

**Workshop  
for  
State Commissions for Women  
at  
LBSNAA, Mussoorie  
29 - 31 July, 2019**



**Jointly organized by**



## **BACKGROUND:**

Following the successful completion of the workshop for State Commissions for Women at LBSNAA, Mussoorie held between 19 – 21 June, 2019, the National Gender Centre, LBSNAA in partnership with the National Commission for Women held the second batch of training for the members of state commissions of women to build capability in gender and related areas of law, working with stakeholders like the police, among others.

This has been a result of a proposal NGC had made last year for conducting Capacity Building workshop for State Commissions for Women with Ministry of Women & Child Development. With the Ministry's positive response, the first programme was conducted last year in March with more than 30 participants from 18 states.

The response received was absolutely encouraging and LBSNAA was approached by National Commission for Women to do a customized programme for the Chairpersons, Members and Member Secretaries. This programme, was conceptualized taking into account the feedback that we had received from the last programme and the design of the 2.5 days' event was a balanced mixture of conceptual understanding and practical inputs.

The National Gender Centre organized the third round of capacity building programme, from 29 - 31 July, 2019 for the chairpersons and members of the State Commissions for Women at Lal Bahadur Shastri National Academy of Administration, Mussoorie, with an aim to engage in deliberations and dialogue on multiple themes dealing with women related issues.

## **WELCOME & INTRODUCTIONS:**

Over the course of 2.5 days from 29 - 31 July, 2019, LBSNAA, Mussoorie saw approximately 41 participants from State Commissions and National Commission for Women across 13 states engage in brainstorming deliberations and deep diving into the multiple facets involved while dealing with women issues – be it societal in nature like patriarchy or stakeholders like media, the laws related to women and the challenges that obstruct the path forward.



The workshop began with Ms. Aswathy S, Executive Director, National Gender Centre, LBSNAA welcoming all the participants and introducing Ms. Kamla Bhasin, as one of the foremost trainers in the field of gender and education in India today. A social activist by training, she has been associated with UN for 27 years, having worked in the Food & Agricultural Organization. Since then, she has been involved in the field of gender, understanding patriarchy and spearheading the agenda of gender equality. She currently is associated with Sangat – A Feminist Network as Adviser, as well as JAGORI, a Women's Resource and Training Centre and Jagori Rural Charitable Trust as an active member. She is the South Asia Coordinator of One Billion Rising, a global campaign to end violence against women and girls; Co-Chair of the worldwide network Peace Women Across the Globe; and member of South Asians for Human Rights (SAHR).

Before beginning with Ms. Bhasin's session, an entry questionnaire was circulated among all participants to fill. This was done in order to capture their prior understanding of gender and related issues. Once all participants had submitted the entry questionnaire, Ms. Kamla Bhasin began her session on Gender, Patriarchy, Men & Masculinity.

## Day One

### Sessions: 1-4

#### Gender, Patriarchy, Men & Masculinity-Ms. Kamla Bhasin

At the onset, Ms. Kamla Bhasin thanked National Commission for Women and National Gender Centre, LBSNAA for organizing the workshop. She began by sharing how gender is not a subject but a never-evolving perspective of looking at things such as gender in technology, gender and budget, etc.



She briefly explained the beginning of the Women's movement and the emergence of the notion of gender. She stressed on how no country can move forward without development and empowerment of women and how 'All human beings are born equal and free with dignity and rights' – a resolution adopted on Human Rights Day.



Against this context, she introduced the central word of the theme – 'gender'; a term that everyone hears daily and assumes its meaning. Using a simple example of a new born baby, she explained how difficult it is to identify if the child is a girl or a boy. This clearly implies that other than a tiny difference of private organs, there is no difference between a girl or a boy when they are infants. She brought out the changes that occur in a boy and a girl when they hit puberty and the main reason for this differentiation is for

reproduction.

She then built on the same example to highlight how as a child grows, they are differentiated by the clothes worn, the hair, presence or absence of jewellery, shoes, cosmetics etc. This was followed by a brief interactive discussion with inputs from participants. This summarized that these differentiations robbed both men and women of their individualities and urged the participants to broaden their lenses and be instrumental in bringing about this change. This was followed by a brief discussion that brought out how society creates an entire paraphernalia of divisions and segregations, deciding what roles are played by men and women.

At this juncture, Ms. Bhasin introduced the most fundamental understanding of gender highlighting how gender and sex, terms which are used inter-changeably are different. While sex is the biological definition that differentiates a male, female or inter-sex, gender is the societal definition. Gender can be changed because it has been made by society.



Since gender is a wide umbrella with many aspects, it should be viewed as a tool of analysis. With this, a group exercise was conducted wherein the participants discussed the manifestations of gender in their familiar contexts and if they ever challenged gender in any way. The participants engaged actively and at the end of the discussion, one member from each group highlighted the key insights from their discussions.

This was followed by an introduction to the concept of male-dominated society and patriarchy. Patriarchy is defined as a social system/ structure which encompasses all of us – both males and

females. She explained how patriarchy enforces gender inequality, with males being considered superior to females with more control over all kinds of resources like money, property, shares, etc.



She cited examples from Bollywood songs, highlighting how the perception of men and women was influenced and distorted. She urged the participants to be more sensitive and proactive in raising their voice to bring about the change. Towards the close of the session, two episodes from Satyamev Jayate, the popular tv show anchored by Aamir Khan on cases of domestic violence and violence against women were screened. A hard-hitting session, the screening captured and rounded up all aspects that had been discussed in the session such as on masculinity,

patriarchy and gender.

In the last leg of the session, Ms. Bhasin recommended certain books to the members of the commission and urged them to take responsible action towards bringing a positive impact in society and in their daily lives. This was followed by a quick open discussion which saw a few participants sharing their thoughts and points of view, bringing the day-long session to a close.

## **Day Two**

### **Session: 5-6**

#### **Laws Related to Women-Ms. Jyotika Kalra**

Day 2 of the workshop began with the session on laws related to women, an aspect of the women related issues that is extremely critical. In order to address this aspect, Ms. Jyotika Kalra, a practicing Advocate and Advocate-on-record with the Hon'ble Supreme Court of India having with more than twenty-seven years of experience, was invited to share her thoughts and views with the participants.



Ms. Kalra also serves as a Member of the National Human Rights Commission since April 2017. She has filed several Public Interest Litigations (PILs), significant among them include the right of females to practice as make-up artists in Cine industry after 60 years, the rights of married women, and raising the issue of non-recruitment of women in the Armed Forces. She was appointed Amicus Curie in important matters, some of them concerning the violation of women's rights.



She has been on the panel of Supreme Court Legal Services Committee. She has also been honoured by the Supreme Court for her three books. She was given the award of outstanding woman in 2014 by the National Commission for Women. She was on the Expert Committee of NCW and deliberated on drafts of women related laws. She has participated in many consultative workshops organised by the Commission. Ms Kalra has been a member of many Internal Complaints Committees, constituted to examine sexual harassment of women at workplace. A passionate activist, she has been

associated with many NGOs, including the All India Women's Conference & the Indian Federation of University Women's Associations affiliated to Graduate Women International - both having consultative status with the United Nations (ECOSOC).



Ms. Kalra began by thanking everyone and highlighting that knowing the legal perspective is extremely critical for the participants. Participants shared the common nature of complaints that they deal with on a regular basis such as those related to sexual harassment, domestic violence, the complexity and abuse in live-in relations, dowry matters, property matters to acid attacks, assaults on women and girls, among others. Through multiple examples, she re-emphasized the role of commission members to direct the affected individuals to the concerned authority for legal remedies and other support and guidance.



Against this background, Ms. Kalra used a case study depicting the general stages in a complaint, areas of concern and how they become relevant for legal purposes. This was helpful for the participants to familiarize themselves with several legal terms. With the intention of making the participants familiar with sections of relevant cases, highlighted the common sections of the acts like Section 3,4 of the Dowry Prohibition Act, that come into regular play.

Engaging in a question and answer session with the participants, she addressed queries that participants were facing from their experience. The session ended with Ms. Anjali Chauhan, Associate Professor at the National Gender Centre thanking Ms. Kalra for her valuable and key insights.

#### **Session: 7**

#### **Commissions for Women & Girls: Challenges and Possibilities for Convergence Mr. C. Sridhar**

This purpose of this session was to highlight, understand and address the challenges faced by the Women Commissions. Although each session was customized to cater and showcase how the participants can play an influential and critical role in terms of providing support to the victims or leading the way for breaking stereotypes. This session was taken by Mr. C. Sridhar, a 2001 batch IAS officer of Bihar cadre. He is currently serving as Deputy Director (Sr.) in the Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie.



Using a similar methodology as many other speakers, Mr. Sridhar used a case study to first call out the multiple challenges being faced by the Commissions for women and girls and the multiple stakeholders that are associated in cases of violence against women/ girls and sexual assault. As part of the case study, the participants were grouped into various stakeholders. Different scenarios were posed and through the exercise, the roles and responsibilities of each stakeholder were brought out.

In between the discussions, Mr. Sridhar interacted with each group of participants, sharing insights on the exercise. Once the participants had arrived at their responses after discussion, each group was invited to share their point of view.



The key takeaways from the discussion were that it is an inter-connected environment and every stakeholder is inter-linked. Thus, each stakeholder plays a role singularly as well as in the larger picture. Hence, there is a need for collective synergy among all stakeholders to address any issue, avoid duplication and pave way for a positive impact. The end result of all partner organizations is to support the victim, which implies a victim-centric approach. Being

sensitive and compassionate towards the victim, his/ her family etc was increasingly focused as a behavior to be inculcated across stakeholders, especially among members of the Commission.



Speaking from personal experience, he shared some ideas on how various commissions can collaborate and actively support the administration in terms of counselling, effective rehabilitation. With this, the session came to an end. An interactive open discussion followed with participants sharing the key take-aways and how the session helped them understand the multiple dynamics and stakeholder management to address these issues.

#### **Session: 8**

#### **Importance of Non -Verbal Communication while Dealing with Survivors - Ms. Aswathy S, Ms. Sunita Rani, Ms. Alankrita Singh & Ms. Anjali Chauhan**

The session post lunch was that of “Importance of Non-Verbal Communication while dealing with survivors.” Ms. Aswathy introduced the panel, including herself for the session on and contextualized on the role of Commission members while communicating with survivors and the ways to make such communications and interactions effective.



At the start, she introduced the term ‘survivor’ in contrast to victim since the latter implies weakness. She urged the Commission members to familiarize themselves with the term to imply a positive connotation. Illustrating the numerous scenarios in which members of the commission would be interacting with a survivor; be it interviews or inquiries or over telephone, she highlighted how critical it is to cultivate the right kind of communication with the survivors.



She also stressed on the importance of listening and understanding their perception and perspective. Participants were advised not to project their own perceptions but to be open in the entire communication though different components of listening intently, non-verbal communication, empathy, among others. She then moved to explaining what comprises these different components and the role each of them plays in increasing the effectiveness of a communication using trust and support for the survivor and the family.

This was followed by a group exercise to highlight the purpose of speaking, listening, noticing non-verbal communication and understanding the assumptions and values that underline our communications. For the purpose of the activity, Ms. Anjali Chauhan played the role of observer and came forward to share her observations on the completion of the activity. She highlighted the subtle nuances in tone, body language, eye contact, gestures and their implications.



Ms. Alankrita Singh highlighted how it is important to gauge the environment and cultural setting before eye-contact is made and be sensitive to the degree of familiarity and trust to be established. The next component of communication was empathy and Ms. Singh brought out the difference between sympathy and empathy through a beautifully-explained video. She ended the session with how it is

empathy that is needed as members and not sympathy to make the survivor feel comfortable and establish a relation of trust and bonding.

## Session: 9

### Stakeholders Perspectives to Issues Concerning Gender- Ms. Arti Ahuja



This following session sought to highlight the multitude perspectives of stakeholders related to gender issues. The session was conducted by Ms. Arti Ahuja, a 1990 batch IAS officer who has distinguished herself in various capacities in the State Government including as SDM, DM and subsequently in the Nutrition and Health Sectors wherein she spearheaded World Bank and UN Projects on health system reforms, AIDS control, supplementary nutrition and population services.

She has served as Secretary in various several departments in the State, such as Handloom & Handicrafts, Women & Child Development, Health & Family Welfare and Tourism. In her capacity as the Secretary of WCD, she is known to have brought about a paradigm change in the way ICDS was being run and a number of initiatives taken in the field of Women & Child Rights, which have been cited as a best practice by Government of India and Planning Commission as well as independent academicians. As Health Secretary, she took up many structural reforms which have also been recognized by Government of India as best practices.

She has completed Masters in Public Policy with specialization in Health Policies from Woodrow Wilson School of Public and International Affairs, Princeton University and Masters in Public Health from Harvard University. She serves as a Member of the Independent Expert Group of the Global Nutrition Report, an independent Global Report brought out every year; and was also a Senior Honorary Research Associate at the Global Institute of Health, University College, London. She has written a number of articles for different Journals and Books.



Ms. Ahuja began her session with a short quiz that was aimed at sensing the understanding of the participants related to the commissions' roles in multiple aspects with various stakeholders. She set the foundation of her session against the Preamble of the Indian Constitution and stressed how as members of the Constitution, they have been appointed under the Constitution and are responsible for shouldering the ideals of the Constitution.



Ms. Ahuja grouped the participants as per the characters of the case study and asked them to discuss what would their feelings be as those characters.

Over the next few minutes, participants brought out various interesting insights about the different characters, highlighting the mindsets, stereotypical and gendered connotations that each character displayed – be it the Sarpanch, the victim, her family members, the perpetrator, etc. This was important to understand the different perspectives of multiple stakeholders in case of any scenario.

She urged the members of the commission to partner with district administrations to identify methods of addressing violence against women at the grass root levels. Violence impacts all member of the society and as up holders of the constitution; the members are in a position to play a positive role in the

society and in mitigating violence. She ended her insightful and informative session and the class dispersed for lunch.

#### **Session: 10**

### **Interface of Police and State Commissions of Women – Opportunities, Challenges & Convergence—Dr. B. Sandhya**

The final day of the workshop began with Ms. Aswathy welcoming and introducing the speaker, Sr. B. Sandhya for the session on 'Interface of Police and State Commissions of Women – Opportunities, Challenges & Convergence'. Dr. B. Sandhya is a 1988 batch IPS officer currently serving as the Director of Kerala Police Academy and Additional DGP In-charge of Training. She has held various positions in the Kerala including Superintendent of Police, Asst. Inspector General of Police, Headquarters, Thiruvananthapuram, Deputy Inspector General of Police, Crime Investigation, Southern Range, Thiruvananthapuram.



Academically, she has trained in Human Resources Management from Wollongong University, Australia in 1998 and passed the PGDBA from Pondicherry University in 1999. In 2005, she earned her PhD from Birla Institute of Technology and Science, Pilani.



In 2010, she was awarded the International Scholarship of Distinction by USA based, the International Association of Women Police (IAWP). She is also a recipient of the President's Police Medal for Meritorious Service, awarded by the Kerala Police. She is also an accomplished writer, having written several articles and books of which her novel NeelakoduvelyiyudeKavalkkari won the Edasseri Award in 2007, Gopalakrishnan Kolazhi Award, Abudabi Sakthi Award, Kunjuni Puraskaram-2013.

Dr. Sandhya began her session by contextualizing the status of Kerala as an advanced and literate state with focused cooperation with several bodies like the women commissions and administration. She then highlighted areas of challenge, sharing examples from her personal experience on how discussing these challenges openly with stakeholders helped in bringing about solutions. Community policing in Kerala or getting she-toilets for women on highways were examples of gender budgeting and related discussions. She even discussed briefly some studies and how they have successfully gauged percentage of women going to police stations alone or rescue homes. She reminded that the commission members play a big role since they can influence such small changes, conduct studies that will have a big impact on the quality of life of thousands of women.



She even spoke of how unfair practices exist like discrimination against menstruation. She spoke of the study conducted in Kerala and a campaign to break the stereotype. She highlighted that this was only done once the knowledge of such unfair practices came to be known. In such scenarios, the women commissions can take a leading role in conducting studies in even the most interior regions and partner with police or other institutions like panchayat to address the gap.



She spent some time explaining how community policing has been successful in Kerala to enhance partnership between the stakeholders like police, panchayat, women commissions and other members. Hence, conducting in depth studies would depict patterns of unfair practices, crimes in different pockets of the region, and this analysis would serve as the first steps in directing towards the solutions. Using another example, she shared how they appointed counsellors in schools in areas where incest patterns had come up as per a study.



She shared about a syllabus driven, women self-defense program that seeks to empower women to properly react to different situations. This program has been extremely successful in making participants confident but also in terms of every police station having a self-defense team. Dr. Sandhya also shared the partnership between the police and a self-help group, Kudumbashree that is a successful example of convergence at grass root level.

She highlighted several school and community based programmes, especially Janamaithri Surakshya Project, aligned with the principle of cooperation of the community, understands the needs of the “community”, gives priority to the security of the “community”, and, considering the resources available within the “community”. She even highlighted that there are gender awareness programs with designated resource persons regularly done at the district level in Kerala to sensitize the police force.

She particularly highlighted successful partnerships between the women commission and the police in cases of un-wed mothers in tribal areas in Kerala and how the commission was instrumental in getting DNA tests done following which criminal cases were also registered. On this note, she added that the commissions can play an extremely pivotal role in analyzing the contribution of housewives across regions.

She shared a video that encapsulated the diversified nature of the community policing model and highlighted how it is the mutual responsibility of both community and police and the best results are brought with the support of the public. This was followed by a brief question-answer session with the participants before Ms. Aswathy thanked Dr. Sandhya for the insightful session.



## **Session: 11**

### **Unheard Voice – Laxmi Agarwal**



Ms. Aswathy took to the podium to introduce the next speaker, Ms. Laxmi Agarwal. Attacked at the age of 15, Ms. Laxmi is a testament to the spirit of courage and perseverance. A well known face and social activist, Ms. Laxmi has made a name for herself on the international front in campaigning for spreading awareness about acid attacks.

Laxmi received a 2014 International Women of Courage award by US First Lady Michelle Obama. She has been a recipient of the International Women Empowerment Award 2019 from IWES, Ministry of Women and Child Development, Ministry of Drinking Water and Sanitation and Unicef for her campaign Stop Sale Acid. She is also the former director of Chhanv Foundation, a NGO dedicated to help the survivors of acid attacks in India. She was also chosen as the NDTV Indian of the Year. A movie is being made starring actress Deepika Padukone, which is inspired by her journey as an acid attack survivor.

Ms. Laxmi began the session by expressing her joy on being invited to the workshop. She began by sharing that she was 15 years old in 2005 when she was proposed by a 32 year-old man acquaintance. For 10 continuous months, she was harassed by this man and she brought out how girls face this challenge of opening and sharing the nature of their problems with their close family members because of the blame and backlash aimed at them.



She shared how the commission members play an important role and should be further sensitized to counsel the survivor and the family members, while also supporting and guiding them about the process and the steps like FIR registration, etc. Recalling personal examples, she expressed that lack of awareness among the survivors was a common challenge that adversely adds to the obstacles being faced by the survivor.

During her discussion, she brought out how gradually the law has evolved to lend support in terms of free treatment at private hospitals, compensation based on the degree of burns, among others. However, lack of awareness towards acid attacks poses a major challenge since even hospitals, doctors, public are not aware on how to give the first response to an acid attack survivor. In addition, there exists a significant delay in the legal remedy.



around them.

While highlighting the misuse of legal remedies by certain women, Ms. Laxmi urged the members to be sensitive and aware of all factors related to acid attack. She particularly urged them for support in terms of counseling to survivors and family, and in society in general. Citing personal examples, she shared how society and their outlook plays a detrimental role in the rehabilitation of women. In her case, her parents and teachers played a critical role in positively shaping the mindset of others

She then highlighted that the challenges don't end at compensation or legal battles but are an obstacle in finding a livelihood as well for all survivors. At one time, Ms. Laxmi was undergoing personal problems and was being rejected from jobs. At this stage, she got associated with the Chaanv Foundation and eventually led her to establish the Sheroes hangout café in Agra and Lucknow. This place became a symbol not only to spread awareness about the multiple issues that women face but also to inspire people to not give donations but to adopt and support dreams of the women working there.

She highlighted that acid sale is an issue that administrators should take stringent action on. She even shared about the "Stop Sale Acid" campaign that she started wherein she goes to shops that sell acids and discusses with the shopkeepers the negative impact of acids and how it can affect kids and women. This campaign has been successful with several shopkeepers refusing to keep acids for sale.

Ms. Laxmi, using her personal experience, inspired the participants to play a larger and critical role in the society, to provide a platform to survivors who can share their inspiring stories and spread awareness. This was followed by a question answer session wherein members shared cases that they had handled.

Ms. Laxmi also invited Mr. Neeraj Gera, a social documentary photographer who captures emotions of social causes like acid attacks, period, etc. He has been widely recognized and his photographs have been acclaimed worldwide. He shared several hard-hitting photographs that brought out the inhumanity of such acts. Following this, Ms. Anjali Chauhan thanked Ms. Laxmi for her time to share her powerful story with everyone.

## Closing Session:



The end of the session brought the 2.5 day workshop to a close. At this point, like the entry-based questionnaire, an exit questionnaire was circulated among the participants to capture the understanding of the participants. The responses of the participants from both the entry and exit questionnaire has been compared (analysis of the questionnaire is placed at Annexure -III), to measure the effectiveness of the training programme and to gauge the increase in learning for

the participants. This has been an instrumental tool for the NGC & NCW, in designing of the future training programmes.

Before inviting Mr. Manoj Ahuja, Special Director at LBSNAA and a 1990 batch IAS from the Orissa cadre for the valedictory session, Ms. Aswathy shared that the workshop was the second batch of members from Commissions comprising 41 participants from 13 states.

Mr. Ahuja delivered the valedictory, encapsulating the multiple perspectives that were discussed over the course of the workshop – from women rights movements, to women participation in democracy, the role of administration and commissions at state and national levels, the society, etc. He emphasized the critical role played by the participants as members of the commission in society and in shaping ideals and perspectives, influencing institutions and society. He closed the session by thanking the NGC team, the National Commission for Women and the participants for being a part of the programme and to lead the way forward.



This was followed by the participants receiving certificates for the workshop and with this the workshop came to an end.



## Workshop

### for State Commissions for Women

29 - 31 July, 2019

Venue: Indira Bhawan, LBSNAA, Mussoorie

| Day 1         | 29 July, 2019   |  |
|---------------|---|--|
| 09:30 - 09:45 | <b>Opening Session</b><br>Welcome & Introduction  | Aswathy S                                |
| 09:45 - 11:00 | <b>Session – 1</b><br>Gender, Patriarchy, Men & Masculinity                                       | Kamla Bhasin                             |
| 11:00 - 11:30 | Tea Break & Group Photograph  |  |
| 11:30 - 01:15 | <b>Session – 2</b><br>Gender, Patriarchy, Men & Masculinity                                       | Kamla Bhasin                             |
| 01:15 - 02:15 | Lunch   |  |
| 02:15 - 03:30 | <b>Session – 3</b><br>Gender, Patriarchy, Men & Masculinity                                       | Kamla Bhasin                             |
| 03:30 - 03:45 | Tea Break   |  |
| 03:45 - 05:00 | <b>Session – 4</b><br>Gender, Patriarchy, Men & Masculinity                                       | Kamla Bhasin                             |
| Day 2         | 30 July, 2019   |  |
| 09:30 - 10:45 | <b>Session – 5</b><br>Laws Related to Women   | Jyotika Kalra                            |
| 10:45 - 11:00 | Tea Break   |  |
| 11:00 - 12:15 | <b>Session – 6</b><br>Laws Related to Women   | Jyotika Kalra                            |
| 12:15 - 01:30 | <b>Session – 7</b><br>Commissions for Women & Girls: Challenges and Possibilities for Convergence | C Sridhar                                |
| 01:30 - 02:30 | Lunch   |  |
| 02:30 - 03:45 | <b>Session – 8</b><br>Importance of Non -Verbal Communication while Dealing with Survivors        | Aswathy S, Sunita Rani & Alankrita Singh |



|               |  |   |
|---------------|--|---|
| 03:45 - 04:00 | Tea Break  |   |
| 04:00 - 05:15 | <b>Session – 9</b><br>Stakeholders Perspectives to Issues Concerning Gender  | Arti Ahuja  |
| <b>Day 3</b>  | <b>31 July, 2019</b>   |   |
| 09:30 -10:45  | <b>Session – 10</b><br>Interface of Police and State Commission of Women-<br>Opportunities, Challenges & Convergence | B. Sandhya  |
| 10:45 - 11:00 | Tea Break  |   |
| 11:00 - 12:15 | <b>Session – 11</b><br>Unheard Voice   | Laxmi Agarwal   |
| 12:15 - 12:30 | Feedback   | Course Team   |
| 12:30 - 01:00 | Valedictory Address  | Manoj Ahuja,<br>Special Director,<br>Lal Bahadur Shastri<br>National Academy<br>of Administration |
|               | Vote of Thanks   | Aswathy S.  |
| 01:00         | Lunch  |   |

#### Course Team:

- Ms. Rekha Sharma, Chairperson, National Commission for Women (NCW)
- Shri Sanjeev Chopra, Director, Lal Bahadur Shastri National Academy of Administration (LBSNAA)
- Ms. Meenakshi Gupta, Member Secretary, National Commission for Women
- Ms. Aswathy S, Executive Director, National Gender Centre (NGC), Lal Bahadur Shastri National Academy of Administration
- Ms. Anjali S Chauhan, Associate Professor, National Gender Centre, Lal Bahadur Shastri National Academy of Administration
- Ms. Neha Singh, National Commission for Women
- Ms. Sangeeta Bisht, National Gender Centre, Lal Bahadur Shastri National Academy of Administration

#### Resource Persons:

- Ms. Kamla Bhasin, Gender Expert, Sangat, Jagori
- Ms. Jyotika Kalra, Member, National Human Rights Commission India
- Dr. B. Sandhya, Additional Director General of Police (Trg.), Kerala
- Ms. Arti Ahuja, Special Director, LBSNAA
- Shri C Sridhar, Deputy Director (Sr.), LBSNAA

## Annexure -II

### FEEDBACK ANALYSIS

Total Number of Forms : 4

#### Session -1

| Questions                    |              |                                       |                     |                |                      |                    |                     |           |        |            |
|------------------------------|--------------|---------------------------------------|---------------------|----------------|----------------------|--------------------|---------------------|-----------|--------|------------|
|                              | Kamla Bhasin | Gender, Patriarchy, Men & Masculinity | Extremely Effective | Very Effective | Moderately Effective | Slightly Effective | No at all Effective | Not given | Total  | W. Average |
|                              |              |                                       | 34                  | 4              | 2                    | 0                  | 0                   |           |        |            |
| % answered in each category. |              |                                       | 85%                 | 10%            | 5%                   | 0%                 | 0%                  | 100%      | 96.00% |            |

#### Session -2

|                              |               |                       |                     |                |                      |                    |                     |           |        |            |
|------------------------------|---------------|-----------------------|---------------------|----------------|----------------------|--------------------|---------------------|-----------|--------|------------|
|                              | Jyotika Kalra | Laws Related to Women | Extremely Effective | Very Effective | Moderately Effective | Slightly Effective | No at all Effective | Not given | Total  | W. Average |
|                              |               |                       | 9                   | 14             | 10                   | 2                  | 5                   |           |        |            |
| % answered in each category. |               |                       | 23%                 | 35%            | 25%                  | 5%                 | 13%                 | 100%      | 70.00% |            |

#### Session -3

|                              |           |   |                     |                |                      |                    |                     |           |        |            |
|------------------------------|-----------|---|---------------------|----------------|----------------------|--------------------|---------------------|-----------|--------|------------|
|                              | C Sridhar | Commissions for Women & Girls: Challenges and Possibilities for Convergence | Extremely Effective | Very Effective | Moderately Effective | Slightly Effective | No at all Effective | Not given | Total  | W. Average |
|                              |           |   | 17                  | 15             | 6                    | 1                  | 0                   |           |        |            |
| % answered in each category. |           |   | 44%                 | 38%            | 15%                  | 3%                 | 0%                  | 98%       | 84.62% |            |

#### Session -4

|                              |   |   |                     |                |                      |                    |                     |           |        |            |
|------------------------------|---|---|---------------------|----------------|----------------------|--------------------|---------------------|-----------|--------|------------|
|                              | Aswathy S., Sunita Rani, Alankrita Singh & Anjali Chauhan | Importance of Non - Verbal Communication while Dealing with Survivors | Extremely Effective | Very Effective | Moderately Effective | Slightly Effective | No at all Effective | Not given | Total  | W. Average |
|                              |   |   | 26                  | 8              | 5                    | 1                  | 0                   |           |        |            |
| % answered in each category. |   |   | 65%                 | 20%            | 13%                  | 3%                 | 0%                  | 100%      | 89.50% |            |

#### Session -5

|  |            |  |                     |                |                      |                    |                     |           |        |            |
|--|------------|--|---------------------|----------------|----------------------|--------------------|---------------------|-----------|--------|------------|
|  | Arti Ahuja | Stakeholders Perspective to Issues Concerning Gender | Extremely Effective | Very Effective | Moderately Effective | Slightly Effective | No at all Effective | Not given | Total  | W. Average |
|  |            |  | 16                  | 13             | 5                    | 2                  | 2                   |           |        |            |
|  |            |  | 42%                 | 34%            | 13%                  | 5%                 | 5%                  | 95%       | 80.53% |            |

#### Session -6

|                                     |   |                     |                |                      |                    |                     |
|-------------------------------------|---|---------------------|----------------|----------------------|--------------------|---------------------|
| B. Sandhya                          | Interface of Police and State Commission for Women- Opportunities, Challenges & Convergence | Extremely Effective | Very Effective | Moderately Effective | Slightly Effective | No at all Effective |
|                                     |   | 17                  | 13             | 5                    | 2                  | 1                   |
| <i>% answered in each category.</i> |   | <b>45%</b>          | <b>34%</b>     | <b>13%</b>           | <b>5%</b>          | <b>3%</b>           |

|           |            |               |
|-----------|------------|---------------|
| Not given | Total      | W. Average    |
| 2         | 38         |               |
| <b>5%</b> | <b>95%</b> | <b>82.63%</b> |

**Session -7**

|               |               |                     |                |                      |                    |                     |
|---------------|---------------|---------------------|----------------|----------------------|--------------------|---------------------|
| Laxmi Agarwal | Unheard Voice | Extremely Effective | Very Effective | Moderately Effective | Slightly Effective | No at all Effective |
|               |               | 31                  | 6              | 1                    | 0                  | 1                   |
|               |               | <b>79%</b>          | <b>15%</b>     | <b>3%</b>            | <b>0%</b>          | <b>3%</b>           |

|           |            |               |
|-----------|------------|---------------|
| Not given | Total      | W. Average    |
| 1         | 39         |               |
| <b>3%</b> | <b>98%</b> | <b>93.85%</b> |

|                                     |   |                |            |           |           |                   |
|-------------------------------------|---|----------------|------------|-----------|-----------|-------------------|
| <b>QB</b>                           | <b>Course design and delivery (Tick the relevant box)</b>                               | Strongly Agree | Agree      | Neutral   | Disagree  | Strongly Disagree |
| a)                                  | The facilitator (s) stimulated my interest in the subject.                              | 31             | 5          | 3         | 0         | 0                 |
| <i>% answered in each category.</i> |   | <b>79%</b>     | <b>13%</b> | <b>8%</b> | <b>0%</b> | <b>0%</b>         |
| b)                                  | The course content and themes were relevant to my work                                  | 31             | 5          | 1         | 0         | 0                 |
| <i>% answered in each category.</i> |   | <b>84%</b>     | <b>14%</b> | <b>3%</b> | <b>0%</b> | <b>0%</b>         |
| c)                                  | The facilitator (s) managed time and paced the course appropriately.                    | 29             | 7          | 1         | 0         | 0                 |
| <i>% answered in each category.</i> |   | <b>78%</b>     | <b>19%</b> | <b>3%</b> | <b>0%</b> | <b>0%</b>         |
| d)                                  | The structure of the course maximized my ability to learn.                              | 27             | 9          | 2         | 0         | 0                 |
| <i>% answered in each category.</i> |   | <b>71%</b>     | <b>24%</b> | <b>5%</b> | <b>0%</b> | <b>0%</b>         |
| e)                                  | The facilitator (s) demonstrated in-depth knowledge of the subject                      | 24             | 13         | 2         | 0         | 0                 |
| <i>% answered in each category.</i> |   | <b>62%</b>     | <b>33%</b> | <b>5%</b> | <b>0%</b> | <b>0%</b>         |
| f)                                  | The facilitator (s) presented the course material in an interesting and engaging manner | 27             | 10         | 1         | 0         | 0                 |
| <i>% answered in each category.</i> |   | <b>71%</b>     | <b>26%</b> | <b>3%</b> | <b>0%</b> | <b>0%</b>         |
| g)                                  | The activities/exercise were well explained and useful                                  | 28             | 9          | 1         | 0         | 0                 |
| <i>% answered in each category.</i> |   | <b>74%</b>     | <b>24%</b> | <b>3%</b> | <b>0%</b> | <b>0%</b>         |
| h)                                  | The resource material provided was useful   | 34             | 5          | 0         | 0         | 0                 |
| <i>% answered in each category.</i> |   | <b>87%</b>     | <b>13%</b> | <b>0%</b> | <b>0%</b> | <b>0%</b>         |

|           |            |               |
|-----------|------------|---------------|
| Not given | Total      | W. Average    |
| 1         | 39         |               |
| <b>3%</b> | <b>98%</b> | <b>94.36%</b> |
| 3         | 37         |               |
| <b>8%</b> | <b>93%</b> | <b>96.22%</b> |
| 3         | 37         |               |
| <b>8%</b> | <b>93%</b> | <b>95.14%</b> |
| 2         | 38         |               |
| <b>5%</b> | <b>95%</b> | <b>93.16%</b> |
| 1         | 39         |               |
| <b>3%</b> | <b>98%</b> | <b>91.28%</b> |
| 2         | 38         |               |
| <b>5%</b> | <b>95%</b> | <b>93.68%</b> |
| 2         | 38         |               |
| <b>5%</b> | <b>95%</b> | <b>94.21%</b> |
| 1         | 39         |               |
| <b>5%</b> | <b>95%</b> | <b>97.44%</b> |

| QC | Logistical arrangements             | Strongly Agree | Agree      | Neutral   | Disagree  | Strongly Disagree |
|----|-------------------------------------|----------------|------------|-----------|-----------|-------------------|
| a) | Program hall facility               | 36             | 1          | 2         | 0         | 0                 |
|    | <i>% answered in each category.</i> | <b>92%</b>     | <b>3%</b>  | <b>5%</b> | <b>0%</b> | <b>0%</b>         |
| b) | Food Quality                        | 35             | 3          | 1         | 0         | 0                 |
|    | <i>% answered in each category.</i> | <b>90%</b>     | <b>8%</b>  | <b>3%</b> | <b>0%</b> | <b>0%</b>         |
| c) | Lodging                             | 36             | 1          | 1         | 0         | 0                 |
|    | <i>% answered in each category.</i> | <b>95%</b>     | <b>3%</b>  | <b>3%</b> | <b>0%</b> | <b>0%</b>         |
| d) | Transportation facility             | 34             | 4          | 0         | 0         | 0                 |
|    | <i>% answered in each category.</i> | <b>89%</b>     | <b>11%</b> | <b>0%</b> | <b>0%</b> | <b>0%</b>         |
| e) | Support from NGC team               | 38             | 1          | 0         | 0         | 0                 |
|    | <i>% answered in each category.</i> | <b>97%</b>     | <b>3%</b>  | <b>0%</b> | <b>0%</b> | <b>0%</b>         |

| Not given | Total      | W. Average    |
|-----------|------------|---------------|
| 1         | 39         |               |
| <b>3%</b> | <b>98%</b> | <b>97.44%</b> |
| 1         | 39         |               |
| <b>3%</b> | <b>98%</b> | <b>97.44%</b> |
| 2         | 38         |               |
| <b>5%</b> | <b>95%</b> | <b>98.42%</b> |
| 2         | 38         |               |
| <b>5%</b> | <b>95%</b> | <b>97.89%</b> |
| 1         | 39         |               |
| <b>3%</b> | <b>98%</b> | <b>99.49%</b> |

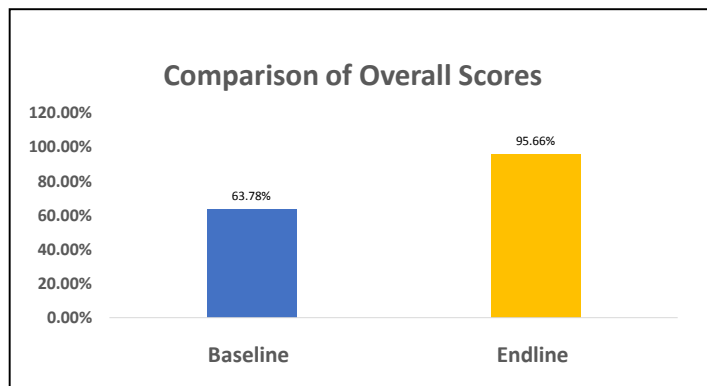
#### Any Additional Comments :-

- More could be learnt if duration was more.
- इस तरह की प्रयोगशाला वर्ष में एक बार अवश्य होनी चाहिए ।
- Very privileged to be a participant and have been enriched. Very grateful.
- Thanks to Anjali Chauhan Maám for managing & conducting this workshop so smoothly for us kudos to her efforts, she actually handed small issues throughout very calmly & gently.
- National Commission - Chairpersons / Vice Chairperson or member should have been present for the workshop which was absent.
- Thanks for giving us this wonderful platform by NGC.
- Network was not available in the rooms.
- Excellent
- Excellent
- अंजली मैडम ने पूरी तरह से सबका ध्यान रखते हुये इस कार्यशाला को बहुत प्रभावी बनाया. Thanks.
- बहुत अच्छा था ।
- a) Speakers: only course content general words which are used but not exercised or known the actual meaning should be taken more.  
b) Experience speaker who don't just read but there experience of learning-these should be called.  
c) Points: related to commission and the language which major audience understand is required to be participated.  
d) As we all knew so please don't call un-experienced speakers.
- I am so happy that I got opportunity to attend this workshop. Now I do my social work for society in better and professional way. Thanks to Gender Centre.
- Waiting eagerly for any other workshops. LBSNAA is fantastic.
- Excellent. We want such workshop frequently to boost our moral and confident.
- Thanks for a wonderful workshop concrete to the management. Hope to attend more in the future too.
- इस तरह का परीक्षण समय - समय पर मिलते रहना चाहिए ताकि हम समाज तक कुछ नया पहुंचा सके। खुद को skilled और motivate करके society के लिए और capable बना सके। अगर possible हो सके तो judges से भी कुछ trainers को बुलवा कर legal law का ज्ञान दिलवाना चाहिए। और हमें समय - समय पर इस प्रकार का परीक्षण प्राप्त होना चाहिए ताकि विषयों की गहनता से जान हो सके तथा हम खुद अपने कार्य को लेकर clear हो सके और साथ ही एक दिन घुमने का भी होना चाहिए।



**BASELINE AND ENDLINE QUESTIONNAIRE ANALYSIS**

**Comparison of Scores to understand overall increase in learning**



**40 participants**

**32.00%**  
Overall Increase in Learning between Baseline & Endline Scores

Comparison between the overall scores of baseline and endline survey indicate an increase of **32.00% of learning** before and after the training. This indicates the positive impact of the training for 40 participants.

**1.1 Comparison of Scores between baseline and endline for each participant**

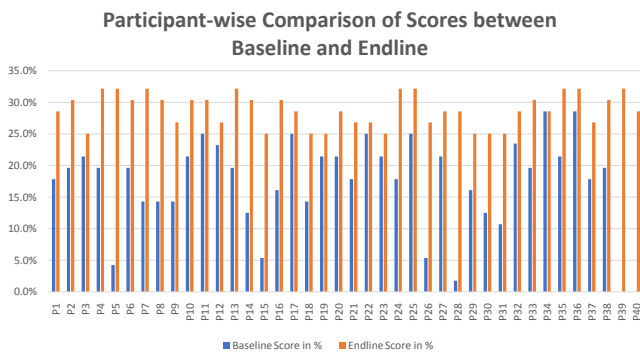


Table indicates participant wise scores

| Participants | Baseline Score in % | Endline Score in % | Participants | Baseline Score in % | Endline Score in % |
|--------------|---------------------|--------------------|--------------|---------------------|--------------------|
| P1           | 17.9%               | 29%                | P21          | 17.9%               | 27%                |
| P2           | 19.6%               | 30%                | P22          | 25.0%               | 27%                |
| P3           | 21.4%               | 25%                | P23          | 21.4%               | 25%                |
| P4           | 19.6%               | 32%                | P24          | 17.9%               | 32%                |
| P5           | 4.3%                | 32%                | P25          | 25.0%               | 32%                |
| P6           | 19.6%               | 30%                | P26          | 5.4%                | 27%                |
| P7           | 14.3%               | 32%                | P27          | 21.4%               | 29%                |
| P8           | 14.3%               | 30%                | P28          | 1.8%                | 29%                |
| P9           | 14.3%               | 27%                | P29          | 16.1%               | 25%                |
| P10          | 21.4%               | 30%                | P30          | 12.5%               | 25%                |
| P11          | 25.0%               | 30%                | P31          | 10.7%               | 25%                |
| P12          | 23.2%               | 27%                | P32          | 23.5%               | 29%                |
| P13          | 19.6%               | 32%                | P33          | 19.6%               | 30%                |
| P14          | 12.5%               | 30%                | P34          | 28.6%               | 29%                |
| P15          | 5.4%                | 25%                | P35          | 21.4%               | 32%                |
| P16          | 16.1%               | 30%                | P36          | 28.6%               | 32%                |
| P17          | 25.0%               | 29%                | P37          | 17.9%               | 27%                |
| P18          | 14.3%               | 25%                | P38          | 19.6%               | 30%                |
| P19          | 21.4%               | 25%                | P39          | 0.0%                | 32%                |
| P20          | 21.4%               | 29%                | P40          | 0.0%                | 29%                |

Participant-wise comparison of scores of baseline and endline indicate an **increase in learning for every participant**. The increase in learning ranges from **0.4% - 32%**.

**List of Participants**  
**Workshop for State Commissions for Women**  
**From 29 - 31 July, 2019**  
**at LBSNAA, Mussoorie**

| Sl. No.                  | Names, Present posting and address   | Contact Numbers   |
|--------------------------|--|---|
| <b>Andhra Pradesh</b>    |  |   |
| 1.                       | Ms. T. Rama Devi<br>Member<br>Andhra Pradesh State Commission for Women                | Mob. No.- 9948999626  |
| 2.                       | Dr. S. Rajya Lakshmi<br>Member<br>Andhra Pradesh State Commission for Women            | Mob. No.-9247808187<br>Email- <a href="mailto:rajiramesh416@gmail.com">rajiramesh416@gmail.com</a>                |
| <b>Arunachal Pradesh</b> |  |   |
| 3.                       | Ms. Heyomai Tawsik<br>Vice Chairperson<br>Arunachal Pradesh State Commission for Women | Mob. No.9436897003/9436043665   |
| 4.                       | Ms. Hoksum Ori<br>Member<br>Arunachal Pradesh State Commission for Women               | Mob. No.- 9436897004  |
| 5.                       | Ms. Likha Joya<br>Member<br>Arunachal Pradesh State Commission for Women               | Mob. No.9436249138  |
| 6.                       | Ms. Techu Hunmai<br>Arunachal Pradesh State Commission for Women                       | Mob No. 9436249148  |
| <b>Assam</b>             |  |   |
| 7.                       | Dr. Hemaprova Borthakur<br>Vice-Chairperson,<br>Assam State Commission for Women       | Mob. No.-<br>9435032644/7002762341<br>Email- <a href="mailto:ascwquwahatia@gmail.com">ascwquwahatia@gmail.com</a> |
| 8.                       | Ms. Mayarani Sarkar<br>Member<br>Assam State Commission for Women                      | Mob. No.-<br>7086644830/9435029193  |
| 9.                       | Ms. Kabita Basumatary<br>Member<br>Assam State Commission for Women                    | Mob. No.-<br>6000549720/9954144651  |
| <b>Bihar</b>             |  |   |
| 10.                      | Ms. Nilam Sahni<br>Member<br>Bihar State Commission for Women                          | Mob. No.-<br>09955580196/9430520802   |
| 11.                      | Ms. Pratima Sinha<br>Member<br>Bihar State Commission for Women                        | Mob No.- 9431020182<br>Email-<br><a href="mailto:psinha@islampur@gmail.com">psinha@islampur@gmail.com</a>         |

|                     |  |  |
|---------------------|--|--|
| 12.                 | Ms. Razia Kamil Ansari<br>Member<br>Bihar State Commission for Women   | Mob No.- 8521888140  |
| <b>Chhattisgarh</b> |  |  |
| 13.                 | Ms. Khileshwari Kiran<br>Member<br>Chhattisgarh State Commission for Women   | Mob. No.- 09009994196  |
| 14.                 | Dr. Mamta Sahu<br>Member<br>Chhattisgarh State Commission for Women  | Mob. No.- 09406126116<br>Email- satyendra1407@gmail.com  |
| 15.                 | Ms. Padma Chandrakar<br>Member<br>Chhattisgarh State Commission for Women  | Mob. No.-<br>07987671501/9826615415<br>Email-<br>chandrakarpadma@gmail.com   |
| <b>Haryana</b>      |  |  |
| 16.                 | Ms. Indu Yadav<br>Member<br>Haryana State Commission for Women<br>Bays No-39-40, CADA Bhavan,<br>Sector-4, Panchkula     | Ph. No.- 0172-2584039, 2583639<br>Mob. 09416939985<br>Email- <a href="mailto:ayogmahila@gmail.com">ayogmahila@gmail.com</a><br><a href="mailto:shewta@gmail.com">shewta@gmail.com</a> / <a href="mailto:jaihindhhealthcare@gmail.com">jaihindhhealthcare@gmail.com</a> |
| 17.                 | Ms. Sonia Aggarwal<br>Member<br>Haryana State Commission for Women<br>Bays No-39-40, CADA Bhavan,<br>Sector-4, Panchkula | Mob. 07206440660/8950730660<br>Email- <a href="mailto:ayogmahila@gmail.com">ayogmahila@gmail.com</a> /<br><a href="mailto:soniaa.267@gmail.com">soniaa.267@gmail.com</a>   |
| <b>Meghalaya</b>    |  |  |
| 18.                 | Ms. Gamchi Timre R. Marak<br>Vice Chairperson<br>Meghalaya State Commission for Women                                    | Mob. No.- 9862927183<br>Email- marakgamchil@gmail.com  |
| 19.                 | Ms. Bharati Sangma<br>Member<br>Meghalaya State Commission for Women   | Mob. No.- 9436105580<br>Email-<br>sangmabharati09@gmail.com  |
| <b>Odisha</b>       |  |  |
| 20.                 | Ms. Kusum Rath<br>Member<br>Odisha State Commission for Women  | Mob. No.-<br>8280278234/8917215727<br>Email- kusumrath@gmail.com   |
| <b>Rajasthan</b>    |  |  |
| 21.                 | Ms. Alpa Choudhary<br>Member Secretary,<br>Rajasthan State Commission for Women  | Mob. No.- 8696666626<br>Email- sharmaalpa@hotmail.com  |
| <b>Tripura</b>      |  |  |
| 22.                 | Ms. Asmita Banik<br>Vice- Chairperson,<br>Tripura Commission for Women   | Mob. No.- 7005943922<br>Email-<br>advasmita.banik4@gmail.com   |
| 23.                 | Ms. Dalia Singha<br>Member,<br>Tripura Commission for Women  | Mob. No.-<br>9856922266/94367865001<br>Email- daliasingha@gmail.com  |
| 24.                 | Ms. Mousumi Das<br>Member,<br>Tripura Commission for Women   | Mob. No.- 8787483094   |

|                      |  |  |
|----------------------|--|--|
| 25.                  | Ms. Ati Jamatia<br>Member<br>Tripura Commission for Women  | Mob. No.-8787548850  |
| <b>Uttarakhand</b>   |  |  |
| 26.                  | Ms. Kamini Gupta<br>Member Secretary<br>Uttarakhand State Commission for Women   | Mob. No.-<br>9837418073/9412985437<br>Email- madhubisht575@gmail.com   |
| 27.                  | Ms. Madhu Bisht<br>Member<br>Uttarakhand State Commission for Women  | Mob. No.- 9412985437<br>9568295107   |
| 28.                  | Ms. Rashmi Chaudhary<br>Member<br>Uttarakhand State Commission for Women   | Mob. No.- 9897293343   |
| 29.                  | Ms. Rekha Bahuguna<br>Member,<br>Uttarakhand State Commission for Women<br>Mahila Sashaktikaran evam Bal Vikas Bhawan,<br>Near Nanda Ki Chowki, Vikas Nagar Road,<br>Sudwoaula, Prem Nagar,<br>Dehradun – 248007 | Mob. No.- 9412147486<br>Email-<br><a href="mailto:rekhabahugunaswc@gmail.com">rekhabahugunaswc@gmail.com</a> |
| <b>Uttar Pradesh</b> |  |  |
| 30.                  | Ms. Anju Chaudhary<br>Vice-Chairperson<br>Uttar Pradesh State Commission for Women   | Mob. No.- 9935311226<br>Email- anju4547@gmail.com  |
| 31.                  | Ms. Sushma Singh<br>Vice-Chairperson<br>Uttar Pradesh State Commission for Women   | Mob. No.- 7015084114   |
| 32.                  | Ms. Meena Kumari<br>Member,<br>Uttar Pradesh State Commission for Women  | Mob. No. 9412275500<br>Email-<br>meenakumaripirawa@gmail.com   |
| 33.                  | Ms. Avni Singh<br>Member,<br>Uttar Pradesh State Commission for Women  | Mob. No.-<br>9917445555/9917012222   |
| 34.                  | Ms. Nirmala Dixit<br>Member,<br>Uttar Pradesh State Commission for Women   | Mob. No.- 9837051064   |
| 35.                  | Ms. Rakhi Tyagi<br>Member,<br>Uttar Pradesh State Commission for Women   | Mob.No.-<br>9520909331/9412209331<br>Email- smt.rakhityagi@gmail.com   |
| 36.                  | Ms. Suman Chaturvedi<br>Member,<br>Uttar Pradesh State Commission for Women  | Mob. No.-<br>9412167674/7500003902   |
| 37.                  | Dr. Priyamvada Tomar<br>Member,<br>Uttar Pradesh State Commission for Women  | Mob. No.- 9968177169   |
| <b>West Bengal</b>   |  |  |
| 38.                  | Prof. Maria Fernandes<br>Member,<br>West Bengal State Commission for Women   | Mob. No.- 09830021944  |



|                                      |   |   |
|--------------------------------------|---|---|
| 39.                                  | Ms. Srovonti Bandyopadhyay<br>Member,<br>West Bengal State Commission for Women   | Mob. No.- 09830677556   |
| <b>National Commission for Women</b> |   |   |
| 40.                                  | Shri A. Asholi Chalai<br>Joint Secretary,<br>National Commission for Women<br>Plot No. 21, Jasola Institutional Area,<br>New Delhi -110025        | Ph. No.- 011-26944816<br>Fax. No.- 011-26944816<br>Email-<br><a href="mailto:asholichalai@yahoo.com/jsncw-wcd@nic.in">asholichalai@yahoo.com/jsncw-wcd@nic.in</a> |
| <b>LBSNAA</b>                        |   |   |
| 41.                                  | Dr. Bhawana Porwal<br>Assistant Professor,<br>LBSNAA, Mussoorie   | Mob. No- 9412740888<br>Email- <a href="mailto:bhawana.porwal@nic.in">bhawana.porwal@nic.in</a>  |
| <b>Course Team</b>                   |   |   |
| 42.                                  | Shri Sanjeev Chopra, IAS<br>Director,<br>LBSNAA<br>Mussoorie- 248179  | Ph. No.- 0135-2632289<br>Email- chopra.sanjeev@gov.in   |
| 43.                                  | Mrs. Rekha Sharma<br>Chairperson,<br>National Commission for Women,<br>21, Jasola Institutional Area<br>New Delhi - 110025                        | Ph. No.- 011 - 26942369,<br>26944740, 26944754, 26944805,<br>26944809<br>Mob. No.- 09779199509<br>Email- chairperson-ncw@nic.in                                   |
| 44.                                  | Ms. Meenakshi Gupta, IA & AS<br>Member Secretary,<br>National Commission for Women<br>Plot No. 21, Jasola Institutional Area<br>New Delhi -110025 | Ph. No.- 011-26944780<br>Email- <a href="mailto:ms.ncw@nic.in">ms.ncw@nic.in</a>  |
| 45.                                  | Ms. Aswathy S., IAS<br>Deputy Director, LBSNAA<br>& Executive Director, NGC, LBSNAA<br>Mussoorie -248179  | Ph. No.- 0135-2222116<br>Email - <a href="mailto:aswathy.sivadas@nic.in">aswathy.sivadas@nic.in</a>   |
| 46.                                  | Ms. Anjali S. Chauhan<br>Associate Professor,<br>National Gender Centre,<br>LBSNAA<br>Mussoorie- 248179   | Ph. No.- 0135-2633295<br>Mob. No.- 09837035875<br>Email- <a href="mailto:anjali.chauhan@nic.in">anjali.chauhan@nic.in</a>   |
| 47.                                  | Ms. Neha Singh<br>Capacity Building Cell<br>National Commission for Women<br>New Delhi-110025   | Ph. No.- 011 - 26942369,<br>26944740<br>Email- <a href="mailto:neha.ncw@gov.in">neha.ncw@gov.in</a>   |
| 48.                                  | Ms. Sangeeta Bisht<br>National Gender Centre,<br>LBSNAA<br>Mussoorie- 248179  | Ph. No.- 0135-2633295<br>Email- <a href="mailto:ngc.lbsnaa@nic.in">ngc.lbsnaa@nic.in</a>  |
| <b>Resource Persons</b>              |   |   |
| 49.                                  | Ms. Kamla Bhasin<br>Advisor,<br>Sangat, C/o, Jagori, B-114,<br>Shivalik, Malviya Nagar,<br>New Delhi  | Ph. No.-011-26692166<br>Mob No. 09810401219<br>Email-<br><a href="mailto:kamla@sangatsouthasia.org">kamla@sangatsouthasia.org</a>                                 |

|     |  |  |
|-----|--|--|
| 50. | Ms. Jyotika Kalra<br>Member,<br>National Human Rights Commission India<br>Faridkot House, Copernicus Marg,<br>New Delhi - 110 001  | Ph. No.- 011-24663207, 24663208<br>Mob. No.- 09911335676<br>Email- <a href="mailto:member3.nhrc@nic.in">member3.nhrc@nic.in</a>  |
| 51. | Dr. B. Sandhya, IPS<br>Additional Director General of Police (Trg.),<br>Police Training Headquarters<br>Thiruvananthapuram, Kerala | Ph. No.- 04712721547/2323497<br>Mob. No.- 9645250000<br>/09497999987/<br>Email- <a href="mailto:phq.pol@kerala.gov.in">phq.pol@kerala.gov.in</a> /<br><a href="mailto:adgp.trg.pol@kerala.gov.in">adgp.trg.pol@kerala.gov.in</a> |
| 52. | Ms. Arti Ahuja, IAS<br>Special Director,<br>LBSNAA,<br>Mussoorie-248179  | Ph. No.- 0135-2632110<br>Email- <a href="mailto:artiahuja@nic.in">artiahuja@nic.in</a>   |
| 53. | Shri C Sridhar, IAS<br>Deputy Director (Sr.)<br>LBSNAA,<br>Mussoorie-248179  | Ph. No.- 01352222000<br>Email- <a href="mailto:sridharc@ias.nic.in">sridharc@ias.nic.in</a>  |
| 54. | Dr. Sunita Rani<br>Prof. of Social Management<br>LBSNAA,<br>Mussoorie-248179   | Ph. No.- 0135-2222127<br>Email- <a href="mailto:sunita.rani19@gov.in">sunita.rani19@gov.in</a>   |
| 55. | Ms. Alankrita Singh, IPS<br>Deputy Director<br>LBSNAA,<br>Mussoorie-248179   | Ph. No.-0135-2632581<br>Email- <a href="mailto:alankrita.singh@nic.in">alankrita.singh@nic.in</a>  |
| 56. | Ms. Laxmi Agarwal<br>Social Activist / Acid Attack Survivor<br>New Delhi   | Mob. No.- 9990854146<br>Email- <a href="mailto:officeoflaxmi@gmail.com">officeoflaxmi@gmail.com</a>  |