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PROCEEDINGS

FIRST GENDER NETWORKING WORKSHOP OF THE MAINSTREAM INDO-DUTCH PROJECTS IN KERALA AND KARNATAKA

10 - 11 AUGUST 1998
THRISSUR



Gender & Development Sector
Royal Netherlands Embassy
August 1998

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Introduction and acknowledgements

Within the Netherlands development cooperation attention for gender aspects of projects and for the impact of the project on women is a must. That is not always easily operationalised. In the beginning of 1997 during a workshop in Neerambra it was decided that a few gender specialists would visit the mainstream projects per region and she or he would see what was needed in the field of gender and how her or his experience and expertise could be of use for the projects. That experiment lasted a small year. This so called Gender backstopping structure was evaluated and discussed in the previous national workshop in Trivandrum (Kovalam). The opinions on the gender backstopping were different but by most of the participants it was felt that the resource person lacked insight in the project. Three days of project visit were either too short or too long, depending on the usefulness of the visit. In short, the outcome was that some form of support from the RNE is wanted and appreciated, but not in the form of external resource persons. Instead it was decided that we would try to have regular (quarterly) regional meetings with a network purpose. Projects' staff themselves have all sorts of expertise and experience which can be made useful to other projects as well. Although the gender backstopping structure never intended to be top-down, the regional networking plan will not run the risk to be perceived as such.

This are the proceedings of the first workshop in a series of regional gender networking workshops of Indo-Dutch projects. The region is Kerala and Kamataka. Representatives of 6 projects and of RNE were present for two full days in Trissur.

In her introductory remarks Joke Muylwijk goes briefly into the past of the gender mainstreaming and in the current developments in the Netherlands policy. A new government has been formed and the new minister for development cooperation is Ms Evelien Herfkens, a social democrat. The budget for development cooperation in actual terms has diminished and at present it is not possible to start new projects. This situation however may change again (soon).

The workshop took place in Sidhartha Hotel in Trissur. Participants all took part in the discussions in a lively manner and the atmosphere was one of motivation. We thank the KSJS and KCIP who organised the workshop, especially, but not only ms Elizabeth Zachariah. Mr Anto J. Nelliserry deserves particular acknowledgement for making the participants, including those from Kerala aware of a fascinating art of Kerala: Tolpavakoothu, which we all enjoyed. Ms Revathi Narayanan of Mahila Samakhya joined the workshop for a day as resource person. Her contribution was perceived as very useful and appreciated.

The emerging power, newsletter

No contributions were sent to the embassy since the Trivandrum workshop. Soon a next issue will be published. Please do send in some short articles. Interesting for other projects will be writings such as:

- short reports and personal impressions on Trivandrum workshop
- short reports and personal impressions on this present workshop
- interesting case studies of your work
- gender lessons learnt, etc.
- lists of literature on gender and irrigation, gender and water and sanitation, gender and environment, which have been composed by projects and found useful

- reviews of relevant articles or books
- Please sent in your contributions before 10 October.

Presentations

Already in the workshop in Kovalam all projects had ample time to present their projects, its gender aspects and their method of work to pay attention to women's needs. Before this workshop the projects were asked to write 2 pages¹ with general information about the project (3 lines), gender component of the project (10 lines) and the problems and needs (30 lines). The presentations according to this format can be found as Annex III. In Kovalam it was decided that all projects teamleaders and WID consultants would establish the need for gender awareness training. This did not come out of the presentations. See below.

The sequence and keywords of the presentations were:

- 1. Bangalore Urban Poverty alleviation Project - Mr. G. Doss & Ms. Manjula Shyam**
Slum development; 50% women representation;
Participatory planning; Establishment of a resource centre;
Building up of institutional structure;
Access to resources, control over income earned by women, accountability in sharing work load, equal wages for women, infrastructure facility.
Special trainings for women; savings and credit group to be further strengthened, services for grassroot women.
Difficulty in getting women to committees: no problem in selection, but afterwards the problems started.
Staffing problems, uncertainty between RNE & the GoKarnataka. Presently understaffed but during the second phase new staff will be recruited. Then it will be better possible to establish gender training needs.
- 2. PSU - Integrated Rural Water supply and Sanitation Project, Mr. John Abbot & Ms. Poomima Vyasulu**
Running for 5 years, PRA activities, 25% - 30% of women representatives in village committees,
Problems - enabling environment never created, getting attention for gender issues is a problem in Water & Sanitation, gender is donor driven - little support in substantive terms within the implementing departments because of cultural & social factors, rigidities. Gender then is becoming the last concern.
Conclusion - the project directly effects the practical needs of women by improving sanitation, but to improve their strategic need as well, with other words to lead to empowerment, will take a long time. Monitoring capacity is available but a lack of institutional capacity persists.
The project comes to an end in December 1998.
- 3. Kerala State Pollution Control Board, Ms. Rinske van Noortwyk**
Started in 1995, Institutional strengthening of KSPCB, mandating to give concept to industries as to how much they are allowed to pollute. Keep track of standards. The main task of the board is to handle complaints. If the environment is polluted, action must be

¹Following the format of the Andhra Pradesh region, whose plans for their workshop were (and are to be) gratefully used by the other regions.

taken. The project is to strengthen the control board.

Three components:

Technical component: transfer of new technical inputs, equipment

Training component: transfer of knowledge and training on the job

Computerisation & data management of the whole set up.

Monitoring programmes, administration and management information system as well. These are connected & linked.

A reorganisation is in the process and a new district is added.

Gender has not been an issue, but we come across it. It is technical work but nearly 50% of employees are women. Women do not get the same tasks because it is stated that in saree women cannot climb a chimney, in remote areas where factories are located they cannot stay over night, which is needed for this work. Now a new phase (III) of the project in which more organisational development. The idea is that other organisations join the board meetings including State Environment Board. Women organisations should join as well.

question: Is there a role for women as community members representing a focal point for environmental quality, informal monitoring for pollution sources in their local areas? Or do they have the same cultural/ social limitations largely precluding such potential role?

4. SEU-F, Mr. K.A. Abdullah & Ms. Thresiana Mathew

Started in 1987 as support organisation in Kerala Water Authority with the implementation of "Integrated water supply and sanitation" schemes.

Ownership feeling, self pride; KWA - SEU; Panchayat; W.W.C

S.P.A(stand post attendants) - more are women; Community

Gender relations: Ward Water Committee: Out of 7 members 2 are women.

Jeevapooma society: training women as effective masons in order to raise their self esteem and also means of income generation support.

Potwats: participatory and educational programme to protect the traditional sources from harmful bacteria with income generation facilities for unemployed women. Daily income of 70-100 rupees.

Gender awareness programme: combined gender training programme by SEU-F and Athiyannur block panchayat for elected members.

Sthree sakthi: model programme for the empowerment of women in districts for which SEU-F is an active partner. Work in zillas & districts eg. Kovallam dist. & SEU-F participating in it.

Gender awareness education programme: joint venture of the District panchayat and SEU-F.

New Context & Training Needs:

- two large women masons projects for SEUF.
- Large number of women representatives in Panchayat Tag bodies in place.
- people campaign for 9th plan
- change of DEU from project support unit to sector support organisations.

Water supply: continuing small water supply schemes.

Question: Has there been any evaluation of the numbers of women masons who continue to work as masons? How active are trained women masons? What is the potential for the various successful SEUF gender activities to be transferred to other states or populations with different cultural identity, and what pre-conditions would be considered for success? Any examples?

5. Mahila Samakhya: Ms. Revathy Narayan²

On a bilateral grant Mahila Samakhya is implemented in 8 states, set up basically a gender programme, work with women groups in villages (sanghas), focus issues through the eyes of poor rural women, trying to develop a forum where issues can be discussed. In Karnataka about 1000 villages in six districts are covered. Selection is made on development indicators, the districts with lowest indicators are focused on. Sanghas struggling to find out the problems of girls not going to school - gender sensitise at the family level, try to impact the system, trainings in the sanghas, legal aspects support women in panchayats, sanghas access the government schemes. Literacy is not a guarantee for empowerment. Sangha a symbol of place where a woman finds shelter, lot of training done. MS Kerala is only just starting.

6. KSJS, Kerala Community Irrigation Project:

Ms. Elizabeth Zachariah

Started in December '94, socio-technical project for irrigation through borewells. Under the department of irrigation of the state government. A target of 210 borewells are to be drilled. Project extension under consideration, small WID component with a Community organiser. Objective - to determine a method for self-sustaining improved productivity and living standards for small and marginal farmers, for women through community management of irrigation schemes.

Components - comprises of a social wing, agronomy and water wings, support units of data management, administrative and financial wings, consultants to provide advice.

7. Kerala Water Authority, Technical Liaison Officer - Mr. Stuart Pearson

Gender components are usually looked upon as secondary. Water is a highly sensitive subject and will become more so in the future. The scarcity of drinking water will effect whole population over the coming years.

Plenary discussion 10/8 on: gender related problems in the projects and solutions

Problems:

1. Lack of institutional support from government (local & state).
2. Gender section suffers most even whilst integrated in all activities.
3. Tangible/non tangible results
4. Uncertainty: fundamental, will the project be extended? Operational - gender depends on design, institutional support, resources.
5. Within the project team there often is a contradiction between WID person and the rest of the staff.
6. Attention for gender is donor-driven.
How to go about getting real committed participation of government sectors?
7. Often gender training for the implementing agency (government) is not included in the project document.
8. Gender sensitization training will not always bring about the necessary changes in attitudes.

Suggestions for solutions, conditions:

1. Gender should be operationalised in all phases of design components.

² The State Director of Mahila Samkhyas was invited as resource person for the workshop. Therefore she did not hand in a paper.

2. Training including gender training needs to be established in design.
3. A separate WID budget within the project budget is important.
4. A chapter gender development in project documents, with plans for gender training, infrastructure and other details.
5. The importance of identifying and providing information is stressed. This is a basic need in projects, whilst in reality access to information is actively restricted for different reasons including to retain "control".

Group discussions about solutions

Group I

- Training has to be taken up right from the start of projects.
- Monitoring and follow-up of gender training is essential.
- Internal "gender audits" have to take place at community level: regularly assess the impact of the project on gender relations in villages. Monitoring as an instrument for raising awareness, measuring against a norm or standard, establish procedures, internal control system, audit if used has to be internal and not external.
- Especially gender training of the upper echelons in government structures of projects are important. To get anything done at all, secretaries have to be convinced of its importance.
- Each project should build up a team of gender trainers. It is not always the right strategy to invite the very famous trainers. Trainers who know about the context of the training are difficult to be found, so training of trainers is important, from within or from outside the project.
- Collect literature on the subject of the project in relation to gender. Build up a resource list and information network. Our learning will be translated into material if staff are stimulated to write down lessons learnt.
- All staff should be aware of gender issues.
- Clarity in design of project is essential, including the material support.

Group II

1. Gender perspectives: closer project monitoring, well spelt out indicators.
2. Issues of gender to be taken up at various levels: of donor, of project, of state, of centre and of target groups so that all stake holders are in same frequency to take up gender issues.
3. Making gender aspect visible especially in the beginning, even at the risk of separating it as a separate activity.
4. Gender process cannot be time bound, activities should follow the development process. (Here the controversial issue "time will solve all problems, even gender" is mentioned).
5. Gender sensitisation should not only be for men but for women as well.
6. Design of project can (unconsciously) reinforce gender prejudices and unfavourable gender relations. When designing a project one should be aware of this.
7. Minimise uncertainties by all parties, such as time lags in project extension.

Plenary discussion:

- Is (external) assistance needed in the design stage of projects?
- RNE should be vigilant during design of new projects.
- Guidelines, articles and other publications should be collected by projects. On water and sanitation IRC and Progress are organisations that have published on community participation and design. (f.e. Deepa Narayanan: Women, water and

- sanitation).
- Lists of already collected literature can be published in the newsletter: Emerging Power.
 - Gender Assessment Study, the new DGIS publication (orange): it is recommended, read it and deduct indicators for own project, begin to monitor according to these indicators. Then bring experiences to the next workshop.
 - Training often leads to leaving the project for a better paid position. Especially training abroad. Such training then is lost to the project, be it not to the country.
 - **Most projects are in uncertainty about the future. Evenso it is now possible to write in retrospect lessons learnt about:**
 - Could the design of the project have been better when gender had been given more recognition?
 - What training would have been useful?
 - Would the project have been more effective?
 - Where could actions or non-actions in relation to gender in the past have helped the project?
 - Principal observations for new projects.
 - Subjective opinion on the process of the projects focused on gender.
- Such writing would be useful for project planners and project implementors. This can be published in the Emerging Power, but also f.e. in the SEU-F Newsletter. Readers who want more detailed information will then be in a position to ask for it. A separate column on Training needs in the newsletters is suggested. *(who can/will do this?)*

Fieldvisit KCIP 10/8

On Monday afternoon we all together went to Mundoor, a village where KCIF has installed a water system which is used for drinking water as well as for irrigation. The patches of land are very small: a few cents (1 acre = 100 cent). Quite a few women have taken up vegetable cultivation. In this time of the year the irrigation seems superfluous, but 7 months of the year the land is very dry. The average monthly income in this village is quite low. The pump house is attended and maintained by a woman. We walked through the village (in gender segregated groups!) meeting women in their gardens, discussing the water issue in the actual and social context.

Fieldvisit SEU-F 11/8

On Tuesday morning we leave for Kaipamangaham Panchayat. We visit the Jiva puma Women Mason society. On a yard of the house where they are building a latrine today. When we arrive they immediately start their activities of maken rings for the pit, a reinforced slab for the roof and one for the pit. The group works very professionally and efficiently. We see some water connections, a shop where the women's society sells concrete blocks and other products. Furthermore we meet with the Gram Panchayat, the Water committee and other committes who specialize within the panchayat.

Gender Training Needs Assessment

The gender training needs were to be assessed by the teamleaders and WID consultants of projects. No concrete plans were presented or discussed. This is a sign that it is easier said than done. Perhaps projects need assistance with such a needs assessment, keeping in mind that only those who know the insights of the project and the individual staff members really can decided about training needs. For a few projects the reason for not presenting such a list is the uncertainty concerning the future of the project.

The RNE is in the process of making a Gender Training Institute Inventory. That will be of some help. This inventory has to be dynamic in the sense that region and sectorwise gaps can be filled in. The suggestion of Mahila Samakhya to build up one's own group of gender trainers is kept in mind.

Gender training has many different forms, target groups and levels: some important differences depend on:

- the level of staff
- the gender of staff
- first or follow-up training
- sector
- the level of awareness of the people one works with
- training meant for trainers

Evaluation

The time span between Trivandrum and Thrissur was short, which made it much easier to pick up the thread again, than with yearly workshops. Project coordinators did have time for self evaluation on WID. After this workshop we will be more inclined to strengthen our WID aspects.

That 60% of the present projects are in trouble with regard to future funding is a sad situation which influences the discussions. This workshop cannot give clearcut solutions yet but with continuity solutions in practical details will develop.

A selfcritical reflection by the projects could have formed the basis of the gender training needs assessment, if included in the programme.

The field visits were generally very much appreciated. Useally one is totally involved in one's own project that for visits of other, even nearby projects is no time. Too bad we lacked the time to discuss our observations (strengths and weaknesses) in the whole group. The women masons' position at present as compared to where they started is encouraging.

The discussion on problems and possible solutions was difficult because of the many layers and contexts in which problems arise. How to tackle all these problems? Even those working in the field of gender had no clearcut solutions. Nevertheless most participants felt that they learnt from the discussions.

To avoid preaching for the converted we could invite the secretaries of the state departments and other high level representatives, to benefit us and them.

A well organised workshop in a good district hotel with a low bill.

Plans for next workshop

The Second Gender Networking Workshop of the Mainstream Indo-Dutch Projects in Kerala and Kamataka is planned to take place on 23-24 November 1998 in Cochin. The Technical Liaison Officer of the Kerala Water Authority has offered to make preparations and host the next workshop.

The participating projects are asked to think about, note down, and discuss Lessons learnt, as described under "Plenary discussion" (page 6).

Topics for following workshops:

- design
- evaluation
- monitoring indicators
- review criteria

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Jasleen Kaur
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PROGRAMME FOR THE FIRST GENDER NETWORKING WORKSHOP
(KERALA/KARNATAKA REGION)

August 10 1998

0830 - 0900	Registration & introduction of participants
0900 - 0915	Introduction of Theme and Workshop -- Ms. Joke Muylwijk
0915 - 1045	Presentation of papers from participants
1045 - 1100	Tea break
1100 - 1230	Group discussions on: <ul style="list-style-type: none"> - gender related problems in the projects and solutions - how to support each other for gender mainstreaming - who can do what for whom (Group I: WID consultants) - what do we have to offer and what do we need (Group II: Project Leaders)
1230 - 1300	- Presentation and discussions
130 - 1400	Lunch
1430 - 1730	Field visit to a KCIP community
1930	Dinner & Cultural Programme

August 11, 1998

0830 - 1300	Field visit to a SEU(F) community
1300 - 1400	Lunch
1400 - 1530	Open discussions/summary
1530 - 1700	Evaluation of the Workshop: usefulness, additional inputs required, future networking, course of action, suggestions, etc.
1700 - 1830 PM	Finalization and Dispersal

The Kerala Community Irrigation Project (KCIP)
Nellikunnu, Thrissur 680 005

ANNEX III

WRITTEN CONTRIBUTIONS:

BUPP Bangalore
PSU - IRWSSP Karnataka
KSPCB Trivandrum
SEU-F Kerala
Mahila Samakhya Karnataka
KSJS - KCIP Kerala
TLO KWA Kerala

Bangalore Urban Poverty Alleviation Programme (BUPP)

First Gender Networking Workshop (Kerala/Karnataka region) for Indo-Dutch Projects At Thrissur

1. Introduction:

BUPP, launched in November 1993, for developing a model for poverty alleviation, is proposed to be extended for two more years for strengthening the model and for transfer of expertise to the City Corporation for its implementation on a wider scale.

2. a. Objectives:

The main objectives of the programme are - (i). Participatory planning and implementation involving women members; (ii). Developing an institutional structure at the slum level; (iii). Establishing a Resource Centre in the city for storage and accessibility of various data on slums; (iv). Providing wider scope for WID component.

b. Activities:

The main activities are - (i). Building up an institutional mechanism at the slum level for enabling communities' participation especially that of women by conducting training, exposure trips, workshops etc; (ii). Inculcate the culture of savings and operation of a 'Thrift and Credit' unit; (iii). Provide the basic infrastructure facilities for better environmental living in the slums.

c. Institutional structure:

The programme is being implemented by a Steering Committee (SC) constituted by the State Government comprising of six major departments of Government and four leading NGOs. The Programme Support Unit is the executive arm of the SC.

d. Budget:

While the Dutch assistance for the first phase was about Rs.160 lakhs, it is anticipated that the assistance would be about Rs.660 lakhs for the II phase. The State's share is expected to be about Rs.98 lakhs.

3. Problems, needs:

BUPP is a comprehensive programme aimed at tackling the problem of poverty in its entirety through a multi sectoral approach involving both men and women at the slum level. The broad strategies are institutional building, operation of thrift and credit system, convergence of Governmental/NGO programme and environmental upgradation. It is found necessary that BUPP programme staff who have expertise only in certain areas need to be provided gender sensitisation training to address these multi dimensional activities which would encompass the following gender components.

(i). Participation of women in community work including decision making power and implementation; (ii). Access to resources. Eg: Land titles to women; (iii). Control over the income earned by women; (iv). Gender stereo type in work. Eg: Women are coolies not contractors; (v). Accountability and recognition to household work of women; (vi). Understanding biological/gender difference in sharing work load; (vii). Culturally induced gender stereo types - Eg: Muslim women; (viii). Equal wages for women; (ix). Gender sensitivity in planning basic infrastructure facilities to communities.

Extract of Para 5.1.8 "Women in Development" in the Draft proposal for BUPP II Phase

Women's participation both at the SDT level as well as in other institution has been a guiding principle in BUPP work in phase I. The uniqueness of SDT model has provided equal space for women members both in the street groups as well as in the SDT (50%). Even in the Steering Committee, 50% of the NGO partners were women. While staffing of Programme Support Unit greater care was taken to induct women specialists who played a vital role in the final stage of first phase.

The second phase would devote more programmes to sensitise SDT members in women's problems, women issues and appropriate steps would be initiated for women's participation in decision making process. In the habitat activities, women would be provided a special place in decision making for various infrastructure facilities. The present practice of involving women members as SDT signatories could be further strengthened with special trainings for women. The savings and credit group for women which has emerged as an important alternative group within BUPP would be further strengthened with specific knowledge and input for sustainability and growth. Special attention will be focussed to empower the women to access various programmes specifically meant for women and children. Services of grass root (women in development) gender consultants/specialist will be utilised to design a specific strategy intervention for women development in BUPP areas. BUPP second phase will also encourage women NGOs micro initiatives in the city.

I. Project Information

Title - The Integrated Rural Water Supply and Sanitation Project, Karnataka.

Coverage - Envisaged to cover about 200 villages in the districts of Dharwad and Bijapur

Duration - May 1993 to May 1998

Budget - 67.70 crores under F.A and under T.A

Project Components - Drinking Water supply

Environmental Sanitation

Water Quality Monitoring

Institutional development

Anganwadi Buildings

Implementation - through the Panchayat raj Institutions at the district level and Village Committees at the village level.

II. Gender Components of the project -

The project's main components of water and sanitation can directly benefit women (as they will benefit the men), perhaps lighten their work burden. Thus, they do meet the PRACTICAL gender need, no doubt.

The project is one that can be described as a 'Gender Integrated' project. In the POP, there are specific mentions of the need to reach to Women in the communities; in fact women's involvement is one of the non-physical components listed in the POP. However, no specific strategy has been defined in the project documents except for a general statement that women need to be involved in all stages of the project.

Obviously, the POP was drawn up before the DAC-WID criteria had been made well known to project formulators and planners by RNE.

Even though there have been no defined strategy, some activities were carried out that specifically addressed WID concerns. For example - during PRA in villages, separate meetings with women to facilitate their participation was done. Training and Orientations were organised for women separately in some villages.

For the project staff, a 4 day gender training programme was done in 1996

Institutional Structure-

The GOK is the main implementing agency; the project is implemented through the decentralised structure of the Zilla Panchayat at the district level (set up as DPUs) and at the village level through the Village committees. These two bodies become key agencies to determine project 'process', which can in turn determine gender sensitivity.

Supporting them at the state level are the PPMU, a body set up by GOK to specifically deal with Externally supported projects.

Under the TA funding, there is the PSU at the state level with district level offices.

It is interesting to note that Gender expertise is not present in the two key agencies i.e. PPMU and DPU. Nor have there been any women professional staff in these two bodies.

There have been women staff in the project - in the state and district PSUs, as well as in the cadre of field staff i.e. TPMOs and PVWs.

In most Village Committees, there is about 25-30% representation of women.

As per budgetary allocations, there is no specific allocation for gender or WID in the project budget either under TA or FA.

III. Problems and needs

As stated earlier, this is a 'gender integrated' project. Women are part of the community whom the project is to benefit and not the sole beneficiaries of the project.

In such projects, the first challenge is to get the concept of 'community participation' accepted. Gender comes in at a higher level and at a finer point of sensitivity.

The second challenge is that WATSAN is a sector that tends to be 'engineering' dominated. Getting attention on gender issues in such projects is more difficult than say a family planning or a health project.

The third challenge is that gender as an issue is still seen as 'donor driven'; there is very little support to it in substantive terms within the implementing departments. (as can be seen from the staffing). Consequently, rarely do WID consultants find a counterpart within the implementing agency.

Other problems and challenges that are posed like in most projects have been-

Cultural and social factors

Rigidities in the way systems are supposed to function

gender becoming the last of the concerns to be considered

This is particularly so in case of projects which have doubtful future or whose extension is yet to be decided.

In conclusion it can be said that the project may partially address PRACTICAL gender needs but it will be a long time before the STRATEGIC gender needs are anywhere near even looked at.

Indo-Dutch project on Institutional Strengthening of the Kerala State Pollution Control Board (KSPCB)

General information about the project

The overall goal of the KSPCB project is to improve environmental management in Kerala State by increasing the capabilities of the KSPCB. The main elements of the project are:

- 1 *Consent system and industrial inventory.* Improving efficiency and extending the coverage and quality of consents and law enforcement.
- 2 *Environmental data management.* Monitoring the quality of the environment (data collection and analysis) and building a sound computer network to manage the data.
- 3 *Planning and management.* Preparing environmental policy, setting goals and targets and manage the workload.
- 4 *Finance.* Increasing the spending power and hence, the autonomy of the Board.

The project embraces nearly all aspects of the work of the KSPCB. The entire staff is expected to participate, as part of their normal duties. The project will also provide the KSPCB with extra equipment, computers and vehicles. The role of the consultants is to provide technical assistance and training and to co-ordinate the activities.

Gender components

This project hasn't been looked at so far from a WID- point of view. The project office finds the subject relevant and looks for ways to incorporate the subject in the project. The project office made the following observations regarding possible gender components:

- Solutions for industrial environmental problems aren't always only of technical nature. Small-scale industries (coconut retting, cashew, prawn peeling, etc.) often don't have the finances for abatement technologies. Closing down these industries causes a socio-economic problem for all the families depending on the work. Therefore other solutions need to be found with the help of the people involved. In small-scale industries these are often women.
- Environmental issues often go together with health issues. If we can join forces in the process of change, it will benefit both. Health issues are often in the hands of women.
- To increase the environmental awareness (one of the KSPCB-tasks) the input of women is crucial and therefore co-operation is needed with women's organizations.
- The KSPCB-staff consists of 40 % women, also in executive roles. Considering the nature of the work, that percentage is quite high. They meet all kinds of problems executing their work (visiting industries). The KSPCB-women so far didn't come together to discuss their common needs and problems.
- Women working in the KSPCB sometimes can't execute parts of their work properly, because, for instance, they can't stay overnight while visiting far off factories or take samples while wearing a saree.
- No gender sensitisation training is given within the KSPCB.

GENDER PROJECT AND PROGRAMMES ; STATUS AND TRAINING NEEDS SEU FOUNDATION , KERALA

I. General Information

Socio-Economic Unit started its involvements since 1987 as a support organisation to Kerala Water Authority in the implementation of "Integrated Water Supply and Sanitation" schemes. The scheme was a departure from the usual traditional programmes in the sense of its emphasis in socio economic aspects and community participation alongside with its technical aspects. Since KWA had no tradition of involvement in the software aspects of water supply and no mandate for programmes of sanitation component SEU's were established.

II. Gender components of the project

Objectives: One of the major objective of the project was to strengthen mechanisms which enable people and local institutions to participate, with special emphasis on women's involvement.

Activities The component of gender had been an emphasis in all the programme with appropriate approaches content and organisational implication. Some of the significant structures / activities with gender implication and focus has been:

- Stand Post Attendant (SPA) - Mainly women volunteers residing near the public tap responsible for proper upkeep of Stand post surroundings and reporting of faults. There are 5000 such SPAs established. Standposts being the one meeting ground of hardware and software, this responsibility of women perhaps is the most crucial in a pipe water system from a participatory point of view.
- Ward Water Committee (WWC) Of the 7 members of WWC 2 atleast are women. It could have more and in practice many of them are such.
- Jeevapoorna Society A successful women's programme of training women as effective masons with an intention to raise their self esteem and also as a means of income generation source.
- POTWATS: A participatory and sustainable programme to protect the traditional sources from harmful bacteria (wells and ponds) with facilities for income generation for unemployed women.

- **Gender Awareness:** A combined gender training programme by SEUF and Athiyannur Block Panchayath for elected members to demonstrate the impact of training in gender sensitisation and follow up activities on the new initiatives coming from them by way of development activities attuned to womens advancement.
- **'Stthree Sakthi':** A model programme being initiated for the empowerment of women in districts for which SEUF is an active partner.
- **Gender Awareness Education Programme:** Joint venture of the District Panchayath and SEUF

STAFF

A WID Director and supporting team is in place.

BUDGETARY ALLOCATION (Annual)

RNE	Rs.6,00,000
Bilance	Rs.15,00,000 (2 years)
CLO	Rs.15,00,000 (3 years)
Thrissur Dist.Panchayat Gender Awareness Education Project	Rs.5,00,000 (5 years)
Clean Kerala Gender Awareness Programme	Exact amount to be finalised
Athiyannur Gender Awareness Programme	Rs.6,00,000 (Project in pipeline)

III. NEW CONTEXT AND TRAINING NEEDS

History of the level and extent of gender planning, implementation and monitoring in programmes SEUF had been involved, was one of its growing and increasing focus. For the realisation that gender aspects is an integral part of all components of activities rather than one component activity, it took some time. Even now the understanding is not complete though a serious process has started. The road from 'Participation' to 'empowerment' was based on our experience about the potentiality of womens involvement for the sector on the one hand, and the scope of empowerment - directed activities for lasting transformation of womens status, on the other. Towards this, internal trainings for reviewing the level of gender content of projects SEUF had formulated were conducted and the result was revealing in the sense of its absence in sufficient focus.

These were happening in the context of four important developments:

1. Two large women masons projects for SEUF
2. Large number of women representatives in Panchayat Raj bodies in place.
3. Peoples campaign for 9th plan.
4. Change of SEU from Project Support Unit to Sector Support Organisation.

Pertaining to the two large women masons project it is felt that the project implementing team do need further orientation of gender especially those related to monitoring and development of tools for training. Infact the group as a whole still needs strengthening in gender awareness.

As to the Athiyannur Gender Training project mentioned earlier it has produced very promising impact and lessons. We now feel that a further phase of follow up support is very necessary for its sustainability. A draft proposal to this effect is already formulated.

It must be mentioned here that 'peoples planning campaign' which is being implemented in the state as a whole is an opportune situation for gender training intervention. But the way it is going, it leaves lot to the desired as to the focus it gives to gender aspects. May be Trissur district is an exception.

The new status of SEUF as a Sector Support Unit is indeed challenging. In the 'Clean Kerala' Programme of the state SEUF ofcourse has an important role in the capacity building and mobilisation part at Kottayam District to begin with. Since the training (Gender included) here have to be imparted as a team (alongwith trainers of other NGOs), the training team at Kottayam may have to go through a process of adjustments and mutual learning for creative results. The combining of campaign (forte of other NGOs) and participatory (SEUFs specialisation) elements in mobilisation and training will be put to test in Kottayam District.

Gender Perspectives of Pilot Project for Decentralised Water Supply & Environmental Sanitation *(A Netherlands Assisted Project being implemented by SEU Foundation)*

K M. Nambuodiri

1. General Information about the project

The experience of NAPI has convinced all the stake holders in the WS&ES Sector in the state of Kerala, about the need to design institutional models of decentralising the Sector activities. Socio-Economic Unit Foundation, took up a pilot programme with the Netherlands assistance in three Panchayats of Malappuram District (Kondotti, Chekode and Parumbalappin) in order to clearly understand grey areas in the sector decentralisation. The preparation works started in October 1997, and the project implementation started in April 1998 to be ended in June 1999.

2. Gender Components of the Project

The broad objective of the project is "To find optimal and sustainable solutions to the problems pertaining to decentralisation of water supply and environmental sanitation in the state of Kerala".

In the gender context, the institutional guidelines, under the Peoples Planning Campaign of Government of Kerala, ensures prominent and significant roles for women. While the guidelines are clear, the implementation of the same is bound to vary even within a Panchayat. Hence the project decided to study this carefully before introducing alternative/new strategies.

The strategies of the project, like in the case of any pilot project, are very flexible in all the fields such as social, technical and institutional. The same applies in the gender perspective as well.

We constantly interact with the community in formal and informal sessions, in homogenous and mixed groups and study the response pattern, and analytical powers of different sections of the participants.

We proceed with an assumption that when one penetrates deep into the body of the problem, in pursuit of long term solutions, the real culprits (section of the community responsible for creation and perpetuation of the problem), can be clearly identified. Since the problem such as Water Scarcity is multi causative, it is imperative to keep an open mind so as to assimilate as many parameters as possible in the study. We recognise that gender parity/disparity could definitely be one of the important parameters.

3. Project Staff & Institutional Structure

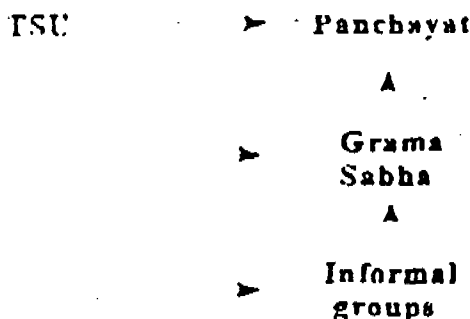
A special wing called **Technical Support Unit (TSU)** has been constituted within SEU to implement the pilot project. The project staff of TSU constitutes the following persons

- 1. Consultant Team Leader, RSM, ETC, The Netherlands - Male

SEU Staff (Full Time)

- 1. Project Manger - Male
- 2. Director (Technical) - Male
- 3. Technical assistant - Male
- 4. Field Organiser - Male
- 5. Driver - Male

The Institutional Structure



4. Findings

Although it is yet premature to conclude on the problems and the possible solutions, it is possible to summarise certain initial findings in the gender context as follows

- Women always took leading roles at the informal gatherings, in problem analysing, and suggesting realistic solutions
- Men clearly dominated in all the formal gatherings, although there was good representation of women (as per statutory provisions)
- Men were, by and large, more subjective and politically motivated in analysis and suggesting solutions, compared to women
- Young people (both men and women) who have participated directly or indirectly in the literacy campaign and similar radical programmes are able, not only to analyse things very rationally but also to appreciate the gender equity

The above findings indicate a great potential for women taking leading roles in planning and managing the future Sector activities. However, this can be achieved only through massive awareness campaigns with women in the lead role. Whether this could be done within the mandate of TSU is another question.

THE KERALA COMMUNITY IRRIGATION PROJECT

General Information: This is a socio-technical project for irrigation through borewells, started in December 1994 and was expected to be completed in December 1998. A target of 210 borewells are to be drilled and systems established. It is being implemented by the Kerala Samuhya Jalasechana Samithi (KSJS), and under the Department of Irrigation of the Government of Kerala.

Overall objectives: "to determine a replicable method for self-sustaining improved productivity and living standards for small and marginal farmers, and for women, through community management of irrigation schemes." A special emphasis of the project, as indicated here is to bring women into the mainstream of agricultural management by supporting them and offering training on various aspects.

General components: Comprises of a Social (with the WID Section), Agronomy (with an Engineering Section) and Water Wings, and support units of the Data Management, Administrative and Financial Wings. Technical assistance is provided by consultants.

Staff structure: The WID Section has the posts of a Women in Development Expert and a Community Organizer (CO). The former post is currently vacant (since March 1998). A WID Consultant provides advice and other supports to this Section.

Activities under WID: Formation of Vanitha Vikesana Vedhies (VVV) and thrift groups, organization of training for development of skills are major activities of the WID Section. There are currently about 60 VVVs to be followed up, provided different kinds of supports and training, and which was being managed by the lone CO.

Budget allocations: The total allocation for the Project is Rupees 21.7 crores. Rupees 21 lakhs is allocated for 1998-99, for the activities of the Social Wing, under which the WID Section comes (Total for the current year is Rupees 3.1009 crores.) The activities under WID do not have a separate budget as such. However, funds have never been a problem here.

Problems and needs: This project has been mired with an array of problems right from its inception. Being essentially a socio-technical programme, these two aspects have often faced conflicts and friction. Conventionally it seems that the need for social input is scarcely understood by the technical staff. Quite often too there is the lack of understanding about the need for WID inputs, and for timely supports. The essential features and requirements for WID activities are not well understood, may even be refused to be understood, at best simply being tolerated only.

Presently we at the KCIP/KSJS are facing a peculiar problem. The question of extension of the project is pending, on account of which there is a reluctance to recruit staff to fill up the many vacancies existing now. However, the extension is hinged on performance which is dependent on staff availability. One of the urgent preliminary requirements of the many procedures presently lies with the Social Wing, namely upon the Community Organizers. There are 3 vacancies there and to make up for this shortage the

contribution of the lone CO in the WID Section has been diverted for this general works! It would seem to be because of the casual attitude that exist vis-à-vis the functioning and necessity of WID aspects and timely interventions. Hence, when even the personnel at senior levels fail to understand such a basic issue, what is to be said of others in the organization.

The argument runs on the line that VVV activities involving (mere) women are not central, nor more important, to the issue of target achievements, which is believed (especially by bureaucrats) to be more important for many reasons. Quoting figures of how many wells drilled and systems established has more obvious significance. In this situation the WID activities often become the casualty, and the achievements so far built up so painstakingly, fizzles out.

An extension of this attitude can be found at the field too, where traditional behaviours still persists strongly. Regular and sustained contacts for prolonged periods are essential to wrought basic changes in these sorts of attitudes. However, the present project situations preclude this. Training, informal chats and meetings, follow up visits, etc. require both dedicated manpower and time.

Where has the change to start? With the communities or with the implementators, or elsewhere? The very need to be concerned about gender issues has to be understood before change can even begin. A question that could be considered is, why is it that despite all these long years of so many "policies" on, activities, meets, discussions, etc., on gender aspects, there is little change towards the direction almost every one claims to want to go. Could it be the lack of real belief in the importance of the basic issues regarding gender, or is it the lack of understanding about these, or refusal to recognise any need for change, or..... what other reasons are there? For once, we believe that the change has to actually start from the top; not from the grass roots levels!! Should not the "convincer" be convinced before s/he can convince another?

NETHERLANDS ASSISTED PROJECTS

KERALA WATER AUTHORITY TECHNICAL LIAISON OFFICE

GENERAL INFORMATION

The projects were initially established to supply water of a drinking quality and quantity to areas of Kerala which were deficient in water through traditional sources or these sources were of an unsafe or non palatable quality. The project has over the years been extended to include areas of training, water quality monitoring, as laid mapping and assistance where requested in the formulation of decentralization topics.

GENDER COMPONENTS OF THE PROJECT (S)

Water is a highly sensitive subject and with the passage of time will become more so. There are and will be major aspects and disputes over water supply which will affect the whole population of our planet. It is therefore clear and obvious that gender issues must play a high profile role in the supply of water from its most basic form to highly complex and technically advanced systems of supply.

The above projects have usually addressed the gender issue by ensuring, often in close collaboration with socially aware organizations such as SEUF that the requirements of all in the target group have their needs addressed. In Rural Water Supply this means that the needs of the women in particular are addressed as they are by far the most concerned group being the main participants in the provision of water to the family group. There are and will be areas where this "problem" is not fully resolved hence the need for meetings and initiatives such as this.

All too often "The Engineer" is seen as one who ignores gender issues in that "he" ignores the role and needs of women. There are and always will be cases where this is true, but times are changing. Look at the names on the encumbrance boards in the offices of the senior management within KWA, from Managing Director down, more equality between the sexes is starting to emerge, thank goodness, but still more must be encouraged in all walks of life both in social and employment fields.

With this in mind projects such as these, before they are approved, must address gender issues. Yes, inclusion does not mean compliance but it should and must, we are responsible for this! With the correct and suitable guidelines projects should be capable of being gender sensitive - what is needed is encouragement and enforcement where needed.

Specific project areas to support groups, which have not had their needs attended to in the past and recent past is in the training needs of women. Due to efforts of some women employed by KWA sometime before I arrived money has been allocated to assist "women employees of KWA". The process of starting such a program has been slow due to, for the most part, pressures which cause training in general (not training for a specific gender group) to take a lower profile when priorities are established; a world wide failing which often also applies equally to safety issues. I am determined that this area of training will succeed and with the appointment on 1st July this year of a coordinator to work wholly on this progress will be made.

*Handout given to and read out to the WID meeting Thrissur August 1998 by TLO
S.P.Pearson.*



THOLPAVAKOOTHU

Darika was a threat even to the gods.

He became an intolerable menace to the rishis and mortals. To kill this asura, Lord Shiva created Bhadrakali out of the Kalakoodavisham round his throat. Bhadrakali killed Darika after a fierce battle.

While Bhadrakali was fighting Darika, Rama was fighting Ravana. Therefore the goddess was unable to witness the slaying of Ravana. Shiva asked her to go to earth so that she could see the Ramaravanayudha in the form of a shadow play...

This is the Purana behind Tholpavakoothu.

Tholpavakoothu (leather puppet shadow play) is an ancient traditional shadow puppet theatre still prevalent in Palakkad district and its surroundings in Kerala and different parts of India. It is believed to have evolved in the 9th or the 10th Century AD.

This art form is presented periodically at the Bhagavathy or Bhadrakali temples as a part of the ritualistic worship of the goddess. The theme is always the story of Ramayana.

The Ramayana is specially written in twenty one parts for Tholpavakoothu. Partly in verse and partly in prose, the Adalpattu or Acting Libretto is often modified by the performers to suit particular occasions and contexts. The explanation of the verses and the dialogue are in a mixture of Tamil, Malayalam and Sanskrit. The source is the Kamba Ramayana in Tamil.

Tholpavakoothu is performed in a specially built playhouse called Koothumadam in the temple premises. The puppets of the various characters are cut out from fine leather (Dear skin) and their shadows projected on a white screen.

The accompanying instruments for Tholpavakoothu are Chenda, Maddalam, Elathalam, Conch, Chilanka and Ezhupara.



SHADOW PUPPET SHOW (THOL PAVA KOOTHU)

Synopsis of the play - Time - 80 minutes

Ramayana story based on the version of Ramayana written in verse in Tamil language by poet Kambar.

Scene. 1

Prayer to Lord Ganesh to ward off obstacles.

Four Brahmins (puppets) join together on the screen and worship.

Scene. 2

Background story

King Dasaratha wanted to instal his son Rama — the eldest son as heir apparent. His second wife Kaikeyi thwarted the plan as she wanted her son to become heir apparent. By a trick she banishes Rama to the forest for fourteen years. Rama went to the forest accompanied by his wife Sita and another brother Lakshmana. They built a hermitage at a place called Panchavali in the forest and were living happily engaged in prayers.

Soorpanakha was the sister of Ravana the King of Lanka. She lost her husband and wanted to marry again. She roamed about in search of a suitable husband. When she saw Rama and Lakshmana in the forest she was infatuated, but both of them refused to marry her. Then she attacked Sita, but Lakshmana saved Sita and he cut off the nose and ears of Soorpanakha. Then she ran away to her brother Ravana in Lanka and complained to him. She described the beauty of Sita to him. Ravana then got infatuated with Sita and wanted to abduct Sita. He got the help of his uncle Mareecha to take by his magic power the form of a Golden Deer to attract Sita.

◆ Our performance starts from this point

Sita desired to have the Golden Deer. She requested her husband Rama to capture it for her. Rama followed the deer but it evaded him and at last he shot an arrow at the deer. At this it changed its form to the original demon Mareecha. When he died Mareecha called out imitating Rama's voice "Oh, Sita, Oh Lakshmana, Help me". At this Sita sent Lakshmana to enquire. Lakshmana drew a magic fire circle round the hermitage and left, instructing Sita not to go out of the hermitage.

Ravana then came to Sita in the guise of a holy mendicant and asked for alms. Then he started telling Sita about Ravana's own story. Sita resented it. At this Ravana tried to abduct her. But because of the magic fire circle round the hut he could not go near. Then with the sword he lifted the hermitage along with the earth all round and carried her away in his aerial chariot.

Jatayu the king of the eagles was a family friend of Rama. In the night Ravana carrying away the weeping Sita he tried to prevent Ravana. In the fight Ravana cut the wings of the eagle and it fell down. Ravana rushed away. On the way Sita threw away her ornaments so that they may guide Rama in his search for her. Ravana carried Sita away to Lanka and kept her in a garden in the custody of demonesses. He had instructed the demonesses to try to win her over and accept Ravana as her husband. Ravana summoned some heavenly dancers (Devadasis) to perform and he danced with them.

Scene. 3

Some monkeys found the ornaments thrown away by Sita. They handed them over to their leader Sugriva. Sugriva was the younger brother of Bali who was king of the Monkeys. He had quarrelled with his younger brother Sugriva over a misunderstanding and had driven him out. Sugriva was living in a mountain where Bali could not enter due to a curse. Sugriva's minister was Hanuman.

Rama and Lakshmana when searching for the missing Sita came across Jayatu and got all the news from him. They cremated Jayatu who died then. They continued their search for Sita. Hanuman saw them and made them enter into a treaty with Sugriva. According to that Rama must make Sugriva the king of the Monkeys. Sugriva will search for Sita and help in recovering her. Then Sugriva challenges Bali for a fight. During the fight Rama shot Bali with an arrow, stealthily. Bali fell down. Before he died, he became reconciled with Sugriva. Sugriva also got back his wife kept in Bali's custody. Sugriva was crowned king of the monkeys.

Scene. 4

◆ Lanka Dhananam

Hanuman went in search of Sita. He jumped over the sea and reached Lanka, met Sita and gave her Rama's signet ring and got her crown jewel to show to Rama. To show his strength Hanuman destroyed the garden of Ravana and killed many demons. Hanuman was caught by Ravana's son Indrajit. He was released by Ravana after setting fire to his tail. With the burning tail Hanuman set fire to city of Lanka and returned to Rama. (The fire would protect Sita if someone crosses that time)

Scene. 5

Then Rama Lakshmana with Sugriva and his monkey army went over to Lanka after building a bridge on the sea. The war with Ravana started. Indrajit shot snake arrows and Lakshmana and the monkeys fell down due to snake poison. Garuda the divine bird came to help Rama and killed the snakes. The poison was removed. Lakshmana killed Indrajit in the fight and after that Rama killed Ravana in the fight. Sita was recovered. They all came back to their city of Ayodhya and Rama was crowned king — the coronation is called PATIABHISHEKA.

The play ends with a benediction (Mangalam).

NB In introducing Garuda the divine bird which is the mount of Vishnu who has incarnated as Rama. For a dramatic effect, a wooden puppet of Garuda is shown as flying in from air to the stage. Once it has reached the stage, it is replaced by a leather puppet.



SRI KRISHNANKUTTY PULAVAR

Sri Krishnankutty Pulavar was born in 1925, in a remote village in Paighat. His father was the renowned Guru Lakshmana Pulavar and his ancestors were the all time experts like Chinnatampi Pulavar, Ila Pulavar, Muthiappa Pulavar and Lakshmana Pulavar. Krishnankutty Pulavar accompanied his father to the Koothu theatres from the age of eight. From then, he started his lessons in Koothu songs, interpretations, explanations, puppet handling, arguments, counter arguments etc.

At the age of 73 now, Krishnankutty Pulavar is well versed in Ramayana, the allied Puranas; Ithihasas, Sasthras, Astrology, Ayurveda and Temple-architecture. He handles with ease, Sanskrit, Malayalam and Tamil. Krishnankutty Pulavar belongs to the 'Koonathara Tholpava Koothu Tradition' and for several generations the tradition has been maintained. His three sons are totally immersed in preserving this art.

MAJOR ACHIEVEMENTS

PUBLICATIONS

1. Pava Koothu Part I, Patta Pavakoll and The Balakandam of Ramayana in Malayalam, with the help of UNIMA.
2. Ayodhya Kandam in Tamil. Pub. by the Kendra Sangeetha Nataka Academy, Delhi, 1983.
3. Aranya Kanda - In Tamil with meanings and Interpretations.

Note: At present I am trying to get the Ramayana - Koothu text, translated into English.

AWARDS, SCHOLARSHIPS, RECOGNITIONS etc.

1. Worked as an Instructor, Handicrafts Training Centre, Trivandrum - 1964.
2. Received the medal for Puppetry from the Ministry of Kerala - 1968.
3. Participated in the Puppet festival and workshop at Bangalore, organised by the Central Sangeetha Nataka Academy - 1978. Received certificate from Smt. Kamala Devi Chatopadhyay (Chairperson S.N.A)
4. Participate in the festival of the International Puppet Play of Asian Countries, from 25th to 31st of October, 1979 - U.S.S.R. Received the Diploma from the Union of Artists of Uzbekistan - Tashkent Award.
5. National award from the Central Sangeet Natak Academy - 1980.
6. National Award for master craftsman, All India Handicrafts Board, New Delhi - 1985.
7. Participated in India Festival at the Sweden Mela held in Stockholm - August, 1987. In connection with this I presented Thol Pava Koothu in different places of Sweden.
8. Presented my programme 4 times in the Greece Hydra - 1987.
9. I have served as the Supervisor for 30 months, at the central S.N.A, to teach Thol Pava Koothu.
10. The S.N.A has filmed 3 hours of Thol Pava Koothu.
11. Presented Pava Koothu in Singapore - 1990
12. I have presented my programme in several parts of India and Kerala, at several public institutions to create interest in this art among the younger generations.
13. I am still presenting the conventional Koothu in many of our rural temples.
14. I have remade almost all the puppets and have successfully coloured them using natural dyes.
15. Proficiency certificate from the Kerala Arts, under the auspices of H.H Jagath Guru Shree Jayendra Saraswathi Swamikal of Kanchi Kamakotipeetam - 1972
16. Certificate from Dr.F.Seliman, the scholar from Stuttgart, West Germany.
17. Certificate from the Academy of Theatrical Research, Madras - 1978.
18. Banumathy Pathram - Finance Minister, Kerala 1978 for the programme organised by the Pracheena Kalid Parishad.
19. Certificate from Kamban Kazham - Karakudi - 1980.
20. Certificate from Thapasya, Organisation of Artists, Calicut - 1973.
21. Received certificate in connection with the Kerala Tourism Week Celebrations - 1981.
22. Certificate from the Colgate University, Hamilton, Newyork, U.S.A - 1983.
23. Performed programme in Spain 1991 Dec. Bilbao, Victoria, Zargosa etc..
24. Performed programme in Japan, Fukuoka, Konbe, Gifu, Osaka, Tokyo and Itami. Received certificates - 1994.
25. Performed programme in 1997, Germany and Ireland.