

Participatory Training on
“Community Mobilisation for
Implementation of Prevention of Sexual
Harassment at Workplace Act, 2013”

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Participatory Training on

“Community Mobilisation for Implementation of Prevention of Sexual Harassment at Workplace Act, 2013”

On October 26, 2017, Martha Farrell Foundation in Collaboration with Participatory Research in Asia (PRIA) facilitated a participatory training on “Community Mobilisation for Implementation of Prevention of Sexual Harassment at Workplace Act”, for informal sector women workers, NGO trainers, community leaders and members of trade unions. MFF and PRIA have been working with domestic workers in Delhi-NCR for the last one year. The objective is to build the capacities of domestic workers from Gurgaon, Faridabad and South Delhi on their rights related to sexual harassment at workplace.

In continuation of this work, this participatory training workshop focused on how community mobilization can be used for making workplaces safe for women workers in the informal sector. It helped in identifying best practices for community mobilization and how it can be utilized to prevent sexual harassment at workplace.

ACTIVITY – 1

The training was divided up by different activities which led to different learnings. It started with an introduction session with a twist where the participants sat in groups of 2 and both had to introduce the other. They also had to mention one thing that they liked doing, one thing that they like to eat and a secret of the partner; this in effort to make the individual start trusting each other.



Few did not open up saying that we are social workers; we don't spill each other's secrets, though the youngest of the lot quickly mentioned how they love going out without anyone getting to know about it in their family.

“Meri partner ko dance karna boht pasand hai,

Bas isko dance karna aata nahi hai.”

“Hume naye logo se bat karne mein darr lagta hai,

Par hum kisiko batate nahi hain.”

“inhone kabhi aaplog ko bataya nahi ki yeh ek single mother hain.”

Before going to the next activity, the trainer had quickly did a recap of the consultation that took place 2 days ago, on 24th Oct 2017. The consultation was a platform to bring all the stakeholders on one platform and bridge gap between them. Nodal Officer, Labour department, Unions and NGOs were invited for this consultation. Domestic workers were also present to shed light on their experiences of sexual harassment and what support they need.

ACTIVITY – 2

GENDER RELAY: The group was divided into 2 teams that had to play a relay game where each person from one team had to write one word describing a woman and the other team describing a man. They had to run to the board, and come back to hand over the pen to the next team member in line, just as in a relay race.



It was later shared that this competitive environment was set up to not give the members a chance to ponder and strategies, rather to put out their honest thinking on the board.

To motivate the teams, a bonus of 2 points was announced for cheering the team. After the game ended the table looked somewhat like this.

Mahila	Purush
Patience	Honest
Powerful	Mardangi (Masculinity)
	Weak
	Achhe (Good)
Gunwaan (full of good qualities)	Mahaan
Beautiful	Soch (Thinking)
Peaceful	Cooperative
Good	Ahankari (Egoistic)
Himmat	Sincere
Long hair	Fight
Khush (happy)	Zimmedar (Responsible)
Talkative	Shantipriya (Peace-loving)

After cancelling out similar words and adding the bonus points of cheering their teammates, the team named ‘mahila’ won.

Twist – The headings were interchanged. So all those attributes describing a male now came under the heading Female and all the attributes of a female came under the heading Male.

Further the group now discussed whether those attributes actually belonged to those categories or should be moved to the other side.* The group gradually started picking up words and deciding whether that attribute should stay for this gender too or not. Giving justifications for all, somehow every word and attribute got accepted by the group and no word shifted sides.

While the discussions were happening, one of the participants said, “*Men have ego. They will not take another work whatsoever, but if there is a dire need a woman will take another’s work to support the household*”. It is normalised in our society that if a woman can’t multitask then she is not going to be a good caregiver. Even if she is working outside, the household chores are also a priority job for the woman. Man can refuse to do help with the household work but a woman can never say no.

“*Decision making power, property rights and the control over money lies with the men. Women still lack this even though they are excelling in every field..we say everyone is equal yet everything is different. Attitude, behaviour and thinking is distinctly different*” shared a participant.

Two volunteers were called, a man and a woman for this activity. The woman was given a name “RAMESH” by other participants and the man was named “PRIYA”. The moderator asked everyone what are the kind of restrictions we tend to put on girls and women and the same was asked for men and boys. Following were the responses:

WOMAN- PRIYA	MAN- RAMESH
<ul style="list-style-type: none"> • Don't speak too much • Don't look at boys • Don't go there • Don't think about boys and bad things • Don't stay out of the house at wee hours • Don't wear skin revealing clothes • Don't show your face to boys 	<ul style="list-style-type: none"> • Don't stay out late • Don't say foul words • Focus on your work, don't look here and there • Have to get a good job

Being said this, for every restriction, a ribbon was tied on the eye (for don't look at boys), ears (don't hear bad things), etc. In the end, we witnessed that PRIYA had so many restrictions and she was not able to walk, bend or move at all. She was feeling sad, uncomfortable, scared and with a lot of effort she could not remove the restrictions. When others helped her, she was able to remove her ribbons.

RAMESH had less restrictions and he was able to remove them easily. He was free within a matter of seconds.

PRIYA said, *“It was difficult to remove the restrictions casted upon me by everyone”*.

RAMESH said, *“At first it was not easy but I was successful in removing all of the restrictions. I had few restrictions comparatively”*.

This activity gave a strong message to the participants that how women and girls are restricted from doing anything whereas men and boys have fewer restrictions which they are able to remove.

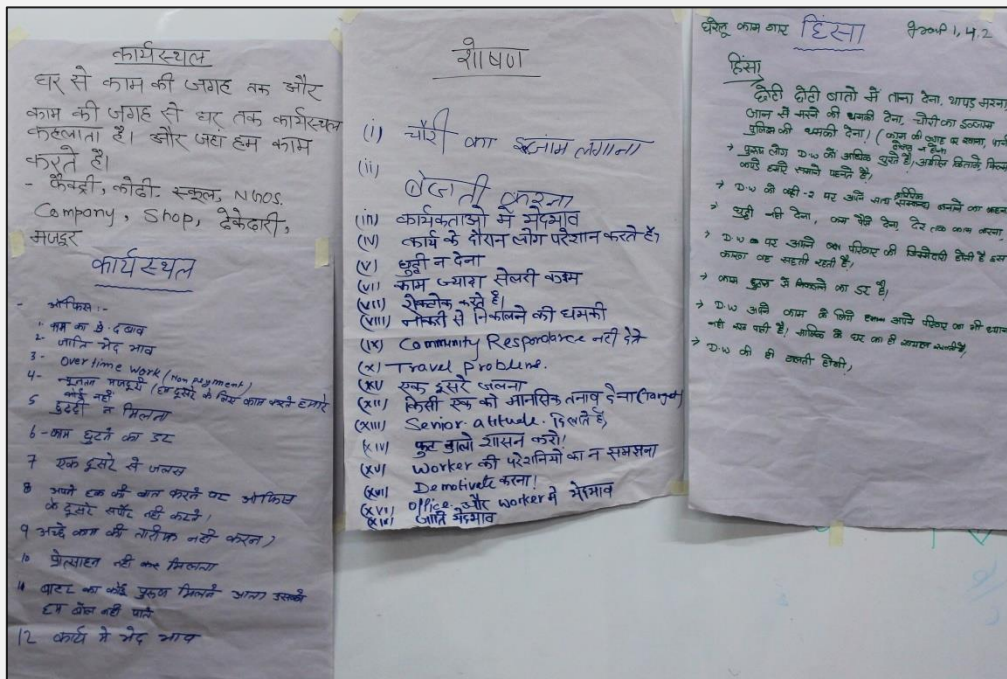
ACTIVITY – 4

At home we see that the women are trained to do all the household chores and the men are oriented to work outside the house to earn for the family. Boys and girls are oriented very differently from their childhood.

Girls are taught to learn the ways of running the household efficiently and boys are not asked to help. Even the parents assume that girls will ultimately get married and they have to do the work at home. This is also done to preserve the family reputation.

If a girl wishes to work after marriage and she is facing difficulty doing household chores or a baby, in such cases she is always forced to leave the job. But a man cannot leave his work because he has to ensure he is not falling out of the patriarchal image.

In this activity, the participants were asked to sit in 4 small groups and identify the violence which they have witnessed at home and workplaces. Later these groups were merged and then there were 2 groups.



Some of the important points that came out from the discussions around violence at home and workplace are as following :

Workplace	Home
More work pressure on female staff and less reimbursement	Nagging, physically abusing them, threats to kill, threat of calling the police with the charge of robbery
Non-payment of over-time	Discrimination amongst women of different caste and religion
No leaves	No permission to go out
No support received from others when women take a stand	There is burden of home and work on women, but there is only burden of work on men. Work at home is not respected.
No appreciation of work	Men wear inappropriate clothing while women work, watch inappropriate movies, etc.
No permission to speak when outsiders come	Women are demotivated when they ask for equal respect

ACTIVITY 5

As soon as we talked about identifying violence at work and home, a discussion took place about the law. What does the “*Sexual Harassment at Workplace (Prevention, Prohibition and Redressal), 2013*” talk about?

The participants who were present there had not touched upon sexual harassment before and its redressal mechanisms. The participants want to know the officers who are heading the Local Complaints Committee. This is the first time they had a discussion on LCC or ICC and they would like agents like these to recognise themselves in the community instead of waiting for the women to go to them.

The Act and the rules were later shared with the participants for their thorough understanding on this.

ACTIVITY 6

In the last session, the day’s discussion was summed up. In that we discussed the various methods that can be used for understanding ways of mobilizing the community.

Gender Relay	Information sharing	Formation of group
Buzz group discussions	Focussed group discussions	Role play
Nukkad natak	Songs/ poetry	Mapping
Video/audio	Presentation	Social action (like rally)
Chart presentation	Signature campaign	Posters/pamphlets



The training finally got over with playing “badi machli and choti machli” where the objective of the game was to make everyone understand the power of unity among the community. The power of the community could also be used to fight the challenges with each other’s support.