



**Report of the Workshop for State Commissions for Women  
National Gender Centre (NGC)  
Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie  
12<sup>th</sup>-14<sup>th</sup> March 2018**

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## **I. Introduction**

Gender Equality is a topic debated extensively in forums ranging from schools to commission rates. The National Gender Centre played host to one such discussion and debate at the Nehru Auditorium, LBSNAA, with a positive outcome of comprehending the issue and taking it forward by initiating steps for stabilising developments.

The two and a half day workshop from 12<sup>th</sup> - 14<sup>th</sup> March, 2018 registered attendance of 31 representatives from 18 State Commissions for Women (SCW's) in India comprising 14 Chairpersons, 4 Member Secretaries and 13 Members and witnessed committed indulgence in reviewing the status of women.

Ms. Aswathy Sivadas, IAS, Executive Director, NGC, welcomed all the participants of the workshop and provided a brief background to the workshop. Dr. Satbir Bedi, Member Secretary, National Commission for Women (NCW) inaugurated the workshop and delivered the Keynote address. Highly acclaimed resource persons in the field of gender studies participated and delivered their valuable inputs over the two and a half day workshop.

The workshop attempted to bring issues pertaining to **Gender Equality, Gender Sensitivity, Response to Victims of Violence, Men and Masculinity and the role of State Commissions of Women** to a common platform. It created opportunities to engage, deliberate and to learn from each other. It also encouraged the participants to look at things differently.

## **II. Proceedings of the two and a half day sessions**

### **Day 1 – 12<sup>th</sup> March 2018**

#### **Opening Session**

Ms. Aswathy introduced the two key facilitators for the first session Ms. Sarojini G. Thakur (IAS Retd. and Senior Technical Consultant – UN Women) and Ms. Suneeta Dhar (Senior Advisor, Jagori).

## **Insight into Commissions, insight into you –**

Ms. Sarojni, facilitated a round of introductions by the participants. The participants were asked to introduce themselves, their Commissions and highlight one contribution towards a women cause.

The contributions towards a women's cause by each of the participants included-

Legal awareness programs on sexual harassment, monitoring sexual harassment at workplace training programs, social development, creating volunteers, addressing the concerns of domestic violence victims, fight for maintenance, training for BPL women, women empowerment, financial empowerment for women, curtailing child pornography on internet, mahila choupals, etc

The session was followed by a group photograph of all the participants at the AN Jah Lawn, LBSNAA.



### **Session 1:Unpacking Gender & Gender Equality**

**Facilitators:SarojiniG. Thakur and Anjali Chauhan**

#### **Exercise: Power Walk**

A **Power Walk** exercise was conducted with the participants in order to understand the interplay between experiences of discrimination and social identities with the power of social institutions that keep/maintain inequalities in place.

Participants were given a specific identity on a piece of paper and had to respond to each statement being read out, with regard to what they felt - 'powerful', 'powerless'.

These were depicted on charts on either sides of the lawn and the participants assembled in the center as the statements were being read out the participants moved back and forth towards powerful and powerless.

The identities included – Orphan Boy, Orphan Girl, Male Constable, Single Male, Disabled female, Disabled Male, Widow, Widower, Female rural farmer, Male rural farmer, Female migrant worker, Male migrant worker, Female Sarpanch, Trafficked female minor, Male District Magistrate, etc



A debrief session followed at the end of the exercise with both observers and the participants.

This exercise helped to understand the ambiguities in identity, how identity begins to determine the actions and how gender intersects with other systems of dominance to produce positions of power and powerlessness.

The exercise was followed with an overview of key concepts related to gender, sex, Gender-sex differences, masculinity, femininity and the recognition of the third gender and breaking barriers.

Gender is reflected in several dimensions, including gender division of labour, gendered nature of spaces and mobility of women/girls. Patriarchal values privilege males and set the norm for certain kinds of masculinities. Gender inequalities were classified as gender specific, gender intensified and gender-imposed disadvantaged. Concepts of practical gender needs and strategic gender interests, formal and substantive equality were also covered.

The session triggered discussions on the wider recognition of gender and the ambiguities in identities which continued through the tea break.

## Session 2: Realizing Gender Equality: Gender and Development (Clicker Quiz on select indicators)

**Facilitators: Ms. Sarojini G. Thakur and Ms. Suneeta Dhar**

Ms. Sarojini and Ms. Suneeta administered a clicker quiz on select indicators.

The select indicators included - Human Development Index, Gender Inequality Index, Sex ratio, Maternal mortality ratio, Percentage of literacy amongst males and females, percentage of female headed households, labor force participation rate amongst men and women, percentage of ever-married women who faced spousal violence, percentage of girls who never attended school, etc

The quiz had mixed responses however it familiarized the participants with the national and global standards and triggered discussion on these indicators with respect to the performance of Indian States and the country at large.

The session was followed by lunch.

## Session 3: Realizing Gender Equality: Gender and Development



**Resource Persons: Ms. Sarojini G. Thakur & Ms. Suneeta Dhar**

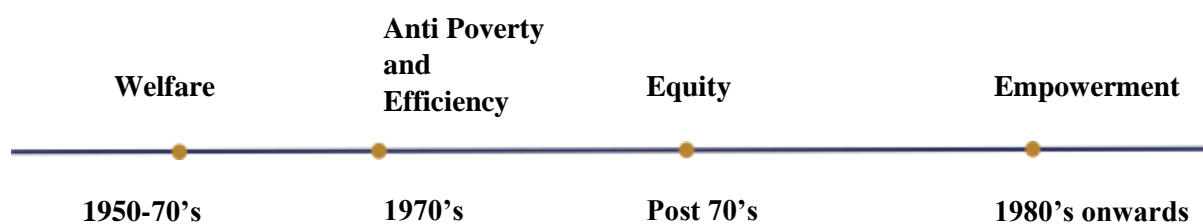
This session broadly covered the history and the relationship between gender and development. It highlighted the need for mainstreaming gender, needs and interests of gender.

Gender Equality and Development is an intrinsic human rights issue but is also viewed in an instrumental way. Enhancing access to education and economic opportunities can lead to improved productivity, higher labour force market participation and wage equality is good for savings, efficiency and productivity. It impacts on fertility rates and well being of future generations. Enhanced voice will also lead to more representative and inclusive government.

### Policy Design and Gender

The evolution of the policy framework from women in Development, to gender and development was discussed. Gender blind, gender sensitive and gender redistributive interventions were presented and discussed.

Further, the **approaches to gender and development** over time were traced as follows –



The session also talked about empowering gender and empowering Socio, Economic and Political aspects.



Empowerment was summarised as -

**Power over** control and decision making, patriarchal bargain, violence and intimidation

**Power with** - group, collective activity

**Power from within** - and self reliance internal strength, self generated and understanding that structure outside oneself may be the cause of oppression, acceptance of others as equals

It was also stressed upon not seeing incentivising as empowerment.

#### **Session 4: State Commissions and their Roles**

**Facilitators: Dr. Satbir Bedi, Ms. Sarojini G. Thakur, Ms. Suneeta Dhar and Mr. V. S. Yadav**

#### **Group Exercise + Presentations**

**Objective:** To introspect on the functioning of State Commissions of Women.

Participants in two groups were asked to -

1. Reflect on the functioning of the State Commission of Women in their states and Discuss in the groups with other colleagues and present an overall generic picture of -  
The Roles – statutory and actual, Resources (human, financial, etc), Ways of working – government, partners, civil society, significant achievements/ strengths, challenges and areas which need to be strengthened to enhance effectiveness.

In the course of this discussion good systems/ practices in individual states were highlighted.

Good Practices included – Nari adalat, speedy disposal of cases, reviewing news scrolls and newspapers, problems in jails/mental asylums etc

Certain important aspects on the functioning of the commission came up for discussion –

- Need for Uniform guidelines for NCW and SCW's
- Uniformity in finances/HR Structure/ need for Legal officers/Research Officers/Councillors
- SCW's be given more strength - to be made constitutional bodies from statutory bodies.
- Role of member Secretary and the links from the governments to be strengthened.

The expert panel did take into account the requests of SCW's and considered the need to have certain common guiding principles. However, they maintained that the role of SCW's is a step ahead of the complaint structure. They advised the SCW's to work in silos, have continuous dialogues with Police, NGO's/Civil Society, Media etc and urged the SCW's to take up new initiatives.

2. The second group was asked to reflect on the effectiveness of State Commissions of Women in dealing with situations of **Violence Against women (VAW)** -

Impact assessment of SCWs on violence against women, how well equipped are SCWs to deal with VAW, emerging issues which need to be focussed on in dealing with VAW, response of the Commissions to some of these issues, institutional changes to enhance the effectiveness.

The participants discussed in groups and presented their views.

With respect to VAW most SCW's are taking up Suo moto cases and have been conducting gender sensitizing programs to the judiciary and police.

Emerging Issues included –

**NRI Marriages** – urgent need for a solution. The conflict of laws between India and Foreign Countries was highlighted and a need for a bilateral treaty on marriages was initiated.

**Other emerging issues included** – Use of Nirbhaya Fund, Stalking, Sexual harassment, Cyber Crime, Sex Trafficking, Surrogacy and Fertility Clinics, Safety at swimming pools and beauty parlours.

The following were proposed -

- Maintenance be deducted directly from salary
- Bigamy to be made cognisable offence
- Developing relationships with hospitals
- Death penalty to Child rapists

The exercise enabled the participants to engage and learn from each other.

The session ended with the concluding remarks of Dr. Bedi, she highlighted the important relationship of the SCW's with media and suggested not to give irresponsible statements. Also, the role of SCW's in ending violence against women today is more reacting rather preventing, she advocated the need for prevention.

The day ended with High-tea at the AN Jah Lawns. The participants interacted with the faculty and staff of LBSNAA and shared their experiences through the day.

## Day 2, 13<sup>th</sup> March 2018

The second day started with a brief recap of day 1.

Participants discussed the learning's from day 1 –

- Good/Best practices to take away to their states -  
Gujarat's Nari Adalat (Women's Court)  
Madhya Pradesh's "Aayog Sakhi"
- The issues and challenges more or less the same, focus to be shifted on prevention and implementation.
- Thoughts after quiz –  
Areas of concern – low literacy rates, maternal mortality rates, females in work force, sex ratio
- Strategies to be adopted – sensitize on the meaning of gender, sensitize police, improve legal awareness and learn from each other.
- On death penalty – participants were asked to think about –



Is death penalty only action, or is it really a deterrent?

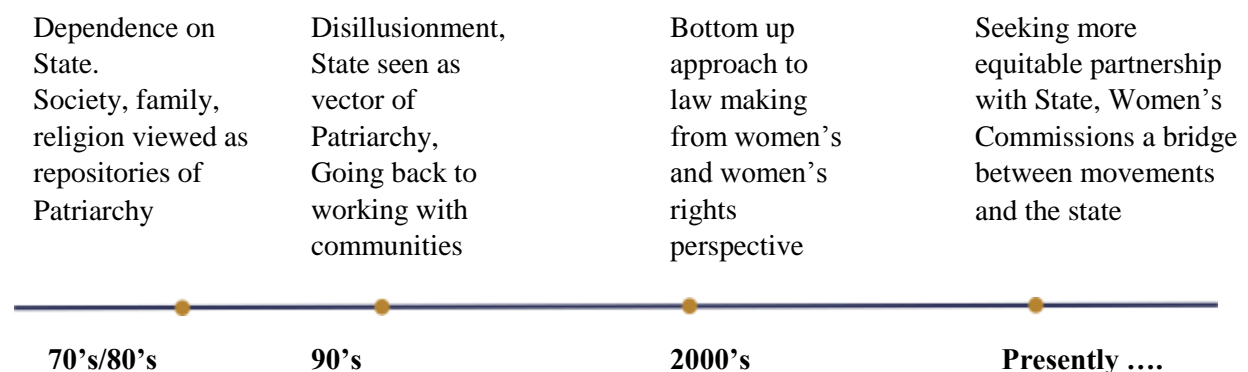


### Session 5: Effective Responses to victims of violence



#### Resource Persons: Ms. Madhu Bhushan and Ms. Shakun Mohini

This session was a perspective from the women's movements on effective responses to violence against women. Ms. Bhushan discussed the relationship between the State and Feminist Movements and **traced the historical context** of the women's movements from early 70's.



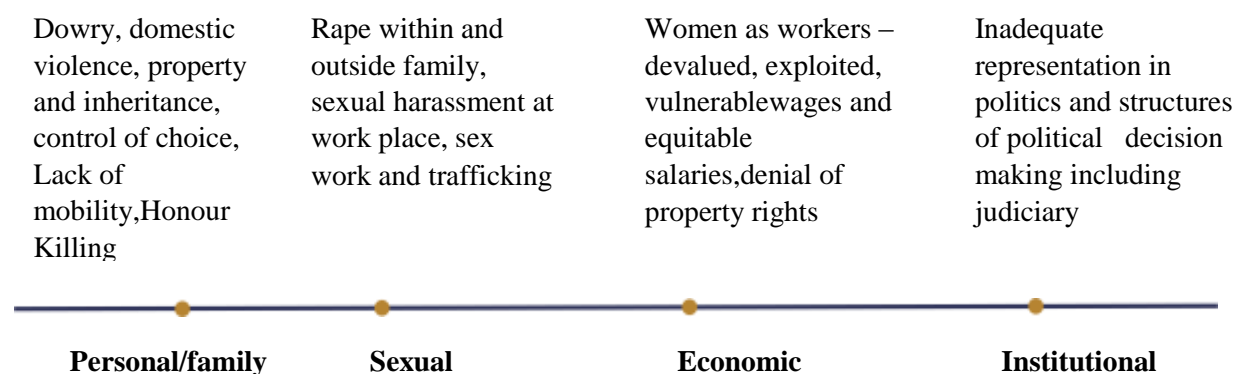
## Changing forms of Violence

Structure of patriarchy embedded in changing forms of community, caste, class and its links with globalisation on the one hand and fundamentalism on the other.

Older and more traditional forms of violence and discrimination are taking on newer and more brutal forms.

- “Democratised” homes vs. hostile families and closing communities
- “Liberalisation” of women’s sexuality vs. violent sexualisation of public and private spaces
- “Open and inclusive” economies vs. devaluation and appropriation of women’s labour
- “Mainstreaming” gender vs. misogynistic institutions

Forms of Violence that women face today -



The development discourse led to creation of several independent autonomous bodies for women. There was increasing visibility and more recognition to VAW. Pressure from grassroots paved way for a bottom up approach and more equitable partnerships with State came into being and women police stations setup.

Further, discussing the various forms of punishment, the participants felt that the existing criminal justice system is not gender sensitive. The system on one hand is welcoming more and more cases but on the other hand the way they are being handled is contradictory.

Many questions were raised on the ‘Sexual harassment at workplace guidelines’ as to whether it is really working or whether it is protecting the culprits.

Some of the effective responses against VAW were discussed –

- Demand for legislative actions and changes in legislative procedures
- Changing perception of women as ‘victim’ to women as ‘survivors’ and therefore acknowledging their autonomy and strengthening their capacities to deal with the violence and discrimination on their own terms and their own context.
- Community based interventions by grass root workers.



- Mainstreaming feminist understanding of violence and responses to it in various institutional spaces including police, health and judiciary etc through sensitization/training programs.

## **Session 6: Effective responses to victims of violence**

**Resource Persons: Ms. Madhu Bhushan and Ms. Shakun Mohini**

### **Case Study + Group Exercise**

The case of 'Radha' a 'survivor' who was abducted by a group of men, raped and left in an abandoned house was discussed.

Through this case the importance of coordination between different State and Non-state agencies was well understood. As in the case of Radha the Police, the WCD, the hospital, the legal aid service authority, NGO's and the media all worked in different directions.

Ms. Bhushan advocated the need to expand the functions of the women's Commissions by coordinating and collaborating between different state and non-state agencies.

## **Session 7: Stakeholders Perspectives to issues concerning Gender**

**Facilitator: Ms. Arti Ahuja, IAS, Joint Director LBSNAA**

### **Role-play exercise**

#### **New York Times article – How to get away with Murder in Small-town India**

This session had participants simulating the scenes of a murder in Peepli Khera, India.

Brief of the article –

Law is equal to all. If a new case is dealt with, the court of law sets it as precedence for the more to come. But the Peepli Khera case of Geeta-Mukesh sets a strange example of a law protector being a law breaker and society silently or helplessly or ignorantly supporting the crime.

On a society that holds good value for the institution of marriage, protection of woman this case proves that there are ulterior motives of viewing all social concerns through the lens of Vote Banking. Mukesh's act of killing his wife in public and brutally, remarrying and flaunting his fraudulent behaviour reveals the audacity of an individual disrespecting the law which blinds the society. The constable Jahangir Khan deliberately presenting a wrong version of accidental death for the victim Geeta is a mirky example to prove the inefficiency of delivering the duties that he has been trained for.

Bribing, the social evil that is being fought against for generations played a pivotal role in this case involving the senior officers and hushing up a crime. Votes are an outcome of education, assessment, abilities and hope for society. But 70 years on and still they prove to be an outcome of caste, cash and community. All the above findings bring in the requirement that as against other countries our country views rights from a group level rather than an individual level.

If hate the crime not the criminal is to be followed such criminals will rule the society to a disastrous state and if Government does not take timely and effective measures they curtail the growth of the nation.

Through this session the participants realized, domestic violence has always been part of the society. The society today is quick to judge, form stereotypes and has become comfortable in stretching boundaries, society no different from Mukesh.

The **Rule of law is uniform** to everybody, however it is not being practiced. Officials have become part of this system and there is increasing corruption everywhere.

Many questions were put up against the SCW's as to –

- Whether or not all cases are being registered,
- How the cases are being disposed,
- Whether they are hearing all sides to the case, etc

Ms. Arti Ahuja urged all the participants to **“uphold the rule of law”**.

### **Session 8 & 9: Stakeholders Responses & Challenges on Violence against Women – Panel Discussion**

**Resource Persons: Ms. Ritu Saini, Ms. Madhu Bhushan, Ms. Suman Nalwa, Ms. Swati Chauhan**

This session had responses of stakeholders and challenges on VAW through a panel discussion. The panel comprised of Ms. Ritu Saini, a survivor of acid attack, Ms. Suman Nalwa, DANIPS Officer, Dy. Commissioner of Police in Special Police Unit for Woman and Children, New Delhi, Ms. Swati Chauhan, Judge, Pune family Court and Ms. Madhu Bhushan, women's rights activist. Ms. Aswathy moderated the discussion.

The discussion started with Ms. Nalwa sharing her experiences. She spoke about domestic violation, pre and post nirbhaya approaches, challenges and the institutional response.

Ms. Nalwa highlighted the need of **enablers** in the system and the importance of the **point of first contact**.

Some expectations from SCW's were highlighted by Ms. Nalwa –

- to have synergy, develop relationships and networks
- to develop feedback mechanism
- to try and have open and informal relationships with the executive
- to know the important role SCW's play in enabling report a complain
- to create awareness and create **“Touch Points”**

She urged all the SCW's to identify a peace time and build strategies and conversations with the police.

The discussion continued with Ms. Swati Chauhan explaining the two verticals of Justice –

- **Access to Justice**
- **Administration of Justice**

She put up a question as to what justice is, responses included – speedy disposal, compensation to the survivor, non conviction of the accused, etc

It was noted that the meaning and definition of Justice today is very fluid.

She discussed many real examples of sexual harassment and domestic violence from her experiences.

Ms. Ritu Saini, a survivor of acid attack, joined the discussion. She shared her pain, trauma and agony she went through and is undergoing after the acid attack. She didn't want any monetary compensation or any job. She's been working for the cause and is leading a 'Stop acid attack campaign'. However, she expressed her disappointment as even after the ban of acid in the open market by the Supreme Court, acid is still being sold.

She encouraged everyone present to focus on preventive aspects and hoped for attitudinal change in the minds of the people.



The discussion continued with Ms. Bhushan sharing her experiences on violence against women, she persuaded all the participants –

- to be aware of the power they are holding
- to not objectify and reduce anyone as a victim
- to listen and understand
- to not sympathize but empathize
- to breed values of justice
- to move away from the saviour mentality
- to widen the choices of the survivors

Ms. Aswathy summed up the discussion.

A short film *Marji* by Ms. Swati Chauhan was played and the second day of the workshop ended.

### Day 3

The day started with a brief discussion on the best practices from Madhya Pradesh. Upon request, the Chair Person of the Madhya Pradesh State Women's Commission briefly presented the practices being followed by them.

Some of them included –

- “Aayog Sakhi”
- “Nyaya ki jung”
- “Samajdar beti”
- “Sahi disha me parvarish”
- “Nari sashaktikaran”
- “Laingic Samantha”

### Session 10: Men, Masculinities & Changing Power



**Resource Person: Dr. Sanjay Srivastava**

This session focused upon men, masculinities, the changing power relationships, socially constructive relationships, discourse of masculinities, women and masculinities, patriarchy and masculinities and the many formal and informal sites of learning masculinity.

The study of feminine, masculine and trans-gender identities concerns the exploration of *power relationships* within the contemporary gender landscape, where certain dominant ideals of manhood impact on women, different ways of being men, as well those identities that may not fit either gender category.

Power involves both men and women, a proper understanding of the field of power in which women have lived their lives demands looking at men as gendered beings too. At the same time to better understand women's position it is important to understand how male power is produced and maintained.

The discourse of masculinity as a dominant and 'superior' gender position is produced at a number of sites and has specific consequences for women as well as those men who may not fit into the dominant and valorised models of masculinity.

Dr. Srivastava further explained masculinity as a process, different ways of seeing it, teaching boys to act and behave differently. He also differentiated 'Patriarchy' and 'Masculinity' as –

'Patriarchy being the relationship between all men and all women such that it makes *all* men superior to all women'

'Masculinity - a relationship between men and women but also between different kinds of men' and

'Adolescence - the period when boys learn to be different kinds of men and not just men'.

Further the formal and informal sites of learning masculinity were discussed. They included family, schools, communities, television, films, comics etc.

The session ended with a short film on masculinity.

## Session 11: Feedback and way forward

**Facilitators: Dr. Satbir Bedi and Ms. Aswathy Sivadas**

The way forward was decided through a simple SWOT exercise.

The learning's from the workshop were discussed and summarized in the form of a SWOT matrix. The participants listed the internal strengths, weaknesses and external opportunities, threats.

<p><b>Strengths</b></p> <ol style="list-style-type: none"> <li>1. Statutory status</li> <li>2. Access to most of the sectors of the women</li> <li>3. Can take Suo-moto Cognizance</li> <li>4. Reaching out through camps/Outreach Programs</li> <li>5. Power to evaluate programs &amp; Schemes of the Govt</li> <li>6. Recommendation and Monitoring on the policies</li> <li>7. Powers to visit and Inspect - homes/Prisons/Asylums/Pvt Sector and any women institutes</li> <li>8. Research and Studies</li> </ol>	<p><b>Opportunities</b></p> <ol style="list-style-type: none"> <li>1. Strong Laws</li> <li>2. Increasing awareness about women's issues</li> <li>3. Gender sensitive schemes</li> <li>4. SCWs can attend Govt Programs and seminars/workshops</li> <li>5. Working with NGOs/CSOs</li> <li>6. Legal aid</li> <li>7. Support from Media</li> </ol>
<p><b>Weaknesses</b></p> <ol style="list-style-type: none"> <li>1. Non-constitutional body</li> <li>2. Limited Power</li> <li>3. Don't have Punitive Powers</li> <li>4. Dependant on the WCD</li> <li>5. Lack of Uniformity</li> <li>6. Low Budget allocations</li> <li>7. Lack of human resources</li> <li>8. Not formally associated with NCW</li> </ol>	<p><b>Threats</b></p> <ol style="list-style-type: none"> <li>1. Perception of Society</li> <li>2. Lack of exposure and training in the commission</li> <li>3. Lack of Male members in the commission</li> <li>4. Lack of Member Secretary (Full time Member Secretary)</li> <li>5. Lack of resources in the commission</li> <li>6. Duplicacy of work</li> <li>7. Lack of Police Cooperation</li> </ol>

This exercise is in a way "Knowing Oneself". Many times people are unaware of their own self and surroundings. When faced with threats they are unable to rely on their own self. This exercise created an awareness of the concepts and lead the participants to be inquisitive in knowing further.

Once understanding the SWOT the deep-rooted belief on the power of masculinity slowly faded away as its weaknesses are bared. This gives a new hope to face the society.

### Human knots exercise

**Facilitator: Dr. Sunita Rani (Professor Social Management, LBSNAA)**

The human knots exercise is a symbolic expression of tangled situations where others have to untangle and ease the situations.

This is a like a test to those embarking on leadership roles. Their power to comprehend the situations, their skill to direct moves to untangle or ease the knotted conditions, and their knowledge in facing challenges in the right manner are also tested.

The leader's weaknesses in 'Giving in' or 'Giving up' are also involved as the group might mislead and confuse the leader.

The exercise proved how a leader can withstand such conditions to prove himself/herself.

### **Valediction**

Dr. Bedi gave the closing remarks. The workshop was effective as many issues were deliberated, true and likely situations were introspected, and participants actively engaged themselves in reaching out to possible solutions.

As a result, a mind-set to exercise power over the unwanted situations, to face the challenges with the power of awareness and to come out with the power from within was set which is likely to influence others from predators.

Dr. Bedi congratulated all the participants and gave away the certificates. The workshop came to an end with the vote of thanks proposed by Ms. Aswathy.

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# Agenda

## Workshop for State Commissions for Women

12 - 14, March, 2018  
Venue: Nehru Auditorium, Gyanshila Building,  
LBSNAA, Mussoorie

Day 1	12 March, 2018
9:30 -10:30	<b>Opening Session</b> Welcome & Introduction <span style="float: right;">Ms. Aswathy S.</span>  Keynote address <span style="float: right;">Dr. Satbir Bedi, Member Secretary, National Commission for Women</span>  Vote of Thanks  <div style="text-align: right;">Group Photograph</div>
	<b>Session – 1</b> Unpacking Gender & Gender Equality <span style="float: right;">Ms. Sarojini Ganju Thakur &amp; Ms. Anjali Chauhan</span>
	<b>Tea Break</b>
	<b>Session – 2</b> Realizing Gender Equality: Gender and Development <span style="float: right;">Ms. Sarojini G. Thakur &amp; Ms. Suneeta Dhar</span>
01:15 - 02:15	<b>Lunch</b>
02:15 - 03:30	<b>Session – 3</b> State Commissions and their Roles <span style="float: right;">Dr. Satbir Bedi, Ms. Sarojini G. Thakur, Ms. Suneeta Dhar &amp; Mr. V. S. Yadav</span>  Group Exercise
	<b>Tea Break</b>
03:45 - 05:30	<b>Session – 4</b> State Commissions and their Roles <span style="float: right;">Dr. Satbir Bedi, Ms. Sarojini G. Thakur, Ms. Suneeta Dhar &amp; Mr. V. S. Yadav</span>  Group Exercise

<b>Day 2</b>	<b>13 March 2018</b>	
09:30 -10:00	Recap	Ms. Sarojini G. Thakur & Ms. Suneeta Dhar
10:00 -11:00	<b>Session – 5</b> Effective Responses to Victims of Violence	Ms. Madhu Bhushan & Ms. Shakun Mohini
11:00 - 11:15	<b>Tea Break</b>	
11:15 -12:30	<b>Session – 6</b> Effective Responses to Victims of Violence	Ms. Madhu Bhushan & Ms. Shakun Mohini
12:30 - 01:45	<b>Session – 7</b> Stakeholders Perspectives to issues concerning Gender	Ms. Arti Ahuja
01:45 - 02:30	<b>Lunch</b>	
02:30 - 03:45	<b>Sessions – 8</b> Stakeholders Responses & Challenges on Violence against Women – Panel Discussion (Ms. Ritu Saini, Ms. Madhu Bhushan, Ms. Suman Nalwa, Ms. Swati Chauhan)	
03: 45 - 04:00	<b>Working Tea Break</b>	
04:00 - 05:30	<b>Session – 9</b> Stakeholders Responses & Challenges on Violence against Women – Panel Discussion (Ms. Ritu Saini, Ms. Madhu Bhushan, Ms. Suman Nalwa, Ms. Swati Chauhan)	
<b>Day 3</b>	<b>14 March 2018</b>	
10:00 - 11:15	<b>Session – 10</b> Men, Masculinities & Changing Power	Dr. Sanjay Srivastava
11:15 - 11:30	<b>Tea Break</b>	
11:30 - 12:45	<b>Session – 11</b> Feedback & Way Forward	NCW & LBSNAA
12:45 - 01:30	Valedictory	Dr. Satbir Bedi, Member Secretary, National Commission for Women



**List of Participants**  
**Workshop for State Commissions for Women**  
**From 12 - 14, March, 2018**  
**at LBSNAA, Mussoorie**

<b>Sl. No.</b>	<b>Names, Present posting and address</b>	<b>Contact Numbers</b>
<b>Andhra Pradesh</b>		
1.	Mrs. N. Parveen Banu Member, Andhra Pradesh State Commission for Women D. No. 4-19-129/1, Vikas Nagar 2 <sup>nd</sup> line, Guntour-533006	Mob. No.- 09848221156 Email- parveenbanutdp@gmail.com
2.	Mrs. Srivani Koyyana Member, Andhra Pradesh State Commission for Women D. No. 4-19-129/1, Vikas Nagar 2 <sup>nd</sup> line, Guntour-533006	Mob. No.- 08978996699 Email- <a href="mailto:mwcaps@gmail.com">mwcaps@gmail.com</a>
<b>Assam</b>		
3.	Mrs. Chikimiki Talukdar Chairperson, Assam State Commission for Women, Beltola, Near Sankardev Netralaya Guwahati-78102	Mob. No.- 076700-32244 Email- <a href="mailto:ascwguwahatia@gmail.com">ascwguwahatia@gmail.com</a>
4.	Mrs. Cauvery B. Sharma Member-Secretary, Assam State Commission for Women, Beltola, Near Sankardev Netralaya Guwahati-78102	Mob. No.- 098640-49559 Email- <a href="mailto:ascwguwahatia@gmail.com">ascwguwahatia@gmail.com</a>
<b>Bihar</b>		
5.	Mrs. Dilmani Mishra Chairperson Bihar State Commission for Women, 1 South, Beily Road, Near Ptana High Court, Patna – 01	Mob. No.- 8757933656 Email- <a href="mailto:biharswc@gmail.com">Email- biharswc@gmail.com/</a> <a href="mailto:sujeetkum75@yahoo.com">sujeetkum75@yahoo.com</a>
6.	Mrs Nikki Hembrom Member, Bihar State Commission for Women 1 South, Beily Road, Near Ptana High Court, Patna – 01	Mob. No.- 9199541500 <a href="mailto:Email-biharswc@gmail.com/">Email-biharswc@gmail.com/</a> <a href="mailto:sujeetkum75@yahoo.com">sujeetkum75@yahoo.com</a>
<b>Chhattisgarh</b>		
7.	Mrs. Harshita Pandey	Mob. No.- 9826649159

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