



**Workshop  
on  
Gender Responsive Governance  
for  
Elected Women Representatives (MLAs) under  
“She is a Changemaker” Project  
04<sup>th</sup> -06<sup>th</sup> February, 2023  
Vishakhapatnam**



**In collaboration with  
National Commission for Women**





## Workshop Report

### **About Us:**



National Commission for Women was set up as statutory body in January 1992 under the National Commission for Women Act, 1990 ( Act No. 20 of 1990 of Govt. of India ) to : review the Constitutional and Legal safeguards for women; recommend remedial legislative measures; facilitate redressal of grievances and advise the Government on all policy matters affecting women.

In keeping with its mandate, the Commission initiated various steps to improve the status of women and worked for their economic empowerment during the year under report. NCW has been striving towards enabling women to achieve equality and equal participation in all spheres of life by securing her due rights and entitlements through suitable policy formulation, legislative measures, effective enforcement of laws, implementation of schemes/policies and devising strategies for solution of specific problems/situations arising out of discrimination and atrocities against women, especially during the pandemic.



The Lal Bahadur Shastri National Academy of Administration (LBSNAA) is the premier institute of the country, entrusted with the task of training senior officers of the Indian Civil Services. It conducts several training programs such as the common Foundation Course for entrants to the All India Services; followed by professional training for the regular recruits of the Indian Administrative Service (IAS) and members of the Royal Bhutan Service. The Academy also conducts in-service and Mid-Career Training Programs (MCTPs) for members of the IAS and Induction Training Program for officers promoted to the IAS from State Civil Services. In addition, workshops and seminars on policy and governance-related issues are held from time to time.



The National Gender and Child Centre (NGCC) has been running under the aegis of Lal Bahadur Shastri National Academy of Administration (LBSNAA) since 1995. Bringing gender into the mainstream is the first step towards addressing the related issues in entirety and Lal Bahadur Shastri National Academy of Administration has been successful in ensuring the mainstreaming of gender training into all courses at the Academy.

NGCC, over the past 27 years, has collaborated with several national and international organizations including Ministry of Women & Child Development, Ministry of Health & Family Welfare, and National Commission for Women, NITI Aayog, both to enhance gender sensitization and to increase capacities for gender analysis and gender planning. Different pedagogical tools are used for these workshops such as movie screenings, group discussions, and sessions by eminent guest speakers etc. which also help in widening our perspective on the subject.



## About the Programme

A three-day “Workshop on Gender Responsive Governance for Elected Women Representatives (MLAs) under the “She is a Changemaker” project has been organized as a joint initiative of the National Commission for Women (NCW), New Delhi. and the National Gender and Child Centre (NGCC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie

The primary objective of the workshop is to sensitize and assist the Elected Women Representatives to build on their identified strengths and increase the levels of self-awareness in a manner that would help them in managing different and challenging paths ahead, in line with the overall ‘She is a Change maker’ programme.

‘She is a Change maker’ is a pan-India capacity building programme launched by National Commission for Women, to improve leadership skills of women representatives at all levels. This is to share that the first round of workshop covered the participants (MLA’s) from Uttar Pradesh, Haryana and Uttarakhand and was held in Himachal Pradesh in the month of June, 2022 and then second round of workshop covered the participants (MLA’s) from Jharkhand, Chhattisgarh, Madhya Pradesh, Maharashtra, Orissa and Rajasthan and was held in Udaipur in the month of September, 2022. After the resounding success of first and second workshops the third round was now scheduled from 04<sup>th</sup> – 06<sup>th</sup> February, 2023 at Visakhapatnam.

Workshop was organized for the Elected Women Representatives of Andhra Pradesh, Assam, Kerala, Sikkim, Arunachal Pradesh, Maharashtra and Tamil Nadu.

### Setting the Context (Ms. Disha Pannu & Ms. Anjali S. Chauhan)

The introductory session was designed to help break the ice and get the participants comfortable. All the participants were asked to give their brief introduction to everyone. In continuation, participants were asked to find the five similar qualities among other fellow participants so that they can get to know each other better.



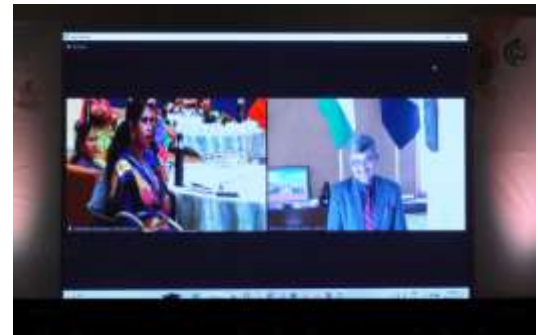


## Strengthening Legislative Tradition (Sh. Srinivas R Katikithala)



The first session was delivered by Shri Srinivas R Katikithala, Director, of the Lal Bahadur Shastri National Academy of Administration, who was introduced by, Ms. Disha Pannu, Executive Director, Lal Bahadur Shastri National Academy of Administration. The director of the academy gave a warm welcome to the participants, including honorable ministers, senior MLAs, and the executive director of the National Centre for Good Governance. The director, LBSNAA expressed his pleasure at interacting with female representatives of the

country, who bring an extra dimension of empathy, concern, and love to public administration. He acknowledged that the female members of assemblies have made immense impacts on public life and administration and look towards them to bring additionality to the political and administrative systems. He recognized that the participants were highly qualified and competent, and he hoped that the workshop would be useful to them. He shared his personal experiences, having traveled to the interior tribal areas of Madhya Pradesh, where he interacted with the villagers and gained a better understanding of how institutions worked in those areas. The villagers did not differentiate between senior and junior officers and interacted with the director in a friendly environment.



The director contextualized the workshop's purpose and shared his personal thoughts on how the participants could contribute to public administration. He emphasized the importance of charity, empathy, and love in the political and administrative systems. The director recognized that the participants interacted more with the people than he did and could consult and advise each other better.

The workshop was designed to facilitate stakeholder engagement and conversation among senior lady representatives and civil servants to achieve a common understanding of national issues. The workshop was part of a series of workshops to train senior civil servants in the service of India. The academy's director hoped that the workshop would contribute to capacity building and that the participants would use





the opportunity to extract the best out of it.



The speaker highlighted the important role of women in legislative traditions and the need for them to be knowledgeable and effective representatives of their political party, their constituency, and their gender. This means that when a lady member speaks, they should articulate the specific gender dimension of an issue, and ensure that the voice of women is

heard and taken seriously. By doing so, they can help to sensitize the government, civil service, and the public at large to the issues facing women and promote gender equality.

The speaker also noted that many senior members may treat women legislators with less weight and authority than their male counterparts. This is why it is essential for women legislators to possess the necessary instrumentalities, techniques, and skills to be effective representatives. By becoming knowledgeable and effective, they can earn the respect and trust of their party colleagues and be given more space to speak in the assembly and other public forums.



Another critical aspect of legislative behavior highlighted by the speaker is the need for women legislators to be fair and effective in their rulings when presiding over the house. By conducting themselves in a particular manner and raising their stature within the community, they can gain more respect and make a more impactful contribution to legislative work.

The speaker also emphasized the importance of participation in the law-making process and the need for women legislators to read not only the law but also the debates that happened in the house. This can provide them with valuable insights into the minds of their colleagues and help them use the right language when discussing policy issues.

After the session Mr. A. Asholi Chalai thanked Sh. Srinivas R Katikithala as he expressed his gratitude

by saying it was a wonderful presentation on Strengthening Legislative Tradition and the knowledge about female freedom fighters of our great country which enlightened and enlarged the knowledge of the participants Mr. A Asholi Chalai shared some critical aspects such as focusing on how to be an effective voice and an effective listener, the importance of effective listening and the pivotal role of the legislatures. He also





emphasized the need for avoiding un-parliamentary expressions, how to inculcate gender inclusive communication and various suggestions of Hon'ble Prime Minister for the legislators. He also highlighted India's G20 presidency and the theme of one earth one unity. On behalf of the participants and the course team Mr. A. Asholi Chalai thanked Sh. Srinivas R Katikithala for his precious time and for sharing his wisdom in providing in-depth knowledge which are required for the MLAs and also for the Members of the Legislative Council.

### **Understanding Proceedings of the Assembly (Mr. Pradeep Chaturvedi)**

The session aims was to provide an overview of the legislative responsibilities of public



representatives and the importance of effective communication in fulfilling these responsibilities. It highlights the need for public representatives to understand their role as a link between the public and civil servants and the importance of maintaining a clear understanding of their legislative procedures.

Legislative Responsibilities Public representatives are elected or nominated to represent the public and resolve issues in

different areas. To fulfill this role, they must have a clear understanding of legislative procedures, including the rules of procedure. However, many public representatives do not have a copy of the rules of procedure, which can hinder their ability to raise their voice and make effective use of legislative tools.

Effective communication is crucial in fulfilling the legislative responsibilities of public representatives.

Non-verbal communication is more powerful than verbal communication, and it is important to ensure that communication is understood by the other person. Feedback is a two-way process, and it is important to encourage subordinates to ask questions to ensure that communication is clear and understood.





## Effective Leadership (Dr. Kamal Jain)

Leadership is a crucial aspect of any organization, and its importance cannot be



overstated. Influence is a key component of leadership, and it can be defined as the ability to affect change, inspire or motivate somebody. In modern times, going viral is another way of achieving influence, as it helps to increase one's popularity. In a group setting, choosing a leader can be a challenge, and individuals tend to pass the buck, avoiding taking up the leadership role.

However, when four individuals are contenders for a leadership position, they must convince other members of the team why they should be the leader. They must showcase their qualities and convince others that they are the best fit for the role.

A great leader possesses several qualities that make them successful, such as their capability to build teams, persuasion and negotiation skills, motivation skills, conflict resolution abilities, creativity, interpersonal relationships, and their skill to manage change. Managing change is a critical aspect of leadership, and it is particularly relevant in today's context. Leaders have followers, which means that they take the initiative, and others follow them. Leaders must do something different, and this involves change. If they only do what others are doing, they become followers, not leaders. Leaders must take the initiative, come up with new ideas and get others to buy into these ideas.



Today, the world is going through a process of rapid change, and leaders must keep up with the changes to remain relevant. Mobile phones are an excellent example of how fast things are changing. In the past, people used their mobile phones for ten years without needing to upgrade. However, today, new products and versions of mobile phones are released every six months, and people must keep up with these changes. Leaders must understand that change is constant, and they must embrace it to remain relevant.



In conclusion, leadership and influence are vital components of any organization. Leaders must possess various qualities, including their ability to manage change, build teams, and resolve conflicts. They must also take the initiative, come up with new ideas, and get others to buy into their ideas. The world is constantly changing, and leaders must keep up with these changes to remain relevant.

### **Towards an Inclusive Society (Ms. Disha Pannu & Ms. Anjali S. Chauhan)**

The session delivered an engaging activity on the journey towards building an inclusive society. The primary focus of the session was to help participants understand the concept of gender and how it can impact the growth of women leaders. Through thought-provoking discussions, the participants were able to recognize the biases that can arise from gender-based



stereotypes and learned strategies to overcome them.

The session also emphasized the distinction between equality and equity, helping participants understand the importance of providing equal opportunities to all individuals while recognizing and addressing the unique challenges faced by marginalized groups. Overall, the session served as a valuable learning experience, shedding light on the importance of promoting inclusivity and equality in all aspects of life.



### **Narrowing the Gender Gap in Negotiation (Ms. Indira J. Parikh)**



Session focuses on women's competence and how it is often overlooked or belittled by men in various fields. Speaker shares her own experience of having a husband who accepted her competence and intelligence, despite being more intelligent than her. She also talks about the struggles women face when trying to excel in their careers, and how men often cut them down instead of promoting them. She shares her views on the unique qualities women possess and how they can contribute to society. Indira Tamara also discusses the societal pressure and guilt women feel about their children and how it affects their ability to work. She concludes by encouraging women to find freedom and pursue their goals without feeling guilty.

Session focuses on women's competence and how it is often overlooked or belittled by men in various fields. Speaker shares her own experience of having a husband who accepted her competence and intelligence, despite being more intelligent than her. She also talks about the struggles women face when trying to excel in their careers, and how men often cut them down instead of promoting them. She shares her views on the unique qualities women possess and how they can contribute to society. Indira Tamara also discusses the societal pressure and guilt women feel about their children and how it affects their ability to work. She concludes by encouraging women to find freedom and pursue their goals without feeling guilty.

### **Digital Literacy and Social Media Training (Ms. Sonali Patankar)**

In today's world, where technology and the internet are integral parts of our lives, cyber-



crimes have become a growing concern. Any illegal activity or crime committed using technology, the internet, and devices are called a cybercrime. Cyber-crimes violate the cyber rights of individuals, especially women, and can range from creating fake accounts to tracking someone's online activities with the intention of harassing, defaming, or insulting them.

One of the most significant threats to women's cyber rights is the proliferation of fake news and misinformation. Creating a fake account, also called impersonation, is the act of attempting to deceive someone by pretending to be another person. Women should identify fake accounts on their social media, report and block them. Misinformation is false information deliberately spread, regardless of the intent to mislead, while disinformation refers to false information spread with the specific intent of misleading or deceiving people.

Women should be cautious when sharing information online and should verify the source of the information before sharing it.

Cyber bullying is another cybercrime that women face. Continuously teasing, insulting, embarrassing, targeting someone, name-calling, harassing, threatening, or using derogatory words can have a severe impact on a woman's mental and emotional well-



being. To handle cyber bullying, women should identify bullying content, save screenshots of the message/content as evidence, and report it to a trusted adult or the police if they feel threatened. They should not respond or reply to the bully, as this could escalate the situation.

Cyber sexual violence against women is another form of cybercrime that women face. It can range from photo morphing to revenge porn and sextortion. Women should report and seek help if they are being threatened or blackmailed for money or other inappropriate favors against their personal content.

Fear of missing out (FOMO), social media anxiety disorder, extreme attention-seeking behavior, engaging in high-risk behavior, expecting instant gratification, and living a filtered life are some of the other challenges that women face in cyberspace. These challenges can trigger suicidal thoughts and behavior, and women may want to escape from home and parents. To combat these challenges, women should understand and apply the privacy settings of their devices and platforms, use two-factor authentication, and learn online and offline reporting systems of online distress.

Creating awareness about online safety is critical in combating cyber-crimes. Cyber wellness refers to the positive well-being of internet users. It involves an understanding of online behavior and awareness of how to protect oneself in cyberspace. Women should become responsible digital learners and adults to become responsible digital guardians.



### **Gender Responsive Governance (Ms. Santishree Dhulipudi Pandit)**



Women's empowerment and the need for women to be involved in economic and political decision making. The session highlights the lack of women in leadership positions in academic institutions and government bodies. The author also emphasizes the importance of familiarizing oneself with issues related to gender, such as taxation and policies sensitive to women's issues.



The need for reengineering to increase transparency, reduces graft and corruption, and improves service delivery. Finally, the author challenges the myth that women cannot work together and encourages more women to enter the bureaucracy.

The session emphasizes the importance of women's empowerment and participation in governance to achieve sustainable human development. Despite social reformers' efforts, women still face discrimination in education and employment, as evidenced by statistics showing a lower percentage of female graduates finding employment. The speaker highlights the unsung heroes of Indian feminism, such as Sita, Kandawgyi, and Jijabai, and advocates for their recognition through a National Women's Day. The speaker also celebrates the feminist roots of Indian civilization, where goddesses such as Lakshmi, Saraswati, and Durga symbolize wealth, knowledge, and power, respectively. Gender equity rather than equality is the goal, with a focus on preventing discrimination, mitigating its effects, and promoting reconstruction and rehabilitation. The speaker urges parliamentarians and legislative assembly members to make gender-responsive policies that are implemented in all sectors, recognizing women's contributions and multitasking abilities.



### Feedback & Values (Ms. Disha Pannu & Ms. Anjali S. Chauhan)



The session centered on the criticality of communication, both in personal and political realms, and delved into the various types of communication skills, with an emphasis on the oft-overlooked listening aspect. The significance of perception in communication was also explored, with the aid of a short film that highlighted language

and communication, as well as the psychological barriers that impede the free flow of communication, such as preconceived notions, hasty assumptions, and biases. The art of rhetoric was also examined in the session, and participants had the opportunity to refine their public speaking abilities. They shared their





experiences in groups and presented developmental projects in their region, and the speaker provided feedback on how to improve their communication.

### **Gender Budgeting- A Tool for women's Empowerment (Ms. Mridul Eapen)**



The persistent mismatch between government policies and development outcomes for women in India calls for urgent measures to make macroeconomic and development policies gender-sensitive. Gender Mainstreaming established as a global strategy for promoting Gender Equality (GE) at the 4th UN World Conference in 1995, and Gender Budgeting is accepted as a tool for Gender Mainstreaming.

What is Gender Budgeting? Gender Budgeting (GB) is not a separate budget for women but a strategy for assessing and changing budgetary processes and policies to respond to gender gaps and needs identified in such an analysis. GB seeks to examine the economic significance of women's unpaid work and participation in the development process, recognizing that women's time in household work is infinitely elastic, and changes in macroeconomic policy impact their ability to participate equally. GB is therefore a strategy for assessing and changing budgetary processes and policies so that men and women have equal access to incomes, assets, decision-making power, service needs, and social responsibilities.

Why Gender Budgeting? Introducing the concept of gender in budgeting/planning circles makes it possible to view the basic inequality that exists in society, its most visible face being the social order based on the sexual division of labour. This structure of gender-discriminatory norms and practices disadvantage women economically, socially and politically, while men's socio-biological drive for mastery manifests increasingly as violence against women. Ignoring these gender issues in policy design negatively impacts women and their unpaid contribution to the economy, leading to low Women's Participation Rates (WPRs). Budget allocations and changes therein can have markedly different impacts, precisely because men and women undertake different economic activities, have different needs, and face different constraints. An understanding of this basic inequality in society in terms of roles/responsibilities, resulting in unequal gender power relations, is the starting point for GB. Methodology of Gender Budgeting (GB) requires a comprehensive analysis of the budgetary processes and policies of governments.



Gender Responsive Budgeting (GRB) is a methodology that aims to integrate gender into the budget process by analyzing the budget's impact on different genders and identifying gender-related concerns. GRB is a five-step framework that includes situational analysis, policy analysis, gender budgeting, monitoring, and impact assessment. However, many initiatives, including those in Kerala, primarily focus on the first three steps due to the lack of gender-disaggregated data and the absence of a broader vision that includes women in the development planning process. Kerala's approach to GRB focuses on integrating gender into the planning process by formulating gender-integrated schemes, emphasizing programs rather than finances, and creating awareness across departments. Kerala's pragmatic approach to GRB has facilitated increasing allocations to women, even during times of austerity, and has focused on restoring livelihoods, generating employment, and addressing emerging areas of gender concern. Kerala's gender budget has schemes that target Covid-affected sectors/people, health sector and generating employment, socio-cultural schemes, safety/security of women, higher education, and skilling.



### **Practical Challenges faced by Women in Politics (Ms. Rekha Sharma)**



Strong leaders are those who are able to inspire and motivate others to become leaders in their own right. However, I do not necessarily agree with the idea that a leader who creates other leaders is insecure or not performing well. On the contrary, I believe that a true leader is one who empowers others to reach their full potential, even if that means surpassing the leader themselves.

It is important for leaders to recognize that their role is not to simply assert their own dominance or authority over others. Rather, their role is to guide, support, and mentors those around them, helping them to develop the skills and confidence necessary to



succeed. A leader who is secure in their own abilities will not feel threatened by the success of others, but rather will take pride in their accomplishments and view them as a reflection of their own leadership.

Furthermore, the idea that we should not waste our time arguing with others is an important one. It is easy to get caught up in debates and disagreements, especially when we feel strongly about a particular issue. However, it is often more productive to focus on our own personal growth and development, rather than trying to convince others of our point of view. Ultimately, the only person we need to prove ourselves to is ourselves. We should set our own goals and strive to achieve them, rather than constantly seeking validation or approval from others. This is not to say that we should not seek guidance or support from others, but rather that we should not define our own worth based on their opinions of us.



In conclusion, leadership is about empowering others to become leaders themselves, not simply creating followers. A true leader is secure in their own abilities and takes pride in the success of those around them. We should focus on our own personal growth and development, rather than seeking validation from others. By doing so, we can become the best version of ourselves and inspire others to do the same.

### **Feedback & Values (Ms. Disha Pannu & Ms. Anjali S. Chauhan)**

Feedback from participants forms a critical component of the training program. Both written and verbal feedback was requested from participants to refine and enhance the training program's content, methodology and quality. Overwhelming positive feedback was received from the participants in terms of the course content, design and how the entire training programme was conducted. The NGCC, LBSNAA and NCW Team were



applauded for their efforts in putting together an engaging training programme that was filled with knowledge sharing and learnings.

The participants shared that their key takeaways included an enhanced understanding of their roles and responsibilities, subject understanding and most importantly, empathy as leaders and representatives in fostering empowerment. Many of them shared that they are returning

to the field with a more nuanced understanding of how to play a critical role and bring about a difference. Many participants also acknowledged the importance of multi-sectoral coordination for gender responsive and effective governance. They also shared several on-the-ground challenges and removing those barriers will help in effective implementation and carrying out their duties.

The training program incorporated written and verbal feedback from participants, which played a pivotal role in refining and enhancing the program's content, methodology, and quality. The feedback from participants was overwhelmingly positive, with many commending the NGCC, LBSNAA, and NCW Team for putting together an engaging training program that provided valuable knowledge sharing and learnings.

Participants reported several key takeaways, including a better understanding of their roles and responsibilities, subject understanding, and an increased focus on empathy as leaders and representatives in promoting empowerment. Many participants felt better equipped to make a difference in the field and highlighted the importance of multi-sectoral coordination for gender-responsive and effective governance. However, several participants also identified on-the-ground challenges that must be addressed to effectively implement their duties and remove barriers to success.



Overall, the feedback from participants reflected the success of the training program in providing a comprehensive and engaging learning experience. The NGCC, LBSNAA, and NCW Team are to be commended for their efforts in designing a valuable program that has the potential to create meaningful impact and drive positive change in the field.



## Valedictory Session



The Valedictory Address was delivered by Hon'ble Ex Vice President of India, Sh. M. Venkaiyah Naidu. In his address he focuses in the position of women in ancient and modern India, highlighting the historical worship and empowerment of women, as well as the social and political challenges they have faced, including limitations on education, widow marriages, and political

representation. The author emphasizes the need for gender equality and financial empowerment of women, and calls for increased representation of women in politics and other spheres of life. The National Commission for Roma is mentioned as a resource for training and capacity building to help women achieve success.



He further discusses the importance of maintaining dignity and decorum in parliamentary democracy, where legislators are role models for the people. He emphasizes that patience and tolerance are crucial in public life and politics, and that peaceful protest is an essential part of democracy. The author also advocates for women's greater participation in political and social affairs, fighting against corruption, child marriage, untouchability, and

gender equality.



Sh. Naidu gives several pieces of advice based on their life experience. They emphasize the importance of discipline, physical fitness, and spending time with people to gain information and understanding. The author also suggests eating proper protein food and avoiding addiction to technology, particularly phones. They stress the importance of setting an example as leaders and conclude by discussing the issue of Western powers not accepting India's growth due to distorted history and colonial rule.





### **Vote of thanks**

The programme ended with a valedictory function presided by the Executive Director – NGCC, LBSNAA, who reiterated the need to debate, deliberate and discuss how we can eliminate discrimination against women and enable women representatives as leaders. The training programme received positive feedback for bringing together the women leaders to the forefront in leading and enabling empowerment under the “She is a Changemaker” project. At last, Ms. Disha Pannu thanked the team of NGCC, LBSNAA and NCW for the seamless coordination and for putting together the entire programme.

\*\*\*\*\*

Edited by: NG&CC, LBSNAA



**Workshop**  
**on**  
**Gender Responsive Governance**  
**for**  
**Elected Women Representatives (MLAs) under**  
**“She is a Changemaker” Project**  
**04<sup>th</sup> -06<sup>th</sup> January, 2023**  
**Vishakhapatnam**

**Agenda**

<b>Day 1</b>		<b>04<sup>th</sup> February, 2023 (Saturday)</b>	
09:30 - 10:30	<b>Opening Session -1</b> Welcome and Setting the Context (Group Photograph)	Disha Pannu, Anjali S Chauhan and Kanchan Khattar	
10:30 - 11:00	<b>Tea Break</b>		
11:00 - 11:30	Inauguration of the Programme		
11:30 - 01:30	<b>Session - 2</b> Strengthening Legislative Traditions	Srinivas R Katikithala	
01:30 - 02:15	<b>Lunch</b>		
02:15 - 02:30	Group Activity	Disha Pannu and Anjali S Chauhan	
02:30 - 03:30	<b>Session - 4</b> Understanding Proceedings of the Assembly	Pradeep Chaturvedi	
03:30 - 03:45	<b>Tea Break</b>		
03:45 - 05:00	<b>Session - 5</b> Effective Leadership (Using different influence tactics)	Kamal Jain	
<b>Day 2</b>		<b>05<sup>th</sup> February, 2023 (Sunday)</b>	
09:15 - 10:45	<b>Session – 6</b> Towards an Inclusive Society	Disha Pannu and Anjali S Chauhan	
10:45 - 11:00	<b>Tea Break</b>		
11:00 - 12:15	<b>Session - 7</b> Narrowing the Gender Gap in Negotiation	Indira J. Parikh	
12:15 - 01:30	<b>Session – 8</b> Digital Literacy & Social Media Training	Sonali Patankar	



01:30 - 02:15	<b>Lunch</b>	
02:15 - 04:00	<b>Session – 9</b> Gender Responsive Governance	Santishree Dhulipudi Pandit
04:00 - 04:15	<b>Tea Break</b>	
<b>Day 3</b>	<b>06<sup>th</sup> February, 2023 (Monday)</b>	
09:30 - 10:45	<b>Session – 10</b> Gender Sensitive Language	Sunil Raman, Disha Pannu & Anjali Chauhan
10:45 - 11:15	<b>Tea Break</b>	
11:15 - 01:00	<b>Session – 11</b> Gender Budgeting – a Tool for Women’s Empowerment	Mridul Eapen
01:00 - 02:00	<b>Lunch</b>	
02:00 - 03:45	<b>Session – 12</b> Feedback & Values	Disha Pannu & Anjali Chauhan
03:45 - 04:00	<b>Tea Break</b>	
04:00 - 05:00	<b>Closing Session</b> Course Report, Keynote Address, Distribution of Certificates & Vote of Thanks	Chief Guest: Shri M. Venkaiah Naidu, Hon’ble Former Vice President of India  (Separate Schedule will be issued)



#### Course Team:

- Ms. Rekha Sharma, Chairperson, National Commission for Women (NCW), New Delhi
- Mr. Srinivas R Katikithala, Director, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Mr. A Asholi Chalai, Joint Secretary, National Commission for Women, New Delhi
- Ms. Disha Pannu, Executive Director, National Gender and Child Centre (NGCC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Mr. Romeo Vincent Tete, Assistant Director, Lal Bahadur Shastri National Academy of Administration, Mussoorie
- Ms. Anjali S Chauhan, Chief Programme Officer, National Gender and Child Centre, (NGCC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Ms. Kanchan Khattar, Sr. Legal Coordinator, National Commission for Women (NCW), New Delhi
- Mr. Sarvesh K Pandey, Project Coordinator, National Commission for Women (NCW), New Delhi
- Ms. Suruchi Punj, National Commission for Women (NCW), New Delhi
- Ms. Sangeeta Bisht, National Gender and Child Centre (NGCC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie

#### Resource Persons:

- Mr. Pradeep Chaturvedi, Joint Secretary & CISO, Parliament of India, Rajya Sabha, New Delhi
- Dr. Kamal Jain, Faculty, IIM, Raipur
- Prof. Indira J. Parikh, President of Antardisha, IIM Ahmedabad
- Ms. Sonali Patankar, President of Ahaan Foundation, Mumbai
- Prof. Santishree Dhulipudi Pandit, Vice Chancellor, Jawaharlal Nehru University, New Delhi
- Mr. Sunil Raman, Head of External Relations and State Advocacy, BMGF, New Delhi
- Ms. Mridul Eapen, Honorary Fellow, Centre for Development Studies, Trivandrum



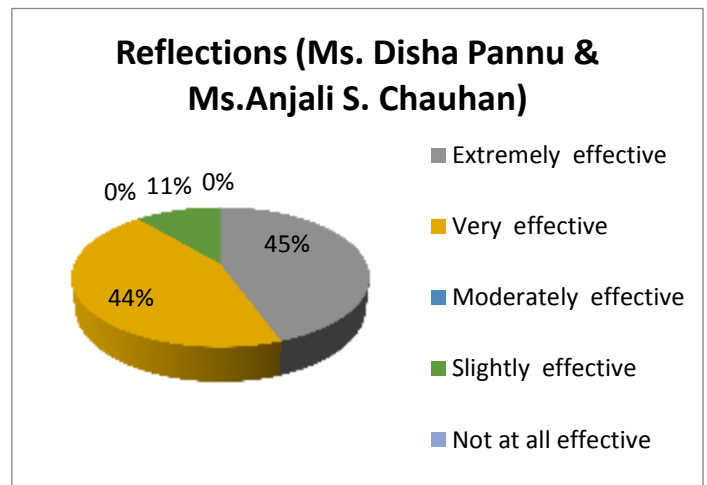
**Workshop**  
**on**  
**Gender Responsive Governance**  
**for**  
**Elected Women Representatives (MLAs) under**  
**“She is a Changemaker” Project**  
**04<sup>th</sup> -06<sup>th</sup> February, 2023**  
**Vishakhapatnam**

**Feedback**

**Day - 1**

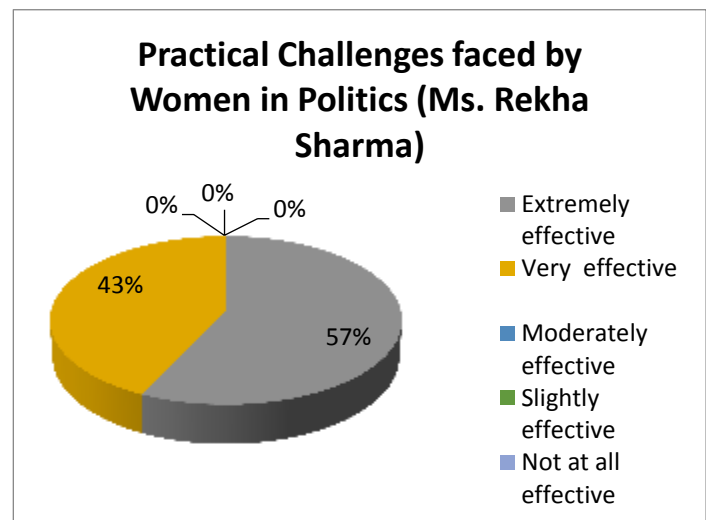
1

<b>Reflections (Ms. Disha Pannu &amp; Ms. Anjali S Chauhan)</b>	
Extremely effective	4
Very effective	4
Moderately effective	0
Slightly effective	1
Not at all effective	0



2

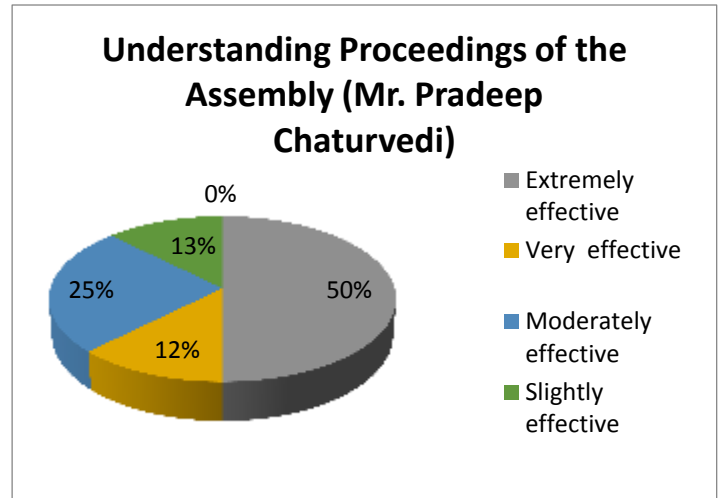
<b>Practical Challenges faced by Women in Politics (Ms. Rekha Sharma)</b>	
Extremely effective	4
Very effective	3
Moderately effective	0
Slightly effective	0
Not at all effective	0





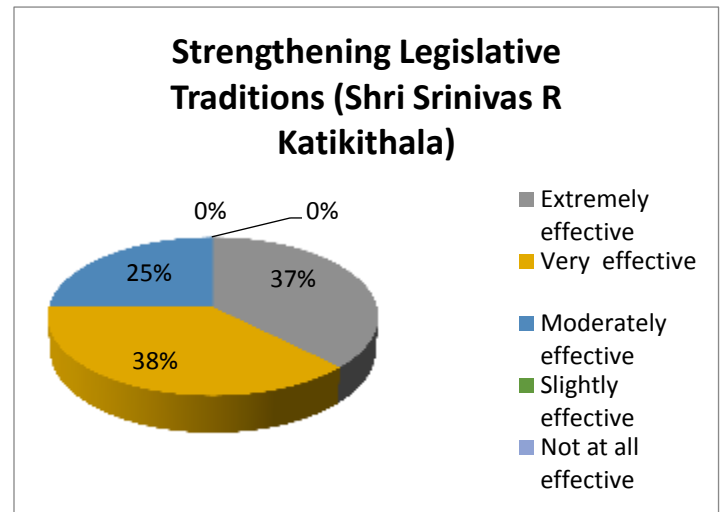
3

Understanding Proceedings of the Assembly (Mr. Pradeep Chaturvedi)	
Extremely effective	4
Very effective	1
Moderately effective	2
Slightly effective	1
Not at all effective	0



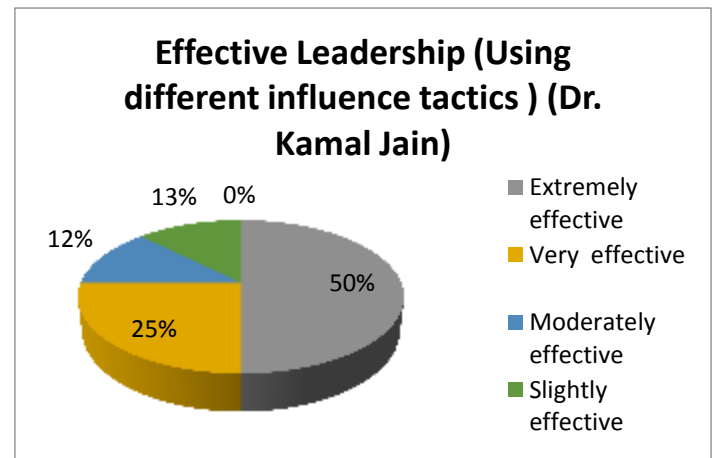
4

Strengthening Legislative Traditions (Shri Srinivas R Katikithala)	
Extremely effective	3
Very effective	3
Moderately effective	2
Slightly effective	0
Not at all effective	0



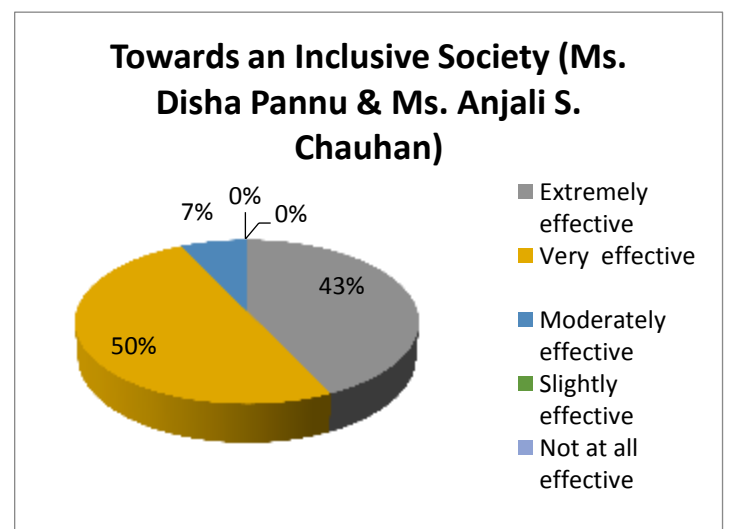


5	<b>Effective Leadership (Using different influence tactics ) (Dr. Kamal Jain)</b>	
	Extremely effective	4
	Very effective	2
	Moderately effective	1
	Slightly effective	1
	Not at all effective	0



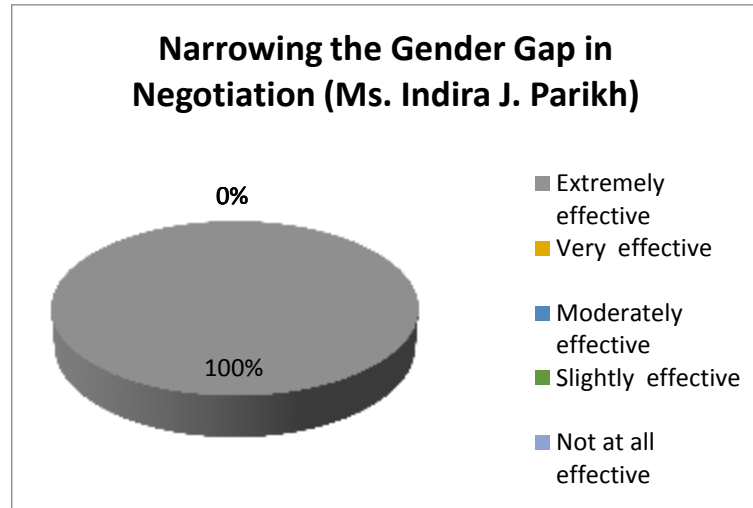
## Day - 2

6	<b>Towards an Inclusive Society (Ms. Disha Pannu &amp; Ms. Anjali S. Chauhan)</b>	
	Extremely effective	6
	Very effective	7
	Moderately effective	1
	Slightly effective	0
	Not at all effective	0

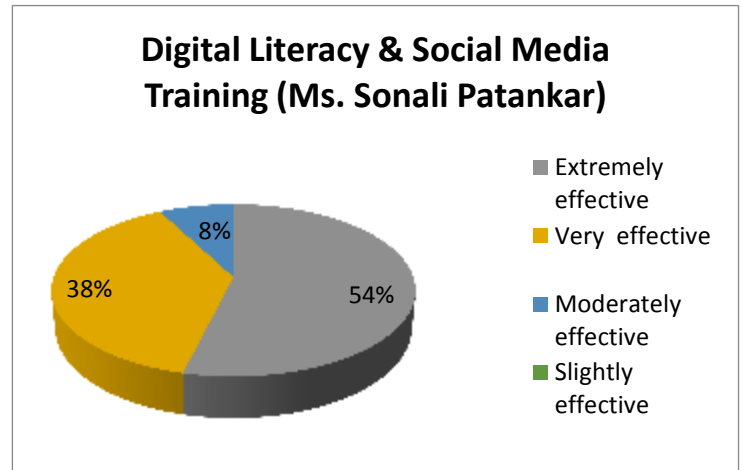




7	<b>Narrowing the Gender Gap in Negotiation (Ms. Indra J. Parikh)</b>	
	Extremely effective	14
	Very effective	0
	Moderately effective	0
	Slightly effective	0
	Not at all effective	0

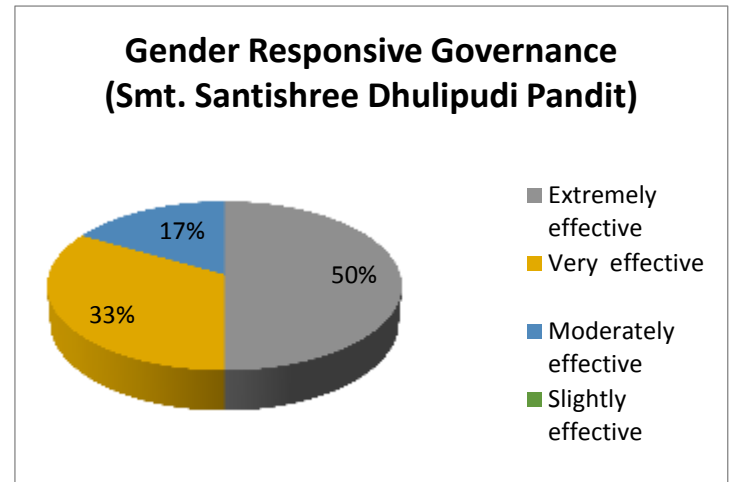


8	<b>Digital Literacy &amp; Social Media Training (Ms. Sonali Patankar)</b>	
	Extremely effective	7
	Very effective	5
	Moderately effective	1
	Slightly effective	0
	Not at all effective	0



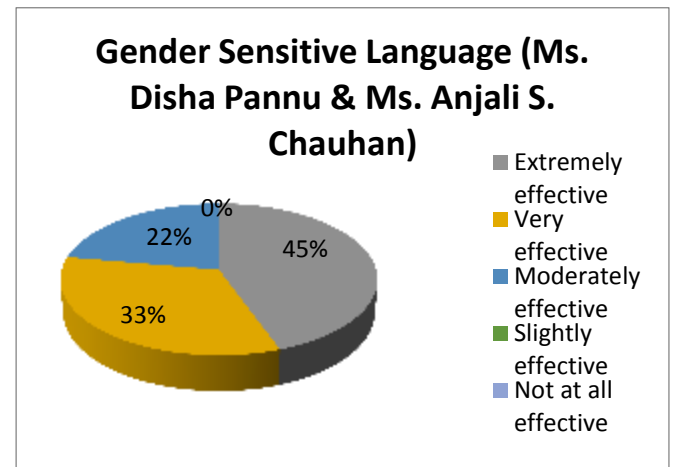


9	<b>Gender Responsive Governance (Smt. Santishree Dhulipudi Pandit)</b>	
	Extremely effective	6
	Very effective	4
	Moderately effective	2
	Slightly effective	0
	Not at all effective	0



### Day - 3

10	<b>Gender Sensitive Language (Ms. Disha Pannu &amp; Ms. Anjali S. Chauhan)</b>	
	Extremely effective	4
	Very effective	3
	Moderately effective	2
	Slightly effective	0
	Not at all effective	0

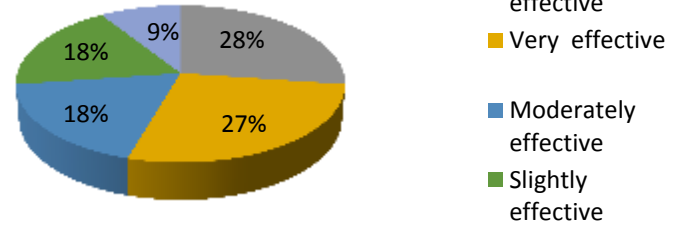




11

Gender Budgeting – a Tool for Women’s Empowerment (Ms. Mridul Eapen)	
Extremely effective	3
Very effective	3
Moderately effective	2
Slightly effective	2
Not at all effective	1

### Gender Budgeting – a Tool for Women’s Empowerment (Ms. Mridul Eapen)



## Feedbacks:-

1. She tells small story but covers all the messages in it (Ms. Rekha Sharma).
2. Response to every question, and interactive (Shri Srinivas R Katikithala).
3. Their behavior and explanation was excellent (Ms. Disha & Ms. Anjali).
4. Very warm attitude (Ms. Disha & Ms. Anjali).
5. Quick but good, more time to be given, Feedback and Values (Ms. Disha & Ms. Anjali).
6. Excellent orator, humble and down to earth, easy to connect (Ms. Disha & Ms. Anjali).
7. It would be good to organize workshop for local self-representatives too (Ms. Disha & Ms. Anjali).
8. The feedback session should have been treated with utmost importance too (Ms. Disha & Ms. Anjali).
9. Immense Knowledge & experience. Glad to have met her in person where we could learn & inspire ourselves wither life experience (Ms. Indira J. Parikh).
10. The way she conveyed the message was effective (Ms. Indira J. Parikh).
11. Her will, Power to encourage, felt positive vibration. She might be the idol for many more women’s (Ms. Indira J. Parikh)
12. Very Interactive session, the engagement was immense (Dr. Kamal Jain).
13. It was very awakening. Made us alert about the whereabouts and about cyber security (Ms. Sonali Patankar).
14. Nowadays digital learning is important thing (Ms. Sonali Patankar).



15. Simple and narrative presentation meaningful and useful (Ms. Sonali Patankar).
16. She was very determined and standing strong on her decisions. (Ms. Mridul Eapen)
17. What a persona! Brilliant presentation. So approachable; with that immense wisdom of her vast knowledge she shared we felt grateful (Ms. Santishree).
18. Most powerful speaker who gave exclusive inputs on Gender Responsive Governance (Smt. Santishree Dhulipudi Pandit).
19. Project 'She is a Changemaker 'really so impressive and praise worthy project under this project Nations will get more strength.
20. Sincerely I would like to convey my warm gratitude for this valuable opportunity to NCW & LBSNAA and hope for many more workshops.
21. Waiting for another programme for women MLA's, want to participate.
22. Reservation of seats for women should be passed quickly in assembly and parliament let the voices of all legislators in India be heard.
23. Give feedback about attendance to their respective governments. Government is spending money on such events.
24. Ensure complete attendance by participants.
25. Seating arrangements should be more academic not too comfortable and laid back. It tends to put participants to sleep or close off.





on  
**Gender Responsive Governance**  
for  
**Elected Women Representatives (MLAs) under**  
**“She is a Changemaker” Project**  
**04<sup>th</sup> -06<sup>th</sup> February, 2023**  
**Vishakhapatnam**

**List of Participants**

<b>Andhra Pradesh</b>			
<b>Sl. no.</b>	<b>Name and Address</b>	<b>District</b>	<b>Contact No.</b>
1.	Smt. Reddy Shanthi	Pathapatna	9899279259
2.	Smt. Kottagulli Bhagya Lakshmi	Paderu	8985888595
3.	Smt. Nagulapali Dhanalakshmi	Rampachodavaram	9493667808
4.	Smt. Vidadala Rajini	Chilakaluripet	9849099750 9118377377
5.	Smt. Kangati Sreedevi	Pattikonda	9603323232



6.	Smt. K. V. Ushasri Charan	Kalyandurg	9686333999 7780499236
7.	Smt. Mayana Zakiya Khan	Annamaiah	9705746786 9966466783
8.	Smt. Varudu	Vishakhapatnam	9701215599
9.	Smt. Jonnalagadda Padmavathy	Singanamala	9515511111
<b>Kerala</b>			
1.	Smt. Santhakumari K,	Kongad	9847319606 7907108678
2.	Smt. C. K. Asha	Vaikom	9497820567
3.	Smt. Daleema	Aroor	9847698317
4.	Smt. U. Prathibha	Kayamkulam	8547736689 8113801111
5.	Smt. J. Chinchurani	Chadayamangalam	9447367201
6.	Smt. K K Rema	Vadakara	9446554733
<b>Assam</b>			



1.	Smt Nadita Das	Guwahati	7086037443
<b>Sikkim</b>			
1.	Mrs. Raj Kumari Thapa	Rangang Yangang	9083431442
2.	Mrs. Farwanti Tamang	Melli	9734186186
<b>Arunachal Pradesh</b>			
1.	Smt Chakat Aboh	Khonsa	8414863343
2.	Smt Jummun Ete Deori	Namsai	6009089180
3.	Smt Dasanglu Pul	Anjaw	6909182003
<b>Maharashtra</b>			
1.	Smt. Uma Girish Khapre	Mumbai city	9422511635
2.	Smt. Shweta Vidyadhar Mahale	Chikhli	7744058102
3.	Smt. Manisha Ashok Chaudhary	Dhaisar	9320123413
4.	Smt. Yamini Yashwant Jadhav	Mumbai city	9769994745



5.	Smt. Madhuri Satish Misal	Parvati	9822020617
6.	Smt. Monica Rajeev Rajale	Shevgaon	9890305000
7.	Smt. Seema Hirey	Nashik	9822091143
8.	Dr. Manisha Shyamsundar Kayande	Sion Koliwada	9820236304
<b>Tamil Nadu</b>			
1.	Smt. Tamilarasi	Manamadurai	9444491450
2.	Smt. Varalakshmi	Chengalpattu	9444155100
3.	Smt. Saraswathi	Erode	9443326515
4.	Smt. Vijayadharani	Vilavancode	9361321204