

Asia and Pacific Alliance of YMCAs

Report

*The Advance Training
of Trainers in Gender
Mainstreaming*

3-10 June, 2013

Bangkok

Thailand

I. Introduction:

As earlier shared, after long years of attempts and efforts to advance our responses and achieve positive change in gender mainstreaming towards social change through the YMCA work, the eighteen (18) participants including resource persons to the Advance Training of Trainers in Gender Mainstreaming from seven (7) national and local movements including Bangladesh, India, Indonesia, Japan, Philippines, Sri Lanka and Thailand, realized that YMCAs need to strive harder in their quest towards their gender mainstreaming goals. Following the initial Gender Mainstreaming training held in Jakarta in November 2012, this follow-up training was conducted on 3-10 June 2013 in Bangkok, Thailand. The need to further the YMCAs' initiatives and responses in integrating gender mainstreaming process into the overall work of the movement is in itself a strengthening aspect as both women and men could become decision makers to sustain growth and development of the movement.

As has been written, shared and discussed in some platforms, "gender equality is the goal of gender mainstreaming. It requires integration of gender equality concerns into every aspect of the development process, including governance of an organization. It is a powerful tool for social change because it takes into account and responds to the intersections of power, wealth, knowledge, capabilities and rights in creating and sustaining gender inequality. It has been noted that YMCA, after 25 long years or more of taking this issue-based APAY thrust, has not gained much experience that can be shared as part of a strategic and specific action plans. Though it recognized this leadership initiatives to include it in the strategic goals, we know that in practice, there are no effective and tested strategies to help achieve institutional and social change in our respective movements and

through response programs in communities we work with.

During the advance training of trainers, we affirmed that it is not simply an issue within a sector as earlier expressed during the Committee meeting and series of training, but more of an overarching issue of patriarchy and gender inequality. The participants realized that the use of a "code" to help analyze and understand the 'web-like' condition of a "poor working girl in Asia" would lead us to further questions to examine the causes and effects of gender stereotyped roles which have been perpetuated by different institutions including religion, education, organization/workplace, media, family, supra-state, market and state. If policy/program formulation is the key challenge, what is the specific institutional factor that hinders change? What is our experience in changing the environment, beliefs, norms, organizations, attitudes and actions which shape gender mainstreaming processes? Is structural change the first concern or is it our own personal conversion from our own prejudices and mindsets? With this advance learning and training skills of this small group of YMCA staff and leaders, we hope that we will continue to journey together to achieve our goals in promoting peace, harmony and justice in all of God's creation through the YMCA..

Objectives:

The objectives of this advance training of trainers are:

1. To deepen participants' understanding of gender-related concepts and theories;
2. To sensitize participants on gender issues in their own country's context;
3. To equip participants with proper perspectives and needed skills to mainstream gender equity in their organizations and programs;

4. To develop a training/advocacy tool kit for YMCA; and

5. To strengthen participants' understanding of gender policy guidelines of YMCA.

Highlights of the Learning Process and Outcomes

Biblical Reflection

Each day began with participative worship and biblical reflection compiled and led by Dr. Liza Lamis that focused on celebrating and affirming women's rights and issues. The reflections centered on women's perspective and also that of the marginalized. The theme for the devotions were: (1) Celebrating Women; (2) Women's Rights are Human rights; (3) Women's work is important; (4) Empowered and Empowering women (5) God of Welcome, and (6) To be more like Jesus. The devotions enabled participants to critically reflect on their situations and issues based on scripture. The morning reflections set the tone and perspective for the rest of day's learning sessions.

Learning Input and Facilitation

Ms. Mercy Kappen, Directress for Programmes of Visthar, a social organization in Bangalore, India; Dr. Liza Lamis from Philippines and Acting Coordinator of Asian Women's Resource Centre for Culture and Theology (AWRC) and Ms. Eloisa Borreo, APAY Executive Secretary, facilitated and provided input on gender concepts, biblical reflections and YMCA's gender issues and challenges. The training began with a foundation paper presented by Dr. Liza Lamis on "An Ecumenical Perspective on Gender Justice". The paper highlighted that gender issues as life and death issues. It further stated that the ministry of the YMCA is to address these issues and promote fullness of life. In doing so, the YMCA is to be more sensitive and inclusive in providing space and voice to

sexual minorities when considering gender issues. While issues relating to sexual minorities are complicated with differing stands on moral and ethical views, participants nevertheless, agreed that gender issues also apply to sexual minorities.

Following the paper presentation, discussion also ensued on inclusive language. The ecumenical perspective brings forth the value of inclusivity. Participants were called to challenge themselves about what is 'normal' and 'natural' and what is 'abnormal'. With this background and understanding of YMCA's ecumenical response, participants moved ahead with the gender mainstreaming learning process.





Prior to the training related gender mainstreaming, Ms. Eloisa Borreo presented an overview of gender issues and challenges in the Asia and Pacific region. Statistics and information on the status of women and their issues from several countries within the region were presented. Participants identified the following key issues in the Asia and Pacific region as follows:

- Violence against women and suppression of women – falling sex ratio and acid attacks
- War Widows
- Marginalization from Political Participation
- Poverty – Hunger and Malnutrition
- Dowry
- Caste-based discrimination
- Religious and Cultural restrictions
- Gender discrimination of labor
- Low wages for women
- Human Trafficking – Sex and Labor
- Non-implementation of laws
- Low literacy
- Migration
- Denial of property rights
- Access to health care

The root causes of the issues pointed to gender biases and stereotypes leading to discrimination of women.

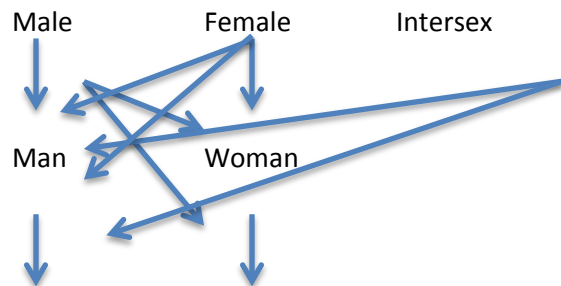
Following this, Ms Mercy Kappen engaged the participants in two reflective activities, one called 'I Am' as an individual exercise and other tracing the personal gender history through different life stages as a group exercise.

The first exercise asked participants to mark off from the list of traits and qualities which apply to them at this time in their life. Each participant's list of traits and qualities were then analyzed and returned and discussion ensued. The results for each individual participant indicated their understanding of masculine and/or feminine character traits and those which are considered masculine and or feminine character traits that had developed because of their socialization.

The second activity traced one's personal gender history through the life stages of (1) Childhood, (2) Adolescence, (3) Early Adulthood, and (4) Family. Participants discovered how at each stage they were socialized into gendered thinking and activities. They were also able to identify how they have been discriminated or discriminate others based on these life experiences. These two exercises were helpful in determining one's personal construct setting the stage to understand gender issues at societal level.

Further, for the benefit of new participants as well as recap learning from Jakarta, two basic sessions on the personal constructs of gender were conducted with activities. A visual representation tracing the evolution of thought on gender to understand gender development of sexual minorities was presented and discussed.

Biology - Gender Sexuality



Socialization or the engendering process through different societal institutions was learned through a very moving case study on a woman from Burma. The exercise in conjunction with the story engaged the participants to create a web with the victim in the center to understand the integrated and complex nature of the socialization and ensuing discrimination process. It proved to be a very powerful visual exercise revealing the injustices against women because of gender and the gender power relations that continually subjugate women. It also became evident that interventions to fight against these injustices had to be multi-pronged and strategic to ensure justice at all levels.

This led to input and discussions on gender relations and feminism¹. Gender relations refer to power relations between women and men, as

¹ Although unplanned, as questions on feminism were raised discussions arose to understand 'Feminism' in relation to Gender Development. The Asian Feminist Conference definition was used as a reference. Feminism basically can be understood as "an ideology and practice against sexism and for equality and inclusiveness." Participants were also given a broad overview of the different strains of feminism.

well as relationships of power between women and between men where social construction of gender makes a difference. eg. Gender violence. Hence, when considering empowerment of women, understanding these power relations are crucial as 'Power' is the root word. Participants learned and discussed different aspects of power:

- Power over
- Power with – sharing solidarity
- Power to – influence, change
- Power within – deep conviction, spirituality
- For transformation – 'power within' with 'power with' then one has power to challenge the 'power over'.

In order to undertake the gender mainstreaming, a recap of gender analysis tools was presented. A brief exercise was done to engage the use of these tools to analyze YMCA programs.





Framework for Gender analysis

Roles

- Reproductive Role
- Productive Role
- Community Role

Needs

- Practical Gender Need
- Strategic Need

Approaches

- Welfare
- Anti-poverty
- Efficiency
- Equality
- Empowerment

Documentaries and Exposure

As part of the learning experiences, two documentary films were screened: one on child prostitution and the other on human trafficking. The documentaries evoked not only emotional responses from the trainers but also sealed a deeper commitment to the development and empowerment of humankind especially women.

These documentaries were also screened as a prequel to the exposure visits. The visit undertaken was to Phat Pong and Nana; two hubs for prostitution. The activities of the sex

industry, the lifestyle of the individuals engaged in the industry, the different societal nexus that breeds in to such an industry was evident as one walked through these streets. While direct interactions with individuals was not possible to determine the deeper psychological, emotional, economic and social issues at an individual level, the detrimental effects to women's development and society at large were obvious.

Participants debriefed following the visit in light of the input received. There was consensus that gender issues and concerns certainly are a priority to be addressed at all levels.

Draft Policy guidelines

The draft policy guideline was reviewed as presented. The following is a revised policy guideline to help national movements draft a relevant and contextual policy in their respective YMCAs

Policy Guidelines on YMCA Gender Mainstreaming Program

According to Asia-Pacific Human Development Reports of 2010, countries across Asia and Pacific have a pervasive gender inequality which remains to be a barrier to progress, justice and social stability. Discrimination and neglect are threatening women's very survival in the Asia and Pacific Region, where women suffer from some of the lowest rates of political representation, employment and property ownership. It was also stated that their lack of participation is also depressing economic growth.

During the series of APAY Gender Mainstreaming workshops held in Jakarta in 2012 and in Bangkok in 2013, participants discussed again and affirmed some of the critical gender issues in their respective countries such as violence/suppression against women, acid attacks, skewed sex ratio,

marginalization from political process, poverty, hunger, malnutrition, dowry, caste-based discrimination, religious and cultural restriction, gender discrimination, trafficking, prostitution, non-implementation of equality/equity laws, low literacy, migration and its related issues and denial of property rights.

It has been recognized that YMCA has a strong mandate as stated in the Challenge 21: “Sharing the good news of Jesus Christ and striving for spiritual, intellectual and physical well-being of individuals and wholeness of its communities. Furthermore, empowering all, especially young people and women to take increased responsibilities and assume leadership at all levels and working towards an equitable society; and advocating for and promoting the rights of women and upholding the rights of children”. However, we realize that we are still far from reaching those goals. Initiatives and responses were still minimal to integrate gender mainstreaming in the overall work of the movement. It is therefore through a continued effort that YMCAs are encouraged to address key issues within and among the movements and communities we work with and devise effective strategies that are workable and implementable in the respective contexts. This policy guideline will hopefully lead us to the mainstreaming process, personal conversion and transformation which will lead to the YMCA structural change.

Requirements and Principles of Gender Mainstreaming

1. A Broader Concept of Gender Equality – this suggests a more holistic approach to gender policy in order to address the causes that create an unequal relation between the men and women in all areas of life (work, politics, culture, sexuality and violence) thus promoting justice, peace and harmony in the YMCA and communities we work with.

2. Incorporation of a Gender Perspective into Mainstream YMCA Agenda – reference to

gender issues should be found in all aspects of YMCA work. It is recognized that the process takes time but has to be initiated by designated leaders including women. There must be evidence that the mainstream leadership and program agendas have been reoriented by re-thinking policy as ends and means from a gender perspective. The responsibility for translating gender mainstreaming into practice should be organization and system-wide and rest upon the highest levels. Accountability for outcomes needs to be monitored constantly.

3. Inclusion and Participation of Women in Decision Making – efforts and initiatives to progress on this aspect of the YMCA should already be evident and corresponding action steps at different levels may not be as challenging anymore. Gender mainstreaming encourages equal representation of women and men in decision-making bodies.

4. Prioritizing Equity/Equality Objectives and Framing Policies of Relevance to Women and Men

- *Creating and organizing national and local Gender Committees;*
- *Consideration of gender balance of members in decision-making bodies and higher positions;*
- *Consideration of gender balance in participation to trainings and career advancement opportunities and resources allocation;*
- *Review and consideration of qualifications, job functions, wage gaps and other related benefits among female/male employees and workers;*
- *A conscious effort at taking a leap towards an inclusive culture, i.e., use of language, physical structure design and arrangement, attitudes, roles and functions, etc*

- *Programs, projects and action responses should encompass all other issues and concerns and be integrated in the life and work of the movement.*

5. Shift in Institutional and Organizational Cultures. This change involves three aspects:

- *Policy formulation process is organized so that ordinary players know how to incorporate a gender perspective and that gender expertise is included as normal requirement for policy-makers;*
- *A shift in policy mechanism which involves: a) the adoption of organizational cooperation on gender issues across all policy areas, levels, departments; b) the use of appropriate tools and strategies to integrate the gender variable in all policies and to monitor and evaluate all policies from a gender perspective. Gender mainstreaming must be institutionalized through concrete steps, mechanisms and processes all throughout the organization's life and work;*
- *The range of players participating in the policy-making process is broadened to include gender experts and civil society.*

6. YMCA PLATFORM to help develop the Process

- *Formulation of the Principles on Gender Policy based on own context*
- *Series of training sessions for trainers, educators, staff, leaders and volunteers at all levels*
- *Policy formulation and implementation*

-Inclusion of Participation of women in Decision-making

-Shift in Institutional and Organizational Cultures

- *organizing meaningful programs to mark and celebrate International Women's day and to advocate for the eradication of all forms of violence and injustices against women;*
- *Monitoring and Evaluation*

7. Gender Mainstreaming in Practice – sharing of good practices from different YMCA levels

- *Implementation of training curriculum and modules prepared and tested out by the participants at Bangkok training and related programs;*
- *Use of the Tool Kit prepared by APAY as reference point for the trainings, workshops and other programs on gender mainstreaming of local and national movements;*
- *Sharing of stories of initial achievement, success and challenges, hopes and aspirations*
- *Strengthening and developing partnership among YMCAs to support their gender mainstreaming initiatives;*
- *Develop network with other like-minded groups and organizations to promote and expand gender mainstreaming work of the YMCA.*

Practical Sessions

Being a Trainer of Trainers Training, practice sessions were incorporated in to the schedule to help trainer become comfortable with the training and the subject matter. The problem posing methodology of training was reviewed.

Adult learning methods were also reviewed that were helpful for trainers to facilitate training and workshop sessions. This session proved to be very exciting, inspiring and helped gain confidence. The practice session was also interactive invoking feedback from other trainers on the training methodology and the content of the presentation. Trainers also received practice on



Force field for YMCA work

A force field analysis for the YMCA in relation to gender mainstreaming was conducted that included an analysis of opportunities currently available within the movement to constraints experienced. Based on this analysis, trainers were divided in to regions to determine relevant action plans. The following is a compilation of tentative action plans from the different regions.





Indonesia:

- Amendment of the Constitution and by-laws which should explicitly mention gender perspective
- Integration of gender perspective in the strategic plan, so a need to review
- Conduct gender awareness training for leaders at national and local YMCAs

- Strategic multi-level gender sensitization workshops
- Increase the percentage of women's participation in decision-making bodies
- Participants/beneficiaries in YMCAs programs to be sensitized
- Encourage YMCAs to initiate and actively participate in campaigns on Women's International Day

To educate and train teachers about gender as human rights

- Train teachers to educate children and families on sex and gender
- Develop expert trainers in this field
- Share the learning about this workshop to own YMCA

There are two key outcomes APAY expect the participants to play:

- To be trainers and
- To be key persons in their respective local, national YMCAs and at the international level;

Philippines

- 9

Expectations of participants from APAY

- Support system by providing tool kits
- Partnership and Network building among volunteers and staff
- Monitoring and follow-up on the achievements 6 months after the training
- Sharing of best practices on gender awareness raising, sensitization workshop during ECM and in another workshop in Japan next year.

Participants' comments about the training:

1." The workshop exposed me to different approaches to conduct trainings. I hope that we can conduct workshops for other countries with our sub-region".

2. "I realized that there is more work for us as trainers. I personally appreciate this learning opportunity. This will help me in my local and national YMCA work".

3. "This is a great opportunity. I am more equipped now and I thank the APAY for organizing this training program. Thank you Mercy for facilitating a good workshop and applicable approaches".

4. "The workshop gave me a good learning and meaningful experience. The facilitators are responsive and helpful".

5. "Since the Jakarta workshop and this one here in Bangkok have been helpful trainings for me as I learned new concepts, practical approaches, its strengths and weaknesses when used as training tools".

6. "I gain a better understanding of women in the bible".

7. "This is an eye opener for me. I did not expect the very good outcome of this workshop".

8. "I thank the organizers, the facilitators for this meaningful as I personally learned new concepts and ideas and I hope to go back with a greater 'bang'. As this is an enriching learning community, I gained more confidence as I get support to face more challenges".

9. "Thank you – I am impressed with how the workshop was facilitated in seven days though I arrived late. During the committee meeting we all asked what we're going to discuss for a 10-day or 7-day workshop and it seems days have passed so quickly without getting bored. I'm impressed with this life-long learning, not in number but in quality".

10. "In this workshop I learned more about men and women issues, what worked well and what did not. I appreciate the opportunity".

11. This has been days of hard work and well worth it?

12. "It has been a privilege working with you and I learned from this experience. I now have my own question for myself".

13. "Thank you for everything, for the facilitators who are easy to understand. Everyone was good to me. I will challenge the programs in my YMCA, our stressful society".

14. "Though I have not participated in full, it was a good feeling that I was able to help in a small way by taking and guiding you to places in Bangkok".

15. "Thank you, it was great working with you as you are very enabling, committed and supportive person. All the participants seemed to be very happy with the learning in this ToT. I am sure the participants will try their best to take their concerns forward".



The training concluded with a closing worship with a call for commitment to gender equality.

We would like to extend our deep appreciation to Bangkok YMCA and the Bangkok Christian Guest House for providing us the needed support and arrangements. We are grateful to all the leaders and staff who made sure we have this successful Training of Trainers and enjoyable stay in Bangkok. Thank you all very much for your contributions, participation to the

wonderful learning experience with the resource persons/facilitators and participants. Special thanks too to Ms. Rebecca Stanley and Ms. Nilani Manthrinayake for helping in documentation and putting this report together. We would like to appreciate and thank the Gender Equity Committee chaired by Dr. Ann Thomas that through a close collaboration and working together, this Advance Training of Trainers had been a gainful learning experience.

LIST OF PARTICIPANTS:

Name	Country/Movement
Ms. Marshia Mili Gomes	Vice President & Chair, Gender Committee Dhaka YMCA, Bangladesh; Chair Gender & Youth Committee, National Council of YMCAs of Bangladesh
Mr. Emmanuel Chan	Corporate Secretary, Manila Downtown YMCA, Philippines, Vice Chair, APAY Gender Equity Committee
Ms. Thelma Juntereal	General Secretary, YMCA of Manila, Philippines & member, APAY Gender Equity Committee
Ms. Rebecca Stanley	Chairperson, National Women's Empowerment & Gender Concerns Committee, YMCAs of India
Mr. Joju Pappu	Member of the Executive Committee, National Council of YMCAs of India
Ms. Margaretha Andoea	National General Secretary, Indonesia YMCA & member APAY Gender Equity Committee
Ms. Jenifer Astin Septiana	General Secretary, Makassar YMCA, Indonesia
Ms. Noriko Nagase	YMCA Staff, Yokohama YMCA, Japan
Ms. Mihindukulasuriya Nilani Kumudeni Fernando Manthrinayake	Executive Committee Member, NCY Sri Lanka, APAY Board Member & Gender Equity Committee Member
Mr. Andra Manage Chamith Dusantha	Board Member and Treasurer, Mattara YMCA, Sri Lanka
Mr. William Borham Neil	Board Member & Youth Committee Chair, Trincomale YMCA, Sri Lanka
Dr. Patcharawan Srisilapanan	Member, Chiangmai YMCA, Thailand & APAY Board and Gender Equity Committee Member
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