

ANNEXURE 1



Training of Trainers - an Advanced Course

on

Gender Responsive Governance

13 -17 November, 2017

Venue: SR- 1, Gyanshila, Main Campus,

Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie

Day 1	13 November, 2017	
09:00 -09:30 am	Brief Introduction of Participants	Course Team
09:30 -10:30 am	Opening Session	
	Welcome & Introduction to the Course	Ms. Aswathy S.
	Opening Remarks	Ms. Arti Ahuja, Joint Director, LBSNAA
	Overview of UN Women's project	Ms. Navanita Sinha
10:30 - 11:00 am	Rationale for the TOT	Ms. Sarojini Ganju Thakur
	Group Photograph & Tea Break	
11:00 -12:00 pm	Session - 1	
	Gender and Intersectionality	Ms. Sarojini G. Thakur & Ms. Anjali Chauhan
12:10 - 01:30 pm	Session - 2	
	Report Back: Implementation of Action Plans Post Orientation Course	Moderator: Ms. Aswathy S. Speakers: Presentations by

	Contd....	SIRD & NIRD
01:30 - 02:30 pm	Lunch	
02:30 - 03:00 pm	Session - 3 Gender Mainstreaming in PRI Trainings (SIRDs from MP and Rajasthan)	
03:00 - 04:00 pm	Session - 4 Gender Analysis 1- Policies Gender Analysis of: <ol style="list-style-type: none"> 1) State Policies for Women 2) State Panchayati Acts/ Rules <p style="text-align: right;">Group work</p>	
04:00 - 04:15 pm	Tea Break	
04:15 - 05:30 pm	Session - 5 Gender Analysis 1- Policies (Contd.) Group Presentations <p style="text-align: right;">Moderators: Ms. Suneeta Dhar Ms. Sarojini G. Thakur & Ms. Navanita Sinha</p>	
Day 2	14 November, 2017	
09:00 - 9:30 am	Reflections from Day One	
09:30 - 10:30 am	Session - 6 Catalyzing Women's Transformative Leadership: Grassroots Women's Perspective <p style="text-align: right;">Moderator: Ms. Suneeta Dhar Mr. Sibin Varghese (PRADAN) & Ms. Mamta, CRP, M.P.</p>	

10:30 - 11:00 am	Session - 7 Recap on Gender Analysis	Ms. Sarojini G. Thakur
11:00 -11:30 am	Tea Break	
11:30 -1:00 pm	Session - 8 Gender Analysis 2 a) Government Schemes b) State Perspectives as Envisioned in Gender and Governance Modules (6 states) Group work	Ms. Sarojini G. Thakur & Ms. Suneeta Dhar
01:00 - 02:00 pm	Lunch	
02:00 - 03:30 pm	Session - 9 Group Presentations	Ms. Sarojini G. Thakur & Ms. Suneeta Dhar
03:30 - 04:00 pm	Tea Break	
04:00 - 05:00 pm	Session - 10 Overview on Facilitating Women's Empowerment and Leadership	Ms. Sarojini G. Thakur & Ms. Suneeta Dhar
Day 3	15 November, 2017	
09:00 - 09:30 am	Reflections from Day Two	
09:30 - 11:00 am	Session - 11 Sharing Best Practices on GPDPs: Using a Gender Lens for Planning at Local Levels	Moderator: Ms. Navanita Sinha Speakers: Mr. Ajit K Singh, CTI, Jharkhand & Ms. Dharmista, M.P.
11:00 -11:30 am	Tea Break	

11:30 - 1:00 pm	<p>Session - 12</p> <p>Tools for Participatory Planning at Local Levels</p> <p>Speaker: Ms. Sejal Dand (ANANDI) Gujarat</p>
01:00 - 02:00 pm	Lunch
02:00 - 03:30 pm	<p>Session - 13</p> <p>Using ICT for Rural Women</p> <p>Speaker: Ms. Anita Gurumurthy, (IT for Change), Karnataka</p>
03:30 - 04:00 pm	Tea Break
04:00 - 05:30 pm	<p>Session - 14</p> <p>Communications and Training Tools for Training at Community Level</p> <p>Speaker: Ms. Sejal Dand</p>
Day 4	16 November, 2017
09:30 - 11:00 am	<p>Session - 15</p> <p>Role of Apex Institutions for Knowledge Building - Panel Discussion</p> <p>Moderator: Ms. Sarojini G Thakur Speakers: Ms. Aswathy S., LBSNAA Ms. N. V. Madhuri, NIRD Representatives, SIRD Representatives, SIRD</p>
11:00 - 11:30 am	Tea Break
11:30 - 1:00 pm	<p>Session - 16</p> <p>Briefing for Design and Practice sessions</p> <p>Ms. Sarojini G Thakur Ms. Navanita Sinha Ms. Suneeta Dhar</p>

	Preparatory Time for Group work on Design and Practice Sessions – 6 groups Contd....
01:00 - 02:00 pm	Lunch
02:00 - 03:00 pm 03:00 - 03:30 pm	Session - 17 Group Work on Design and Practice Sessions continue Group Presentations
03:30 - 04:00 pm	Tea Break
04:00 - 05:30 pm	Session - 18 Group presentations continue Summarization of the key principles of design
Day 5	17 November, 2017
09:30 - 11:00 am	Session - 19 Group Practice Sessions II
11:00 - 11:30 am	Tea Break
11:30 - 01:00 pm	Session - 20 Gender Sensitive Monitoring and Evaluation at Local Level Ms. Aswathy S.
01:00 - 02:00 pm	Lunch
02:00 - 02:30 pm	Feedback and Evaluation LBSNAA & Course Team
02:30 - 03:30 pm	Valedictory Session: Overview of LBSNAA and UN Women partnership in Governance Ms Aswathy S.

	Valediction Message	Mr. Manoj Ahuja Joint Director, LBSNAA
	Special Remarks	Mr. Nils Ragnar Kamsvag, Ambassador of Norway to India
	Distribution of Certificates	
	Vote of Thanks	Ms. Anjali Chauhan

ANNEXURE 2

KEY GROUND RULES

- Punctuality
- Phones on silent mode
- No cross talking
- One person to speak at a time
- Be Gender responsive and gender sensitive
- Respect each other
- Be open and reflective. Be open towards new ideas.
- Respect differences, people's individualities and diversities
- Be an enthusiastic learner
- Be polite, patient and participative
- Make efforts to know each other

ANNEXURE 3

POWER WALK¹

Objectives:

1. To understand the basis of discrimination and the social institutions that keep inequalities in place.
2. To understand how gender intersects with other systems of dominance to produce positions of power and powerlessness.

Step One

Put up four charts on all four walls of the room labeled 'powerful', 'powerless', 'not so powerful', and 'not so powerless'. The facilitator will read out some statements (given on the following page) and the participants have to respond to the statements vis-à-vis being in one of the labeled positions.

Step Two

Divide the participants into pairs (depending on the size of the group and if the group is small enough, then the exercise can be done at an individual level also). Give each pair an identity on a slip of paper and explain to the participants that they have to, for the duration of the game, assume that particular identity written on the slip. Some will have identities of women and some of men. Each pair will get more than one copy of the slips (depending on the number of statements read out).

Step Three

The facilitator will read out some statements and the pairs, depending on their response to the statement, will put up one slip on the corresponding chart paper. In order to identify the context in which the slip was put up, ask the pairs to write a code word from the statement it corresponds with. This will help recognize the context once all the slips have been put up.

Step Four

After reading out one statement, give the pairs enough time to put up their slips. And once everyone has put them up, move onto the next statement.

¹ Source: Gender Kit, Jagori

Step Five

Once all the statements have been read out, ask the participants to walk around the room and observe all the four charts. Once they have seen the charts, ask them what they see, how they feel, what places people in positions of power and powerlessness etc. These concerns should be addressed in a discussion.

Step Six

Debrief the exercise.

Identities/ Characters

Female Sarpanch	Male Sarpanch
Dalit Female Cook	Brahmin Male Cook
Dalit Woman Rural	Dalit Man Rural
Female District Magistrate	Male District Magistrate
Transgender	Homosexual
Female Receptionist	Male Computer Operator
Poor Class Xth Rural Girl Student	Poor Class Xth Rural Boy Student
Divorced/single Woman with 2 Children	Divorced/single Man with 2 Children
Urban single working Woman	Urban single working Man
Tribal Rural Woman Farmer	Tribal Rural Man Farmer
Hindu Widow	Hindu Widower
Muslim Woman	Muslim Man
Female Journalist	Male Journalist
Not Married Woman	Not Married Man
Woman with Disability	Man with Disability
Elderly Woman	Elderly Man

Statements

- 1) I can remarry easily when partner dies
- 2) I can choose a profession of my choice
- 3) I will inherit an equal share in property in my natal home
- 4) I can marry partner/spouse of my choice
- 5) While travelling and working have little concerns for personal security and safety
- 6) Have easy access to government programmes/scholarships
- 7) I can leave home to attend training programmes for 2-3 days
- 8) I can support my parents financially and emotionally
- 9) In my family my parents welcomed the birth of a third girl child
- 10) I can easily enter a Police Station to lodge an FIR
- 11) I can enter easily a bank to open an account or take a bank loan
- 12) At village weddings/social functions, I can easily and freely socialize and eat together with other communities

ANNEXURE 4

State wise findings from the analysis of State Panchayat Acts and State Women Policy

States	Key Points	Achievements	Gaps
STATE PANCHAYAT ACTS			
Rajasthan	<ul style="list-style-type: none"> Initially only 1/3 seats were reserved for women but later 50% reservation has been marked for women. At present there are 58% women in panchayats Earlier there was no specific quorum for women in Gram Sabha meetings. Through the amendment of 2000, now there is quorum (as a proportion to the population) within quorum for women as well as for SC and ST. In SRLM/WCD programmes there is critical mass of women In PESA regions there are specific training campaigns for PESA leaders and community leaders. 20- Member PEACE committees (for dispute settlement) are formed in PESA regions one-third of which are women. There is peace committee (dispute settlement). Through Peace committees, women have equal voice. Under all IPC and CrPC offences, all matters are dealt with peace committees and in issues related to alcohol consumption, intoxication etc women's voice should prevail There is introduction of minimum educational qualifications for contesting panchayat elections. As a result, there are now highly qualified panchayat members including women In addition to educational qualifications, construction of Household toilets is also a pre-condition for contesting panchayat elections. As a result of this ODF has reduced a lot in Rajasthan. 	<p>There has been an overall qualitative change in the governance agenda. The focus has now shifted to human development issues/social security. Women's voice and participation has increased at panchayat level. Issue of proxy male leaders is diminishing.</p>	<ul style="list-style-type: none"> Few policies for support services for women leaders Current rotational policy needs to be changed so that women can have tenure for 10 years Internal Complaint Committee (ICC) still needs to be implemented in PRIs
Andhra Pradesh	<ul style="list-style-type: none"> Separate standing committee for welfare of women at Zilla Parishad level. Additional 30 days from the 	<p>50% reservations at local bodies for women</p>	<ul style="list-style-type: none"> Lack of awareness of elected representatives of women Higher prevalence of proxy

	<p>sanctioned 90 days for women in case of absence for maternity</p> <ul style="list-style-type: none"> • 15% funds earmarked for Women and child at block and zilla level (Women Component Plan) • Gram Panchayat can initiate construction of maternity centers (for institutional delivery) and child welfare centers 		sarpanch
Karnataka	<ul style="list-style-type: none"> • 50% reservation for women • Mandatory <i>mahila sabha</i>, • Women's reservation in social justice standing committee, representation of child welfare committee, child protection committee, <i>aarogya</i> committee • 50% reservation for women for the posts of president and vice president • Mahila gram sabha- 10% participation of men • Clearing of house tax and construction of HH toilets is pre-condition for contesting elections • 1/3rd women's participation in habitation sabhas and ward sabhas 	<ul style="list-style-type: none"> • Increased women participation at gram sabhas 	<ul style="list-style-type: none"> • Dependency on men • Proxy representation • Lack of support from male members and officials • Lack of ICC at the local level
Madhya Pradesh	<ul style="list-style-type: none"> • Pioneer in implementing the PR Act. Ad hoc committees are made headed by women. • Women issues were dedicatedly discussed in meetings, special Mahila Sabhas 		<ul style="list-style-type: none"> • Could not translate 50% representation of women at higher level • Unable to address ICC and Local Complaint Committee (LCC).
Telangana	<ul style="list-style-type: none"> • State is in process of drafting separate PRI Act. Presently, it has adopted the act followed by Andhra Pradesh • Following provisions have been proposed in the act: <ul style="list-style-type: none"> ○ Mandatory women Mahila Sabhas ○ 50% women representation as chairman ○ 50% share for women in government budget 		
STATE POLICY FOR WOMEN			
Odisha (No separate policy for women)	<ul style="list-style-type: none"> • Quorum in palli sabha (1/10th) and gram sabha (50%) • Issues of women are raised in Mahila Sabha and Gram Sabha, 	<ul style="list-style-type: none"> • Special module for women leaders • Ensure participation of women in all 7 standing committees 	<ul style="list-style-type: none"> • Proxy leadership of men • No ICC for women representatives, • No 50% reservation for women at MP and MLA level, • Regressive two child norm

			for contesting elections
Andhra Pradesh (draft national policy for women- no state policy)	<ul style="list-style-type: none"> E aarogyam providing information of medicines available/combination 1st state for implementing maternity leave for 6 months Giri goi mudak- providing nutrition support to ST women, master health checkup for women above 35 years of age 	<ul style="list-style-type: none"> Focus on addressing gender equality and gender against women Amravati declaration- focus is on gender equality, safety of women 	
Karnataka (Draft policy)	<ul style="list-style-type: none"> Economic empowerment, social empowerment, governance, decision making and political empowerment 		
Madhya Pradesh	<ul style="list-style-type: none"> Draft policy for women after consultation with CSOs Laadli scheme and cycle provision scheme focusing on Health, security, education, employment of women Efforts towards improving sex ratio, preventing child marriage and reducing illiteracy Programmes like safe city, shaurya dalit programme, reservation at govt jobs (shakti vahini for increasing women's participation) State and regional resource centre, one stop crisis centre, state level schemes for legal, health and employment counselling One Stop Crisis Centre (OSCC) in 18 Zilla Parishads 	<ul style="list-style-type: none"> MR, IMR has improved from NFHS 3 data to NHFS 4 100% institutional deliveries 	<ul style="list-style-type: none"> Gender budgeting programs exists but implementation is poor No model rules for preventing sexual harassment at workplace
Rajasthan	<ul style="list-style-type: none"> 3 dimensional approach: 1st policy of rights based approach Special focus on women in difficult circumstances- tribal/ rural women Suitable interventions against practices such as witch hunting OSCC- <i>Aparajita</i>-27/4 complete services for all women Udaipur- women's police patrolling 	<ul style="list-style-type: none"> Gender sub plan and gender budgeting pushed in women headed places 	

ANNEXURE 5

Questions for Gender Analysis Session (GRG Modules)

Can you examine your gender and governance modules and highlight the following in a presentation:

- 1) The nature of approach to gender
- 2) Key gender issues highlighted
- 3) Pedagogy proposed
- 4) Any aspects that measure change

ANNEXURE 6

Questions for Gender Analysis of State Programmes

Each group will be given the operational guidelines of one of the following schemes:

- Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)
- Beti Bachao Beti Padhao (BBBP)
- Swachh Bharat Mission (SBM)

In your groups, please review the programme from a gender lens and respond to the following questions:

1. Do you think the design of the programme is gender sensitive?
2. What is the perspective of the planner vis-a-vis gender? Are the planned strategies and activities gender sensitive?
3. How and what specific gender needs are being addressed in the scheme, if any? Are these practical gender needs or strategic gender needs?
4. Are there any constraints on women/men benefitting equally?
5. Is there any impact on time use of men/women?
6. Is there any impact on men/women's access to and control of resources?
7. What are the gaps, if any?
8. Based on your analysis of the problem sought to be addressed, which strategies and related activities would you use to address these gaps?

ANNEXURE 7

Practice session - Exercise for Day 4:

Designing a 2-day gender sensitive training programme

1. Design session plans for the 2 days for EWRs using some of the tools you have learnt and use in your trainings on Gender Equality.

This will be done in 6 state groups and NIRD will join the state groups.

2. Two groups will be formed with representatives from each state to demonstrate 2 tools:
 - a. Leadership Development for Women: AP, Telengana, Odisha
 - b. Sensitization of men: MP, Rajasthan and Karnataka

ANNEXURE 8

State wise comments/feedback on the training designs prepared by participants

State	Comments/feedback
Telangana	<ul style="list-style-type: none"> • No description on how the activities will be performed • The context is problematic. The way group has written about gender. Need to rework on language • Gap between objectives and activities. Need to rework on objectives • Too much knowledge is given in very less time. • No focus on soft skills. For eg there is no activity that aims for enhancing confidence • Who will be facilitating the sessions? No description given • There is a jump to gender division of labour. With EWRs it is difficult to come to such concepts directly since they are not oriented towards gender • Need to develop the strategy for consolidation of learning
Andhra Pradesh	<ul style="list-style-type: none"> • Too much content considering especially content that needs literacy skills level of EWRs (Groups' response: It is residential and activity based) • There is too much writing involved in methodology (Groups' response: There would be pair learning where people who can write can help others) • Considering SDG, GPDP and 7 star rating it is too much content and one hour may not be sufficient. (Groups' response: EWRs are already somewhat orientated on these things so it should be doable) • Needs clarification on activity of gender blind and gender sensitive • There should be some activity on gender roles • Although lot of content is covered but still an attempt towards reformulation can be given • Since it's a residential training it can go beyond 5:30 in evening
Rajasthan	<ul style="list-style-type: none"> • In the exercise on Life cycle approach, too many contents covered for one and half hour.
Karnataka	<ul style="list-style-type: none"> • Well thought through plan • Various components of empowerment are included appropriately • One can include information/exercise about linkages with other villages and status of panchayats as well as with linkage with other institutions • Institutional mapping till level of block, district, collectorate and ombudsman can be done
Madhya Pradesh	<ul style="list-style-type: none"> • Doable, very well targeted and very well thought of plan • Adaption is very crucial • Excellent presentation with great pedagogy
Odisha	<ul style="list-style-type: none"> • Fact sheet is appreciative • Tracking EWRs is difficult/separate training or module for women's leadership: EWRs get state level and samiti level • Put the session plans in form of a table • Relook at difference between objective and outcome since they are repeated in the plan

ANNEXURE 9

Programme evaluation findings

PROGRAMME EVALUATION

**Training of Trainers - an Advanced Course on Gender Responsive Governance
from 13 -17 November, 2017 at LBSNAA, Mussoorie**

*Total Number of
Forms : 40*

Session -1						<i>Total Number of Forms : 40</i>			
Questions									
Ms. Sarojini G. Thakur & Ms. Anjali Chauhan	Gender and Intersectionality	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		38	1	0	1	0	0	40	
<i>% answered in each category.</i>		95%	3%	0%	3%	0%	0%	100%	98.00%
Session -2									
Presentations by SIRD & NIRD Presentations by SIRD & NIRD	Report Back: Implementation of Action Plans Post Orientation Course	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		7	19	12	1	1	0	40	
<i>% answered in each category.</i>		18%	48%	30%	3%	3%	0%	100%	75.00%
Session -3									
SIRDs from MP and Rajasthan	Gender Mainstreaming in PRI Trainings	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		8	17	11	3	0	1	39	
<i>% answered in each category.</i>		21%	44%	28%	8%	0%	3%	98%	75.38%
Session -6									
Mr. Sibin Varghese & Ms. Mamta	Catalyzing Women's Transformative Leadership: Grassroots Women's Perspective	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		19	10	10	0	1	0	40	
<i>% answered in each category.</i>		48%	25%	25%	0%	3%	0%	100%	83.00%
Session -7									

Ms. Sarojini G. Thakur	Recap on Gender Analysis	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		15	20	3	0	1			
% answered in each category.		38%	51%	8%	0%	3%	3%	98%	84.62%

Session -10

Ms. Sarojini G. Thakur & Ms. Suneeta Dhar	Overview on Facilitating Women's Empowerment and Leadership	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		17	15	3	1	0			
% answered in each category.		47%	42%	8%	3%	0%	10%	90%	86.67%

Session -11

Mr. Ajit K Singh & Ms. Dharmista	Sharing Best Practices on GPDPs: Using a Gender Lens for Planning at Local Levels	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		9	20	8	1	1			
% answered in each category.		23%	51%	21%	3%	3%	3%	98%	77.95%

Session -12

Ms. Sejal Dand	Tools for Participatory Planning at Local Levels	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		17	12	7	3	1			
% answered in each category.		44%	31%	18%	8%	3%	3%	98%	82.56%

Session -13

Ms. Anita Gurusurthy	Using ICT for Rural Women	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		8	11	17	3	1			
% answered in each category.		21%	28%	44%	8%	3%	3%	98%	72.82%

Session -14

Ms. Sejal Dand	Communications and Training Tools for Training at Community Level	Excellent	Very Good	Good	Fair	Poor	Not given	Total	W. Average
		16	13	7	4	0			
% answered in each category.		40%	33%	18%	10%	0%	0%	100%	80.50%

Session -15

Dr. Sunita Rani	Transforming Leadership Force Field Analysis Overview	Excellent	Very Good	Good	Fair	Poor
		30	8	0	0	1
<i>% answered in each category.</i>		79%	21%	0%	0%	3%

Not given	Total	W. Average
2	38	
5%	95%	96.32%

Session -18

Ms. Aswathy S., Ms. N. V Madhuri, Representatives , SIRD	Role of Apex Institutions for Knowledge Building - Panel Discussion	Excellent	Very Good	Good	Fair	Poor
		13	19	7	0	1
<i>% answered in each category.</i>		33%	49%	18%	0%	3%

Not given	Total	W. Average
1	39	
3%	98%	83.59%

Session -20

Mr. Neeraj Trivedi & Ms. Shreya Singh	Gender Sensitive Monitoring and Evaluation at Local Level	Excellent	Very Good	Good	Fair	Poor
		15	21	2	2	0
<i>% answered in each category.</i>		38%	53%	5%	5%	0%

Not given	Total	W. Average
0	40	
0%	100%	84.50%

QB	How do you rate the following administrative aspects of the five days programme.	Excellent	Very Good	Good	Average
a)	Programme Aids	31	9	0	0
<i>% answered in each category.</i>		78%	23%	0%	0%
b)	Programme Hall facility	34	5	0	0
<i>% answered in each category.</i>		87%	13%	0%	0%
c)	Lodging	36	4	0	0
<i>% answered in each category.</i>		90%	10%	0%	0%
d)	Food Quality	33	6	0	0
<i>% answered in each category.</i>		85%	15%	0%	0%
e)	Transportation Facility	33	4	3	0
<i>% answered in each category.</i>		83%	10%	8%	0%
f)	Support Activities from NGC Team	34	6	0	0
<i>% answered in each category.</i>		85%	15%	0%	0%

Not given	Total	W. Average
0	40	
0%	100%	94.38%
1	39	
3%	98%	96.79%
0	40	
0%	100%	97.50%
1	39	
3%	98%	96.15%
0	40	
0%	100%	93.75%
0	40	
0%	100%	96.25%

QC	Your overall rating of the programme and for the team	Excellent	Very Good	Good	Average
		32	4	1	0
<i>% answered in each category.</i>		86%	11%	3%	0%

Not given	Total	W. Average
3	37	
8%	93%	95.95%