

WORKSHOP ON SPIDER TOOL

OCTOBER 16 – 17, 2013

FACILITATED BY

RESOURCE CENTRE FOR PARTICIPATORY DEVELOPMENT STUDIES – RCPDS



Summary Report

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WORKSHOP ON SPIDER TOOL

OCTOBER 16 – 17, 2013

Summary Report

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Summary Report



“Climate change is one of the, greatest threat for human security, especially safe future for children and it is the greatest challenge facing humanity at the start of the 21st Century. Any failure to meet the challenge raises the spectrum of unprecedented reversals in Food security and basic human development.”

(HDR 2007/2008)

Children have the absolute right to live in a decent environment with all that implies - attending school, enjoying good health, living and growing in safety, protection against any form of disasters, assured food security, protection from all forms of abuse, etc. Child rights as it is guaranteed in the United Nation's Convention can only be achieved when the larger society address the issue of Climate Crisis and ensure justice around equitable use of natural resources and protection of environment. When protected water, pure air to breath and food security is at stake how can the basic rights of children be assured? With this in mind Kindernothilfe, Germany, a Child Rights based development INGO jointly with its partners in India, led by the National Convenership of Resource Centre for Participatory Development Studies – RCPDS initiated a strong Children Movement across the States of India. Kindernothilfe, Germany as Right Based Child Focused organization facilitated many forms of children led initiatives in India during the past through its partners.

Some of the very successful initiatives include Palar Panchayat, Children Led Ecological Learning Initiative (CLELI), Green Ambassadors, Children Parliament, Children Movement for Climate Justice, etc. Children Movement called CMCJ, with its wholehearted commitment to protection of child rights initiated and involved in various activities which deal with child protection, food security and sovereignty, disaster preparedness, Good Governance, Climate Change mitigation and appropriate lobby and advocacy. Members of CMCJ represented their voice at various local, National and International forums including the COP process.



Partners of KNH endorse that children, particularly those from socially, economically and climatically marginalised sections are already facing a future, which is fragile and appear to be prone with more unforeseen disasters, more frequent disease outbreak, scarce for clean water and lack of good sanitation. All these have direct impact on the basic rights of the child as it is specified in the UNCRC and Government of India's commitment to the same. Thus the already emerged children Movement need to be capacitated with skills to muster the strength across the country to address the issue of climate justice in a consorted manner and with professional ethics. This gave birth to the idea of transferring skills to members of CMCJ to get acquainted with the use of participatory tool called 'Spider Tool' from the basket of "Participatory Rural Appraisal" PRA.



"We children would like to be in the forefront of making change in the present way we live and will use our potentials to make our movement grow to the National level to make the earth 'climate friendly' for everyone."

*Ms. Panchavarnam, 19 years,
CMCJ, RCPDS*

Workshop Setting and Participation:

The workshop is planned at the National level by hosting members of the Movement from member States of India which was supposed to be followed by a National Consultation to decide on formalizing the structure. But unfortunately due to various political reasons, transportation issues and “Phailin” cyclone members from other States could not participate in the proposed workshop. Hence it ended up as Tamilnadu event and children from different facilitating organizations of KNH took part in the workshop. It is later decided that similar workshops will be conducted at Andrapradesh for children from Orissa, Karnataka and Andra and the other will be conducted in Maharashtra for children from the Hindi speaking Northern States. The highlight of the Tamilnadu workshop is that, children from historical partner of KNH called CCCYC participated with their parent organization giving due importance for such an event. Though Children from CCCYC are not familiar with CMCJ but still they showed high enthusiasm and actively participated and contributed to the event. Thus the National consultation, consolidating all workshops input will be held sometime mid next year (2014) considering the annual holidays for children. There were 88 children and 45 adult accompaniers representing 13 organizations at the two days workshop. The participants are divided in three workshop settings facilitated by three adult facilitators accompanied by 6 of the senior CMCJ children as facilitators who are already exposed to facilitation of Spider Tool. A final plenary session was held to consolidate the views around KQEs, indicators and proposed action plans for the State chapter. Similar exercises will be carried out at the Andra and Maharashtra workshops which will later be converged at the forthcoming National Consultation.

Facilitating organization:

Resource Centre for Participatory Developmental Studies (RCPDS) is leading Rights based development resource organization which has expiates in methodological innovations and field based concepts, promoting sustainable development of the marginalized sections from Rights perspective. RCPDS works directly with most vulnerable sections to ensure they muster their strength to gain a say in the policy arenas that affect them.

Formed in 2000, for over a decade, RCPDS have been growing and expanding our work with communities in southern Tamilnadu as well with other Child Focused NGOs in protection of Child Rights, fighting poverty and social exclusion. RCPDS make headway in critical areas with pilot participatory trials with children, their rights reality and contribute to children gaining a safe future in the lights of changing climate scenario. Children movements are established and are involved in policy advocacy, mitigation and networking processes.

Major objective of the workshop is

- ⊙ To give orientation to promoters of CMCJ, who had been its members since beginning, to better reflect, understand and identify the strengths and weakness of their movement by using SPIDER TOOL.
- ⊙ To identify Key Quality Factors those anchor the movement and locate the current status against the visualised ones for the improvement of the Movement.
- ⊙ Improve their facilitation skill to ensure participatory space for grassroots members as well creating space for everyone.
- ⊙ To prepare long and short term action plan to achieve the set objectives of the Movement and to understand the linkages of ecological rights to overall Child Rights Approach.

Introduction to “SPIDER TOOL”

SPIDER TOOL is one of the tool from the basket of Participatory Rural Appraisal approach, which help in making self assessment of any institution or movement or CBOs especially growing institutions by children to review their vision and mission, where are they currently in terms of their objective, how good they are progressing towards their objective, which area require improvement and making strategic action plans. As a participatory tool, It allows children and members of CMCJ to reflect, analyse, share, dialogue and plan action for future direction.



Spider Tool as a participatory instrument helps CMCJ children as well the facilitating organisation to:

- ⊙ Assess members initiatives, chapters performance and National level body according to a number of core Key Quality Factors as defined by them at various levels
- ⊙ Assess what the movement is trying to achieve, which areas members feel they are good at and areas they feel should be improved
- ⊙ reflect upon the learning process that children go through as they work together on collective initiatives
- ⊙ Make use of the assessment against core KQFs to make necessary changes to their existing plan or make new action plans that will lead towards achieving the set objectives and their collective efforts.

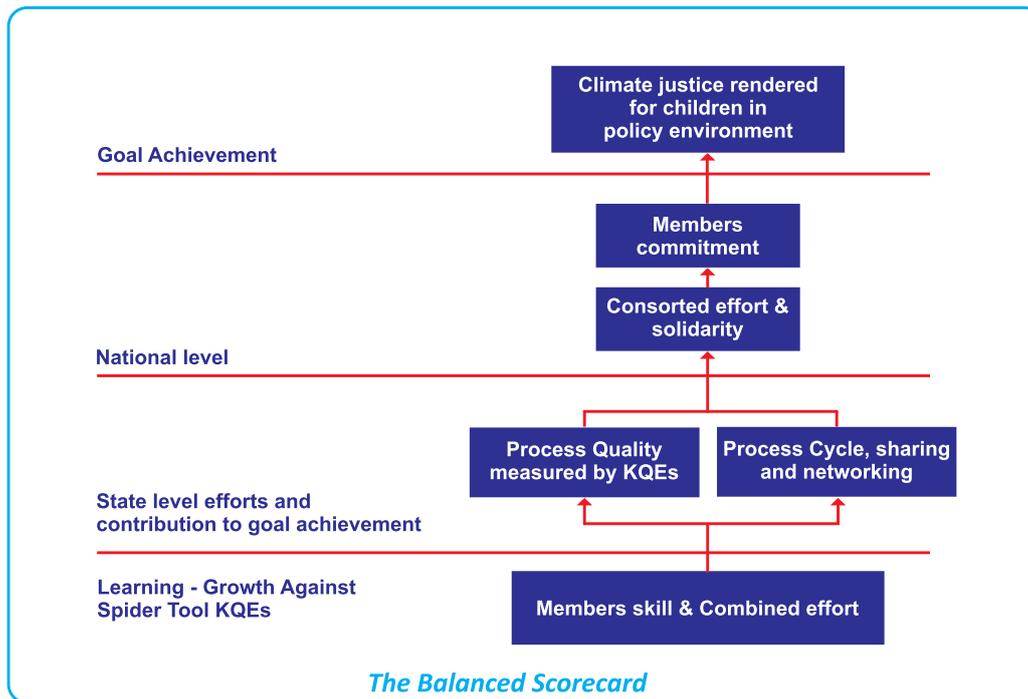
Thus Spider Tool Process implies

- ⊙ Members of any movement/organization working together to reflect on the strength and weakness of their movement/organization
- ⊙ This reflection helps to focus the members on the critical areas that require improvement or refinement.
- ⊙ The outcome from the reflection will lead to redefining the organizational goal and work strategies.
- ⊙ To bring different perspectives of the fundamental objectives of CMCJ, its intent and purposes through development of KQFs to be commonly understood by members across the Nation.





It is important for movements, especially those led by children and youth to use user friendly tools for critical review of their performance, strengths and weakness against the set objectives in order to face challenges. Rights based Children Movements face not only more demanding conditions but also are faced with a need for having viable mechanism to make their action plans more broad based, participatory and realistic. Due to these reasons, the workshop focused on children to gain hands on experience in making CMCJ to be systematically measured and contribute to the stability of the Movement. Movements can measure their own performance according to the key quality drivers that are agreed across the members in common. It is important for the users of Spider Tool to build a list of measurements (indicators) against Key Quality Elements (KQE) they jointly develop and the same should be balanced on the score card to ensure the core elements of the vision of the Movement is reflected at various levels of the organisational structure. The diagram below shows the implication of this exercise and its relevance to various proposed structures of the Movement.



The workshop used the above process to ensure Key Quality Elements are assigned to each perspective and essential aspects of organizational development and its strategy map validated against evolved indicators which are later reviewed against SMART principle. KQEs are valid and effective when applied in a consistent and comprehensive manner. Further, the KQEs declare that effectiveness and performance of the Children Led Initiative as the critical measure of the success for every organization including CMCJ and closely related to operational metrics such as members contribution, performance of steering committees at various levels, etc

Further, indicators developed for individual KQEs can be divided into **lagging** and **leading**. **Leading indicators** are statements that mainly refer to **future developments and drivers (or) causes**. Lagging indicators are statements that mainly refer to **past developments and effects (or) results**, e.g. reflects history and outcomes of certain actions and processes. It is important, we consider while developing KQEs using “Spider Tool” that all KQEs have links to goals, from goals to objectives and from objectives to strategies of the Movement.

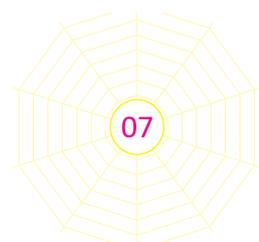
The characteristics of good and effective KQEs as shared by earlier users of Spider Tool include

Sparse: The fewer KQEs the better.

Drillable: Members of any children led organisation who use 'Spider Tool' can drill into detail.

Simple: Users understand the KQE and evolve from their experiences and are owned by the Movement members.

Actionable: Users know how the KQEs will affect outcomes



Referenced: Users can view origins and context.

Correlated: KQEs don't undermine each other but lead to desired outcomes.

Balanced: KQEs consist of both financial and non-financial metrics.

Measurable: Members of the Movement can easily measure performance using the indicators developed by them

WORKSHOP PROCESSES:

The workshop opened with flag hoisting, a flag specially designed for the Movement, and a welcome note by Ms Panchavarnam one of the pioneering founder member of CMCJ. This was followed by members of CMCJ from various Districts – Chennai, Cuddalur, Virudunagar, Theni and Tirunelveli sharing the highlights/key ecological characters and livelihoods of five ecological soil zones - Kurinji, Mullai, Neithal , Paalai and Marutham (as it is in ancient literatures). Further they placed the challenges children from the five zones currently face and the challenges before the Movement to address the same. Followed by this John Devavaram, National Convenor and two of the senior members of CMCJ briefly explained the history of CMCJ as Movement, key actions and interventions so far and the need for we identify formal functional structure for the National Movement to contextualize the Spider Tool workshop. This introduction also benefitted the new children who have come from CCCYC and some of the new members from other partners.



CMCJ Flag

Mr Sathish Samuel, National Co-ordinator for KNH in India addressed the children about the initiative by KNH, Germany, the importance of the Children Movement, as it is the first of its kind across the partner countries of KNH, as well official recognition of CMCJ (Partner No.2022) as full partner of KNH, need for official structure, legal status, etc. He expressed, on behalf of KNH headquarters, in particular the India team, the wishes for the good work CMCJ had been doing earlier, the need for such a critical workshop and assured future support for the Movement.

With this the inauguration event concluded and participants divided into three workshop groups which is facilitated by John Devavaram, Erskine and Nirmal Raaja assisted by CMCJ representatives – Jone, Shine, Amutha, Ilavarasan, Karthigai Lakshmi, Muthukumar, Arunadevi and Veeralakshmi at three different workshop venue/settings. Workshop 1 at the round shed, RCPDS campus, workshop 2 at Balsakthi Nutrimix hall and workshop 3 at SPEECH campus.

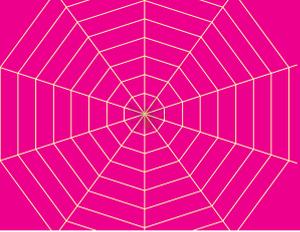


Session flow of the workshop:

- Session 1 Introduction to Spider Tool
- Session 2 Quality Thinking and developing KQE
- Session 3 Development of indicators
- Session 4 Inclusion of physically challenged and socially marginalised
- Session 5 Preparation of spider web for CMCJ
- Session 6 Preparation of Action Plans to bridge the current and visualised gaps on KQE
- Session 7 Consolidation of KQEs at State level for Tamilnadu
- Session 8 Plenary discussions

Introduction to Spider Tool

Children jointly reflected on the basic structure of a spider web which anchors on any part of the surface through its strings fixed. Every time the web gets disturbed the web loses its balance and the spider makes effort to straighten the same. Here the key links which makes the web stay strong is the crucial element. Given the example children were asked to reflect their personal situation and as members of the movement.



- ❖ Orientation to Spider web and Personal reflection - Spider Tool is one of the tools from the basket of Participatory Rural Appraisal approach. It helps in making self assessment of our (CMCJ) movement. This reflection helps to focus the members on the critical areas that require improvement or refinement.
- ❖ Why Spider Tool – its relevance to CMCJ?

Spider Tool helps children, young people (and facilitating adults from partner NGOs) to: Assess their own initiatives as organised joint venture according to a number of core dimensions (Key Quality Elements).

Assess what they are trying to achieve, what they feel they are good at and areas they feel should be improved.

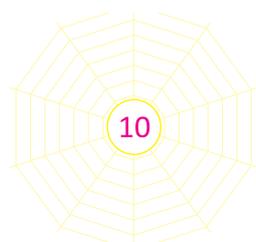
Reflect upon the learning process that CMCJ members jointly with their facilitating bodies go through as they work together on collective initiatives. Use their assessments to plan changes and action to improve the Movement and their collective efforts.

Quality Thinking

Participants were introduced to making choices and mental matrix. It is true for every one of us to Quickly do a mental matrix before making any decision, spontaneously. Children were asked to reflect on what key elements they consider to make choice of a personal item, or a course. This was later shifted to a simple team situation – because it involves many individuals their own choices making a decision for the team. This reflection helped participants to better understand the concept of key quality Elements (KQEs) Concept of Key Quality Factors (KQF):

To buy a Cloth	To Select a Course	To form a Good Team
Quality	Need	Unity
Colour	Employment Opportunity	Coach
Price	Fees	Practice
Brand	Hostel Provision	Same Goal
Size	Bus Facility	Good Leader

To accelerate the level of different areas there should be Key quality elements (KQE) which acts as a providing source to be shared and considered. KQEs can be analysed through the assessment in small groups. The way of assessing particular ideas in relation to the rationale aspect of the given criterion develops the KQE.





Social inclusion and inclusion of differently abled

As part of the process children played two life skill brain teaser activities to better understand how discrimination and social marginalization affect children and their participation. Few children were taken outside the training hall (to a distance where they could not hear the announcement inside the workshop hall). While the children are away, remaining children inside the hall are instructed to notice the forehead of those children, who are away, when they return back to the hall again. Based on the sticker color they see on the forehead, children inside the hall can allow/invite them to sit next to them or behave indifferently or chase them out. In this workshop we used the color code as follows

- ⦿ Blue colour sticker - very good or rich or popular or higher caste or politically influential, powerful character whom everyone would like to associate with and prefer to be keep them close.
- ⦿ Orange colour sticker - poor or sickly or illiterate or voiceless or deserted character whom everyone will behave indifferently
- ⦿ Pink colour sticker – New entrant whose details are unknown, hence there is interest among the participants to explore the persons background details but not like the ones with red sticker.

While this was happening inside the training hall, each of those children who went out will put up with Blue or Orange or Pink sticker on their forehead. It is important that children do not know the color of the sticker on their forehead. As they enter the hall those inside the hall will behave or show their attitude as agreed with the color code earlier. Those who came from outside (those with different color stickers) will not know why children inside the hall (whom they know already as colleagues) behave in such a way that some children are welcomed and some are pushed away and some others are ignored. This will happen for about five minutes.

The second brain teaser exercise was done in small groups consisting of four children with special character – one blind, one dumb, one partial paralysis or one hand amputated and one with normal physique. The four are given a task of building a small model with colour blocks of different shape and a model paper picture. Rule of the game is that the person who is dumb is the leader of the group and the rest will work on his/her instruction to complete the task. There will be two or three observers around the group to observe the level of participation by all members, efforts made by the group to make a good team, communicate, complete the task and include persons with different physical challenge. This process went on for ten minutes and then the groups returned to the plenary.

Then the reflection on the exercises which ended up with lots of fun, emotion and confusion was shared by the members in cyclic manner – children who had different colour sticker, their feeling, the way wanted to react to those children in the hall, when they being pushed away, ignored or welcomed? Did they identify the real reason for such a stigma? As members of CMCJ Movement how did they feel about marginalization? How far the movement can be inclusive?





Similarly the members of the small groups of disability with the task of building a mode shared what constraints they faced in accomplishing the task while the observers were sharing their observation around team work, efforts made for including other member of the team, etc. This reflection concluded with information that the brain teaser exercise time being short and temporal the sharing was so emotional and self reflective, but in reality there are many forms of social marginalization and marginalization of the physically challenged around us and among children of eligible age group in our own movement. How best we can be inclusive and better understand the feelings of the marginalized.

Key Quality elements of CMCJ from three workshop venues

Workshop venue 1

SL NO	KEY QUALITY ELEMENTS	PARTICIPATING ORGANISATIONS
1	Effective Management & leadership	AROYGAGAM CCRD SASY RCPDS MARIALAYA
2	Resource Mobilisation	
3	Scope for capacity building	
4	Networking and advocacy	
5	Process documentation	
6	Reflection and making interim corrections	
7	Scaling up membership	
8	Logical Planning	
9	Participation of members & representation at various forums	
10	Accountability and Transparency	

Workshop venue 2

SL NO	KEY QUALITY ELEMENTS	PARTICIPATING ORGANISATIONS
1	Responsibility Sharing & Transparency	SANDS WWTC SPEECH-SIVAKASI SPEECH – TIRUCHULI, COMPASSION
2	Leadership & effective management	
3	Resources mobilisation (finance & other)	
4	Increasing membership base	
5	Scope for skill building	
6	Linkages with Government and other forums	
7	Clarity on objective and participatory Planning	
8	Regular meetings and process documentation	
9	Scaling up interventions and advocacy	
10	Legal framework and structure	

Workshop venue 3

SL NO	KEY QUALITY ELEMENTS	PARTICIPATING ORGANISATIONS
1	Adding members	CCCYC Madurai Ramnad Diocese Kanyakumari Diocese Trichy Tanjore Diocese MARIALAYA, TIRUPUR
2	Documenting	
3	Unity	
4	Resources mobilisation	
5	Non discrimination & broad base participation	
6	Level of involvement of members	
7	Review and scope for reflection	
8	Scaling up linkages networking	
9	Capacity building	
10	Clarity on objective	

CONSOLIDATED VERSION OF KQEs FROM THREE WORKSHOP PRESENTATION:

On agreeing common KQE for the Tamilnadu CMCJ forum, before making the spider web for each of the organization children developed indicators in their respective groups. Statements below are the (Tabel)

outcome of small group exercises done in all three workshop venue consolidated and

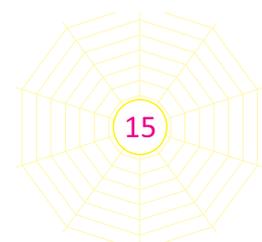
SL NO	KEY QUALITY ELEMENTS	Plenary session
1	Effective management and leadership	KQEs agreed by participating organisations to be considered in common for Tamilnadu
2	Resource Mobilisation	
3	Capacity building	
4	Networking & advocacy	
5	Growing membership base	
6	Clarity on Objective and participatory planning	
7	Regular Meetings/process documentation	
8	Periodical review & reflection	
9	Legal status and official structure	
10	Joint functioning with other forums	

summarized.

Later on a five point scale children worked out scoring in the format below. (sample only – because every organization did their own matrix for the KOEs reflecting against the indicators as independent organization/unit of CMCJ irrespective of their facilitating organization on the floor)

INDICATORS FOR KQE 1 : Effective Management and Leadership

- Being Non- discriminative
- Provide equal opportunity for every member and take ideas
- Result oriented Management
- Effective handling of issues
- Timely response on schedules
- Recognising skills of members
- Instituting nominal subscription



INDICATORS FOR KQE 2 : RESOURCE MOBILISATION

- Fund mobilisation from local sources
- Present constructive ideas to resource organisations
- No. Of attempts made to raise resources
- Resources within CMCJ register maintained

INDICATORS FOR KQE 3 : CAPACITY BUILDING

- Existing Needs of members analysed
- No. of exposures organised
- No. Training conducted/ or sponsored or hosted

INDICATORS FOR KQE 4 : NETWORKING & ADVOCACY

- Linkages with other forums within the access (SHGs, CRPC, Green brigade in schools)
- No. of demonstrations and representations made
- Sharing of cases in joint meetings for wider learning
- Sharing of resources with other chapters of CMCJ

INDICATORS FOR KQE 5 : GROWING MEMBERSHIP BASE

- No. of new members enrolled
- New areas (non KNH working areas) expanded
- No. of members paying regular subscription
- Level of members participation in meetings





INDICATORS FOR KQE 6 : Clarity on Objective and participatory planning

- No. of issues handled and its relevance to the objective
- Level of contribution in activity planning
- Decision making process
- Linking climate issues to other child rights

INDICATORS FOR KQE 7 : REGULAR MEETINGS/PROCESS DOCUMENTATION

- Recording of monthly meetings and resolutions
- Registers maintained
- Reporting system
- Clear agenda for special meetings
- Rotational chair system for meetings

INDICATORS FOR KQE 8 : PERIODCAL REVIEW AND REFLECTION

- No. of review meetings conducted and frequency
- Corrections made and documented
- New trainings initiated based on review and reflections

INDICATORS FOR KQE 9 : LEGAL STATUS AND OFFICIAL STRUCTURE

- A formal multilayer structure in place
- Legally registered
- Complying with obligations as organisation

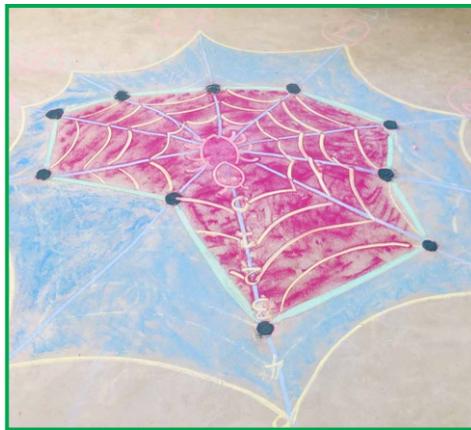
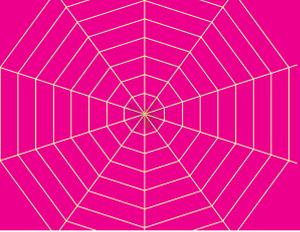
INDICATORS FOR KQE 10 : Joint functioning with other forums

- No. of events organised at the Panchayat & District levels
- Contributions made by the Movement
- Responsibilities accepted and executed
- Assistance/ solidarity sought from others

Sl.No	Key Quality Elements as developed by the workshop for Tamilnadu Chapter CM CJ	Visualised level (on a five point scale)	Current level of the KQE against set indicators
1	Effective management and leadership	5	3
2	Resource Mobilisation	5	2

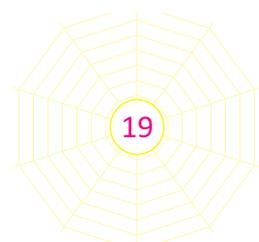
On finalising the scoring process children set to draw the spider web for each of their organizations on the floor. They have used their own indicators to measure or fix the scoring of current level after good debate and discussion. Later individual organization charts were presented to other groups with appropriate explanation on why they have set the scoring in such a way and they way they want to proceed by making action plan for the coming year to bridge the gap. Some of the spider web charts which children have drawn on the floor are given below. The most interesting element is that children initially started scoring keeping their facilitating organization in mind against the KQE. But later children were instructed that they should view their respective CM CJ chapter independently from their facilitating organization but considering their own strength. Then the analysis and the outputs were amazing and were realistic.



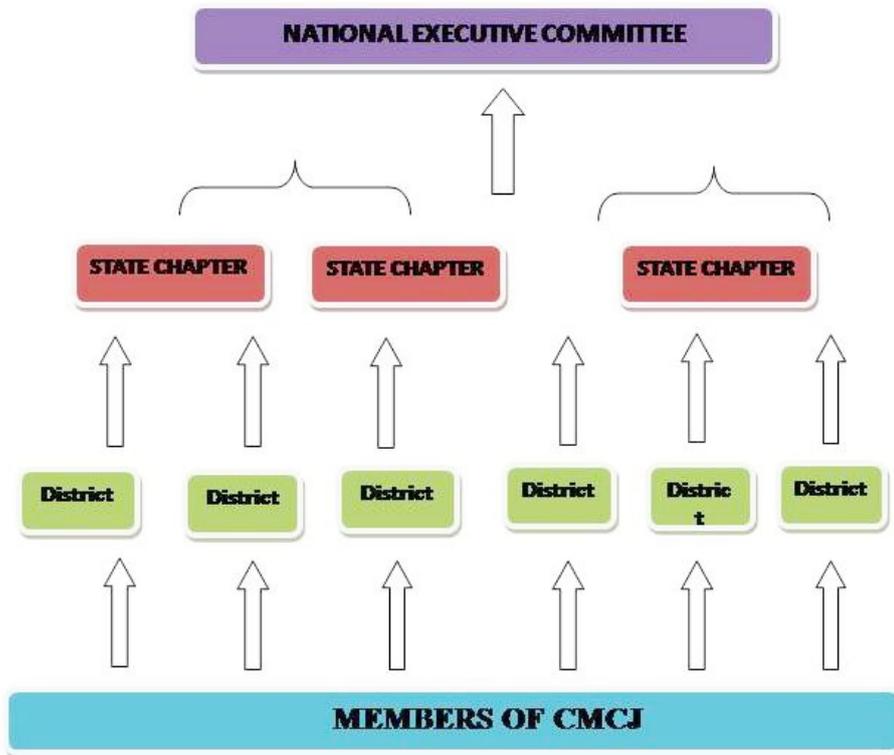


On completing the trial of action plan exercise in the above format children have decided that they will get back to their respective organizations, work on the identified KQEs using the above format with other members, reconfirm the scoring for each of the KQEs and will come prepared with action plan for the forthcoming National consultations.

KEY QUALITY ELEMENTS	SCORE AS VISUALISED	SCORE – CURRENT LEVEL	PROPOSED ACTION TO IMPROVE



Proposed functional structure of CMCJ as perceived by the workshop:



In the above structure it is agreed that the Members/facilitating organization and District level programs will initially be supported by respective CMCJ chapter jointly with the facilitating agency and local resources while the State and National level events will be jointly planned by the secretariat and resources raised CMCJ as National Movement.

Suggestions for scaling up the process back into respective children group:

As children exposed to the basics of spider tool these pioneers act as lead members in their own groups to facilitate the process. The workshop flow and process are only support material for facilitators but, if you think you have still innovative games and methods which your partners have been using earlier in some other events of facilitation please adopt the same and share with others also.



Climate setting and organizing the show:

1. Introduce children to one another through child friendly games and seed mixture game (even if they are from the same group it good to use the game to shuffle children)
2. Slowly explain why the workshop, what is expected of them
3. Explain the objectives and expected outcome and its relevance to the Movement
4. Take 10 to 15 minutes to explain the children and accompanying adults on familiarisation of the venue, child safety measures that are in place

Introduction to the workshop

1. Present the overall plan for the day and get inputs of children to ensure participation
2. Be cautious of the outcome set for the workshop but accommodate flexibility, ensure small groups facilitators from within the children groups, fix reporters for the day
3. Use flip charts to be placed on the wall with children inputs

Introduction to the Spider web and tool itself

Introduce quality thinking

1. Use simple examples of buying things, making choices, mental matrix, etc
2. Evolve criteria for team work and help children to place on flip charts
3. Introduce the concept of Key Quality Factors (KQF)
4. Introduce measuring the quality parameters and scaling them





Introduce the spider web for CMCJ

1. Small group exercise on evolving KQFs for CMCJ
2. Scoring the values and evolving an ideal scenario

Introduce analysis of current scenario against the KQFs

Develop a spider web using the outcomes from previous two sessions

Develop indicators to justify or rationalise the scoring made as a group

Make plan of action to bridge the gap identified

Evaluate the spider web against indicators as developed by many small groups and prepare one common for the floor/ Batch

LIST OF PARTICIPANTS

SL NO	Name of the Children	Name Of the Accompaniers	Name of the Organization
1	Sneha Subulakshimi Vinodh Ranjith Ilayaraja Susila	Saradha Dhanalakshimi	Arogya Agam
2	Parthiban Prevendran Vijay Madankumar.V Madankumar.R Santhosh Kumar.T Prbhakaran.M John Peter.L Gnan Sundar. A David Arun Subin Abisha Sharmila Ananthi Gideon Rasa	Rathinam Kanagaraj Ponraj Sundaraj Lois Jebamathi	CCCYC
3	Joseph Edmund Gowtham Uma Maheswari Pavithra Pooja	Kannnan Pushpavalli	CCRD
4	Supraja Lavanya Priyadarshini Suganya Vaishnavi Yamuna Priya Megala Parupriya Priyanka	Ambiga Sr. Princy Sr. Victoria	Mariyalaya
5	Gayathiri Jeevitha Anandhan Mathivanan Nageswaran Mudiyarasan	Sivakumar Samandheswari	SASY
6	John Jebaraj Vijayalakshimi Seetha Girija	Sami	SANDS

6	Jone Ilavarasan Shine Kannan Karuppuraja Panchavarnam Amutha Murugaeswari Jayashree Karthick Rubawathi Kasthuri Vijaya	John Devavaram Nirmal Raja Murugan Jithin Vairam Rajadurai Ramkumar Chelladurai	RCPDS
8	Arunadevi Barathi Gayathiri Sundari Veeralakshimi Gowri Velladurai Arun kumar Karuppaya	Erskine Arunodhayam Pitchai Sheela Selvam Hari Nagendran Selvarani	SPEECH- TCL
9	Ramamkrishnan Manikandan Ajithkumar Mugeshperummal Roslin Karthigailakshimi Saranya Karthick Balamuthu	Palanikumar Amsath kumar Newton Ponnamuthan Shanthi	SPEECH- SVK
10	Ajith Kalai ragu selvi Uma Bharathi Priya Kalaiselvi Volunteer Volunteer Karuppusamy Pushaparaj Pradeep Rajaram Manikkam Kathivel Selvi Pachiyammal	Community Staff Sr. Kasthuri Adiravalli Anthoni Shanmugadevi Victoriya	WWTC

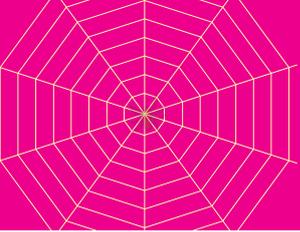
Annexure A:

WORKSHOP ON
SPIDER TOOL AND NATIONAL CONSULTATION ON WAY FORWARD
CHILDREN MOVEMENT FOR CLIMATE JUSTICE – CMCJ
 OCTOBER 16 – 17, 2013

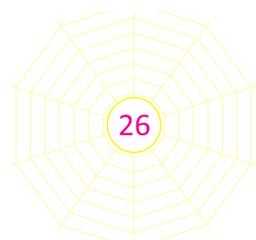
FACILITATED BY
RESOURCE CENTRE FOR PARTICIPATORY DEVELOPMENT STUDIES – RCPDS

Program Schedule:

Day & Date	Time	Activity/Topic	Facilitator/ person responsible
Wednesday 16/10/13	08.30	Registration	
	09:00-09:30	<i>Starting off</i> Welcome Inauguration and Flag Hosting Workshop logistics, Housekeeping & Familiarising Workshop Hall 1at Round shed facilitated John & team Workshop Hall 2 at Balasakthi Nutrimix Unit for children from SPEECH,WWTC, WWTC-Compassion,SANDS facilitated by Nirmal & team Workshop Hall 3 at SPEECH campus CCCYC facilitated by Mr. Erskine & team	Ms Panjavarnam Partner Representatives
	09:30 – 10:30	<i>Session 1: Introduction to Spider Tool</i> Orientation to Spider web and Personal reflection Why Spider Tool – its relevance to CMCJ	Dr. John Devavaram Mr.Nirmal Raja Mr A. Erskine
Tea Break 10:30-11:00			
	11:00 - 13:00	<i>Session 2: Quality Thinking</i> Plenary session - Introduction to making choices & mental matrix Concept of Key Quality Factors (KQF) Measuring the quality parameters and scaling them	Dr. John Devavaram Mr.Nirmal Raja Mr A. Erskine Participant/ group work
Lunch Break 13:00-14:00			



14:00-15:30	<p>Session 3: Introduce the spider web for CMCI</p> <p>ENERGISER</p> <p>SMALL GROUP EXERCISE ON EVOLVING KQFS FOR CMCI</p> <p>SCORING THE VALUES AND EVOLVING AN IDEAL SCENARIO</p> <p>PLENARY PRESENTATIONS</p>	<p>FACILITATORS &</p> <p>PARTICIPANTS</p>
<p>TEA BREAK</p> <p>15:30-15:50</p>		
15:50-17:00	<p>Session 4: Indicators Development.</p> <p>ROLE OF INDICATORS IN SCORING OF KQFS</p> <p>DEVELOPING INDICATORS (SMALL GROUPS)</p> <p>PRESENTATION & RECAP OF THE DAY</p>	<p>FACILITATORS</p> <p>PARTICIPANTS</p>
<p>CULTURAL EVENING BY CHILDREN</p>		
<p>DAY TWO THURSDAY 17 OCTOBER 2013</p>		
09.00	Recap of Day one And Gap filling	Reporters/participants
09:30-10:45	<p>Session 5: Preparation of spider web for CMCI</p> <p>Energiser</p> <p>Use of KQF – Scoring Matrix & indicators</p> <p>Small group work to develop visualised ideal scenario of the web</p> <p>Plenary presentations</p>	<p>Facilitators &</p> <p>Participants</p>
10.45 – 11.15	Tea Break	
11:15-13:00	<p>Session 6: Inclusion of disability and social marginalisation.</p> <p>Stimulation game – Colour coding</p> <p>Disability inclusion game</p> <p>Scaling up membership base and mainstreaming</p>	<p>Facilitators</p> <p>Participants</p>
13:00 – 14.00	Lunch Break	
14:00 – 15.30	<p>Session 7 Evolving common KQF for CMCI</p> <p>Development of indicators</p> <p>Preparing common KQF for National CMCI</p>	<p>Facilitators</p> <p>Participants</p>
15:30 – 15:45	Tea Break	
15:45 – 16: 30	<p>Session 8 Preparing Annual Action Plan</p> <p>Group work – chapters/individual organisations</p>	
16:30 – 17:30	Plenary presentations & Conclusion	





Report Compiled by

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