

**Capacity Building Program
on
Multi – Agency Coordination in Tackling Violence
against Women and Children in India
at
Lal Bahadur Shastri National Academy of
Administration (LBSNAA), Mussoorie**



19 – 21 December, 2019

Jointly organized by



**BILL & MELINDA
GATES foundation**


Department
for International
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 **UK Government**

IWWAGE
INITIATIVE FOR WHAT WORKS TO ADVANCE WOMEN AND GIRLS IN THE ECONOMY

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DISCOURSES ON DIGNITY AND GENDER EQUALITY

We need to have systems in place to address particular issues and concerns



DR SANJEEV CHOPRA

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The National Gender Centre at the Academy played host to a Capacity Building programme on multi agency coordination in tackling violence against women and children which drew participants from judicial, administrative, police, prosecution and medical professionals from twenty-one states in the country. Spread over three days – from December 19th to 21st, the workshops had lectures, case studies, group work, poster presentation and intense deliberations on the different aspects of understanding the nature of violence, discrimination, investigation, state and societal responsibility towards women and children who were victims of sexual abuse and violence. The conference started with context setting and a presentation on understanding the multiple perspectives on Gender based violence in India by Sarojini G Thakur, an erstwhile faculty of the Academy and the founder of the National Gender centre. This was followed by an address on Gender based violence: legal scenario in India from Vrinda Grover which set the ball rolling, followed by a session on looking at issues from the point of view of the survivor



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While the full report on the conference, including the address by Justice Sudhanshu Dhuliya of the Nainital High Court will soon be placed on the web, and this is not the forum to discuss the changes and amendments to law that have been tweaked in favour of women and children – let's look at who all are the stakeholders, or rather duty holders, who are paid by the state and bound by their solemn oath to the Constitution to uphold the rule of law. And so, while women and children were the ones who needed the protec-

tion of the state, such was the asymmetry of power that there was need for greater sensitivity on the part of those who had the power to make a difference.

Where women and children are in an institutional setting – from an ICDS centre to schools and universities, or in work places or public spaces, systems have to be in place to ensure that women and children get a safe environment as a matter of right. If, as and when there is violence, sexual harassment or the violation of dignity of the woman or the child, we need to have systems in place to address their issues and concerns. Thus, the doctor who first examines the victim, the police officer to whom the case is reported, the executive magistrate under whose jurisdiction the case lies, the investigating officer, the prosecutor and the trial judge are all duty – bound to ensure dignity and justice.

Among the many firsts of this Programme was the range of participants and resource persons – from serving and retired Justices to academics, doctors, AIS and state service officers,



Range of participants and resource persons – from serving and retired Justices to academics, doctors, AIS and state service officers, judges prosecutors, drivers, self-employed professionals and head constables shared their experiences

judges prosecutors, drivers, self-employed professionals and head constables who shared their experiences. Many professionals from different streams came together in a non-adversarial and (almost) non – hierarchical setting in a salubrious

climate, and discussed the issues in a frank and forthright manner. The number of men and women were also almost equal, and this by itself is an important. The best part was a resolution taken by the participants themselves: As duty holders in the criminal justice system of the nation, we resolve and shall henceforth practise in unison that there are no limitations in our capacity to eradicate crime against women and children, while upholding the rule of law.

In his Valedictory address, Justice Dhuliya laid great emphasis on the term dignity, as also Article 14 of the Constitution which should form the core basis of our thinking. He complimented the Academy for organizing this programme, and suggested that we should focus not just on the knowledge of law, but also on skills and institutional infrastructure like forensic labs, but most importantly, an attitude of sensitivity to those who were clearly victims of circumstances well beyond their control.

THE VIEWS EXPRESSED BY THE AUTHOR ARE PERSONAL



About Us:



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. The National Gender Centre (NGC), established under the aegis of the Academy, with the foremost aim of mainstreaming gender and child rights in policy, programme formulation and implementation in Government, the Centre is actively involved in designing and conducting thematic workshops, programmes and trainings including Training of Trainers for trainers and policy makers – both to enhance gender sensitization and increase capacities for gender analysis and gender planning.

About our Partners:



Bureau of Police Research and Development, popularly known as BPR&D, is an unique organization of the Ministry of Home Affairs, Government of India, which strives to define best practices for Indian Police Officers, by trying to study the dynamic Policing ecosystem, viz-a-viz the emerging legal and social ecosystems. BPR&D tries to define the emerging needs, trends, threats and opportunities emerging for effective Policing.

BPRD consists of 05 Divisions, i.e.

- a. Training Division
- b. Research and Correctional Administration (R&CA):-
- c. Modernization Division
- d. National Police Mission
- e. Special Police Division
- f. Police VigyanPartika (Police Science Journal)

BILL & MELINDA
GATES foundation

Guided by the belief that every life has equal value, the Bill & Melinda Gates Foundation (Gates Foundation) works to help all people lead healthy, productive lives. In developing countries, it focuses on improving people's health and giving them the chance to lift themselves out of hunger and extreme poverty. In the United States, it seeks to ensure that all people—especially those with the fewest resources—have access to the opportunities they need to succeed in school and life. Based in Seattle, Washington, the foundation is led by CEO Sue Desmond-

Hellmann and Co-chair William H. Gates Sr., under the direction of Bill and Melinda Gates and Warren Buffett.

The Gates Foundation's efforts in India are closely aligned with India's development priorities - working closely with India's central and state governments, and partnering with community groups, nonprofit organizations, academic institutions, the private sector, and development organizations, to achieve shared goals. The Gates Foundation's core areas of work in India include Health, Sanitation, Agricultural Development, Gender Equality, and Financial Services for the Poor.



Department
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UK Government

The Department for International Development (DFID) leads the UK's work to end extreme poverty, deliver the Global Goals and tackle global challenges. The UK is committed to building a safer, healthier, more prosperous world for everyone, and for the UK's national interest. In India, DFID works in partnership with other parts of Her Majesty's Government (HMG) like the Foreign and Commonwealth Office, the Department for International Trade, Treasury and others to deliver joint economic development priorities in India, focusing on areas of mutual benefit. These are: good governance and strong institutions; urban development; infrastructure investment and public finance; clean energy; skills and entrepreneurship; and improving the business environment. DFID also works in partnership with India to maximise the development impact of India's trade and investment in low income countries in South Asia and Sub-Saharan Africa. We will help build resilience to shocks in cities, ensuring modernised cities can cope with disasters and climate change, and support climate risk and disaster management. We continue to focus on girls and women to mitigate risks of forced labour, trafficking and child labour. We also improve skills and access for poor households to energy, the urban labour market and finance.



INITIATIVE FOR WHAT WORKS TO ADVANCE WOMEN AND GIRLS IN THE ECONOMY

Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE) promotes the generation, synthesis and use of rigorous data and evidence in decision-making to drive the agenda on women's economic empowerment in India.



LEAD LEVERAGING EVIDENCE FOR
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IWWAGE is an initiative of LEAD, an action-oriented research centre of IFMR Society. LEAD has strategic oversight and brand support from Krea University. IWWAGE is supported by the Bill & Melinda Gates Foundation.

BACKGROUND:

The National Gender Centre (NGC) 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 LBSNAA viz. Induction trainings and in-service mid-career training programmes. Working towards this end, the Centre, has been actively involved in designing and conducting thematic workshops, programmes and trainings including Training of Trainers (ToTs) for trainers and policymakers in order to enhance gender sensitization as well as increase capacities for gender analysis and gender planning.

NGC, over the past 24 years, has collaborated with several national and international organizations both to enhance gender sensitization and to increase capacities for gender analysis and gender planning. NGC has organized many programmes in collaboration with the Ministry of Women & Child Development, namely, Capacity Building programme for State Commissions for Women, Workshop on Gender Budgeting, Joint Training Programme for IAS, IPS & Judiciary on Violence against Women and Children and a Workshop for District Collectors on Declining Child Sex Ratio in 2018-19. Apart from this, NGC has also organized programmes for District Administrators with NITI Aayog, International Food Policy Research Institute and UNICEF on Nutrition Challenge and Early Childhood Development in 2018. Different pedagogical tools are used for these workshops such as movie screenings, case studies, group discussions, sessions by eminent guest speakers etc which also help in widening our perspective on the subject.

PURPOSE:

A consistent effort has been made to enhance multi-partisan approach through the many programmes and workshops and to strengthen multi-stakeholder response – especially related to violence against women and children. As per the National Crime Record Bureau (NCRB) data,¹ 3,38,954 cases of crimes against women were registered in 2016, including 38,947 cases of rape. In 2016, crimes against children registered under the Protection of Children from Sexual Offences (POCSO) Act stood at 36,022. Going by the NCRB state-wise data, of all rape cases for trial in 2016, 25.5 percent resulted in conviction. The conviction rate stood at 29.4 percent in 2015.

A 2017 report by NGO Bharatiya Stree Shakti² on 'Tackling Violence Against Women: A Study of State Intervention Measures', funded by the Union Ministry of Women and Child Development, says that the "low conviction rate in rape cases can be attributed to the lack of coordination between the investigating officers and the public prosecutors". A low conviction rate in the backdrop of low reporting of offences translates into low chances of being caught and punished and hence low deterrence.

It is against this background that National Gender Centre, LBSNAA, conceptualized, designed and organized 3 programmes - two thematic courses/workshops and one Training of Trainers program to bring together key stakeholders from across fields of administration, law enforcement, judiciary and medicine who have been engaged in investigation and prosecution of cases of Violence against Women and Children. The purpose behind these courses was two-fold: to identify the critical gaps and bottlenecks in the parallel processes while also arriving at possible solutions and best practices in order to minimize these gaps, improve the prosecution and strengthen the system to enable prevention of

¹<http://ncrb.gov.in>

²<http://www.bharatiyastreesakti.org/2018/01/06/tackling-violence-against-women/>

violence against women and children through increased collaboration and synergy between key duty holders.

The programme has been a collaborative endeavour between National Gender Centre (NGC), LBSNAA, Bureau of Police Research and Development (BPR&D); Bill & Melinda Gates Foundation (BMGF), Department for International Development (DFID) and Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE). These organizations have come onboard to collaborate for 3 programmes, the first of which was organized in December, 2019.

In the first of the 3 programmes, NGC, LBSNAA hosted 61 participants over 3 days from 19th – 21st December, 2019, from across fields of administration, law enforcement, judiciary and medicine from 19 states and UTs. The participants engaged in brainstorming deliberations and deep diving into the multiple facets involved while dealing with persecution of cases of violence against women and children.



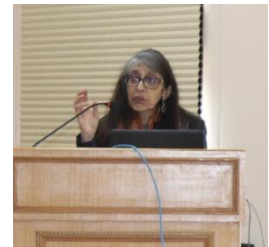
WELCOME & INTRODUCTIONS:

The workshop began with Ms. Alankrita Singh, Deputy Director and Associate Coordinator, National Gender Centre, LBSNAA welcoming all the participants and emphasizing on the need for a multi-sectoral approach in addressing violence against women and children. She then introduced Smt. Sarojini Ganju Thakur, a 1977 batch IAS officer of the Himachal Pradesh Cadre, who has been associated with National Gender Centre since its inception. Smt. Sarojini Thakur has worked extensively on gender and related aspects like gender responsive budgets, microfinance, and gender and trade during her various stints with Ministry of Women and Child Development, Commonwealth Secretariat in London, and with several bilateral and multilateral organizations including UN WOMEN, UNICEF and DFID.

INAUGURAL SESSION:

In her inaugural address, Smt. Sarojini Thakur thanked the National Gender Centre team for conceptualizing the program on multi-stakeholder approach which is critical for effective prevention and dealing with violence against women and children. Seeing the large turnout of 55 participants from 19 states and UTs, she hoped that building such a convergence mindset would culminate into a national level approach. 2019 had been significant not only in terms of incidents like the Unnao rape survivor being burnt, the gang-rape in Hyderabad but also the #Me Too Movement that saw survivors come forward and speakers leveraging the power of social media. She cited that it is important to understand that these are just the tip of the iceberg for one form of violence and it is critical that our response is less reactive and more preventive.

She highlighted that while India was trending well on the development aspect, the same did not reflect in gender equality. As per the latest World Economic Forum (WEF) Global Gender Gap Report, December 2019, India has slipped four places on the WEF to 112nd, behind China (106th), Sri Lanka (102nd), Nepal (101st) and Bangladesh (50th). She highlighted that violence against women and children is a manifestation of gender inequality; and even though gender related issues are considered a priority and given attention, a paradigm shift is required in the way they are dealt with. This change in approach requires changes in attitude at all levels of administration and society.



She emphasized that while there is a consensus on the deficiency of resources, delayed FIRs, lack of 'enough' police personnel, there is a critical need for consensus on a convergent approach from multi-stakeholders – both in administration and civil society organizations, in preventing crimes of violence against women and children. While this multi-stakeholder approach would be brought out over the

three days of the workshop, she highlighted that it was also important for each of the participants to introspect and internalize the change they wish to see in society.

Smt. Alankrita Singh took to the podium to thank Smt. Thakur and highlighted that while the participants must foster a multi-stakeholder approach, it is important to remember and maintain a victim-centric approach. She then introduced representatives from National Gender Centre's partner organizations – Bureau of Police Research and Development (BPR&D), Bill & Melinda Gates Foundation (BMGF), The Department for International Development (DFID) and Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE).

Day One

Session 1 : Setting the Context Sarojini Thakur & Suneeta Dhar

The workshop began with the first session of 'Setting the Context' that lay the foundation of the three days of the program. It was taken by Sarojini Thakur and Suneeta Dhar, a women's rights activist and advisor to Jagori, a non-profit organization working in the area of gender issues. Suneeta Dhar has been associated with South Asia Women's Fund and United Nations Development Fund for Women.



The session began with an activity in which all the participants were divided into 5 groups and each group was given one of the two topics to discuss in their group for 15-20 minutes before presenting to the larger audience. The first topic was to understand gender and how it has changed over time, while the second topic involved exploring why gender-based violence was so widespread in society and the key factors underpinning it.



After intense deliberations within the groups, one representative from each group came forward to summarize their perspectives and understanding. Some groups explored the difference between sex and gender and how gender comprised the social and cultural attitudes that were assigned to males and females from birth by society. Others highlighted that mindsets, social-systems, institutions have progressed in comparison from earlier times, however even in the globalized era there exists stark gender inequality in multiple aspects. The participants highlighted salient points such as the linkage between economic independence of women and their equality in a household or society; the multiple forms of gender-based violence like dowry, trafficking, child marriage, sexual harassment at workplace and how society through its lens of patriarchy, played a key role in determining the outlook towards the victim and accused; the mechanisms of the criminal justice system – the sensitization of first responders, lack of guidance for victims, lack of resources, low deterrence that result in low conviction and delayed justice.

Sarojini Thakur then shared her observations of the group work and highlighted that gender as a construct has undergone change, especially since the 1990s. There are more fluid identities than male or female such as the LGBTIQ and the fact that they have been recognized legally also reflects the change, although slow, that is taking place. As members of the administration, the legal system, the participants need to understand that it is these set of minorities that get overlooked during policy formulation and implementation. She emphasized that gender is an inescapable part of everyone's lives as she explored the difference between 'formal equality' or 'substantive equality' through examples. Hence, a conscious effort of 'Inclusion' needs to be made, not only to understand the evolving nature of gender and identities but also to include them as part of any policy discourse.





Suneeta Dhar appreciated the wide spectrum of thoughts that were shared by the participants in their group presentations. She highlighted that gender has evolved to be a spectrum of identities – a spectrum which has been acknowledged by the law, evident by the recent judgments of the Supreme Court. She emphasized the role of the society in normalizing gender-based violence and how as members of the society, we don't intervene or question the day to day violence. In addition, women are the cultural markers of the

society – the honour-bearers of the family, society. Hence, there continues to exist a wide perception that it is not the perpetrators of violence who are bringing dishonor to the community but the females getting violated.

By drawing a vivid contrast between an urban, educated woman and a Dalit, rural woman, she highlighted the multiple layers of discrimination such as disability, race, colour, age, education that come into play besides gender which are often not factored into policy making. She then shared that a collaborative, multi-stakeholder approach is the need of the hour to counter the types of discrimination that exist.

The first and the most important step towards this multi-stakeholder approach is to identify and recognize that there is discrimination and to check one's own biases while viewing the discrimination. She explained how often, one's own actions of counselling victims are coloured by one's own biases rather than an objective solution that is best for the victim. She seconded Sarojini Thakur's point on Inclusion and emphasized that as members of the system, the participants need to hear and incorporate the voice of the most discriminated sections of society. She highlighted the need for correct and accurate data, effective partnerships with government and civil society organizations to build a collaborative, consensus-based approach is critical for an efficient and judicious approach towards administrative resources to eliminate discrimination and violence against women and children.

Session 2 : Understanding Gender Based Violence – a Multi Sectoral Perspective

Sarojini Thakur

After setting the context of understanding gender, Smt. Sarojini Thakur began her session on understanding gender-based violence and the need for a multi-sectoral perspective. She began with a short quiz that tested the participants' knowledge on a wide range of aspects such as the percentage of women engaged in spousal violence as per NFHS4, number of One Stop Centres (OSCs) established by the Government by June 2019 or percentage of Nirbhaya Funds that were utilized in 2018-2019. This helped in highlighting the actual implementation of several schemes and the reality on the ground, which formed the basis of Sarojini Thakur's discussion in the latter half of the session.

She highlighted that gender-based violence can take several forms – physical, sexual and psychological, in public or in private and hence it is important to understand the different ways in which it manifests itself. She explored the role of the family and society in preventing gender-based violence and how it is difficult to voice opinions with people one shares close relations with. She stressed on how several states were taking active measures, like the recent Disha Bill by the Andhra Pradesh government, however there still existed a lack of effective monitoring and updation of data. This lack of data of what is happening on the ground reflects an inaccurate representation of the violence against women and children.



She reiterated that investment of resources in human, technology, infrastructure, awareness building initiatives is the need of the hour and this can only be achieved through a multi-partisan and multi-

sectoral lens. Investment or redistribution of existing resources would to some extent, allow for tackling of issues like a healthy ratio of police personnel to people, increased and continued sensitization of the ground personnel and first responders, better means of tracking and monitoring the status of violence against women and children, strengthen the process of witness protection, among others. She mentioned that compromised solutions between the victim and perpetrators is often suggested by police personnel or even judiciary, but it may not be the best approach for the victim.



She explored how awareness about mental health was still at a nascent stage across the country and how it is imperative to get the first responders gender sensitized. This sensitization needs to be a continuous process as opposed to a single, mandatory training so that it gets engrained as an approach towards the victims of violence against women and children. Creating such sensitization is also a work of collaborative and multi-stakeholder approach that builds the narrative for all

firstresponders – be it police personnel, medical officers, members of Commissions or administrative representatives. She shared briefly the role of other key stakeholders like the media, the existing political will to take leadership and accountability and civil society organizations who provide the much-needed support to the victim and their families. Highlighting initiatives like Bell Bajao Andolan which raises awareness among men against domestic violence, or the provision for One Stop Crisis Centres, Sarojini Thakur stressed that an effective solution can only be drawn with the help of a better and enhanced understanding of the key issues at all levels, across areas of expertise.

She stressed on the important role that education plays in children's lives in building the right kind of attitude and sensitization towards such issues from the very start. It also serves as a medium of empowerment of women to become financially strong, less dependent on their partners and balances the power dynamics and bargaining power. She ended her session by stressing the need for such inclusive and widespread plans need to be developed across sectors of health, education, finance, social sector, etc with the help of key stakeholders for all victims of violence against women and children.

Session 3 :Gender Based Violence – LegalScenario in India

Vrinda Grover



The next session was an interaction with Smt. Vrinda Grover, a lawyer and human rights activist based in New Delhi who has been a part of landmark cases of communal conflict and sexual violence; and has contributed to drafting of defining laws like Criminal Law Amendment Act, Protection of Women from Domestic Violence, Protection of Children from Sexual Offences (POCSO), among others.

She began by tracing the legal landscape, the journey of laws related to women and children and the subsequent changes that were brought about over time. Starting with the trend of dowry deaths in the 1900s and the acknowledgement of custodial rape/ power rape in the rape law of 1983 to the inclusion of a spectrum of sexual offences like acid attacks, voyeurism, etc after the 2012 gang rape case, exploring the ambit of consent – the law has progressed but probably not at the same pace as the nature of crimes. The statistics of rape are not diminishing despite the enactment of such laws which leads to questions on suitability of the laws and their effective implementation.

Changes were brought about in evidence and procedural laws to strengthen the process. Taking the example of Supreme Court's directive for every district to have vulnerable witness courts, she

highlighted that these decisions are a result not only of the directives but of existing political will and the prioritization of resources; and as key members of the decision making process, the participants really have a lot of say in determining that such arrangements are implemented successfully to strengthen a process.



Speaking of another set of examples, she shared that a lot of victims of domestic violence do not want to take the criminal route. They want domestic violence to end but not through a process of criminal proceedings. The law has progressed to provide a civil procedure against prohibiting all kinds of violence – physical, sexual, mental, economic; and the victims have a right to residence. However, even though there is a change in the law, the implementation is extremely delayed and

distant. Reiterating on a point made in the earlier session, she spoke of how the law saw a remarkable change in jurisprudential landscape by acknowledging the third gender as an identity in its own. Judgements related to decriminalization of homosexuality and their identification as a third gender laid the path for an inclusive and progressive approach. Similarly, the judicial lens is moving to support the decisional autonomy of women and provide a legal framework in which free lives can be lived.

She explored how these days justice is being equated to a death sentence and the anguish expressed by the public is selective. Using the example of the Unnao rape victim who succumbed to her injuries in 2019, she stressed on how violence against women and children had been normalized to a large extent by society. It is only when something as brutal and extra ordinary as a rape victim being set on fire by the accused occurs, that the public becomes outraged. She shared how there was little in the machinery that enabled the victim to move forward even when many authorities in different capacities had the statutory duty to help and protect her. However, the lack of ownership and political will caused the events to unfold as they did, resulting in her death.

Taking the example of the recent Disha Bill by the Andhra Pradesh government, the participants shared their inputs on the minimum possible time taken for a proper and detailed investigation and trial and how even in fast track courts whose purpose is to take decisions within 3 months have trials going on for more than 7 years. She stressed that such delay is not because of judiciary but because of lack of resources. She ended the session on an extremely positive note saying that all these changes in the legal framework, administration, etc can be brought about only from within the system and each of the participants present was an integral part of the system. With this, Alankrita took to the stage to thank Vrinda Grover for her valuable time and insights and highlighted that as part of the system, it is the duty of the participants to find a resolution together. The participants then proceeded for lunch.



Sessions 4 - 5 : Turning the table around – Seeing things from the perspective of the survivor

Dr. Aravind Raj

This session was based on participative methodology and conducted by Dr. Aravind Raj, a Ph.D. in Psychiatric Social Work from the Department of Psychiatric Social Work, NIMHANS, Bangalore. Dr. Raj is currently working as an Associate Professor of Psychiatric Social Work, NIMHANS Bangalore and has extensive experience in conducting trainings on mental health, psychological care and stress management.

Dr. Raj, observing the experienced participant pool of the workshop, began by sharing that for any action, both attitude and aptitude are required, and the focus of his session would be primarily focused on the right kind of attitude towards victims and survivors of violence against women and children. Reiterating a point raised on the lack of resources, he highlighted that mental care professionals are extremely limited, only 15,000 across the country; and the majority are associated with hospital settings. Hence, there is a need to also build capability, awareness and bring about maximum sensitization at groundwork.

He shed light on the different kinds of approaches – preventive, promotive and curative; before briefing about an activity in which each participant was asked to pair with another participant whom they were less acquainted with. In each pair, one participant was asked to be the car, and the other the driver. The exercise began with the ‘cars’ standing in front of their ‘drivers’ and keeping their eyes closed while the latter maneuvered them. This was done for about 10 minutes before each pair was asked to switch their



roles. Following the completion of the exercise the participants were asked to share their experiences as ‘cars’ and ‘drivers’. Themes of dependency, control, trust between the car and driver, empathy, safety, fear, difficulty in being a car and responsibility emerged. Dr. Raj effectively linked the role of ‘car’ to a victim of violence against women and children; and ‘driver’ to each of the duty holders who interact with the victim as part of the grievance redressal process.

He stressed the need for the right attitude towards the victims, highlighting a relative comparison between the experiences of the participants in a specific activity and victims who have been subjected to various types and forms of violence. He brought out the perspective of the victims, their concerns and fears of opening and trusting the duty holders. Highlighting how if the driver changed in the exercise, the experience of the ‘car’ would have been different, a victim has to interact with a series of ‘drivers’ or duty holders and hence the attitude and process should be consistent, sensitive and devoid of secondary victimization and prejudices. The role of duty holders should be not only to get justice delivered in terms of law but also convert the ‘car’ into a ‘driver’s’ position by making the car more empowered to take decisions, become independent and secure.

Dr. Raj then asked a few participants if they were mentally ill. Almost all participants replied in negation. Highlighting the skewed perception towards mental illness, he shared that mental illness is defined as a disturbance in emotion, thought and behavior; a disturbance for either oneself or others; or disturbance in self-care, social functioning or occupational functioning. He then posed the same question to the participants and almost all of them agreed to be mentally ill. Sharing the example of why HIV patients feel comfortable sharing within a closed group, he highlighted that as key members of the grievance redressal process, the duty holders should be responsible for alleviating the problems of the victims, understanding them and building a trusting rapport to make the process more effective.



Dr. Raj then asked the participants to remember one childhood incident between the ages of 5 & 15. Most participants recalled negative experiences. He then went on to explain that if an incident like a beating from a parent or teacher, getting lost in a wedding, etc are powerful enough for the participants to recollect; experiences of sexual abuse, domestic violence, rape, etc for victims must be extremely traumatic and difficult to forget. More effective methods of interventions are needed both psychologically and socially to make the entire process more victim friendly and sensitive.

Dr. Raj then asked for 6 volunteers who were divided into 2 teams of males and females. Each of them was required to blow into a balloon and burst it without the use of nails or pins. The male team was the first to burst the balloons after which Dr. Raj asked the rest of the participants to share their observations. Many shared that male team had more energy, were focused, stiff in facial expressions;



while the women appeared to have less potential, were distracted. Picking the same observations, Dr. Raj pointed out that this is precisely the same way in which the society views men and women. Men hesitate in sharing their emotions and feelings; and their behavior and actions of drinking, domestic violence, irritability, etc are a consequence of the bottling of such feelings.

He suggested to make the balloon a two-way process to release the air and stress because ventilation of emotions, stress, etc within families is extremely important and there should be some space and mutual respect for each member. Circling back to the interaction with victims, he emphasized on the use of silence to reassure them and build confidentiality and trust. He shared that sometimes by proactively addressing some of the concerns that may be going on in their mind, it establishes a connection and feeling of trust. He then shared that non-verbal communication such as eye contact, body posture, active listening, etc also plays an important role in establishing a rapport. He ended the session by stressing on the importance and awareness of mental health – both preventive and protective and how most often the efforts do not have immediate outcomes, but the effort should continue to build momentum.

Session 6 : Syndicate Group Work

Sarojini Thakur, Suneeta Dhar, Alankrita Singh, Satya Prakash, Anjali Singh Chauhan, Mamta Kohli, Saachi Bhalla & Kanika Kingra

This session involved the participants working in small groups of 7-8 each. Each group was given a case study on one of the forms of violence against women and children such as sexual harassment at workplace, domestic violence, acid attacks and POCSO. The purpose of this exercise was to firstly shed more light on the multiple forms of violence and the different ways in which they can manifest. Secondly, heterogeneous groups were formed with representation of administration, police, judiciary, medical and public prosecutors in each to allow for discussion, visibility to others' perspectives and a dialogue of multi-stakeholder-ship. Each of the groups were allotted a mentor to guide and address their queries.

All participants were given 15-20 minutes to go through the case study individually and address the questions before they discussed the case study amongst the group. The outcome of this exercise was to provide recommendations and policy and administrative level for implementation, identify and understand the gaps in procedure and the role of various duty holders in strengthening the process. Each of the groups would be given a second part of the case study on Day Two with different set of questions; and their suggestions and outcomes basis the case studied of both the days would be evaluated by a panel on Day Three.

Film Screening – “Driving with Selvi” & Interaction with Protagonist

The session involved a movie screening followed by a discussion and interaction with the protagonist. The film traces the life of Selvi, a young Indian woman over the course of ten years. The film begins with an 18-year-old Selvi who fled an abusive marriage to Odanadi, a shelter in Mysore, Karnataka. The viewers can witness the gradual transformation of a timid, scared girl to a confident woman who began

carving a niche for herself. The film shows her learning driving, becoming the first woman driver in South India, starting her own taxi company, leading seminars to educate and empowering women in rural areas. On the personal front, Selvi marries again, this time by choice and becomes a mother.

Directed and produced by Canadian filmmaker Elisa Paloschi, the film is narrated by Selvi and sheds light on several social issues such as child marriage, domestic violence, the perception and prejudices perpetuated by society. The film time and again reiterates the multiple challenges that a woman, like Selvi has to endure on a day to day basis. The film also stresses the importance of economic independence and empowerment in the face of patriarchal mindsets in the country.

The film screening was followed by an interaction with the participants which sparked questions on the role of the duty holders during the entire 10-year period, and how as members of the system the participants can make the system stronger and provide wider avenues for grievance redressal.

Day Two

Sessions 7–8 :Stakeholder Responses on Violence against Women & Children – A Panel Discussion **Lewinson Martins, Meenaxee Raj, Atul Srivastava, Moderator – Sarojini Thakur**

Day Two began with Smt. Alankrita Singh doing a quick re-cap of the previous sessions followed by a short quiz that shed light on important facets like inter-sectionality, secondary victimization, different kinds of equality and the importance of multi-sectoral convergence. She then introduced the panelists for the session – Lewinson Martins, Meenaxee Raj, Atul Srivastava and Sarojini Thakur, the moderator for the session. The purpose of the session was to highlight the ground realities and the voices from the field, through the experiences of each of the panelists to help sharpen the understanding of the participants at a policy and implementation level.



The first speaker, Shri Lewinson Martins is an administrative officer currently serving as Collector & District. Magistrate, North Goa. He began the session by saying that victim-centric approach within the provisions of the law is the foundation of eliminating and strengthening prosecution in cases of violence against women and children. Sharing from his extensive experience in tackling prostitution and rehabilitating victims of trafficking and prostitution, he shared that over the years prostitution as a market has undergone significant change from red-light areas to girls being delivered to customers. His first step was to understand the dynamics and issues from people working directly or indirectly with the members of the trade such as NGOs or doctors.

The second step was to break the economic cycle of demand and supply and to ensure that there was an economically sustainable livelihood for the survivors, once they are brought out of the trade. This was challenging, given the stakeholders included the likes of politicians, etc with vested interest in such trade. He shared that he would informally gather a panel comprising doctors, social workers to accompany him and meet the victim. Shedding light on the manner of interactions with the victim, he highlighted that the victims lose confidence in the entire system, hence there is an urgent need to build rapport with them and make them understand the process and how it will take place. However, he would collaborate with the DMs of her native place and social workers to ensure that she is handed over to her family. Sharing real-life examples of the survivors he helped rehabilitate, he highlighted that as members of the system it is not just important to empathize with the victims but make their problems your own.



Through the examples he highlighted the multiple challenges that exist while dealing with trafficking and prostitution case such as unwanted pregnancies, lack of sustainable livelihoods, lack of documentation or identity. He touched upon the multiple provisions wherein women accused of trafficking and prostitution should be considered victims if they have been trafficked or brought into the trade under false promises of employment, etc. He emphasized that the law has provided all solutions and proactive action and collaboration is the need of the hour. It is important for agencies, civil society organizations and all stakeholders to come together to tackle and address the issue.



The next panelist was Smt. Meenaxee Raj, a Haryana Civil Services officer. She has been an SDM at Ferozepur Jhirka, district Mewat and Ambala. She has also served as Additional Director with the Education Department of the State. Prior to joining the HCS, she worked as a Civil Judge and Judicial Magistrate with the State of Haryana and was posted at Rohtak. She began by saying that the omnipresent system that is referred by everyone is comprised not by some different entities but by the participants themselves and each of them as members of the system play an integral role in decision making which affects the lives of many. Thus, each of the stakeholders should shake out their sense of entitlement and be conscious of the responsibility they bear towards the society.

She stressed that instead of coming up with new laws each time a horrifying incident occurs, focus should be more on using the existing provisions more efficiently. Taking the Unnao rape case, she highlighted the gaps in procedure such as no filing of FIR even though the victim was a child under POCSO, no woman IO assigned to the case to highlight that even though the law provides for such provisions, there is a gap in implementation. Building onto the same point, she shared multiple examples of Sections under IPC and CrPC that provide for various resolutions and paths such as Section 166 A of IPC which is applicable to police officers who fail to register cases under sexual violence against women and children, or in case of the victim being physically or mentally disabled – either temporarily or permanently, then the statement to be recorded at a place of her convenience.

She highlighted that there has been a lack of significant implementation on all such provisions which results in the ultimate delay or the delivery of justice to the victim. Sharing a personal example wherein she and a woman IO had helped build confidence with the victims and thus helped them feel comfortable before easing them into the judicial process, she emphasized that lack of resources and human personnel also affects the course of each case. She shed light on how crime and area specific data is available for each district, specific tools and platforms are available that make it easier to track the progress of the investigation, the duration and stage of the trial, etc that can be used in a much more integrated way to improve the efficiency of each of the stakeholders. Sharing from her experience, she stressed on the need for good Samaritan laws that can help to reduce the bystander approach and the quest for knowledge to understand and find ways within the existing framework.

Sarojini Thakur shared the key takeaways of the immense responsibility of the key stakeholders and members of the system and the importance of including a greater number of women across levels and positions because it positively impacts the work practice and the mannerisms of processes. The next speaker on the panel was Shri Atul Srivastava who currently serves as the Additional Public Prosecutor at DOP, GNCT Delhi.



Sharing from his extensive experience, he cited few cases in detail such as the sexual assault of a Danish woman and the Uber taxi rape case in order to highlight the significant need of collaboration and multi-sectoral convergence between public prosecutors, judiciary, medical officers, administration and police in

order to deliver justice. He shared that a good bonding between the police and public prosecutor through the provisions of the law goes a long way in bringing the culprit to justice because this helps in keeping all stakeholders informed and updated, there is no surprise element that can cause a case to go in favour of the accused and it strengthens the process as a whole.

Addressing some of the points raised by Meenaxee on the gaps in implementation, he shared that the Honorable Supreme Court has issued a directive to all states asking for the implementation status on key aspects like the current use of 2 finger test, Section 166 A of IPC, how medical officers are required to type out their report instead of handwritten and mention the start and end of examination to address the delay in medical tests of victims.

He stressed that as members of the system, there is a wide arena of actions available within the provisions of the law and collaboration is the most critical key between all members to ensure a strong and viable system. Following the presentations, an interactive session with the participants took place in which the participants shared their experiences, best practices from their states or implementational challenges they had faced.

Session 9 :Nyayki Paribhasha (Definition of Justice) **Ashif Shaikh, Mamta Kohli and Survivor Leader**

The panelists of the next session were introduced by Alankrita Singh. Shri Ashif Shaikh is an Indian social activist, known for his role in the campaign (RashatriyaGarimaAbhiyan) for eradication of the practice of manual scavenging, empowerment of the Dalit especially Dalit-Muslim and women through various campaigns of Jan Sahas. Joining him was a survivor leader named Urmila Singh Bharti who had been a victim of sexual assault and a supporter who worked with such survivors on the ground. Mamta Kohli, from DIFD was also part of the panel and provided a multi-sectoral perspective from her experience during the session.



Mamta set the brief context of the session before Ashif shared a video that showcased various aspects of the multiple ways in which Jan Sahas is transforming the lives of survivors by promoting the development and protecting the rights of socially excluded communities with the special focus on girls and women, eliminating caste-based prostitution, legal aid for access to justice and reform in criminal justice system, among

the many other avenues of support. He highlighted the Dignity March which gained a lot of support and saw 25,000 survivors and the Shame to Support movement which aimed at tackling shame that is brought on the survivor by family, neighbors and society. Both these movements saw survivors coming forward, travelling to various districts across the country, sharing their stories and empowering others to speak up.

Ashif went on to narrate four separate stories of survivors to shed some light on what the notion is and understanding of justice, thereby explaining the session's name. He shared how a 15-year-old girl was sexually assaulted by her classmate because she used to do well in studies. As a result, her family stopped her from going to school and faced undue pressure from the accused's family. For her, justice was for the accused to understand that he had done wrong. For another survivor, her husband had become indifferent to her after the assault and even though they lived together and are raising a family, their intimate relationship had been affected. For the survivor, justice was to get her husband back.



Citing Bhanwari Devi's example he shared that her case is known for the landmark judgement it brought with respect to Sexual Harassment at Workplace; however, for her justice is to get her society and village to accept her. He thereby highlighted that 'nyaykiparibhasha' differs from person to person and a conscious effort should be made for justice to be delivered for the person. Addressing the recent uproar over the court orders for Nirbhaya rape accused, the Hyderabad gang rape case or the Unnao incident, he cited alarm that justice is increasingly be seen as violence.

Sharing some of the insights from the surveys conducted by Jan Sahas, he shared that 73% people face some form of sexual violence, including men and he cited how an IIT Kharagpur student shared his story of undergoing sexual abuse for 3 years, in one of Ashif sessions. Alankrita Singh too shared how during one of her sessions there was a boy and a girl who had been sexually assaulted as children. The girl was raised in an army cantonment and was assaulted in her school bus while the boy was assaulted by his elder cousin.

As Mamta mentioned that sexual assault and violence goes beyond age, caste, class – and although there are power dynamics at play, survivors and victims, unfortunately can be found across the spectrum. The panel explored in a little detail the issue of shame and dishonor which is borne by the survivors rather than the perpetrators, and how such pressure from the family or society leads to suicide, relocation, ostracization.

Ashif highlighted that the idea of justice is not comprehensive. Even though our legal framework provides for avenues but because of the compartmentalized thinking of the society, of the stakeholders – justice does not attain a true, comprehensive meaning. Thus, certain measures should be taken to bring reform within the criminal justice system. Sharing examples of the 2-finger test or the lack of resources and funding of One Stop Centres, Ashif highlighted that policy formulation and implementation – both need to be reformed to ensure that the survivor is supported in the process.



Before Smt. Urmila Bharti shared details of her story, a short video clip of her on Satyamev Jayate was shown. She shared how the perpetrators were powerful, upper caste men and were in jail only for 3 months. There was tremendous pressure on her to stay quiet and that she and her husband were beaten and hospitalized. However, with her husband's support, they are now building a permanent house and refuse to come under the pressure.

Then, one of the ground level workers highlighted some of the multiple challenges that survivors have to face such as compromise and getting married to the accused, outside settlement, no treatment at hospitals, no filing of FIR under rape clauses because of the power dynamics that exist, unwillingness of doctors to take up rape cases. She highlighted that sexual violence is a social evil and it is an issue that belongs to everyone and should be tackled by everyone. The people will only have confidence in the system if the system and all its stakeholders understand the pain of the survivor. The participants also shared insights on the best practices followed in their respective states and how these can be leveraged to strengthen the processes.

Session 10 : Leveraging Forensic Science

Dr. G.K. Goswami

Dr. Goswami is a 1997 batch IPS officer from the UP cadre who also served as the Head of the ATS unit for UP before joining the CBI. He pursues an active interest in academics and was awarded his 2nd Ph.D. from Tata Institute of Social Sciences in 2018 on the subject of "Enabling access to justice in sexual offences – Role of DNA profiling".



Dr. Goswami started the session by referring to Smt Urmila Bharti wherein she lost the case from the district court due to benefit of doubt given to the accused. He highlighted that the role of each of the stakeholders, especially when it comes to dealing with evidence and forensic science should be to get justice delivered and to not let any innocent get convicted. He stressed that the importance of forensic science is increasing not just because of the technological advancements but also because of the scientific temper of the investigation.

Citing some data he shared that of the 95% cases charge-sheeted by police in cases of sexual violence, the conviction rate is only 30%. When it comes to POCSO cases, of the 94% cases charge-sheeted, conviction is 30% and for human-trafficking cases, of the 89% cases charge-sheeted, conviction is 20%. Hence, there is a need to bridge this wide gap through measures that help in the conviction of the accused and pave way for justice to get delivered.

He stressed that when it comes to legal frameworks, there is no dearth. In fact, India has progressed to include legislations like the Sexual Harassment at Workplace Act and the Criminal Amendment Act, 2013. The definition of rape has been expanded however the corresponding forensic tools to support each aspect of the definition have not been explored; and this is where the challenge comes to present evidence in court.

DNA has emerged as the key to unlock multiple ways of solving crimes, human identification, etc. He cited Locard's Exchange Principle to state that when two bodies come together, there will be some evidence. In case of sexual violence, there will be some evidence – skin damage, semen presence, among others that indicate towards the two being in contact. Then comes the issue of consent and there has been a progressive shift in how consent is viewed, especially from a woman's point of view.



Another aspect of forensic science is the block chain concept that involves the collection of evidence samples from both victim and accused, the chain of evidence and how to maintain the sanctity and integrity of samples. With digital and biological evidence, certain measures need to be taken to ensure that they are not compromised. To emphasize the critical nature of forensic science in solving crimes, Dr. Goswami cited a case of rape and murder which occurred in 1983, and a very similar modus operandi was used for a rape and murder in 1986. 1 lunatic has accepted and confessed to the crime. However, it was the intuition of an IO who then collected the DNA of 3000 people in the vicinity. It so happened that the accused was having tea at a stall when he off-handedly mentioned that his friend had given DNA in his place. The tea stall owner informed the police and the accused was punished. It was only because of forensic evidence that corrective measure could be taken in the case.



As a way forward, he said that the role of stakeholders should be extremely clear as to how they are working in tandem with each other towards the same goal of justice getting delivered. Thus, professional capability building is required for key personnel handling evidence such as the IOs and the personnel on the ground. They should be trained in taking precautions, avoiding degradation or loss of evidence or dealing with tampering. The culture of specialization in investigation needs to be fostered to enable knowledge and good practices. Learning from cases and experiences and the augmentation of

forensic facilities – both quality and quantity wise will go a long way in strengthening the legal recognition that forensic evidence gets currently as part of the process.

The session was followed by a question answer session in which the participants who cited individual cases to delve into in-depth understanding of the mechanisms and importance of forensic science in strengthening prosecution of violence against women and children.

Session 11 : Tackling Sexual Violence against Children – Lessons for all Stakeholders

Anvesh Mangalam

The speaker for this session was Shri Anvesh Mangalam, a 1988 batch IPS officer who has worked extensively on prevention of crimes against women and currently serves as the Additional Deputy General of Police, Madhya Pradesh. He is credited for redesigning the strategies for prevention and modern investigation of crimes against women and children in May 2018, after studying various POCSO and court judgements on such issues.



Shri Mangalam began the session by highlighting the keywords of the session's title – tackling, violence, children, lessons and stakeholders. He began by highlighting the understanding of a stakeholder; and the difference between a stakeholder and a duty holder. While a victim, accused, media, NGOs, witness are stakeholders, the multiple arms of the state machinery like the police, doctors, legal service, prosecution, prison, district administration and the government are duty holders. He explained that they should be considered as duty holders because they are part of the state machinery designed to tackle and strengthen

prosecution in cases of violence against women and children.

He emphasized that as duty holders the primary objective is coordination and explored how these duty holders can collaborate and coordinate with each at multiple levels. There is a need to understand the role each of the duty holders play in the entire system and this would help others appreciate and come together on multiple aspects.

He cited that there will be limitations set by law, within the constraints of which each of these duty holders need to work. This would primarily require teamwork. Sharing an example from experience he said that the investigation plan should be designed with the public prosecutor or a copy of the FIR should be sent to the doctor so that the context is available, and the doctor asks related questions. Since the stakeholders would usually not be trained in law, it is the responsibility of the duty holders to support the victim and their family. Psychological counselling to victims is an area of opportunity that should be identified, and capabilities of the ground personnel should be built.

He highlighted that there will be constraints of time, resources, budget, technology, police force, etc. and yet impact comes not when 100% cases are disposed of, but when even one case gets justice delivered. He shared that in a village, when an accused is jailed, the message sent out to all neighboring villages is loud and clear and acts as a deterrent. When it comes to understanding the term 'children' for legal purposes, it is anyone below the age of 14. The Supreme Court has clearly stated that all procedures of sexual violence will be followed for child victims as well. When it comes to matters of age, parents have been considered the best evidence of age. However, even in such scenarios, the mothers are called to testify the details of when they were married, when they conceived, when their child was born.



Summarizing his session, he said that when it comes to tackling these issues, a comprehensive, collaborative approach is needed from all duty-holders to not only carry out their responsibilities to the truest but also to understand the role of other duty holders and work in close partnership for their joint goal of getting justice delivered. The session was followed by question answers from the participants who discussed instances and examples from their experience on best ways to collaborate and tackle violence against women and children.

Session 12 : Syndicate Group Work

Sarojini Thakur, Alankrita Singh, Satya Prakash, Anjali Singh Chauhan, Mamta Kohli, Saachi Bhalla & Kanika Kingra

This session was a continuation of the similar session on Day One. Each group was given a second follow-up part to the same case study wherein they were asked to address a different set of questions. All participants were given 15-20 minutes to go through the case study individually and address the questions before they discussed the case study amongst the group. The outcome of this exercise was to identify gaps presented in the case study and provide recommendations as a group. Each group was encouraged to present their solutions and recommendations on a chart paper, which would be presented to a panel on Day Three.

Day Three

Sessions 13 – 14 : The Way Forward : A Panel Discussion

Satya Prakash, Seema Sharma, Arvind Kumar Kumawat, Moderator – VidyaBhushan



Day Three began with Smt. Alankrita Singh emphasizing the need for a multi-sectoral convergence before she took a short quiz that tested the participants on key issues of sexual assault, consent, Criminal Amendment Act (2013), LGBTIQ, among others that were discussed in the previous sessions.

Highlighting the importance of hearing the voices from the field and finding collaborative solutions to tackle such challenges, Smt. Alankrita Singh introduced the panel for the session on 'The Way Forward'. The panelists included Shri Satya Prakash, who has worked extensively in the areas of child rights and combating human trafficking with more than 8 years of experience in the area of child protection and child development, child sexual abuse and juvenile justice as a practitioner, researcher and trainer. He has been part of several research studies commissioned by UNDP, UNODC and Harvard University. Smt. Seema Sharma is 2011 batch officer of the Rajasthan Administrative Services and has worked in child trafficking and child labour cases, often teaming up with Shri Arvind Kumawat, Head Constable of the Anti-Trafficking unit of the Rajasthan Police.

Shri VidyaBhushan, a 2008 batch IAS officer and Deputy Director at Lal Bahadur Shastri National Academy of Administration, was moderating the session and he began by sharing that while there has been a significant shift towards a victim centric approach, a cohesive, coordinated and collaborative approach is required between all the duty holders and agencies. Ownership, responsibility and synergy are the need of the hour and it is the responsibility of every duty holder to adapt, internalize and sensitize others.

With the context set, Shri Satya Prakash shared that when addressing violence against women and children, an important aspect is looking at children in conflict with law and understanding the



underlying reasons that drove them into the criminal justice system. Reiterating the need for a cohesive and collaborative approach, he emphasized that it was post Nirbhaya case that Juvenile Justice came into limelight. He shared that as per the 2017 NCRB data, children between 16-17 years of age are involved in 4.1% of the overall crime of 2.06% in India. Hence, there is a need to understand the nature of crimes that they are involved in under the petty, serious and heinous categorizations and see how to rehabilitate them.



Sharing a real-life example wherein a 16.5-year-old Nepalese girl was placed in a jail for 1.5 years by the police, he said that often juveniles commit offences under the influence of adults and can graduate to serious crimes if the interventions don't take place at the right time. There should be a separation of younger and older children in observation homes and between those based on the nature of the crimes – yet very few participants were able to affirm its implementation. He stressed on the need for a balanced approach when it came to dealing with children.

Shri VidyaBhushan highlighted that a child in conflict with law is at the most vulnerable stage and should be cared for in multiple ways to prevent him from falling back to the old way. Understanding his reasons for doing the crime can go a long way in knowing how to best counsel and rehabilitate him/ her. He then invited Shri Arvind to share his experience of rescuing 2,758 children since 2012. Shri. Arvind elaborated on a few cases wherein children were being made to work in bangle factories for 16 – 18 hours with little food, being sexually assaulted or physically harmed and hit with hot iron rods. He shared how he and his team had collaborated with Smt. Seema Sharma.



Seema joined the department in 2014 and since then she has been working extensively at the ground level. She shared that given Rajasthan's economy, bangle making profession prefers children who can delicately design and hand craft. Hence, there was a need to streamline and build multi-stakeholder management. She put together standard operating procedures that are now being implemented across Rajasthan, streamlining and getting duty holders like child line, labour department, social welfare together. Like this 7-8 stakeholders were identified to accompany the team on the rescue operation so that all facilities could be made available to the children immediately.

She shared that one of the reasons reporting of the crimes goes low is when people know that no action is going to be taken and this mindset will only change when they see the effort and impact of change. Sharing an example of a teenage girl who reached out to the police complaining she was being sexually assaulted by her father and brother, Smt. Seema shared that the first responders need to be sensitized so that they make the individual comfortable rather than carrying out secondary victimization. Medical help should be the priority followed by immediate security concerns. Professionals are critical to deal with such issues and it is imperative to get the personnel trained.

Sharing another example on the importance of decreasing response time and proactive approach, she explained that a 3-year-old child had gone missing around 8 pm and her mother rushed to the police but they asked her to look around and questioned her negligence. At 6 am the next morning, the child was found raped and on the verge of death. Had the police responded immediately, the incident could have been prevented.



She then shed light on the precarious condition of shelter homes, the problem of unregistered homes and how they also become the seat of sexual and physical violence. She highlighted that fear plays the role of deterrent in such cases by installation of camera in homes, surprise visits, specific guidelines. In some states, the process is evolved wherein administrators and district judges

also visit homes, however it is a good starting point, but several interventions are required to address the challenges at every level.

Session 15 : a) Finalization and Presentation of Syndicate Group Work
Hon'ble Justice (Retd.) Madan Lokur, Sarojini Thakur & Mamta Kohli

b) Closing Remarks on Syndicate Group Work
Hon'ble Justice (Retd.) Madan Lokur

The next session was the culmination of the syndicate group work that all the groups had been engaged in for the last 2 days. Each group had been given a case study and they had to prepare a presentation



highlighting the analysis, the interventions and recommendations. The panelists for the syndicate group presentation included Honorable Justice Madan Lokur, Smt. Sarojini Thakur and Smt. Mamta Kohli. Honorable Justice Madan Lokur has had a 40-year long career in judiciary throughout which he supported judicial reform, legal aid services and juvenile justice. He has served in various capacities including a judge of the Supreme Court, Chief Justice of Andhra Pradesh High Court, Chief Justice of Guwahati High Court and the Additional Judge of Delhi High Court.

The groups for the group work were heterogeneous with representation from all areas of expertise to build a multi-sectoral lens on issues of acid attacks, domestic violence, sexual harassment at workplace, juvenile justice. The groups took 20 minutes before groups starting their analysis and recommendations to the panelists. Over the course of the group presentations, the groups highlighted the socio-economic causes of the victims, the gaps in the system and processes, the legal recourses available to the victim and how significant interventions can strengthen prosecution in such cases.

Significant stress was laid out on the role of the duty holders, sensitization of the ground force, the need for support in forms of counselling, overall mindset of the society, secondary victimization of women and victims, the role of the legal provisions, among others. Areas of opportunity included awareness among all duty holders about their roles and responsibilities, the inter-linkages between them that have a direct impact on the victim and often justice delivered to him/ her and how interventions at the right time can prevent a crime. Interventions like economic empowerment, education and literacy, one stop centres where all immediate aid is available, ways of tackling social pressure, compensation and rehabilitation were widely discussed.

Each of the groups tried to creatively represent the inter-linkages and focal points of collaboration and multi-sectoral convergence through pictorial representations. Through these presentation, best practices like Bharosa centres in Andhra Pradesh where immediate service providers like a child friendly court, medical officer, counselling is available for POCSO victims in the same building. One of the groups highlighted that besides rescue and rehabilitation, reintegration in society is as important and suggested ways for that.



Once all groups had presented, the panelists shared their insights. Justice Madan Lokur shared that there are two ways of looking at a case study – first - looking at the problem and the second being able to look deeper in the problem to understand the implications on society. He stressed on the need for a proactive approach because many a time, such violence can escalate into something far more serious.



Hence, proactive intervention by members of the society, especially duty holders is imperative. In addition, there is a blurring of the difference between offence against an individual and offence against society. If we consider acid attacks, domestic violence, sexual assaults, dowry deaths – all are offences against the society because they not just affect the individuals but the society at large. Stressing on the extent of the issue, he highlighted that as per the 2017 NCRB data, a rape occurs every 15 minutes in India. As members of the society, every

individual needs to take actions, implement interventions to prevent such crimes.

He then shared that dignity of the individual is extremely important and is provided for in the Preamble of the Constitution of India, along with justice. Thus, all duty-holders should ensure that the individual is treated with respect, the nature of questions do not violate his/ her privacy, identity is protected. Each of the individuals have rights and similarly corresponding duties are expected from different stakeholders, duty holders and members of the society. In fact, accusers should also be aware that what they are doing is not right. Another concern is the faith and trust in the system. In a case where the victim is raped by a police officer, who would she complain to? Hence, an independent body should be present to address such matters.



The second theme is prevention of such crimes by implementing interventions like getting streetlights put up in areas of dark spots where women may be getting molested, management of shelter homes, rehabilitation of every individual to prevent relapse, implementation of welfare schemes in conjunction with the specific departments. He ended by saying that although it takes years to change perception but that change begins with individuals such as the participants.

Adding on to the points by Justice Lokur, Smt. Sarojini Thakur emphasized that a multi-sectoral lens is critical, and all duty holders should be aware of the inter-linkages of their roles, responsibilities and actions. In addition, outside representatives from civil society organizations are members of internal committees and add to the right composition. She added that all groups highlighted the lapses in procedures, however it is important to note if the right provisions of the law are being used. Ownership and responsibility of taking the right action should be emphasized and engrained. Although mindset change takes time to take root, awareness should be spread through campaigns on men and masculinity, the legal provisions available to all and sharing of best practices between states and departments so that replication can be done.

Smt. Mamta Kohli then congratulated the groups on seeing the problems in case studies from different aspects and reiterated that violence is a continuous process which can aggravate; hence the need to intervene at the earliest. She stressed on the socio-economic opportunities that can serve as understanding what drives the perpetrators to commit crimes. She added that resources should be shared or improved like for example technology which can serve as a data aggregator and help track the improvement and progress across parameters. In additions resources like best practices should be documented and made available to departments across states to take from and implement. With this, groups which fared well on time management and quality were recognized by the panelists. This session was followed by lunch.

Session 16 : Feedback & Evaluation

LBSNAA Team

The LBSNAA team then took an open feedback from the participants. The different stakeholders represented in the participants pool such as judiciary, police, administrative officers, medical officers and public prosecutors were asked to share their inputs so that the LBSNAA team would work to incorporate the strengthen the program and take the recommendations forward for a national action plan towards elimination of violence against women and children. Some of the participants shared their learnings and key take-aways on how each of them could add value to the process. One participant shared that he would work with his DM and SP to put together a team to action against violence against women and children. Some of the participants shared their experiences and work to be used as case studies and good practices as training material. Some of the participants highlighted that their understanding of justice, how it differs for the victims, the reasons for delay, the interaction with other stakeholders and understanding their viewpoints were the key take-aways. Some suggested that field visit, experience sharing from participants and inclusion of other stakeholders like media, politicians could bring about a wider perspective.



Mainstreaming Gender Issues in Administration

Sanjeev Chopra, Director, LBSNAA

Following the feedback session, Alankrita Singh introduced Shri Sanjeev Chopra, a 1985 batch IAS officer who is currently serving as the Director of the Lal Bahadur Shastri National Academy of Administration. Apart from a distinguished career in administration, Mr. Chopra also has several books to his credit as well as being an honorary curator of a literary festival held annually in Dehradun.

Alankrita Singh briefly shared a course report highlighting the diverse pool of participants from 21 states, the broad objectives of fostering a collaborative, multi-stakeholder approach among the various duty holders which was reiterated and emphasized across sessions, and how the program provided an opportunity for all duty-holders to discuss, deliberate and ideate on the common issues of violence against women and children and collaborate towards a common goal. She then invited Sanjeev Chopra to share his thoughts.



Mr. Chopra began by sharing that in his opinion, LBSNAA is one of the few multi-stakeholder institutions in the country and expressed his happiness that the NGC had taken the opportunity to bring together stakeholders from key areas for deliberation and discussion. He thanked the partner agencies – BPR&D, BMGF, IWWAGE for coming together and starting this trend of stakeholder workshops. Highlighting that it's just the beginning, he envisaged national level stakeholder discussions to pave the way in the coming times. He thanked Manoj Ahuja, Special Director, LBSNAA and Aswathy S., Deputy Director (Sr.), LBSNAA and Executive Director, NGC, LBSNAA

for their cooperation and support to the workshop.

He stressed the need for conversations between stakeholders, understanding and appreciating the difficulties and challenges within which each of the stakeholders operate. He then shared that the dominant discourse not only of the workshop but in the field of gender has been patriarchy and the multiple ways in which patriarchy manifests itself. Emphasizing on the need for mainstreaming gender in today's world, he shared a personal example of how one recollects the names of their great, grandfathers up to several generations but not the names of grandmothers. In order to bring about change, the mindset needs to change, and this change has to come from within. Tracing the change in societal mindset, he shared how the pastoral society was liberal in nature, but the onset of the agricultural society brought territory and ownership of cattle as a marker. The word 'husbandry' began to be used prominently. He shared that contrary to expectations, in the socialist and capitalist world, patriarchy has become even more entrenched. Even though the society has undergone significant change, there is a long way to go for the post-modern society and its institutions to become egalitarian.



He shared a few excerpts from a book by Justice PrabhaSridevan emphasizing the right to dignity, the need to understand and appreciate the role of every duty holder in order to work better, to be sensitive and value the thoughts of others. Given that each of the participants are in position to make a difference, he encouraged all of them to do their bit and contribute individually to make the country and the world a better place.

Valedictory Address by Hon'ble Justice Sudhanshu Dhulia



The valedictory address was given by Hon'ble Justice Sudhanshu Dhulia who currently serves as Judge, High Court of Uttarakhand. Referring to the 2017 NCRB data he highlighted that the reported cases of rape have increased but the actual incidents of rape are much higher. Sharing from his experience, he narrated an incident wherein a man and a woman ran away and were caught after 20-30 days. She told the police that they had eloped while in front of the court she told a different story because of which the man is behind bars. Thus, as members of the judiciary, it is imperative to be sensitive and understand the different reasons at play that may not be evident prima-facie.

He highlighted that there continue to be opportunity areas in investigation, in making it scientific and objective. Lack of sensitization of the police and magistrate further affects the delivery of justice. Lack of coordination between the investigation and prosecution leads to the right questions not being asked and it is the responsibility of the judiciary members to get to the truth of the matter. Training is another aspect which should be prioritized for all duty holders to make them aware not only of the legal developments but their own roles and responsibilities, and in making a difference.



Capacity Building Programme on

Multi – Agency Coordination in Tackling Violence against Women and Children in India

19 -21 December, 2019

Venue –Sardar Patel Hall (SPH), LBSNAA, Mussoorie

| Day 1 | 19th December, 2019 | |
|---------------|---|---|
| 09:00 - 09:15 | Registration | LBSNAA Team |
| | Opening Session | |
| 09:15 - 09:45 | Welcome & Course Briefing Inaugural Address | Alankrita Singh Sarojini Ganju Thakur |
| 09:45 - 10:15 | Session – 1 Setting the Context | Sarojini Ganju Thakur & Suneeta Dhar |
| 10:15 - 11:30 | Session – 2 Understanding Gender Based Violence- A Multi Sectoral Perspective | Sarojini Ganju Thakur |
| 11:30 - 12:00 | Group Photograph & High Tea with Director, LBSNAA | |
| 12:00 - 13:15 | Session – 3 Gender Based Violence - Legal Scenario in India | Vrinda Grover |
| 13:15 - 14:00 | Lunch | |
| 14:00 - 15:45 | Session – 4 & 5 Turning the table around – Seeing things from the perspective of the Survivor | Dr. Aravind Raj |
| 15:45 -16:00 | Tea Break | |
| 16:00 - 17:30 | Session – 6 Syndicate Group Work | Sarojini G. Thakur, Suneeta Dhar, Alankrita Singh, Satya Prakash, Anjali Chauhan, Mamta Kohli, Saachi Bhalla & Kanika Kingra |
| 18:00 - 19:00 | Film Screening - “Driving with Selvi” & Interaction with Protagonist | Selvi Driver |

| | | |
|---------------|--|--|
| Day 2 | 20th December, 2019 | |
| 09:15 -09:30 | Recap | LBSNAA Team |
| 09:30 - 11:30 | Session – 7 & 8 Stakeholder Responses on Violence against Women & Children - A Panel Discussion | Moderator: Sarojini Ganju Thakur <ul style="list-style-type: none"> • Lewinson Martins • Meenaxee Raj • Atul Srivastava |
| 11:30 - 11:45 | Tea Break | |
| 11:45 - 13:00 | Session – 9 Nyay ki Paribhasha (Definition of Justice) | Ashif Shaikh, Mamta Kohli and Survivor Leader |
| 13:00 - 13:45 | Lunch | |
| 13:45 - 14:45 | Session – 10 Leveraging Forensic Science | Dr. G K Goswami |
| 14:45 - 15:45 | Session – 11 Tackling Sexual Violence against Children- Lessons for all Stakeholders | Anvesh Mangalam |
| 15:45 -16:00 | Tea Break | |
| 16:00 - 18:00 | Session – 12 Syndicate Group Work | Sarojini G. Thakur, Alankrita Singh, Satya Prakash, Anjali Chauhan, Mamta Kohli, Saachi Bhalla & Kanika Kingra |
| Day 3 | 21st December, 2019 | |
| 09:15 - 09:30 | Recap | LBSNAA Team |
| 09:30 - 11:30 | Session – 13 & 14 The Way Forward: A Panel Discussion | Moderator : Vidya Bhushan <ul style="list-style-type: none"> • Satya Prakash • Seema Sharma • Arvind Kumar Kumawat |
| 11:30 - 11:45 | Tea Break | |
| 11:45 - 12:15 | Session – 15 Finalization of Group Work Presentation of Syndicate Group Work Closing Remarks on Syndicate Group Work | Hon'ble Justice (Retd.) Madan Lokur, Sarojini Ganju Thakur & Mamta Kohli |
| 12:15 – 13:15 | | |
| 13:15- 14:00 | | Hon'ble Justice (Retd.) Madan Lokur |
| 14:00 -14:45 | Lunch | |

| | | |
|---------------|--|---|
| 14:45 - 15:15 | Session – 16 Feedback & Evaluation | LBSNAA Team |
| 15:15 -16:30 | Mainstreaming Gender Issues in Administration Valedictory Address | Sanjeev Chopra, Director, LBSNAA Chief Guest: Hon’ble Justice Sudhanshu Dhulia |

Course Team:

- Shri Sanjeev Chopra, Director, Lal Bahadur Shastri National Academy of Administration (LBSNAA)
- Shri Manoj Ahuja, Special Director, Lal Bahadur Shastri National Academy of Administration (LBSNAA)
- Ms. Aswathy S., Executive Director, National Gender Centre (NGC) Lal Bahadur Shastri National Academy of Administration (LBSNAA)
- Ms. Alankrita Singh, Associate Coordinator, National Gender Centre (NGC), Lal Bahadur Shastri National Academy of Administration (LBSNAA)
- Ms. Anjali S Chauhan, Associate Professor, National Gender Centre (NGC), Lal Bahadur Shastri National Academy of Administration (LBSNAA)

Resource Persons:

- Ms. Sarojini Ganju Thakur, (IAS Retd), Gender Expert, Manali
- Ms. Vrinda Grover, Advocate, Supreme Court of India, New Delhi
- Ms. Suneeta Dhar, Advisor, Jagori, New Delhi
- Dr. Aravind Raj, Associate Professor, NIMHANS, Bangalore
- Ms. Selvi, Driver, Coimbatore
- Shri Vidya Bhushan, Deputy Director, Lal Bahadur Shastri National Academy of Administration, Mussoorie
- Ms. P Amudha, Professor, Lal Bahadur Shastri National Academy of Administration, Mussoorie
- Shri Levinson Martins, Director, Science & Technology, Goa
- Ms. Meenaxee Raj, Joint Transport Commissioner, Haryana
- Shri Atul Srivastava, Public Prosecutor, New Delhi
- Dr. G K Goswami, Joint Director, Anti-Corruption, CBI, New Delhi
- Shri Anvesh Manglam, Additional Director General, Crime Against Women (CAW), M.P
- Shri Ashif Shaikh and Team, Jan Sahas, Bhopal
- Shri Satya Prakash, Program Manager, FXB India, Suraksha, New Delhi
- Ms. Seema Sharma, Deputy Secretary, Rajasthan Human Rights Commission, Jaipur
- Shri Arvind Kumar Kumawat, Anti Human Trafficking Unit, Jaipur
- Hon’ble Justice Madan Lokur (Retd.) Supreme Court of India, New Delhi
- Hon’ble Justice Sudhanshu Dhulia, High Court of Uttarakhand, Nainital
- Dr. Sanjukta Roy, Governance Adviser, UK Department for International Development (DFID)

Technical Partners:

- Shri V. S. K. Kaumudi, IPS, Director General, Bureau of Police Research and Development (BPR&D)
- Shri Neeraj Sinha, IG, Training (Incharge), Bureau of Police Research and Development (BPR&D)
- Ms. Yamini Atmavilas, Lead Gender Equality, Bill & Melinda Gates Foundation
- Ms. Mamta Kohli, Senior Social Development Advisor, UK Department for International Development (DFID)
- Ms. Soumya Kapoor Mehta, Head, IWWAGE at IFMR LEAD
- Ms. Saachi Bhalla, Programme Officer, Bill & Melinda Gates Foundation
- Ms. Kanika Jha Kingra, Senior Policy and Advocacy Manager, IWWAGE at IFMR LEAD
- Dr. Sanjukta Roy, Governance Adviser, UK Department for International Development (DFID)

Excellent programme. Due to interactive sessions all participants are attentive. Instead of explaining provisions of law which became boring explain everything in fluid language.

The composition of the participants was very diverse, which provided a better understanding of working and the need which can be worked upon. Overall it was a very good experience.

It was the best and well planned training programme. What is the nicest part of the programme is that it brings all duty holders under one roof as make them accountable/responsible. Great efforts put by the institute more particularly Mrs. Anurita and Sarojini Mam.

FEEDBACK

1. Thought + working experience by all resource persons were extremely helpful.
2. Contribution of Mr. S.K. Goswami & Sh. Anurita Maryam were. Thought provoking and could be effectively implemented in enhancing delivery of justice speedily, fairly & efficiently.

The program was well conceived and very well organized. The take-aways were magnified by the ~~Synod~~ Syndicate work. The participating multiple stakeholders enhanced cooperation & understanding.

Very well planned and structured..

Very Comprehensive learning experience.

It was a very engaging course

It made us think about certain topics even after leaving the class

It can be made 4 days 4 evenings
may be kept free to explore more topics

Programme - very - knitted and
is extremely helpful for me.

It was an excellent course. As an administrator more rehabilitation methods can be included. eg: Managing homes, protection schemes, immediate remedies case plan for children - taking it to the end.

Very good course (5/5)

Dr Adele CAE
21/12/19

**Capacity Building Programme on
Multi – Agency Coordination in Tackling Violence against Women and Children in India**
19 - 21 December, 2019
Feedback

Total Number of Forms : 53

Session -1

Section 2

| Questions | | | | | | | | | |
|---|------------------------|------------------------------|-------------------|-------------------------|-----------------------|------------------------|-----------|-------|------------|
| SarojiniGanju Thakur &SuneetaDhar | Setting the Context | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
| | | 37 | 15 | 1 | 0 | 0 | 0 | 53 | |
| | | % answered in each category. | | | | | 0% | 100% | 93.58% |

Session -2

| Session 1 | | Session 2 | | | | | Session 3 | | |
|-------------------------|---|------------------------------|-------------------|-------------------------|-----------------------|------------------------|-----------|-------|------------|
| SarojiniGanju Thakur | Understanding Gender Based Violence- A Multi Sectoral Perspective | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
| | | 33 | 19 | 1 | 0 | 0 | 0 | 53 | |
| | | % answered in each category. | | | | | 0% | 100% | 92.08% |

Session -3

| | | | | | | | | | |
|---------------|---|------------------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| Vrinda Grover | Gender Based Violence - Legal Scenario in India | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
| | | 37 | 13 | 2 | 0 | 0 | 1 | 52 | |
| | | % answered in each category. | | | | | 2% | 98% | 93.46% |

Session -4

| | | | | | | | | | |
|----------------|---|------------------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| Dr.Aravind Raj | Turning the table around – Seeing things from the perspective of the Survivor | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
| | | 32 | 16 | 3 | 1 | 0 | 1 | 52 | |
| | | % answered in each category. | | | | | 2% | 98% | 90.38% |

Session -5

| Selvi Driver | Film Screening - “Driving with Selvi” & Interaction with Protagonist | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
|--------------|--|------------------------------|----------------|-------------------------|-----------------------|------------------------|-----------|-------|------------|
| | | 29 | 13 | 9 | 0 | 0 | 2 | 51 | |
| | | % answered in each category. | | | | | 4% | 96% | 87.84% |

Session -6

| Lewinson Martins | Stakeholder Responses on Violence against Women & Children - A Panel Discussion | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average | | | |
|------------------|---|------------------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|----|----|----|
| | | 22 | 26 | 5 | 0 | 0 | 0 | 53 | | | | |
| | | % answered in each category. | | | | | 42% | 49% | 9% | 0% | 0% | 0% |

Session -7

| Meenaxee Raj | Stakeholder Responses on Violence against Women & Children - A Panel Discussion | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average | | | |
|--------------|---|------------------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|----|----|----|
| | | 26 | 18 | 8 | 1 | 0 | 0 | 53 | | | | |
| | | % answered in each category. | | | | | 49% | 34% | 15% | 2% | 0% | 0% |

Session -8

| | | | | | | | | | |
|-----------------|---|---------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| Atul Srivastava | Stakeholder Responses on Violence against Women & Children - A Panel Discussion | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
| | | 28 | 24 | 1 | 0 | 0 | 0 | 53 | |
| | % answered in each category. | | | | | | 0% | 100% | 90.19% |

Session -9

| Ashif Shaikh, Mamta Kohli and Survivor Leader | Nyayki Paribhasha (Definition of Justice) | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average | | | |
|---|--|------------------------------|-------------------|-------------------------|-----------------------|------------------------|-----------|-------|------------|----|----|----|
| | | 32 | 13 | 6 | 0 | 1 | 2 | 51 | | | | |
| | | % answered in each category. | | | | | 63% | 25% | 12% | 0% | 2% | 4% |

Session -10

| Dr. G K Goswami | Leveraging Forensic Science | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
|------------------------------|-----------------------------|---------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| | | 22 | 26 | 4 | 0 | 1 | | | |
| % answered in each category. | | 42% | 50% | 8% | 0% | 2% | 2% | 98% | 87.31% |

Session -11

| Anvesh Mangalam | Tackling Sexual Violence against Children- Lessons for all Stakeholders | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
|-----------------|---|------------------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| | | 26 | 19 | 6 | 0 | 2 | | | |
| | | % answered in each category. | | | | | | | |
| | | | | | | | 2 | 51 | |
| | | | | | | | 4% | 96% | 88.63% |

Session -12

| | Syndicate Group Work | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
|------------------------------|----------------------|---------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| | | 33 | 8 | 7 | 0 | 0 | 5 | 48 | |
| % answered in each category. | | 69% | 17% | 15% | 0% | 0% | 9% | 91% | 90.83% |

Session -13

| | Satya Prakash | The Way Forward: A Panel Discussion | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
|------------------------------|---------------|-------------------------------------|---------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| | | | 25 | 26 | 2 | 0 | 0 | 0 | 53 | |
| % answered in each category. | | | 47% | 49% | 4% | 0% | 0% | 0% | 100% | 88.68% |

Session -14

| | Seema Sharma | The Way Forward: A Panel Discussion | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
|------------------------------|--------------|-------------------------------------|---------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| | | | 26 | 17 | 8 | 0 | 1 | 2 | 51 | |
| % answered in each category. | | | 51% | 33% | 16% | 0% | 2% | 4% | 96% | 87.45% |

Session -15

| | Arvind Kumar Kumawat | The Way Forward: A Panel Discussion | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
|------------------------------|----------------------|-------------------------------------|---------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| | | | 22 | 24 | 5 | 0 | 2 | 2 | 51 | |
| % answered in each category. | | | 43% | 47% | 10% | 0% | 4% | 4% | 96% | 87.45% |

Session -16

| | Hon'ble Justice (Retd.) Madan Lokur | Closing Remarks on Syndicate Group Work | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
|------------------------------|-------------------------------------|---|---------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| | | | 45 | 8 | 0 | 0 | 0 | 0 | 53 | |
| % answered in each category. | | | 85% | 15% | 0% | 0% | 0% | 0% | 100% | 96.98% |

| QB | Please share feedback with respect to the following: | Extremely effective | Very effective | Moderately effective | Slightly effective | No at all effective | Not given | Total | W. Average |
|------------------------------|--|---------------------|----------------|----------------------|--------------------|---------------------|-----------|-------|------------|
| a) | The facilitator(s) stimulated my interest in the subject | 38 | 11 | 1 | 0 | 0 | 3 | 50 | |
| % answered in each category. | | 76% | 22% | 2% | 0% | 0% | 6% | 94% | 94.80% |
| b) | The course content and themes were relevant to my work | 34 | 14 | 2 | 0 | 0 | 3 | 50 | |
| % answered in each category. | | 68% | 28% | 4% | 0% | 0% | 6% | 94% | 92.80% |

| | | | | | | | | | |
|----|--|-----|-----|----|----|----|-----|-----|---------------|
| c) | The facilitator(s) managed time and paced the course appropriately | 37 | 13 | 0 | 0 | 0 | 3 | 50 | |
| | % answered in each category. | 74% | 26% | 0% | 0% | 0% | 6% | 94% | 94.80% |
| d) | The structure of the course maximized my ability to learn | 32 | 17 | 1 | 0 | 0 | 3 | 50 | |
| | % answered in each category. | 64% | 34% | 2% | 0% | 0% | 6% | 94% | 92.40% |
| e) | The facilitator(s) demonstrated in-depth knowledge of the subject | 31 | 19 | 0 | 0 | 0 | 3 | 50 | |
| | % answered in each category. | 62% | 38% | 0% | 0% | 0% | 6% | 94% | 92.40% |
| f) | The facilitator(s) presented the course material in an interesting and engaging manner | 35 | 14 | 1 | 0 | 0 | 3 | 50 | |
| | % answered in each category. | 70% | 28% | 2% | 0% | 0% | 6% | 94% | 93.60% |
| g) | The activities/exercises were well explained and useful | 42 | 7 | 0 | 0 | 0 | 4 | 49 | |
| | % answered in each category. | 86% | 14% | 0% | 0% | 0% | 8% | 92% | 97.14% |
| h) | The resource material provided was useful | 31 | 15 | 3 | 0 | 0 | 4 | 49 | |
| | % answered in each category. | 63% | 31% | 6% | 0% | 0% | 8% | 92% | 91.43% |
| i) | Program hall facility | 47 | 2 | 0 | 0 | 0 | 4 | 49 | |
| | % answered in each category. | 96% | 4% | 0% | 0% | 0% | 8% | 92% | 99.18% |
| j) | Food quality | 37 | 8 | 3 | 0 | 0 | 5 | 48 | |
| | % answered in each category. | 77% | 17% | 6% | 0% | 0% | 9% | 91% | 94.17% |
| k) | Lodging | 40 | 7 | 0 | 0 | 0 | 6 | 47 | |
| | % answered in each category. | 85% | 15% | 0% | 0% | 0% | 11% | 89% | 97.02% |
| l) | Transportation facilities | 40 | 7 | 0 | 0 | 0 | 6 | 47 | |
| | % answered in each category. | 85% | 15% | 0% | 0% | 0% | 11% | 89% | 97.02% |
| m) | Support from NGC team | 47 | 2 | 0 | 0 | | 4 | 49 | |
| | % answered in each category. | 96% | 4% | 0% | 0% | 0% | 8% | 92% | 99.18% |

(Cumulative feedback response)

1. Rate the overall effectiveness of the three days programme

Response:

Extremely effective: 38

Very Effective: 16

2. What are your three most important take aways from the programme?

- Awareness regarding emotional aspects of victims
- Perceptions of many stakeholders
- Will monitor regularly and periodically the shelter homes, NariNiketan & One Stop Centre's
- Group activities bring more ideas. Team-work is an effective method to resolve victim problems.
- Existing laws must be read and implemented before asking for new laws/amendments
- We have to think that the crime is against the society and not only against the women
- We have to play a role in preventing crimes in the society
- These are not routine matters & should not be treated as such. They need adequate attention.
- Such matters & Victims, need to be treated with sensitivity. Victim oriented approach within statutory framework
- Moving from 'equality of opportunity' to 'equality of outcome' in such matters.
- Notion of justice is contextual and individual's perspective is material
- Detailed discussion regarding JJ Act.
- It helps victims when their stress is ventilated.
- All legal aspect with respect to VAWC is very important to know them.
- Views from intellectuals of PAN INDIA (participants) & Facilitations.
- Forensic intervention in sexual offences
- Intense training of stakeholders is a potent tool
- Personal involvement & interest in discharging the duty.
- Insuring gender equality and eradicating gender discrimination is helpful for the welfare in a country like India.
- Read law between the lines to consider the plight of victim & to rehabilitate her & to make her comfortable and to reassure her that she is heard.
- Give counseling to victim, taking psychiatrist & psychologist help for both accused & victim.
- Victimization and secondary victimization should be avoided

3. What are the three immediate actions that you will take after going back to your state to implement VAW&C?

- Awareness & education workshops in AWCs, Inter-Depts, Schools-college etc.,
- Include this point in monthly meeting.
- Regular visit to the related institutions
- Sensitize public about women safety.

- I will co-ordinate with the duty holders in tackling violence.
- I will immediately ask the DLSAs to conduct Awareness programmes on legal services, authority, its role and findings and about JJB act & other acts related to offence against women.
- Give utmost priority to the cases of crimes against women and children
- Plan a workshop/training of various stakeholders in the district in order to sensitize them.
- Best resource persons are the survivor leaders/person working in field. Rather than telling officer(s) about judgments etc.
- I shall stress doctors on the importance of proper evidence collecting and the necessity of dealing with the emotional component of these victims.
- I shall speak to every victim that I examine regarding the rehabilitation & other helps that they are entitled to get from other duty holders.
- When working in my field I will keep interests of both victim and accused in mind.
- Assists the N.G.O to provide better facilities to victims.
- Implements the principle that even as an individual, you can make a difference to the working of institutions
- While witness (victim) examination, I will reject the unnecessary questions put by the defense counsel during cross-examination.
- Organize a similar training exercise for multiple stakeholders related to VAWC at the Delhi Judicial Academy.
- Collate information of welfare scheme of various govt. departments for benefit victim/ stakeholders.
- I will give legal education (POCSO & JJ Act) to school students to make aware.
- I will convene/arrange a meeting with DM/SP to discuss that older and younger offenders need to be kept separate as well as petty offences and heinous.
- As a doctor, ensure correct DNA samples are collected, and sent to FSL in a procedure of chain of custody.
- To stop sexual harassment at workplace, more local level committee would be made.
- I will call a meeting with, DM, SP and JT- Director of all health services.
- Monthly/ quarterly meeting of police & prosecution regular monitoring of jail.
- While rehabilitation of victim concern should be to integrate her in the mainstream of society and make an atmosphere where she can overcome her fear.
- To try with best effect to make her economically strong and continue her education if she is a child.
- Bring in a better convergence mechanism at state level
- Develop a SoP for IC under POSH Act.

4. What changes would you recommend to improve the course?

- One or two political perspective persons should also be in this
- Visit to a shelter home or related institution should also be there
- Length of program should be extended to maybe 5 days. Shorten the duration of the programme in a day to at least 8 hours and not more
- More content could be included from the point of view of field administrators

- Say “No” to plastic
- Discussion of judgment problems in presence of law experts, high court and supreme court judges
- Forensic psychiatric course very important. Forensic sample collection training.
- Such courses should be held at regular intervals
- Sometimes felt that practical problems, which are being faced by functionaries is ignored.
- First day we should have been refreshed with the essence & objectives of all relevant laws
- Involvement of both faculties and students
- Lecture from psychologist on mind set of victim & juvenile in conflict
- Inter exchange of thoughts between stakeholders should be enhanced. On one table there should be a judge, a police, a doctor, prosecution, legal officers etc.
- Add more medical related aspects if possible
- A guideline SOP adversary to states for performing departments.
- If possible SOPs for creating more awareness for public by WCD or HFW events judicial awareness to all public value education-by-education dept.
- Instead of sharing negative field experiences, recommended solutions should have been emphasized by the resource person.
- More case studies and practical aspects related to things happening these days
- Faculty should use Hindi language. Medium of communication could be adopted in a language which can be understood by all the participants
- To conduct the training again with more involvement of doctors. So that they acquaint themselves with laws
- Inclusion of cyber crimes perpetrated using new age social media platforms against women
- Informing the Act that covers the case study to the group on previous night.
- Circulate a brief note on the objectives of course along with the first intimation letter to chief secretary so that right participants can be chosen.

List of Participants
Capacity Building Programme on Multi –Agency Coordination in Tackling Violence against
Women and Children in India
 From 19 - 21 December, 2019
 at LBSNAA, Mussoorie

| Sl. No. | Name of the States/ Departments/ Organization | Names, Present posting and address | Contact Numbers |
|-----------------------|---|--|---|
| Andhra Pradesh | | | |
| 1. | Police | Ms. K. G. V. Saritha I/C. S.P. Women Protection Cell, CID,AP, Mangalagiri | Mob. No.- 9494471694 Email- spwpccidap@gmail.com kgvsaritha@gmail.com |
| Madhya Pradesh | | | |
| 2. | Judge | Ms. Indra Singh X Additional District Judge, Jabalpur | Mob. No.- 9424914451 Email- indra.singh@mphc.in , |
| 3. | | Ms. Savita Singh XV Additional District Judge, Indore | Mob. No.- 9425072145,9425014887 Email- savita.singh@mphc.in , |
| 4. | Prosecution | Ms. Seema Sharma Assistant District Public Prosecution Officer, Ratlam | Mob. No.- 7587603622 Email- seema.sharma@mp.gov.in |
| Rajasthan | | | |
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