



SUMMARY REPORT

Workshop to Finalize Training Modules on Gender

LBSNAA, Mussoorie

5th and 6th March 2012



Lal Bahadur Shastri National Academy of Administration



SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)

CONTENTS

List of Abbreviations	04
Background	05
Executive Summary	06
Inaugural Session	06
Group Work	14
Plenary Session	15
Concluding Session	30
Annexes	33
Annex A Workshop Agenda	
Annex B List of Participants	
Annex C Presentations	

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LIST OF ABBREVIATIONS

CEDAW	Committee on the Elimination of Discrimination against Women
DV Act	Domestic Violence Act
LBSNAA	Lal Bahadur Shastri National Academy for Administration
NIAR	National Institute for Administrative Research
NGC	National Gender Centre
NIAR	National Institute of Administrative Research
PNPBT	Pre-Conception and Pre-Natal Diagnostic Technique
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women

BACKGROUND

Workshop to Finalize Training Modules on Gender

The March Workshop was organized with an aim to finalize the training modules on gender for the different courses /programmes run by the Lal Bahadur Shastri Academy for Administration (LBSNAA) for civil servants and to consider the most appropriate nature of training inputs for the various courses. The Workshop was a follow-up to the National Consultation Workshop on Gender held in December 2011 which evaluated the existing training structure and inputs on Gender in the various training modules and which developed, thematic inputs, number and duration of inputs at the different stages of the courses and contents in the programmes, along with a list of resource material like reading material, audio-visual and case studies.

Specific Objectives of the Workshop

1. To finalize the training modules on Gender issues for the various programmes conducted in the Academy;
2. To finalize the contents, topics for each session, its methodology and contents of training modules for different levels;
3. To finalize the experts/resource persons, resource material and deliver the proposed training at all levels.

Lal Bahadur Shastri National Academy of Administration

The Lal Bahadur Shastri National Academy of Administration (LBSNAA) is a premier Institute of the country, which is entrusted, with the task of training senior members of the Civil Services in India. The Academy imparts training to the All India Services and the Central Services Group-A officers, in a common Foundational Course, along with training of recruits to the Indian Administrative Services. In-service training courses are also conducted for middle and senior level IAS officers, as well as for officers promoted to the IAS, from the State Civil Services.

The **National Gender Centre**, situated in the Academy, aims to **mainstream gender** in policy, programme formulation and implementation in Government, so as to establish gender as a priority concern in government and to ensure the equitable development of men and women. The Centre is committed to the programmes on gender sensitization. NGC's approach to gender equality has been to ensure that all aspects of its training programme mainstream gender equality issues in design and implementation and monitoring.

The Centre has been delivering gender training through courses and sensitization inputs to understand the conceptual and analytical gender relations framework to the regular courses run by the Academy, in the form of “stand-alone modules.”

EXECUTIVE SUMMARY

The Workshop to Finalize the Training Modules on Gender was held on 5th and 6th March 2012 at the Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie. The workshop was organized by the National Gender Centre of the LBSNAA with support from UN Women (refer to Annex A for full workshop agenda). The Workshop participants comprised a total of 35 gender experts from various parts of India along with officials from the LBSNAA and specialists from UN Women (refer to Annex B for participant list).

The aim of the workshop was to finalize the course content of the training modules for different levels of the various programmes conducted by the Academy. The Workshop brought together experts from various fields related to gender issues and evaluated the modular structure prepared in the National Consultation Workshop on Gender, held in December 2011 and further detailed the sessions, methodology and resource persons and materials list.

The current workshop was a follow-up of the December 2011 Workshop which was held to develop the themes and sessions at various stages of the different programmes at the Academy.

At the end of the current workshop the group proposed the methodology to be adopted for delivering each session, it also prepared a list of resource persons and resource material including audio-visual material and case studies.

1. Introduction

A Workshop to finalize the training modules on Gender was undertaken on 5th and 6th March 2012 at the LBSNAA, Mussoorie. The Workshop brought together experts from various fields related to gender issues and finalized the sessions and methodology for the various themes of courses taught at LBSNAA at different levels.

The Workshop aimed at finalizing the gender training modules for the different courses/programmes run by the Academy for civil servants and trainees of other services that visit the Academy.

2. Inaugural Session

The first session started with a welcome address by Mrs. Roli Singh, Deputy Director, National Gender Centre. Mrs. Singh provided the background information about LBSNAA and the National Gender Centre, further elaborating the work that had already been undertaken by the NGC to develop thematic modules on gender while recapping the National Consultation

Workshop held in December 2011. She emphasized on the need to finalize the training modules and prepare the resource materials which can be used for the courses based on the work developed during the last workshop. She elaborated the agenda for the current workshop stressing that during the current two-day workshop the groups need to detail each session and prepare a module for each session with a 10-12 slide PowerPoint presentation. The group was requested to detail out the sessions for Phase II and Phase III courses as they would commence soon, this would help the NGC to implement the newly developed curricula in the current year itself. This was followed by a round of introduction of the participants.

Discussion regarding the courses at the Academy followed in which the faculty informed the group about the various Phases, specifying that in Phase I the first module is district and land management, a week-long module and the Academy takes a session on succession law, women farmers and land law with Gorakhpur as an example. The second week in Phase I is rural development which also entwines well with gender issues and the Academy intends to hold a session on weaker section and on health. For the session on weaker sections and minorities, the Academy intends to use the exercises that the NGO, Jagorie had developed and explain the term ‘minorities’ using these games.

Ms. Abha Baiya commented that each session should have an extensive suggested list of reading material. Mr. Narayan commented that the group needs to be very careful while suggesting inputs on gender into courses and not be too ambitious of including gender in every module. As an example he mentioned urban management and how much of a gender perspective could be included in the module. To this Ms. Singh added that the Academy was at an inception stage in the urban issue, and that they were dealing with very basic issues in the urban subject. To this Ms. Govind Kelkar mentioned that 47% of the Indian population lives in the urban areas and there are issues like migration, slums, housing, violence which affect urban or infrastructure issues. Ms. Singh elaborated that in the urban issue currently the topics of water, health and sanitation are discussed and gender issues are highlighted. Ms. Nandita Shah suggested the use of case studies in these sessions as they sometimes prove more useful.

It was emphasized that the trainers conducting these courses need to be made aware through train the trainer workshops or otherwise, so that the content and the trainer weaves the gender issue in, well.

Ms. Singh mentioned that the Academy requires the material for the Training of Trainers so that the trainers are clear about it. She further elaborated that during winter the Academy undertakes a number of trainings for their own faculty including activities and case studies which are read in the evening and discussed the next morning.

Ms. Singh further elaborated the objectives of the various courses; she mentioned that the objective of the FC is sensitization, all other inputs are generic and have to give a perspective, like the place of India in the world, evolution of our quality, etc. Phase I she mentioned is the professional course and only IAS (administrative) people come back for it after a ‘Bharat Darshan’, in which the Academy builds in gender issues. She mentioned that instead of doing one long standalone course on Gender, the Academy refers to Gender through the length of all

courses for example law runs through the course on dowry etc. then there are other modules like public administration, ICT, etc. which also run through the length of courses. In the field study as well, gender issues are looked at in detail in the district training. The faculty however highlighted that the district training manual is basically land based manual, so it is difficult to include different issues. Ms. Singh informed that currently during the field study most students opt for topics of elections and MNREGA and it is difficult to persuade them to undertake gender specific study. Instead the Academy therefore gives them pointers to look at gender issues like empowerment, etc. in BDO. Ms. Singh emphasized that the role of the Academy is to provide the probationers with skills that would be important for them when they take charge of work. She explained that this is the last interface with the probationary officers and then they only come back to the Academy only after 7 years, hence it is the duty of the Academy to provide them with an overall picture.

The group then re-looked at the suggestions of the last workshop and went through the slides and provided valuable comments and suggestions. The same were incorporated as part of the discussions.

While going through the slide on FC – general concepts, it was informed that the comments of UN Women had been included. It was suggested that the probationers should also be informed about the national goals in addition to the MDGs. Nishi, faculty from TISS suggested investing one week looking at self, i.e. self-reflection and attitudinal change, spread over 5 days. This suggestion was appreciated by Ms. Singh and she requested TISS to share their session and also invited them to conduct a TOT for 3 to 5 days with the NGC faculty. However it was highlighted by TISS that it takes time for trainers to be trained. Ms. Abha Bhaiyya seconded the material and mentioned that if the self could be addressed then the rest can be done pretty easily and that FC was perhaps a better level to introduce it at, since IPS and IFS are also trained together.

Certain changes were suggested to FC, point on multiple identities was added, gender responsiveness was suggested to be taken to Phase I, point of ‘link gender to development’ was moved to Public administration.

Mr. Hassan, Director SIRD, Mysore offered to share 11 films on law and an e-learning module on the DV (domestic violence) Act.

The group further suggested the following changes to the existing slide presentation (refer to Annex D for the complete presentation),

2.1 Foundation Course

Background: The Foundation Course marks the transition from the academic world of the college and university to the structured system of Government. For most of the course participants, this course is their first introduction to government and governance, as also the role

of Government in the society. The course is designed in a manner so as to achieve the objectives outlined by arranging a combination of academic, outdoor, extra-curricular and co-curricular activities. During this period, the Academy endeavours to provide appropriate training inputs which would be useful to Officer Trainees (known popularly as OTs) in understanding the basic concepts of governance and the rules and regulations which are necessary for effective performance in government. Officer Trainees shall also acquire the personality traits and attitudes necessary for effective functioning.

The group agreed for 3 sessions on **FC – General Concepts** on the following topics,

- Building a gender perspective/ Gender Sensitization through self-awareness
- Multiple identities (power /powerlessness, access and denial to rights and entitlements)
- Concepts of gender includes, gender, sex, gender relations, gender equality, practical and strategic gender needs, women-empowerment through lectures, group exercises

The group agreed for 4 sessions on **FC – Law** on the following topics,

- Gender based violence – different forms and causes through role play, film, etc.
- Gender bias in legal framework and interpretation (case law methodology)
 - Domestic violence
 - Dowry
 - Sexual Harassment
 - Employment
- CEDAW through lecture and films

2.2 Phase I

Background: Phase-I is the first Professional Training Course conducted for the IAS and imparts rigorous training to the IAS Officer Trainees in a wide range of subjects to enable them to handle varied assignments that the officer typically holds in the first decade of service. It is of six month duration.

The group agreed for 3 sessions on **Gender** Module on the following topics,

- Integrating gender in the planning process from welfare to empowerment through lectures, panel discussion
- Gender analytical framework through group work (household, market place, community, state, etc.)

The group agreed for 2 sessions on **Law and Order** Module on the following topics,

- VAW
 - Community Based Social/Regulatory Systems (Khap Panchayats/Caste Panchayats, Honour crimes)
 - Communal violence
- Gender sensitization of law enforcement machinery and dealing with women agitations, women victims, women in custody and women victims of communal/mob violence

The group agreed for the following topics on **Public Administration** Module,

- Link of Gender and Development – gender equity and equality, policy approaches such as gender blind, gender neutral, MDGs, etc; gender responsive administration through lectures, films, case studies
- Laws related to political empowerment – 73rd and 74th Amendment, Women’s Reservation Bill

The group agreed for 3 sessions on **Weaker Sections/Minorities** Module on the following topics,

- Women not a homogenous category (SC/ST/Minorities/Migrants)
- Social Protection (pension, scholarship, NSA, issues of : single women, disability, old, working women, destitute women, Sex Workers, Women in custodial care, sexual minorities, provisions for sufferers of abuse)
- Women and Child trafficking
- Laws related to economic empowerment – Labour Laws, Factory Act, Equal Remuneration Act (ERA), Maternity Benefits Act, Minimum Wages Act, SHGs and MFI Bill

The group agreed for 3 sessions on **Law** Module on the following topics,

- Personal Laws – adoption, marriage and family, maintenance, inheritance and succession, etc. and Customary Laws
- Laws related to preventing violence against women – Dowry, 498A IPC, Molestation (509), Sexual Assault & Harassment, PCPNDT, Domestic Violence, Indecent Representation of Women Act

The group agreed for 1 session on **IAS in Perspective** Module on the following topic,

- Gender responsive administration, gender and civil services

The group agreed for 4 sessions on **District Administration and Land Management** Module on the following topics,

- Gender and land rights through statistics, films
- Gender sensitive disaster management, displacement R & R (development induced and disaster induced) *through case study*

The group agreed for 1 session on **Soft Skills** Module on the following topic,

- Gender sensitive communication and leadership styles

The group agreed for 5 sessions on **Health, Nutrition and Population** Module on the following topics,

- Drawing linkages between Gender, Health and violence
 - Access To & Utilization of RCH and other services
 - Sex Selection & Adverse Child Sex Ratio (0-6 years)
 - Population issues
 - Food Security and PDS (Violence)
 - Addressing Malnutrition
 - WATSAN

The group agreed for 4 sessions on **Rural Development and Agriculture** Module on the following topics,

- Feminisation of poverty, Agriculture and non-farm sector, access, ownership and control over resources – material, social, economic, skills; gender perspective in RD
- Role of women in management of CPRs and forest

The group agreed on **Governance Issues** Module on the following topic,

- EWRs and governance issues in panchayati raj

The group agreed for 4 sessions on **Urban Management** Module on the following topics,

- Gender and migration (both aspects – urban and rural)
- Urban slums - health, education, WATSAN
- Gender based planning in infrastructure – transport, civic amenities, safety and security of women, working women hostels, housing schemes
- Gender and livelihoods in the informal sector
- Sensitization of municipal councilors and 74th amendment

The group agreed for 2 sessions on **Education** Module on the following topics,

- Linkage with Gender: Female Literacy
 - Access & Utilization (post elementary and higher education)
 - Enrolment/Dropouts/out of School
 - Quality - Bias in content / Classroom environment
 - National Skill Mission and Community Colleges (National Council for Skill Development)

The group agreed for 2 sessions on **Financial Management and Project Appraisal** Module on the following topics,

- Applying a gender lens through the entire project life-cycle
- Gender disaggregated data for gender inclusive planning and monitoring (E-governance) (AWID)

The group agreed for 1 session on **Public Finance and Audit** Module on the following topic,

- Introduction to Gender budgeting and gender auditing

The group agreed for 1 session on **Regulatory Administration and Election** Module on the following topic,

- Ensuring gender sensitive conduct of elections – from preparation of electoral rolls onwards

The group agreed for 4 sessions on **Environment, Energy and Forest** Module on the following topics,

- Women's role in forestry and relationship with environment and energy
- Empowering women through schemes of forest/environment and Gender friendly interventions in alternative sources of energy
- Gender and Climate Change, vulnerability and adaptation

- Gender friendly technologies for reducing drudgery of women in households, farms and natural resource management, access to water and fuel

2.3 District Training Course

The group agreed for the following topics,

- Relook at the VSA & District Training Handbook (Questionnaire to be redesigned)
- Add an assignment on the SS
- To develop a case study
- Attachment with good NGOs/ CBOs

2.4 Phase II

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

The group agreed for the following topics,

- District assignments and experience sharing should reflect gender dimensions and policy & practice gaps
- Sharing best practices on gender – GO, NGO, civil society
- Building a gender component into the effective SDO/DM/MC seminars

2.5 Phase III

Background: Phase-III is the first mid career training program for the IAS officers and is held for the officers in the seniority of 7-9 years.

The group agreed for 8 sessions on the following topics,

- Inter-sectoral coordination and convergence for ensuring gender equality through case studies and success stories, panel discussion (gender based violence, Education, Health and nutrition, social protection, WATSAN, RD, Agriculture, disaster management)
- Implementation of relevant gender related laws like DV Act, 498 A, PC PNDT
- Gender aspects in EIA and social impact/processual assessment (*Project and PPP*)
- Mainstreaming gender in project cycle through exercise, case studies e.g. Gujarat earthquake recovery project, documentary (*Project and PPP*)
- Gender based monitoring and evaluation of development projects/programs (including development of gender sensitive indicators) and measuring gender inequality – GDI,GII, HDI, multi-dimensional poverty index, etc through lecture, exercise, (*Project and PPP*)
- Rights based perspective of development through panel discussion
- Gender budgeting through exercises, case studies

- Developing gender sensitive databases, NSS, census, time use surveys and state based surveys on contribution of women and men to various sectors e.g. care economy and computation of cost of gender inequality through lecture or panel, survey data sheets

2.6 Phase IV

Background: Phase-IV is the second mid-career training programme for the officers in the seniority of 14-16 years of service with an aim of imparting structured in-services training to inculcate in IAS officers the required competencies and prepare them for their next higher level of responsibilities.

The group agreed on the following topics,

- Engendering public policy papers and cabinet notes
- All existing electives should include gender impacts of existing public policy. Electives are limited and should also consider subjects like - climate change, disaster management, trade, good governance, curbing corruption
- Gender perspective on international negotiations on various sectoral issues such as climate change, disaster, trade, labour, WTO
- Also focus on policy for vulnerable and marginalized groups

2.7 Phase V

Background: Phase-V is the third mid-career training programme for the officers in the seniority of 24-26 years of service.

The group agreed on the following topics,

- Best national and global policies and practices in gender responsive planning
- Compliance to international agreements on gender related policies and laws

2.8 Induction Courses

Background: Induction courses are conducted for officers on the select list of the states or promoted to the IAS. The Course duration is eight weeks, including two weeks of Bharat Darshan (study tour). The inputs are designed in a manner to sharpen the skills and broaden their perspectives on issues in governance.

The group agreed for 7 sessions on the following topics,

- Building a gender perspective/ Gender Sensitization through quiz, role play, games, individual exercises,
- Concepts of gender includes, gender, sex, gender relations, gender equality, practical and strategic gender needs, women-empowerment through lectures, group exercises

- Link of Gender and development – gender equity and equality, policy approaches such as gender blind, gender neutral, MDGs, etc; gender responsive administration through lectures, films, case studies
- Integrating gender in the planning process from welfare-ism to empowerment through lectures, panel discussion
- Gender based violence – different forms and causes through role play, film, etc
- Gender bias in legal framework and interpretation (case law methodology)
 - Domestic violence
 - Dowry
 - Sexual Harassment
 - Employment
- CEDAW through lecture and films

3. Group Work

The Workshop was divided into four groups to discuss in detail the gender inputs for the various courses at the Academy and to develop training modules on Gender issues for the various programmes. Each group consisted of a mix of gender experts from different fields and faculty members of the LBSNAA. The groups discussed the courses in detail specifying the topics to be used along with the suggested methodology, resource persons and material for the proposed training at all levels.

Group I:

Group I focused on **Urban and Economic Issues** and comprised of **Ms. Swapna Bisht, Ms. Govind Kelkar,**

The group for the rest of the day developed and worked on the following themes:

- Rural Development, Agriculture & Land
- Environment and Energy
- Livelihood
- Urban Infrastructure

Group II:

Group II focused on **Self and Concepts Issue** and comprised of **Ms. Nishi Mitra, Ms Abha Bhaiya, Ms. Nandita Shah,**

The group for the rest of the day developed and worked on the various levels of courses being taught at the Academy.

Group III:

Group III focused on **Law and Governance Issue** and comprised of **Dr. Anita**

The group for the rest of the day developed and worked on the following themes:

- Governance and Law
- Law

Group IV:

Group IV focused on **Health and Social Issues** and comprised of Ms. Lipika Nanda, Mr. Sabu George, Ms. Shobita, Mr. R.C. Agarwal, Ms. Shobhana Boyle, Ms. Geetha and Mr. K Chandra Mouli.

The group for the rest of the day developed and worked on the following themes:

- Health, Nutrition and Population
- Education

4. Plenary Session

On Day 2 the four groups presented their work. Ms. Singh chaired the discussions during which some important suggestions came up. Ms. Singh informed the group that in Phase I the Academy cannot use external speakers and has to utilize in-house faculty and hence requested the group to provide training and resource material. Further the faculty of LBSNAA mentioned that in the project appraisal currently 3 project themes were being undertaken, on vaccines, power plant and housing and mentioned that it is possible to add women perspective in the social analysis e.g. how drudgery is reduced, labour opportunity cost, etc. It was suggested that during the lectures it is important to include the spin off on gender issues in the economic model. A reference to use the NWCD manual with a ready-made check-list was also made.

With regard to Law and Governance, it was mentioned that Ms. Nidhi has already shared some material with Ms. Anjali Chauhan. Ms. Singh requested for case studies and readings for the various laws, to which the groups agreed to share case laws as well as films.

The group further discussed and suggested the following changes to the existing group work (See Annex C for the complete group work),

3.1 Urban and Economic Issues

In the Urban and Economic Issues Module, the group suggested four broad themes,

- Rural Development, Agriculture & Land
- Environment and Energy
- Livelihood
- Urban Infrastructure

Under the Theme **Rural Development, Agriculture and Land**, the following topics were suggested,

- Feminisation of Poverty, access, control and ownership of resources- material, Social, Economic, Skills; Gender perspective in RD, Gender Budgeting in RD
- Role of Women in Management of CPRs (Common Property Resources)
- Women's role in agriculture and agriculture related schemes and GRB

Methodology suggested: for Topic 1 it was suggested to use, data, Case Studies, Films (Green Economy –Bina Agarwal)

Resource Persons suggested:

Topic 1: N.C Saxena; Jean Dreze; National Skills Mission

Topic 2: Mr. P.P Soti (member state Planning Commission); NCS- Chaya Datar, TISS; Vandana Shiva; Seema Kulkarni, Pune; Shiraz Balsara

Topic 3: Ms. Neeraj Suneja (MoA); Rukmani Rao, Hyderabad; N C Saxena,

Resource Material suggested: For Topic 1 and 2 it was suggested to use,

- Govind Kelkar (PPTs on women & agriculture and women & forest), self-paper and NC's paper, Global conference on Women and Farmers
- Subscribe Journals - World Development, Feminist Economist, development and Change,
- Gender Budgeting Related Resources (Swapna Bisht to provide the same)

Under the Theme **Environment and Energy**, the following topics were suggested,

- Women's role in forestry and relationship with environment and energy
- Empowering Women through schemes of forest/environment and gender friendly interventions in alternative sources of energy
- Gender and Climate change, vulnerability and adaptation
- Gender friendly technologies for reducing drudgery of women households, farms and natural resource management, access to water and fuel

Methodology suggested: Case Studies, Films, Input Sessions

Resource Persons suggested: Vinita Sharma (Department of Science and Technology); Govind Kelkar; Harish Hande; SELCO- Karnatake- Drudgery; Gopal Krishnan; National Innovations Council- Sam Pitroda; Prof Anil Gupta- National Innovation Council; Gopa Pandey; Sumi Krishnan; Ruchi Badola, Wildlife Institute, Dehra Dun; Vandana Shiva

Resource Material suggested: Booklets from IFAD (Govind Kelkar); Women spaces in Forests (Dr. N.C Saxena)- Govind Kelkar; UNDP and UN WOMEN – Govind Kelkar and Swapna; UN Women’s study on renewable energy; Gender Audit of the renewable energy (Swapna)

Under the Theme **Livelihood**, the following topics were suggested,

- NRLM & MKSP
- National Skill Mission (HRD)
- Gender concerns in NREGA
- Kudumbashree

Methodology suggested: Case studies, Films, Input Sessions, programme documents and Budgets, Implementation process and partners involved

Resource Persons suggested:

Topic 1 & 2: Mr. T.Vijay Kumar (MoRD); Gujarat Experience (SABU); Gagan Sethi, Janvikas, Ahmedabad; Deep Joshi, ex Pradan, Member NAC; Nivedita Narayan, Pradan; Budithi Rajshekhar, CEO, IKP

Topic 3: Jean Dreze; Dr. Jeyaranjan (Govind Kelkar); Prof. Indira Hirway; Aruna Roy; Nikhil Dey; Mihir Shah, Member Planning Commission

Topic 4: Devika, CDS, Trivandrum; Geetha, IAS officer (Kerala cadre)

Resource Material suggested: Nil

Under the Theme **Urban Infrastructure**, the following topics were suggested,

- Water
- Roads and transport
- JNNURM
- Gender Audit
- Safety and Security
- Low cost housing

Methodology suggested: Case Studies, presentations and case papers; Time-use surveys; Opportunity cost study

Resource Persons suggested: Lekha (NIPFP); Ritu Dewan , Economics Department, Bombay University (Roads and transport); Renu Khosla (JNNURM); Amita Bhide, TISS; Ratnakar Gaikwad; Kalpana Vishwanath (Safety and Security); Sheela Patel, SPARC; Sunder Burra; Ashwani Bhide

Resource Material suggested: Papers (to be provided by Swapna Bisht); JNNURM (Policy Brief, UN Women); Time-use surveys (to be provided by Rekha Chakravarty); Opportunity cost study – jagori on two resettlement

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3.2 Self and Concepts Issue

In the **Self and Concepts** Issues Module, the group suggested issues for various courses at the LBSNAA,

Foundation level – A

Objectives:

1. Awareness of self as gendered subject.
2. Critically look at socialization process contributing to gender identity- (attitude, beliefs and behaviour)
3. To make for progressive changes in myself- leaving the gendered baggage behind.

Issue 1:

Childhood experiences- Boy/ girl

- Gender, rights and identity
- Discrimination/ secondary identity
- Issues of autonomy or interdependence
- Leadership
- Sexuality
- Violence
- Analyze socialization process

Issue 2:

Looking at ourselves now – how does childhood impact my skills, achievements, attitudes, choices in the present.

Issue 3:

Alternative ways of being

- Cross cultural literature
- Psychological, Psychoanalytical and feminist literature
- Reimagining myself

Methodology suggested: Participative, experiential learning process

Resource Persons suggested: Nishi Mitra, Centre for Womens Studies, TISS; Sunita Menon, Breakthrough; Abha Bhaiya, Jagori

Resource Material suggested: To be designed and brought by the resource persons and Gender Budgeting Related Resources to be provided by Swapna Bisht

Foundation level – B

Objective: Understanding the basic concepts of gender

Issue 1:

Gender – Conceptual category

- Difference between Sex and Gender
- Gender roles- sexual division of labour-
- productive and reproductive
- Gender , power and relationship
- Gender intersectionalities
- Institutional impact on gender (family, religion, culture, economics, politics, media
- Gender equality

Methodology suggested: Participative, experiential learning process; Reading Materials; Exercise sheets; Case studies; Films/ clips

Resource Persons suggested: Nishi Mitra, Centre for Women’s Studies, TISS; Sunita Menon, Breakthrough; Abha Bhaiya, Jagori; Nandita Shah, Akshara; Sujata Khandekar; Gender Planning Training Project group; LBSNAA

Resource Material suggested: To be designed and brought by the resource persons; Patriarchy concepts

Phase 1 – A

Objectives:

- 1.Awareness of self as gendered subject.
- 2.Critically look at socialization process contributing to gender identity- (attitude, beliefs and behaviour)
- 3.To make for progressive changes in myself- leaving the gendered baggage behind

Issue 1:

Childhood experiences- Boy/ girl

- Gender and identity
- Discrimination/ secondary identity
- Issues of autonomy or interdependence
- Leadership
- Sexuality
- Violence
- Analyze socialization process

Issue 2:

Looking at ourselves now – how does child hood impact my skills, achievements, attitudes, choices in the present.

Issue 3:

Alternative ways of being

- Cross cultural literature
- Psychological, Psychoanalytical and feminist literature
- Reimagining myself

Methodology suggested: Intensive, Participative, experiential learning process

Resource Persons suggested:

Issue 1: Nishi Mitra, Centre for Women’s Studies, TISS; Mr George Hans Vom Berg- RCI International Switzerland

Issue 2 & 3: Nishi Mitra, Centre for Women’s Studies, TISS; Abha Bhaiya, Jagori

Resource Material suggested: To be designed and brought by the resource persons

Phase 1 – B

Objective: Providing an overview on changes in perspective on gender and development

Issue 1: Women and Development

- Welfare to Empowerment Approaches
- Integrated Equality and Equity Debate
- Strategic and practical gender needs

Issue 2: Gender Analytical Framework

Methodology suggested: Lecture; case study and discussion

Resource Persons suggested: Sri latha Batliwala; Kalyani Menon Sen; Ramya Subramanium; UNICEF; GPTP group; Abha Bhayai/ Sunita Dhar, Jagori

Resource Material suggested: To be designed and brought by the resource persons

Phase 2

Objective: Link concept to practice. Evolve gender sensitive indicators for policy and practice related outcomes

Methodology suggested: Lecture & Exercise

Resource Persons suggested: Sejal Dhand; Anandi; Womens Studies TISS; Kalyani Menon Sen; Veena Poonacha, SNTD, Mumbai

Resource Material suggested: The resource person will design the session

Phase 3

Objective:

Link practice to gender sensitive policy making skills

- Inter-sectoral coordination and convergence for ensuring gender equality
- Developing gender sensitive database and time use surveys
- Mainstreaming gender in project cycles
- Evaluation of gender budgeting.

Methodology suggested: Lecture & Exercise

Resource Persons suggested: Jayati Ghosh, JNU; Dr Anita Rath, TISS; Ranjini Murti, Consultant; Yamini Krishnamurti, UN Women

Resource Material suggested: Nil

Phase 4

Objective:

- Linking Indian Policy to international perspective on Gender
- MDG3 goals

Methodology suggested: Panel Discussion

Resource Persons suggested: Ann Stenhammer UN Women; Mallika Dutt; Breakthrough; Indira Jaisingh; Madhu Mehra; Sunila Abeysekara; Shashi Tharoor

Resource Material suggested: Handouts

Phase 5

Objective:

- Rejuvenating Gender Policy
- Application of new gender concepts into policy

Methodology suggested: Seminar / Workshop

Resource Persons suggested: Nil

Resource Material suggested: Books

3.3 Law and Governance Issue

In the Law and Governance Module, the group suggested two broad themes,

- **Governance and Law**
- **Law**

Under the Theme **Governance and Law**, 5 Units were suggested,

UNIT –I:

- Introduction to governance (governance structure) and gender responsive governance: inclusion i.e. community, polity and administration.
- Participation beyond presence (at every level)
- Affirmative action

Methodology suggested: Brainstorming, lecture –cum-discussion, audio-visual, e-learning modules

Resource Persons suggested: Dr.Anita, Prof.SIRD, Rajasthan, Ms.Sarojini Ganju Thakur, Chairperson Private Colleges regulatory Commission, HP. Harsh Mander, TR Raghunandan

Resource Material suggested: Nil

UNIT –II:

- Acknowledging women’s citizenship and ensuring equal partnership in governance
- Increasing women’s visibility
- Engendering public spaces and processes for greater participation in movements, campaigns, federations, associations and networks

Methodology suggested: Nil

Resource Persons suggested: C.P. Sujjaya, Dr. Nirmala Buch, Sudha Mohan, Kanchan Mathur

Resource Material suggested: Nil

UNIT –III:

- Listening to diverse voices, accepting different choices: facilitating mainstreaming of women’s issue in local self-governments, PRIs, DPC, ULBs and gram sabhas with a focus on the 73rd and 74th Amendment

Methodology suggested: Nil

Resource Persons suggested: Bureaucrats: Dr.Anita, Dr.Nirmala Buch,V.Radha, Chandra Iyengar, Manisha Mhaiskar. Activists: Bhim Raskar, Rashtriya Mahila Andolan, Neela Limaye, Maharashtra Mahila Parishad, Bharati Sharma, Maharashtra Mahila Parishad

Resource Material suggested: Nil

UNIT –IV:

- Women’s participation in decision-making (planning, budget, development plans and programmes and projects) implementation, monitoring and evaluation
- Organizing gender budgets

Methodology suggested: Nil

Resource Persons suggested: Dr.Anita, Rashmi Singh (NMEW), Prof. Jayati Gosh. UN Women, Dr.Shalini Rajneesh, Sangita Verma, Economic Advisor, WCD

Resource Material suggested: Nil

UNIT –V:

- Addressing issues of violence against women emanating from the above
- Scrutinizing party manifestos, public policies and plans with a gender lens

Methodology suggested: Nil

Resource Persons suggested: Kanchan Mathur, Sunita Dhar, Kalpana Vishwanath, Nirmala Samant Prabhalvalkar, Sangita Verma

Resource Material suggested: Kanchan Mathur agreed to send studies and the other group members also agreed to share studies

Under the Theme **Law**, 2 Units were suggested,

UNIT –I:

- Understanding the linkages between governance and major legal frameworks/ mechanisms and institutions to ensure gender equality
International – UDHR, CEDAW, CRC, UNHRC,
National – NHRC, SHRC, NCW, SCW

Methodology suggested: Nil

Resource Persons suggested: Abha Joshi, Madhu Mehra, Flavia Agnes, V Elizabeth (NMLS Law, Mumbai)

Resource Material suggested: Nil

UNIT –II:

- Constitutional provisions protecting women’s rights and gender equality : Fundamental Rights and Directive Principles of State Policy and Fundamental duties
- Major social legislations protecting women’s right : PCPNDT Act, child marriage prevention Act, Dowry Prohibition Act, PWDV Act, guidelines for protection of Sexual Harassment, IPC provisions on VAW, Personal Laws and Inheritance laws, labour laws, maternity benefit Act, Minimum wages, equal remuneration Act, family courts Act, Adoption, family and marriage, succession and customary laws, Immoral Prevention Trafficking Act, Indecent Representation of Women Act

Methodology suggested: Nil

Resource Persons suggested: Vrinda Grover , Anand Grover, Ved Kumari, Poonam Saxena, Kalpana Kannabiran, Neelima Dutta, Sanober Keshwar, Professor Hargopal, Ghanshyam Shah, Veena Gowda, Monica Sakhrani, Ujwala Kadrekar, P M Nair, Sunitha Krishnan

Resource Material suggested: Nil

3.4 Health and Social Issue

Under Phase I of the Health and Social Sciences, two themes were identified,

- **Health, Nutrition and Population**
 - Drawing linkages between Gender, Health and violence
 - Population issues
 - Access To & Utilization of RCH and other services
 - Sex Selection & Adverse Child Sex Ratio (0-6 years)
 - Food Security and PDS (Violence)
 - Addressing Malnutrition
 - WATSAN
- **Education**
 - Linkage with Gender: Female Literacy
 - Access & Utilization (post elementary and higher education)

- Enrolment/Dropouts/out of School
- Quality - Bias in content / Classroom environment
- National Skill Mission and Community Colleges (National Council for Skill Development)

Under Theme 1 of Health, Nutrition and Population, 6 sessions were suggested,

Session 1: Population

Topics:

- National Population Policy
- Programmes and state experiences
- Myths about population

Methodology suggested: Nil

Resource Persons suggested: Prof. Padmini Swaminathan, TISS (Hyderabad), Mrs Nirmala Buch, retd. IAS officer (Bhopal), Imrana Qadeer, CWDS (ex-JNU)

Resource Material suggested: UNFPA resource material on population; Outlook magazine's 12 March 2012 publication – Article: Forced Family Planning, BJP style, in MP

Session 2: Access To & Utilization of RCH and other services

Topics:

- Critical re-look of National Health Policy and what are the issues and gaps
- Differential access to health services by men and women, social, geographical
- Issues of gender based violence
- Analysis of utilization of health services by men and women and its usage in decision making

Methodology suggested: Nil

Resource Persons suggested: Dr. Prashant Mahapatra, IAS officer (Andhra cadre), Dr Abhijeet Das, Centre for Health and Social Justice (CHSJ)(NRHM), Abhay Bang, SEARCH (Early neo-natal care), Dr. Prashanta Tripathi, Ekjut (maternal mortality), Sharad Iyengar, ARTH (abortion services), Sarojini N.B., SAMA, Padma, CEHAT, Manisha Gupte, Masum, CHETNA, Dr. Shubhada Maitra, TISS, Dr. Surendar Jaiswal, TISS, Laxmi Lingam, TISS, Renu Khanna, Baroda

Resource Material suggested: Lipika Nanda's resource CD, UNFPA resource material, R. C. Agarwal's material – ppt.

Session 3: Sex Selection & Adverse Child Sex Ratio (0-6 years)

Topics:

- Demographic situation
- Long term consequences
- Medical ethics
- Implementation of law
- District experience
- Good practices

Methodology suggested: Nil

Resource Persons suggested: Sabu George, Activist; Puneet Bedi, Apollo Hospital (Delhi); M. Geetha, IAS officer (DM, Ujjain); Shyam Vardhene, DM Sangli; Jaya Velankar, New Delhi

Resource Material suggested: Laadli Films, Film – Life on the Edge (UNFPA), Film – Uska Aana, UNFPA publications/reports

- i. Declining Child Sex Ratio in India, Literature review
- ii. Trends in Sex Ratio at Birth and Estimates of Girls Missing at Birth in India
- iii. Special Financial Incentive Schemes for the Girl Child in India – Review of Select Schemes
- iv. Why do Daughters go missing?
- v. Compilation and analysis of Case Laws on PC PNDT
- vi. Film – No country for young girls

Session 4: Addressing Malnutrition

Topics:

- National Nutrition policy – hungama report,
- Programmes – ICDS, SABLA, DULAR,
- Access to nutrition
- Rehabilitation, Preventing malnutrition – RUTF
- Cross-sector issues

Methodology suggested: Nil

Resource Persons suggested: Veena Shatrughan, ex National Institute for Nutrition (NIN), Hyderabad; Satish Agnihotri, IAS officer (Orissa cadre), Mumbai; UNICEF; Dr Sameer N Chowdhary, Child In Need Institute (CINI) (addressing SAM); Ex-Mission Head for Malnutrition, Malegaon

Resource Material suggested: Hungama report; UNICEF resource material; NFHS report; NIN annual database; Devinfo database; EPW articles (group to send articles); Books by Satish Agnihotri

Session 5: WATSAN

Topics:

- Access to health, WATSAN (water and sanitation) and impact of non-availability of WATSAN on women's health, sanitation and quality of life
- Budgetary allocation and utilization for WATSAN
- Models of low cost toilet services
- Eco-sanitation

Methodology suggested: Nil

Resource Persons suggested: Anjan Prakash, SACIwater – Hyderabad; Yogesh, Samarthan (Madhya Pradesh); SULABH; SPARC, Mumbai (refer Nandita for resource person); Department of Drinking Water Supply; Suneeta Dhar, Jagori; UNICEF; Ram Krishna Mission; Centre for Science, Wardha; WaterAid; WASH Institute, Kodaikanal; CSE – Sunita Narayan; CBGA; Seema Kulkarni, Pune

Resource Material suggested: Gender and Essential services in low income communities Report (Jagori and WICI); Handbook on women safety audits in low income urban neighborhoods with focus on essential services (Jagori and WICI); WATSAN report by Vimla Ramchandran; Film – Swaraj, Q2P; UNICEF resource material; Case study of SULABH; Data from the department of Drinking Water Supply; Case study – Mahila Samakhya; Time use statistics from CSO

Session 6: Food Security and PDS

Topics:

- Universal or targeted
- National Food Security Bill
- Mid-day meal (see where do you want to put it)
- Public Distribution System (PDS)
- PDS v/s cash transfer

Methodology suggested: Nil

Resource Persons suggested: K Raju, Joint Secretary, National Advisory Council (NAC) (Food Bill); Jean Dreze, Allahabad University (Right to Food)

Resource Material suggested: Right to Food website

Under Theme 2 of Education, 2 sessions were suggested,

Session 1: Gender and Education

Topics:

- National Policy on Education (1986)
- Analyzing data on access to both elementary and higher education and looking at the gaps
- Reasons for non-enrolment, for drop-outs, absenteeism with focus on gender
 - Quality - Bias in content / Classroom environment (and how they are not very gender friendly)
 - Right to Education
 - Panel Discussion (one separate session may be devoted to panel discussion)
 - Adult Literacy, Sakshar Bharat Mission
 - Non-formal education (adult/child)

Methodology suggested: Nil

Resource Persons suggested: Rukmini Banerjee, Pratham; MV Foundation, Hyderabad; Venu Gupta, Commissioner SSA, Rajasthan; Geeta Nambissan, JNU; V. P Goel, Statistical Advisor, MHRD; R. Govinda, NEUPA; Vrinda Swaroop, Secretary Finance, IAS (UP cadre), ex JS, MHRD; Anita Kaul, IAS (Karnataka cadre); Dipta, Nirantar; Anita Rampal, Delhi University; Yogendra, Bodh Shiksha Samiti, Jaipur; Anjali, Eklavya (Madhya Pradesh); Farida Lambay, ex-Nirmala Niketan, Mumbai; Azim Premji Foundation/University; Amitabh Kundu, JNU (diversity index)

Resource Material suggested: Shobita to provide a list of resource material; Lipika's resource CD; National Literacy Mission

Session 2: National Skill Mission and Community Colleges (National Council for Skill Development)

Methodology suggested: Nil

Resource Persons suggested: Govt. of India; Govt. of Karnataka

Resource Material suggested: Nil

Under Phase II of the Health and Social Sciences, the following topics were identified,

Topics:

- Costing of DV-budgetary allocations
- Experience sharing on Implementation of (1 session)
 - (a) PC&PNDT Act and MTP Act
 - (b) Domestic Violence Act
- Experience sharing on Implementation of (1 session)
 - (a) Right to Education

(b) Sexual Harassment Bill

Methodology suggested: Nil

Resource Persons suggested: Arvind Kumar, Joint Secretary Insurance and Financial Services, Ministry of Finance (PC&PNDT Act); Varsha Deshpande, Satara (mobile: 09822072056) (PC&PNDT Act); Dr. M. Geetha, DM Ujjain (PC&PNDT Act); Ujjwala, CEHAT, Mumbai (Domestic Violence Act); Anita Kaul, IAS (Karnataka cadre) (Right to Education); Vinod Raina, BGVS (Right to Education); Ask Ujjwala for resource person for Sexual Harassment Bill; T. F. Thekkekar, ACS Maharashtra; Nandita Gandhi, Akshara; Yamini Mishra, UN Women

Resource Material suggested: Refer to Phase I resource material

Under Phase III of the Health and Social Sciences, the following topics were identified,

Topics:

- Inter-sectoral coordination and convergence for ensuring gender equality through panel discussion (gender based violence, Education, Health and nutrition, social protection, WATSAN, RD, Agriculture, disaster management)
- Mission Convergence

Methodology suggested: Nil

Resource Persons suggested: Inter-sectoral coordination and convergence panel for ensuring gender equality panel discussion: C.P. Sujaya (IAS retired); Feroza Mehrotra (IAS retired); Sarojini Thakur (IAS retired); Saeeda Hamid; Rashmi Singh, NMEW

Resource Material suggested: UNFPA resources on district data management and planning (Shobna will provide data)

Under Phase IV of the Health and Social Sciences, the following topics were identified,

Topics:

- Focus on policy for vulnerable and marginalized groups (1 Session)
 - (a) Analysis and impact assessment of existing schemes/policies/programmes for target groups
- Engendering public policy papers and cabinet notes (1 session)

Methodology suggested: Nil

Resource Persons suggested:

Focus on policy for vulnerable and marginalized groups - Vijay Kumar, Joint Secretary, MoRD; K. Raju, NAC; Wajahat Habibulla, ex-CIC; Chaya Ratan, Special Chief Secretary, DWCD; Shabnam Hashmi; Harsh Mander, CES;

Engendering public policy papers and cabinet notes - Sandhya Kannenganti, Postal Services
Satish Agnihotri, DG, Shipping; Sarojini G Thakur, ex IAS officer

Resource Material suggested: To be provided by the resource persons

Under Phase V of the Health and Social Sciences, the following topics were identified,

Topics:

- Best national and global policies and practices in gender responsive planning
- Compliance to international agreements on gender related policies and laws

Methodology suggested: Nil

Resource Persons suggested: Suneeta Dhar, Jagori; UNIFEM/UNCTAD; Jayati Ghosh, JNU; S. Narayanan, ASCI, Hyderabad

Resource Material suggested: Nil

4. Concluding Session

A round of discussion followed and recommendations were made to consolidate the work of the groups. The final presentations were prepared (See Annex D for details). This was followed by a Vote of thanks by Mrs Roli Singh, Deputy Director, LBSNAA and the participating experts expressed their gratitude to the organizers of the workshop.

The workshop concluded with the presentation of mementoes to the participating experts by Mrs Roli Singh.

For further information:

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Mussoorie–248 179 (Uttarkhand)
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Annex A

Programme Agenda

Agenda



SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)

Annex B

List of Participants

SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)

Presentations

Presentation 1 –Presentation of December 2011 revised on 5th March 2012

Group I & II

Group Work combined and revised

FC- General Concepts

- **Building a gender perspective/** Gender Sensitization
through self awareness
- **Multiple identities** (power /powerlessness, access and
denial to rights and entitlements)
- **Concepts of gender** includes, gender, sex, gender relations,
gender equality, practical and strategic gender needs,
women-empowerment through lectures, group exercises

*** 3 sessions**

FC - Law

- Gender based violence – different forms and causes **through role play, film, etc**
- Gender bias in legal framework and interpretation (case law methodology)
 - Domestic violence
 - Dowry
 - Sexual Harassment
 - Employment
- CEDAW **through lecture and films**

* 4 sessions

Phase I –Gender

- **Integrating gender in the planning process from welfare to empowerment** **through lectures, panel discussion**
- **Gender analytical framework** **through group work** (household, market place, community, state, etc.)

* 3 sessions

Phase I – Law and Order

- VAW
 - Community Based Social/Regulatory Systems (Khap Panchayats/Caste Panchayats, Honour crimes)
 - Communal violence
- **Gender sensitization of law enforcement machinery and dealing with women agitations, women victims, women in custody and women victims of communal/mob violence**

* 2 sessions

Phase I - Public Administration

- **Link of Gender and Development –** gender equity and equality, policy approaches such as gender blind, gender neutral, MDGs, etc; gender responsive administration **through lectures, films, case studies**
- **Laws related to political empowerment**
 - 73rd and 74th Amendment, Women's Reservation Bill

Phase I - Weaker Sections/Minorities

- Women not a homogenous category (SC/ST/Minorities/Migrants)
- Social Protection (pension, scholarship, NSA, issues of : single women, disability, old, working women, destitute women, Sex Workers, **Women in custodial care**, sexual minorities, provisions for sufferers of abuse)
- Women and Child trafficking
- **Laws related to economic empowerment** – Labour Laws, Factory Act, Equal Remuneration Act (ERA), Maternity Benefits Act, Minimum Wages Act, SHGs and MFI Bill

* 3 sessions

Phase I - Law

- **Personal Laws** – adoption, marriage and family, maintenance, inheritance and succession, etc. **and Customary Laws**
- **Laws related to preventing violence against women** – Dowry, 498A IPC, Molestation (509), Sexual Assault & Harassment, PCPNDT, Domestic Violence, Indecent Representation of Women Act

* 3 sessions

Phase I – IAS in Perspective Module

- **Gender responsive administration, gender and civil services**

** 1 session*

District administration and land management module

- **Gender and land rights** *through statistics, films*
- **Gender sensitive disaster management, displacement R & R (development induced and disaster induced)** *through case study*

** 4 sessions*

Soft skills

- **Gender sensitive communication and leadership styles**

* 1 session

Health, Nutrition & Population

- Drawing linkages between Gender, Health and violence
 - Access To & Utilization of RCH and other services
 - Sex Selection & Adverse Child Sex Ratio (0-6 years)
 - Population issues
 - Food Security and PDS (Violence)
 - Addressing Malnutrition
 - WATSAN

* 5 sessions

Rural Development and Agriculture

- Feminisation of poverty, **Agriculture and non farm sector**, access, **ownership** and control over resources – material, social, economic, skills; gender perspective in RD
- Role of women in management of CPRs **and forest**

* 4 sessions

Governance Issues

- EWRs and governance issues in panchayati raj

Urban Management

- Gender and migration (both aspects – urban and rural)
- Urban slums - health, education, WATSAN
- Gender based planning in infrastructure – transport, civic amenities, **safety and security of women**, working women hostels, housing schemes
- Gender and livelihoods in the informal sector
- Sensitization of municipal councilors **and 74th amendment**

Education

- Linkage with Gender: Female Literacy
 - Access & Utilization (post **elementary and higher education**)
 - Enrolment/Dropouts/out of School
 - Quality - Bias in content / Classroom environment
 - **National Skill Mission and Community Colleges (National Council for Skill Development)**

* 2 sessions

Financial Management and Project Appraisal

- **Applying a gender lens through the entire project life-cycle**
- **Gender disaggregated data for gender inclusive planning and monitoring (E-governance) (AWID)**

** 2 sessions*

Public Finance and Audit module

- **Introduction to Gender budgeting and gender auditing**

** 1 session*

Regulatory Administration and Election

- **Ensuring gender sensitive conduct of elections – from preparation of electoral rolls onwards**

*** 1 session**

Environment, energy, forests

- **Women's role in forestry and relationship with environment and energy**
- **Empowering women through schemes of forest/environment and Gender friendly interventions in alternative sources of energy**
- **Gender and Climate Change, vulnerability and adaptation**
- **Gender friendly technologies for reducing drudgery of women in households, farms and natural resource management, access to water and fuel**

*** 4 sessions**

District Training

- Relook at the VSA & District Training Handbook (Q'aire to be redesigned)
- Add an assignment on the SS
- To develop a case study
- Attachment with good NGOs/ CBOs

Phase II

- District assignments and experience sharing should reflect gender dimensions and policy & practice gaps
- Sharing best practices on gender – GO, NGO, civil society
- Building a gender component into the effective SDO/DM/MC seminars

Phase III

- Inter-sectoral coordination and convergence for ensuring gender equality [through case studies and success stories](#), [panel discussion](#) (gender based violence, Education, Health and nutrition, social protection, WATSAN, RD, Agriculture, disaster management)
- Implementation of relevant gender related laws like DV Act, 498 A, PC PNDR
- Gender aspects in EIA and social impact/processual assessment (*Project and PPP*)
- Mainstreaming gender in project cycle [through exercise](#), [case studies e.g. Gujarat earthquake recovery project](#), [documentary](#) (*Project and PPP*)
- Gender based monitoring and evaluation of development projects/programs (including development of gender sensitive indicators) and measuring gender inequality – GDI, GII, HDI, multi-dimensional poverty index, etc [through lecture, exercise](#), (*Project and PPP*)
- Rights based perspective of development [through panel discussion](#)
- Gender budgeting [through exercises, case studies](#)
- Developing gender sensitive databases, NSS, census, time use surveys and state based surveys on contribution of women and men to various sectors e.g. care economy and computation of cost of gender inequality [through lecture or panel, survey data sheets](#)

* 8 sessions

Phase IV

- Engendering public policy papers and cabinet notes
- All existing electives should include gender impacts of existing public policy. Electives are limited and should also consider subjects like - climate change, disaster management, trade, good governance, curbing corruption
- Gender perspective on international negotiations on various sectoral issues such as climate change, disaster, trade, labour, WTO
- Also focus on policy for vulnerable and marginalized groups

Phase V

- Best national and global policies and practices in gender responsive planning
- Compliance to international agreements on gender related policies and laws

Induction Courses

- **Building a gender perspective/** Gender Sensitization through quiz, role play, games, individual exercises,
- **Concepts of gender** includes, gender, sex, gender relations, gender equality, practical and strategic gender needs, women-empowerment through lectures, group exercises
- **Link of Gender and development** – gender equity and equality, policy approaches such as gender blind, gender neutral, MDGs, etc; gender responsive administration through lectures, films, case studies
- **Integrating gender in the planning process from welfare-ism to empowerment** through lectures, panel discussion
- **Gender based violence** – different forms and causes through role play, film, etc
- **Gender bias in legal framework and interpretation** (case law methodology)
 - Domestic violence
 - Dowry
 - Sexual Harassment
 - Employment
- **CEDAW** through lecture and films

• * 7 sessions

Film resources

- *Films and Documentaries like Bol, Arth, Band File, Bawandar, Damini, Astitiva, Dor, Uska Aana, Mann ke Manjire, Babul, Jor se Bol, Missing, No SHIT please, Agni Snan, Lajja, documentary on introduction on CEDAW, etc.*
- * Film list to be provided by Jagore and Akshara*

Presentation 2 – Group Work 1

Details	Methodology	Resource Person	Resource Material/person responsible
Theme 1 Rural Development, Agriculture & Land			
Feminisation of Poverty, access, control and ownership of resources- material, Social, Economic, Skills; Gender perspective in RD, Gender Budgeting in RD	Data, Case Studies, Films (Green Economy –Bina Agarwal)	N.C Saxena Jean Dreze Skills National Skills Mission	Govind Kelkar (PPTs on women & agriculture and women & forest), self paper and NC's paper, Global conference on Women and Farmers
Role of Women in Management of CPRs (Common Property Resources)		Mr. P.P Soti (member state Planning Commission) NCS- Chaya Datar, TISS Vandana Shiva Seema Kulkarni, Pune Shiraz Balsara	Subscribe Journals - World Development, Feminist Economist, development and Change, Gender Budgeting Related Resources (Swapna)
Women's role in agriculture and agriculture related schemes and GRB		Ms. Neeraj Suneja (MoA) Rukmani Rao, Hyderabad N C Saxena,	
Theme 2			

SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)

Environment and Energy			
Women's role in forestry and relationship with environment and energy	Case Studies, Films, Input Sessions	Vinita Sharma (Department of Science and Technology) Govind Kelkar Harish Hande SELCO- Karnataka- Drudgery Gopal Krishnan National Innovations Council- Sam Pitroda Prof Anil Gupta- National Innovation Council Gopa Pandey Sumi Krishnan Ruchi Badola, Wildlife Institute, Dehra Dun Vandana Shiva	Booklets from IFAD (Govind Kelkar)
Empowering Women through schemes of forest/environment and gender friendly interventions in alternative sources of energy			Women spaces in Forests (Dr. N.C Saxena)- Govind Kelkar
Gender and Climate change, vulnerability and adaptation			UNDP and UN WOMEN – Govind Kelkar and Swapna
Gender friendly technologies for reducing drudgery of women households, farms and natural resource management, access to water and fuel			UN Women's study on renewable energy Gender Audit of the renewable energy.....(Swapna)
Theme 3 Livelihood			
NRLM & MKSP National Skill Mission (HRD)	Case studies, Films, Input Sessions, programme documents and Budgets, Implementation process and partners involved	Mr. T.Vijay Kumar (MoRD) Gujarat Experience (SABU) Gagan Sethi, Janvikas, Ahmedabad Deep Joshi, ex Pradan, Member NAC Nivedita Narayan, Pradan Budithi Rajshekhar, CEO, IKP	
Gender concerns in NREGA			

		Kelkar) Prof. Indira Hirway Aruna Roy Nikhil Dey Mihir Shah, Member Planning Commission	
Kudumbashree		Swapna will provide information Devika, CDS, Trivandrum Geetha, IAS officer (Kerala cadre)	
Theme 4 Urban Infrastructure			
Water Roads and transport JNNURM Gender Audit Safety and Security Low cost housing	Case Studies, presentations and case papers Time-use surveys Opportunity cost study	Lekha Ch....(NIPFP) Ritu Dewan , Economics Department, Bombay University (Roads and transport) Renu Khosla (JNNURM) Amita Bhide, TISS Ratnakar Gaikwad Kalpana Vishwanath (Safety and Security) Sheela Patel, SPARC Sunder Burra, Ashwani Bhide	Papers (Swapna) JNNURM (Policy Brief, UN Women) Time-use surveys (Rekha Chakravarty) Opportunity cost study – jagori on two resettlement

Presentation 3 – Group Work 2

Self and Concepts			
Details	Methodology	Resource Person	Resource Material/person responsible
Foundation level – A			
Objectives:			
<ol style="list-style-type: none"> 1. Awareness of self as gendered subject. 2. Critically look at socialization process contributing to gender identity- (attitude, beliefs and behaviour) 3. To make for progressive changes in myself- leaving the gendered baggage behind. 			
Issue 1: Childhood experiences- Boy/ girl - Gender, rights and identity - Discrimination/ secondary identity - Issues of autonomy or interdependence - Leadership - Sexuality - Violence - Analyze socialization process	Participative, experiential learning process	Nishi Mitra Centre for Womens Studies TISS - 09819766358 Sunita Menon Breakthrough - 09999904002 Abha Bhaiya Jagori - 09468768872	To be designed and brought by the resource persons 4-8 session Gender Budgeting Related Resources (Swapna)

Issue 2: Looking at ourselves now – how does childhood impact my skills, achievements, attitudes, choices in the present.	Participative, experiential learning process	Nishi Mitra Centre for Womens Studies TISS - 09819766358 Sunita Menon Breakthrough - 09999904002 Abha Bhaiya Jagori - 09468768872	To be designed and brought by the resource persons 4-8 session Gender Budgeting Related Resources (Swapna)
Issue 3: Alternative ways of being -Cross cultural literature - Psychological, Psychoanalytical and feminist literature - Reimagining myself	Participative, experiential learning process	Nishi Mitra Centre for Womens Studies TISS - 09819766358 Sunita Menon Breakthrough - 09999904002 Abha Bhaiya Jagori - 09468768872	To be designed and brought by the resource persons
Foundation level – B			
Objectives:			
<ol style="list-style-type: none"> 1. Understanding the basic concepts of gender 			
Issue 1: Gender – Conceptual category - Difference between Sex and Gender - Gender roles- sexual division of labour-	Participative, experiential learning process Reading Materials Exercise sheets Case studies	Nishi Mitra Centre for Womens Studies TISS - 09819766358 Sunita Menon Breakthrough - 09999904002	To be designed and brought by the resource persons Patriarchy concepts

SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)

<p>productive and reproductive</p> <ul style="list-style-type: none"> - Gender , power and relationship - Gender intersectionalities - Institutional impact on gender (family, religion, culture, economics, politics, media - Gender equality 	Films/ clips	<p>Abha Bhaiya Jagori – 09468768872</p> <p>Nandita Shah, Akshara</p> <p>Sujata Khandekar,</p> <p>Gender Planning Training Project group</p> <p>LBSNAA</p>	3-4 sessions
Phase 1 – A			
Objectives:			
<ol style="list-style-type: none"> 1. Awareness of self as gendered subject. 2. Critically look at socialization process contributing to gender identity- (attitude, beliefs and behaviour) 3. To make for progressive changes in myself- leaving the gendered baggage behind 			
Issue 1: Childhood experiences- Boy/ girl	Intensive, Participative, experiential learning process	<p>Nishi Mitra Centre for Womens Studies TISS - 09819766358</p> <p>Mr George Hans Vom Berg- RCI International Switzerland - h.g.vb@bluwin.ch</p>	<p>To be designed and brought by the resource persons</p> <p>18 sessions of 1.30 hrs over 5 days</p>
<ul style="list-style-type: none"> - Gender and identity - Discrimination/ secondary identity 			

<ul style="list-style-type: none"> - Issues of autonomy or interdependence - Leadership - Sexuality - Violence - Analyze socialization process 		+41796605764	
Issue 2: Looking at ourselves now – how does childhood impact my skills, achievements, attitudes, choices in the present.	Participative, experiential learning process	<p>Nishi Mitra Centre for Womens Studies TISS - 09819766358</p> <p>Abha Bhaiya Jagori - 09468768872</p>	To be designed and brought by the resource persons
Issue 3: Alternative ways of being -Cross cultural literature - Psychological, Psychoanalytical and feminist literature - Reimagining myself	Participative, experiential learning process	<p>Nishi Mitra Centre for Womens Studies TISS - 09819766358</p> <p>Abha Bhaiya Jagori - 09468768872</p>	To be designed and brought by the resource persons
Phase 1 – B			
Objective:			
<ol style="list-style-type: none"> 1. Providing an overview on changes in perspective on gender and development 			
Issue 1: Women and Development - Welfare to Empowerment Approaches	Lecture; case study and discussion	<p>Sri latha Batliwala</p> <p>Abha Bhayai/ Sunita Dhar Jagori - 09468768872</p>	To be designed and brought by the resource persons

SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)

<ul style="list-style-type: none"> - Integrated Equality and Equity Debate - Strategic and practical gender needs 			
Issue 2: Gender Analytical Framework	Lecture; case study and discussion	Sri latha Batliwala Kalyani Menon Sen Ramya Subramaniam, UNICEF GPTP group Abha Bhayai/ Sunita Dhar Jagori - 09468768872	To be designed and brought by the resource persons
Phase 2			
Objective: Link concept to practice Evolve gender sensitive indicators for policy and practice related outcomes	Lecture & Exercise	Sejal Dhand Anandi Womens Studies TISS Kalyani Menon Sen Veena Poonacha, SNDT, Mumbai	The resource person will design the session 2 sessions
Phase 3			

Objective: Link practice to gender sensitive policy making skills	Lecture & Exercise	Jayati Ghosh, JNU Dr Anita Rath, TISS Ranjini Murti, Consultant Yamini Krishnamurti, UN Women	4 sessions
<ul style="list-style-type: none"> - Inter sectoral coordination and convergence for ensuring gender equality - Developing gender sensitive database and time use surveys - Mainstreaming gender in project cycles - Evaluation of gender budgeting. 			
Phase 4			
Objective: Linking Indian Policy to international perspective on Gender MDG3 goals	Panel Discussion	Ann Stennhammer UN Women Mallika Dutt Breakthrough Indra Jaisingh Madhu Mehra Sunila Abeysekara Shashi Tharoor	Handouts 2 sessions
Phase 5			
Rejuvenating Gender Policy Application of new gender concepts into policy	Seminar / Workshop		Books 4 sessions

Presentation 4 – Group Work 3

Law and Governance			
Details	Methodology	Resource Person	Resource Material/person responsible
Theme 1			
GOVERNANCE AND LAW			
UNIT –I			
Introduction to governance (governance structure) and gender responsive governance: inclusion i.e. community, polity and administration. Participation beyond presence (at every level) Affirmative action	Brainstorming, lecture –cum- discussion. Audio-visual, e-learning modules	Dr. Anita, Prof.SIRD, Rajasthan. Ms.Sarojini Ganju Thakur, Chairperson Private Colleges regulatory Commission, HP. Harsh Mander, TR Raghunandan.	

Acknowledging women's citizenship and ensuring equal partnership in governance Increasing women's visibility Engendering public spaces and processes for greater participation in movements, campaigns, federations, associations and networks		C.P. Sujjaya Dr. Nirmala Buch Sudha Mohan Kanchan Mathur	
Listening to diverse voices, accepting different choices: facilitating mainstreaming of women's issue in local self governments, PRIs, DPC, ULBs and gram sabhas with a focus on the 73th and 74 th Amendment		Bureaucrats: Dr. Anita, Dr.Nirmala Buch, V.Radha, Chandra Iyengar, Manisha Mhaiskar. Activists: Bhim Raskar, Rashtriya Mahila Andolan Neela Limaye, Maharashtra Mahila Parishad Bharati Sharma, Maharashtra Mahila Parishad	
Women's participation in decision-making (planning, budget, development plans and programmes and projects) implementation, monitoring and evaluation Organizing gender budgets		Dr. Anita, Rashmi Singh (NMEW), Prof. Jayati Gosh. UN Women, Dr. Shalini Rajneesh, Sangita Verma, Economic Advisor, WCD	

SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)

Addressing issues of violence against women emanating from the above Scrutinizing party manifestos, public policies and plans with a gender lens		Kanchan Mathur, Sunita Dhar, Kalpana Vishwanath, Nirmala Samant Prabhalvalkar, Sangita Verma	Kanchan will send studies, other group members will also share studies
Theme 2			
LAW			
Understanding the linkages between governance and major legal frameworks /mechanisms and institutions to ensure gender equality International – UDHR, CEDAW, CRC, UNHRC, National – NHRC, SHRC, NCW, SCW		Abha Joshi, Madhu Mehra, Flavia Agnes V Elizabeth (NMLS Law, Mumbai)	
Constitutional provisions protecting women's rights and gender equality : Fundamental Rights and Directive Principles of State Policy and Fundamental duties		Vrinda Grover , Anand Grover Ved Kumari Poonam Saxena Kalpana Kannabiran Neelima Dutta Sanober Keshwar Professor Hargopal Ghanshyam Shah	

Major social legislations protecting women's right : PCPNDT Act, child marriage prevention Act, Dowry Prohibition Act, PWDV Act, guidelines for protection of Sexual Harassment, IPC provisions on VAW, Personal Laws and Inheritance laws, labour laws, maternity benefit Act, Minimum wages, equal remuneration Act, family courts Act, Adoption, family and marriage, succession and customary laws Immoral Prevention Trafficking Act Indecent Representation of Women Act		Veena Gowda Monica Sakhrani Ujwala Kadrekar P M Nair Sunitha Krishnan	
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Presentation 5 – Group Work 4

Health and Social Issues			
Details	Methodology	Resource Person	Resource Material/person responsible
Phase I Health and Social Sciences			
Theme 1 Health, Nutrition & Population			
<ul style="list-style-type: none"> Drawing linkages between Gender, Health and violence <ul style="list-style-type: none"> Population issues Access To & Utilization of RCH and other services Sex Selection & Adverse Child Sex Ratio (0-6 years) Food Security and PDS (Violence) Addressing Malnutrition WATSAN 			
Session 1: Population			
Topics: <ul style="list-style-type: none"> National Population Policy Programmes and state experiences Myths about population 		Prof. Padmini Swaminathan, TISS (Hyderabad) Mrs Nirmala Buch, retd. IAS officer (Bhopal) Imrana Qadeer, CWDS (ex-JNU)	UNFPA resource material on population Outlook magazine 12 March 2012 publication – Article: Forced Family Planning, BJP style,

Health and Social Issues			
Details	Methodology	Resource Person	Resource Material/person responsible
Session 2: Access To & Utilization of RCH and other services			
Topics: <ul style="list-style-type: none"> Critical re-look of National Health Policy and what are the issues and gaps Differential access to health services by men and women, social, geographical Issues of gender based violence Analysis of utilization of health services by men and women and its usage in decision making 		<ul style="list-style-type: none"> Dr. Prashant Mahapatra, IAS officer (Andhra cadre) Dr Abhijeet Das, Centre for Health and Social Justice (CHSJ)(NRHM) Abhay Bang, SEARCH (Early neo-natal care) Dr. Prashanta Tripathi, Ekjut (maternal mortality) Sharad lyengar, ARTH (abortion services) Sarojini N.B., SAMA Padma, CEHAT Manisha Gupte, Masum CHETNA Dr. Shubhada Maitra, TISS Dr. Surender Jaiswal, TISS Laxmi Lingam, TISS Renu Khanna, Baroda 	<ul style="list-style-type: none"> Lipika Nanda's resource CD UNFPA resource material R. C. Agarwal's material – ppt.
Session 3: Sex Selection & Adverse Child Sex Ratio (0-6 years)			
Topics: <ul style="list-style-type: none"> Demographic situation Long term consequences 		<ul style="list-style-type: none"> Sabu George, Activist Puneet Bedi, Apollo Hospital (Delhi) 	<ul style="list-style-type: none"> UNFPA publications/reports

**SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)**

<ul style="list-style-type: none"> • Medical ethics • Implementation of law • District experience • Good practices 		<ul style="list-style-type: none"> • M. Geetha, IAS officer (DM, Ujjain) • Shyam Vardhene, DM Sangli • Jaya Velankar, New Delhi 	<ul style="list-style-type: none"> i. Declining Child Sex Ratio in India, Literature review ii. Trends in Sex Ratio at Birth and Estimates of Girls Missing at Birth in India iii. Special Financial Incentive Schemes for the Girl Child in India – Review of Select Schemes iv. Why do Daughters go missing? v. Compilation and analysis of Case Laws on PC PNDT vi. Film – No country for young girls
<p>Session 4: Addressing Malnutrition</p> <p>Topics:</p> <ul style="list-style-type: none"> • National Nutrition policy – hungama report • Programmes – ICDS, SABLA, DULAR, • Access to nutrition • Rehabilitation, Preventing malnutrition - RUTF • Cross-sector issues 		<ul style="list-style-type: none"> • Veena Shatrughan, ex National Institute for Nutrition (NIN), Hyderabad • Satish Agnihotri, IAS officer (Orissa cadre), Mumbai • UNICEF • Dr Sameer N Chowdhary, Child In Need Institute (CINI) (addressing SAM) • Ex-Mission Head for Malnutrition, Malegaon 	<ul style="list-style-type: none"> • Hungama report • UNICEF resource material • NFHS report • NIN annual database • Devinfo database • EPW articles (group to send articles) • Books by Satish Agnihotri
<p>Session 5: WATSAN</p> <p>Topics:</p> <ul style="list-style-type: none"> • Access to health, WATSAN (water and sanitation) and impact of non-availability of WATSAN on women's health, sanitation and quality of life • Budgetary allocation and utilization for WATSAN 		<ul style="list-style-type: none"> • Anjan Prakash, SACIwater - Hyderabad • Yogesh, Samarthan (Madhya Pradesh) • SULABH • SPARC, Mumbai (refer Nandita for resource person) • Department of Drinking 	<ul style="list-style-type: none"> • Gender and Essential services in low income communities Report (Jagori and WICI) • Handbook on

		<ul style="list-style-type: none"> • UNICEF • Devinfo Database 	
<p>Session 4: Addressing Malnutrition</p>			
<p>Topics:</p> <ul style="list-style-type: none"> • National Nutrition policy – hungama report, • Programmes – ICDS, SABLA, DULAR, • Access to nutrition • Rehabilitation, Preventing malnutrition - RUTF • Cross-sector issues 		<ul style="list-style-type: none"> • Veena Shatrughan, ex National Institute for Nutrition (NIN), Hyderabad • Satish Agnihotri, IAS officer (Orissa cadre), Mumbai • UNICEF • Dr Sameer N Chowdhary, Child In Need Institute (CINI) (addressing SAM) • Ex-Mission Head for Malnutrition, Malegaon 	<ul style="list-style-type: none"> • Hungama report • UNICEF resource material • NFHS report • NIN annual database • Devinfo database • EPW articles (group to send articles) • Books by Satish Agnihotri
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**SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)**

<ul style="list-style-type: none"> Models of low cost toilet services Eco-sanitation 		<p>Water Supply</p> <ul style="list-style-type: none"> Suneeeta Dhar, Jagori UNICEF Ram Krishna Mission Centre for Science, Wardha WaterAid WASH Institute, Kodaikanal CSE – Sunita Narayan CBGA Seema Kulkarni, Pune 	<p>women safety audits in low income urban neighborhoods with focus on essential services (Jagori and WICI)</p> <ul style="list-style-type: none"> WATSAN report by Vimla Ramchandran Film – Swaraj, Q2P UNICEF resource material Case study of SULABH Data from the department of Drinking Water Supply Case study – Mahila Samakhya Time use statistics from CSO
<p>Session 6: Food Security and PDS</p>			

<p>Topics:</p> <ul style="list-style-type: none"> Universal or targeted National Food Security Bill Mid-day meal (see where do you want to put it) Public Distribution System (PDS) PDS v/s cash transfer 		<ul style="list-style-type: none"> K Raju, Joint Secretary, National Advisory Council (NAC) (Food Bill) Jean Dreze, Allahabad University (Right to Food) 	<ul style="list-style-type: none"> Right to Food website
<p>Theme 2 Education</p> <ul style="list-style-type: none"> Linkage with Gender: Female Literacy <ul style="list-style-type: none"> Access & Utilization (post elementary and higher education) Enrolment/Dropouts/out of School Quality - Bias in content / Classroom environment National Skill Mission and Community Colleges (National Council for Skill Development) 			
<p>Session 1: Gender and Education</p>			
<p>Topics:</p> <ul style="list-style-type: none"> National Policy on Education (1986) Analyzing data on access to both elementary and higher education and looking at the gaps Reasons for non-enrolment, for drop-outs, absenteeism with focus on gender <ul style="list-style-type: none"> Quality - Bias in content / 		<ul style="list-style-type: none"> Rukmini Banerjee, Pratham MV Foundation, Hyderabad Veenu Gupta, Commissioner SSA, Rajasthan Geeta Nambissan, JNU V. P Goel, Statistical Advisor, MHRD R. Govinda, NEUPA Vrinda Swaroop, Secretary Finance, IAS (UP cadre), ex 	<ul style="list-style-type: none"> Shobita to provide a list of resource material Lipika's resource CD National Literacy Mission

SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)

<p>Classroom environment (and how they are not very gender friendly)</p> <ul style="list-style-type: none"> • Right to Education • Panel Discussion (one separate session may be devoted to panel discussion) • Adult Literacy, Sakshar Bharat Mission • Non-formal education (adult/child) 		<p>JS, MHRD</p> <ul style="list-style-type: none"> • Anita Kaul, IAS (Karnataka cadre) • Dipta, Nirantar • Anita Rampal, Delhi University • Yogendra, Bodh Shiksha Samiti, Jaipur • Anjali, Eklavya (Madhya Pradesh) • Farida Lambay, ex-Nirmala Niketan, Mumbai • Azim Premji Foundation/University • Amitabh Kundu, JNU (diversity index) 	
Session 2: National Skill Mission and Community Colleges (National Council for Skill Development)			
Topics:		<ul style="list-style-type: none"> • Govt. of India • Govt. of Karnataka 	
Phase II			
Topics: <ul style="list-style-type: none"> • Costing of DV-budgetary allocations • Experience sharing on Implementation of (1 session) 		<ul style="list-style-type: none"> • Arvind Kumar, Joint Secretary Insurance and Financial Services, Ministry of Finance (PC&PNDT Act) • Varsha Deshpande, Satara 	<ul style="list-style-type: none"> • Refer to Phase I resource material

<p>(a) PC&PNDT Act and MTP Act (b) Domestic Violence Act</p> <ul style="list-style-type: none"> • Experience sharing on Implementation of (1 session) <p>(a) Right to Education (b) Sexual Harassment Bill</p> <p><i>Presuming that there are a total of 4 sessions and we claim 2 session</i></p>		<p>(mobile: 09822072056) (PC&PNDT Act)</p> <ul style="list-style-type: none"> • Dr. M. Geetha, DM Ujjain (PC&PNDT Act) • Ujjwala, CEHAT, Mumbai (Domestic Violence Act) • Anita Kaul, IAS (Karnataka cadre) (Right to Education) • Vinod Raina, BGVS (Right to Education) • Ask Ujjwala for resource person for Sexual Harassment Bill • T. F. Thekkekar, ACS Maharashtra • Nandita Gandhi, Akshara • Yamini Mishra, UN Women 	
Phase III			
Topics: <ul style="list-style-type: none"> • Inter-sectoral coordination and convergence for ensuring gender equality through panel discussion (gender based violence, Education, Health and nutrition, social protection, WATSAN, RD, Agriculture, disaster management) • Mission Convergence 		<p>Inter-sectoral coordination and convergence panel for ensuring gender equality panel discussion:</p> <ul style="list-style-type: none"> • C.P. Sujaya (IAS retired) • Feroza Mehrotra (IAS retired) • Sarojini Thakur (IAS retired) • Saeeda Hamid • Rashmi Singh, NMEW 	<ul style="list-style-type: none"> • UNFPA resources on district data management and planning (Shobna will provide data)

SUMMARY REPORT –Workshop to Finalize Training Modules on Gender
LBSNAA, Mussoorie (5th and 6th March 2012)

Phase IV			
<p>Topics:</p> <ul style="list-style-type: none"> • Focus on policy for vulnerable and marginalized groups (1 Session) (a) Analysis and impact assessment of existing schemes/policies/programmes for target groups • Engendering public policy papers and cabinet notes (1 session) 		<p>Focus on policy for vulnerable and marginalized groups</p> <ul style="list-style-type: none"> • Vijay Kumar, Joint Secretary, MoRD • K. Raju, NAC • Wajahat Habibulla, ex-CIC • Chaya Ratan, Special Chief Secretary, DWCD • Shabnam Hashmi, • Harsh Mander, CES <p>Engendering public policy papers and cabinet notes</p> <ul style="list-style-type: none"> • Sandhya Kannenganti, Postal Services • Satish Agnihotri, DG, Shipping • Sarojini G Thakur, ex IAS officer 	<ul style="list-style-type: none"> • To be provided by the resource persons
Phase V			
<p>Topics:</p> <ul style="list-style-type: none"> • Best national and global policies and practices in gender responsive planning • Compliance to international agreements on gender related policies and laws 		<ul style="list-style-type: none"> • Suneeta Dhar, Jagori • UNIFEM/UNCTAD • Jayati Ghosh, JNU • S. Narayanan, ASCI, Hyderabad 	