

## NEW ASPECT OF SOCIAL SCIENCE GENDER STUDY (SPECIAL REFERENCE, GENDER TRAINING)

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### ABSTRACT

*Gender study is an interdisciplinary field which is basically analyzing gender identity, representation and role. It includes feminism movement differences of social structure and cultural tissue of traditions. This study focused to explain difference between gender and Sex. Regarding gender D, Simone Beauvoir said "one is not born a woman and man, one becomes one." (1949, 1989) The Second Sex. In this way gender studies related with social status of women, its reasons, results and for betterment of women life. Gender training is one foundation step for gender equity and equality. This training is a vision to impart skills, knowledge and altitudes to understand gender related concepts. It provides specific tools and methods to design gender training programme. It also provide indicators for better evaluation for this purpose. Gender training basic goals are following to dampen biological base differences. To refute work-place indiscrimination. To focus different need of women workers and their equal representation in society and work place. According to Rajani K. Murthy (ed) Building women capacities interventions in Gender transformation. New Delhi, Sage Publication , 2001. At a bare minimum gender transformative training seeks to provide an understanding of gender at an analytical rather than descriptive level, emphasizing political point that women occupy a subordinate position in society, not because they are themselves the problem but because of socially constituted power relations between men and women." Conceptually Gender Training is a vision to understand practical position and problems of women in social structure to adopt a review upon gender related application in different field of life. Gender Training is an idea of development strategy, getting co-operation of society without differences : it provide tools to sensitize gender integration and innovation so that new basis of social structure can be explored. Gender training is not a merely a way of women recognition but a complete... to impart knowledge, skill and attitudes to understand gender related concepts and improvement of the awareness.*

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**Keywords:** *Gender Specific Tools Mainstreaming, Illustration Empowerment, Transformative Initiative.*

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### Introduction

#### Hypothesis

- Why gender training is important?
- What are methods and tools of gender training?
- How much interrelation applies between gender training and empowerment of women?
- Is gender training importance as a tool of change could be accepted in society?
- Which type empowerment be got by gender training
- Is it impart influence upon women personality?

#### Meaning of Gender Training

Gender training is a process to inculcate vision of gender related relationship, understanding of gender related concepts, tools and objectives. This is also a system to improve thought process about

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gender based violence, gender mainstreaming human right etc. According to Rajani K. Murthy "Gender-training means different thing to different people. For some it in strategy for understanding the different roles which men and women play in society in order to increase the efficiency of development projects."

This definition explains that men and women both have their specific role in society and dignity of work should be calculated for equal perspective of desired goal. According to UN "Gender training is a tool, strategy and means to effect individual and collective transformation towards gender equality through consciousness raising empowering learning knowledge building and skill development. (eigh : Europa. eu)

There are some approaches which critically define gender perspective.( It is for women in development.

- Harvard Method: By methodology, by far the best-known and most extensively used is Gender Analysis Training popularly known as Harvard method. It was developed in 1980 by a team in Harvard, who came to be known "Harvard team" The basis of the Harvard method is gender analysis. This is identified as a diagnostic tool. It consists of a sequential, three-fold analytical framework to address and the division of labour between men women and their different access to and control of resources. The analytical framework developed for the analysis uses for interrelated components: actively profile; access and control profile; analysis of factors influencing activities, access and control; and project-cycle analysis.
- Moser Method: A second approach is gender planning training which is linked to gender planning. This is popularly known as Moser method. In collaboration with colleagues at Gender and Planning Associates. Caroline O N Moser was responsible for the development of this approach. This began in 1984 with a course, 'Planning with Women for Development', initiated at the Development Planning Unit (DPU), University College, London, in collaboration with Caren Levy. She further developed gender planning procedures such as gender diagnosis and entry strategies. Finally, this methodology has been used to advise such institutions as FAO, ILO, UNIFEM and World Bank on the development of their training strategies.

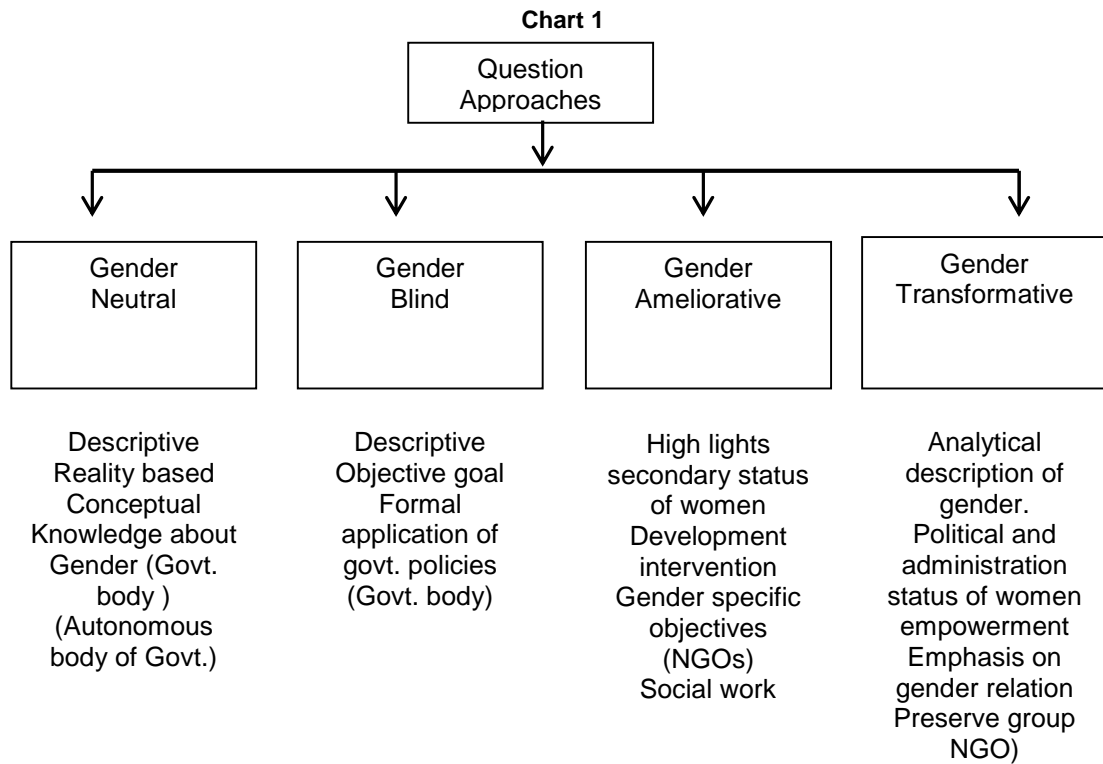
The basis of this approach is planning, rather than analysis, and gender planning rather than planning for women in development. The purpose of the training is, therefore, to provide tools, not only for diagnosis, but also for translation into practice. These relate to demarcating the productive, reproductive and community managing roles of women and analysing women's practical gender needs and strategic gender needs. The purpose of simplification is to translate these concerns into specific interventions in planning practice. Tools such as the triple role, gender needs assessment, the WID/GAD matrix and gendered participatory planning procedures help planners to undertake gender diagnosis, define gender objective and identify gender-entry points. In addition, it assists them to recognize the constraints and opportunities in institutionalizing and operationalizing gender within their own organizations.

Gender Dynamics Methodology: Gender dynamics is a third, and very different, training approach. It differs fundamentally from the first two in that it comes mainly from the training experience of Third World grassroots organizations, as against First World GAD researchers. In additions, its constituency is Third World practitioners, particularly women in NGOs, rather than government. It comprises several indigenous, highly participatory, innovative and flexible methodologies designed to 'empower' women to recognize, analyse and address gender issues at the grass roots level. Interpersonal skills that engage 'not only the mind but the heart' provide the basic training technique.

In a recent description of this approach some trainers describe it as follows: Gender dynamics is a consciousness-raising seminar that discusses questions relating to the nature, origins, extent, effects of, and alternatives to, gender bias... (to) identify gender bias at home, at work, and society-at-large; interpret some experiences in the light of feminist values and principle; reconcile various points of view in the women movement; correct sexist patterns of thinking, speaking and behaving; and integrity gender-fair values into one's personal and professional plan of action. As the suggests, 'gender dynamics' is based primarily on 'interactive' lectures, role play interpersonal dynamics. In some context, additional tools have include the popular theatre. (IGNOU, MGSE-13 Block I)

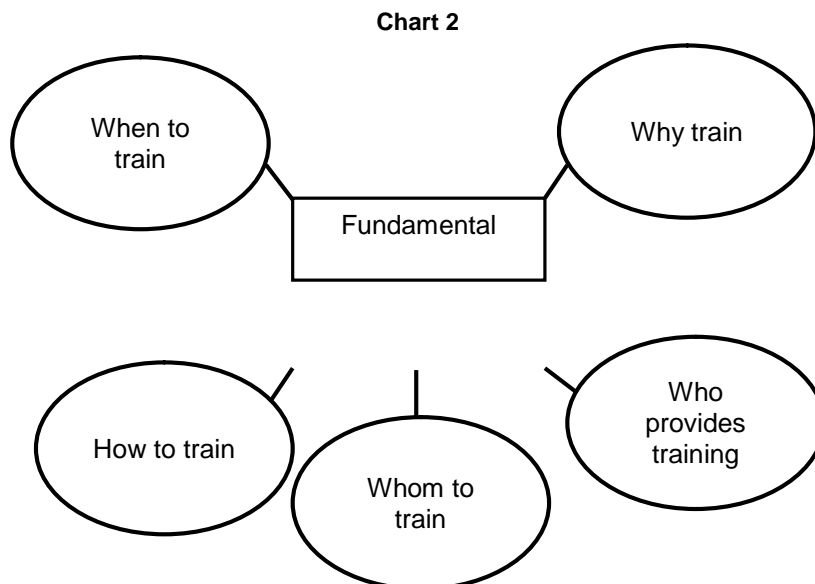
### **Approaches to Gender Training**

Approaches of Gender training define the positive contents in a training framework. Basically four approaches are existing.



**Gender Training Framework**

A Training programme aims at systematic and logical presentation of pre-determined content of set-principles.



Gender training is specific in its nature because conceptually and methodologically it is a complex and sensitive field of work.

### Important Contents

- Title
- Level of training session – action based and practice based
- Linier objectives : Knowledge, Skill and attitudinal change
- Time
- Material
- Handouts
- Experimental Model

E	Experience	Experience for participatory learning
R	Reflection	Analyze the
G	Generalization	Applicable part of training
A	Application	To put in one self broader inclusions

- Task
- Trainer notes

Gender training framework needs a deep insight for put innovative topic and to allow all activities deriving gender and sensitization and awareness for effective group work.

### A Purpose of Gender Training

Main purpose of gender training is to impart knowledge about gender and its applicability in all aspects of life. It is a tool to transfer gender relation based on equality between men and women.

The generic aim of gender training is to consciously introduce gender as a category of analysis to indicate the differing needs and interests of men and women. This training provides opportunities skill transfer in gender analysis and diagnosis gender need assessment equality in working place, access to control the resources are underpinning objectives in its framework. Gender training arises sensitization or awareness so that participants identified gender blind group member. Gender training applies a methodology by which institutional as well operational process become gender oriented participatory work. Motivational factors are also an important factor. Gender dynamics training identifies motivational feelings as primary agent to frame gender neutral atmosphere motivational factors have clear cut point Do the job and spread team work.

### Finding and Conclusion

Narrated topic reflect some important pending like:

- Gender training is an arranged participatory process of developing gender awareness and transformative shared aptitude for developmental work.
- It introduces capacity building programme for equitable and just social and institutional set-up.
- Gender training is a tool for self introspection, a site of debate and a vibrant mind blowing process at the personal level.

In this way key principle of gender training is its intrinsic nature of being participatory training deep rooted connected with value and failure of group members. They can be with different starata of society but they feel oneness try to get set goal of training gender training is not an-end itself. It has connectivity and impact on participatory capacity building, skill improvement knowledge in varying forms makes gender neutrality as gist of development. People understand value of development and therefore they accept gender training as a step of positivity.

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