

Modules
On
Gender Issues
for
Courses

(Foundation Course & Phase – I)

Introduction-

The training of an IAS officer trainee spans about two years and comprises the following courses:

- The Foundation Course –(15 weeks)
- The IAS Professional Course Phase I – (52 weeks)
- The IAS Professional Course Phase II – (8 weeks)

This entry level training in the Academy is meant to prepare the officer trainees for the first decade of their career when they function as Sub-Divisional Officers, Project Officers of District Rural Development Agencies/ CEOs of Zilla Parishads, Municipal Commissioners, District Magistrates and assignments in Directorates, Public Sector Undertakings and in Secretariats. At a more fundamental level, this training is meant to build a foundation and provide a perspective for the rest of the career of the Officer Trainees in the Indian Administrative Service.

The training modules on gender and development outlined in this booklet are a broad guide to potential trainers of the nature of coverage and scope of sessions expected at the various stages of training outlined above. The contents recommended in these training modules are the result of deliberations of workshops held on 8 – 9 December 2011 & 6- 7 March 2012, by the National Gender Centre, LBSNAA, on Workshop to “Develop Training Modules on Gender”, which were conceived and coordinated by Ms Roli Singh, Director, National Gender Centre-NIAR, LBSNAA. The participants represented a vast range of experts from governments (state and national level) training institutions, civil society organisations and UN agencies. The list of participants is attached at Annexure – 1. While the participants recommended subjects to be covered, the actual shape of this teaching material has been formulated , designed and the material supplemented and finalised by Sarojini Ganju Thakur, Senior Gender Expert, NGC-NIAR with Anjali Chauhan, Consultant/Associate Professor, NGC-NIAR, LBSNAA and Rachna Bisht, Programme Associate, UN-Women . This entire process has been supported by UN WOMEN, and special mention deserves to be made of Shri Suraj Kumar, Head – Governance Unit, UN-Women, New Delhi, for his close involvement .

The contents of the training modules would be correlated with the various stages of training viz:-

- *Foundation*
- *Phase – I*
- *Phase – II.*

Tips for facilitators/ trainers:-

- *The scope of the session is a broad outline of the coverage expected and is linked to the anticipated learning outcomes from the session.*

- *To a large extent the resource materials listed are available at the click of a mouse on the relevant hyperlink. However, the resource materials indicated are not comprehensive but are illustrative of the scope.*
- *To deliver on inputs on some topics/subjects, especially Violence Against Women an integrated approach with inputs from legal administrative (law enforcement machinery), government and non government perspectives would be effective*

Foundation Course

The Foundation Course marks the transition from the academic world of the college and university or from the experience of working in a technical field in the private/public sector to working as a general administrator in a structured system of government. For most of the course participants, this course will be their first introduction to government and governance, as also the role of government in the society. The course is designed in a manner so as to achieve the objectives outlined by arranging a combination of academic, outdoor, extra-curricular and co-curricular activities. During this period, the Academy endeavours to provide appropriate training inputs which would be useful to Officer Trainees (known popularly as OTs) in understanding the basic concepts of governance and the rules and regulations which are necessary for effective performance in government. Officer Trainees shall also acquire the personality traits and attitudes necessary for effective functioning.

Objectives of Gender Inputs

The broad objectives of the sessions on gender in the Foundation Course are twofold:-

- Inputs of general nature so as to build or develop a gender perspective. This will familiarize all trainees with concepts of gender so that irrespective of the service they are allocated they can apply a gender lens.
- Inputs related to law, where the focus would be on gender based violence which is an issue that cuts across personal and professional lives. This would cover different forms of gender bias in legal framework and implementation-
 - Domestic Violence
 - Dowry
 - Sexual Harassment.

Getting Started

In order to meet the learning objectives a minimum of 6 sessions would need to be allocated during the Foundation Course. During the design workshops it was indicated that a maximum of two sessions could be allocated from the 'general' sessions and 4 sessions come within the purview of the Law course for Foundation Course. However, it was felt that if possible allocation of additional sessions would enhance greater self-awareness and a deeper understanding of fundamental gender concepts and issues

Session 1 & 2 : Building a Gender Perspective (2 sessions)

Session 3, 4, 5 & 6 : Gender Based Violence – This would cover its forms and causes, existing legislations and its implementation particularly for

- Domestic Violence
- Dowry/Acid Attacks
- Pre Conception & Pre Natal Diagnostic Test
- Rape and Molestation
- Sexual Harassment
- Khap Panchayats /Honor Killings

This would also introduce the gender bias in legal framework and interpretation , including issues of personal law / inheritance etc., and umbrella of CEDAW.

SESSION 1 & 2 - Building a Gender Perspective

Time 2 hrs

Objective To sensitize participants to gender, the nature of gender inequalities and the relationship between gender & development

Learning Outcomes

- The trainees will be able to understand the concepts of gender and sex, gender relations, practical and strategic needs and difference between formal and substantive equality
- Trainees will understand the nature of gender inequalities in the various institutions , access and control of resources, entitlement / rights and empowerment
- Why gender is a developmental issue?

Scope of the Session

- Distinction between sex/ gender with definitions/illustration
- Gender inequalities in household, community , workplace and state
- Understanding the normative basis for the above, access to and control of material social, economic and political resources, gender relations and power relations, the difference between practical gender needs and strategic gender interests
- Gender and development -the rights based and instrumental rationale for gender equality, and the distinction between formal equality and substantive equality

Methodology

- Exercises/activities for gender sensitisation: some examples
- Sharing our experiences of gender
- Gender inequalities
- Power Walk - annexure
- Ball Game :- in view of large number and to keep attention focus on subject, we have a ball where the facilitator draws up the list of quotes to gaze present sensitivity and knowledge on gender :-
(What was the time when you felt you are treated differently?)
(What things made you realise that you are different from the other sex)

- Activity sheets – Gender/Sex, roles and responsibilities of women/men ([hyperlink](#)) -Adapted from Gender Training Manual of Oxfam
- Role Play:-the facilitator can identify a few trainees to do a role play on various subjects such as :-
 - Panchayats meeting-the situation of Panchayats meeting in northern state
 - difference in treatment of sibling boy / girl

(c) Quiz:-Based on Census data, NSO data, education survey, NFHS data etc on differences in attainment of men and women in survival, longevity, education, employment, health, a quiz can be made.

- Discussion
- Films:-The names of some films are given in the session plans as examples. The facilitator can try and show other films too.

To be combined with lecture to link and /or wrap up the session

Resource Material

Readings: a list of suggested reading is also given in session plans. The list has been divided in two sections i.e.

- Gender – Ann Oakley
- Understanding Gender - Kamla Bhasin
- Key Concepts - *The Oxfam Gender Training Manual (page 4 – 8)*
- What is Gender
- Definitions of Key Concepts– NGC
- “What is a boy what is a girl”–Jagori
- The Gender Issue

Films:

- **Impossible Dream** – 8 mts – Czechoslovak Film - this is an animation film which shows the stress of work on the lady of the family. The dual role the woman is playing without her husband’s co-operation is a burden on her. She dreams of a family where her husband is helping her in domestic chores. The film gives the messages that most men do not want to give up their

traditionally superior position in the family and do not offer any assistance to their wives in domestic chores.

- What are little girls made of
- Man Ke Manjere
- Short Clippings – Girls & Boys
- Youtube clippings – Gender Stereotypes

Introduction to Gender Based Violence

Objective: to understand gender based violence, its forms and causes

Time: 4 hrs

Learning Outcome:

The participants will enhance awareness/knowledge on gender based violence, their forms and causes and impact.

Scope of the session

- Forms of gender based violence, distinguishing between universal forms (rape, molestation, domestic violence) and specific South Asia phenomenon (female feoticide, dowry, acid attacks etc.)
- Causes of Gender Based Violence and focus on Sexual harassment, domestic violence.
- Introduction to important legislations related to SH, DV CRPC and dowry prohibition

Methodology:

- Lecture & Discussion
- Exercises
- Role Plays
- Films & Discussion
- Group Discussion
- Panel Discussion
- Debates/Quiz

Resource Material

Readings:

- Legislations and case laws(acts)
- Sexual Harassment Bill 2012
- Domestic Violence Act 2005
- THE PROTECTION OF WOMEN FROM DOMESTIC VIOLENCE ACT, 2005 NO. 43 OF 2005 [13th September, 2005.]

- Judgements and orders – Lawyers collective
- Dowry act
- Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994
- F A Q – Why do daughters go missing? – Indian Medical Association & UNFPA – annexure
- Maps – Trends to show declining Sex Ratio – Dr Sabu George – annexure
- Trends in Sex Ratio at Birth and Estimates of Girls at Birth in India (2001-2008)- UNFPA

General:

- Dowry Murders – the imperial origins of a cultural crime – Veena Oldenburg
- The Women's Movement and Legal Responses to Violence Against Women – Aarti Mundkur
- The Varied Contours of Violence Against Women - Radhika Commaraswamy; 2005 – annexure
- Crime and Punishment – Donna Fernandes
- The Violence of Development – The Politics of identity, Gender and Social Inequalities in India – Zubaan – Edited by Karin Kapadia
- The fear that Stalks – Gender Based Violence in Public Spaces – Urvashi Butalia
- Redeeming Honour through Violence – Unravelling the Concept and its Application – Prem Chowdhry
- Changing Face of Dowry Violence in India – Poonam Kathuria
- Empowerment approaches to GBV - Veronica Magar
- Globalisation and Violence against Women – Strategies for Survival and Empowerment – Rukmini Rao – annexure
- CEDAW – A tool for achieving Gender Equality

Domestic Violence:

- FAQ's on Domestic Violence Act – Lawyers Collective
- Handbook on Law of Domestic Violence – Lawyers Collective – Edited by Indira Jaising
- The Protection of Women from Domestic Violence –Lawyers Collective

- Domestic Violence as a Public Issue – Nishi Mitra
- Staying Alive – 5th Monitoring Evaluation 2012 on the PWDVA, 2005 – Lawyers Collective
- The Protection of Women from Domestic Violence Act, 2005 – Lawyers Collective – annexure
- Study on Women's Health and Domestic Violence against Women- WHO
- Strategies for Combating the Culture of Dowry and Domestic Violence in India – Madhu Purnima Kishwar

Sexual Harassment:

- Sexual Harassment at the Workplace – a guide – Sakshi – annexure
- Sexual Harassment in the Workplace in Asia – Sapana Pradhan – Malla – annexure
- The Politics of Silence – Sanhita
- Law Relating to Sexual Harassment at the workplace – The Lawyers Collective
- Unwanted Attention – Sexual Harassment in Colleges in Mumbai- The Akshara Team
- Myths & Facts on Sexual Harassment – NGC

PC PNDT:

- Female Infanticide and Foeticide – A Legal Perspective – Andal Radhakrishnan, Shahrukh Alam, Diya Kapur
- Female Foeticide – Myth & Reality – by Anurag Aggarwal
- From the Abnormal To The Normal – Preventing Sex Selective Abortions Through The Law – Lawyers Collective
- Khap Panchayats , Sex Ratios and Female Agency – Ravinder Kaur – annexure
- Femicide – the Role of Science and Medical Technology – Dr. Sabu M George
- Compilation and Analysis of Case Laws on PCPNDT Act, 94 – Dr Shalini Phansalkar Joshi , UNFPA

Films:

- **Nasreen O Nasreen**- 28 mts- this film is based on the work of Delhi's NGO Shakti Shalini. The organisation does counselling for women facing violence and helps them by providing other services also. This film is based on the real life situations of women. It shows that irrespective of class, caste, religion and age, women could face violence.

- **Saving Face** – is a [documentary film](#) about [acid attacks](#) on women. The film has been awarded the [2012 Academy Award for Best Documentary \(Short Subject\)](#), making its director, Sharmeen Obaid-Chinoy, [Pakistan's](#) first Oscar winner. The film follows London-based Pakistani [plastic surgeon](#), Dr. Mohammad Jawad, as he journeys to [Pakistan](#) to perform [reconstructive surgery](#) on survivors of acid violence. *Saving Face* also broaches the subject of the under-reporting of acid [violence against women](#) due to cultural and [structural inequalities](#) towards women from Pakistani men. The film also features two women attacked by acid and their struggle for justice and healing. The *Acid Survivors Foundation of Pakistan*, which is featured in the film, had documented over 100 acid attacks a year in Pakistan but estimates far more due to lack of reporting. The film is "a positive story about Pakistan on two accounts: firstly, it portrays how a [Pakistani-British](#) doctor comes to treat them and it also discusses, in great depth, the [parliament's](#) decision to pass a bill on acid violence". The film assisted in the trial and conviction of one of the perpetrators of acid violence on a female victim.
- **Man ke Manjeere** :- 5 mts - An Album of Women's Dreams, which has, focuses on promoting women's rights and bringing attention to domestic violence. The aesthetically and emotionally powerful music video was shot by Sujit Sircar and Gary and tells the true story of Shameem Pathan, who courageously broke out of her abusive marriage and became a truck driver to support herself and her child away from her violent husband. [The Hindu](#) described the impact of Mann ke Manjeeré saying, "Mann ke Manjeeré has made a breakthrough by claiming public space for women's aspirations."
- **Bhawandar** - is a 2000 [Indian](#) film, based on the true story of [Bhanwari Devi](#), a rape victim from [Rajasthan](#), India. The film depicts the personal trauma, public humiliation and legal injustice that Bhanwari Devi went through, while pursuing justice in the Indian courts.
- **Babul** – 5 mts- different forms of violence against women
- **Satymaev Jayate** - (Clippings), domestic violence, sexual abuse, female feoticide
- **Crime patrol** (Female Feoticide- episode clippings)
- **Bol** - 2 hours – transgender issues
- **One Life, no Price:** 8 mts UNODC South Asia Public Service Announcement, (film on Trafficking)- www.youtube.com
- **Anamika** : 20 mts on Trafficking
- **Empowering Vulnerable:** 7 mts by PM Nair -www.youtube.com

- **Sleeping with the Enemy**-2 hrs , Joseph Rubin, Laura and Martin have been married for four years. Martin is an abusive and brutally obsessed husband. Laura is living her life in constant fear and waits for a chance to escape. She finally stages her own death, and flees to a new town and new identity. But when Martin finds out that his wife is not dead he will stop at nothing to find and kill her.
- **STOP Female Foeticide:** This is a short animated film on the burning subject of female foeticide in India. I have used the famous poem 'Chubby cheeks' to give out the message about this important subject. The film has been animated by my wife Kaumudi, and the specially composed music is by VeHaan.
- **Save Girl Child** :5 mts, <http://www.youtube.com/watch?v=2WKwKUVY3vw>
- **Beti** - a short film on female foeticide by Deepanjan Paul
- **No country for Young Girls**- UNFPA – Gender Based Sex Selection 2012
- **Bell Bajao**- Breakthrough

Phase – I

Phase-I is the first Professional Training Course conducted for the IAS and imparts rigorous training to the IAS Officer Trainees in a wide range of subjects to enable them to handle varied assignments that the officer typically holds in the first decade of service. It is of six months duration. There will need to be a minimum of three sessions specifically attributed to gender and development, but apart from this gender will be mainstreamed in each of the modules throughout the training. The inputs suggested in the individual modules are to supplement the general overview and exposure to the subject in order to clearly highlight the different roles and responsibilities of men and women, and the need for gender responsive governance.

The following table indicates the modules covered in Phase – I along with the proposed minimum number of sessions for mainstreaming gender

- District Administration & Land Administration
- Decentralization, Panchayati Raj & Rural Development
- Agriculture
- Urban Management
- Social Sectors, Health and Education
- Infrastructure – Roads, Power, Water, Telecom, NEP, E-governance
- Engineering Skills, Project Management, PPP
- Regulatory Role of District Administration
- Environment & Forest including Disaster management
- Elections
- Public Finance/Audit
- Soft Skills

Gender & Development

Objectives

- To sensitize trainees on the interrelationship between gender & development;
- To enable trainees to analyse development interventions through a gender lens

Time 2 hrs

Scope of session/learning Outcomes

- Relationship between gender and development, social justice and rights perspective, and instrumental rationale based on good economics and sustainability of development.
- How does gender enter the development discourse- nationally, internationally.
- Analysing interventions -
 - i) Distinguishing between different approaches to gender and development (welfare, efficiency, equality, empowerment and shift to WID from GAD).
 - ii) Differentiating different kinds of gender policies (gender blind, gender neutral, gender sensitive and gender redistributive), recap of practical gender needs and strategic gender needs.
 - iii) Exposure to gender analytical frameworks to design, implement, and monitor and evaluate development schemes involving/ impacting on men and women.

Methodology

- Lecture & Discussion
- Case Studies & Discussion
- Films & Discussion
- Debates
- Group Discussion

Resource Material

Readings/Links

- Reversed Realities: Gender Hierarchies in Development Thought By Naila Kabeer
- Gender and Development – Concepts & Definitions – BRIDGE - by Hazel Reeves and Sally Baden
- GAD tool of analysis and analytical frameworks - *The Oxfam Gender Training Manual (page 9 –13)*
- Gender sensitive appraisal and planning - *The Oxfam Gender Training Manual (page 247 – 313)*
- Gender (page 44 – 79) – National Commission for Women – HCM, RIPA - annexure
- Why gender is a development issue? The Oxfam Gender Training Manual (page 93 -100)
- Institutions, Relations and Outcomes: Framework and tools for gender aware planning – Naila Kabeer and Ramya Subrahmanian
- Addressing inequalities through Gender Education – A Mahila Samakhya Initiative - annexure
- Towards Gender Equality – the Role of Public policy – World Bank
- Women's Paid Work and Well-being in Rajasthan- Sunny Jose - http://www.epw.in/system/files/pdf/2012_47/45/Womens_Paid_Work_and_Wellbeing_in_Rajasthan.pdf
- Researching Empowerment: A Grass Roots Women's Perspective - Nitya Raof http://www.epw.in/system/files/pdf/1998_33/6/Researching_Empowerment_A_Grass_Roots_Women_s_Perspective.pdf
- Engendering Development: Experiences in Gender and Development Planning- Barrig, Maruja and Andy Wehkamp
- Women and Work edited by Padmini Swaminathan
- Women and Development – Benita Sharma
- Annual Report Of MWCD
- Kudambshree - a case study – annexure

- MNREGA and Women's Empowerment – annexure
- World Survey on the Role of Women in Development (2009)-
<http://www.un.org/womenwatch/daw/ws2009/index.html>
- Decent Work and Women's Economic Empowerment: Good Policy and Practice-
<http://www.unwomen.org/publications/decent-work-and-womens-economic-empowerment-good-policy-and-practice/>
- Thematic Paper on MDG3: Promote Gender Equality and Empower Women-
http://www.unifem.org/materials/item_detail53d7.html

Films

- Meena – UNICEF
- Women in development Project – Sri Lanka (World wide) “changing Faces” – 17 mts by Worldwide International, Sri Lanka
- Threads of Hope – 8 mts – by ICS production
- Desert of Silk – 27 mts – by Joseph Doman
- Mahila Samakhya,
- MNREGA, SHGS – Kudumbshree etc
- Memories of Fear – Produced by Flavia Agnes, Dir. Madhushree Dutta
- Punky & Ghansyam – Girl Child- GS library
- When women unite: story of an uprising - Author/Director: Shabnam Virmani - Recreates a piece of history that took place in Nellore District, Andhra Pradesh, India, between 1992 and 1995. Arrack, a type of country liquor, was being manufactured by the government and supplied to the villages through middlemen. Since arrack was easier to obtain than water, the village men were staying intoxicated and becoming more and more abusive to their families. The women of the villages in Nellore District rallied and got the government to stop the sale of arrack in the villages.

Case Studies

- Planning and Implementing a Development Programme for the Poor – A case study from the Mahaweli Development Programme in Sri Lanka – *annexure*
- Kenya Rice Scheme - *annexure*
- Rural Solar Energy Development - *annexure*

- Ngwee nutrition group and the co-opertaive – *The Oxfam Gender Training Manual*
- Mozambican refugees in Eastern Transvaal, South Africa - *The Oxfam Gender Training Manual*

Law

Session A - Violence Against Women – Laws and their implementation

Session B- Personal Laws

Session A – Violence against women

Objective to introduce specific legislations related to gender based violence and their implementation

Time 2hrs

Learning Outcome:

The participants will enhance awareness/knowledge of laws impacting on gender based violence, their application and impact.

Scope of the Session

- Recap of introduction to Gender Based Violence
- Detailed exposure to provisions of following acts (DV Act, Dowry, PC & PNDT, SH and relevant provisions of IPC)
- Implementation (variation in states, good practices) & challenges of above laws (bias in institutions, including judicial pronouncements) and non-availability of adequate infrastructure both social and physical.

Methodology:

- Lecture on provisions of Acts, practice & citing cases of judicial pronouncements.
- Exercises
- Role Play
- Films & Discussion

- Panel Discussion
- Debates & Discussions

Resource Material

Readings/Links

- Legislations and case laws(acts)
- Sexual Harassment Bill 2012
- Vishakha Judgement
- THE PROTECTION OF WOMEN FROM DOMESTIC VIOLENCE ACT, 2005 NO. 43 OF 2005 [13th September, 2005.]
- Judgements and orders – Lawyers collective
- Dowry act
- Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994
- F A Q – Why do daughters go missing? – Indian Medical Association & UNFPA – annexure
- Maps – Trends to show declining Sex Ratio – Dr Sabu George – annexure
- Trends in Sex Ratio at Birth and Estimates of Girls at Birth in India (2001-2008)- UNFPA

General

- Handbook for National Action Plans on Violence against Women- <http://www.unwomen.org/publications/handbook-for-national-action-plans-on-violence-against-women-2/>
- Dowry Murders – the imperial origins of a cultural crime – Veena Oldenburg
- The Women's Movement and Legal Responses to Violence Against Women – Aarti Mundkur
- The Varied Contours of Violence Against Women - Radhika Commaraswamy; 2005 – annexure
- Crime and Punishment – Donna Fernandes
- The Violence of Development – The Politics of identity, Gender and Social Inequalities in India – Zubaan – Edited by Karin Kapadia

- The fear that Stalks – Gender Based Violence in Public Spaces – Urvashi Butalia
- Redeeming Honour through Violence – Unravelling the Concept and its Application – Prem Chowdhry
- Changing Face of Dowry Violence in India – Poonam Kathuria
- Empowerment approaches to GBV - Veronica Magar
- Globalisation and Violence against Women – Strategies for Survival and Empowerment – Rukmini Rao – annexure
- CEDAW – A tool for achieving Gender Equality
- Violence against Women - Facts and Figures <http://saynotoviolence.org/issue/facts-and-figures>

Domestic Violence

- FAQ's on Domestic Violence Act – Lawyers Collective
- Handbook on Law of Domestic Violence – Lawyers Collective – Edited by Indira Jaising
- The Protection of Women from Domestic Violence –Lawyers Collective
- Domestic Violence as a Public Issue – Nishi Mitra
- Staying Alive – 5th Monitoring Evaluation 2012 on the PWDVA, 2005 – Lawyers Collective
- The Protection of Women from Domestic Violence Act, 2005 – Lawyers Collective – annexure
- Study on Women's Health and Domestic Violence against Women- WHO
- Strategies for Combating the Culture of Dowry and Domestic Violence in India – Madhu Purnima Kishwar
- One step closer to equality for women, the prevention of domestic violence – Indira Jaising
- Bringing Rights Home: Review of the Campaign for a law on Domestic Violence- Indira Jaising

Sexual Harassment

- Sexual Harassment at the Workplace – a guide – Sakshi – annexure
- Sexual Harassment in the Workplace in Asia – Sapana Pradhan – Malla - annexure
- The Politics of Silence – Sanhita
- Law Relating to Sexual Harassment at the workplace – The Lawyers Collective
- Unwanted Attention – Sexual Harassment in Colleges in Mumbai- The Akshara Team
- Myths & Facts on Sexual Harassment – NGC

PC PNDT

- Female Infanticide and Feoticide – A Legal Perspective – Andal Radhakrishnan, Shahrukh Alam, Diya Kapur
- Female Feoticide – Myth & Reality – by Anurag Aggarwal
- From the Abnormal To The Normal – Preventing Sex Selective Abortions Through The Law – Lawyers Collective
- Khap Panchayats , Sex Ratios and Female Agency – Ravinder Kaur – annexure
- Femicide – the Role of Science and Medical Technology – Dr. Sabu M George
- Compilation and Analysis of Case Laws on PCPNDT Act, 94 – Dr Shalini Phansalkar Joshi , UNFPA

Films

- **Nasreen O Nasreen**- 28 mts- this film is based on the work of Delhi's NGO Shakti Shalini. The organisation does counselling for women facing violence and helps them by providing other services also. This film is based on the real life situations of women. It shows that irrespective of class, caste, religion and age, women could face violence.
- **Saving Face** – is a [documentary film](#) about [acid attacks](#) on women. The film has been awarded the [2012 Academy Award for Best Documentary \(Short Subject\)](#), making its director, Sharmeen Obaid-Chinoy, [Pakistan's](#) first Oscar winner. The film follows London-based Pakistani [plastic surgeon](#), Dr. Mohammad Jawad, as he journeys to [Pakistan](#) to perform [reconstructive surgery](#) on survivors of acid violence. *Saving Face* also broaches the subject of the under-reporting of acid [violence against women](#) due to cultural and [structural inequalities](#) towards women from Pakistani men. The film also features two women attacked by acid and their struggle for justice and healing. The *Acid Survivors Foundation of Pakistan*, which is featured in the film, had documented over 100 acid attacks a year in Pakistan but estimates far more due to lack of reporting. The film is "a positive story about Pakistan on two accounts: firstly,

it portrays how a [Pakistani-British](#) doctor comes to treat them and it also discusses, in great depth, the [parliament's](#) decision to pass a bill on acid violence". The film assisted in the trial and conviction of one of the perpetrators of acid violence on a female victim.

- **Man ke Manjeere** :- 5 mts - An Album of Women's Dreams, which has, focuses on promoting women's rights and bringing attention to domestic violence. The aesthetically and emotionally powerful music video was shot by Sujit Sircar and Gary and tells the true story of Shameem Pathan, who courageously broke out of her abusive marriage and became a truck driver to support herself and her child away from her violent husband. [The Hindu](#) described the impact of Mann ke Manjeeré saying, "Mann ke Manjeeré has made a breakthrough by claiming public space for women's aspirations."
- **Bhawandar** - is a 2000 [Indian](#) film, based on the true story of [Bhanwari Devi](#), a rape victim from [Rajasthan](#), India. The film depicts the personal trauma, public humiliation and legal injustice that Bhanwari Devi went through, while pursuing justice in the Indian courts.
- **Babul** – 5 mts- different forms of violence against women
- **Satymaev Jayate** - (Clippings), domestic violence, sexual abuse, female foeticide
- **Crime patrol** (Female Foeticide- episode clippings)
- **Bol** - 2 hours – transgender issues
- **One Life, no Price:** 8 mts UNODC South Asia Public Service Announcement, (film on Trafficking)- www.youtube.com
- **Anamika** : 20 mts on Trafficking
- **Empowering Vulnerable:** 7 mts by PM Nair -www.youtube.com
- **Sleeping with the Enemy**-2 hrs , Joseph Rubin, Laura and Martin have been married for four years. Martin is an abusive and brutally obsessed husband. Laura is living her life in constant fear and waits for a chance to escape. She finally stages her own death, and flees to a new town and new identity. But when Martin finds out that his wife is not dead he will stop at nothing to find and kill her.
- **STOP Female Foeticide:** This is a short animated film on the burning subject of female foeticide in India. I have used the famous poem 'Chubby cheeks' to give out the message about this important subject. The film has been animated by my wife Kaumudi, and the specially composed music is by VeHaan.
- **Save Girl Child** :5 mts, <http://www.youtube.com/watch?v=2WKwKUVY3vw>
- **Beti** - a short film on female foeticide by Deepanjan Paul
- **No country for Young Girls**- UNFPA – Gender Based Sex Selection 2012
- **Bell Bajao**- Breakthrough

Session on

- Sexual Harassment,
- Pre Natal Pre Diagnostic Test etc., should be only case studies so that they understand implementation issues related to issues.

Session B - Personal Laws

Objective

- To expose the trainees to the variations in the different civil laws pertaining to inheritance, marriage, adoption etc for people of different religions (eg Hindu Succession Act, Christian guardian act)

Time 1 hr

Scope of the session / Learning Outcomes

- To highlight the difference between the different laws and implication for administration
- Examples of specific application of law
- Differences in provisions of personal laws to be highlighted in matters of
 - Inheritance
 - Marriage
 - Adoption etc
 - Special Marriage Act
 - Uniform Civil Code (for & against)
 - Customary law

Methodology

- Lecture & Discussion
- Role Plays & Discussion
- Films & Discussion
- Debate

Resource Material

Readings/Links

- Hindu Marriage Act
- Muslim Marriage Act
- Indian Christian Marriage Act
- Family Laws and Constitutional Claims – Flavia Agnes
- Marriage, Divorce, and Matrimonial Litigation- Flavia Agnes
- MUSLIM PERSONAL LAW: Rights for Shia Women -
<http://www.epw.in/editorials/muslim-personal-law-rights-shia-women.html>
- Gender Inequality and Religious Personal Laws in India- Archana Parashar, Associate Professor Macquarie University
http://www.humansecuritygateway.com/documents/BJWA_GenderInequalityReligiousPersonalLaws_India.pdf
- Indian Muslim Women, Politics of Muslim Personal-Law and Struggle for Life with Dignity and Justice- Razia Patel-
http://www.epw.in/system/files/pdf/2009_44/44/Indian_Muslim_Women_Politics_of_Muslim_Personal.pdf
- Women, Personal Laws and the Changing Juridical Practice- Law and Gender Inequality: The Politics of Women's Rights in India- Flavia Agnes-
http://www.epw.in/system/files/pdf/2000_35/15/Women_Personal_Laws_and_the_Changing_Juridical_Practice.pdf
- Women, Personal Laws and the Struggle for Secularism- Vimal Balasubrahmanyam-
http://www.epw.in/system/files/pdf/1985_20/30/Women_Personal_Laws_and_the_Struggle_for_Secularism.pdf
- All the Women Were Hindu and All the Muslims Were Men'- State, Identity Politics and Gender, 1917-1951- JANA EVERETT-
http://www.epw.in/system/files/pdf/2001_36/23/All_the_Women_Were_Hindu_and_All_the_Muslims_Were_Men.pdf
- Muslim Women's Voices Expanding Gender Justice under Muslim Law - Sabeeha Bano-
http://www.epw.in/system/files/pdf/1995_30/47/Muslim_Women_s_VoicesExpanding_Gender_Justice_under_Muslim_Law.pdf

- Reversing the Option - Civil Codes and Personal Laws-
http://www.epw.in/system/files/pdf/1996_31/20/Reversing_the_OptionCivil_Codes_and_Personal_Laws.pdf

Law & Order

Session A - Violence Against Women

Objective To sensitise the trainees to the interrelationship between law and order situations and impact on men and women and vice versa

Time 1 hr

Scope of the session/Learning Outcomes

- How caste and communal issues can impact on men and women and create law and order situations (maltreatment of women, khap panchayats, Honor Killings, communal violence)
- How communal and caste violence can effect women as victims
- Issues related to violence against women and response from the law enforcement machinery and prosecution and need for sensitisation
- Trafficking of women and children and anti human trafficking units
- Issues of safety and security of women in public & private spaces

Methodology

- Lecture & Discussion
- Case Studies & Discussion
- Debates
- Panel Discussion
- Films & Discussion:

Resource Material

Readings /Links

- Gender based violence in India – A Prajnya Report - 2010
- Trafficking in Women in India: Nair P.M. and Sen, Sanskar
- Human Trafficking – Dimensions, Challenges and Responses – P M Nair

- Women, communal violence, and rights rhetoric- D. Parthasarathy
- Violence Against Women – ppt – Jagori
- Build safety directly into city projects- <http://www.endvawnow.org/en/articles/384-build-safety-directly-into-city-projects.html>
- The Global Assessment on Women's Safety - http://www.unhabitat.org/downloads/docs/7380_832_AssesmentFinal.pdf
- India combating violence against women - Shruti Parthasarathy- <http://jagori.org/wp-content/uploads/2011/06/WFS-15.4.111.pdf>
- Safer Cities for Women and Girls through a Place-based Approach- [Cynthia Nikitin](#)
- No country for young women- Ratna Kapur, Hindu, <http://www.thehindu.com/opinion/op-ed/article3785967.ece>
- Assessing Justice System Response to Violence Against Women- *A Tool for Law Enforcement, Prosecution and the Courts to Use in Developing Effective Responses*- <http://www.vaw.umn.edu/documents/promise/pplaw/pplaw.html>
- Khap Adjudication in India: Honouring the Culture with Crimes- International Journal of Criminal Justice Sciences, Vol 6 Issue 1 & 2 January – June December 2011

Films

One Life, no Price: 8 mts UNODC South Asia Public Service Announcement, (film on Trafficking)- www.youtube.com

Anamika : 20 mts on Trafficking

Empowering Vulnerable: 7 mts by PM Nair -www.youtube.com

Highway to Hell- Meera Dewan, Niraja Rao, Southview Productions- is a film that deals with the trafficking of young Nepalese girls either across the border from Nepal to India or from small Nepalese villages to large Nepalese as well as Indian towns. It also depicts the ease with which Nepalese girls are brought over to Mumbai for prostitution and their plight once they are within the environs of Red Light Areas especially Kamathipura in Mumbai. NGOs or social service agencies working there are given a brief mention with more emphasis being paid to the trafficking process.

The Day My God Died- by Meera Dewan- In Bombay alone, 90 new cases of HIV infection are reported every hour, and the victims are getting younger: two decades ago, most women in India's brothels were in their twenties or thirties. Today, the average age is 14. Narrated by Academy Award-winning actor Tim Robbins, The Day My God Died puts a human face on these abstract numbers as it recounts the stories of several Nepalese girls who were forced into the international child sex trade. The Day My God Died lifts the veil of secrecy on child sex trafficking using footage from the brothels captured with spy camera technology. The film tells the stories of Gina, sold into sexual slavery at age seven, raped by 14 men and beaten with sticks and aluminum rods; Anita, lured by a friend, then drugged and sold to a brothel at age 12, where she was beaten and threatened with being buried alive; Maili, trafficked at age 19 along with her infant daughter who was seized and used as "insurance" to keep Maili from fleeing; and Jyoti, sold at age 12, raped, choked and forced to drink alcohol to break down her resistance.

Session B- Gender Sensitisation for Officers & Law Enforcement Machinery in Dealing with Women in different Situations

Objective

- To understand the need for gender sensitisation of law enforcement machinery
- To prepare trainees to response sensitively to women in difficult situations:- (women visiting police stations, women in homes (NRI, honour crimes)

Time 1 hr

Scope of the session/ Learning Outcomes

- Trainees would be sensitised to various agencies dealing with Violence Against Women
- To familiarise with various agencies involved (Ministries Overseas, National Commission for Women, Lawyers Collective, Police, Majlis)
- Dealing with women agitations , women in custody and custodial violence
- Mindsets & Bias on gender in law enforcement

Methodology

- Lecture & Discussion
- Role Plays & Discussion (Khap Panchayats, Inter-caste Marriages)
- Films & Discussion
- Panel Discussion

Resource Material

Readings/Links

- Report by Dr Vijay Raghvan and Roshni Nair of the Centre for Criminology and Justice at the Tata Institute of Social Sciences (TISS)
- Abandoned Brides - Legislator says 80 per cent of NRI marriages are doomed- The Province's award-winning 2005 investigative journalism series
- Problems relating to NRI Marriages – NCW, India
- Abandoned and divorced: The NRI pattern - <http://infochangeindia.org/women/features/abandoned-and-divorced-the-nri-pattern.html>
- ISSUES RELATING TO NRI MARRIAGES- <http://www.punjabpolice.gov.in>
- Khap Panchayats, Sex Ratio and Female Agency – Ravinder Kaur
- NCW Act
- Lawyers Collective

Films:

- **Khap**- 2 hrs - *Khap* is a [2011 Hindi](#) film Directed by [Ajai Sinha](#), the film is a socio-political drama based on the [Manoj-Babli honour killing case](#) and [Khap Panchayats](#) in villages of Haryana, Rajasthan and Uttar Pradesh, which order [honour killing](#) to prevent marriages within the same [gotra](#).
- **Provoked – 2 ½ hrs**, is a 2006 British film, directed by [Jag Mundhra](#). It's the true story of a Punjabi woman named Kiranjit Ahluwalia who leaves India to marry a London-based guy, only to be badly abused. She ends up in prison for murdering her abusive husband.
- Clippings of Satyamev Jayate
- Clippings of Crime Patrol

Public Administration

Decentralised Planning

Objective To familiarise the trainees with the changing role of women in Local Self Government & Governance through the 73rd Amendment act

Time 1 hr

Scope of the session/Learning Outcomes

- Provisions of 73rd & 74th Amendment
- Challenges and opportunities
- Women's Reservation – 108th Amendment , passage
- Training and capacity building of women as voters/ political leaders

Methodology

- Sharing of Experience by Elected Women Leaders
- Lecture & Discussion
- Role Plays & Discussion
- Films & Discussion

Resource Material

Readings/Links

- Women in Governance
- Women Empowerment Through Panchayati Raj Institutions- Minni Thakur
- Women's Political Participation in South Asia- Ravi Verma – ICRW & UN WOMEN
- Gender Responsive Governance- Ravi Verma – ICRW & UN WOMEN
- Women in politics: co-creating futures.- New Delhi: The Foundation,2007.
- Study on the Participation of Women in Panchayati Raj Institution, Shashi Kaul and Shradha Sahni
- Panchayati Raj and Women in Kerala: the case of Muslims- Aboobacker, Siddique P

- Gender, law and equality: a sociological study on the property rights and 1/3 reservation for women in Sivagangai district/by S.Gokilvani.- Karaikudi
- Reaching the unreachable women's participation in panchayati raj administration/by S.Gokilvani.-Karaikudi
- Women, empowerment and panchayati raj/by S.Nagendra Ambedkar and Shilaja Nagendra
- Beyond Feminine Public Altruism-Women Leaders in Kerala's Urban Bodies J Devika, Binitha V Thampi – EPW
- Women in Panchayati Raj: Grassroots Democracy in India - Experience from Malgudi - Poornima and Vinod Vyasulu"
- Role of women in Panchayati Raj – Shailja N Ambedekar
- India's (Jati) Panchayati Raj-Anand Teltumbde-
http://www.epw.in/system/files/pdf/2011_46/36/Indias_Jati_Panchayati_Raj.pdf
- Women and Panchayati Raj- A Study- Dr. Dayanidhi Parida
- Gender & Governance : An Introduction- Martha Nussbaum
- Gender and Governance: Concepts & Contexts – Amrita Basu
- Gender Equality in Local Governance in Kerala- Praveena Kodoth, U S Mishra-
http://www.epw.in/system/files/pdf/2011_46/38/Gender_Equality_in_Local_Governance_in_Kerala.pdf
- Rethinking the Rotation Term of Reservation in Panchayats- Nupur Tiwari -
http://www.epw.in/system/files/pdf/2009_44/05/Rethinking_the_Rotation_Term_of_Reservation_in_Panchayats.pdf
- Inclusion and Exclusion in Local Governance: Field Studies from Rural India edited by B S Baviskar and George Mathew
- Why Rethink Rotation of Reservation in Panchayats?- Mahi Pal -
http://www.epw.in/system/files/pdf/2009_44/23/Why_Rethink_Rotation_of_Reservation_in_Panchayats.pdf

- Women in Politics - 2012 - <http://www.unwomen.org/wp-content/uploads/2010/12/Women-in-politics-2012.pdf>

Films

- Women in Panchayati Raj - http://www.youtube.com/watch?v=KRI_012R5gQ
- Sanshodhan- 3 hrs
- Mrityudand – 3 hrs

Weaker Section & Minorities

Objective

To understand vulnerability of women at different stages of the life cycle and on account of economic and social discrimination.

Time 3 hrs

Scope of the session/Learning Outcome

- Each individual session namely Employment, Social Protection, Trafficking will deal with
- The nature of response, legal framework and relevant laws . Example
- For employment – Labour Laws such as Factory Act, Equal Remuneration Act (ERA), Maternity Benefits Act, Minimum Wages Act; SHGs and MFI bill
- For Social Protection – MNREGA, Right to Food etc; lack of protection in private sector
- Anti Trafficking Cell, Ministry of Homes Affairs, GOI
- Dealing with discrimination experienced by women within the households, labour, market and by the state and structural causes for vulnerability. This will highlight the discrimination at various stages of the life cycle of girls and women, and impact on access to and control of resources, and the impact of poverty on employment , vulnerability etc and need therefore to enhance measures for employment, social protection and against trafficking.
- Governments & Non Government Organisations initiatives and overall impact. Eg. Girl child schemes like Laadli/Sabla, school uniforms, free education, preferential housing allotment, pensions, impact of MNREGA on womens employment and well being, anti human trafficking MWCD.....

- Focus on need for attitudinal and behavioural change - Breaking stereotypes / defining roles and role of importance of changing mindsets especially of men.

Methodology

- Lecture & Discussions
- Films & Discussions
- Panel Discussion/Experience Sharing
- Case Studies

Resource materials

Readings/Links

- Gender & Social Protection – Sarojini Ganju Thakur-
<http://www.oecd.org/development/povertyreduction/43280899.pdf>
- Social Protection: A Question of Delivering on Rights and Resources- [Anit Mukherjee](#) (Author), [Elizabeth Reid](#) (Author), [Marilyn Waring](#) (Author), [Meena Shivdas](#) (Author)-
<https://publications.thecommonwealth.org/meena-shivdas-485-a.aspx>
- CEDAW – A tool for achieving Gender Equality
- Sex Trafficking and Sex Work: Definitions, Debates and Dynamics – a Review- Annie George, U Vindhya, Sawmya Ray
- Embracing Disruptions, Responding to Uncertainties, Valuing Agency: Situating a Feminist approach to social protection- Elizabeth Reid, Marilyn Waring, Corina Rodriguez Enriquez and Meena Shivdas-
<http://www.palgrave.journals.com/development/journal/v55/n3/abs/dev201230a.html>
- Globalising economy and labour standards – maam
- Gender based violence in India – A Prajnya Report – 2010
- Trafficking in Women in India: Nair P.M. and Sen, Sanskar
- Human Trafficking – Dimensions, Challenges and Responses – P M Nair
- Women, communal violence, and rights rhetoric- D. Parthasarathy
- Compendium on Best Practices on Anti Human Trafficking by Law Enforcement Agencies – Ministry of Homes Affairs, GOI -
<http://mha.nic.in/pdfs/CBP-Trefficking.pdf>
- Human Security and Gender Violence- Radhika Coomaraswamy

http://www.epw.in/system/files/pdf/2005_40/44-45/Human_Security_and_Gender_Violence.pdf

- Human Trafficking in India – Dynamics, Current Efforts & Interventions *Sadika Hameed, Sandile Hlatshwayo, Evan Tanner, Meltem Türker, and Jungwon Yang*-
<http://ips.stanford.edu/sites/default/files/shared/StanfordHumanTraffickingIndiaFinalReport.pdf>
- Violence Against Women – ppt – Jagori
- SAARC Convention on Preventing and combating Trafficking in Women and Children for Prostitution
- A Study by South Asia Women's Fund – Geeta Ramaseshan- Oak Foundation
- The varied contours of Violence Against Women in South Asia – Radhika Coomaraswamy
- The Political Economy of Haryana's *Khaps*-Neerja Ahlawat-
http://www.epw.in/system/files/pdf/2012_47/47-48/The_Political_Economy_of_Haryanas_Khaps.pdf
- Gender and employment-
<http://fds.oup.com/www.oup.co.uk/pdf/bt/fincham/Chapter18.pdf>
- Women and Gender Equity in Employment- <http://www.employment-studies.co.uk/pdflibrary/wp23.pdf>

Films

One Life, no Price: 8 mts UNODC South Asia Public Service Announcement, (film on Trafficking)- www.youtube.com

Anamika : 20 mts on Trafficking

Empowering Vulnerable: 7 mts by PM Nair -www.youtube.com

Highway to Hell- Meera Dewan, Niraja Rao, Southview Productions- is a film that

deals with the trafficking of young Nepalese girls either across the border from Nepal to India or from small Nepalese villages to large Nepalese as well as Indian towns. It also depicts the ease with which Nepalese girls are brought over to Mumbai for prostitution and their plight once they are within the environs of Red Light Areas especially Kamathipura in Mumbai. NGOs or social service agencies working there are given a brief mention with more emphasis being paid to the trafficking process.

The Day My God Died- by Meera Dewan- In Bombay alone, 90 new cases of HIV infection are reported every hour, and the victims are getting younger: two decades ago, most women in India's brothels were in their twenties or thirties. Today, the average age is 14. Narrated by Academy Award-winning actor Tim Robbins, The Day My God Died puts a human face on these abstract numbers as it recounts the stories of several Nepalese girls who were forced into the international child sex trade. The Day My God Died lifts the veil of secrecy on child sex trafficking using footage from the brothels captured with spy camera technology. The film tells the stories of Gina, sold into sexual slavery at age seven, raped by 14 men and beaten with sticks and aluminum rods; Anita, lured by a friend, then drugged and sold to a brothel at age 12, where she was beaten and threatened with being buried alive; Maili, trafficked at age 19 along with her infant daughter who was seized and used as "insurance" to keep Maili from fleeing; and Jyoti, sold at age 12, raped, choked and forced to drink alcohol to break down her resistance.

Perspective of IAS

Objective

- To understand gender issues within the civil services
- To sensitise trainees to need of gender responsive administration

Time 1 hr

Scope of the session/Learning Outcome

- Patterns of growth of women in civil services
- Issue of women in civil services (i) norms (ii) nature of jobs/work-life-balance (iii) changing perception
- Gender friendly infrastructure
- Styles of Leadership
- directions for change

Methodology

- Discussion
- Experience Sharing
- Case Studies

- Group discussion

Resource Material

Readings /Links

- UK based study
- Women & Men style of functioning – HBR
- nishi mitra work life balance
- Study on women in the Civil Services – S G Thakur

District Administration & Land Management

Gender & Land Rights – 2 hrs

Gender sensitive disasters management – 2 hrs

Session A - Gender & Land Rights

Time 4 hrs

Objective - A

- To sensitise participants to issues related to gender and land rights.

Scope of the session - A

- Significance to women on control over productive assets for development/empowerment.
- Exposure to different provisions in personal laws for inheritance, level of access to and control over land title.
- To highlight problems of implementation by ensuring women's title to land
- To focus on enabling provisions in schemes, progress, process to ensure women's access & control over land (Joint Titles, Registration)

Resource Material

Readings/Links

- Women & Land Rights - Dr. N. C. Saxena
- Women's Right to Property- *Bina Agarwal*-
<http://www.epw.in/letters/women-s-right-property.html>

- Women and Land Rights: Policy and Practice – Sarojini G Thaur-annexure
- Women, Land and Agriculture in Rural India- Dr. N. C. Saxena
- Overcoming Community Resistance: Adivasi women's right to land and property – Nitya Rao
- Theme paper on enhancement of property rights including and land rights of women- Dr. N.C. Saxena
- Women's Rights to Forest Spaces and Resources - Dr. N. C. Saxena,-
<http://www.unwomensouthasia.org/2012/low-awareness-and-fear-of-conflict-prevents-women-from-owning-land-says-study-by-un-women-and-landesa-2/>
- PROPERTY RIGHTS OF INDIAN WOMEN-Shruti Pandey-
<http://www.muslimpersonallaw.co.za/inheritedocs/Property%20Rights%20Of%20Indian%20Women.pdf>
- [Gender and Land Rights Revisited: Exploring New ...](http://www.binaagarwal.com/downloads/apapers/gender_and_lan_rights_evisited.pdf) - Bina Agarwal-
http://www.binaagarwal.com/downloads/apapers/gender_and_lan_rights_evisited.pdf
- Women's Rights to Land and Assets Experience of Mainstreaming Gender in Development Projects- Nitya Rao -
http://www.epw.in/system/files/pdf/2005_40/44-45/Womens_Rights_to_Land_and_Assets.pdf
- Women's Rights to Land and Property- Marjolein Benschop-
http://www.unhabitat.org/downloads/docs/10788_1_594343.pdf
- Gender Equality, Land Rights and Household Food Security Discussion of Rice Farming Systems- Nitya Rao-
http://www.epw.in/system/files/pdf/2005_40/25/Gender_Equality_Land_Rights_and_Household_Food_Security.pdf
- Land, Livestock and the Rights of Women in Rural India – Dr N C Saxena

Session B - Gender & Disaster Management

Objective B:

- To focus on importance of gender perspective in disaster prevention management

Time : 2 hrs

Scope of the session/Learning Outcomes

- To focus on differential impacts of natural disaster/man made on women and children
- Importance of involvement in capacity building in disaster preparedness
- Protective measures to respond to differentiated needs of women and children

Methodology

- Lecture
- Films
- Experience Sharing
- Case Studies

Resource Material

Readings

Books

- Women, Gender & Disaster – Global Issues and Initiatives – Elaine Enarson & P G Dhar Chakraborty

Readings/Links

- Women, Gender & Disaster – Global Issues and Initiatives – Elaine Enarson & P G Dhar Chakraborty
- Differential Vulnerability of Women in Disasters: The Indian Scenario – Ajinder Walia
- The Gendered Context of Vulnerability :Coping/Adapting to Floods in Eastern India – Sara Ahmed
- Violence Against Women in Disasters- Elaine Enarson
- Psychosocial Needs of Women in Disasters – NIMHANS, Bangalore
- Gender and Health in Disasters – World Health Organizations
- Forced Displacement: A Gendered Analysis of the Tehri Dam Project-Vandana Asthana
- Gender Budgeting in Disaster Relief: Need for a New Methodology- Meenakshi Thorat
- Morbidity Among Women and Children: The Bhopal Gas Tragedy: Excerpts from the report of Fact Finding Mission on Bhopal – Ashok Raj & Dr. P. K. Sharma
- The Tsunami's impact on Women – Oxfam, GB

- Waves of Violence – Women in Post-Tsunami Sri Lanka – Sara Fisher
- Women, Work and Family in the 1997 Red River Valley Flood: Ten Lessons Learned – Elaine Enarson
- We Want Work: Rural Women in Gujarat Drought and Earthquake - Elaine Enarson
- Relief Organisation Gender Assessment: How are we doing? – GDN Network
- The place of Gender in Earthquake Vulnerability and Mitigation – Maureen Fordham
- Gender and Earthquake Preparedness- John Paul Mulilis
- Women: The Risk Managers in Natural Disasters – Madhavi Ariyabandhu
- Women, Disaster Reduction and Sustainable Development – UNIDSR, Geneva
- Violence Against Women in Disasters Fact sheet (compiled by E. Enarson) available
http://online.northumbria.ac.uk/geography_research/gdn/resources/violence-against-women-in-disasters.doc
- UN Division for the Advancement of Women. 2004 *Making Risky Environments Safer: Women Building Sustainable and Disaster-Resilient Communities*. Women 2000 and Beyond series. Available in Spanish and French through the UN DAW:
<http://www.un.org/womenwatch/daw/public/w2000-natdisasters-e.pdf>
- Wiest, Raymond; Jane Mocellin and . Thandiwe Motsisi. 1994. *The Needs of Women in Disasters and Emergencies*. Report for the UN Development Programme and the Office of the US Disaster Relief Coordinator. Available through the Gender and Disaster Network:
http://online.northumbria.ac.uk/geography_research/gdn.
- United Nations Food and Agriculture Organization and the World Food Programme. Passport to mainstreaming a gender perspective in emergency programmes: key analytic questions for designing gender-sensitive humanitarian operations. Socio-Economic and Gender Analysis Programme. Available through FAO:
http://www.fao.org/reliefoperations/common/ecg/41707_en_Passport_Seag_a.pdf
- Saad, Samia Galal. 2001. [Environmental management and natural disasters mitigation: Middle Eastern gender perspective](#). Paper prepared for the Expert Working Group meeting, Ankara, Turkey. Available through the UN Division for the Advancement of Women:
www.un.org/womenwatch/daw/csw/env_manage/documents.html
- Women and Emergencies, *The Macedon Digest/Australian Journal of Emergency Management* 8 (4), 1993/94.

- Women and Disasters, Morrow, Betty and Brenda Phillips (eds). *International Journal of Mass Emergencies and Disasters* 17 (1), 1999.
- Wraith, Ruth. 1997. Women in disaster management: where are they? *Australian Journal of Emergency Management*. January: 9-11.
- Wilson, Jennifer. 1999. Professionalization and gender in local emergency management. *International Journal of Mass Emergencies and Disasters* 17 (1): 111-122.
- Scanlon, Joseph. 1996. Human Behaviour in Disaster: The Relevance of Gender. *Australian Journal of Emergency Management* (January): 2-7.
- Fordham, Maureen. 1998. Making women visible in disasters: problematising the private domain. *Disasters* 22 (2): 126-143.
- Williams, S. Seed, J. Mwau, A. (1994) The OXFAM gender training manual, OXFAM (UK and Ireland)
- Gender Equality and Disaster Risk Reduction Workshop, summer 2004, Honolulu, Hawaii. Proceedings: <http://www.ssri.hawaii.edu/research/GDWwebsite/pages/proceeding.html>
- Gender Equality, Environmental Management and Natural Disaster Mitigation. 2001. UN Division for the Advancement of Women, Expert Working Group meeting in Ankara, Turkey. Proceedings: www.un.org/womenwatch/daw/csw/env_manage/documents.html.
- The Gendered Terrain of Disaster: Through Women's Eyes, edited by Elaine Enarson and Betty Hearn Morrow Westport, CT: Greenwood Publications. Available in paperback through the International Hurricane Center, Florida International University (www.fiu.edu/~lsbr).
- Hurricane Andrew: ethnicity, gender, and the sociology of disasters By Walter Gillis Peacock, Betty Hearn Morrow and Hugh Gladwin, Routledge, New York
- Reversed Realities: Gender Hierarchies in Development Thought By Naila Kabeer, Amazon.com
- Gender and Disaster Source Book Available at Gender and Disaster Network www.gdn.online
- Guidelines for Gender Sensitive Disaster Management- Shyamala Gomez http://www.apwld.org/pdf/Gender_Sensitive.pdf
- Gender Sensitive Disaster Management- Chaman Pincha http://www.preventionweb.net/files/7792_GendersensitivedisastermanagementToolkit.pdf

Rural Development & Agriculture

Objective: A

- To sensitise trainees to the importance of gender perspective in rural development

Time 4 hrs

Scope of the session/learning Outcomes

- Discuss the relationship between gender and poverty and phenomenon of feminisation of poverty; recap on nature of access to and control over social and material resources by women; role of women in rural areas
- Nature of schemes for women under Rural Development and change in perspective from DWCRA to MNREGA/National Livelihood Mission, implementation and impact.
- Link between self employment and empowerment of women, difference between self employment, microfinance/SHG model and employment guarantee approach, conditional and unconditional cash transfers.
- Importance of rural development schemes for improving quality of life , economic empowerment such as total sanitation programme, watershed programme

Methodology

- Lecture
- Panel Discussion
- Films
- Experience sharing

Resource Material

Readings/Links

- Importance of rural development schemes for improving quality of life, economic empowerment such as total sanitation programme, watershed programme.
- Women's Labour and Migration - The Case of the Santhals - Nitya Rao Kumar Rana-

http://www.epw.in/system/files/pdf/1997_32/50/Women's Labour and MigrationThe Case of the Santhals.pdf

- Informality , Gender and Poverty – A Global Picture – Martha Chen, Joann Vanek, James Heintz-www.epw.in/review-labour/informality-gender-and-poverty.html
- Informality, Gender and Poverty- MARTHA CHEN, JOANN VANEK, JAMES HEINTZ
http://www.epw.in/system/files/pdf/2006_41/21/Informality Gender and Poverty.pdf
- Feminisation of Poverty'and Trade Liberalisation- **ARCHANA R DHOLAKIA**
http://www.epw.in/system/files/pdf/2003_38/18/Feminisation of Poverty and Trade Liberalisation.pdf
- Informality, Gender and Poverty- MARTHA CHEN, JOANN VANEK, JAMES HEINTZ
MNREGA- <http://www.unwomensouthasia.org/assets/GW-Complete-Mate-Training-Module.pdf>
- Communicating gender for rural development-
<http://www.fao.org/docrep/014/am319e/am319e00.pdf>
- Gender Mainstreaming in Agriculture and Rural Development-
Commonwealth Secretariat
http://www.thecommonwealth.org/shared_asp_files/uploadedfiles/%7B6C0400D1-A306-4F06-9AA5-0343A81F4BB8%7D_AgriRuralDev.pdf
- Gender Equality and Women's Empowerment in India- International Institute for Population Sciences Deonar, Mumbai
<http://www.measuredhs.com/pubs/pdf/OD57/OD57.pdf>

Session B: Agriculture

Objective:

- To sensitise trainees to importance of focus on women in agriculture

Scope of the session/Learning Outcomes

- Different position / recognition of women in agriculture depending on farming system inheritance – women wage workers/subsistence farming etc.
- Division of agricultural tasks between men and women
- Schemes to address women in agriculture , nature of capacity building & technology transfer
- Role of women in management of CPR's

- Link between rural development , asset ownership and productivity

Methodology

- Lecture
- Films
- Experience sharing
- Case studies

Resource Material

Readings/Links

- Women's Rights to Land and Assets- NITYA RAO
http://www.epw.in/system/files/pdf/2005_40/44-45/Womens_Rights_to_Land_and_Assets.pdf
- Gender in Agriculture - The World Bank
<http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/CompleteBook.pdf>

Urban Management

Objective

- Importance of a gender perspective in urban management and development

Time 4 hrs

Scope of the session/Learning Outcomes

- Nature of urban development and growth
- Gender issues in urban context
- Migration and problems of migrant women
- Access to health, education, WATSAN
- Gender based planning in infrastructure- shelter homes, transport, civic amenities , working women hostels, housing schemes
- Gender and livelihoods in the informal sector
- Safety and security of women in private and public spaces

- Gender Sensitisation and Capacity building of municipal councillors

Methodology

- Lecture
- Films
- Experience sharing
- Case studies

Resource Material

Readings/Links

- Gendered Mobility: Women Migrants and Work in Urban India - Arpita Banerjee, Saraswati Raju-
http://www.epw.in/system/files/pdf/2009_44/28/Gendered_Mobility_Women_Migrants_and_Work_in_Urban_India.pdf
- Private Space in Public Transport: Locating Gender in the Delhi-Metro http://www.epw.in/system/files/pdf/2011_46/51/Private_Space_in_Public_Transport_Locating_Gender_in_the_Delhi_Metro.pdf
- **The Female Face of Migration** Human Development Report 2009, UNDP
<http://www.caritas.org/includes/pdf/backgroundmigration.pdf>
- Gender aspect of water and sanitation –
https://www.wateraid.org/documents/plugin_documents/microsoft_word_gender_aspects.pdf
- Gender Differences in Health Care Access Indicators in an Urban, Low-Income Community- Cheryl Merzel, DrPH
<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC1446268/pdf/10846508.pdf>
- Gender equality, education and women empowerment: the Nigerian challenge **Agu, Stella (Ph.D.)**
http://www.wesoedu.com/nard/NARD%208.2/NARD_Vol_8_No_2.pdf

Education

Objective

- To sensitise trainees to issues of differential access of women and girls to education at all levels.

Time 2 hrs

Scope of the session/Learning Outcome

- Link between girl and women's education and development
- Overview of growth of education and gender gaps at primary , secondary and tertiary levels – levels of enrolments / drop outs etc.
- Creating an enabling environment at state / national level to eliminate gender – disparities
- Gender in Sarv Siksha Abhiyan
- Mahila Samikhya
- Interventions to enhance mobility / to reduce cost on family – fees/uniforms
- Safety
- Gender infrastructure
- Issues of quality
- Stereotype of bias in curricula
- Class room environment
- Enhancing skills for employment
- Gender gaps in secondary and tertiary education
- Patterns of subjects
- Performance etc

Methodology

- Lecture
- Films
- Experience sharing

- Case studies

Resource material

Readings/Links

- Structural Constraints in Sarva Shiksha Abhiyan Schools- Nitya Rao
http://www.epw.in/system/files/pdf/2009_44/16/Structural_Constraints_in_Sarva_Shiksha_Abhiyan_Schools.pdf
- Gender Differentials in Education: Exploring the Capabilities Approach-Jeemol Unni
http://www.epw.in/system/files/pdf/2009_44/09/Gender_Differentials_in_Education_Exploring_the_Capabilities_Approach.pdf

Films

- *Didi* - Prakash Jha Productions A film with education of female children as the central focus. www.prakashjhaproductions.com/didi.html

Financial Management & Project Appraisal

Objective

- To mainstream gender at all stages of the project life cycle.

Time 2hrs

Scope of the Session/Learning Outcome

- To highlight the importance of need apply gender lens in project planning and implementation
- To familiarise participants with engendering project planning and monitoring tools such as ZOP or engendering logical framework , problem analysis

Resource material

Readings/Links

- Engendering logical framework
- Problem tree analysis

Case Studies

- Kenyan Rice study – Oxfam Gender Training Manual
- Xanofi Vaccines – Nidhi Sharma

Public Finance and Audit

Objective

- To introduce trainees to Gender Responsive Budgets (GRBs) and progress of Gender Responsive Budgets in India and internationally

Time 1 hr

Scope of the Session / Learning Outcomes

- Why track resources for gender Equality
- Introduction to Gender Responsive Budgets
- Introduction to some GRB tools
- Progress in GRBs at national international level.

Methodology

- Lecture
- Films
- Experience sharing
- Case studies

Resource material

Readings/Links

- Gender Budgeting – Concepts and formulations – Annexure
- Concept and Definition of Gender Budgeting- Gender Budgeting Handbook for Government of India Ministries & Departments
- Gender Budgeting Experiences in India and Around the Globe- Gender Budgeting Handbook for Government of India Ministries & Departments
- Financing for Development- Gender Budgeting Handbook for Government of India Ministries & Departments
- Strategies and Tools for Gender Budgeting – Gender Budgeting Handbook for Government of India Ministries & Department
- Integrating Gender into Government Budgets within a Context of Economic Reform- Diane Elson
- Gender and Budget- Hazel Reeves and Charlie Sever- Bridge Development- Gender

- Public Policies from Women's Perspective in the Indian Context – Nirmala Banerjee, UNIFEM
- Mapping of Gender Budgeting Initiatives in India – Benita Sharma
- Women's Empowerment through Gender Budgeting – Anjali Goyal
- Gender Responsive Budgeting and Fiscal Decentralisation in India – Lekha S Chakraborty
- Introduction to fifth women's budget – Debbie Budlender
- Gender Budgeting and its Implications for Social Policy in India – Keert Nakray
- Gender Responsive Budgeting in India- Yamini Mishra, Navanita Sinha
http://www.epw.in/system/files/pdf/2012_47/17/Gender_Responsive_Budgeting_in_India_What_Has_Gone_Wrong.pdf
- **Gendering the Twelfth Plan-** A Feminist Perspective- Mridul Eapen, Aasha Kapur Mehta
- Millennium Development Goals & Gender Budgeting: Where does India stand? – Bhumika Jhamb & Navanita Sinha
- Gender Responsive Budgeting and Women's Reproductive Rights: A Resource Pack – UNIFEM
http://www.genderbudgets.org/index.php?option=com_joomdoc&view=documents&path=resources/by-type/training-manuals/gender-responsive-budgeting-and-women-s-reproductive-rights-a-resource-pack&Itemid=155
- Gender responsive budgeting-Unicef
<http://unesdoc.unesco.org/images/0021/002121/212103e.pdf>

Case Studies

- Gender Budgets Make Cents-- Budlender, D. and Hewitt, G. (eds), 2002- **Annexure**
- Budgets as if people mattered- democratising macroeconomic policies- Cagatay, N., Keklik, M., Lal, R. and Lang, J., 2000 - **Annexure**
- Strengthening economic and financial governance through gender responsive budgeting- Holvoet, N., 2002 - **Annexure**
- The (First) Women's Budget, Institute for Democracy in South Africa(Idasa)- Budlender, D.(ed.), 1996 – **Annexure**
- The Second Women's budget, Cape Town:Idasa -Budlender, D. (ed.), 1997- **Annexure**
- The Third Women's Budget, Capte Town- Budlender, D(ed.), 1998 – **Annexure**
- The Fourth Women's Budget, Budlender, D. (ed.)1997 – **Annexure**
- Rwanda: Translating government commitments into action- Diop-Tine, N. 2002- **Annexure**

- Developmental social welfare- Mullagee, F., R., Budlender, D, and Newman, N., 2001 – **Annexure**
- Form policy, through budgets, to implementation : delivering quality health care services- Klugman, B. and McIntyre, D., 2000 **Annexure**
- Gender audit: whim or voice, Krug, B. and Van Staveren, I., 2001 **Annexure**
- Kampala: Forum for Women in democracy, Mukama, R. (ed.) **Annexure**
- Budgeting for equality- Sharp, R. and Broomhill, R., 2002 **Annexure**
- Gender budget Trail- Budlender, D., Buenaobra, M., Rood, S. and Sol Sadorra, M (eds), 2001 **Annexure**
- The Philippines: getting smart with local budgets (Level1) , Flor, C. and Lizares-Si **Annexure**
- Gendered Budget Work in the Americas, Borges Sugiyama, N., 2002 **Annexure**
- Maternal Mortality: an unresolved problem- Diaz, D., Sanchez- Hidalgo, D., freyermuth, G. and Castaneda, M.A. 2002 **Annexure**
- The Andean region: a multi-country programme- Pearl, R., 2002 **Annexure**
- Accountability to women in development spending- experiments in service-delivery audits at the local level- Goetz, A- M and Jenkins, R., 2002 **Annexure**
- Highlights from a citizen/gender budget advocacy project in Indonesia – VeneKlasen, L., 2002 **Annexure**
- An introduction to the Fifth Women's Budget- Budlender, D., 2000 **Annexure**
- Women and tax in South Afric- Smith, T., 2000 **Annexure**
- Women and local government revenue- Coopoo, S., 2000 **Annexure**
- Customs and excise, in Parliamentary Committee on the Quality of Life and Status of Women- goldman, T., 2000 **Annexure**
- Making visible the hidden economy:the case for gender-impact analysis of economic policy- Himmelweit, S., 2002
- Are user fees and narrow targeting gender-neutral?'- Vandemoortele, J., 2001 **Annexure**
- The budgetary implications of the implementation of the Domestic Violence Act- Community Agency for Social Enquiry, 2000 **Annexure**
- Rights, roles and resources: an analysis of women's housing rights- implications of the Grootboom case- Pillay, K, Manjoo, R. and Paulus, E., 2002 **Annexure**

Regulatory Administration and Election

Session on Elections

Objective

- To ensure gender sensitive conduct of elections and women's participation in process at all stages

Time 1 hr

Scope of the session /Learning Outcomes

- Understanding barriers to women's political participation, as voters /political leaders
- Enhancing awareness for women of issues, political processes and need for participation- ensuring inclusion in electoral rolls /voting and standing for election - unpacking quotas
- Gender bias in overall political participation and decision making structures and need for intervention
- Safety of women during elections as candidates/voters

Methodology

- Lecture
- Films
- Experience sharing
- Case studies

Resource material

- Electoral Participation of Women in India: Key Determinants and Barriers- Praveen Rai- http://www.epw.in/system/files/pdf/2011_46/03/Electoral_Participation_of_Women_in_India_Key_Determinants_and_Barriers.pdf
- How Did Women Vote in Lok Sabha Elections 2009? - Rajeshwari Deshpande http://www.epw.in/system/files/pdf/2009_44/39/How_Did_Women_Vote_in_Lok_Sabha_Elections_2009.pdf
- Women's Representation: A Social History- Constituency Suitable for Ladies and Other Social Histories of Indian Elections - Anupama Roy- http://www.epw.in/system/files/pdf/2007_42/40/Womens_RepresentationA_Social_History.pdf

- Why some Women are Politically Active: The Household, Public Space, and Political Participation in India- Pradeep Chhibber- <http://polisci.berkeley.edu/people/faculty/ChhibberP/india-gender.pdf>
- Women emerge as strong leaders during village council elections in India's Odisha state-UN Women - <http://www.unwomensouthasia.org/2012/more-women-emerge-as-leaders-and-voters-during-the-odisha-panchayat-elections>

Environment, Energy, Forests

Session A: Gender & WATSAN

Objective

- To understand the importance of the relationship of women with water and sanitation and its impact on development, health, education etc.
- Nature of policies and approaches to deal with water and sanitation

Time 1 session

Scope of the Session / Learning Outcomes

- Relationship of women (including relationship and multiple roles, issues, approaches & interventions to deal with these)
- Government Policies
- Approaches and initiatives of Government and Non Governmental Organisation's in the sector with a focus on water and sanitation scheme
- Issues that needs to be addressed

Methodology

- Lecture & Discussion
- Films & Discussion
- Experience sharing
- Case studies
- Debate
- Group Discussion
- Panel Discussion

Resource material

Readings/Links

- Engendering water policy: The state, NGO's and gendered outcomes in rural Gujarat – Sara Ahmed
- Policies of groundwater in Gujarat- Bela Bhatia
- Women, water and livelihoods- Engagement with policy in Andhra Pradesh – A J James & M Snehlata
- Women and Water: Issues of Gender, Caste, Class and Institutions- Maithreyi Krishnaraj,
http://www.epw.in/system/files/pdf/2011_46/18/Women_and_Water_Issues_of_Gender_Caste_Class_and_Institutions.pdf
- Women in water management: the need for local planning- Mihir R Bhatt
<http://www.developmentinpractice.org/journals/women-water-management-need-local-planning>

Session B: Gender & Forestry

Objective

- To focus on the relationship of women with natural resources
- To understand the multiple roles that determines women's relationship with the forest

Time 2 hrs

Scope of the Session /Learning Outcomes

- Importance of women as gatherers, protectors , bearers of traditional knowledge.
- Government policy on women and forestry
- Positive initiatives / practices and approaches of Government to and Non Governmental Organisation's in the sector such as Mid Himalayam Watershed project
- Women in the IFS, State Forest Service and as forest guards etc.

Methodology

- Lecture & Discussion
- Films & Discussion

- Experience sharing
- Case studies
- Debate
- Group Discussion
- Panel Discussion

Resource Material

Readings / Links

- Not Seeing the wood for the tress: Rural women and forests in a globalising context – Madhu Sarin
- Reflections of an organisational : engagement with West Bengal forest policy – Narayan Banerjee
- Land Acquisition and compensation policies: How they treat women- Amit Mitra
- Struggle for land and forest rights :Tribal women’s perspective- Vidhya Das
- Empowerment and Disempowerment of Forest Women in Uttarakhand, India- Madhu Sarin- <http://gtd.sagepub.com/content/5/3/341.short>
- Website –UN-women

Session C: Gender, Environment & Climate Change

Objective

- To understand the relationship of gender , environment and climate change
- To highlight importance of gender perspective for environment planning and development, climate change and non conventional energy

Time 1 session

Scope of the Session/Learning Outcomes

- Gender issues related to environment including solid waste management, air and water pollution
- Differential impact of climate change on men and women
- How does gender enter the policy discourse on environment and climate change nationally and internationally

- Importance of enhancing awareness for mitigation and adaptation
- Good Practices of the Government and Non Governmental Organisation's in the sector

Methodology

- Lecture & Discussion
- Films & Discussion
- Experience sharing
- Case studies
- Debate
- Group Discussion
- Panel Discussion

Resource material

Readings/Links

- Women's Empowerment and Natural Resources Management in India- Dr N C Saxena
- Staying Alive: Women, Ecology and Development- Vandana Shiva
- Gender and Natural Resources Management-
<http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/Module10.pdf>
- Towards A Gender Sensitive Agenda For Energy, Environment And Climate Change – Jyothi Parikh
- Gender & Climate Change : mapping the linkages- BRIDGE March 2008
- Gender Indicators – L. Aguilar
- Climate Change and Disaster Mitigation: Gender Makes the Difference – L Auilar
- Gender Equality and Climate Change – CIDA
- Is Climate Change a Gender Issue? J Duddy, Association for Women's Rights in Development

Books

- Women and natural resource management: Illustrations from India and Nepal- Bhawana Upadhyay

Gender, Health and Population Issues

A. Gender and Health

Objective:

- To develop understanding on gender as a determinant of health and to assess gender based differentials in access to health and health outcomes

Time 3hrs

Scope of sessions/Learning Outcomes

- Gender as a determinant of health: differential access and utilization of health services by men and women
- Analysis of gender differentials in health statistics
- Concept of Gender equity in health
- Gender integration in NRHM
- Gender biased sex selection
- Gender Based Violence

Methodology

- Incorporation of sex disaggregated data in health statistics
- Integration of gender perspective in the existing courses on health
- Reference to reading materials on gender differentials in health, gender based violence and gender biased sex selection
- Study of National Policy on Health, Population Policy (aspects related to health), health related aspects of the National Policy for empowerment of women
- Use of film resources

Resource Material

Readings/Links

- Gender as a determinant of health and concept of gender equity
Gender Ready Reckoner (Gender Kunji) (UNFPA)
<http://india.unfpa.org/drive/GenderandHealthReadyReckoner.pdf>
- Women and Gender Equity Knowledge Network, Unequal, Unfair, Ineffective and Inefficient Gender Inequity in Health: Why it exists and how we can change it, Final Report to the WHO Commission on Social Determinants of

Health, September 2007

http://www.who.int/social_determinants/resources/csdh_media/wgekn_fin_al_report_07.pdf

- NFHS reports and NFHS-III report on gender
- One Day Training Module of Primary Health Centre Medical Officers on Gender and RH <http://india.unfpa.org/?publications=376>
- One Day Gender Training Module on RH for Female Health Workers <http://india.unfpa.org/?publications=375>
- Module on Three Day Training of Primary Health Centre Medical Officers on Gender and RH <http://india.unfpa.org/?publications=374>
- Recommendations of the Consultation on Gender and Health <http://india.unfpa.org/?publications=372> Gender integration in NRHM
- Mainstreaming Gender within India's RCH-2 programme- National Programme Implementation Plan RCH Phase II- Programme Document http://mohfw.nic.in/NRHM/RCH/guidelines/NPIP_Rev_III.pdf
- Aid Memoires for Joint Review Missions (I – VIII) <http://202.71.128.172/nihfw/nchrc/index.php?q=taxonomy/term/1217/all>
- Mid Term Review- RCH-II <http://202.71.128.172/nihfw/nchrc/index.php?q=content/government-report-mid-term-review-mtr-reproductive-and-child-health-program-phase-ii>
- Common Review Mission of NRHM <http://202.71.128.172/nihfw/nchrc/index.php?q=taxonomy/term/859/all>
Gender biased sex selection
- Booklet on Trends in Sex Ratio at Birth and Estimates of Girls Missing at Birth in India 2001-2008 <http://india.unfpa.org/?publications=2440>
- Booklet on Missing Girls: Mapping the Adverse Child Sex Ratio in India <http://india.unfpa.org/?publications=235>
- PCPNDT Act - Answers to Frequently Asked Questions A Handbook for Implementing bodies <http://india.unfpa.org/?publications=351>
- PCPNDT Act - Answers to Frequently Asked Questions A Handbook for the Public <http://india.unfpa.org/?publications=350>
- Why do daughters go missing-Frequently asked questions on pre-natal sex selection in India <http://india.unfpa.org/?publications=348>
- Sex imbalances at birth: Trends, consequences and policy implications (ppt. presentation by Christophe Guilmoto) https://www.unfpa.org/webdav/site/global/shared/documents/Guilmoto_Revised_presentation_Hanoi_Oct2011.pdf
- Movie and facilitators guide book: No country for young girls Gender Based Violence

- Violence against Women in India A Review of Trends, Patterns and Responses
<http://india.unfpa.org/?publications=367>
- Programming to Address Violence Against Women- 8 Case Studies Volume 2
<http://unfpa.org/public/home/publications/pid/1913>

B. Gender and Population Dynamics

Objective

- To understand the changes in the demographic profile of the country and the consequences of such changes on social and economic development in the current and future scenario

Time 2 hrs

Scope of sessions/ Learning Outcomes

Trends in population growth

- Age-structure changes and emerging issues from a gender perspective
 - Demographic dividend-youth bulge
 - Ageing
- Gender equality and population dynamics (Sex ratio- Past, present and future, gender inequality in India, son preference, sex selection, family planning and gender, aging and gender, gender and migration)
- Migration and Urbanization
- Implications on social and economic development

Methodology

- Integration of some aspects of population dynamics in the existing course structure; for instance inclusion of the implications of age structure changes in the discussion on future of Indian agriculture or workforce participation
- Reference to reading materials on population growth, demographic structure and its implications, urbanization and migration
- Study of national and state policies on population (including an assessment of the implications of policies such as the two child norm and family planning targets)

Resource Materials

Readings/Links

- National Population Policy
- Census 2011 reports
- Report on Status of Elderly in Select States of India, 2011 (UNFPA)
- Demographics of Population Ageing in India (UNFPA)
- Policy Initiatives on Population Ageing in Select Asian Countries and Their Relevance to the Indian Context (UNFPA)

Phase II

Phase-II is the second professional Course conducted for the IAS and is ten weeks duration. It is held after a 52 weeks district exposure of the probationers in their allotted state cadres.