

Report on the
Training Programme

on

Gender and Child Rights

*Organized by The National Gender Centre, The Lal Bahadur Shastri
National Academy of Administration in collaboration with UNICEF*

Mayfair Resorts, Gangtok, Sikkim

February 17 to 21, 2014



*The LBSNAA jointly organised the offsite **Training Programme on Gender and Child Rights** in collaboration with UNICEF in the syloan surroundings of Mayfair Resort in Gangtok from February 17 to 21, 2014. The aim of the programme was to bring officers from the Indian Administrative Services and Government Officials from the North Eastern States, and UNICEF representatives together on a single platform to interact and address issues of Gender and Child Rights in an attempt to create a more sensitive and Gender neutral environment in governance.*



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Day One - February 17, 2014

Introduction

The Joint Director of The Lal Bahadur Shastri National Academy of Administration (LBSNAA) and Director of the National Gender Centre (NGC), Ranjana Chopra, kick-started the day with a brief address explaining the purpose of this Training Programme as a platform to sensitise those in governance on Gender issues and Child Rights and present a complete picture of the gender continuum. Although five days is not enough to explore such a substantial issue, she said, it provided a window of opportunity to impact participants at both the professional and the personal levels. After introducing the faculty for the day and the team supporting the programme, Ms. Chopra handed the floor to Carrie Auer, Chief of Field Services, UNICEF, India.



Ms. Auer spoke of UNICEF's mandate to ensure that the UN Convention for Child Rights (UNCRC) is implemented in all countries of the world and that every child achieves his or her rights. She acknowledged that development is a slow process and focusing on Gender and Child Rights can lead to intergenerational changes which are central to UNICEF programming. Being leaders and decision makers, participants of the workshop can ensure that Gender and Child Right issues are addressed and change happens. The North East has

unique challenges in this regard, she observed. In closing, to optimise the benefits of the training programme, she encouraged participants to confront their own prejudices, be open and honest while keeping in mind the multicultural and diverse nature of Gender.

Speaking next, Sanjeev Chopra, Joint Director of LBSNAA, questioned why a group of academically qualified individuals with established status in society would need such a programme. His answer was two pronged – first, insidious biases and prejudices do exist even in educated minds and second, high educational attainment does not necessarily ensure Gender sensitivity. He said that although India had significant legislation in support of Gender, its performance on UNDP indicators of Gender Inequality told the story of a different ground reality. He stressed on the need to not only change attitudes but also the socialization process, saying Gender sensitisation begins at home in childhood.



Opening Remarks by Chief Guest, Honourable Minister of HRD for Sikkim, S.K. Pradhan



The Honourable Minister was pleased to see representation of eight North Eastern States amongst the participants and welcomed others from further parts of the country. He said such training programmes concretise developmental activities across the country and the North East region. Speaking of Sikkim, he

said the state offered an exceptional level of security for its women and children. Sikkim was very proactive and had taken path breaking steps toward women's empowerment, which was central to the development process, and to ensure child rights. He then shared some significant statistics, legislation and schemes that demonstrated Sikkim's progressive performance in these areas.

Sessions One and Two

Setting the Context, Understanding Gender, Gender Inequalities – Using an institutional approach

Sarojini Ganju Thakur, Gender Expert and Advisor to the NGC, LBSNAA, began the session with a quiz that gave the participants a picture of selected Gender indicators for the world, India, and various states, in particular the North East, while establishing the link between Gender and inequality. She went on to define Gender, differentiating it from sex and explaining how it varies across time and space. She iterated that Gender does not exist in isolation and is only one axis of inequality.



Dividing the participants into four groups, Ms. Thakur gave the task of establishing where Gender relations are constituted and the inequalities that surface from birth to death in culture and society. Each group took on the separate areas of – Family and Household, Community, Market and State. Rapporteurs from each group then reported the points from their discussions to the plenum. Ms. Thakur highlighted that all inequalities are about power and that the inequalities from one group are reciprocated in others.

The groups reported as follows:

Group One – Family

- Gender roles, who earns, income and education play a key part in Gender relations in the family environment and can result in inequalities.
- Other factors the group identified were socialisation, social conditioning and practice, preference for the male child, property and inheritance and family restrictions on choice, options and decision making.
- The group also reported that the changing skillset of women meant that they were now working outside the home but their burden of chores at home had not reduced. An additional point was that even their dress code was conditioned by social norms.

Group Two – Community

- The group articulated that the Community as where Gender relations are constituted raised the notion, perception and imagery of a group of men discussing and taking decisions.
- Ceremonies and rituals are times when the community lays down do's and don'ts. For instance, at birth and death men are put at the forefront.
- Both formal and informal learning and socialisation, proverbs, stories, lullabies and rhymes reinforce Gender stereotypes. Schools too, do not portray a democratised family.
- Language plays a key role in degrading people who do not conform to the community norms. For instance, terms like 'hen pecked' and 'the woman wears the pants at home.'
- Community justifies wage differences between men and women, determines who is good at what and does not measure women's work.
- The larger and family environment does not ensure the safety of working women and creates guilt about the care of children and the elderly.
- Community expects conformist behaviour in relation to routine and tradition.



Group Three – Market

The group made three key points related to:

How women lack access to resources

- Patta not issued in the name of women.
- Securities and properties are not bought in the name of women but instead usually carry the name of the head of the family.
- Inheritance.
- Daughter's education sacrificed in favour of the son's.
- When men die in harness, the family wants the job to be done by the son and sometimes wives and daughters are compelled to submit 'no objection' affidavits and give up their claims.

Jobs – who does what?

- Insidious Gender stereotyping is rampant in how jobs are allocated and preferred. For instance, most Women and Child Development Departments are headed by female ministers and secretaries, whereas finance and home ministries see males predominate. This is also reflected in the IPS, where women are absent at the district

level. At the level of the family, it is most likely that a son will be encouraged to be an engineer and the daughter to follow a career in medicine or nursing. Even amongst doctors, certain specialities are dominated by Gender stereotypes, such as, women as gynaecologists and paediatricians and men as surgeons.

Politics

- Reservation of seats is not enough, political parties should field at least 50 percent of candidates to facilitate empowerment.

Group Four – State

- Although the state has enacted a number of laws, it needs to create the right environment so that women are able to occupy their spaces and take decisions within the ambit of the law.
- Gender inequalities are embedded in government policies and efforts have to be made to remove them in order to make governance Gender neutral and friendly.
- Despite Gender sensitivity in government policies, the bureaucracy is not sensitised enough to implement them at the grassroots level.
- Communities also need to be sensitised to Gender so that policies translate into reality and reduce the critical Gender gap.

Moving on to Gender Inequalities, Ms. Thakur explained the difference between formal and substantive equality and how it was strategic to change structures to empower women. She spoke of how equality in Gender is an expression of social justice yet inequalities are persistent. She explained the nature of Gender inequality and how it was not the same across states, with marked differences in North Eastern states in particular. She then proceeded to answer participants' questions that arose from the sessions.

Learning curve

- **Gender** refers to socially constructed roles ascribed to males and females. These roles, which are learned, change over time and vary widely with and between cultures while sex is a biological distinction between males and females, which is determined through genetic and anatomical characteristics.
- **Gender relations** extends the analysis from women and men as discrete categories to the broader interconnecting relationships through which women are positioned as a subordinate group in the division of resources and responsibilities, attributes and capabilities, power and privilege.
- **Practical Gender needs** relate to women's condition and respond to the needs of women and men within their socially accepted roles in society without attempting to modify gender inequities. **Strategic Gender interests**, on the other hand, relate to women's position and respond to the concrete health needs of women and men and are aimed at redistributing the roles, responsibilities and power between them, so as

to reduce inequities and bring about a transformation. These include legal reform, reproductive choice and new extra household resources.

- **Formal equality** relates to equality of treatment whereas **Substantive equality** focuses on equality of outcomes and removing structural barriers to provide equality of opportunities and access while dealing with difference and discrimination.
- According to the World Bank financing women is “Smart Economics” because it is an investment in human capital and future generations, education of women reduces fertility, labour market participation increases growth, wage equality is good for savings, efficiency and productivity, business and enterprise needs the involvement of women and improves rural productivity.
- **The nature of Gender inequality** relates to Gender specific disadvantage, Gender intensified disadvantage and bureaucratically imposed disadvantage.

“Development that is not engendered is endangered.” UNDP HDR 1995

Session Three

Using a Gender ‘lens’ in Development

In this session, Sarojini Ganju Thakur, Gender Expert and Advisor to the NGC, LBSNAA, divided the participants into four groups to analyse a Case Study on a Rice Irrigation Settlement Scheme in Kenya – asking whether its objectives were met, why and why not. Reporting on their conclusions, the groups were in consensus on the outcome of the scheme. Ms. Thakur then discussed the case, using its lessons to explain the concept of Gender blindness in planning and programming.



She went on to examine the evolution of Gender in development and the use of analytical frameworks. She gave a distillation of the frameworks in terms of the questions that need to be asked when planning any intervention. She also located the understanding of what's happening in India in relation to the world, stressing the need to disaggregate information in order to make planning more efficient and impactful. She closed the session by answering another round of questions from the participants.

Learning curve

- **Gender Analysis** is essential to Gender mainstreaming and is based on data and facts rather than assumptions. It is a systematic way of analysing a current situation or the impact on women and men. To highlight gender differences and inequalities the basic questions to answer as part of this analysis are – what is/are the distribution of capabilities, different social roles, access to and control over resources – land, income, employment, health assets, decision making, legal and institutional frameworks, needs and interests, programme effects, entry points and constraints.
- **Gender related interventions** can be – Gender blind or Gender sensitive. The latter includes Gender neutral, Gender specific or Gender redistributive interventions.
- Different **Gender analytical frameworks** have been developed based on different assumptions about how gender is constituted. They help to understand gender issues and aim to achieve successful programme and policy outcomes. The most commonly used frameworks are – Gender Roles Framework (Harvard), Gender Planning Framework (Moser) and the Social Relations approach (Kabeer).
- The frameworks can be distilled into the following questions, which are helpful to use in planning:
 - Who does what?
 - Who gets what?
 - Who gains? Who loses?
 - Which men? Which women?
 - How does the intervention address practical gender needs and strategic gender interests?

Session Four

Gender Sensitisation – What States can do

Dr. Amita Prasad, Director General and Principal Secretary, Government of Karnataka, Administrative Training Institute (ATI) spoke of the status and rights of women in India, and the various important legislations before highlighting the Gender related vital statistics in Karnataka. She then covered the various Gender related initiatives undertaken by the state, including Gender budgeting, Reservation in Panchayati Raj Institutions for women

and enforcement of legislation. Dr. Prasad also spoke of the capacity building activities that Karnataka has started with support from UN Women Programmes and other training programmes run by the Administrative Training Institute (ATI), Mysore. Before answering questions from participants, she showed a short film of a Gram Sabha President, saying that with a little effort and connect, big change can happen.

~ Learning curve

- ***Status of women in India*** - Police records show:
 - A woman is molested every 26 minutes.
 - A rape occurs every 34 minutes.
 - Every 42 minutes an incident of sexual harassment takes place.
 - A woman is kidnapped every 43 minutes.
 - And every 93 minutes, a woman is killed.
- It is estimated that around 600,000 to 820,000 men, women, and children are trafficked across international borders each year in India. Approximately 80 percent are women and girls and up to 50 percent are minors.
- India has world's largest number of professionally qualified and working women in the world. It also has a greater number of women doctors, surgeons, scientists, professors than the United States.
- Women in India have 23 inalienable rights with 30 legislations that serve to protect them.
- The National Commission of Women has been constituted with the objective to represent the rights of women and provide a voice to their issues and concerns. It campaigns for politics, religion, equal representation for women in jobs, and against dowry and the exploitation of women for labour.
- Gender is usually seen as a women's issue but it needs equitable attention to both men and women and the interrelationships between them.

"Women are the only oppressed group in our society that lives in intimate association with their oppressors"

Day Two - February 18, 2014

Session Five

Overview on Violence Against Women – Legislative Framework and Recent Changes

Flavia Agnes, Director of the NGO, Majlis, tied the evolution of the women's movement in the context of the law to a case of the rape of a sixteen year old tribal girl in Maharashtra in 1973. She explained how even today, despite all laws, there is still no support for the victim, no significant change in mindset and no internalisation of law and awareness about Gender and women's issues. She iterated that although the law has become progressive, ground reality has not kept up. She shared a copy of a Report anchored by her organisation and prepared in collaboration with the Department of Women and Child Development, Government of Maharashtra after a consultation with stakeholders titled– *Providing support, ensuring dignity and securing best evidence in cases of sexual crimes* – that delineates a convergence model for the system. Referring to governance and judiciary, she said, the biggest change subsequent to the Delhi gang rape in 2012 is that the system is now open, willing to listen, change and gives increasing value to civil society organisations.



Learning curve

- The Indian government is very supportive of law reform for women yet the laws do not work because of an implementation gap. In addition, despite the law, there is no support for the victim.
- Indian criminal law is fundamentally made up of three strong legislations – the Indian Penal Code, the Criminal Procedure Code and the Evidence Act. In the first, the police have to fit the crime to the law, the second is largely procedural and the third is defined by the law it enacts.
- In any case of violence against women, it is imperative to believe the victim without judgement based on notions of morality.
- The **Mathura custodial rape case** in 1972, wherein Mathura, a young tribal girl, was allegedly raped by two policemen in a Police Station in Chandrapur district of Maharashtra, prompted law reform to rape law in three seminal ways:
 - For the first time, the principle of minimum punishment was put in place – seven years for ordinary cases and ten years for severe ones.
 - In custodial situations, the burden of proof was shifted from the victim to the accused.
 - Article 376, sections A,B,C,D and E state that when a girl is in custody and consents, it is still rape.
- The 2012 Act on Child Sexual Abuse was used as a blueprint for the new rape legislation in 2013. It changed the term from rape to sexual assault, widened the definition of rape, brought both boys and girls under its purview, raised the age of consent to 18 years, shifted the burden of proof onto the accused, restrained the court from giving bail as a right, changed the procedure for investigation and trial and put in place several safety measures. Even so, this new law is too broad, hard to implement and open to misuse.

Sessions Six and Seven

Gender and Conflict in the North East and a North East perspective on Domestic Violence

Anurita Hazarika, Programme Manager, North East Network, Assam, led the session explaining the situation of conflict in the North East states and how it impacts women in pre, during and post conflict situations. The session was highly interactive with participants contributing actively on various aspects of the situation in their individual states. She also referred to and shared a report on a study conducted by her organisation – *Women in armed conflict situations*. Related content on the Gendered impact of conflict in the North East is available at <http://www.northeastnetwork.org/content/peace-and-conflict> .



After a short break, Ms. Hazarika delved into the domestic violence situation in the North East. Ms Agnes explained the Domestic Violence Act, following which Ms. Hazarika discussed what governs domestic violence in the North East and how it is expressed in its worst form in militarized situations, especially through 'gun' power.

~ Learning curve

- Armed conflict and contests stem from entrenched inequalities, injustices, domination and control over resources and assets. It can also be the result of a deep sense of alienation, resurgence and assertion of ethnic identities and has multiple disadvantages for women, including a violation of their human rights.
- Social exclusion and historical prejudices in a pre-conflict society have a large impact on excluded groups.
- The consequences of conflict for women include security-restricted mobility which affects education, health and access to livelihood, gendered dimension of power resulting in further subordination and vulnerability to exploitation and abuse, reinforced patriarchal controls and domination with a loss of democratic spaces and perpetuation of Gender roles, identity and ideology.
- Women's roles in armed conflict have many dimensions, which include women relatives of armed activists, women relatives of armed state forces, women

combatants, women as shelter providers, women as victims of sexual and physical abuse and women as peace negotiators and human rights defenders.

- Post conflict newer categories of vulnerabilities are created. Women face poverty, widowhood, homelessness, having to head households and human rights violations like rape.

Day Three - February 19, 2014

Session Eight

Millennium Development Goals (MDG)



K D Maiti, UNICEF, told the story of the MDG through government statistics from the public domain. He stressed that aggregated data hides gaps and that India's performance on the MDG needs to be qualified with actual numbers and not just proportions. He went through the eight MDG, 18 targets and 35 indicators, which India has agreed to and showed the country's and especially the North East's journey towards their achievement by 2015. He closed the session with the need to articulate the agenda post 2015 and to collect information

and disaggregate data so that we know where we are going wrong with our policies and programmes.

↻ Learning curve

- MDG are intended for member countries to make efforts in the fight against poverty, illiteracy, hunger, lack of education, gender inequality, infant and maternal mortality, disease and environmental degradation.
- MDG related to women and children are – eradicate extreme hunger and poverty, achieve universal primary education, promote Gender equality and empower women, reduce child mortality, improve maternal health and sustainable access to safe drinking water and basic sanitation.
- Indicators and benchmarking relate to relative reduction, absolute reduction and reversal, as in stop the process of deterioration and then reduce further for example, AIDS and malaria.

Session Nine

Overview of Child Rights and Four Key Rights of the Child



Dr. Vivek Joshi, Joint Secretary, Ministry of Women and Child Development, Government of India, established an ambitious agenda for these sessions saying his intention was to give the larger picture and context of child rights and to elaborate on the child protection mechanism currently in place in the country, its positives, negatives, issues and challenges.

He explained the role of India's signing and ratifying of the UNCRC in the transition from a welfare to rights based approach in the context of children. India subscribes to a four pillar framework in keeping with the Convention to formulate policies and programmes – survival, development, protection and participation. He then proceeded to explain how each of these pillars translates in terms of policy, legislation and programmes to address the policies in India. He stressed that all these are linked at a policy level and there is a strong need to understand this convergence while working in the social sector.

Learning curve

- The four key rights of the child are – survival and health, education and development, protection and participation.
- Three key reasons for formulating a new National Policy for Children:
 - Formulated in 1974, the existing national policy for children has dealt with challenges related to health, education and protection of children but new challenges have emerged due to development and globalisation. These need focused attention.
 - The Government of India became a party to the Convention on the Rights of Child in 1992, thereby shifting the focus to child rights.
 - The age of child has not yet been defined in any policy document.
- The new National Policy for Children was adopted on April 26, 2013. It defines a child as any person below 18 years, outlines the country's vision for its children and makes a commitment to take necessary measures. It also recognises that a multi-sectoral and multi-dimensional approach is necessary to secure the rights of children.
- The Policy calls for purposeful convergence and strong coordination across sectors and levels of governance and identifies survival, health, nutrition, education, development, protection and participation as key priorities. It provides for a National Plan of Action (NPAC) with similar plans at the State, District and local level.

Session Ten

Child Protection

After a short question and answer session, Dr. Vivek Joshi, Joint Secretary, Ministry of Women and Child Development, Government of India, moved onto the subject of Child Protection, pointing out, at the outset, that getting good data is a problem in all sectors, which affects decision making at a policy level. He substantiated this with examples of data

on child labour and NCRB statistics. He then delineated the various legislations in place for the protection of children, including the POCSO Act of 2012, PCMA, Child Labour Act and the RTE. Turning to the implementation of legislation, Dr. Joshi then explained how the Integrated Child Protection Scheme (ICPS) of the government executes the Juvenile Justice Act and the challenges faced by the government in making it more efficient through increased flexibility and better usage of funds.

Learning curve

- The overarching National Policy for Children revised in 2013 aims to ensure children have the right to be protected wherever they are. A safe, secure and protective environment is a precondition for the realization of all other rights of children. It is the responsibility of the state to create a caring, protective and safe environment for all children, to reduce their vulnerability in all situations.
- Some of the issues children face in India include, physical and sexual abuse, child labour, crimes against children, vulnerability to poverty and discrimination, lack of educational and vocational opportunities and traditional practices like child marriage.
- Protective legislation for children includes, Commissions for Protection of Child Rights Act, 2005, Juvenile Justice (Care and Protection of Children) Act, 2000, Protection of Children from Sexual Offences Act, 2012, Prohibition of Child Marriage Act, 2006, Child Labour (Prohibition and Regulation) Act, 1986 and Right of Children to Free and Compulsory Education Act, 2009.
- The need for dedicated and integrated system to protect children and address their issues led to the formulation of the Integrated Child Protection Scheme (ICPS) in February, 2009. ICPS is a comprehensive centrally sponsored scheme that creates a safety net of service delivery structures at the national, state and district levels. It puts in place a cadre of trained personnel working exclusively on child protection and provides a range of need based services for each child.
- Some of the challenges in the effective implementation of ICPS include, procedural delays in fund sanction in states, delay in creation of functional structures, high attrition of staff, inadequate norms, inadequate data on children in difficult circumstances, growing areas of concern like children living on the street and those affected by civil unrest and most importantly, weak convergence of services.

Session Eleven

Gender and Child Budgeting



Sarojini Ganju Thakur, Gender Expert and Advisor to the NGC, LBSNAA, started the session by establishing how important it was to understand that there is a relationship between provision and Gender need. She went on to explain what Gender and Child budgets are, why we do Gender budgeting, how Gender budgets are done and what one would do to develop a Gender budget. Ms. Thakur stressed on the need for Gender analysis, supported by data disaggregated at the very minimum by sex, in order to hold a mirror to policy planners on whether actual accomplishments meet the envisaged plans. She closed the session with an explanation of the issues and lessons learned in the context of Gender budgeting, the most important of which are sustainability, capacity building, and ownership and institutionalisation by the government.

Learning curve

- Gender responsive budgeting (GRB) is a process that aims to analyse how effectively government policies, programmes and budgetary allocations respond to the differentiated needs of and impact on women, men, girls and boys and the extent to which they promote gender equality.

- Rights entail costs. The UN CRC summit in 1990 urged each country to review its budget to ensure adequate allocation of resources for the development, protection and survival of children.
- GRB and Child Budgets are not about separate budgets for women, men, girls or boys or children or setting aside X percent for gender/women or children or money for women councillors to control or about 50:50 male: female for every expenditure or a fixed proportion for children.

If you want to see which way a country is headed, look at the country's budget and how it allocates resources for women and children.

– Pregs Govender

Day Four - February 20, 2014

Session Twelve

Emotional Intelligence – Are Gender Relations an issue?

Early in the morning on the fourth day of the training programme, each participant received a questionnaire to assess emotional intelligence, which was to be completed before the first session of the day. Sanjeev Chopra, Joint Director of LBSNAA started the session by establishing its objectives as – understanding the concept of Emotional Intelligence (EI), its links with Gender, measuring of the participants' Emotional Quotient (EQ) and measures through which EQ can be enhanced. He continued by making the distinction between IQ and EQ. Using Daniel Goleman's definition, he clarified how a high EQ signifies maturity and the ability to channel and manage emotions. Mr. Chopra then explained the four different components of EQ on two dimensions – personal, which include self-awareness and self-regulation and social, which include social awareness and empathy. Following which, he proceeded to give measures that can be used to enhance EQ across its four components, focusing on the ability to learn and the triple package delineated by Amy Chua in her recent book of the same name. Mr. Chopra stressed the importance of impulse control and how to accentuate it using the concept of the 'impulse gate' to create space between emotions and behaviour. He discussed the results of the questionnaire saying most civil servants have an average EQ, usually 90 to 110, but it is not written in stone and can be improved with the passage of time. Relating EQ to Gender, he explained that EI is Gender neutral and studies to verify any bias to this effect have been inconclusive. Mr. Chopra summed up the session by reiterating that it is never too late to increase one's EI. It can only make us better human beings and improve the quality of life.



Tejinder Singh Sandhu, Programme Manager – Governance, UNICEF, added that as senior officers, civil servants need to be especially careful about their body language and non-verbal cues. The North East, being an empathic society, already has a head start in this area.

↻ Learning curve

- Emotional Intelligence is, essentially, the ability to *design* your emotions or emotional response in a way that enhances your energy and improves your effectiveness individually and in a group.
- To improve self-regulation defer judgment, curb impulses, park the problem, detach yourself, prioritize, be flexible, go with the flow, express yourself but do it assertively, not aggressively and manage your non-verbal communication.
- To improve self-awareness respect and be true to yourself, be positive and open, give logic and rationality a rest, give due importance to your *gut feelings*, listen to others and understand your impact on others.
- Extensive research shows that EI has a positive impact on job satisfaction, enhanced performance, success at work and home, occupational stress and emotional resilience.

Session Thirteen

Child Marriage

Dora Giusti, Child Protection Specialist, UNICEF, structured this session on Child Marriage around its data, determinants, consequences for both children and the country and the responses in terms of solutions and strategies. Starting with an overview of the situation in the country with respect to Child Marriage, Ms. Giusti explained how the data did not give the accurate picture as it was not recent and that which was recent, was not representative. The statistics show a slow decline in Child Marriage across the country with substantial differences within geographies and across the rural urban divide. Data from the North East was unavailable or inconsistent. She went on to explain how Child Marriage is related to social exclusion, poverty, lack of education and other opportunities, religion and low awareness of the law, policies and programmes. Ms. Giusti clarified that Child Marriage affects both boys and girls but has a deeper impact on girls by pushing them out of school, which results in less education, weaker negotiation power, lower coping skills and autonomy and inability to contribute effectively to the economy, thereby perpetuating the cycle of poverty. It also increases child and maternal mortality and makes girls vulnerable to violence. Several steps have been taken through legislation, policies and programmes to fight Child Marriage but there are significant gaps in the law and its implementation. For instance, the law does not punish women for facilitating Child Marriage and the marriage itself is recognised as legal but voidable. There are some positive signs that the landscape is changing, there is a realisation that there are flaws in the law and it needs to be amended, the government has developed a draft national plan of action against Child Marriage and international organisations like ICRW, UNFPA and UNICEF are supporting change through research and collection of accurate data using two large surveys. She ended the session with a four minute clip on Child Marriage produced by UNICEF.

Learning curve

- Almost one in two women in India is married as a child. Over the last one and a half decades, the percentage of women in age group 20-24 years getting married before age 18 years has shown a slow decrease by 11 percentage points from 54 to 43 percent. However, deep disparities persist with respect to urban and rural areas. As per the latest DLHS data, 29 percent women in the age group 20-24 years got married in urban areas compared to 48 percent in rural areas.
- It is important to note that within each state, there are significant **geographical disparities**. While rates of child marriage are going down overall and in rural areas, the rates are increasing in some urban areas - presumably due to migration from poor, high child marriage areas to low child marriage urban areas.
- Prevailing gender practices place low value in women's role and contribution to society, and lead to the continued practice of child marriage. Women are seen mainly

to have a reproductive and domestic role, and therefore not worth 'investing in' in terms of education and other opportunities.

- Patriarchal values also translate into controlling women's and girls' reproductive and sexual rights. The fear of family dishonour through sexual assault on a daughter who has reached puberty or an elopement often triggers child marriage as a false means to protect the girl's chastity.
- There is common belief that a girl is unsuitable for a hidden reason or that she is not eligible for a good groom if her marriage is not arranged when she is an adolescent, prompting parents to marry their daughters young.
- Even though parents may be aware of the harmful effects of child marriage, they may not be able to resist social pressure to marry their daughters off before the legal age of 18 due to fear of exclusion from the community
- *Atta Satta* marriage - the practice of exchanging a daughter in return for a daughter-in-law in marriage which may involve up to five or six households to ensure the required number of brides and grooms. The decline in the number of girls in some districts further exacerbates this type of marriage practice.
- Together with prevailing social practices and traditions, a family's financial situation plays a role as to when girls marry. Girls in the poorest households marry as early as 15 years of age, and at least five years earlier than women in the wealthiest households.
- There is limited incentive to keep daughters unmarried for long because of the perception that girls are a burden to the household. This is based on the long held practice of daughters ceasing to be members of their family on marriage and thus do not contribute financially to the household.
- The system of dowry continues to perpetuate child marriage in spite of it being legally prohibited. It is still common for parents of girls to give gifts in cash or kind to the groom and his family. As the dowry amount increases with the girl's age and education, parents, especially from poorer households, tend to marry their daughters off as children.
- In some states, due to the high cost of wedding ceremonies, families marry all their daughters off in a common marriage ceremony, regardless of age.
- People know that child marriage is illegal, yet they are unaware of the details regarding 'The Prohibition of Child Marriage Act, 2006' and how to pursue justice. Convictions are few and far between and the few existing convictions are unknown to the public. Men – who are the ultimate decision makers regarding child marriage – perceive they can overlook the law, as unfortunately impunity is widespread.
- The strong link between education and child marriage is reflected in the evidence that women with no education are six times more likely to marry early than those with 10 years or more education. Girls who marry as children are physically, mentally and emotionally not ready for child care and motherhood. Child marriage is associated with health-related risks for both the mother and baby.

Session Fourteen

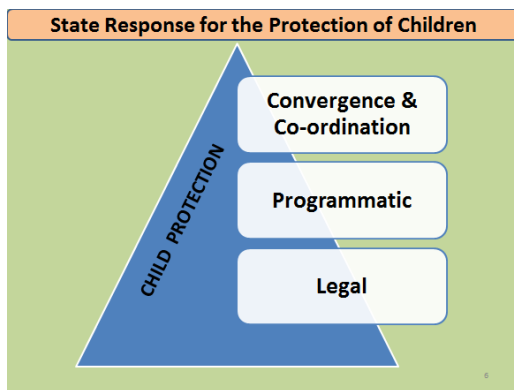
Child Rights and a State's Response – West Bengal Experience

Although Roshini Sen, Secretary, Department of Women and Child Development and Social Welfare, Government of West Bengal focused her session primarily on the Kanyashree Prakalpa – a scheme for the girl child - initiated by the state in 2013, she spoke extensively about what the state government was doing to ensure child protection. She started with an advertisement film on Kanyashree, which demonstrated the Chief Minister's passion for and support of the purpose of the scheme*. Ms. Sen said that Gender issues were strongly linked to child rights violations. West Bengal has a large population of children and problems related to them, which include a declining sex ratio, school dropouts, disabled and missing children, child labour and crimes against children such as prostitution and trafficking. The state has performed very well on the main social indicators against national averages but they hide the reality of the situation in terms of internal disparities in both geography and the urban rural division. Ms. Sen stressed that to ensure protection the state's response needs to ensure convergence and coordination between departments and legal and programmatic synergy. She went on to delineate some of the special initiatives of the state government had undertaken in this regard, which include establishing a task force and Standard Operating Procedures to combat trafficking, ensuring convergence and coordination of departments and the state's plan of action and policy on empowerment of women. At the end of the session, participants asked questions about Kanyashree, especially with regard to fund use and access to the scheme. Ms. Sen explained how the scheme was managed completely online, leading not only to transparency but also creating a database of girls making it possible to track those who vanish from the system.

Tejinder Singh Sandhu, Programme Manager – Governance, UNICEF, added that the session had highlighted the need for convergence between departments and a range of initiatives. He said that with most schemes it is hard to evaluate the difference being made but by building a baseline, Kanyashree would make it possible to do so and generate immense benefit for governance.

**The Department of Women Development and Social Welfare, West Bengal (DWSW) formulated the Kanyashree Prakalpa – a conditional cash transfer scheme with the aim of improving the status and wellbeing of the girl child in West Bengal by incentivizing schooling of all teenage girls and delaying their marriages until the age of 18, the legal age of marriage. Kanyashree Prakalpa is a West Bengal Government sponsored scheme implemented in all districts of the state. Further details of the scheme can be found online at <http://wbxpress.com/kanyashree-prakalpa-2013-application-form-notification/>*

Learning curve



- West Bengal is the first state to formulate and adopt a State Policy for empowerment of women, which aims to abolish gender differences in every development indicator. The policy aims to:
 - Empower women for equal participation in decision making in social, economic and political life of the state.
 - Create an environment of just social, economic and political policies conducive to the holistic development of women.
 - Introduce a gender perspective in the development process through mainstreaming gender budgeting in the state government financial process.
 - Improve the status of the girl child through conditional Cash Transfer Schemes.
- A study by the World Bank shows that investing in girls and making them qualified for the job market, substantially improves the Gross Domestic Product of a country. ("Measuring the Economic Gain of Investing in Girls: The Girl Effect Dividend" by Jad Chaaban and Wendy Cunningham, August 2011)

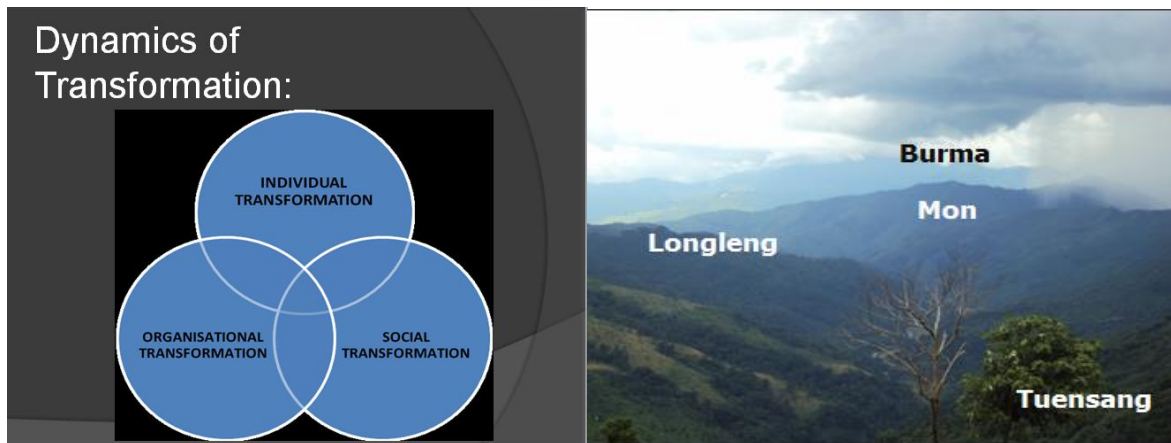
Session Fifteen

A Comprehensive Approach to Health

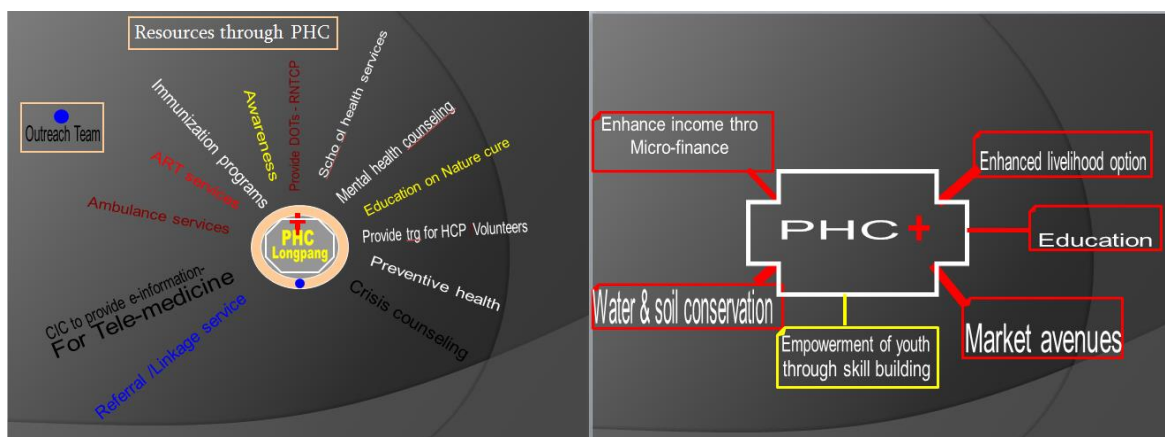
Using a visually rich presentation Chingmak Kejong, Secretary of the Eleutheros Christian Society in Tuensang, Nagaland spoke of the dynamics of transformation between individuals, organisations and civil society in the context of four districts at the tip of the state that shared a border with Burma on one side and Assam on the other. This region recently freed from the grip of insurgency had unique problems, which included drug use and a resultant high HIV prevalence, water borne diseases, the lack of primary health care and cash and food security. An epidemic of water borne disease in 2007, which took a toll of 40 children in one week, prompted the community to play the role of the government by using social engineering to enhance community health, introduce horticulture for cash and food security, ensure availability of clean water and reduce open defecation. Economic

benefits from horticulture have made it possible for families to focus on health and education, which in turn has led to dramatic changes in mindsets especially in relation to Gender. In the last four years, the region has seen the building of a government funded, community run Primary Health Care Centre with a resident doctor, 10 beds for HIV positive patients, ART provision and surgical interventions by teams of doctors who visit the region periodically. Mr. Kejong stressed that in remote locations, the government needs to provide comprehensive support, the benefits and spinoffs of which are exponential. Answering questions from participants, he articulated how the community was mobilised based on a 'felt' need and an understanding that health impacts livelihood. The initiative was seeded in 1989 with microfinance, then using the church platform and the willingness of the community to express their voice and engage in cooperative effort after the ceasefire the people rallied together to address the issues of health and livelihood. The intention was now, with the help of UNICEF, to replicate the concept in other parts of Nagaland.

Learning curve



Objectives of the health project



Challenges remain in relation to infrastructure, remoteness, difficulty in linkages and referral and family planning.

Session Sixteen

State Intervention on Gender – Maharashtra Case Study

In a high energy session, Ujjwal Narayan Uke, Principal Secretary, Department of Women and Child Development, Government of Maharashtra, spoke of the significant effort to ensure convergence of services in relation to Gender in the state. He highlighted the achievements and milestones of the initiatives undertaken by the government, which include the state women's policy, various special schemes and the use of technology to ensure convergence between departments and collect data to effect policy. For instance, the state has instituted District Trauma Teams as part of its Manodhairya scheme, which reaches out to women in trouble based on hospital and police reports. This convergence of services was made possible by the collaboration between the Department of Women and Child Development and Majlis, a civil society organisation, to develop a model that focused specifically on victims, both women and children. The government has also taken a progressive stance on transgenders by constituting a Transgender Board. The state is putting in place an umbrella tracking system for women and children, which can be accessed through electronic apps, calls or the internet, and deals vertically with cases and horizontally with departments to track the progress on each case. This will provide both transparency and an active database which can help in the formulation of policy. The other programme anchored on technology, the Monitoring Evaluation Action (MEA) software for the Integrated Child Development Services (ICDS), is being used for line listing, GIS of anganwadis and creation of action points from the centralised MIS data. These figures are available in the public domain, with the invitation for students, individuals and institutions to crunch data and glean insights.

Learning curve

- The highlights of Maharashtra's Initiatives for women and children include, a new women's policy, Manodhairya Yojana (victim compensation), District Trauma Team, Rahat (socio-legal support for victims and survivors of sexual violence), Mohim (for prevention of domestic violence), umbrella Tracking System ERP, Transgender Board, a new child policy, Sukanya Yojana, IIT-PACE Scheme (provides quality higher education to girls from rural areas as well as those who are economically backward), Monitoring-Evaluation-Action Software, collaborating for implementation of the Prevention of Immoral Trafficking, MAAM and a CSR Policy.

Civil servants need to see themselves as social activists, build the fire of passion and work from the heart.

Ujjwal Uke

Day Five- February 21, 2014

Session Seventeen

Human Trafficking

Anjana Sinha, Inspector General, CID, Andhra Pradesh started her session by stating that she would not be talking about the legal provisions but instead would focus on the enforcement aspects of human trafficking. She made the distinction between commercial sexual exploitation, in other words prostitution, and trafficking. After drugs and contraband, human trafficking is the third largest organised crime in the country. Ms. Sinha then showed a film of an operation to recover victims of trafficking and give a human perspective to this crime against women and children. The film was in three parts – raid, rescue and finally, the pathos of the operation because of the resistance of the victims to being rescued. She highlighted the disturbing fact that women who were trafficked themselves went on to become traffickers and managers once they aged and were considered too old for prostitution, thereby perpetuating the cycle of trafficking. Furthermore, men involved both as traffickers and couriers were rarely arrested because they were hard to trace and apprehend. Additionally, the insidious information network and nexus between various agencies and the traffickers makes law enforcement really difficult. Ms. Sinha stressed on the need to involve the Women and Child Development Department in raids in order to dovetail the rehabilitation process of victims so that they can integrate into society and family, find an alternate livelihood and live with dignity and economic independence. She also highlighted how the judicial process could become a roadblock as the law could not hold the victims if they were adults, who were there of their own volition. As the film progressed, Ms. Sinha spoke of how trafficking had many faces, including impersonation, placement agencies for employment, adoption, farming organs and contract marriages. During the final part of the film, she emphasised that it was the responsibility of the government to empower, educate and provide work as part of the rehabilitation process for victims of trafficking.

Learning curve

- When rescued from sub-human conditions victims of trafficking tend to display not only resistance but also total insensitivity and dehumanisation. In a case in GB Road in Delhi, some victims even sued the police for infringing on their fundamental right to livelihood and freedom.
- Currently, the approach to human trafficking in the country is piecemeal. There is no mandate to share information, which can help to generate leads. Human trafficking needs to be addressed like AIDS with a nodal national department like NACO, which can coalesce the entire effort.
- Human trafficking has a very strong link to economic deprivation, as it makes people susceptible. So far, all efforts have taken a victim centred approach whereas a

trafficker centred approach would be more successful in combating this crime and addressing the root of the problem.

Session Eighteen

Sexual Harassment

Ranjana Chopra, Joint Director of LBSNAA and Director of NGC started this session by talking about legislation related to sexual harassment. New legislation came into force in 2012 and was notified in 2013. She clarified that in order to really understand the issues related to sexual harassment, it was necessary to examine certain myths and facts. She went on to explain eleven myths associated with sexual harassment and the facts that dispute them. She said sexual harassment was about power and could be compared to hunting. It needs to be nipped in the bud. Sexual harassment is not trivial and harmless. It requires Gender sensitivity to understand certain behaviour is not acceptable in the workplace. It is important to believe in the victim so that she does not feel further victimised. The law of the land and larger constitutional framework mandated non discrimination against women. Ms. Chopra then shifted her focus to the law related to sexual harassment, saying that it is still early days to interpret the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013. Using examples of cases she has personally dealt with, she explained the law was not clear in certain aspects, which left room for interpretation in whichever way you want. She walked through the key features of the Act and how it should be implemented. She ended the session with questions and answers that further clarified provisions of the law and issue of sexual harassment.

~ Learning curve



No woman shall be subject to sexual harassment at any workplace so as to adversely impact her social and economic empowerment.

The myths and facts related to sexual harassment include:

■ **Myth:** *Sexual harassment at the workplace is rare.* **Fact:** Sexual harassment affects 40 to 60 percent of working women, and

female students in colleges and universities.

- **Myth:** *Sexual harassment is simply an expression of sexual desire.* **Fact:** Sexual Harassment is an expression of hostility and aggression. It is an abuse of power using sexual behaviour as the vehicle.
- **Myth:** *Sexual harassment is a response to the persona of the recipient.* **Fact:** It is harassment regardless of person's appearance, behavior and previous actions.
- **Myth:** *If you ignore sexual harassment, it will stop.* **Fact:** Simply ignoring sexual harassment will not stop it. It may be taken as a sign of encouragement or tacit consent.
- **Myth:** *Men harass men, Women harass women and men.* **Fact:** Sexual Harassment is unwelcome sexual behaviour or attention regardless of who is perpetrating it or who is the target.
- **Myth:** *Most so-called sexual harassment is really trivial and harmless flirtation which is blown out of proportion by conservative mindsets.* **Fact:** Studies indicate that most harassment has nothing to do with flirtation or sincere social interest. It is offensive to the victim. Research shows that people are often forced to leave jobs to avoid harassment and may experience serious psychological and health-related problems.
- **Myth:** *Many women make up and report stories of sexual harassment to get back at their employers or others who have angered them.* **Fact:** Research shows that less than one percent of complaints are false. Most cases of Sexual Harassment go unreported as 48.2 percent of victims are embarrassed and 45 percent fear being blamed for it.
- **Myth:** *It is a personal problem between two individuals and needs personalised solutions.* **Fact:** It is a pervasive public problem, which needs public solutions.
- **Myth:** *Women enjoy attention from the other sex and when they can't handle it they complain of sexual harassment.* **Fact:** Sexual harassment is a form of harassment, which is unwanted and unacceptable to the victim.
- **Myth:** *Only those people object that have no sense of humour.* **Fact:** Sexual harassment is offensive, frightening and insulting. It has an adverse effect on the victim's mental and physical health.
- **Myth:** *I will not be able to compliment someone without being accused of sexual harassment.* **Fact:** A sincere and genuine compliment is always welcome.

Valedictory Address and Ceremony



Following opening and closing remarks by Ranjana Chopra, Joint Director of LBSNAA and Director of NGC and Tejinder Singh Sandhu, Programme Manager – Governance, UNICEF respectively, the programme ended with a valedictory function presided by the Honourable Speaker of the Sikkim Legislative Assembly, Mr. K.T. Gyaltsen, who gave an inspiring speech on the links between democracy, discipline and responsibility to ensure sovereignty and freedom for all, especially in the context of Gender and Child Rights.



Each participant received a certificate and copy of the group photograph taken on the first day but more importantly, left Gangtok sensitised to and with a good contextual understanding of Gender and Child Rights, which the Honourable Speaker rightly called a changed '*drishya* and *drishtikone*.'

Annexures

- Agenda
- Faculty Profiles
- List of Participants



Agenda
Training Programme
 on
“Gender & Child Rights”
 17 to 21 February 2014

Mayfair Resorts, Gangtok

<i>Day 1</i>	<i>17 February 2014</i>
9:30 – 11:00	<p>Opening Session</p> <p>Welcome & Inaugural Ranjana Chopra, Sanjeev Chopra and Carrie Auer</p> <p>Inaugural Address Honourable Minister of HRD, Sikkim, S.K. Pradhan</p> <p>Group Photograph</p>
11:30 – 1:30	<p>Sessions One and Two</p> <p>Setting the Context</p> <p>Understanding Gender Sarojini Ganju Thakur</p> <p>Gender Inequalities Using an institutional approach (Exercise & group work)</p>
2:30 – 4:30	<p>Session Three</p> <p>Using a gender ‘lens’ in Development Sarojini Ganju Thakur</p> <p>(Group Work & Case Study)</p>
4:30 – 5:30	<p>Session Four</p> <p>Gender Sensitisation – What states can do Amita Prasad</p>

Day 2	18 February 2014	
	Session Five	
9:30 – 11:30	Overview on Violence Against Women – Legislative Framework and Recent Changes	Flavia Agnes
	Session Six	
12:00 – 1:30	Gender and Conflict in the North East	Anurita Hazarika
	Session Seven	
2:30 – 3:30	A North East perspective on Domestic Violence	Anurita Hazarika
Day 3	19 February 2014	
	Session Eight	
9:30 – 11:00	Millennium Development Goals	K D Maiti
	Session Nine	
11:30– 1:00	Overview of child rights and four key rights of Child	Dr Vivek Joshi
	Session Ten	
2:00-3:30	Child Protection	Dr Vivek Joshi
	Session Eleven	
4:00 – 5:30	Gender and Child Budgeting	Sarojini Ganju Thakur
Day 4	20 February 2014	
	Session Twelve	
9:30 – 11:00	Emotional Intelligence –Are Gender Relations an issue?	Sanjeev Chopra
	Session Thirteen	
11:30 – 1:00	Child Marriage	Dora Giusti
	Session Fourteen	
2:00-3:00	Child Rights and States Response- West Bengal Experience	Roshini Sen
	Session Fifteen	
3:00-4:30	Comprehensive approach to health	Chingmak Kejong

4:30-5:30	Session Sixteen State Intervention on Gender – Maharashtra State Case Study	Ujjwal Uke
Day 5	21 February 2014	
9:30- 11:00	Session Seventeen Human Trafficking	Anjana Sinha
11:30-1:00	Session Eighteen Sexual Harassment at the workplace	Ranjana Chopra
1:00 – 2:00	Session Nineteen Way Forward and Vote of Thanks Valedictory Address and Ceremony	Ranjana Chopra, Tejinder Singh Sandhu Honourable Speaker, Sikkim Legislative Assembly, K T Gyaltzen

Faculty Profiles

Sarojini Ganju Thakur

She currently working as a consultant , retired from the IAS in April this year as Additional Chief Secretary in Himachal Pradesh. She has had a long association with issues related to gender and development , and it was during her posting in the Academy as Deputy Director that gender was mainstreamed into most training programmes and the Gender Centre through whom this training is being organised was established. Amongst the many post she has held are also included the post of Joint Secretary in what is now the Ministry of women and Child Development - (the National Gender Policy for the Empowerment of Women and the initial steps towards gender budgeting were taken during her tenure). She was Head of the Gender section at the Commonwealth Secretariat where she worked for over 4 years and on retirement was in charge of the women and child sector in HP. She has worked previously and continues to work as a consultant for bilateral/multilateral agencies such as UNICEF.UNIFEM (now UN women) and DFID on gender and environment issues .

Flavia Agnes

Flavia Agnes is a women's rights advocate and a legal scholar. A pioneer of the women's movement, she has worked consistently for over three decades on issues of gender and law reforms. She is the co-founder of *MAJLIS*, a Mumbai-based Centre for rights discourse and interdisciplinary arts initiatives. The Legal Centre of Majlis addresses issues of gender and human rights advocacy, provides quality legal services to women and children and imparts skills of feminist lawyering through training, advocacy and internships. Through her active intervention, Ms. Agnes has evolved innovative legal strategies which have helped to secure rights of hundreds of battered women in the city of Mumbai and thousands of women in the state of Maharashtra. Her autobiographical essay on domestic violence titled, '*My Story Our Story ... Of Rebuilding Broken Lives*' is an important marker of the Indian women's movement and has been translated into several languages and has provided inspiration and a ray of hope to tens of thousands of women and has helped them to come out of the situation of humiliation and degradation and make a new life for themselves.

Flavia Agnes has brought women's rights to the forefront of the Indian legal system. Her widely published writings have provided a vital context for feminist jurisprudence, human rights law and gender studies in India Significant among her many publications is her book, '*Law & Gender Inequality – The Politics of Personal Laws in India*' (1999), an Omnibus, '*Women and Law*' (co-edit) (2003) and '*Negotiating Spaces Legal Domains, Community Constructs and Gender Concerns*' (co-edit) (2012). Her recent book '*Family Law*' (OUP 2011) in two volumes has

been published as a text book for law students. (All are Oxford University Press publications.)

For last two years, Majlis has started a programme in Mumbai to provide socio-legal support to survivors of sexual violence and has been using this exposure and knowledge to bring in changes within state institutions such as the judiciary, the police and the prosecution to bring in reforms which will help to maintain dignity and respect to the survivor and help in the process of ensuring that fair trial norms are maintained in a rape trial and the victim is not subjected to secondary victimisation during the trial. After the recent gang rape of the 23 year old in Delhi it has received greater response from state agencies. Due to the ground level understanding of the challenges, the articles written by Ms. Agnes in mainstream newspapers and academic journals have been highly appreciated by both, activists groups and the general public.

More recently, the Department of Women and Child Development, Government of Maharashtra has entered into a collaboration with Majlis Legal Centre to initiate a state level programme RAHAT to provide support to the survivors sexual violence. Through our interventions a scheme for financial assistance to survivors of sexual abuse and acid victims has been initiated in the State of Maharashtra.

Roshni Sen

- 1) Educational Qualifications : MSc (Physics).
- 2) Joined the Indian Administrative Service in the year 1993.
- 3) Worked as Subdivisional officer Kalimpong and handled devastating landslides and disastrous fires.
- 4) Worked as Additional District Magistrate and Collector in the districts of Nadia and South 24 Parganas and handled social and regulatory issues, development matters and elections.
- 5) Worked as Special Secretary in the Kolkata Metropolitan Development Authority and handled various PPP projects like City Centre at Salt Lake and Hiland Park Housing complex.
- 6) Worked as Project Director IPP VIII Calcutta, a World Bank Project on Urban Health.
- 7) Worked as District Magistrate and Collector in the districts of Hooghly and South 24 Parganas and took up initiatives in women and child development, poverty alleviation and handled Gangasagar mela, elections, floods and cyclones in addition to all the work in connection to development, revenue collection land acquisition and law and order in the district.
- 8) Worked as Joint. Secretary in the Department of Commerce and Industry and handled allotment of coal blocks, CNG and CBM issues and closed tea gardens.
- 9) Worked as the Deputy Chairperson in the Tea Board of India and handling the entire gamut of work related to the tea industry. Has played a vital role in introducing electronic auction in tea, survey of small tea growers and replantation and rejuvenation

programme under the Special Purpose Tea Fund, implementation of geographical indication (GI) of Darjeeling tea worldwide.

- 10) Presently working as Secretary to the Government of West Bengal looking after the nutrition, health, education and all round development of children, health of pregnant and lactating mothers, rights of the children in need of care and protection, adolescents, women in distress, senior citizens and the disabled and issues of trafficking, sexual offences, adoption, shelter homes, prevention of child marriage.
- 11) Have designed the Kanyashree Prakalpa, a CCT scheme for the girl child.
- 12) Delivered lectures / talks at the National Police Academy, Hyderabad, Administrative Staff College, Kolkata, Kolkata Chapter of Indian Institute of Public Management, Women in Engineering (WIE), Calcutta section of the Indian Institute of Electrical and Electronics Engineers (IEEE) etc. Made presentations at various workshops, symposiums.
- 13) Publications in Sansad Series on Public Administration on "District Administration: Changes and Challenges", in Management in Government on "Leveraging Public Procurement for fostering High Tech Manufacturing" etc.
- 14) Revived National e-governance award from the Department of Administrative Reforms and Public Grievances, Government of India, Government of India, for introducing "e-auction in Tea".

Dr. Vivek Joshi

Dr. Vivek Joshi is Joint Secretary to the Government of India in the Ministry of Women and Child Development where his responsibilities include advising the Government in formulation, implementation and supervision of policies, schemes and legislations such as Juvenile Justice (Care and Protection of Children) Act, 2000, The Protection of Children from Sexual Offences Act, 2012, National Child Policy, National Plan of Action for Children, Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (SABLA), Indira Gandhi Matritava Sahyog Yojana, (IGMSY), Integrated Child Protection Scheme (ICPS) etc. He also coordinates submission of India Country Report on Child Rights to the United Nations. He joined the Indian Administrative Service in 1989 and has also served as Director in the Ministry of Textiles, Government of India. Additionally, he has been Deputy Commissioner, Joint Finance Secretary and Director of the Treasury in the State of Haryana. Dr. Joshi holds a PhD and Masters in International Studies (Economics) from the Graduate Institute Geneva (Switzerland).

Sanjeev Chopra, IAS (Joint Director –LBSNAA)

Batch : 1990, Cadre : Orissa, Email : s.chopra@ias.nic.in

Born on April 17, 1967, he did his schooling from Delhi Public School, Mathura Road, New Delhi. Graduated in Commerce from Shriram College of Commerce and later completed MBA from FMS in Delhi University. Joined the investment banking division of the Deutsche Bank in 1989. Qualified for the IAS in 1990 and was allotted the Orissa cadre. In the initial years, worked as SDM, Anandpur and Baripada before joining Kandhmal District as PD, DRDA and later as Collector in the tribal District of Koraput. Upon completion of the field postings, he worked as MD Orissa Small Industries Corporation, Director Industries and Technical Education, MD Orissa State Cooperative Bank and MD, Orissa Mining Corporation. The work done by him in implementing Enterprise Resource Planning in the Orissa Mining Corporation was recognized as a best practice by Government of India on the Civil Services Day in 2009. Joined the Academy as Deputy Director (Sr.) on April 03, 2007. His areas of interest include Organisational Behaviour, Urban Management, Corporate Governance in PSUs and Financial Inclusion. He has also published a book titled "Restructuring and Reengineering in Cooperative banks". After availing a sabbatical in 2009-10, completed MSc in Regional and Urban Planning Studies from the London School of Economics.

Chingmak Kejong

Secretary, Eleutheros Christian Society.

Tuensang Nagaland;798612

Qualification:

1. BD, Bachelor in Divinity (Christian Philosophy)
2. D.Min Doctorate in social work. Serampore University, WB.

Work experience:

- | | |
|------|---|
| 1993 | Founded Eleutheros Christian Society, a social organisation to cater to both the youth and also families affected by drug use. |
| 1995 | Established House of Hope, a ten bedded rehabilitation centre. |
| 1997 | Mobilised women and HIV people into SHGs. The groups are now formed into federations and comprise of 4000 members. The total cumulative loan disbursement is around 10 crores. This does not account for bank loan or other governmental support. |
| 1999 | The organisation undertook the task of managing the first VCTC which was later managed by the Government hospital as an ICTC. |

- 2000 Formation of the 'Churches Alliance for Community Support' (CACS). The church is the only single largest platform that has the widest outreach in Nagaland. Given the prevalence of stigma, ECS negotiated with the Church to work on extending care and support to people living with HIV. The outcome was overwhelming. In 2001, prevalence of HIV among IDUs was 34.6% but now it is below 1.8%. Among ANCs the district had the highest prevalence rate at 8%, which is now below 2% and the response to HIV education is relatively positive. The partnership with the Church is now considered a best practice and this goes to show how alliance building with FBOs is crucial to the mitigation of stigma.
- 2005 ECS launched the Life Skill Education campaign to deal with the twin issues of primary prevention and enabling the youth for making informed choices. A total of 14,000 youth in their teens were given training across the district.
- 2007 The ten bedded CCC was established at 'House of Hope'. The centre has treated 656 HIV patients in the last 5 years and continues to render service to the PLHIV community.
- 2009 A livelihood project, funded by NABARD was launched in the month of March 2009. The project is horticulture based where the primary crop is orange and intercropped with banana. The total area coverage is 629 acres and covers six villages. The farmers are already exporting bananas to the neighbouring states and there is enhancement of income at all levels.
- 2009 ECS signed an MOU with the government of Nagaland to run the first PPP mode Primary Health Centre (PHC) in the state. This is essentially a 6 bedded hospital but the community has increased the same to a 35 bedded facility. Though in a remote setting, the centre is equipped with ultra sound machine, x-ray and basic lab facilities.
- 2010 The TATAs have joined in the initiative to promote livelihood options for the poor of the most remote regions of Tuensang. The Sir Ratan Tata Trust(SRTT) now covers 1200 families in 12 villages. The total acreage under citrus cultivation will be 700 acres and those under primary crop will be 500 acres.
- 2010 Another ten bedded CCC was established at Noklak which was eventually handed over to a local NGO in 2011.
- 2011 A water and sanitation project funded by SRTT has been launched to provide pure drinking water to rural villages. The project will cover 8 villages in the first phase and will eventually expand to the rest of the state. Both rain

harvest and gravity based water supply will be the primary means of water supply.

- 2011 ECS has initiated 85 new 'Joint Liability Groups' comprising of poor women. A total of Rs.1.4 crores has been released to the farmers through the bank. The subsidy component is 43% by NABARD.
- 2011 In just two years the Primary Health Centre has been empanelled as a unit to manage RSBY insurance programme. The insurance coverage is Rs 30,000 for a premium of just Rs 30 for BPL families. The centre caters to more than 70 patients every month. Free medicine and treatment is provided to those who come to the centre with the RSBY card. A tele-medicine unit is being launched very soon.
- 2012 Of the 85 JLGs, four are comprised of only PLHIVs totalling 43 members. The NABARD as part of the CSR initiative has sanctioned a grant of Rs 8 lakhs for piggery and poultry. In just one year the four groups comprising of only HIV people have sold piglets and pig worth Rs 4.5 Lakhs

Awards:

- 2001 'Excellence Award' by Indo-German Social Service Society.
- 2003 Governors Gold Medal, the Managing Director- ECS
- 2003 Governor's Gold Medal, Secretary, ECS.
- 2009 Certificate for distinguished service, by Red Cross, Nagaland.

Anurita Pathak Hazarika

Anurita Pathak Hazarika works in North East network, a woman's rights organisation working in Nagaland, Meghalaya and Assam. She has been engaged in the women rights movement since the past 16 years. Her areas of work are violence against women & women , peace and conflict issues. She has conducted studies on women in prisons, women's safety, domestic violence, conflict and violence on women, etc. by NEN. She is also associated with the Government of Assam to input on CM's vision for women and children, crimes against women and is a member of SHWAWP ICC for govt, semi govt, public sector undertaking, etc. She is associated with activism on women's issues at the UN level.

Also a trainer on above mentioned issues for both govt and non govt organisations.

List of participants

Sl. No.	Names	Names	Present posting and address	Contact Numbers
States				
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