



CAPACITY BUILDING PROGRAMME – CATALYSTS FOR CHANGE: DRIVING EFFECTIVE IMPLEMENTATION OF GENDER-INCLUSIVE LEGISLATIONS

(16th – 18th December, 2024)

Programme Report



In collaboration with National Commission for Women, New Delhi



**Capacity Building Programme – Catalysts for Change:
Driving Effective Implementation of Gender- Inclusive
Legislations**

Prepared by

**National Gender and Child Centre
Lal Bahadur Shastri National Academy of Administration
Mussoorie- 248179**

EPABX.: 0135-2222000

Fax No.: 0135-2632250 & 0135-2632750

Website: <https://www.lbsnaa.gov.in/>



GROUP PHOTOGRAPH
(18thDecember, 2024)





Contents

- About Us.....3
- About the Programme5

DAY 1

- Inaugural Session 12
- Being a Catalyst For Change..... 14
- Role of Administrators in the implementation of PCPNDT Act and Designing Scalable Interventions to tackle PCPNDT Related Challenges 15
- Strategies for Advocacy and Influencing Changes: Voices to Victory 16

DAY 2

- Delving Into the Pivotal Role of DM's in Implementing Prevention of Sexual Harassment at Work Place..... 19
- Survivor Narratives – Setting a Trial Blaze: Voices to Victory..... 21
- Strategic and Monitoring Role of Field Administrators in Implementation and Handling Domestic Violence and Sexual Offences Cases..... 23
- Resilience And Recovery: Administrators Role in Safeguarding Mental Health of Survivors..... 25
- Developing Multi-Sectoral Strategy (Group Work)..... 26
- Cause and Effect in Delivering Justice 27

DAY 3

- Narrowing Gender Gap in Communication 29
- Introduction to Gender Analysis Toolkit..... 31
- Feedback and Commitments 32
- Group Work Finalisation 34





Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender- Inclusive Legislations

- Developing Multi Sectoral Strategy for Creating Inclusive Spaces- An Integrated Approach in Charting the Way Forward..... 38
- Valedictory 39

ANNEXURES..... 41

- Annexure I- Schedule of the Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender- Inclusive Legislation 41
- Annexure II- List of participants attending the Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender- Inclusive Legislation 44
- Annexure III- Programme Feedback for the Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender- Inclusive Legislation... 48





About Us



The National Commission for Women (NCW) 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. The Commission completed its visits to all the States/UTs except Lakshdweep and prepared Gender Profiles to assess the status of women and their empowerment. It received a large number of complaints and acted suo-moto in several cases to provide speedy justice. It took up the issue of child marriage, sponsored legal awareness programmes, Parivarik Mahila Lok Adalats and reviewed laws such as Dowry Prohibition Act, 1961, PNDT Act 1994, Indian Penal Code 1860 and the National Commission for Women Act, 1990 to make them more stringent and effective. It organized workshops/consultations, constituted expert committees on economic empowerment of women, conducted workshops/seminars for gender awareness and took up publicity campaign against female foeticide, violence against women etc. in order to generate awareness in the society against these social evils.



The Lal Bahadur Shastri National Academy of Administration (LBSNAA) The Academy (LBSNAA), stands as a beacon of excellence in the realm of civil service training, with a distinguished legacy spanning decades. LBSNAA has been instrumental in shaping the careers of countless civil servants who have gone on to serve the nation with distinction. LBSNAA fosters administrative excellence and leadership in government officials through holistic training that cultivates ethical values, integrity, and a public service ethos. Moreover, LBSNAA serves as a vibrant hub for intellectual exchange and networking, bringing together civil servants from diverse backgrounds and fostering a culture of collaboration and mutual learning. Through interactive sessions, group discussions, and experiential exercises, participants have the opportunity to engage with peers, share experiences, and forge lifelong connections.





The National Gender and Child Centre (NGCC) was established in 1995, with an aim to mainstream gender in policy, programme formulation and implementation in Government so as to establish gender as a priority concern in government and to ensure equitable development of men and women. The Centre delivers gender training and sensitization inputs through courses run in the Academy for the Officer Trainee's of All India Services, and Central Services in the Foundation Course, Phase-I and Phase-II, the officers of middle and senior level in IAS and officers promoted to the IAS from the state civil services. It also conducts training of trainers on various themes of governance where gender concerns are involved.





Executive Brief about the Programme

The Capacity Building Programme: Catalysts for Change, developed, designed and delivered by the National Gender and Child Centre (NGCC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), in collaboration with National Commission for Women, is a transformative initiative aimed at fostering gender-inclusive governance.

The first round was held in Kerala from December 16 to 18, 2024, the programme brought together civil servants, experts, and stakeholders to explore strategies for addressing systemic barriers to equity and implementing gender-sensitive policies. By equipping participants with practical tools and actionable knowledge, the programme aims to empower administrators to champion gender-responsive governance and advance inclusive development.

The programme's primary objectives were threefold:

- to integrate gender perspectives into governance practices,
- to enhance District Magistrates/Collectors capacity to develop inclusive policies; and
- to promote awareness of gender-responsive governance as a tool for equitable development.

Structured around interactive workshops, expert-led sessions, case studies, and group discussions, the initiative provided participants with a comprehensive understanding of gender equity challenges and practical solutions to address them.

The inaugural session underscored the critical role of civil servants in translating legislative intent into tangible outcomes. It highlighted systemic barriers, such as the underutilization of laws like the Domestic Violence Act and the Prevention of Sexual Harassment (POSH) Act, and emphasized the importance of leadership in promoting equity. Distinguished speakers discussed how administrators can act as catalysts for change by addressing societal biases, improving the enforcement of gender laws, and fostering inclusive leadership.

On the second day, participants were introduced to frameworks for gender analysis and tools for designing gender-responsive interventions. Sessions focused on collecting and analyzing gender-disaggregated data, enabling participants to identify disparities and develop targeted solutions. Discussions also covered inclusive communication strategies essential for effective governance. Case studies and group work provided real-world examples of successful gender-sensitive initiatives, offering participants a deeper understanding of how to apply these concepts in their respective domains.





The final day explored justice systems and budgeting through a gender lens, examining how these tools impact female labour force participation and broader social equity. A key session on mental health highlighted its intersection with governance, emphasizing the importance of gender-sensitive approaches to support psychological well-being, particularly for vulnerable groups.

Interactive group activities were a central component of the programme, encouraging participants to develop multi-sectoral strategies to address gender inequities. Teams worked on critical topics such as implementing the Pre-Conception and Pre-Natal Diagnostic Techniques (PCPNDT) Act, creating inclusive workspaces, and strengthening domestic violence law enforcement. These activities allowed participants to propose innovative, context-specific solutions, fostering collaboration and problem-solving skills.

Kerala's achievements in gender development were a focal point of the programme, serving as a model for other states. Sessions highlighted Kerala's progressive initiatives, such as the Women Component Plan (WCP), which allocates funds specifically for women's welfare, and its success in achieving gender parity in education. Participants also explored Kerala's use of gender budgeting, inclusive urban design, and community-led interventions to address gender inequities. Despite these successes, challenges such as wage gaps, unrecognized domestic work, and violence against women remain, and participants analyzed strategies to address these issues.

The programme emphasized several key themes, including the importance of gender-responsive governance (GRG) as a cornerstone of inclusive growth. Advocacy emerged as a critical tool for systemic change, with participants learning about the role of awareness campaigns, legal reforms, and community-driven solutions in fostering equity. Technology was also explored as an enabler of inclusivity, with discussions on tools like digital grievance platforms and gender-sensitive urban designs. Additionally, the value of collaborative governance was emphasized, highlighting the need for partnerships between government bodies, civil society, and international organizations to achieve sustainable gender equity.

By the end of the training, participants were equipped with actionable strategies to integrate gender-responsive frameworks into their governance practices. They gained the tools and confidence to foster equity through targeted policymaking and to address systemic barriers in their roles. The collaborative format of the programme also facilitated the exchange of ideas and experiences, enriching participants' understanding and strengthening their ability to advocate for systemic change.

The Catalysts for Change programme exemplifies the commitment of NGCC, LBSNAA, and their partners to advancing gender-inclusive governance. By empowering civil servants to address gender inequities through practical





Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations

solutions, the programme lays the groundwork for equitable and inclusive development. Its focus on systemic reforms, advocacy, and collaboration ensures a lasting impact in creating governance systems that address the diverse needs of all citizens.





DAY 1

Opening Horizons

The National Commission for Women (NCW) and the National Gender and Child Centre (NGCC) at the Lal Bahadur Shastri National Academy of Administration (LBSNAA) had been deliberating on this course for an extended period, recognizing the pivotal role that District Magistrates (DMs) and District Collectors (DCs) play in the implementation of gender-inclusive legislation. Given their critical position in enforcing policies and ensuring gender equity at the grassroots level, the decision was made to curate a program specifically tailored to address their needs and responsibilities.

The course was meticulously designed by a dedicated team comprising Ms. Meenakshi Negi, Member Secretary, National Commission for Women; Ms. Shanmuga Priya Mishra, Executive Director, NGCC, LBSNAA; Ms. Anjali Singh Chauhan, Chief Programme Officer, NGCC, LBSNAA; and Ms. Kanchan Khattar, Senior Legal Consultant, NCW, alongside subject matter experts. This initiative was guided by the visionary leadership of Mrs. Vijaya Rahatkar, Chairperson, NCW and Shri Sriram Taranikanti, Director, LBSNAA. Their efforts were further strengthened by Shri Asholi Chalai, Joint Secretary, NCW, and the dedicated teams from NGCC, LBSNAA, and NCW, ensuring a comprehensive approach to course development, design, and delivery.



The Kerala Women and Child Development (WCD) team, led by Ms. Sharmila Joseph, Principal Secretary of the Women and Child Development Department, and Ms. Haritha, Director of the Women and Child Development Department, collaborated seamlessly with the Institute of Management in Government (IMG) team, headed by Shri Jayakumar, Director, IMG. Their efforts were supported by Ms. Bindu, Dr. Mini B. Nair, Associate Professor, and Ms. Anisha Jaidev, all of whom played instrumental roles in ensuring the program's smooth implementation and success.

This exemplary collaboration among NGCC, LBSNAA, NCW, Kerala WCD, IMG, and other key stakeholders resulted in a transformative program. It not only fostered meaningful engagement but also provided actionable insights to empower DMs and DCs in driving gender-responsive governance and the effective implementation of gender-inclusive acts.





Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations





Charting New Paths

The theme of advancing gender inclusivity and driving effective implementation of progressive legislation is central to the vision of a *Viksit Bharat*. This initiative seeks to move beyond policy frameworks and create tangible impacts that transform lives, ensuring that equality becomes a lived reality rather than a mere promise. Achieving this vision requires a multidimensional and sustained effort to address the systemic barriers and cultural attitudes that hinder progress.

The proposed programme aims to adopt a comprehensive approach focusing on several key areas. The first priority is to enhance and implement strategies for gender inclusivity by reinforcing the role of administrators in the enforcement of gender-centric laws. Effective implementation depends heavily on the capacity of administrators to not only interpret the law but also act decisively in situations involving gender-based injustice. Administrators are expected to provide consistent support to victims and uphold justice and fairness, ensuring that all legal provisions are applied with integrity and sensitivity. Their actions must reflect a proactive stance that prioritizes victim welfare and timely interventions. Equally significant is the need for developing multisectoral interventions and fostering collaborations across various sectors, including education, health, law enforcement, and the corporate sphere. This integrated effort will help build safer and more equitable workspaces, creating an environment conducive to individual empowerment, where employees can thrive without fear of harassment or discrimination. A unified and collaborative model ensures that all stakeholders contribute meaningfully to gender equity, fostering systemic resilience against inequality.

Furthermore, the programme emphasizes strengthening advocacy for gender-equitable policies. Advocacy remains vital for social progress, demanding a collective effort to amplify the voice for gender equity in governance and society. Raising awareness about legal rights, ensuring accessible reporting mechanisms, and educating the public about gender sensitivity are integral components of advocacy. Consistent engagement with policymakers, community leaders, and civil society organizations will broaden the impact of legislative reforms, embedding gender inclusivity within the nation's cultural and legal framework.

The Prevention of Sexual Harassment (POSH) Act, 2013, is one of the most recognized legislations addressing gender inclusivity in India. Its widespread impact has contributed significantly to safer workplaces for women, providing a structured mechanism for addressing sexual harassment. The visibility and enforcement of the POSH Act have elevated workplace discourse on women's rights, yet there remains a need for deeper penetration into informal sectors and smaller enterprises where implementation may be weaker or non-existent. However, other crucial laws, such as the Protection of Women from Domestic Violence Act, 2005, require greater attention. Despite its importance, the persistent prevalence of domestic violence





highlights the need for robust implementation of this legislation. Awareness campaigns, training for law enforcement personnel, and streamlined legal processes must accompany the statutory provisions to make a real difference. Handling such cases with sensitivity is imperative. Administrators not only need to enforce legal actions but must also demonstrate empathy, understanding, and respect in their responses. Proper training in victim-centric approaches can enhance trust in the legal system and ensure justice is delivered effectively.

Social change is a multifaceted process influenced by various variables, including cultural norms, socio-economic factors, and educational opportunities. Administrators may not have control over all these factors, but their language, responses, and actions hold considerable sway. Each word spoken by law enforcers, every courtroom decision, and every public official's action can either reinforce societal stereotypes or dismantle barriers to gender equality. Consistency in tone and respect for individuals' dignity are small but powerful ways in which public servants can lead by example.

For instance, a recent case involved a woman who bravely recounted her experience of abuse. The abuser's actions represented not only a legal violation but a profound attack on her dignity and humanity. This incident underscores the necessity for compassionate and effective intervention. Cases like these highlight the transformative power of legislation when implemented with genuine sensitivity and commitment. Public institutions must evolve to prioritize not just punitive actions but also comprehensive rehabilitation for victims and offenders alike.

Realizing a *Viksit Bharat* demands more than the enactment of progressive laws. It requires a dynamic combination of legal frameworks, grassroots activism, institutional accountability, and cultural shifts. Comprehensive implementation strategies, gender sensitivity training for administrators, and fostering a culture rooted in respect and dignity are essential. It is through continuous evaluation, feedback mechanisms, and participatory governance that true inclusivity will be achieved. By charting new paths, it becomes possible to empower individuals, reform systemic structures, and build a nation where gender inclusivity is a present reality rather than an aspirational goal.





Inaugural Session



The inaugural session, led by Ms. Meenakshi Negi, Member Secretary, NCW; Ms. Dakshita Das, and Shri Jayakumar, Director of the Institute of Management in Government (IMG), focused on the central theme of driving the effective implementation of gender-inclusive legislation to create equitable and inclusive environments. The program emphasized the pivotal role of administrators in translating legislative intent into tangible outcomes,

addressing systemic challenges, and fostering equity. It aimed to strengthen female labour force participation, promote gender mainstreaming, and accelerate progress toward inclusivity through comprehensive legislative and policy frameworks.

The experts shed light on pressing challenges in implementing gender-equitable laws, highlighting the underutilization of key legislation like the Domestic Violence Act, despite the persistent prevalence of domestic violence. They also examined enduring societal issues such as dowry, which continues to manifest in redefined narratives. The findings of the Hema Committee on Kerala's cinema industry were presented as a compelling example of the critical need for laws like the Prevention of Sexual Harassment (POSH) Act.



Participants engaged in discussions on strategies to enhance awareness through social messaging and education, addressing deep-seated biases and prejudices to foster a more inclusive society.



The chief guest, Smt. Sarada Muraleedharan, IAS, Chief Secretary of the Government of Kerala, delivered an impactful keynote address. Her speech focused on actionable strategies to bridge existing gaps and build a gender-inclusive future, underscoring the role of legislative and administrative reforms in





Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations

advancing gender equity and inclusivity.

The session commenced with the ceremonial lighting of the lamp, symbolizing the program's commitment to illuminating pathways toward a more equitable society. The active participation of attendees and contributors enriched the deliberations, inspiring collective action and fostering transformative change.





SESSION 1

Being a Catalyst ForChange

Led By: Tarun Jain

Associate Professor of Economics at the Indian Institute of Management Ahmedabad, where he holds the Reserve Bank of India Chair in Finance and Economics.

Supported by:

Anjali Singh Chauhan

Chief Programme Officer, National Gender and Child Centre (NGCC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie

Katyanani S. Bhatia

Indian Revenue Services of 2018 batch. She is currently the Deputy Commissioner of Income Tax, Government of India



The session titled "*Being a Catalyst for Change*" by Mr. Tarun Jain delved into reshaping societal attitudes toward gender sensitivity and addressing the deep-rooted causes of gender disparity. Mr. Jain highlighted that while child sex ratios have improved, systemic inequalities persist, particularly in states like Haryana, where gender disparity manifests across the entire life cycle. Issues such as unequal access to health care, education, and inheritance, coupled with early marriage and inadequate care for elderly women, underline the multifaceted

nature of the problem. Tackling these challenges requires comprehensive approaches that go beyond isolated legal interventions.

Mr. Jain emphasized the pivotal role of schools in reshaping attitudes, advocating for targeted interventions in grades 7–10. By focusing on this impressionable age group, the foundation for gender sensitivity can be established early. He challenged the stereotype of gender being a "women's issue" and proposed an inclusive approach that actively involves boys and men. Such inclusivity ensures that solutions are holistic and address the societal norms and biases that perpetuate gender insensitivity. Schools, he suggested, can become laboratories for social change, where innovative programs are piloted and scaled for broader impact.

A key aspect of the discussion was the importance of understanding local cultural factors and tailoring programs accordingly. For instance, Mr. Jain cited the work of Mrs. Surina Rajan, then Additional Chief Secretary of Haryana School Education Department, as an example of how local administrative leaders can drive meaningful change. Haryana, known for its pronounced gender disparities, requires nuanced strategies to address deep-seated issues. Programs need to account for who participates, how they are designed, and the duration to ensure meaningful engagement and impact.





Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations



Safety concerns were identified as a significant barrier preventing women from participating in the workforce. Mr. Jain argued that gender-based crimes and inequalities stem from societal attitudes formed at a young age, making youth a critical demographic for intervention. He proposed targeting the 18–21 age group to instill respect and sensitivity during a crucial period of social development. Engaging youth ensures that the seeds of future generations.

Role-playing exercises were presented as a practical tool for fostering change. Mr. Jain shared an example of a District Magistrate designing and advocating for a gender program, demonstrating how administrators can act as policy entrepreneurs. This approach encourages officials to develop innovative solutions and advocate for their implementation at state and national levels.

Mr. Jain also emphasized sports as a catalyst for promoting inclusivity in schools. By engaging students in sports, gender stereotypes can be dismantled, and teamwork and equality can be promoted. Additionally, understanding parental attitudes was highlighted as essential to addressing societal norms, as parents play a crucial role in shaping children's worldviews.

The session concluded with a call to action for participants to design youth-centric programs aimed at reducing gender-based crimes. By targeting societal attitudes at their roots, fostering inclusivity, and leveraging policy innovation, administrators, educators, and individuals can collectively act as catalysts for transformative change.





SESSION 2 and SESSION 3

Role of Administrators in the implementation of PCPNDT Act and Designing Scalable Interventions to tackle PCPNDT Related Challenges

Varsha Deshpande

Advocate, Social Worker and President of Dalit Mahila Vikas Mandal.

Sabu George

Dr. George, a New Delhi-based expert with 30 years of experience, has extensively worked on female foeticide, child malnutrition, and implementing the PNDT Act through research, litigation, and advocacy.



The session on the *Role of Administrators in Implementing the PCPNDT Act and Designing Scalable Interventions to tackle PCPNDT related challenges* featured insightful discussions by Mr. Sabu George and Ms. Varsha Deshpande, focusing on the urgent need to combat female foeticide and improve child sex ratios. Mr. Sabu George began by highlighting the alarming decline in sex ratios in several parts of the country, despite progress in Haryana, where the ratio improved from the low 800s in 2011 to the low 900s in 2023, aided by initiatives like *Beti Bachao Beti Padhao*. He lamented the shift in gender

discrimination from post-birth to pre-birth over the last 15 years, driven by the prevalence of sex-selective abortions. Comparing India's progress to global contexts such as South Korea, he noted that while significant advancements have been made in fertility and infant mortality rates, structural issues like low birth weights and urban pollution pose long-term challenges. He recommended using technologies like mapping tools to detect patterns of illegal practices, stressing the need for thorough audits and linking birth records to expose irregularities. Mr. George also warned about the organized nature of these crimes, citing examples from Maharashtra where sex determination and foeticide were strategically conducted across state borders to evade detection.

Ms. Varsha Deshpande shared her experiences as a legal activist and advocate for gender equality, recounting her efforts in shutting down illegal liquor shops to improve community safety and her role in the PCPNDT Committee in her district. She highlighted challenges in the early enforcement of the Act, where both mothers and doctors were accused, leading to limited effectiveness, and praised the addition of Section 24, which protects pregnant women unless proven complicit. Her account included conducting sting operations where pregnant women with concealed cameras exposed illegal practices, emphasizing the importance of vigilance, especially during non-working hours when such centers are most active. She advocated for public awareness campaigns, including mandatory signage in medical facilities declaring sex determination illegal, and underscored the role of grassroots organizations like gram sabhas and NSS in mobilizing communities. Both speakers stressed the importance of proactive administrative efforts, emphasizing that stopping even one offender could prevent countless cases of female foeticide. They called for consistent enforcement of the Act, likening its implementation to other government schemes, and urged administrators to





Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations

prioritize this issue as a moral and legal imperative. Together, their insights provided a compelling call to action for district officers to leverage technology, community engagement, and stringent law enforcement to safeguard the rights of girls and ensure a balanced sex ratio, thereby protecting the future of society.





SESSION 4

Strategies for Advocacy and Influencing Changes: Voices to Victory

Vijayanthi Vasantha Mogali

Transgender activist and motivational speaker.

In conversation with Dakshita Das,

The session on *Strategies for Advocacy and Influencing Changes: Voices to Victory*, led by Vijayanthi Vasantha Mogali, provided a powerful insight into the struggles, aspirations, and advocacy required for the transgender community in India. Vijayanthi, a transgender activist, recounted her journey of self-realization and resilience, which began at the age of six when she identified more closely with the women in her household. Her identity was met with rejection and misunderstanding by her family, particularly her mother, who struggled to come to terms with her child's reality. Vijayanthi emphasized that while it is easy to criticize parents for their lack of support, they often lack resources, examples, or a supportive system to understand and embrace the needs of a transgender child.



Vijayanthi delved into the historical and societal challenges faced by transgender individuals, describing the hierarchical and often exploitative guru-chela system that originated as a protective structure but has since been marred by stigma and corruption. She stressed the need for empathy and inclusion, arguing that an inclusive India cannot truly emerge unless all members of society, including transgender individuals, are given the warmth and support to thrive. This inclusivity, she asserted, is fundamental to the vision of *Viksit Bharat*.

In response to a query by Mrs. Dakshita Das about the stigma and struggles faced by transgender individuals, Vijayanthi shared her harrowing experiences of being subjected to sexual and physical assault as a gender non-conforming child. These challenges extended to her school years and beyond, highlighting the pervasive discrimination faced by transgender individuals in familial, societal, and institutional settings. She noted that even after the landmark Supreme Court judgment of April 2014 recognizing transgender rights, systemic issues persisted. For instance, workplace discrimination continued unabated, as forms and official documents often failed to accommodate her identity. When she declared herself as transgender in May 2014, her capabilities were unfairly questioned, and basic facilities such as washrooms posed significant dilemmas, leading to medical and psychological distress.

On the subject of property succession rights for transgender individuals, Vijayanthi pointed out the glaring gaps in existing laws. She noted the absence of provisions within the country's succession acts to address the rights of transgender individuals, emphasizing the need for dedicated legislation. Similarly, she highlighted the exclusion of transgender persons from existing laws such as the Prevention of Sexual





Harassment (POSH) Act, which, despite being considered gender-inclusive, fails to account for their specific vulnerabilities and realities.

Addressing the bureaucratic process of obtaining a transgender certificate, Vijayanthi clarified that no medical certification is required. The process is simplified to filing an affidavit, which can be uploaded to the national transgender portal. She urged district officers to ensure confidentiality and provide the necessary support to transgender individuals navigating these processes.



On the contentious issue of distinguishing between “real” and “fake” transgender individuals, Vijayanthi argued that such categorizations are unnecessary and reductive. Gender identity, she explained, is an intrinsic feeling, and the authenticity of someone’s identity cannot and should not be questioned. She stressed that when crimes are committed, the focus should remain on addressing the crime itself, rather than scrutinizing the identity of the perpetrator.

Vijayanthi concluded by emphasizing the responsibility of administrators to foster an environment of acceptance and inclusivity for transgender individuals. She reiterated the need for empathy, understanding, and systemic changes to ensure that the transgender community can live with dignity and equal opportunities. The session underscored that true advocacy lies in listening to and amplifying the voices of marginalized communities, and in doing so, transforming these voices into victory for an inclusive and equitable society.





DAY 2

SESSION 5

Delving Into the Pivotal Role of DM's in Implementing Prevention of Sexual Harassment at Work Place

Audrey D'Mello

Advocate and Director, Majlis Legal Centre, Mumbai.

This session focused on the role of District Magistrates (DMs) in implementing the Prevention of Sexual Harassment at the Workplace Act, 2013, Audrey D'Mello underscored the importance of DMs in executing laws aimed at protecting women, particularly in the context of domestic violence and workplace harassment. The session began with a focus on the pivotal role of District Magistrates in the effective administration of laws within their districts. Ms. Audrey emphasized that providing consistent and comprehensive support to victims of any crime is essential for their transformation from victim to survivor, encouraging authorities to prioritize victims' well-being and empowerment.

The discussion then moved to a critical issue—domestic violence. Participants identified domestic violence as one of the most prevalent crimes against women today. Ms. D'Mello referenced data from the National Crime Records Bureau (NCRB), which highlighted the worrying state of domestic violence in India. She elaborated on the underlying reasons for domestic violence, including trivial matters like leaving the household without permission, which are often used as justifications for abuse. She further noted that the number of cases reported under Section 498A of



the Indian Penal Code (IPC) is significantly lower than the number of unreported cases. The reasons for non-reporting included social stigma, societal pressure, and financial dependence on the husband, all of which prevent women from seeking justice and support.

Shifting the focus to the role of the government in addressing domestic violence, Ms. Audrey D'Mello discussed the historical context of various laws designed to protect women from abuse, including the Hindu Marriage Act (HMA), Section 125 of the CrPC, and Section 498A of the IPC. She also highlighted several government schemes aimed at supporting women, such as One Stop Centers (OSCs), the *Beti Bachao Beti Padhao* Scheme, and Working Women Hostels. However, she noted that despite the presence of these laws and schemes, significant challenges remain in their implementation, primarily due to inefficiencies and gaps in the execution process.

A key focus of the conversation was the role of district officers, particularly District Magistrates, in the implementation of these schemes and laws. She acknowledged





that while district officers have a broad range of responsibilities, it is essential to prioritize the protection and welfare of women to foster proper district development. She emphasized that the effective implementation of these laws and schemes is fundamental for creating a safer environment for women, which ultimately contributes to the overall progress of the community.

The discussion also covered the crucial role of various stakeholders in the protection of women from domestic violence. She highlighted the importance of collaboration between the police, medical facilities, shelter homes, service providers, and protection officers, all of whom play a significant role in ensuring that women receive the necessary protection and support. Protection officers, in particular, are instrumental in guiding women through the legal process and ensuring their rights are upheld.



In conclusion, Ms. Audrey D'Mello's discussion emphasized the importance of the District Magistrates' role in the implementation of laws and schemes to protect women from domestic violence and workplace harassment. She called for greater focus on the execution of these laws, as well as stronger coordination among all stakeholders, to ensure that women in distress receive the support and protection they need to overcome violence and abuse. The session highlighted the collective responsibility of both government officials and society at large to create a safer and more inclusive environment for women.



SESSION 6

Survivor Narratives – Setting a Trial Blaze: Voices to Victory

Pragya Prasun

Activist who survived an acid attack and set up the Atijeevan Foundation.

In conversation with Katyayani Sanjay Bhatia, IRS

The session, featuring Ms. Pragya, an acid attack survivor and the founder of the Ati Jeevan Foundation, spoke with Ms. Katyayani S Bhatia and provided profound insights into the struggles and resilience of acid attack survivors. Ms. Pragya's inspiring journey highlighted the entrenched social hierarchies and power dynamics that perpetuate acid attacks, emphasizing the need for systemic and societal interventions to combat this heinous crime.

She began by recounting her personal experience of surviving an acid attack 12 days after her wedding. Despite the devastating impact on her identity and social acceptance, she has emerged as a beacon of hope for countless others, dedicating her life to empowering survivors and advocating for gender equality and social justice. She shared how the attack altered her life irrevocably, with her facial disfigurement leading to social ostracism, even from close relatives. Her story



underscored the societal stigma faced by survivors and the urgent need for attitudinal change to foster inclusivity and dignity for all individuals.

The session addressed the intersectional aspects of acid attacks, highlighting how they disproportionately target women and are deeply rooted in power imbalances and gender dynamics. While legal provisions exist to address these crimes, Pragya stressed that the focus must extend beyond punishment to prevention. She advocated for measures such as stricter regulation of acid sales, robust first-aid awareness campaigns, and community-based initiatives to raise awareness about the consequences of acid attacks. These efforts, she argued, would not only mitigate the occurrence of such attacks but also address broader burn-related incidents.



Ms. Pragya shared practical strategies for administrators and policymakers to tackle the issue. She urged the enforcement of bans on unrestricted acid sales and the integration of first-aid training into local community programs, particularly during high-risk times such as festive seasons. Additionally, she suggested engaging college students in research and awareness projects, offering awards to incentivize their





participation. She highlighted the importance of involving survivors in discussions and decision-making processes to design more effective and empathetic strategies.

The session also drew attention to the disparities in justice and compensation for acid attack survivors. She shared the challenges survivors face in regions like West Bengal, where conviction rates for perpetrators are alarmingly low, and acid remains easily accessible. She commended recent legal advancements that have introduced compensation for male survivors, while emphasizing the need for uniform implementation of survivor support measures across states.

In her closing remarks, she reiterated the importance of addressing the root causes of acid attacks through education and awareness, particularly among boys and young men. She emphasized that prevention must be prioritized over legal recourse, as the law intervenes only after an incident occurs.

Ms. Katyayani shared that this session was a poignant reminder of the resilience of survivors and the collective responsibility of society to create a safer, more inclusive environment. By combining legal enforcement, community awareness, and systemic changes, it is possible to significantly reduce the prevalence of acid attacks and support survivors in reclaiming their dignity and lives.





SESSION 7

Strategic and Monitoring Role of Filed Administrators in Implementation and Handling Domestic Violence and Sexual Offences Cases

Audrey D'Mello

Advocate and Director, Majlis Legal Centre, Mumbai.

In the seventh session, Ms. Audrey D'Mello focused on the strategic and monitoring role of field administrators in handling domestic violence and sexual offences cases, specifically delving into the pivotal role of District Magistrates (DMs) in implementing the Prevention of Sexual Harassment at the Workplace (POSH) Act. She began by highlighting the alarming rise in child sexual abuse cases, particularly among the 11-18 age group, and emphasized the critical importance of laws



such as the Protection of Children from Sexual Offences (POCSO) Act. She discussed how the act mandates the reporting of incidents, which has significantly increased reporting rates. She pointed out the troubling connection between child sexual abuse and domestic violence, noting that in many cases, the perpetrators were family members of the victims. She explained the history and provisions of the POCSO Act, emphasizing that following its procedures is essential for addressing the immense trauma victims face as they work to regain normalcy in their lives.

The discussion also touched on the role of the police in handling such cases, particularly when dealing with issues like eve-teasing. She criticized instances where the police, in an attempt to handle the situation swiftly, may resort to informal punishments outside the legal framework. She then shifted to discussing the roles of DMs in relation to the police, highlighting the separation of powers between district authorities and law enforcement. She elaborated on the distinct roles that DMs, SPs, and police commissioners play in the handling and investigation of cases, especially in terms of reporting, acquittals, and convictions.

Shifting focus to the POSH Act, D'Mello outlined its provisions, starting with the historical background of the law and its connection to the Indian Penal Code (IPC). She clarified that women seeking relief under the POSH Act have the option to pursue relief under both the IPC and POSH Act. The POSH Act provides remedies such as suspension, dismissal, and civil remedies for victims of sexual harassment at the workplace. She explained the applicability of the POSH Act, stating that it applies to any workplace with ten or more employees, and for women working in the unorganised sector, Local Committees are available to report incidents of workplace harassment.





She further discussed the powers of both the Internal Committees and Local Committees under the POSH Act, explaining how complaints are lodged, who can file them, and the process of recording statements. Once a complaint is heard, the committees are responsible for making recommendations based on the facts presented. D'Mello highlighted the role of the district officers, especially in the context of the Local Committee, where their involvement ensures the implementation of the law at

the grassroots level. She addressed participant questions regarding the functions of these committees and the extent of the powers of district officers under the POSH Act, urging a collaborative effort to ensure that these laws are executed effectively to protect women in the workplace.

In conclusion, the session highlighted the importance of field administrators, particularly District Magistrates, in ensuring the proper implementation of laws like the POCSO Act and the POSH Act. She emphasized the need for strategic monitoring, effective collaboration between police and district authorities, and a thorough understanding of the laws to provide victims with the support and relief they need. The session underscored the critical role that district officers play in addressing sexual offences and domestic violence, ensuring that legal provisions are followed and justice is served.





SESSION 8

Resilience And Recovery: Administrators Role in Safeguarding Mental Health of Survivors

Aravind Raj

Additional Professor at NIMHANS

The session, led by Dr. Arvind Raj from NIMHANS, focused on the critical integration of mental health across diverse fields, emphasizing its universal importance. Dr. Raj



began with a compelling analogy, likening mental health to a "pinch of salt" essential in cooking, illustrating that without its proper incorporation, programs and policies lose their effectiveness. He stressed that mental health is not just the responsibility of specialists but a vital component across all sectors.

A significant part of the session was dedicated to exploring the interplay between attitude and aptitude in mental health work. While acknowledging participants' technical skills, Dr. Raj highlighted that the right attitude is crucial for impactful implementation, emphasizing empathy and a proactive mindset. Recognizing the challenging afternoon timing, Dr. Raj employed an engaging and participatory methodology, incorporating three practical activities to demonstrate strategies at both micro and macro levels. These activities focused on preventive and promotive aspects of mental health, equipping participants with actionable tools for application in personal and professional settings.

He proposed specific action items, including the implementation of mental health strategies at individual and organizational levels, organizing targeted programs within departments, practicing learned techniques with subordinates and families, addressing sensitive issues like rape through family support, and adapting training for different cadre levels, particularly community workers. Participants appreciated the session's interactive nature and practical relevance, though some suggested reducing content repetition for advanced audiences.



Overall, the session provided valuable insights and a roadmap for effectively integrating mental health into various sectors, reinforcing its importance in ensuring the success of broader initiatives.





SESSION 9

Developing Multi-Sectoral Strategy (Group Work)

Audrey D'Mello, Dakshita Das, Tarun Jain, Anjali S. Chauhan, Aravind Raj, Katyayani S. Bhatia and Divya Ravindranath

In Session 9, a group discussion focused on developing multi-sectoral strategies to address key issues related to gender equality and protection of women.



The session was led by a diverse panel of experts, including Audrey D'Mello, Dakshita Das, Tarun Jain, Anjali S. Chauhan, Arvind Raj, Katyayani S. Bhatia, and Divya Ravindranath, who guided participants through various themes and strategies. One of the central topics of Group 1 was the implementation of the Pre-Conception and Pre-Natal Diagnostic Techniques (PCPNDT) Act.

The group explored social factors beyond legal or police measures, discussing the negative consequences of declining sex ratios and proposing better ways of implementing the law.

Group 2 focused on the Protection of Women from Domestic Violence Act (PWDVA), examining ways to strengthen its enforcement and support systems.

Group 3 delved into the creation of inclusive safe spaces, debating how to ensure gender-safe environments and how these spaces can be integrated with gender-inclusive legislation. Participants also discussed potential interventions that could facilitate the implementation of such spaces, emphasizing that while ideas often come from external sources, true change should originate within the system.

Group 4 highlighted the role of education in promoting gender equality, aiming to reduce crimes against women and increase female workforce participation.

Group 5 focused on the constructive role of administrators in handling sexual harassment cases, stressing the importance of administrative support in addressing these sensitive issues. Dr. Sharmila, in her remarks, emphasized the historical and proactive factors that have contributed to Kerala's success in gender development, particularly the state's matrilineal system, which has played a crucial role in advancing gender equality. The session underscored the importance of a multi-faceted approach that combines legal, social, and educational interventions to achieve lasting gender equality.





SESSION 10

Cause and Effect in Delivering Justice

Sharmila M. Joseph

Principal Secretary (WCD), Govt. of Kerala

Ms. Joseph shared the journey of Kerala and how Kerala has consistently excelled in women's development and empowerment, leading among Indian states in human and gender development indices. Historical factors such as the matrilineal family systems in certain communities, socio-political movements, progressive rulers, missionary activities, and gender-sensitive policies by successive governments have contributed to this success. Key drivers of women's empowerment in the state include gender-sensitive planning at the local level and strong community mobilization efforts. Kerala's demographic indicators reflect its progress, with a general sex ratio of 1084 compared to India's 964, and a child sex ratio of 964 against the national average of 919.



Female literacy stands at 92%, with women aged 15-49 achieving literacy rates of 98.3% (NFHS-V) and 99.6% (SRS-2020). The state has attained gender parity in general education and has a gender parity index of 1.6 in higher education.

Women dominate in arts and science education (64%), medical and allied fields (81%), and technical courses like BTech (42%) and polytechnic courses (21.55%). Kerala's initiatives also extend to political and economic participation, with local bodies earmarking at least 10% of development funds under the Women Component Plan (WCP) for gender-focused initiatives.

Gender Resource Centres (GRC) and training programs facilitated by KILA ensure gender-sensitive planning. Although Kerala boasts one of the highest urban workforce participation rates for women, rural areas lag behind. Women constitute 90% of workers under the MNREGS program. Challenges persist in wage inequality, invisibility of domestic work, and occupational segregation.

To mainstream gender equality, Kerala has adopted mechanisms like gender auditing and budgeting. The gender budget has increased from 11.4% of the total plan outlay in 2017-18 to 21.32% in 2024-25, amounting to ₹ 4661.55 crores. Policies such as the Nirbhaya, Gender, and Transgender Policies, supported by legislative frameworks like POCSO, enhance gender equity.

She spoke about innovative schemes of Kerala like "One-day Home" and "Ente Koodu" provide shelters for women, while initiatives such as Abhayakiranam and Padavukal support women's welfare. Social campaigns like "Ini Venda Vittuveezhcha" aim to reduce violence against women, and projects like "Dheera" promote self-defence training for children. Kerala was the first Indian state to adopt





a Transgender Persons' Policy in 2015, following a Supreme Court ruling. The state's Transgender Justice Board, established in 2016-17, oversees welfare schemes such as "Mazhavillu." The 2024-25 budget allocates ₹ 6.5 crores for transgender welfare, underscoring Kerala's commitment to inclusivity. Despite its achievements, Kerala faces challenges such as a low child sex ratio, wage gaps, occupational segregation, unrecognized domestic work, and violence against women.

Addressing these issues requires measures like increasing access to technical education, implementing gender-sensitive curricula, and enhancing care infrastructure. Strengthening policies for elderly women, promoting safer public spaces, and fostering gender-sensitive urban design and media are also vital. Expanding gender auditing of governmental schemes is crucial to institutionalizing gender equity.



Ms. Joseph highlighted the historical and cultural developments that have shaped Kerala's success, including the role of matrilineal families, missionary activities, and local self-government's gender-sensitive planning. She emphasized the importance of programs like the Women Component Plan, which allocates development funds specifically for women's welfare. Social development initiatives targeting different age groups, such as adolescents and elderly

women, further support Kerala's inclusive growth. Ms. Joseph acknowledged ongoing challenges like low child sex ratios, violence against women, and wage gaps but suggested a way forward through gender-sensitive curricula, urban planning, and expanding gender-focused audits. Kerala's journey in gender development serves as a model, showcasing the transformative impact of sustained and inclusive policies, though continuous efforts are needed to address remaining gaps and foster equitable progress.





DAY 3

SESSION 11

Narrowing Gender Gap in Communication

Anjali S. Chauhan, Yogesh Kumar, Katyayani S. Bhatia and Divya Ravindranath

The speakers collectively highlighted, that effective communication, both verbal and non-verbal, plays a pivotal role in shaping societal dynamics. However, ingrained gender biases in our language and behaviour often perpetuate stereotypes. For instance, cuss words predominantly target women and their bodies, embedding a culture of disrespect. At the same time, societal norms discourage men from expressing vulnerability, such as crying, enforcing toxic masculinity. These disparities reflect the urgent need to address and redefine our communication practices.

Another glaring inequality lies in property ownership and representation. In many cases, property is registered in a woman's name, but the control and access to associated information remain with men. A common example is messages about property details being routed to the husband's phone, even when the property legally belongs to the wife. This undermines women's autonomy and highlights the subtle ways technology and societal norms collude to reinforce patriarchal structures. Encouragingly, some progressive steps, like Mahila loans at SBI requiring women to be the first owners in specific cities, demonstrate a shift toward equity. However, much work remains to ensure true ownership and empowerment.



Women's access to public spaces, including marketplaces, remains fraught with challenges. Limited access and the prevalence of sexual harassment restrict women's full participation in economic activities. In addition, digital advertisements often exploit impulsive buying tendencies, disproportionately targeting women. While these ads can provide access to products and services, they often perpetuate stereotypes and encourage frivolous consumption rather than empowering decision-making.



On a brighter note, the formal sector shows promise, with educated women leveraging literacy and awareness of their rights to make informed financial decisions. Technology has emerged as a significant enabler, democratizing access and fostering ownership among women. Digital platforms offer opportunities for women to participate in the workforce, access financial





resources, and claim their rightful place in society. Nevertheless, these advancements are tempered by challenges, such as gendered assumptions in technology usage, where information intended for women is often rerouted to male family members.

The representation of women in media and advertising requires critical examination. Many products are marketed with misogynistic undertones, reinforcing outdated gender roles and trivializing women's contributions. It is imperative for advertisers and content creators to adopt inclusive language and messaging. Moving beyond the binary "he" and "she" in language is a step toward creating a more equitable communication framework.



To bridge the gender gap in communication, a multifaceted approach is necessary. Firstly, we must challenge and change the linguistic norms that normalize disrespect toward women. Educational programs should focus on teaching gender-sensitive communication and promoting empathy across all demographics. Additionally, empowering women in marketplaces through enhanced safety measures, better infrastructure, and policies encouraging female entrepreneurship is crucial.

Technology companies and financial institutions have a vital role to play. By designing user-centric systems that respect women's autonomy and privacy, they can ensure women's information and resources remain under their control. For instance, ensuring that financial notifications and property-related updates are directed to the rightful owner's device is a simple yet impactful change.



The role of government and civil society cannot be overstated. Policies like mandatory female property ownership and schemes encouraging women's economic participation must be strengthened and expanded. Public awareness campaigns can address societal biases, challenging norms that discourage men from expressing emotions or women from asserting their rights.

Lastly, media and advertising professionals must commit to inclusive practices. Developing campaigns that respect and empower women while breaking away from traditional gender tropes is essential. Representation matters, and seeing women in diverse and empowered roles can inspire societal change.

In conclusion, narrowing the gender gap in communication requires collective effort. It demands a societal shift in how we perceive and practice gender roles, supported by policies, technology, and cultural change. Together, we can create a world where communication fosters equality, respect, and empowerment for all, regardless of gender.





SESSION 12

Introduction to Gender Analysis Toolkit

Anjali S. Chauhan and Katyayani S. Bhatia

The fifth session, titled "Introduction to Gender Analysis Toolkit," was conducted by Anjali S. Chauhan and Katyayani, both of them provided a detailed exploration of performing thorough gender analysis within governance structures, a vital aspect of advancing Gender Responsive Governance. The session aimed to equip civil servants with the necessary frameworks and tools to effectively analyze and address gender disparities.



The discussion then defined gender analysis, highlighting its importance in governance and the benefits of integrating gender perspectives into policy and decision-making processes. Various frameworks and methodologies tailored for gender analysis were introduced, along with different approaches to analyzing gender disparities and their application in governance settings. Practical tools for gender analysis,

including gender impact assessments, gender budgeting, and gender-responsive indicators, were also presented.

The session included discussions of real-world scenarios through two case studies, encouraging participants to identify gender disparities and propose gender-sensitive solutions. A discussion and Q&A segment followed, allowing participants to address questions, share insights, and reflect on the challenges and opportunities of integrating gender perspectives into governance practices.



By the end of the session, participants gained a solid understanding of gender analysis and its role in governance, became proficient in using various frameworks and tools, and developed practical skills in applying gender analysis to real-world scenarios. Anjali S. Chauhan emphasized the importance of gender analysis in creating more inclusive and equitable governance structures.



SESSION 13

Feedback and Commitments

NCW and NGCC, LBSNAA

The **National Commission for Women (NCW)** and the **National Gender and Child Centre (NGCC)**, LBSNAA have made significant strides in advocating for gender equality and child protection across India. NCW's policy initiatives and the NGCC's capacity-building programs for administrative officers have been effective in shaping gender-sensitive policies and creating awareness about critical issues such as gender-based violence, workplace harassment, and child welfare. The



collaboration between these two bodies has been instrumental in bridging gaps between policymakers and the vulnerable communities they serve. Notably, the data-driven advocacy and research conducted by both organizations have helped in providing a more nuanced understanding of gender dynamics and child rights. However,

challenges remain, particularly in reaching remote and underserved regions, as well as in fostering stronger collaboration between NCW, NGCC, and other stakeholders. Resource constraints also limit the ability to scale these impactful programs nationally.

Moving forward, there are several commitments to enhance the impact of these initiatives. First, NCW and NGCC must strengthen their advocacy efforts by incorporating more localized research and data from the NGCC into NCW's policy recommendations, ensuring that policies are more responsive to regional nuances. Additionally, both organizations will work towards implementing gender-responsive budgeting at all levels of government to ensure that adequate resources are allocated for gender and child protection programs. Capacity-building initiatives will also be expanded to include emerging issues such as cyber safety, mental health, and the impact of climate change on vulnerable populations. Moreover,



NGCC will develop refresher courses and periodic evaluations for trained officers to maintain engagement and ensure that they remain up-to-date with evolving issues.

Furthermore, there is a commitment to fostering greater collaboration between NCW, NGCC, and state gender commissions. This will be achieved through regular





Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations

dialogue and feedback mechanisms, as well as partnerships with international organizations to adopt best practices in gender and child rights advocacy. To address the challenges of limited outreach, both organizations plan to prioritize programs targeting rural and tribal communities through mobile outreach units and digital platforms. A unified portal for tracking, reporting, and resolving gender-based and child-related grievances will also be developed. Finally, a robust monitoring and evaluation framework will be established to assess the effectiveness of interventions and ensure accountability, with periodic impact assessments integrated into future program planning.





SESSION 14

Group Work Finalisation

Participants and Facilitators

The group presentations provided a comprehensive look at key issues surrounding gender equity, with a focus on legal protections, societal norms, and workplace environments.



Group 1 focused on the PCPNDT Act, drawing attention to the prevalent societal bias that values male children over female children, leading to harmful practices such as sex-selective abortion. They highlighted that in many families, there is a preference for male children, and females often have more siblings as families become satisfied with a male child. To curb these issues, the group suggested tightening regulations on access to sex determination centers and

emphasized the importance of educating healthcare professionals to reduce gender-based violence and discrimination. They also pointed out the low conviction rates for such crimes and called for more proactive government intervention.

Group 2 discussed the Domestic Violence Act, bringing attention to the stark reality that victims often face pressure from their families or society to compromise on their complaints and not pursue justice. Through a skit, they showcased the mental and emotional toll on victims, particularly the lack of attention to their mental health by authorities. The group identified various forms of domestic violence, such as humiliation, isolation, threats, and intimidation, and discussed the cyclical nature of abuse. They advocated for better support systems and awareness campaigns to help break this cycle and ensure victims receive the help they need.



Group 3 tackled the issue of inclusive safe spaces, particularly in workplaces. The team pointed out that workspaces often remain gendered, making it difficult for women to access safe and inclusive environments. They stressed the importance of ensuring safe transportation to work and creating policies that promote gender equality in all aspects of professional life. The group also emphasized the need for effective evaluation mechanisms to assess the implementation of gender-inclusive policies in workplaces. By encouraging open dialogue and equal representation, they argued that these inclusive spaces would foster better development, productivity, and overall growth for both individuals and organizations.

Group 4 highlighted the critical role of education in promoting gender equity. They illustrated how deeply ingrained gender roles in households can influence children's





perceptions, with a particular emphasis on how boys and girls are raised differently, often reinforcing stereotypes. The group proposed revising school curricula to challenge these norms and encourage gender inclusivity. Additionally, they discussed the impact of uniform policies and how equal treatment at home, supported by both parents and teachers, can shape a child's understanding of gender equality. The group's central message was that societal change begins with personal responsibility and the education system's role in cultivating inclusive values.



Group 5 focused on the role of administration in handling sexual harassment in workplaces, using a skit to illustrate a common situation where a female employee feels uncomfortable due to inappropriate behavior from a boss. The group emphasized the need for awareness of the Prevention of Sexual Harassment (PoSH) Act and the importance of making employees aware of their rights and available

support systems. They also suggested that inquiries into complaints should be conducted outside the office setting to provide victims with a sense of safety and comfort. Furthermore, the group advocated for regular audits to ensure that organizations are effectively implementing policies and creating environments where employees feel secure and respected.

In summary, each group presented a unique angle on gender equity, focusing on systemic issues like gender preference, domestic violence, workplace safety, and education. They all called for a mix of policy changes, societal awareness, and proactive measures to address and combat gender-based inequalities in various sectors of life.



Skit Performed by the Participants

Participants demonstrated how education plays a pivotal role in fostering gender equity by challenging societal norms and reshaping mindsets. In many households, traditional roles still prevail, where women are burdened with domestic responsibilities irrespective of their professional commitments. A typical scenario illustrates a working mother delegating chores to her daughter, despite her exams, reinforcing the belief that women are primarily responsible for household tasks. Even when the son offers to help, the mother dismisses the importance of education for girls, suggesting their eventual role is limited to marriage and domestic work. Such attitudes perpetuate gender stereotypes, limiting opportunities for women.





The school environment and curriculum often mirror these biases. Professions like the armed forces or police are viewed as male domains, while nursing and knitting are associated with women. Uniform policies, such as mandating skirts for girls, can create obstacles, particularly in sports, further discouraging gender-neutral participation. Similarly, the notion that male professors dominate higher education while women are confined to teaching lower grades reflects deep-seated biases.

Educational materials and media also contribute to these stereotypes. Books with assertions like "women can't read maps" reinforce misconceptions about gendered abilities. Advertisements frequently project stereotypical roles, depicting women as caregivers and men as decision-makers, influencing societal perceptions from a young age.

To achieve gender equity, a fundamental shift in mindset is essential. Education must actively challenge stereotypes, promote equal opportunities, and encourage the dismantling of discriminatory norms. Teachers, regardless of gender, should serve as role models, demonstrating that capabilities transcend traditional roles. Curricula should include gender-sensitive content, fostering critical thinking and empathy. Additionally, policies ensuring equal representation in all fields and addressing biases in uniforms and professional opportunities are crucial. Only through such comprehensive reforms can education become a true catalyst for gender equity, empowering individuals to break free from limiting societal norms.

Roleplay Performed by the Participants

Participants performed a roleplay depicting sexual harassment at the workplace which undermines the safety and dignity of employees, with women often being the primary victims. The roleplay depicted how a new recruit highlights the challenges of fear, stigma, and organizational inaction when addressing such issues. Many women, particularly in unorganized sectors, remain unaware of mechanisms like Internal Complaints Committees (ICCs) and Local Complaints Committees (LCCs). Effective prevention and redressal require forming and strengthening ICCs, conducting gender audits, creating safe enquiry spaces, and fostering awareness through regular workshops. It is crucial to shift the focus to the survivor's experience, ensuring that their discomfort is addressed, irrespective of intent, while involving local institutions to extend support. Enforcing zero-tolerance policies and collaboration between stakeholders will help build workplaces that are safe, equitable, and free from harassment.





SESSION 14 (Contd.)

Developing Multi Sectoral Strategy for Creating Inclusive Spaces- An Integrated Approach in Charting the Way Forward

Mridul Eapen, Dakshita Das, Katyayani S. Bhatia, Srinath Sridharan and Divya Ravindranath



In this session the speakers highlighted that, inclusive safe spaces encompass environments where individuals of all genders feel secure, respected, and supported, enabling equal participation without fear of discrimination or harassment. Gendered access to spaces highlights the necessity for universal inclusivity in transportation, workstations, and public areas. For instance, transportation should prioritize safety and convenience for all, integrating panic buttons, proper lighting, and clear identification of drivers. Similarly,

public spaces like parks, malls, and highways require thoughtful infrastructure, such as well-lit areas and accessible facilities, to foster inclusivity.

Workspaces demand ergonomic designs, sanitary amenities, and complaint mechanisms to ensure comfort and security for all genders. Inclusive spaces also play a crucial role in implementing gender-equity legislation by preventing inappropriate behaviour and addressing complaints through awareness programs and grievance redressal systems. These spaces significantly impact participation levels, as their inclusivity or lack thereof influences how genders engage in various settings, from offices to public transport.



The barriers to inclusion often stem from inadequate infrastructure and entrenched attitudes that perpetuate exclusion. Overcoming these challenges requires dual interventions: structural changes, like improved facilities, and attitudinal shifts through regular training and awareness campaigns.

Fostering mental safe spaces is equally vital, where individuals can express opinions freely, fostering mutual respect and understanding. Strict adherence to legislation combined with an empathetic, inclusive culture creates environments where diversity thrives, benefiting society as a whole.





Valedictory

Mini B Nair, Anjali S. Chauhan, Mridul Eapen, P. Satheedevi, Kanchan Khattar



the chief guest for the valedictory session was P Satheedevi and keynote speaker was Mridul Eapen. Ms. Eapen emphasized the importance of self-realization and personal transformation in altering societal attitudes toward women. When asked by Dakshita Das about the significance of role models in shaping societal behavior, Eapen remarked that blind emulation of traditional behaviors, often

influenced by the older generation's mindset, can perpetuate problematic norms. She underscored the critical role of protection officers under the Domestic Violence Act and the judiciary in improving women's status in society. Ms. Eapen also acknowledged that decentralized planning has played a pivotal role in enhancing women's positions, coupled with ground-level interventions and surveillance that have provided practical support and oversight. Her insights highlighted the interplay between systemic reforms and individual mindset changes in fostering gender equity.

Ms. P. Satheedevi, Chairperson of the Kerala State Commission for Women, shed light on the ongoing challenges faced by women, including domestic violence and workplace sexual harassment. She stressed the responsibilities of District Magistrates and other district officials in providing effective solutions for victims and ensuring the comprehensive implementation of laws like the Prevention of Sexual Harassment (PoSH) Act. She shared that capacity-building programs for district administrators are vital for uniform implementation of gender equity measures across the country. Highlighting the achievements of the Kerala State Women Commission, including its unique investigation wing, she advocated for a nationwide gender justice program. This proposal aims to create a unified framework for addressing gender-related issues, reflecting her vision for systemic change and collaborative efforts to ensure justice and equity for women across India. Together, these discussions underscored the multifaceted approach needed to tackle gender inequality, blending legal, administrative, and societal reforms to pave the way for a more inclusive future.



The vote of thanks was delivered by Ms. Kanchan Khattar, who expressed her heartfelt gratitude to all those who played an instrumental role in the successful design and delivery of the program.





Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations

She began by extending her sincere thanks to the Chairperson of the National Commission for Women (NCW) for their visionary leadership and unwavering support. She also acknowledged the significant contributions of the NCW Director and Ms. Meenkashi Negi, Member Secretary of NCW, in shaping the program's framework and ensuring its smooth execution.

Ms. Khattar expressed her appreciation for the efforts of Ms. Shanmuga Mishra and Ms. Anjali Chauhan, who played pivotal roles in designing and delivering impactful sessions during the program. Their expertise and dedication greatly enriched the program's content and objectives.

She further thanked the Women and Child Development Department (WCD) and the Kerala Institute of Management and Governance (IMG) for their invaluable support in organizing the program. Their logistical and administrative assistance was vital in ensuring its seamless execution.

In closing, Ms. Khattar extended her gratitude to every individual involved in the planning, coordination, and delivery of the program. She acknowledged the collective efforts of the entire team, whose commitment and hard work made the program a resounding success.





Annexure I- Schedule of the Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender- Inclusive Legislation

Day 1		16 th December, 2024 (Monday)	
09:00 - 09:45	45 mins	Opening Horizons ❖ Welcome & Introduction ❖ Getting to know each other	Anjali Singh Chauhan and Kanchan Khattar
09:45 - 10:30	45 mins	Charting New Paths ❖ Building Narratives ❖ Beyond Rhetoric ❖ Catalyzing Change ❖ Rewriting the Script ❖ Convergence & Gratitude	Anishia Jayadev Dakshita Das Meenakshi Negi K Jayakumar Kanchan Khattar
10:30 - 11:05	35 mins	❖ Inaugural Session ❖ Welcome ❖ Felicitation of Chief Guest ❖ Bridging Gaps, Building Futures: <i>Inaugural Address</i> ❖ Vote of Thanks	Meenakshi Negi Kanchan Khattar Sarada Muraleedharan Anjali S. Chauhan
11:05 - 11:25	20 mins	Tea Break & Group Photograph	
11:25 - 01:20	115 mins	Session 1: Being a Catalyst for Change: ❖ As Is & Case Scenarios ❖ Road blocks & Challenges ❖ Evaluating Models of Policy Implementation- Activity based ❖ Way Forward	Tarun Jain Anjali S. Chauhan and Katyani S. Bhatia
01:20 - 02:00	40 mins	Lunch	
02:00 - 03:30	90 mins	Session 2: Role of Administrators in the implementation of PCPNDT Act	Varsha Deshpande Sabu George
03:30 - 03:45	15 mins	Tea Break	
03:45 - 05:00	75 mins	Session 3: Designing Scalable Interventions to tackle PCPNDT related challenges.	Varsha Deshpande Sabu George
05:00 - 05:45	45 mins	Session 4: Strategies for Advocacy and Influencing Change: Voices to Victory	Vijayanthi Vasantha Mogali <i>in a conversation with Dakshita Das</i>





Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations

(16th -18th December, 2024)

Programme Schedule

Day 2		17 th December, 2024 (Tuesday)	
09:00 - 09:15	15 mins	Recap	Anjali S. Chauhan and Kanchan Khattar
09:15 - 10:45	90 mins	Session 5: Delving into the pivotal role of DMs in Implementing Prevention of Sexual Harassment at Workplace Act, 2013	Audrey D'Mello
10:45 - 11:00	15 mins	Tea Break	
11:00 - 11:45	45 mins	Session 6: Survivor Narratives-Setting a trail blaze: Voices to Victory	Pragya Prasun <i>in a conversation with Katyayani S Bhatia</i>
11:45 - 01:30	90 mins	Session 7: Strategic and Monitoring Role of Field Administrators in implementation and handling Domestic Violence and Sexual Offences Cases (<i>Enforcing the law, protecting & supporting the victims through compensation and other support mechanisms</i>)	Audrey D'Mello
01:30 - 02:15	45 mins	Lunch	
02:15 - 03:30	75 mins	Session 8: Resilience and Recovery: Administrators' role in safeguarding mental health of survivors	Aravind Raj
03:30 - 03:45	15 mins	Tea Break	
03:45 - 04:30	45 mins	Session 9: Developing Multi- Sectoral Strategies (Group Work)	Audrey D'Mello, Dakshita Das, Tarun Jain, Anjali S. Chauhan, Aravind Raj, Katyayani S. Bhatia and Divya Ravindranath
04:30 - 05:35	60 mins	Session 10: Cause and Effect in Delivering Justice: An interactive session with Principal Secretary, WCD, Kerala on outcomes and impact of specific gender-related actions, measures, and policies within their authority	Sharmila M. Joseph





Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations

(16th -18th December, 2024)

Programme Schedule

Day 3		18 th December, 2024 (Wednesday)	
09:00 - 09:15	15 mins	Recap	Anjali S. Chauhan and Kanchan Khattar
09:15 - 10:30	75 mins	Session 11: Narrowing Gender Gap in Communication	Anjali S. Chauhan, Katyayani S. Bhatia and Divya Ravindranath
10:30 - 11:15	45 mins	Session 12: Introduction to Gender Analysis Toolkit	Anjali S. Chauhan & Katyayani S. Bhatia
11:15 - 11:30	15 mins	Tea Break	
11:30 - 11:45	15 mins	Session 13: Feedback and Commitments	NCW and NGCC, LBSNAA
11:45 - 1:00	75 mins	Session 14: Group Work Finalization	Participants and Facilitators
01:00 - 01:45	45 mins	Lunch	
01:45 - 03:30	105 mins	Session 14 (Contd): Developing Multi- Sectoral Strategies for Creating Inclusive Spaces - An integrated approach in charting the way forward	Mridul Eapen, Dakshita Das, Katyayani S. Bhatia, Srinath Sridharan and Divya Ravindranath
03:30 - 04:30	60 mins	Valedictory Session: ❖ Welcome ❖ Programme Overview ❖ Forging Futures ❖ Catalyzing Transformation ❖ Synergy for Change ❖ Vote of Thanks	Mini B Nair Anjali S Chauhan D Sajith Babu Mridul Eapen P. Satheedevi Kanchan Khattar
04:30 Onwards	-	Tea Break	

The programme is jointly organized by

- ❖ National Commission for Women and
- ❖ National Gender and Child Centre, Lal Bahadur Shastri National Academy of Administration

with the support of:

- ❖ Department of Women and Child Development, Kerala and
- ❖ Institute of Management in Government, Kerala Academy of Administration





Capacity Building Programme- Catalysts for Change: Driving Effective Implementation of Gender-Inclusive Legislations

Chief Guest

Ms. Sarada Muraleedharan, Chief Secretary, Kerala

Course Team

- Ms. Vijaya Rahatkar, Chairperson, National Commission for Women (NCW)
- Shri Sriram Taranikanti, Director, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Ms. Meenakshi Negi, Member Secretary, National Commission for Women (NCW)
- Ms. Sowjanya, Joint Director, Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Ms. Shanmuga Priya Mishra, Executive Director, National Gender and Child Centre (NGCC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), 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, Senior Coordinator, National Commission for Women (NCW)
- Ms. Sangeeta Bisht, Teaching Associate, National Gender and Child Centre, (NGCC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie
- Mr. Ritesh Nangia, Technical Expert, National Commission for Women (NCW)
- Mr. Chandan Singh Rawat, Support, National Gender and Child Centre, (NGCC), Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussoorie

Resource Persons

- Ms. Dakshita Das, IRAS (Retd.) as Special Secretary to the Government of India
- K Jayakumar, IAS (Retd), Director, Institute of Management in Government, Kerala
- Dr. D Sajith Babu, IAS, Director, WCD, Kerala
- Mr. Tarun Jain, Associate Professor of Economics, Indian Institute of Management, Ahmedabad
- Ms. Varsha Deshpande, Advocate and Expert, PCPNDT
- Dr. Sabu George, Expert & Consultant, PCPNDT
- Vijayanthi Vasantha Mogali, Social Activist
- Adv. Audrey D'mello, Director, Majlis, Mumbai
- Ms. Pragya Prasun, Social Activist
- Mr. E. Aravind Raj, Additional Professor, National Institute of Mental Health and Neuro Sciences (NIMHANS)
- Ms. Sharmila M. Joseph, Principal Secretary, WCD, Kerala
- Dr. Mridul Eapen, Honorary Fellow, Centre for Development Studies, Trivandrum
- Ms. Katyayani Sanjay Bhatia, IRS, Deputy Commissioner, Tax Policy Research Unit, Ministry of Finance, New Delhi
- Ms. Divya Ravindranath, Senior Consultant, Indian Institute for Human Settlements (IIHS), Bengaluru, Karnataka
- Mr. Srinath Sridharan, Policy Researcher and Gender Trainer
- Adv. P. Satheedevi, Chairperson, State Commission for Women, Kerala
- Dr. Mini B. Nair, Associate Professor, Institute of Management in Government, Kerala
- Dr. Anishia Jayadev Associate Professor and Nodal Officer Gender and Disability Institute of Management in Government

(In order of sessions)

