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When women don't get their due in a particular industry, then (usually) a confident woman or a group of women becomes their voice and fights for their rights. Such is the story of MasterG and Daughters – an all-women design and skill development ecosystem for the apparel industry in India. They train girls from underprivileged sections of the society into 'pattern making' through various modules in different cities. Gayatri Jolly, founder and CEO, of this female empowerment company, tells Times NIE how girls are breaking out of inequality to find their ground in this male bastion and how children can learn from these 'work movements' to build an inclusive future for India.

**Q** How did the idea of MasterG and Daughters come to you?

**A** After having some experience in the fashion industry while working with brands like Armani and Diane Von Furstenberg, I wanted to start my own label. During this time, while searching for pattern makers, I realised there were no female masterjis. The normalcy of the fact really surprised and irked me. How come no one was speaking about this gender disparity existing for generations in the apparel industry? I knew we had to do something about it, and the first step was to bring this dire fact to people's attention. And it all began.

**Q** What is a 'pattern maker' and why has it been a male dominated thing for so long?

**A** Pattern makers are skilled technicians who create templates that are used to mass-produce products such as clothing, bags, home goods, etc. They translate blueprints and design models into factory patterns based on a de-

### ON SCHOOL KIDS EMPATHISING WITH UNDERPRIVILEGED CHILDREN

"School children should volunteer with NGOs and interact with kids their age from less privileged sections of the society. Schools should make it compulsory for students to complete 'x' hours of volunteering at the NGOs, and they can volunteer to teach underprivileged kids what they were able to learn as a result of having more access to quality education."

signer's sketch of a style. A pattern maker is one who makes the first scratch to initiate the garment making in a factory or manufacturing unit; the person enjoys utmost authority in apparel stores/fashion design houses as decision makers who fashion designers trust and work closely with.

The traditional 'Indian Khandaani Darzi' system has been responsible for producing the most trusted and respected masterjis-cum-pattern makers across genera-



tions. The legacy to male children of the family who receive on-the-job-training from their fathers and uncles. Women don't acquire these skills as they are excluded from the process of decision-making.



Gayatri Jolly in the middle (in black pants & top) with the girls undergoing training at MasterG & Daughters



and class-based discrimination are as old as our civilisation, and though children today are made aware of the differences, they are not made to see its recurrence in every little aspect of their lives. It needs to enter our vocabulary, in our day-to-day practice to eradicate the normalisation of different cognitive-behavioural understanding and reception based on gender. There are discriminatory systems in place, like the lack of female masterjis, which can tumble down only if coming generations acknowledge and reject it.

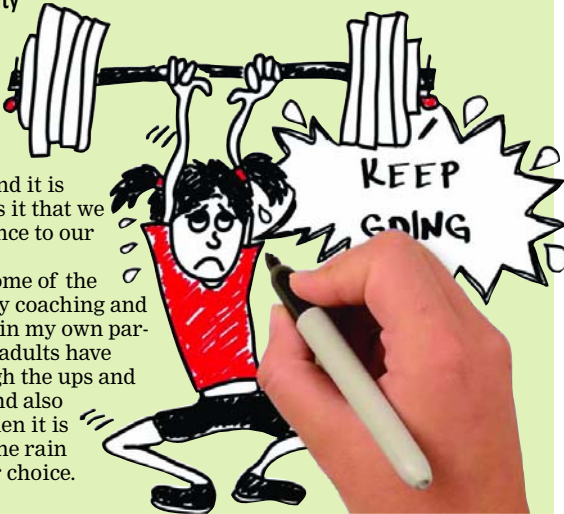
**Q** What message would you give to children aspiring to make a career in the fashion industry?

**A** When students join the apparel factory/fashion houses as makers, they realise how the traditional system is broken and has no space for their questioning voices. Often the members of the industry underestimate women's skill, ethics and labour. Many women aspiring to be skilled workers in this industry belong to families where they do not get the chance to apply for a job as the companies and factories lie in the outskirts of their village. The whole infrastructure is such that it does not allow women to mobilise for professional reasons. These problems resurface in our everyday context, but it is important to realise that they have deeper roots in cultural and social networks, which have run unquestioned for generations. The wish from the future generations is to not fall into the trap of considering one gender a liability, given how many women are coerced into leaving their jobs or made to compromise their work to balance their household chores. But to intervene and work towards what remains to be the loose screw in the industry – the gender disparity.

## Teaching Resilience During Pandemic

By Saakshi Singla, Child and Family Coach, Counselling Psychology Gender Equality Parenting Advocate, and mother of two fiercely independent and resilient young adults.

So if we are not born with a resilience gene and it is teachable, then what is it that we can do to teach resilience to our children? Given below are some of the ways I talk about in my coaching and have been using them in my own parenting. My two young adults have learnt to thrive through the ups and downs of their lives and also enjoy the sunshine when it is around and dance in the rain when there is no other choice.



### 1. MODEL RESILIENCE:

Make sure your children don't catch you complaining, blaming the circumstances or giving up on things easily. (mind you, this is the toughest one....as we use a lot of self sabotaging words in our daily life, without sometimes noticing that our children are watching!)

### 2. USE STORYTELLING:

Inspire them with stories of resilience – real stories of people, and from books, movies and other media resources on resilience.

### 3. USE LANGUAGE OF RESILIENCE:



Be careful with the language you use at home. Avoid the phrases that discourage children from being resilient and replace them with the language of resilience.

### 4. INSPIRE THEM WITH LESSONS FROM NATURE:

Make conversations on how resilience helps nature survive. When confronted with life's obstacles, teach your children to be more like nature, and learn to bend like trees bending in a hailstorm, or a seed sprouting in concrete.



### 5. TEACH RESILIENCE SKILLS:

Independence, problem-solving, optimism and social skills. These skills in turn help develop coping skills like emotional flexibility, autonomy, empathy, growth mindset and emotional flexibility in kids. They will help your children to navigate through the hardships of life.



### 6. DON'T BE A FIXER:

Try your best to keep away and not fix all of your children's problems. To let them go through some difficulties, as hardships are learning opportunities. Encouraging resilience is allowing children to attempt solving their own problems without going to rescue them the moment we see them frustrated.

### 7. GRATITUDE JOURNALLING:

Gratitude has the power to transform lives. Counting our blessings and feeling and expressing gratitude, helps our children to see the brighter side of life. Make sure your home is a place where your children learn the art of gratitude journaling.

## Misconceptions about teens' bad behaviour

As a parent, it must be really exhausting for you to deal with your teen. From wanting to understand their source of anger and aggression to repairing the dent caused by the growing differences between the two of you, surely you must be going through a difficult time. However, as difficult as it is for you, it is as challenging for your teenage kid to live through this phase of his or her life. Not only are they trying to adapt to their environment at school and with their friends, they are also fighting their own battles with their changing bodies. There are a lot of things going on in their minds too, which may be hard for parents to fathom. That said, it is important for parents to look beyond the unrealistic expectations you place on your teen and to do away with the myths about your teen's bad attitude. Here are some misconceptions that parents usually have about their teenager's unpleasant behaviour.



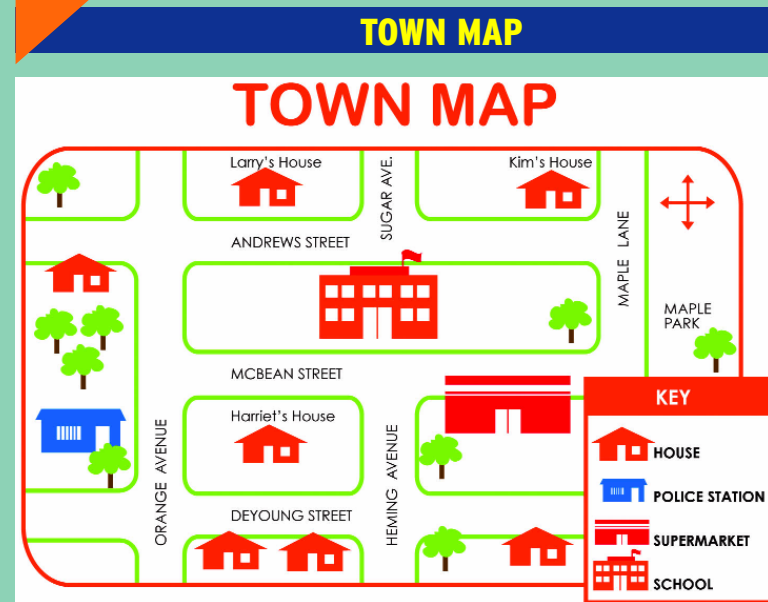
### YOU CAN HANDLE YOUR TEEN'S BAD ATTITUDE WITH LOGIC AND REASONING



Well, reasoning out with your teen and making them see the bigger picture in times of crisis is surely a positive way to enhance their problem-solving abilities. However, when their mind is troubled and they're going through many changes in their lives, it is less likely that your reasons and your logic will ever convince or persuade them to listen to you, let alone motivating them to change their attitude.

### PUNISHING THEM WILL FIX EVERYTHING

Punishing your teenage kid will only worsen your relationship with your child. While you may be frustrated with them, given that their attitude is the same for a long time now. But punishment isn't the solution. Rather, try talking to them about the repercussions of their bad behaviour on the family.



**LABEL** the compass rose with N, S, E, W.

**Write NORTH, SOUTH, EAST OR WEST** to complete each sentence.

- Harriet heads \_\_\_\_\_ to go to school.
- Larry goes \_\_\_\_\_ to go to Harriet's house.
- Kim heads \_\_\_\_\_ to go to the supermarket.
- A police officer would go \_\_\_\_\_ to the supermarket.
- Kids at school head \_\_\_\_\_ to play at the park.
- Harriet's dad is a police officer. He heads \_\_\_\_\_ to work.
- Larry heads \_\_\_\_\_ to go to school.
- Kim heads \_\_\_\_\_ to visit Larry.

## LATITUDE AND LONGITUDE

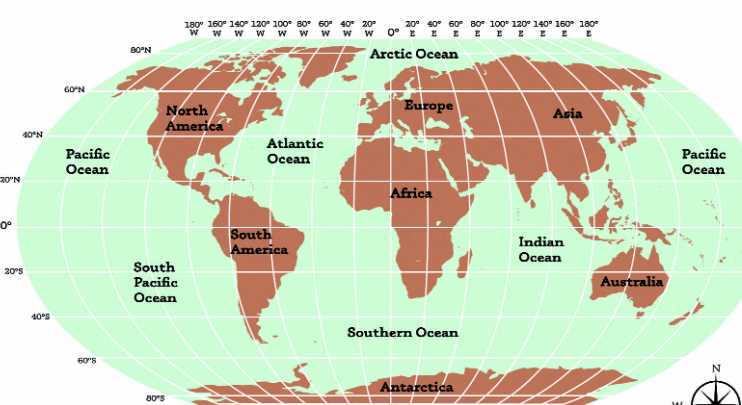
Name \_\_\_\_\_ Date \_\_\_\_\_

### Latitude and Longitude

What are latitude and longitude, and how do you use them?

**Latitude:** lines that run in an east to west direction across the Earth. (Latitude degrees are measured as north and south.)

**Longitude:** lines that run in a north to south direction across the Earth. (Longitude degrees are measured as east and west.)



**Directions:** Use the map to answer the questions below.

**Example:** What continent is at 20° south and 20° east? Africa

- What continent is 40° north and 20° east? \_\_\_\_\_
- What ocean is found at 20° south and 100° east? \_\_\_\_\_
- What continent is at 20° south and 120° east? \_\_\_\_\_
- What ocean is at 40° south and 160° west? \_\_\_\_\_
- What continent is at 40° north and 100° east? \_\_\_\_\_



### MATHDUKO

0404 MATHDUKO EASY 1				0404 MATHDUKO EASY 2			
24 ×				9 +	3 +	1 -	
3 +		4 ×	2 ×				
				9 +			
2 ×	6 ×				24 ×	4 ÷	
		2 +					
0404 MATHDUKO EASY 3				0404 MATHDUKO EASY 4			
1 -	6 ×	2 ×		9 +	3 +	6 ×	
			2 ÷				
3 +	7 +			3 ÷	3 -		
	2 ×						