



# ADISHAKTI

For Adolescent Girls

## CAPACITY BUILDING WORKSHOPS REPORT



TEAM DISHANTAR

**Few words about Women Empowerment 'Adishakti':** An empowered society is one which has empowered women. Konkan region has more than 50% women population. Sustainable development remains incomplete without active participation of the women. Shoulders having the responsibility of shaping empowered future generation must be empowered. On this background, empowering women on social, economical and political arenas is essential. India has seen many women idols in various fields but ordinary woman is still unaware about her stake in social, economic and political field. Our motto is to make women aware about their inherent power and developing their vision for being real stakeholders in family as well as society.

### **Why Adolescent Girls:**

Adolescence is an important stage of growth for children. During adolescence, girls are preparing for their future roles as adult women. Intervention at this stage can help girls overcome barriers to empowerment in adulthood since girls represent the next generation of mothers and social and economic actors. Many development agencies, including the World Bank, highlight interventions at the adolescent stage as key in breaking cycles of poverty and improving the overall quality of life of girls as they grow into adulthood.

### **Issue:**

Adolescent girls in rural areas live predominantly without voices, options and opportunities to increase their social and economic potential which could advance themselves, their families and their communities. Enabling girls to be confident decision-makers within their homes and in society can best be identified through the articulation of transformations in thought and action. Majority of the girls from underprivileged communities work as farm/non-farm labour throughout the day and attend to domestic chores each evening.

### **With a strong focus on girls in rural areas, following are the objectives of our "Adishakti Programme":**

1. To provide invaluable information on health and personal hygiene that helps the girls to better understand their bodies.
2. To empower adolescent girls aged 10-19 years to make informed decisions about their health in order to prevent undernourishment in their generation and their future families.
3. To encourage adolescents to realize the "freedom of choice and action to shape one's life, including the control over resources, decisions and institutions necessary to do so."

### **Preparations for the workshop:**

- ✳ High Schools & Jr. Colleges where rural girls are studying were identified. Personal visits to colleges and discussions with Principal and his team were held to introduce them to Adishakti Capacity Building Workshop and its significance.
- ✳ IEC material in form of pamphlet, questionnaire and badges were created.
- ✳ Team of Expert Resource Persons on health, psychology, law, career consulting was finalized after personal visits to them.
- ✳ Scheduling the actual workshop.

### **Resource Persons:**

- ✳ Ms. Ashwini Chavan, Psychologist from Vitthalrao Joshi Trust, Dervan.
- ✳ Mr. Ganesh Kulkarni, Counselor.
- ✳ Mr. Ramchandra Chavan-Patil, Career Counselor.
- ✳ Adv. Manisha Joshi, Dapoli.
- ✳ Dr. Madhura Kulkarni, Dapoli.
- ✳ Mrs. Seema Yadav, Secretary, Dishantar.
- ✳ Mr. Rajesh Joshte, President, Dishantar.

### **Honorable Guests for the workshops:**

- ✳ Mr. Hirabhai Butala, Chairman, Sahjivan Education Institute.
- ✳ Mr. S. R. Deshmukh, Sr. Manager - Human Resource, Kansai Nerolac Paints Ltd..
- ✳ Mr. N. B. Shelar, Director, Sahjivan Institute.
- ✳ Mr. Jayant Sheth, Director, Sahjivan Institute.
- ✳ Mr. More, Principal, Sahjivan Jr. College, Khed.
- ✳ Mr. L. D. Chavan, Vice-President, Rampur Education Society.
- ✳ Mr. Suresh Salvi, Jt. Secretary, Rampur Education Society.
- ✳ Dr. Manoj Raorane, Director, Rampur Education Society.
- ✳ Mr. Vinayak Tambe, Principal, Motibai Thakarsi Jr. College, Rampur.

**Explanation:** To avoid repetition, session highlights of only different sessions have been provided in the report.

### Workshop Details:

S.N.	Date	Place	Participant Girls
1.	21.04.2014	Milind High School & Motibai Thakarsi Jr. College, Rampur, Chiplun Block	90
2.	25.04.2014 to 27.04.2014	Shri Chandulal Sheth High School & Jr. College, Khed	289
3.	16.01.2015	Shri Chandulal Sheth High School & Jr. College, Khed (follow up workshop)	145
4.	14.01.2014	Shri Shivshankar High School & Jr. College, Kulvandi, Khed Block	64

### 'Adishakti' Capacity Building One Day Workshop:

S.N.	Date	Place	Participant Girls
1.	21.04.2014	Milind High School & Motibai Thakarsi Jr. College, Rampur, Chiplun Block	90

### Workshop Schedule:

Timings	Session Plan
10:00-10:10 am	Distribution of IEC material to participants (pamphlet, notepad, pen, badge)
10:10-10:15 am	Welcome & Introduction of DISHANTAR
10.15-10.20 am	Briefing on Adishakti Project and explaining the objective of Capacity Building Workshop
10.20-10.25 am	Inauguration of workshop by conferring Adishakti Badges to Adolescent Girl Student Representatives
10.25-11.30 am	Session (by Psychological Expert, Ms. Ashwini Chavan) on Health, Diet & Exercise, Significance of physical and psychological fitness for shaping future.

<b>Timings</b>	<b>Session Plan</b>
11.30-12.00 pm	Facilitation on Personality Development by Mr. Ganesh Kulkarni, Career Counselor
12.00-12.30 pm	Facilitation on Career Guidance by Mr. Ramchandra Chavan-Patil, Career Counselor.
12.30-01.00 pm	Lunch Break
01.00-02.00 pm	Facilitation on Adishakti Project Activities & Filling up Adishakti Questionnaire - Mrs. Seema Yadav, Secretary, Dishantar
02:00-04:00 pm	HB Check up camp & Informal discussions on Trends of diet, behavior, safety of girls, etc.
04.00-04.10 pm	Conclusion of the workshop

### **Session Highlights:**

#### **Session (by Psychological Expert, Ms. Ashwini Chavan) on Health, Diet & Exercise, significance of physical and psychological fitness for shaping future:**

Ms. Ashwini Chavan, Psychologist from Vitthalrao Joshi Trust, Dervan addressed the girls on the present trends of diet and behavior amongst the girls. Ms. Ashwini explained the reasons of malnutrition and physical problems with live examples she had witnessed. The girls were seemed to be affiliating themselves with the case study examples. She explained the girls - significance of tri-color diet (orange, white & green). She made the girls alert on use of fast food and cosmetics with tips on natural cosmetics in form of diet and exercise. She taught "Dhyan-Mudra" to girls & explained its effect on the personality. The session was quite remarkable as the girls were stunned and were in a position to think about these issues sincerely.

#### **Facilitation on Personality Development by Mr. Ganesh Kulkarni, Career Counselor:**

Mr. Ganesh Kulkarni initiated two-way discussion by asking the girls about their goal of life. Then he explained the significance of setting up goal with a short story. He then said that India's young generation is caught in the clutches of 3Ds i.e. Behavior Disturbed, Emotionally Disturbed and Learning Disabled. He explained the ill-effects of watching worthless T.V. shows. He asked the girls to understand themselves and make their own SWOT (Strength, Weakness, Opportunity and Threat) Analysis. He explained the significance of Seven Dimensional Thinking and thinking something out of the box so that they would become pathfinders and trend-setters. He also explained the need and importance of Positive Thinking. His facilitation was quite enjoyable as he gave examples through stories to prove his points.

**Facilitation on Career Guidance by Mr. Ramchandra Chavan-Patil, Career Counselor:** Mr. Chavan-Patil explained the career options available for girls in various sectors after S.S.C. & H.S.C., source of information and various competitive exams that make career opportunities available. He also explained eligibility criteria for all the opportunities. He guided the girls to select best suited career opportunity for them instead of following the common trends or views of parents, friends and so on. He gave examples of successful women and explained the factors for their success. He also guided the girls to take career decision keeping in mind their own liking, capacities and resource mapping. He explained the vocational courses available for girls who are not better in formal education. He stated that getting good marks is not the only way to succeed in life. There are many other options available. What are required are hard work, patience, positive thinking and confidence to succeed in life.

**Facilitation on Adishakti Project Activities & Adishakti Questionnaire by Mrs. Seema Yadav, Secretary, Dishantar:** Mrs. Yadav explained the motive of the Adishakti Project. She also appealed the girls to be update on the front of knowledge on personal development, health and law. She gave small but quite live examples of girls' unawareness about themselves. E.g. girls do not know much about the Grievance box, Save Daughter Campaign held in their schools, helpline available for women and so on. Girls seem to be not much bothered to get information about all these issues that are quite significant and meant for their betterment. She guided the girls on DOs and DON'Ts in this regard. Then she guided girls on the Adishakti questionnaire. The objective of the questionnaire was to understand the girls' emotions, their background and worries. The questionnaire was to open up the space for girls to express themselves. The session was an eye-opener for girls.

**Hemoglobin Check up camp:**

Hemoglobin check-up of 90 girl students was done by the expert team of Dr. Vitthalrao Joshi Trust. The girls were also given calcium & iron tablets. The girls with high HB deficiency were advised to take further treatment in Walavalkar Hospital, Dervan.

**'Adishakti' Three Day Capacity Building Workshop:**

S.N.	Date	Place	Participant Girls
2.	25.04.2014 to 27.04.2014	Shri Chandulal Sheth High School & Jr. College, Khed	289

## Workshop Schedule:

Timings	Session Plan
<b>1<sup>st</sup> Day - 25<sup>th</sup> April 2014</b>	
09:50-10:00 am	Distribution of IEC material to participants (pamphlet, notepad, pen, badge)
10:00-10:05 am	Welcome & Introduction of DISHANTAR
10.05-10.10 am	Briefing on Adishakti Project and explaining the objective of 3 days Capacity Building Schedule
10.10-10.15 am	Sharing by Mr. N. B. Shelar, Director, Sahjivan Institute
10.15-10.18 am	Inauguration of workshop by conferring Adishakti Badges to Adolescent Girl Student Representatives
10.18-10.23 am	Address by Mr. More, Principal, Sahjivan Jr. College, Khed
10.23-10.30 am	Address by Mr. Butala, Chair of the event
10.30-11.30 am	Session (by Psychological Expert, Ms. Ashwini Chavan) on Health, Diet & Exercise, Significance of physical and psychological fitness for shaping future.
11:30-12:00 pm	Lunch Break
12:00-03:00 pm	HB Check up camp & Informal discussions on Trends of diet, behavior, safety of girls, etc.
<b>2<sup>nd</sup> Day - 26<sup>th</sup> April 2014</b>	
10:00-10:30 am	Recap of the first day its conclusion
10:30-12:00 pm	Facilitation on Adishakti Project Activities & Adishakti Questionnaire by Mrs. Seema Yadav, Secretary, Dishantar
12:00-12:30 pm	Lunch Break
12:30-01:45 pm	Facilitation on Laws for Women & General awareness about Judicial System by Adv. Manisha Joshi, Dapoli
01:45-03:00 pm	Facilitation on Biological Understanding about Human Body (female & male) with Power Point Presentation & Question-Answer Session - Dr. Madhura Kulkarni, Dapoli
<b>3<sup>rd</sup> Day - 27<sup>th</sup> April 2014</b>	
09:00-09:30 am	Recap of the second day & its conclusion
09:30-11:00 am	Facilitation on Personality Development by

<b>Timings</b>	<b>Session Plan</b>
	Mr. Ganesh Kulkarni, Career Counselor
11:00-11:30 am	Lunch Break
11:30-12:00 pm	Presentation Clip on Positive Thinking
12:00-12:15 pm	Discussion on Clip
12:15-01:00 pm	Facilitation on Career Guidance by Mr. Ramchandra Chavan-Patil, Career Counselor.
01:00-01:15 pm	Guidance on IQ & EQ Test
01:15-01:45 pm	IQ & EQ Test of Participants
01:45-02:00 pm	Conclusion of the workshop & information about follow up process to be held in June 2014.

### **Session Highlights:**

**Facilitation on Laws for Women & General awareness about Judicial System by Adv. Manisha Joshi, Dapoli:** Adv. Manisha Joshi introduced the girls to the Judicial System in India. She explained the terms like FIR, NC, IPC and so on. She focused on the issues such as Domestic Violence, Right to Property, Marriage Act and other provisions for Violence Against Women (VAW). She appealed the girls to take proper cognizance of the common issues that become serious in future. She guided the girls to beware of Cyber Crimes that take place and unknowingly girls get involved in it. Adv. Joshi explained the quite complicated things in simple language. Hence, girls easily understood the issues.

**Facilitation on Biological Understanding about Human Body (female & male) by Dr. Madhura Kulkarni with Power Point Presentation & Question-Answer Session:** Before initiating this session, the girls were asked to write the questions that they want to ask the gynecologist as many a time girls hesitate to ask questions openly. Dr. Madhura Kulkarni, gynecologist from Dapoli, conducted the session on biological understanding about Human Body. She focused on the changes that take place in male and female body in adolescent age. She guided the girls on vaccinations to be taken for their better motherhood. She explained the DOs and DON'Ts in adolescence and its impact on the future of girls. After this, the representative questions that were given in writing by girls were sorted out. Dr. Kulkarni gave to the point explanations on the same.

### **Hemoglobin Check up camp:**

Hemoglobin check-up of 90 girl students was done by the expert team of Dr. Vitthalrao Joshi Trust. The girls were also given calcium & iron tablets. The girls with high HB deficiency were advised to take further treatment in Walavalkar Hospital, Dervan.

### **'Adishakti' Capacity Building Follow Up Workshop:**

<b>S.N.</b>	<b>Date</b>	<b>Place</b>	<b>Participant Girls</b>
3.	16.01.2015	Shri Chandulal Sheth High School & Jr. College, Khed	145

### **Workshop Schedule:**

<b>Timings</b>	<b>Session Plan</b>
<b>16<sup>th</sup> January 2015</b>	
10:15-10:20 am	Distribution of IEC material to participants (Question Paper & Answer Sheet)
10:20-10:25 am	Welcome & Revision of Three Days Workshop
10.25-10.35 am	Explaining the objective & Schedule for the day
10.35am-12.00 pm	Result Sharing of IQ & EQ Tests
12.00-1.30 pm	General Counseling to make participants familiar with results & their personality evaluation
1.30-2.00 pm	Lunch
2.00-3.30 pm	Personal Counseling (as per requirement)
3.30-4.00 pm	Interest Inventory Test of 145 girls
4.00-4.10 pm	Conclusion

### **Highlights of the workshop sessions:**

**Session (by Counselor, Mr. R. A. Chavan-Patil) on Result Sharing of IQ & EQ Tests:** Counselor, Mr. Chavan-Patil shared with participants the result sheet of IQ & EQ test i.e. Adjustment Inventory Tests related to Home, Health,

Social & Emotional. He explained the students, scores and remarks. He also explained how girls should identify their personality through these results. He also appreciated Mugdha M. Kadam who has scored highest in this Test.

**Session (by Counselor, Mr. Chavan-Patil) on General Counseling for Personality Evaluation:** Counselor, Mr. Chavan-Patil shared with participants the remedial measures for improving on the weak points in the personality. He explained the participants the Dos and Don'ts on the Home, Health, Social & Emotional wing. He illustrated the concerns by giving suitable examples from routine of girls. The girls seemed to be responding spontaneously on the examples. He linked these examples with strong and weak points of their personality and its impact on the career they choose.

**Personal Counseling (by Counselor, Mr. Chavan-Patil):** Personal Counseling (as per requirement) has been provided to the girls those were identified as students needing personal counseling. Mr.Chavan-Patil discussed the problems identified and the possible way outs.

**Interest Inventory Test:** Interest Inventory Test was conducted for 145 girls. The test was not a test of intelligence. It was just useful in finding the real interest of the girls with regard to their career.

**'Adishakti' Capacity Building One Day Workshop:**

S.N.	Date	Place	Participant Girls
4.	14.01.2014	Shri Shivshankar High School & Jr. College, Kulvandi, Khed Block	64

**Workshop Schedule:**

Timings	Session Plan
10:00-10:10 am	Distribution of IEC material to participants (pamphlet, notepad, pen, badge)
10:10-10:15 am	Welcome & Introduction of DISHANTAR
10.15-10.20 am	Briefing on Adishakti Project and explaining the objective of

<b>Timings</b>	<b>Session Plan</b>
	Capacity Building Workshop
10.20-10.25 am	Inauguration of workshop by conferring Adishakti Badges to Adolescent Girl Student Representatives
10.25-10.45 am	Learning Game (Ice Breaker)
10.45-12.30 pm	Session by Mr. Rajesh Joshte (President, Dishantar) on Personality SWOT for shaping future
12.30-01.00 pm	Lunch Break
01.00-01.10 pm	Learning Game (5 Pass)
01.10-03.00 pm	Session by Mrs. Seema Yadav (Secretary, Dishantar) - 10 Tips for Girls
03.00-04.00 pm	Facilitation on Adishakti Project Activities & Filling up Adishakti Questionnaire - Mrs. Seema Yadav, Secretary, Dishantar
04.00-04.10 pm	Conclusion of the workshop

### **Session Highlights:**

**Session by Mr. Rajesh Joshte (President, Dishantar) on Personality SWOT for shaping future:** The session was deliberated to make girls aware about the significance of their personality features in shaping their future. Initially the concept of SWOT was explained to girls followed by the simple questions to help them explore their own personality - Strengths, Weaknesses, Opportunities & Threats. Illustrative examples from routine of girls helped to get them involved in the session. Exploring themselves seemed to be a good experience for them. Girls participated in the session very actively.

### **Session by Mrs. Seema Yadav (Secretary, Dishantar) - 10 Tips for Girls:**

Wherever the girls are, there's a lot to learn about themselves and the relationships. Every girl has to decide what kind of woman she wants to be and what kind of relationships she wants to have. In a healthy relationship (no matter which relation is that) both feel valued, respected and like equals. Both girls and guys deserve to be in relationships that feel good. So, ten tips to help the girls have the kind of healthy, equal relationship they deserve were discussed. It was open ended session and the girls have participated in the session by sharing their experiences at home, schools and public places.

The session was more about gender equality and the role of girls in bringing the gender equality.

### **Output:**

1. 443 girls participated in the general orientations during workshops.
2. HB Check up & Distribution of medicines (iron & calcium tablets) to 180 girls.
3. IQ & EQ Test of 160 girls.
4. Interest Inventory Test was conducted for 145 girl students.
5. General Sharing on results of IQ & EQ Tests and counseling to 160 girl students.

### **Outcome:**

- ✧ Workshop has created a space for girls to have respite and privacy with other girls.
- ✧ The girls were comfortable, whispering and giggling with one another during the workshops.
- ✧ Adishakti Questionnaire created space to talk about girls' background, future plans, worries and their present status. 443 girls expressed themselves through Adishakti Questionnaire.
- ✧ Learning Games proved to be good Ice breakers for workshops.

### **Learning:**

- ✧ Workshops need to be added in School Calendars that get ready in the first month of the Academic Year to get proper space for the workshop.

### **Constraint & Dealing:**

- ✧ Due to fixed calendar events of College, the follow up activities had to be postponed. However, we have taken due cognizance of this constraint. Accordingly, we have discussed this issue with other colleges' authorities and asked them to keep a space for the Adishakti workshop in their academic calendar events for next year.
- ✧ As the participant girls were from remote areas of Khed block, they were having limited and scheduled travel timings. Although all the girls participated in general sessions, they could not participate in all the tests. Hence, no. of general participants, HB check up participants, IQ & EQ test participants were different in number.