

Report on the
Thematic Workshop
on
Gender Responsive Budgets and VAW
December 17 to 19, 2014
LBSNAA, Mussoorie



Organised by NGC, LBSNAA in collaboration with MWCD, New Delhi

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Programme Overview

National Gender Centre, LBSNAA, had organized a three day Workshop on “Gender Responsive Budgets & Violence against Women” in collaboration with the Ministry of Women & Child Development, New Delhi, from the 17 to 19 of December, 2014. This thematic training programme was organized with an objective to highlight the issue of Violence against Women and Gender Responsive Budgets and create the linkage between the two. The need to address this was felt to be critical in view of the focus on the issue in governance today, but also to highlight the complexity of having a holistic approach in view of the multi-dimensional nature of the issue of Violence against women. Unlike many other governance issues, e.g. health which can be dealt with by one department the issue of violence against women requires a coordinated approach across several departments- health, justice, policies, prosecution, women and child etc. The programme aimed to provide a dynamic platform for deliberation and discussion by bringing together senior officers belonging to key departments such as Home, Finance, Planning and Health from the Centre as well as states of Punjab, Karnataka, Odisha, Manipur, Bihar, Delhi, Uttarakhand and Rajasthan; to interact and address issues of GRB and VAW in an attempt to create a more sensitive and Gender neutral environment in governance. The various learnings of the multi-faceted programme were emphasized to impact both budgeting of VAW provisions and the quality of its implementation in the states. In order to ensure a comprehensive approach in policy-making, the participants were made aware of specific budgeting provisions which also included enhancing responsibility for the implementation of schemes and provisions related to VAW and Gender Budgets, which cut across departments. They developed action plans around specific issues.

The entire methodology of the programme was participatory in nature with exercises of various kinds, case studies and the development of state based action plans which could form the basis of future follow up within the state.

The programme started with a welcome and introduction by Ms Anjali Chauhan, Associate Professor, NGC, LBSNAA. This was followed by opening by Ms Sarojini G Thakur, (Retd. IAS) who emphasized the need for such a programme where participants share their experiences and views and also understand that a society that does not take care of its women and children, cannot progress.

Over the three days, the participants from the various states were exposed to and deliberated on concepts, issues and challenges of Gender Responsive Budgets and Violence Against Women. The faculty of experts included specialists in the fields of Gender, Law, GRB, civil society organisations operational in the state and civil service officials from the central governments, who are key players in the governance of Gender Responsive Budgets and VAW in the country. Throughout the programme the participants showed a high degree of responsiveness to and engagement with the topics and faculty, exposing the need for such a platform to bring together different perspectives in governance and create a

common ground for concrete action for going forward. Entry and exit level questionnaires were administered to the participants in order to gauge the level of learning in the three days. From these it was clear that the participants understood the concepts, issues and the programme has brought the clarity in their doubts and made them think about their roles and responsibilities.

The programme closed with a valedictory function presided by Ms Roli Singh, Senior Deputy Director, LBSNAA and Director – NGC, LBSNAA, who reiterated the need to debate, deliberate and discuss how we can reduce discrimination against women and give them their rightful place in society.

Each participant received a certificate and copy of the group photograph taken on the first day but more importantly, left Mussoorie sensitised to and with a good contextual understanding of Gender Responsive Budgets and Violence against Women.

Session Briefs

Day One – December 17, 2014

Introduction and Welcome- Anjali Chauhan

On behalf of the National Gender Centre (NGC), Ms. Anjali Chauhan, welcomed the participants and briefly explained the purpose of this programme as a platform to sensitise those in governance on Gender Responsive Budgets and Violence against Women and understand the context of the current situation. She emphasized that this particular course was a unique course as it was for the first time that five key departments came together to share the experiences on a dynamic platform to deal with issues of VAW and GRB. The programme was designed to provide contemporary background and develop the context before moving on to the conceptual, legal and development aspects of GRB and VAW; thereby giving the participants a holistic perspective on the issue.

Session One

Setting the Context for VAW – Understanding Gender and Gender Inequality – Sarojini G Thakur

Ms Sarojini Ganju Thakur, Gender Expert and Advisor to NGC, LBSNAA, sketched the current trends of our society by categorically emphasizing that despite interventions being made, and progress on many fronts especially related to health and elementary education there were still persistent gaps in achieving gender equality. Adding on to the background given earlier, she explained that the all-pervasive issue of Violence Against Women can neither be understood nor addressed in isolation and that violence cannot be limited to one level. Violence against women cuts across caste, religion and class and is not related only to poverty and this was brought out by a group exercise conducted a little into the session.

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 determinant with clearly defined anatomical characteristics.

Giving an overview of the general conception of Gender, Ms Thakur brought out that gender inequality, being only one axis of inequality, is different from other inequalities that are deeply entrenched in our society because each one of us is in various gender relationships. Gender relations extend 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.

Interspersed with instances and examples, she successfully brought out the gendered roles assigned by the society and pictographically defined Formal Equality, Approach to Equality, Substantive Equality Approach and Protectionist Approach and explained how almost all

aspects of the society are intricately linked to Gender. 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.

Elaborating further, she explained how Practical Gender relates 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 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 social transformation. These include legal reform, reproductive choice and new extra household resources.

Ms. Thakur, stated that it is essential to talk about Gender because investing in women is linked to economic growth as it results in benefits in every sphere including education, health, nutrition and improved well-being. Hence, *investing in women is smart economics*. The invisible work of women needs to be made visible she said paraphrasing John Maynard Keynes to the effect that 'as long as a woman is my housekeeper her income contributes to the economy. The minute I marry her, her work becomes invisible.' According to the World Bank, financing women is "Smart Economics" because it is an investment in human capital and future generations.

The nature of Gender inequality relates to Gender specific disadvantage, Gender intensified disadvantage and bureaucratically imposed disadvantage. Although there has been much progress, inequalities persist because of a patriarchal mindset and blocked access to resources including money, information and awareness. These inequalities can be Gender intensified or Gender imposed. She went on to say that administrators should take this into consideration while developing interventions in order to improve both the condition and position of women in society by mainstreaming gender into policy programmes.

Gender Mainstreaming, as defined by ECOSOC (1997), is 'the process of assessing the implication for women and men of any planned action, including legislation, policies and programmes in all areas and at all levels. It is a strategy for making women as well as men's concerns and experiences an integral dimension of design, implementation, monitoring and evaluation so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve Gender equality.

Moving on to the group exercise, the participants were divided into four groups and were given the task of establishing the location of Gender relations and the inequalities that surface from birth to death in culture and society. Each group took on separate areas namely, Family and Household, Community, Market and State. Rapporteurs from each group then reported the points from their discussions to the plenum. Ms. Thakur stressed 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, bread-winner of the family, 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 explicitly brought out in the celebration of festivals like lohri and thali bajana, 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. Use Indian sayings, 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. Role of religion and community institutions.

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 grass-root level. Communities also need to be sensitised to Gender so that policies translate into reality and reduce the critical Gender gap.

Explaining how gender functions at several levels and touching upon its wide-ranging impacts, she explained the loss of productivity in the economic sphere for bearing Violence against Women. VAW being an all-encompassing issue affects one and all thereby all pay the cost for bearing it – from the victim and survivor, children and family to the government and police.

On an ending note, she stressed that VAW is not just an issue between the victim and perpetrator but an issue that is widely social in its causes and effects.

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

Session Two

Legislative Responses to different forms of VAW – Flavia Agnes

Flavia Agnes, Director, Majlis Legal Centre, and a practicing lawyer in the Bombay High Court gave an insightful glimpse of the legislative responses to the different forms of Violence Against Women that have grown strong roots in the society. She began by asking general questions related to recent legislative reforms triggered by rampant incidents of violence against women across the country. The landmark Report of Justice Verma Committee which was constituted due to widespread protests following the horrific 16th December gang rape and murder case in New Delhi brought in specific amendments to existing rape law. Drawing from a legislation enacted earlier in 2012, the Protection of Children from Sexual Offences (POCSO) Act, the legislation, Criminal Law Amendment (CLA) Act 2013, widened the definition of rape beyond peno-vaginal penetration and included a wide category of abuse and perversions within its scope.

The POCSO Act had already brought in radical changes to the then existing rape law provisions of IPC, made the law gender neutral and 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 to protect vulnerable witnesses.

The Delhi Gang Rape saw unprecedented protests and agitation from the student community and activist groups. However Ms. Agnes pointed out that it was because of the international press and the tarnishing projection of the capital of a developing nation being unsafe for women in the global sphere that the government was compelled to enact a stringent law. The incident captured the attention of various UN and EU bodies. As the pressure mounted, the leaders were forced to act. Within one month of Justice Verma Committee submitting its report and within 5 months since the gruesome incident of gang rape, the provisions dealing with rape and sexual assault had been reformed.

The other important amendment in recent years was provisions to protect women from domestic violence and dowry harassment. Tracing the history of introduction of various provisions within the criminal law such as section 498 A of IPC, and the issue of its misuse, sections 304 B (dowry death), 306 (abetment to suicide) and other essential laws such as Dowry Prohibition Act, 1961 and its amendments in 1984 and 1986, she stressed that such legislative responses did not appear out of the blue. Social and material conditions expressing the need for such laws paved way for such law reforms. However very soon, women's groups realised that penal provisions of criminal, even the most stringent ones, do not serve to provide protection to women and hence a demand was made for a civil law on domestic violence using a convergence model bringing together several stake holders. Hence the Protection of Women from Domestic Violence Act, (PWDVA) was enacted in 2005.

Tracing the history of legislative reforms in the area of violence against women, Ms. Agnes described how the adverse judgement of the Supreme Court in the custodial rape case in 1978, where a sixteen year old tribal girl, Mathura was raped by two policemen in a Police Station in Chandrapur district of Maharashtra in 1972, prompted the state to reform the provisions of rape law which had remained unchanged since 1860 when IPC was enacted. The changes were in three seminal ways: For the first time, the principle of minimum punishment was introduced, – seven years for ordinary cases and ten years for aggravated cases – custodial rapes, rapes of minors, pregnant women, etc. The burden of proof was shifted from the victim to the accused in custodial situations. A new section was inserted to book officials even when the sexual act is consensual.

However, these provisions hardly had any impact as rape trials continued to be harrowing and the victim continued to be the suspect and her moral character, rather than the act of the accused, continued to be the focus of the trial. It is not surprising that in the following years while crimes records showed a steady increase in reported cases, the conviction rate dropped and the deterrent value of the amended law was totally lost.

Over riding this reality, after the Delhi gang rape again there was a demand for even more stringent punishment and the government response was quick and resulted in yet another change in the rape law.

However, despite these stringent provisions, support for individual victims is sadly lacking in our system and there is still no significant change in the mindset of the stake holders, the police, the prosecution and the judiciary and there is no clarity among stake holders about inherent gender discrimination and structural violence that prevails in our society. She iterated that although the law has become progressive, ground reality has not kept up. Though the Indian state is pro active in passing legislations, this does not reflect in changes on the ground due to the gap in implementation. Also a conviction driven criminal legal system does not provide necessary support to the victim and measures of rehabilitation and integration are not mainstreamed within legal provisions.

Referring to concerns of governance and judiciary, she said, the most positive change subsequent to the Delhi gang rape in 2012 is that the system is now open, and is willing to positively respond to initiatives by civil society organisations.

Referring to the recent amendment concerning the legal provisions, now different body parts need to be clearly recorded in the FIR but there is a cultural barrier both for the police as well as complainant and evasive terms such as 'izzat loot liya' (he robbed my honour) , or he 'aan per haath lagaya' (he touched my body) etc. are used rather than a clear description of the specific body part that was violated and the form in which the violation took place. This makes conviction difficult. But this requires training. The officials recording the complaint need to be aware of this, but they seldom are. No training is provided on such practical aspects as to how to record an FIR. The police who records the FIR needs to be familiar with legal definitions and also the procedural aspects. The FIR should be

carefully drafted as it needs withstand judicial scrutiny. Protective measures such as a victim does not need to personally approach a police station, anyone can file the FIR on her behalf, that in all cases involving minor victims, the police must record the statement at her residence or where the victim is comfortable, if it is a very young child, it should be in question and answer forms and wherever possible there should be an audio-visual method should be tried out are not followed with due diligence and this results in lapses in investigation. Also when a young illiterate child has to depose in court and withstand rigorous cross examination she needs a support person beside her and some orientation towards court procedures, but this is seldom provided. In Mumbai RAHAT team was successful in goading the Mumbai police to issue a circular listing out in point form, the response to the victim during the first 24 hours and training was provided to around 700 police officers regarding the same. This circular is now being issued to the entire state.

She goaded the participants to list the ground level changes that have occurred since the amendment and how local police in rural areas are responding to victims. Unless these changes filter down to every police station in even remote areas, the reforms will not be able to help women and child, from impoverished backgrounds who need the support of the officials stake holders the most. But rather than a supportive approach, the victim meets with hostility and is subjected to gruelling and humiliating cross questioning.

She relied on the staggering UN statistics that report one-third of women between 15-49 years of age are afflicted with intimate partner abuse, which should be a cause of concern for all of us. Emphasizing that the participants were stake-holders engaged with law enforcement, she light-heartedly commented that it was easiest to formulate a law but it was implementation and its use that would make a difference.

The infrastructure and human resources should be adequate and training modules and models should be evolved so that it can be replicated. The judicial comments should be properly studied. The NGO and Government should work together but the state mechanism should be robustly developed to deal with VAW and children by providing investigating officers and prosecutors technical support.

Session Three

Gender Responsive Budgets (I)- Introduction to GRB and GRB tools -Sarojini G Thakur

Ms. Thakur 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 budgets are, why we do Gender budgeting, how Gender budgets are done and what one should do to develop a Gender budget. She explained that 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.

Stressing on Gender responsive budget (GRB) being a tool for gender equality and gender mainstreaming, she said that GRB needs to be included by government in various planning and budgeting process. Ms. Thakur pointed out that while to a large extent Bhutan has adopted much from international frameworks and the Indian practice of GRB it has consciously called its process – Gender Responsive Planning and Budgeting to indicate that planning is of equal importance. The important aspects are gender sensitive budget analysis and formulation of gender sensitive budget. The analysis should include and due recognition should be given to unpaid work done by women in homes. The GRBs can be done at all levels; national, state, district and panchayat. GRBs 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 expenditure or a fixed proportion for children.

GRBs are important because there exists inequality in allocation of resources, rights, privileges, norms etc. It also enhances accountability of the government towards gender needs and improves participation of civil society and women in planning and budgeting policies. GRBs can be adopted by all like government, non-government, civil societies, NGOs, academicians and men and women. The five step framework for the gender budgeting was discussed in detail along with GRB tools which included gender sensitive policy appraisal, beneficiary assessments, public expenditure incidence analysis, time use, gender budget statement etc.

Speaking on the usage and history, Ms. Thakur said that GRBs are used by over 60 countries and it first came into practice in Australia and South-Africa. The Commonwealth countries are expected to report bi-annually on the progress made towards GRBs. In India, GRB was introduced at the National Level in the Budget in 2005 and has constituted a part of Plan documents and annual budgets since then. Report on Statement 20 and establishment of GRB Cell has also been made mandatory in all ministries. The role of Women and Child Development is vital as they build the capacities of GRB Cells through ToT, development of manuals, dissemination of best practices and formulation of guidelines. However, for sustainable Gender Responsive Budgeting it is critically important that Ministry of Finance is in the lead. Case studies of GRBs in Kerala and Chiranjeevi scheme of Gujarat were shared.

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. She added the best way to introduce Gender budgeting was to pick one area or problem and use a Gender sensitive and responsive approach.

Political and bureaucratic commitment, skills, time and support of the stake holders, different players, primarily civil society participation and the integrated working of departments such as DWCD and Finance play a decisive role in manoeuvring the sustainability.

In the end, Ms. Thakur quoted that:

“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

Session Four

Sector wise Gender Analysis of VAW - current programmes, budget provisions and practices - (Exercise and Group Work)

Taking forward the concept of Gender Responsive Budgets, a group exercise was conducted to bring out the practical applicability of GRBs under the various departments that the participants belonged to. The participants were grouped as per their departments and were required to consider a few questions related to GRBs from the point of view of their respective departments.

They were first asked to pen down the main issues related to Violence Against Women that need to be addressed by their respective sectors. They were then asked to analyse whether the current policies and programmes of the States and Centre respond to these issues. Taking into accounts their budgets, they were made to approximate the allocation of resources and budgetary provisions in their sectors which are used to meet the human resource needs and also see if the provisions stipulated in the programmes is sufficient.

Linking her earlier session, Ms. Thakur stressed on the need for sex-disaggregation at all levels for reviewing policies, she went on to explain gender disaggregated beneficiary assessment, public expenditure incidence analysis, impact on time use and impact assessment of the programme as tools. Drawing from her experiences in Bhutan, Ms. Thakur shared that Gross National Happiness (GNH) was an instance of accounting impact on time use as a critical factor for happiness and well – being.

Thus, the participants were asked to deduce from the current budgetary provisions, measure probable short term impacts and were required to consider the changes that need to be brought in as a first step towards GRB oriented policies. The aim of the group exercise was to determine if the policies and programmes are gender-sensitive; thereby being a model of gender sensitive review of policy.

Day Two – December 18, 2014

Session Five

Sector wise Gender Analysis of VAW - current programmes, budget provisions and practices - (Presentations)

The participants were divided according to their respective sectors namely Health, Social Welfare, Police and were required to present, framing their points of view on the budgets of their respective departments as well as their states, given that the groups were a heterogeneous blend of various states.

The Health Department group was the first to present. The rapporteur started by listing quite a lot of issues such as maintenance of privacy and confidentiality, providing of assistance and maintaining courteous and empathetic behaviour. Summing up, they said that the Health departments of their states were responding but with limitations. They were prompted into delving deeper and linking the currently existing provisions to the degree of implementation and question if the policies and schemes succinctly address the key-points.

The Social Welfare Department group gave a well-analysed and detailed presentation highlighting that there are provisions in-built into the policies for VAW but it is for the lack of proper implementation that these cease to bring about a widespread change. Besides, being under-funded emerged as a decisive road-block in the implementation. The group comprised participants from Bihar, Maharashtra, Rajasthan, Manipur and Odisha. They brought to light certain impediments such as the random allocation of work to trained officials who did not specialise in those particular areas and dearth of awareness among the people. Besides Manipur that had a miniscule women's component, states like Punjab and Bihar bordered the 15% mark. However, further fragmentation of this 15% has not been done. They laid emphasis on shifting of attitude, changing stereotyping and making people aware by building a strong protective support system and converging to bring about integrative development. This should be assisted by a program to reduce the culture of VAW through prevention, protection and rehabilitation of the victim into the society.

The Police Department group consisting of participants from Uttarakhand, Punjab and Odisha gave a comprehensive insight laden with examples into the functions that it aims to put in place to create a gender-sensitive environment. With great efficacy, they relayed the stages that transpire and should transpire before and after the occurrence of VAW. Emphasizing on spreading awareness, particularly among women and children as to 'what amounts to crime', it was reiterated that inter-departmental coordination and support system from civil society should be strengthened, trainings and sensitising programs should be conducted for all ranks and files of police personnel and there should be smooth facilitation and monitoring of cases. Admitting that though there are not adequate resources and the policies stand short on implementation, they listed various examples of efforts being made to improve and strengthen the existing system such as separate desks

for women and children in police stations, cyber cells, Anti-Human Trafficking Units, family counselling centres, Special Task Force for juvenile delinquents and eve-teasers, District Protection Officers and helpline numbers that help in responding to the complaints. Various interesting details were shared such as the initiation of the Case Officers' Scheme by the Uttarakhand Police that was later implemented in other states like Maharashtra and Punjab as well. Ms. Flavia Agnes too enlightened the participants by sharing that the Mumbai Police had made a compulsory half-a-minute video in collaboration with NGOs which was played in movie theatres to spread awareness. She also highlighted the technical gaps while commenting on the recent Supreme Court guideline wherein it was stated that only women should be appointed as IO (Investigation Officer) in rape cases.

Shortage of funds emerged as the one road-block common to all department groups. However, other hindrances such as lack of suitable infrastructure, scanty provisions of basic amenities (most police stations do not have a separate toilet for women constables), the long hours of duty and overwork as a consequence of inadequate personnel recruited for the work prove to be a barrier in achieving low tolerance and prompt response from the stake-holders in case of VAW.

Responding to a question, the rapporteur of the group shed light on how they imparted awareness to school and college students. Elaborating, the participant said that two children from senior classes were appointed as ambassadors and women personnel checked with them fortnightly to monitor the incidents in school and colleges.

The last group was that of Planning and Finance. Being an advisory and funding department that is closely associated with the working of all other departments, it was critical to understand their view-point on the allocation and distribution of resources for VAW. Apart from the numerical figures that supplemented the provisions for VAW, it was highlighted that in some states like Bihar, umbrella projects were being run, a branch of which was the division of resources for VAW, also referred to as women's component. Thrust areas are recognized and policy provisions are made to focus on target groups. As a primary step part of addressing VAW, instant financial assistance is provided to victims along with sustaining shelter homes, etc. While discussing, a participant from Odisha contributed that in her state if the expenditure for a particular policy or programme crossed 5 crores, a meeting chaired by the Finance Secretary of the state along with all other concerned departments including WCD is held. These meetings prove useful in furthering gender mainstreaming since the opinion of WCD is widely sought after. A few very important points were raised during the discussion pertaining to the representation of WCD in meetings of finance related policies, giving the former a platform to voice their opinion and see gender-centric allocation of resources and distribution of provisions for VAW subject wise.

The group exercise brought to light the importance of inter-departmental coordination and assistance and how it was only with the support of the civil society and the prompt and reliable responses of the stake holders that the society can move towards curbing VAW. It

also favourably showed certain state level responses that can be adopted or developed to further the issue of VAW.

Session Six

Violence Against Women – Convergence Models Evolved in Maharashtra – Flavia Agnes

In her presentation, Ms. Agnes highlighted the lacunae that prevails in implementing the several legislations that have been enacted to prevent violence against women and to provide support to the victims – budgetary constraints, lack of reliable data and compliance reports, lack of awareness among stake holders and absence of effective monitoring mechanisms and dearth of convergence of all stake-holders and the reluctance on the part of victims to use the law. Her organisation Majlis has undertaken several initiatives in collaboration with the Maharashtra Government to ensure implementation of the law in letter and spirit by working with the system and creating accountability. She further states in the absence of proper reporting mechanisms, the data that is put out in the public domain lacks credibility.

Countering the general pre-conceived association of domestic violence as only physical abuse, she stressed that emotional and mental humiliation and torture and depriving the woman maintenance or throwing her out of the matrimonial residence also comes under the definition of domestic violence as per this Act. In addition, she emphasized that dowry does not just imply extraction of monetary resources but also the psychological treatment meted out to her, nor does forcing women to engage in sexual activity, or forcing her into commercial sex work fall out of the definition of domestic violence. The Act also envisages a pre-litigation and post litigation support and provides for machinery which will help women access support services such as medical, shelter, skill development, etc. and also ensures that a woman need not be in the clutches private commercial lawyers who will further exploit the victim.

She explained the initiative taken by her organisation Majlis along with the Dept of Women and Child Development, Government of Maharashtra, to ensure effective implementation of the Domestic Violence Act, called **MOHIM**. She shared a copy of a Handbook prepared in collaboration with the Department, and released by the Government as part of this initiative titled ***Maharashtra Government – Handbook on Domestic Violence – Protocols, Best Practices and Reporting Formats*** which lays down roles responsibilities and best practices to be followed by each stake holder under the Protection of Women from Domestic Violence Act (PWDVA), 2005, which is based on a convergence model, and also provides reporting formats to facilitate monitoring of the implementation of the Act.

She explained the process of how the DV Handbook was prepared – by visiting each stake holder and assessing the current practices that are adopted and then preparing protocols and approaching the top functionary (including the Chief Justice) for each stake holder to obtain formal approval after minutely examining the protocols so that they each stake holder can take it down to the level of implementation within their own dept. She explained that the entire process has taken over two years, but finally the Handbook that was released with messages from the Chief Minister, Chief Justice and Principle Secretaries

of each concerned department, has now become binding and future trainings for all stake holders will be held as per these protocols and guidelines, so that misinformation and confusion does not prevail and there is clarity about roles and responsibilities.

Through a simple poster prepared by Majlis for WCD Dept, to raise awareness about the Act, she explained how all stake holders must converge to provide support to the victim in accessing socio-legal support. She described the various stages a complainant generally goes through in the context of the Domestic Violence Act – from the filing of the DIR (Domestic Investigation Report) to the Magistrate court level, listing at each stage the provisions made available for such cases, including legal aid. Ms. Agnes laid stress on the need for a converging model that connects all related departments and agencies to provide pre-litigation and post-litigation support to victims.

Explaining the provisions of the recently enacted Protection of Child from sexual Offences (POCSO) Act, 2012 and the Criminal Law Amendment Act of 2013 which has brought in radical changes in the law of rape and sexual assault, she reiterated that again the ground level reality has not changed for victims of sexual abuse as the stake holders lack awareness and fail to respond to the need of the victim who approaches them.

The second initiative undertaken by her organisation with WCD Dept is called **RAHAT** a pilot project in Mumbai to provide support to the victim from the time an FIR is filed till the end of the trial and also to work with each stake holder along the way including the police, public hospitals, prosecutors and the judiciary. Of the 350 cases that Majlis has worked on so far, it has received orders on 30 with convictions in 90 percent of these cases.

Apart from support to the victims training police officers on the provisions of the new enactments has been an important step. Around 700 officers have been trained and among them are 250 women officers who are generally assigned the task of recording the statement of the victim. It is important that they use the correct terminology in the FIR and the statement and know the provisions of the law and protective measures stipulated in the act. The trainings for the police which are held do not include these aspects and they concentrate only on gender sensitivity aspects and not the legal aspects as prescribed under the law. This is one reason why the conviction rate is so low. After training, Majlis has provided a helpline to the police so that they can contact the organisation in case of doubt or confusion while recording the FIR. Many a times trial court judgements have comments about the shoddy investigations by the police but these comments never reach the police dept., leave alone filter down to the police stations to make amendments in their investigative procedures.

After working with all stake holders, Majlis organised a meeting of all stake holders along with the Dept of WCD which was attended by trial court judges, prosecutors, public health officials, shelter homes, members of Child Welfare Committees, State Child Rights Commission. The Chief Justice and judge in charge of the Juvenile Justice Committee and the Principle Secretary, WCD inaugurated the deliberations. The meeting helped each stake

holder to understand the difficulties and challenges faces by other stake holders so that they can evolve an effective mechanism of redressal to the victim. A report was brought out at the end of the deliberations with action points for each stake holder which is titled, ***Providing support, ensuring dignity and securing best evidence in cases of sexual crimes***

Maharashtra state has put in place a scheme for financial support to the victims of sexual crime and acid attacks to facilitate her reintegration into the society, called the Manodhairya scheme. District Criminal Injuries Boards have been set up under the Collector under each district and the state officer of the WCD is its member secretary. The other members include public health official, chief prosecutor and an NGO member. The police are required to send the copy of the FIR along with the medical report directly to the WCD who is mandated to convene a meeting within seven days and if compensation is sanctioned the same will be disbursed within a fortnight. This has proved to be extremely beneficial to the victims, most of whom come from poverty stricken backgrounds and suffer from multiple levels of vulnerabilities.

The next step is to institute a District Trauma Team to reach out to the victim and provide support in every district. The Government Resolution regarding the same has already been issued and training models for stake holders are now being developed. Rather than a hospital based model as envisaged by the One Stop Crisis Centre, this model envisages a special trained team reaching to the victim at her place and then assessing the situation and providing the necessary support.

She explained that the Maharashtra 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.

Commenting on the data of National Crime Records Bureau (NCRB) which says that there is 26% conviction in all crimes against women she questioned the conviction rate in sexual crimes since there isn't an effective mechanisms for data collection and no convergence between court processes and police machinery. The data is not centrally located. She stressed upon the need to create a robust MIS for all the crimes at National Level like it is for other areas like Health.

It is imperative to provide training to police personnel, especially the ones who record the crime at Police Station which should include training on provisions of law and protective measures as stipulated under these Acts. It was highlighted during discussion that trainings are done mostly for the higher rank officials in Police but the constabulary which is not ground level and faces the action in reality are less/ill trained. In the case of children, the disabilities arising out of crime should be given attention and should be adequately dealt.

There are states which have amended the section 354 and have made it more comprehensive. Few participants confirmed that in most of the rape cases, the victim and the offender end up compromising as the case progresses and thus there is less reporting or conviction in the rape cases. To this, Ms. Agnes opined that it is the police and the politician who usually in such cases interfere and pressurize or counsel the victim to settle the matter out of court with the offender. Also the victim fearing and unsure of the law/decision which may come after a long process of trial reconciles and settles the case.

The crime against a child needs to be treaded cautiously as the language used by a child is experiential and conveys what he/she has undergone while the language of the adult is technical. Thus the adult must know the exact happening to the child so that FIR is properly registered. The children undergo all sorts of deprivation and cruelty at State Shelters. She also referred to POCSO Act, 2012 referring to the key points it contained, in particular with the regard of media and their boundaries. It was shared that the Delhi Government had put up the Standard Operational Protocol on their website and is the first state to do so. Emphasizing that the sensitization of police personnel is essential to not only maintain confidentiality and dignity of the victim but also provide complete assistance to rehabilitate the victim, she said that the behaviour of the constables while dealing with rape cases should be free of bias and assumptions. There should not be any morality loaded comments like 'Ganda Kaam' as said by lady constables in Mumbai to rape victims. The sensitization should translate into protocol.

The infrastructure and human resources should be adequate and training modules and modals should be evolved so that it can be replicated. The judicial comments should be properly studied. The NGO and Government should work together but the state mechanism should be robustly developed to deal with VAW and children.

There is a constitutional mandate to protect women. The reason for turning victim hostile (Shiney Ahuja Case) is that there is no support for the victim and there is no policy to protect the victim. The morality should not be discussed as it is nothing and value judgements should not be attached with anyone.

The convergence model is victim centric and helps bring the stakeholders and officers involved up to a standard where they can provide quality service. Ms. Agnes added that convergence and understanding of roles and law are key to successful implementation. ***Maharashtra is keen to partner with other states to replicate the convergence model in the state.***

Session Seven

Gender Responsive Budgets (II) Call Circulars and Gender Budget Statements – SarojiniG Thakur

Following the detailed session on the legalities of the policies, Ms. Thakur established a viable connection between her earlier session about GRBs and the drafting of Gender Budget Statements wherein she even compared the formats of Gender Budget Statements of various other countries, highlighting the failings of the format adopted by India. She stressed on the need for analysis of policies, the allocation of resources in generic or women-specific ways and the response of the government - one way of which is formulating Gender Budget Statements and call circulars. Since the ultimate aim is to change budgets (and related policies), tools such as these assist and further the task. It was pointed out that these tools go beyond just analysis to planning, allocation and monitoring of the policies and allocation of resources.

Call circulars are official notices issued by Ministry of Finance near beginning of each budget cycle. The main purpose of formulating them is to instruct government agencies on how to submit demands for the coming year, usually giving each agency a budget 'ceiling' and other instructions explaining the construction and format of the draft budget that in turn offer Commenting on 498 A and the misuse of other laws, Ms. Agnes commented that in order to prevent and ensure that such laws are not misused, the PCPNDT Act has been enacted. It was shared by one of the participant that there are kits which can be ordered on-line and can be used to detect the sex of the child at home itself. Action should be taken and such sites should be blocked. It was also clarified that men cannot file cases under the DV Act against women and they have to do it under CrPC.

motivations for the budget.

Call circular exists in all states and countries but with different names. Formatting of budget submissions also differs widely across countries. While some consist mainly of tables of financial numbers, others, especially with performance budgeting are more narrative and are supplemented by numbers showing delivery performance.

To ensure call circular are gender responsive, a few points were listed in this regard. The gender must be explicitly reflected in submissions of all sorts and should be considered as an important criterion during negotiations. Sex Disaggregation is of utmost importance and should be done in all spheres and gender-related indicators should be included wherever relevant. If separate specifications are required for 'new' policies & savings, clear statements of gender implications should be enclosed.

Ms. Thakur briefly shared the format and making of call circulars of other countries such as Uganda, Tanzania and Pakistan before moving on to explaining GBS. She also touched upon the recent Bhutan budget call Notification in 2015 wherein budgetary agencies are required

to ensure that budget proposals are gender responsive and incorporate ECP (Environment, Climate change and Poverty) initiatives.

A Gender Budget Statement (GBS) is a tool for GB to map the categorization of expenditure in the department and although one of the most important, it needs to be supplemented by other tools. Made usually at the time of budget in India, the GB Statement is not only a reporting document on Gender but also an accountability document. It shows what programmes and budgets are doing in respect to gender and helps in mapping their viability, the agency's intentions and the fact that budgets follow policy commitment.

The GB Statement will encourage gender prioritization if taken seriously as involvement of Policy and Budget makers can ensure filling of gaps, facilitate convergence and integration and promote Multi Year Planning. It was emphasized on the need for linking it up with outcome budget to generate more analysis and adding qualitative information to promote further debate and analysis. This however requires more involvement from MoF as well as from Ministries/ Departments, revision in current format and standardizing of guidelines as well as to link up with Audits for better accountability.

Ms Thakur also elucidated how GB Statement may be part of main budget document (India, South Africa) or a separate document like in France. The process of evolution of Statement 20 and its importance in the Budget Making Process was also discussed. The GB Statement 20 in India is a part of the Expenditure Budget placed in Parliament. Introduced in 2005-06, it reflects the budget allocations for the benefit of women.

Globally, the most preferred format for making GBSs is the categorization of expenditure in various departments under Women Specific Expenditure, Equal Employment Opportunity Expenditure and Mainstream Expenditure. However, in India the GBSs are prepared under two categories: Pro-Women and Mainstreaming Schemes. Under such bifurcation, the former includes women specific programmes with 100% allocation for women while the latter includes women specific programmes with 30-90 % allocation for women in all mainstream schemes in all departments. It was however highlighted that the figures depicting allocation to women are notional and based on assumptions. Comparing the format of GBS from countries of France, Morocco and South Africa, Ms. Thakur exposed the gaps that lie in the Indian format. She briefly explained about the Yellow Budget in France and the completely different format Morocco has been following, which does not figure numerals anywhere but gender responses are seen in light of access of rights – social, political and economic.

In the course of discussions that followed, it was suggested by the participants that the GB Checklist for new programmes be enforced by the Planning Commission and that MCD could write to all Ministries/Departments to include Gender assessment based on a small checklist for all the EFC/SFC proceedings being undertaken for the XII Plan. Emphasis was also laid on the need to involve gender as a criteria in the tied funds through the 14th Finance Commission. It was also suggested that the GB analysis should begin in September itself

when the Budget Circular is received and Budget sections should circulate this to all programme divisions for providing information. The actual budgetary allocations may be done later but Gender should be a part of the budget prioritization process and should be introduced into the mainstream. The need for beneficiary assessments and gender impact studies was particularly emphasized.

Session Eight

Developing a state Action Plan for effectively dealing with VAW- Group Work

Dealing with Violence Against Women emerges as the primary concern, given the lack of coordination and implementation of provisions. Thus, a group exercise was designed to address most, if not all of the problems and to define and develop a strategy to effectively counter VAW. The participants were to form groups according to their respective states and develop a state-specific Action Plan for effectively dealing with VAW. Ms. Sarojini Thakur elaborated that the strategy should address the role of stake-holders and the ways in which concerned authorities can be gender-sensitized. An estimate should be made keeping in mind a realistic deadline within which all the details of the process can be resolved. Gaps and shortcomings in provisions and impediments in implementation would need to be given emphasis, while developing a state Action Plan, MS. Thakur said. The exercise aimed at bringing out similarities and differences in strategies within states that would effectively tackle VAW. It was stressed that the state Action Plans should be state-specific in order to bring to light existing provisions of individual states that can be incorporated by other states. Thus, the participants were required to address all possible dimensions while developing the Action Plan and provide a holistic view to address VAW.

Session Nine

Developing a state Action Plan for effectively dealing with VAW- Presentations – Plenary Session

The participants were divided into state and multi-state groups for the group exercise of developing a state Action Plan to effectively deal with VAW. The Planning and Finance department group was the first to present the state Action Plan of Rajasthan. The rapporteur explained that while the scheme and provisions were approved by the Planning Department, budget was allocated by the Finance Department. He stressed on the presence of helplines, Human Rights Commissions, Child Rights Commissions, etc..in the state to make the process in case of VAW victim friendly. State-specific schemes like Manodharyia were also brought to light. Close-knit convergence at the district and state level was emphasized with co-ordination between civil society and different departments such as Police, Home, WCD, Health and Planning and Finance. Round the clock councillors should be provided at Rape Crisis Centres and other Sexual Assault Centres that should be set up in all districts. Gaps of lack of proper coordination, communication and implementation between the state departments and civil society were stressed upon. However, the presentation fell short of estimating how much time it would take to set up integrated networks to check VAW.

The next presentation was by a mixed group comprising participants from Manipur and Uttarakhand. The presentation addressed all aspects and questions, developing a comprehensive State Action Plan. The rapporteur explained that VAW is not just a social evil but also a crime against human rights. It was highlighted that in addition to isolation of women in families and communities, the victim becomes prone to suffering from post-order depression, develops homicidal and suicidal notions and finds it difficult to be rehabilitated. A three door policy of Prevention, Remedial and Rehabilitation was put forth wherein several measures such as change in mind set and attitude, compensations, shelter homes, support systems and skill development programmes were suggested under each branch. An integrated multi-disciplinary approach was emphasized to check lack of prompt and inadequate responses, lapses on part of govt. departments and organizations and awareness of legal procedures, especially in Manipur where there are several cases of armed violence and clashes. Suggestions such as capacity building of medical, legal and police personnel who deal directly with victims, training and sensitization of police personnel at all ranks and levels, holding police accountable for lapses or gaps and generating awareness towards a culture of non-violence were widely received and appraised. Training of anganwadi workers and ASHAs from NRHM should be promoted to target and identify early intervention. Civil organizations should be effectively roped in along with NGOs to spread word and bring awareness. There should be provision for vocational training, housing and other support systems besides monetary compensation to empower victims of VAW. Meagre, insufficient and unreliable monetary funding and inadequate efforts on behalf of the state government to empower and assist victims were

identified as gaps in the process. Development and proper implementation of the Action Plan aims to bring about an increase in percentage in cases reported, addressed and resolved and to involve greater participation from the victims to map their response to the process. The rapporteur rightly said that the entire effort against VAW is and should be a continuous process and should therefore not be given a specific time limit. The state should work towards persistently and consistently towards reducing and checking VAW and creating a violence free environment.

The group exercise was highly enlightening. The discussions that followed included examples of implementation and formulation of schemes and provisions by various states like Uttarakhand, Maharashtra and Bihar. Ms Flavia Agnes and Ms. Sarojini Thakur also contributed to the discussion, sharing their point of views and reiterating that convergence needs to be achieved at all levels of government to ensure proper implementation of measures adopted under state Action Plans. Ms. Flavia Agnes suggested that domestic violence and sexual assault should not be treated as two separate issues while formulating schemes and provisions. VAW should address all branches of violence and be inclusive of them.

During discussions, various suggestions and experiences were shared. A participant from Rajasthan suggested that a common platform training workshop should be conducted in states for all departments including medical officers so that a degree of convergence can be achieved besides sensitizing all personnel. Another participant stressed that roping in the health and medical personnel is imperative to give a holistic perspective to the issue of VAW. Another suggestion was to include various legal case studies as part of group work to implement convergence models, improve coordination among departments and interpret various cases and what methodology should be followed. The usefulness of group exercises was expressed time and again. A participant from Manipur shared that the workshop helped to clarify a lot of conceptions and also put in perspective how to carry out measures in various states.

Feedback and Valedictory

The course team realized that an entry level test should be done for the participants to capture their level of understanding and perspective towards the issues of gender, VAW and GRB to make the programme successful. The workshop began with a baseline questionnaire exercise. The copy of the questionnaire is provided as an Annexure. This process was extremely important as this gave an understanding about the gender issues, issues related to VAW and GRB and it enabled us to deliver the programme. The objective of base line and end level questionnaires is to reflect the impact of the workshop on the participants' in terms of awareness, familiarity with gender issues and level of sensitization.

It was the first ever training on VAW and GRB for most of the participants. Their experience helped to provide an insight into their understanding before the program and how it changed and evolved over the three days of the workshop. The end line form, conducted at the programme indicated decent change in the participants' perception and concept-clarity of gender, VAW, GRB and the legalities therein. Not only was gender and VAW seen as a social construct but suggestions were made to alter the prevalent mind set. Participants, during group exercises and discussions were found to be engaging deeply with the legal and budgetary aspects while making suggestions for proper implementation. The group exercises turned into interactive platforms where state action plans and administrative measures were critically analysed with a vivid gender perspective. The participants reflected a distinct clarity in concepts of gender budgeting and the interplay of legal and administrative measures especially during group exercises. Overall, a distinct change was evident from their responses and to some extent, a degree of sensitization also evolved. Although the officials shared very useful insights on the gender specific interventions in their sectors, they also expressed their inability to take initiative owing to lack of decision-making authority. However, encouraged and inspired, the officers from various departments were energised to take forward the learnings of the programme and take initiatives to improve the situation.

Thus, the responses and altering approach to address issue of VAW and GRB delightfully suggest the positive impact of the workshop and the completion of its objectives. It is thus critically important to institutionalise guidelines at the national level and also build capacities of the government representatives so as to ensure that the guidelines are adequately implemented.

The programme closed with a valedictory function presided by Ms Roli Singh, Ms Sarojini Thakur and Ms Flavia Agnes. Ms Roli Singh eloquently stressed on the need for a platform to debate, create awareness and discuss to reduce discrimination against women and give them their rightful position in society. Each participant received a certificate and copy of the group photograph taken on the first day but more importantly, left Mussoorie sensitised to and with a good contextual understanding of Gender Responsive Budgeting and VAW and the linkages between both the issues.

Annexures

Agenda



Workshop

on

“Gender Responsive Budgets & Violence Against Women”

(17 – 19 December 2014)

Venue – Karmshila Conference Hall, LBSNAA, Mussoorie

Day 1	17 December, 2014
09:30 - 10:15	Session – 1 Welcome & Introductions Purpose and Design of Workshop Course Team
10:15 - 11:30	Session – 2 Setting the Context for VAW -Understanding Gender and Gender Inequality Ms. Sarojini Ganju Thakur
11 :30 - 11:45	Group Photograph & Tea with Director, LBSNAA
11: 45 – 01:00	Session – 3 Legislative responses to different forms of Violence against Women Ms. Flavia Agnes
01:00 – 02:00	Lunch
02:00 – 03:15	Session – 4 Gender Responsive Budgets (1) Introduction to GRB and GRB tools Ms. Sarojini Ganju Thakur
03:15 - 03:30	Tea Break
03:30 - 05:00	Session – 5 Sector wise Gender Analysis of VAW - current programmes, budget provisions and practices (Exercise and Group Work) Course Team

Day 2	18 December, 2014	
09:30 – 10:30	Sessions – 6 Presentations from Group Work Sectoral Analysis of VAW	Participants
10:30 – 11:45	Sessions – 7 Presentations – Contd.	
11:45 – 12:00	Tea Break	
12:00 – 01:00	Sessions – 8 Gender Responsive Budgets (2) Budget call circulars and gender budget statements	Ms. Sarojini G Thakur
01:00 – 02:00	Lunch	
02:00 - 03:00	Session – 9 Developing a state action plan for effectively dealing with VAW	Course Team
03:00 - 03:15	Tea Break	
03: 15-05:00	Session – 10 Contd.. Developing a state action plan for effectively dealing with VAW	
Day 3	19 December, 2014	
09.00 – 10:30	Session – 11 Presentation of State Action Plans	Plenary
10:30 – 10:45	Tea Break	
10:45 – 11:30	Closing Session Evaluation and Valedictory	

Faculty Profiles

Ms. Roli Singh

Deputy Director (Sr.) at Lal Bahadur Shastri National Academy of Administration is an IAS officer from 1994 batch, Rajasthan cadre and is also handling the charge of Director, National Gender Centre, LBSNAA, Mussoorie.

Ms. Sarojini Ganju Thakur

Retired from the IAS, 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 which this training is being organised was established. She was Head of the Gender section at the Commonwealth Secretariat where she worked for over four years and on retirement was in charge of the women and child sector in HP.

Ms. Flavia Agnes

A women's rights advocate and a legal scholar, she has worked consistently for over three decades on issues of violence against women and law reforms. She is the co-founder of *MAJLIS*, a Mumbai-based Centre for rights discourse and interdisciplinary arts initiatives and Director of its Legal Centre which provides advocacy and support to women victims. Recently, the Department of Women and Child Development, Government of Maharashtra, has entered into a collaboration with Majlis to initiate two state level programmes, MOHIM - to monitor effective implementation of the Protection of Women from Domestic Violence Act and RAHAT - to provide support to victims of sexual assault.

Ms. Anjali Chauhan

B.Com, LLB, (Bachelor of law), M.A. (Sociology) and has 13 years of experience in training and research at NCGTPR, LBSNAA, Mussoorie. Undergone Training on Women and Micro-Credit at Durham University, United Kingdom, to be trained as a Master Trainer and various other intensive courses as a capacity building strategy. Specialization in women's issues, Gender, GBV issues, Empowerment issues, and Reproductive rights issues etc and actively involved in all these work as a trainer and a researcher at different forum. Involved in trainings for managers of government agencies and. I am involved in training on gender issues with agencies like UNICEF, UNFPA, UNDP and ATI's. Areas of interests include gender based violence, sexual harassment and empowerment issues. Presently handling the Training Wing of the NCGTPR.

List of Participants

**Workshop
on
“GRB & Violence against Women”
From 17 – 19 December, 2014 at LBSNAA, Mussoorie (U.K)**

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Workshop
on
Gender Responsive Budgets & Violence against Women

17– 19 December 2014

LBSNAA, Mussoorie

Baseline Questionnaire

LBSNAA would like to evaluate your learning from this course. Please answer the following questions. Your answers will remain anonymous. You will be explained how to generate a unique code which **you would need to repeat when filling in the endline questionnaire**

Please fill your unique code here _____

For the questions below tick the right option - (T) stands for true, (F) stands for false

Section 1 – Gender and Gender Concepts

1. Please read the following statements and identify whether they relate to sex (S), gender (G) or both (B).
 - Men have beards, women get pregnant. (S) (G) or (B)
 - Women are better nurses, men are better doctors. (S) (G) or (B)
 - Men are good at science, women are good at arts. - (S) (G) or (B)

2. (i) Gender equality is not about taking into account difference, disadvantage and diversity between men and women. (T) or (F)

- (ii) Gender equality includes equal treatment of women and men, (T) or (F)

Section 2 – Violence against Women

3. Name any three legislations or legal provisions addressing issues of VAW after 2000.

(i) _____
(ii) _____
(iii) _____

4. State any five stakeholders who deal with child sexual abuse.

(i) _____
(ii) _____
(iii) _____

(iv) _____

(v) _____

5. Does any law in India deal with sexual harassment at the workplace for the unorganised sector . (Y) or (N)

Section 3 – Gender Responsive budgets

6. Gender responsive budgets are about

(i) A separate budget for women. (T) or (F)

(ii) Spending the same on women and men. (T) or (F)

(iii) An analysis of the impact of any form of public expenditure or method of raising revenue on women/girls as compared to men/boys. (T) or (F)

(iv) Gender responsive budgets are a tool for ensuring gender equality. (T) or (F)

(v) Gender responsive budgets are only relevant for social sectors. (T) or (F)

(vi) Gender responsive budgets do not take unpaid care work into account. (T) or (F)

7. If you are using the five step framework for conducting a gender aware policy appraisal, please indicate the order in which the following steps need to be undertaken (using 1-5, 1 being the first step)

S N	Steps	
1.	Assessment of short-term outputs of expenditure, in order to evaluate how resources are actually spent, and policies and programmes implemented.	
2.	Assessment of the extent to which policies address the gendered situation.	
3.	Analysis of the situation of women, men, girls and boys in a given sector.	
4.	Assessment of the long-term outcomes or impact expenditures might have.	
5.	Assessment as to whether budget allocations are adequate, in order to implement gender-responsive policies.	

8. Can you name 4 tools that are commonly used for Gender Responsive Budgeting?

(i) _____

(ii) _____

(iii) _____

(iv) _____



Workshop

on

“Gender Responsive Budgets & Violence against Women”

(17- 19 December 2014) LBSNAA, Mussoorie

Endline Questionnaire

Part - A

LBSNAA would like to evaluate your learning from this course. Please answer the following questions. Your answers will remain anonymous.

Please fill your unique code here _____

For the questions below tick the right option - (T) stands for true, (F) stands for false

Section 1 – Gender and Gender Concepts

1. Please read the following statements and identify whether they relate to sex (S), gender (G) or both (B).
 - Men have beards, women get pregnant. (S) (G) or (B)
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Section 2 – Violence against Women

3. Name any three legislations or legal provisions addressing issues of VAW after 2000.
 - (i) _____
 - (ii) _____
 - (iii) _____

4. State any five stakeholders who deal with child sexual abuse.
 - (vi) _____
 - (vii) _____
 - (viii) _____
 - (ix) _____
 - (x) _____

4. Does any law in India deal with sexual harassment at the workplace for the unorganised sector . (Y) or (N)

Section 3 – Gender Responsive budgets

6. Gender responsive budgets are about
- (i) A separate budget for women. (T) or (F)
 - (ii) Spending the same on women and men. (T) or (F)
 - (iii) An analysis of the impact of any form of public expenditure or method of raising revenue on women/girls as compared to men/boys. (T) or (F)
 - (iv) Gender responsive budgets are a tool for ensuring gender equality. (T) or (F)
 - (v) Gender responsive budgets are only relevant for social sectors. (T) or (F)
 - (vi) Gender responsive budgets do not take unpaid care work into account. (T) or (F)
8. If you are using the five step framework for conducting a gender aware policy appraisal, please indicate the order in which the following steps need to be undertaken (using 1-5, 1 being the first step)

S N	Steps	
6.	Assessment of short-term outputs of expenditure, in order to evaluate how resources are actually spent, and policies and programmes implemented.	
7.	Assessment of the extent to which policies address the gendered situation.	
8.	Analysis of the situation of women, men, girls and boys in a given sector.	
9.	Assessment of the long-term outcomes or impact expenditures might have.	
10.	Assessment as to whether budget allocations are adequate, in order to implement gender-responsive policies.	

8. Can you name 4 tools that are commonly used for Gender Responsive Budgeting?

- (i) _____
- (ii) _____
- (iii) _____
- (iv) _____

Part B

To help us improve the quality of our training, we would appreciate your feedback!

Please indicate your response to the questions below by circling the appropriate number, with 1 = MOST NEGATIVE and 5 = MOST POSITIVE:

- 1. Do you have a better understanding of:
 - a) Gender and gender inequality 1 2 3 4 5
 - b) Legislative provisions related to VAW 1 2 3 4 5
 - c) Gender responsive budgets and tools 1 2 3 4 5
 - d) Stakeholder roles and convergent action to deal with VAW 1 2 3 4 5

- 2. Did the course have a good mix of methods (exercises, group work and lectures) 1 2 3 4 5

- 3. How would you rate the course? 1 2 3 4 5

Please describe in a few sentences the following :

- 4. What are the most important aspects of your learning from the workshop?

- 5. How do you plan to take this forward in your state at your level?

6. Do you have any suggestions ?

7. How do you rate the following administrative aspects of the workshop?

- | | | |
|-------|-------------------------|-----------|
| (i) | Conference organisation | 1 2 3 4 5 |
| (ii) | Lodging | 1 2 3 4 5 |
| (iii) | Food Quality | 1 2 3 4 5 |

 **Thank you for your feedback!!!**