



**Workshop on Gender Responsive Governance for
Elected Women Representatives (MLAs) under
“She is a Changemaker” Project
21st – 23rd September, 2022, Udaipur**



**In collaboration with
National Commission for Women (NCW)**

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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

The workshop has been organized with the thought of 'Empowered Women Leadership, Empowered Democracy'. The project is a pan-India capacity-building programme of the Commission for improving the leadership skills of women representatives at all levels. The workshop's primary objective is to sensitize and assist the Elected Women Representatives to enhance their identified strengths and strengthen their 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.



In the second iteration of the workshop, 22 women MLAs from the states of Jharkhand, Rajasthan, Odisha, Maharashtra, Chhattisgarh, Madhya Pradesh were part of the training as participants. Over the course of the 3 days, various sessions were designed and revolved around gender-responsive governance, covering different aspects of 'Strengthening Legislative Traditions', 'Towards an Inclusive Society', 'Gender Sensitive and Inclusive Communication', 'Digital Literacy & Social Media Training', 'Understanding Proceedings of the Assembly', 'Effective Leadership', 'Emotional Intelligence', 'Narrowing the Gender Gap in Negotiation' & 'Understating Gender Based Violence', etc.



Session One

Welcome, Introductions, Setting the Context & Reflections

Dr Tamilisai Soundararajan, Governor of Telangana and Lt. Governor of Puducherry delivered the Inaugural Address as the Chief Guest for the programme. Chairperson, National Commission for Women Ms Rekha Sharma, Ms Disha Pannu, and Deputy Director Lal Bahadur Shastri National Academy of Administration (LBSNAA) were also on the dais. Sh. Srinivas Katikithala, Director of the Lal Bahadur Shastri National Academy of Administration attended the program virtually.



In her inaugural address, Hon'ble Governor Dr Tamilisai Soundararajan emphasized the critical role of women leaders and lauded the efforts and initiatives of the women MLAs towards nation-building and becoming role models for women. She traced the journey



of a mind-set shift on how women have come a long way from being a homemaker to becoming a Changemaker and though it is not an easy task; women have dedicated their lives to serving the nation and humanity. No matter how daunting the task, she praised women's resilience and the weight of being a people's representative. She stressed that as women are encouraged to take on more roles, it is equally important to prepare men to support the strong women.

Chairperson, NCW, Ms Rekha Sharma highlighted that the workshop had been conceptualised and developed to promote capacity-building for women leaders, emphasizing that every woman is a leader and all that they need to do is hone their skills such as decision-making, communication, and leading with empathy.



Ms Disha Pannu, Deputy Director, LBSNAA and Executive Director, NGCC, shared that the training will be focusing on strengthening their capacity as leaders and mainstreaming gender-responsive governance through sessions like 'Towards an Inclusive Society', 'Emotional Intelligence', 'Influence Tactics' etc.

Session One Strengthening Legislative Traditions



The first session was delivered by Shri Srinivas R Katikithala, Director, LBSNAA. In his keynote address, he emphasized on the criticality of training in ensuring enhancement of women power. He shared that it is time to break stereotypical roles assigned to women and for this, women also will have to play an equal role. He expressed his delight and congratulated the team

for meaningful collaboration between National Commission for Women and National Gender and Child Centre, LBSNAA for undertaking the initiative of capacity building workshop for Women Elected Representatives. The session then started with a presentation on a short video on '15 Women Who Shaped the Indian Constitution and Other Male Leaders'. There was also discussion on some of the thoughts of Hon'ble Prime Minister Narendra Modi on Women Empowerment, the role of women members in Strengthening Legislative Assembly, Importance of Women Legislative Assembly Members in the Law Making



process, Participation of Women Members in Motion of Thanks to President's Address, How to be an Effective Legislator and Obsolete Laws and Legislature. With this, the session came to an end.

Session Two Towards an Inclusive Society

The next session was on understanding the journey towards an inclusive society through an interesting activity. The session was delivered by Ms Disha Pannu, Executive Director of National Gender and Child Centre along with her team Ms Anjali Chauhan and Ms Sangeeta. The session focused on conceptual understanding of the term 'gender' and how it gets manifested in day to day lives which can hinder the natural growth of women leaders sometimes and one can overcome the biases. The participants were also enlightened on the concept of equality and equity.



Session Three Gender Sensitive and Inclusive Communication

Dr. Archana Prashar, Associate Professor, IIM conducted a session on 'Communication Skills' for women MLAs. The session focused on the importance of communication in political and personal spheres of life. It gave an insight into the four types of communication skills and how listening is most neglected skill of communication. The role of perception in communication was also discussed in the session. It was also explained by the help of a short film for language and communication and how several psychological barriers inhibit a free flow of communication like prejudiced mind, tendency to jump to conclusions, perceptions, etc. The art of rhetoric's was also discussed in the session where participants got a chance to polish their public speaking skills. They shared their experiences in groups and presented some developmental works done in their area, on which the speaker gave feedback on how to enhance their communication.



Session Four Digital Literacy & Social Media



This session was conducted by the META team. They started by explaining the social media platforms by conducting a small activity of searching themselves on google, about social media, ways to practice Positive Online Engagement and group exercise on when a person will go online she will be aware of social media behaviours.

Session Five Understanding Proceedings of the Assembly

Shri Pradeep Chaturvedi, Joint Secretary, Rajya Sabha Secretariat, spoke on the subject of “Understanding Proceedings of the Assembly”. He touched upon the ways and means of effective legislature, etiquettes required of a member and spirit of “Main Nahin Hum” for democracy. Members also sought clarifications on a number of legislative issues. Discussion further moved on with Summoning and Prorogation, his life experiences, how to be an Effective Legislature, Adherence to Customs and Etiquettes of the House, Functions of the Legislature, then an activity was done.



Session Six Effective Leadership



The next session began with the screening of the movie “Ruka Hua Faisla”. The movie revolves around a courtroom drama where a high-profile case is being evaluated. A teenage boy stands trial in court for stabbing his father to death. The judge asks a jury of 12 members to come up with the final verdict whether or not the young boy is guilty of the said crime. All the jury members sit for a long discussion that goes on for hours and pretty much decide that the boy is definitely guilty except juror no.8 who, after seeing the circumstantial evidence tells the others that beyond a reasonable doubt the boy might be innocent. One by one he evaluates all the evidence and makes the others see the logic.

The movie screening was followed by an enthralling discussion with the participants. The guest speaker drew parallels between the movie and related it to examples of leadership, motivation and how leadership is the art of motivating a group of people to act toward achieving a common goal. Discussions revolved around the leadership capturing the essentials of inspiring others. The session also brought to light how effective leadership is

based upon ideas—both original and borrowed—that is effectively communicated to others in a way that engages them enough to act as the leader wants them to act.



Session Seven Emotional Intelligence

The next session was by Prof. Neharika Vohra, Vice Chancellor, Delhi Skill and Entrepreneurship University. Her session revolved around a very critical skill of 'Emotional Intelligence' which has emerged as a skill critical for all leaders on understanding and managing emotions. The participants demonstrated their enthusiasm and team desire to bring about transformation in the way gender sensitization issues are dealt through their active participation. Of the many powerful sessions that were held, this session on "Emotional Intelligence" stuck close to the heart, largely because it refocused



the attention on women MLAs themselves, their stories, their context, and their imperatives. The session was very intense and insightful pedagogies were utilized to drive the learnings around Emotional Intelligence. The guest speaker highlighted insightful details on learning emotional intelligence and decision making, drawing parallels from literature, history, mythology, philosophy, psychology, economics and systems thinking. An introspective exercise, group activities, an established EQ framework and post program reflections helped participants to learn and internalize the idea of Emotional Intelligence and its application practically.

Session Eight Narrowing the Gender Gap in Negotiation

Dr. Himanshu Rai took the session on 'Negotiation' which is the process of communication when two or more parties and attempt for a working agreement on one or two issues. Every time a conflict arose between two individuals, groups, societies or nations, and stakes were too high to endanger their relationship through raw power or threat, they resorted to a negotiation to get to a working agreement. The focus was made on how Negotiation dialogue between two parties can be used effectively to resolve conflicts so that both parties find the solution acceptable. The guest speaker used interesting anecdotes from Mahabharata to bring to light instances of negotiation strategy and tactics which not only drew the attention of the participants but ensured their active participation in the dialogue and discussion. It was also highlighted how negotiation can be used as a means of Conflict Management. The conflict is further classified as 1. Intra personal conflict: Between two people 2. Interpersonal conflict: in our mind itself 3. Intergroup: within group. There are five major dimensions of negotiation: The speaker gave an exercise to the participants. Participants were divided in the group of two. Paper and pen were distributed among



the groups and they were asked to share the pen and draw a picture without discussing. While observing the exercise it is seen that some people were struggling for the pen,



some pair draws the figure by mutual consent by giving chance to each other one by one and in some pair only one participant was drawing the figure other one is only acting. These are the natural methods of conflict management. The person who is struggling for pen, her natural way of conflict management is competition. Second category in which the chance was given one by one to each other, their natural way of conflict management is collaborative. The third pair's natural way of conflict management is accommodation.

Session Nine Understating Gender Based Violence

The session started with the topic that Human Trafficking by Mr. Veerendra Kumar Sharma. He shared that Human Trafficking has been an emerging issue in present times. It is a modern-day form of slavery, threatening the dignity and security of millions of people throughout the world. Virtually every country in the world and every state of India is affected by this crime as a place of origin, transit or destination for victims. "The recruitment, transportation, transfer, harbouring or receipt of persons by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. He share the fact that as per the report of ILO among 1000 peoples in India 5 adults are victim of Human Trafficking and among 1000 children 04 are the victims of Human Trafficking.



Feedback

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.



Valedictory Session

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
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Elected Women Representatives
(MLAs)
Under **“She is a**
Changemaker”
Project

21st – 23rd September, 2022, Udaipur

Programme Schedule

Day 1	21st September, 2022 (Wednesday)	
09:30 - 10:45	Opening Session -1 Welcome, Introductions, Setting the Context & Reflections	Disha Pannu, Anjali S Chauhan & Kanchan Khattar
10:45 - 11:00 Tea Break		
11:00 - onwards	Inaugural Session (Separate Schedule will be issued) and Group Photograph	NCW & NGCC, LBSNAA
12:15 – 01:15	Strengthening Legislative Traditions	Srinivas R Katikithala
01:15 – 2:00 Lunch		
02:00 – 03:00	Session - 2 Towards an Inclusive Society	Disha Pannu & Anjali S Chauhan
03:00 - 03:15 Tea Break		
03:15 - 05:00	Session - 3 Gender Sensitive and Inclusive Communication	Archana Prashar & META Team
05:00 - onwards	Exposure Visit	NCW & NGCC
Day 2	22nd September, 2022 (Thursday)	
09:30 - 11:00	Session - 4 Digital Literacy & Social Media Training	Madhu Singh Sirohi, Surabhi Vaidya & Vidhushi Dhawan,
11:00 - 11:15 Tea Break		

11:15 - 12:15	Session - 5 Understanding Proceedings of the Assembly	Pradeep Chaturvedi
12:15 - 02:00	Movie (Ek Ruka Hua Faisla)	NGCC, LBSNAA
02:00 - 02:45	Lunch	
02:45 - 04:30	Session - 6 Effective Leadership (Using different influence tactics and understanding values) & Feedback (SBI)	Disha Pannu & Anjali S Chauhan
04:30- 04:45	Tea Break	
05:00 - onwards	Exposure Visit	NCW & NGCC
Day 3	23rd September, 2022 (Friday)	
09:30 - 10:45	Session - 7 Emotional Intelligence	Niharika Vohra
10:45 - 11:00	Tea Break	
11:00 - 01:00	Session -8 Narrowing the Gender Gap in Negotiation	Himanshu Rai
01:00 - 01:45	Lunch	
01:45 - 02:00	Administering Feedback Form	NGCC, LBSNAA
02:00 - 03:15	Session - 9 Understanding Gender Based Violence	Veerendra Mishra
03:15 - 03:45	Tea Break	
03:45- Onwards	Closing Session Course Report Keynote Address Distribution of Certificates Vote of Thanks	Disha Pannu Rekha Sharma, Anjali S Chauhan & Kanchan Khattar
04:45 pm	Valedictory Tea	

Course Team:

- Ms. Rekha Sharma, Chairperson, National Commission for Women (NCW), New Delhi
- Shri Srinivas R Katikithala, Director, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Ms. Meeta Rajivlochan, Member Secretary, National Commission for Women (NCW), New Delhi
- Ms. Disha Pannu, Executive Director, National Gender and Child Centre (NG&CC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Ms. Anjali S Chauhan, Chief Programme Officer, National Gender and Child Centre, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Ms. Kanchan Khattar, Sr. Legal Coordinator, National Commission for Women (NCW), New Delhi
- Ms. Barnali Shome, Under Secretary (Establishment) National Commission for Women (NCW), New Delhi.
- Ms. Suruchi Punj, PA , National Commission for Women (NCW), New Delhi
- Mr. Sarvesh Kumar Pandey, Project Coordinator, National Commission for Women (NCW), New Delhi
- Ms. Sangeeta Bisht, National Gender and Child Centre, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie

Resource Persons:

- Shri Pradeep Chaturvedi, Joint Secretary & CISO, Parliament of India, Rajya Sabha, New Delhi
- Mr. Romeo Vincent Tete, Assistant Director, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Prof. Himanshu Rai, Director, Indian Institute of Management, Indore
- Prof. Neharika Vohra, Hon'ble Vice-Chancellor, Delhi Skill & Entrepreneurship University, New Delhi
- Dr. Archana Prashar, Associate Professor, Indian Institute of Management, Raipur
- Dr. Veerendra Kumar Mishra, IPS, AIG, SISF, Bhopal
- Ms. Madhu Singh Sirohi, Head Policy Programs & Outreach in India, META, New Delhi
- Ms. Surabhi Vaidya, Politics & Government Outreach in India, META, New Delhi
- Ms. Vidhushi Dhawan, Politics & Government Outreach in India, META, New Delhi

Support Team:

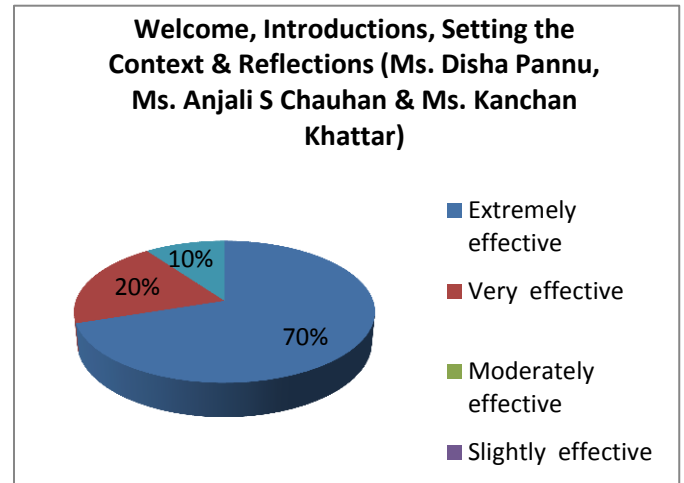
- Ms. Gauri Bhatt, National Gender and Child Centre, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Ms. Chandan S. Rawat, National Gender and Child Centre, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Ms. Himanshu Kanojia, National Gender and Child Centre, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Mr. Arun Rawat, National Gender and Child Centre, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie

Feedback

Workshop on Gender Responsive Governance for Elected Women Representatives (MLAs) under “She is a Changemaker” Project (21st -23rd September, 2022)

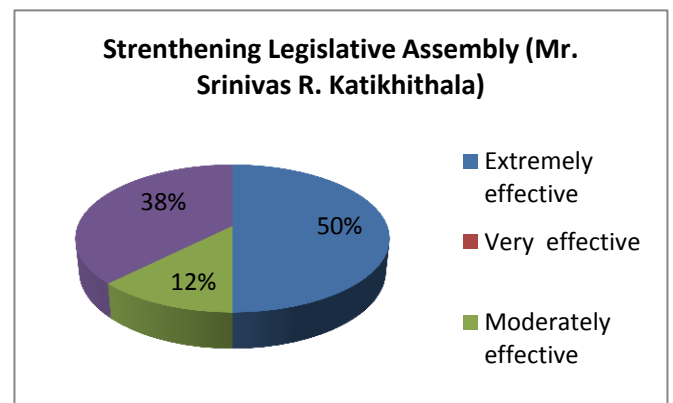
1. Welcome, Introductions, Setting the Context & Reflections (Ms. Disha Pannu, Ms. Anjali S Chauhan & Ms. Kanchan Khattar)

Extremely effective	7
Very effective	2
Moderately effective	0
Slightly effective	0
Not at all effective	1



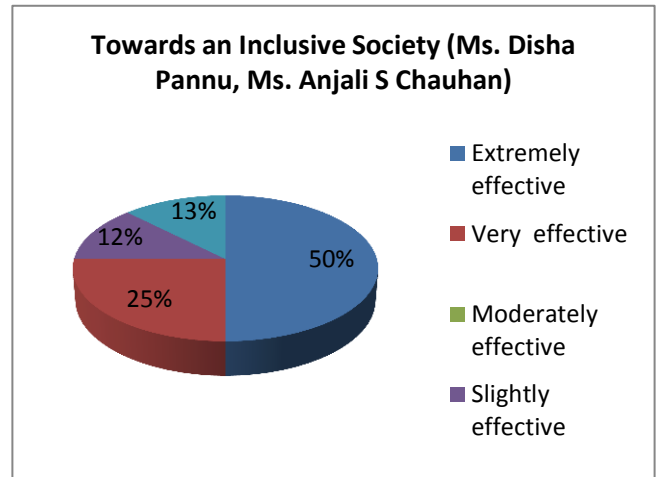
2. Strengthening Legislative Assembly (Mr. Srinivas R. Katikhithala)

Extremely effective	4
Very effective	0
Moderately effective	1
Slightly effective	3
Not at all effective	0



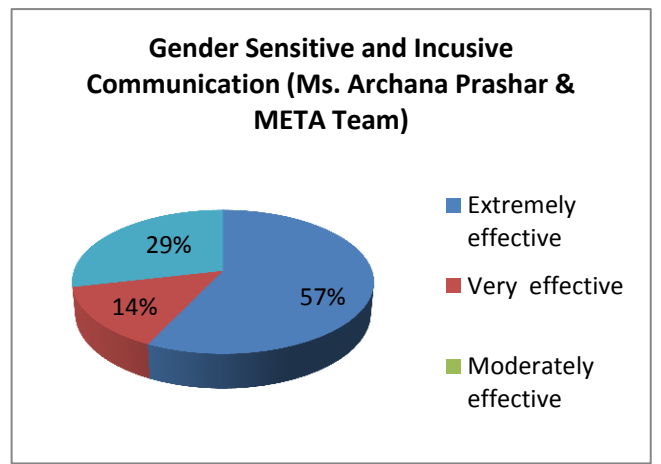
3. Towards an Inclusive Society (Ms. Disha Pannu, Ms. Anjali S Chauhan)

Extremely effective	4
Very effective	2
Moderately effective	0
Slightly effective	1
Not at all effective	1



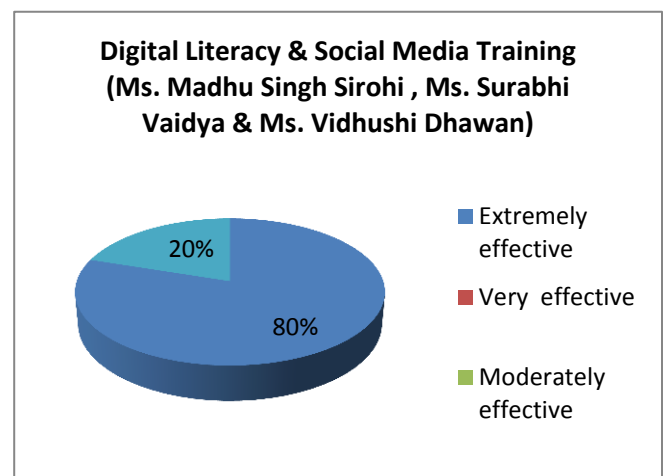
4. Gender Sensitive and Inclusive Communication (Ms. Archana Prashar & META Team)

Extremely effective	4
Very effective	1
Moderately effective	0
Slightly effective	0
Not at all effective	2



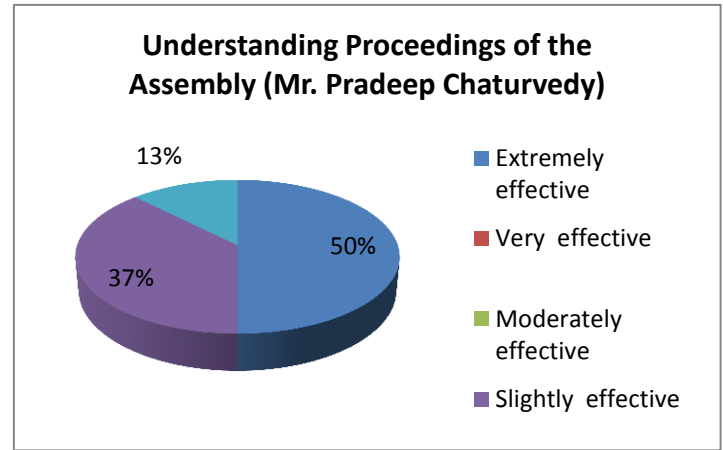
5. Digital Literacy & Social Media Training (Ms. Madhu Singh Sirohi, Ms. Surabhi Vaidya & Ms. Vidhushi Dhawan)

Extremely effective	4
Very effective	0
Moderately effective	0
Slightly effective	0
Not at all effective	1



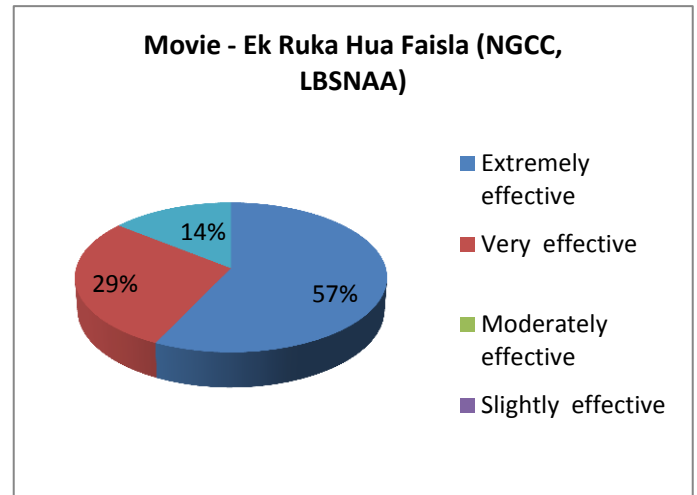
6. Understanding Proceedings of the Assembly (Mr. Pradeep Chaturvedy)

Extremely effective	4
Very effective	0
Moderately effective	0
Slightly effective	3
Not at all effective	1



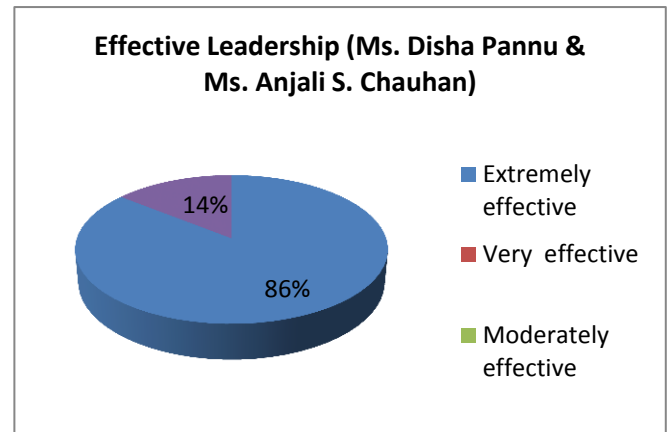
7. Movie - Ek Ruka Hua Faisla (NGCC, LBSNAA)

Extremely effective	4
Very effective	2
Moderately effective	0
Slightly effective	0
Not at all effective	1



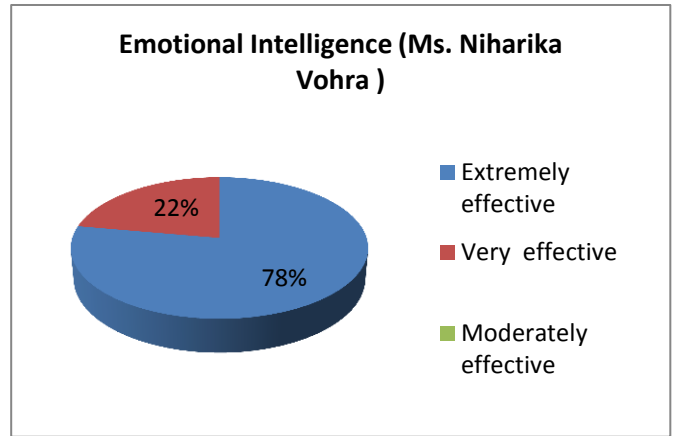
8. Effective Leadership (Ms. Disha Pannu & Ms. Anjali S. Chauhan)

Extremely effective	6
Very effective	0
Moderately effective	0
Slightly effective	1
Not at all effective	0



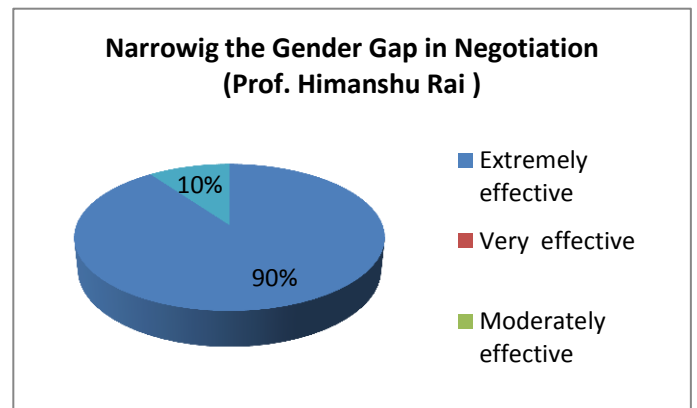
9. Emotional Intelligence (Ms. Niharika Vohra)

Extremely effective	7
Very effective	2
Moderately effective	0
Slightly effective	0
Not at all effective	0



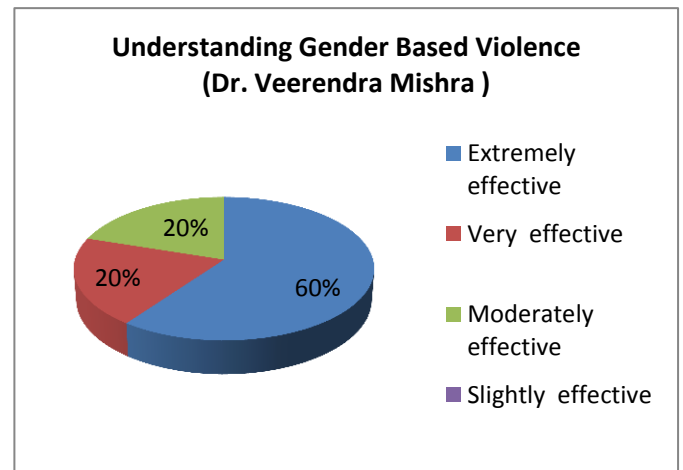
10. Narrowing the Gender Gap in Negotiation (Prof. Himanshu Rai)

Extremely effective	9
Very effective	0
Moderately effective	0
Slightly effective	0
Not at all effective	1



11. Understanding Gender Based Violence (Prof. Veerendra Mishra)

Extremely effective	3
Very effective	1
Moderately effective	1
Slightly effective	0
Not at all effective	0



**Workshop on Gender Responsive Governance
for
Elected Women Representatives (MLAs)
from 21 -23 September, 2022**

List of Participants

Jharkhand			
Sl. No.	Name	Place	Contact Numbers
1.	Ms. Sita Murmu	Jama	9334386072
Chhattisgarh			
2.	Ms. Shakuntala Sahu	Kasdol	7399443344
3.	Ms. Ranjana Dipendra Sahu	Dhamtari	9179866671
4.	Ms. Uttari Ganpat Jangde	Sarangarh	9340311049
5.	Ms. Ambica Singh Deo	Baikunthpur	9831005359
6.	Ms. Indu Banjare	Pamgarh	7828785555
7.	Ms. Devati Karma	Dantewada	9302443747
8.	Dr. Lakshmi Dhruw	Sihawa	9977833920
Madhya Pradesh			
9.	Ms. Rambai Govind Singh	Pathariya	6264673533
10.	Ms. Nandani Maravi	Sihora	9753490980

11.	Ms. Krishna Gaur	Govindpura	9893121578
12.	Ms. Gayatri Raje Puar	Dewas	9826055552
13.	Ms. Neena Vikram Vikram Verma	Dhar	9425014265
14.	Ms. Anila Bhendia	Dondi Lohara	9425595345
Maharashtra			
15.	Ms. Uma Girish	Pune	9422511635
Orissa			
16.	Smt. Minakshi Mahanta	Champua	9348730366
17.	Smt. Latika Pradhan	Kabisuryanagar	9438721600
Rajasthan			
18.	Smt. Anita Bhadel	Mansarovar	9829270288
19.	Smt. Kalpana Devi	Kota	9214067802
20.	Smt. Suryakanta Vyas	Soorsagar	7615968526
21.	Ms. Deepti Kiran Maheshwari	Rajsamand	9414159111
22.	Smt. Shobha Chauhan	Pali	9462579864 9950009609