 2018



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	Total Participants	Female	Male
Japla, Jharkhand <i>Gender Through Sports</i>	91	42	49
Panna, Madhya Pradesh <i>Freedom to Play</i>	171	80	91
Sehore, Madhya Pradesh <i>Freedom to Play</i>	92	66	26
Raipur, Chhattisgarh <i>Gender Through Sports</i>	56	35	21
Sonipat/Panipat, Haryana <i>Freedom to Play</i>	58	32	26
Siliguri, West Bengal <i>Freedom to Play</i>	221	178	43
Bhubaneswar, Odisha <i>Freedom to Play</i>	144	65	79
Bhubaneswar, Odisha <i>Gender Through Sports</i>	26	16	10
Sehore, Madhya Pradesh <i>Gender Through Sports</i>	63	49	14
Raipur, Chhattisgarh <i>Sports Leadership</i>	49	32	17
Bhachau, Gujarat <i>Freedom to Play</i>	153	54	99
Bhachau, Gujarat <i>Gender Through Sports</i>	27	13	14
Japla, Jharkhand <i>Sports Leadership</i>	37	37	0
Panna, Madhya Pradesh <i>Gender Through Sports</i>	25	8	17
Siliguri, West Bengal <i>Gender Through Sports</i>	31	17	14
Siliguri, West Bengal <i>Sports Leadership</i>	40	26	14
Bhubaneswar, Odisha <i>Sports Leadership</i>	21	16	5
OVERALL	1305	766	539

Participatory Safety Assessment Workshop

On the 19th and 20th of February, 2018 PSD staff participated in and documented a training workshop on how to conduct a Participatory Safety Assessment (PSA), one of the key activities of KBC. The workshop was conducted in Lucknow and was also attended by KBC youth from the first and second phases of the program, as well as local KBC partners. The workshop featured presentations on previous PSAs undertaken, discussions about the methodology and purpose of the PSAs and a series of practical sessions in which the participants undertook their own PSA transect walks and mapping exercises around Lucknow to practice conducting a PSA. A selection of photographs from the workshop are included below.



Documentation

Throughout the year, PSD was responsible for documenting KBC activities, on social media, through reports, case studies, online articles and blogs and through videos. Below is a recap of the documentation of the KBC program throughout the year:

Social Media

- PSD posted regular social media updates both during and after the KBC activities in each location, usually posting once per day during camps and workshops.
- In addition, PSD provided information to Yellow Brick Road for MFF social media updates at each workshop.

Reports

- PSD prepared a report on each KBC camp or workshop they were involved in.
- In total during the year, 19 reports were prepared and shared with various stakeholders.

Case Studies

- 5 written case studies were completed on youth from various locations throughout KBC 2.0. All were shared with stakeholders and those suitable for social media (ie, not containing sensitive or compromising information) were posted on PSD's Facebook and Twitter accounts. See below for links to each case study:
 - [Pooja Parmar](#) – Sehore, Madhya Pradesh
 - [Nupan Bishwakarma](#) – Siliguri, West Bengal
 - [Nikita Saha](#) – Siliguri, West Bengal
 - [Divya Banjare](#) – Raipur, Chhattisgarh
 - [Tushant Kumar Nishad](#) – Raipur, Chhattisgarh
- Furthermore, the KBC reports began including mini-case studies in the second half of KBC 2.0, consisting of individual stories deemed interesting or impactful but which were not long enough for a full case study.

Videos

- Throughout KBC 2.0, PSD created several KBC videos. These were either videos showcasing a workshop/event or video interviews. Please see below for a list of videos compiled during the year, all of which were shared on social media.
 - [Gender Through Sports workshop](#)
 - [Ashutosh Sharma - Raipur, Chhattisgarh](#)
 - [Divya Banjare - Raipur, Chhattisgarh](#)
 - [Sagarika Das - Bhubaneswar, Odisha](#)
 - [Aarthi Kumari - Japla, Jharkhand](#)
 - [Deeksha Kumari - Japla, Jharkhand](#)

Articles & Blogs

- Throughout KBC 2.0, PSD published a number of articles on various online publications, notably Youth Ki Awaaz and The International Platform for Sport and Development. PSD also wrote a series of blog posts on the Martha Farrell Foundation website. See below for links to all blogs and articles:
 - [KBC youth leaders organise sports activities for communities](#)
 - [खेलों द्वारा लड़के लड़कियों की सोच में बदलाव](#)
 - [KBC 2.0 - Building youth leaders through sports](#)
 - [Second round of Kadam Badhate Chalo initiates programmes in three states](#)
 - [My Journey on KBC](#)
 - [Bridging the Gender Gap Through Sports](#)
 - [At A Sports Workshop In Bhachau, I Saw A Conflict Between Tradition And Equality](#)
 - [Error: Access Denied](#)
 - [What an Internship taught me about Inequality and Caste Discrimination in India](#)

Impact and Learnings

Freedom to Play

The impact of the *Freedom to Play* camps during the year varied considerably from location to location. When the PSD trainers were able to implement the camps as designed, they achieved their aim of getting male and female participants more comfortable playing together, introducing them to gender equality and encouraging participants to sign up to KBC. However, there were often external factors hindering the implementation and impact of the camps.

The first camps were in Panna, Madhya Pradesh, in which the impact of the five camps was mixed, because two of the camps were cut short due to time constraints or lack of participants. The key learning outcomes for future camps were:



- The need for indoor spaces arranged before the start of the camp at each location, in case severe weather prevents the games being played outdoors.
- During planning, the need to account for the time taken to transport the trainers to separate locations, especially if those locations are far apart.

The following quote was given by Neha Yadav, a 17-year-old female from Gehra Kunjvan, in her nomination form: *“Through these games I learnt that there is no difference between girls and boys and by meeting shoulder to shoulder a woman can do the same work as men. I liked playing with these boys because they didn't discriminate against me.”*



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The next location, Sehore, had much the same impact as in Panna, encouraging the two genders to play together while also instilling sporting values. Given a large part of the camp revolved around the importance of communication, particularly between genders, it was encouraging to hear quotes from participants such as 16-year-old male Rahul Barela, who said, *“We should listen to girls too, because if the two-way communication doesn’t happen there will be no proper understanding between us which will lead to problems between boys and girls.”*

However, as with Panna, there were lessons from Sehore for future camps on the need for much more prior planning before the camps, as two of the four planned camps were called off due to a lack of preparation, such as finding a place for the camps to take place and informing potential participants about the camp.



Following the implementation of the F2P camps in Panna and Sehore, PSD assessed the learnings from the activities and

resolved to implement the following changes to the F2P module for subsequent camps:

- More indoor games were added in order for the camp to continue to run smoothly in case extreme weather made playing outdoors impossible.
- There were changes made to the KBC nomination form, adding basic detail questions for all of the nominees, such as name, age, gender and village, so that the trainers did not have to spend time gathering that information themselves. Moreover, some of the questions were changed slightly to allow youth to understand them more easily.



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Siliguri, West Bengal was very successful, although at 3 of the 5 camps there were only female participants because they were held in girls-only high schools. The final two camps, held with a mix of genders, were very successful, combining lessons on gender equality with discussion of sporting values such as communication, leadership and teamwork. Reflecting on the camp, 15-year-old female Binita Chettri, said, *“I felt shy to group up with boys first, but after we joined them the game seemed much more exciting. After Ball Ke Daud none of us were hesitant. I think we can play with boys again.”*

The F2P camps in Bhachau were beset by considerable problems, largely stemming from a highly patriarchal culture that often forbids even basic communication between males and females. None of the camps had the desired impact, as the trainers found it very hard to form a dialogue about gender issues in the face of such deep-rooted cultural practices.

By contrast, the 3 F2P camps in Bhubaneswar,



Odisha, were very well received, with a good mix of male and female participants and active participation in all of the games. However, the age range was still not quite ideal, as many participants were below 15 years old and therefore not within the desired age range of 15 to 25 years old. Another key lesson was that the camps that were conducted by one coach alone went far less smoothly than the camp conducted by the two coaches together.

Gender Through Sports

The first Gender Through Sports workshop was in Japla, Jharkhand, where it was well-received despite the youth not having been through the F2P sports camp, which meant it took time for the participants to get used to playing and interacting with the opposite gender. This comfort in interacting with the opposite gender was summed up by Manisha Kumari, a 20-year old female participant, who said, “*We never*

spoke to boys before, and sitting alongside them is a thing which we had never thought of. But now it’s different. By playing the games we all came together, we came to know each other. The games helped me to get over my hesitation.” However, there was a clear improvement in the



participants attitude and opinions towards issues of gender equality by the end of the workshop.

Aside from Japla, the Gender Through Sports workshops tended to run much more smoothly and had a much greater impact than the F2P camps, possibly due to everyone involved understanding what is required having already gone through the camps. As with the F2P camps, the impact varied based on the age range of the participants, with workshops delivered to participants aged 16 years or older having a greater impact than those delivered to younger participants.



The workshop in Raipur, Chhattisgarh, was hugely successful, despite delays that caused several games from the module to be dropped. The youth participated actively in both the games and discussions and the workshop seemed to have a significant impact on many of them, such as 17-

year-old female participant Ranjana Mirza, who said, “*It was a completely different experience, talking to everyone about how we feel. I felt both surprised and happy when the boys were supporting us and talking about women’s rights.*” The main lesson taken from the workshop was that it needed to be extended to 3 days in order to implement all of the activities, given that there are inevitably delays and timing issues. (*Till the Raipur workshop, the Gender Through Sports workshop was designed over 2-days only*)

This innovation was planned for the next workshop, in Bhubaneswar, Odisha, but could not be



implemented because delays in implementing the F2P camps meant the first day of the Gender Through Sports workshop was cancelled and the workshop had to be implemented on just 2 days. The camp was moderately successful, although rain forced it indoors. This robbed the workshop of some of its impact, which was also lessened by the language barrier, because many of the youth were not comfortable expressing themselves in Hindi. The lower age of the participants - many were less than 15 years old – combined

with the language barrier, meant discussions were not particularly active.

The next workshop, in Sehore, Madhya Pradesh, was one of the most impactful of the Gender Through Sports workshops during the year. It was conducted over three days, which gave plenty of time for the trainers to implement the activities and hold discussions. The age group was ideal, with many participants being 17 or 18 years old. The discussions were open and delved deeply into gender-related issues, even discussing menstruation, which is



commonly regarded as a highly taboo topic of discussion.

Unfortunately, the next workshop, in Bhachau, had much less impact. Only 30 youth attended and those who did attend were mostly less than 15 years old and seemed not to understand or care about the issues being discussed. Some of the participants did appreciate the workshop and some approached the KBC trainers separately to discuss gender issues, but as a group there was clear resistance to the program, given the deeply conservative and patriarchal culture in Bhachau.

The final two Gender Through Sports workshops were highly effective, showcasing just how successful the KBC program can be when implemented efficiently. At both locations, Siliguri



and Panna, the youth group were of the ideal age range for KBC – mostly between 15 and 20 years old – and were therefore old enough to understand the issues discussed but not too old to be closed to new ideas. Therefore, discussions around issues such as gender stereotypes were highly effective, as shown by a comment from 15-year-old female

participant Deepa Roy, from Siliguri, who said, *“It is the first time me and my friends learned about stereotypes, we always thought that it is a process of life of a woman to be objectified and stereotyped.”*

Talking about the impact of the workshop in Panna, 17-year-old male participant Neeraj Ashirwar said, *“I learned a lot here; I learned that not only women but also men must share the responsibilities of household work. Not just men should earn but women should also be given freedom to go out and earn money. And giving freedom to a girl to study is very important.”*

The following page shows a collection of pictures taken during the screening of Dastak during the Panna Gender Through Sports workshop, showing the deep impact it had on the participants.

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Sports Leadership

There were only 4 Sports Leadership workshops held during the year, and their impact was mixed. The first, in Raipur, was very successful. There were many strong leadership candidates among the youth and the workshop was clearly an enjoyable learning experience for the



participants. 16-year-old female participant, Muskan Kol said: *“In three days we learned a lot from coaches, and we became leaders and taught others. That feeling after we became leaders was great. Initially when we started to play with opposite*

gender we were very hesitant, but gradually that hesitation was gone, I liked it very much.”

However, the next workshop, in Japla, Jharkhand, was nearly cancelled due to the actions of an armed group of men who threatened the KBC local partner in Japla with violence if the workshop went ahead. In the end it was conducted only with girls, most of whom had not attended the Gender Through Sports workshop, which significantly lessened its impact. However, throughout the 3 days of the workshop, the girls grew in confidence and the activities did eventually have some impact. In the

words of 17-year-old Kiran Kumari, *“I didn’t know that sports can help people in so many ways. I’ve learned that growth is possible through sports. I’ve been coming here for the past 3 days and learned a lot about how sports can be used to fight against existing social evils in the society”*



The next Sports Leadership Workshop, in Siliguri, had a much more positive impact. The success of the workshop was in part due to the

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great group of youth gathered at the location, in part due the prior planning of the local partner, CINI, but also because the Sports Leadership Workshop happened soon after the Gender Through Sports workshop, which allowed a level of continuity not common to the KBC workshops. The level of success with regards to the workshop could be seen in the way youth rigorously planned and executed their own sessions during the practical Test of Understanding and their enthusiasm throughout the workshop.

Talking about their experience of the whole workshop, 15-year-old female participant Panchami Roy said, *“This workshop has been a great experience. We had learned a lot about gender in the previous workshop and now we have learned about delivering games and leadership. We will definitely take these games into our schools and communities and conduct these and talk about gender whenever possible.”*

The final workshop of the year, in Bhubaneswar, Odisha was moderately impactful despite numerous setbacks before the start of the workshop. The workshop was shortened to 2 days,



suffered from a low turnout and most of the youth had not participated in the Gender Through Sports workshop. Despite these problems, the youth seemed to embrace the workshop. The practical tests of understanding on

the final afternoon of the workshop showed that most of the youth had taken on board the lessons from the workshop; not just the lessons of how to deliver games, but lessons on communication and working as a team. Not only that, but there was a visible increase in confidence from the whole group in just two days.

Overall Impact and Learnings

Overall, the impact from KBC activities conducted by PSD during the year could have been much better. In many locations the impact was reduced by forces outside of the control of PSD, such as cultural barriers and resistance from the community in Bhachau and Japla or poor planning and organisation in Bhubaneswar.

However, the activities conducted in Siliguri and Raipur and, to a slightly lesser extent, in Panna and Sehore, were highly impactful, with Siliguri in particular serving as a model in how to conduct a successful Kadam Badhate Chalo campaign.

Even when external forces prevented the workshops from having the ideal impact, they still had some positive effects on the youth, such as in Japla where the all-female group visibly grew in confidence, or in Bhubaneswar where the group embraced the Sports Leadership workshop despite most of them not having solid experience of the KBC campaign up until that point. This shows that the content of the workshop modules is effective and can have significant impact if the method and organisation behind the delivery of the modules can be perfected.

Many of the learnings relate to specific challenges and have been summarised in the following section. However, below are some of the learnings generated by the camps and workshops during the year:

- Conducting the Gender Through Sports workshop closely after the Freedom to Play camps proved highly effective as the youth remained highly engaged. Furthermore, the success of Siliguri, where the Sports Leadership workshop was conducted not long after the Gender Through Sports workshop, shows the value of conducting all KBC activities in a short space of time. By contrast, locations where there were lengthy delays between activities saw more youth dropouts and less engaged participants.
- While the Gender Through Sports Workshop was increased in length to 3 days, the evidence from the Sports Leadership workshops is they should also be lengthened, to 4 days, or the content of the workshops should be reduced. Currently it is unrealistic to expect 6+ hours of material to be delivered to the youth on each day – it didn't happen at any location.

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- The ideal age range, based on the camps and workshops conducted during the year, was of participants between 16 to 19 years old. Younger participants seemed to find it harder to grasp the complex topics in the Gender Through Sports workshop.
- The local partners were often poor in their planning, organisation and engagement with the youth. It would be better in the future to look for smaller organisations to partner with, because they will devote more effort to fulfilling their obligations as compared to larger organisations. Moreover, partnering with organisations who are more youthful themselves, and have a track record of working with youth will ensure better engagement with the KBC program.
- Maintaining the core youth group as much as possible throughout the process should be the main focus of efforts to improve Kadam Badhate Chalo. In many locations, the composition of the main group changed considerably as youth dropped out and others joined. However, this significantly lessens the impact. Therefore, more effort should be devoted to identifying youth at the start that are wholly committed to the program and making sure other stakeholders (parents, teachers, other community members) are aware of what the whole KBC program entails and are willing to let the youth participate throughout the program.

Challenges

In this section, the most common challenges have been listed, along with what was done to mitigate them and ways forward.

- Planning & Organisation
 - This was the major challenge throughout the year, as failures of planning and organisation, both from the local partners and from implementing organisations, led to numerous delays, problems, last-minute quick fixes and poor outcomes.
 - Planning failures from local partners were numerous and included:
 - Not identifying the requisite number of schools with the requisite number of age-appropriate participants.
 - Not informing schools in advance about KBC or keeping schools/youth leaders informed about ongoing KBC activities.
 - Scheduling KBC activities on unrealistic dates (such as on well-known festivals or over exam periods).
 - Failing to organise adequate locations, leading to playing areas that were too small, no indoor spaces available or the chosen location was too far away for the youth group to reach.
 - On the side of PSD, PRIA and MFF, better communication was needed with the local partners to make it clear what we needed and pushing them to make sure it was done.
 - However, in the future, as activities will be conducted mainly by the local partners, more care needs to be placed in choosing the right partner for each location, to ensure they have the desire and competency to adequately plan and organise KBC activities throughout the year.

- Distance/Logistics
 - Linked to the previous challenge, there was an ongoing issue in which the local partners chose F2P locations in wildly separate locations, which meant finding an adequate single location accessible was extremely difficult.

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- In addition, adequate transportation was often not supplied by local partners, leaving the youth (or their school teacher's) to find their own way to the locations.
- In the future, those responsible for selecting F2P camp locations should be encouraged to select locations as close together as possible.

- Numbers/Age
 - In many of the camps and workshops there were either too many or too few participants. Too many participants made things very difficult for the trainers, while too few means the program is not having as much impact as it should.
 - Furthermore, often the participants were too young, with 14-year-olds or younger participating. At that age, most of the youth will be too young to fully understand the issues, and the best age range seems to be between 15 and 20 years old.

- Language
 - In multiple locations (Bhubaneswar, Siliguri and Bhachau), language was an issue because Hindi was not the first language of the youth, so they found it difficult to fully express themselves in discussions, while the KBC trainers found it difficult to explain complex topics. This meant the activities at these locations had much less impact and were much less active.
 - The impact of this was lesser in Siliguri because the local partner was active in facilitating translators, which should be encouraged and planned for in the future.

- Weather
 - This was particularly an issue with the early camps, which took place in September, as extreme weather conditions affected the implementation of the program. In Japla and Sehere it was extreme heat, while in Panna it was heavy rains. Heat and rain then forced activities indoors in Raipur and Bhubaneswar.
 - These scenarios were supposed to be planned for by pre-arranging an appropriate indoor space, but often this had not been done by the local partner.

- Cultural Barriers
 - Bhachau, Gujarat was the biggest example of this, as there was extreme resistance to the program throughout the community, crippling the KBC activities.
 - In Japla, before the Sports Leadership workshop, members of the local community opposed to the KBC campaign encouraged an armed group to threaten the KBC local partner to intimidate them into stopping the campaign. In the end, even after extensive negotiation, the workshop only took place with girls, most of whom had not attended the Gender Through Sports workshop.
 - In Panna, the villagers of Jamunahai were against their youth attending the KBC camps because of the content of the campaign. However, negotiation from the local partner resolved this issue during the Gender Through Sports workshop.
 - Even at locations where there were no overt conflicts with the community, there was often still hesitance and uncertainty from teachers, parents and village elders about the content of the campaign and its effect on the youth.
 - The examples of Panna and Japla show it is possible to implement KBC in areas where the socio-cultural attitude is hostile to the campaign's message. But it shows that negotiation and compromise may be required.
 - In the future, the potential benefits of changing attitudes in highly patriarchal areas must be assessed against the risks of the campaign being forced to stop or becoming ineffective in the face of hostility.