

# FINAL REPORT

## OF THREE DAYS WORKSHOP ON CAPACITY BUILDING OF JUDICIAL AND POLICE OFFICIALS ON PROPER IMPLEMENTATION OF WOMEN RELATED LAWS

ORGANISED BY



CENTER FOR GENDER STUDIES  
AMITY LAW SCHOOL, DELHI  
(AN INSTITUTION UNDER RITNAND BALVED EDUCATION FOUNDATION)  
(AFFILIATED TO GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY, DELHI)



CO-SPONSORED BY  
NATIONAL COMMISSION FOR WOMEN, INDIA

07 FEBRUARY – 09 FEBRUARY, 2014  
AT  
F – 1, SEMINAR HALL, AMITY UNIVERSITY CAMPUS, SECTOR 125, NOIDA



Workshop on

**“CAPACITY BUILDING OF JUDICIAL AND  
POLICE OFFICIALS ON PROPER  
IMPLEMENTATION OF WOMEN RELATED  
LAWS”**

Organized by  
**Center for Gender Studies, Amity Law School Delhi**  
in Collaboration with  
**National Commission for Women, India**

On  
07 February – 09 February, 2014

**WORKSHOP PROCEEDINGS AND REPORT**

Compiled By  
Organizing Committee of the Workshop

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# *CHAPTER - 1*

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## **INTRODUCTION**

**The Amity Law School Delhi (ALSD)** was established in 1999 under the aegis of Ritnand Balved Education Foundation (RBEF) to provide world class legal education in India. The objective of the law school, envisioned by Hon'ble Founder President Dr. Ashok K. Chauhan, is to create lawyers and legal professionals who are not only qualified and competent but also torch bearers of great human and moral values in society. The Amity Law School has been consistently ranked among the top law schools of India. In 2013, by various national surveys it has been ranked at 9<sup>th</sup> position. The ALSD has the unique distinction of being the first Law School in Delhi/NCR to offer a 5-year integrated law programme. At present the law school offers five year integrated BA, LL.B. (H) degree at graduate level and two year LL.M. degree at post graduate level.

To take up gender based research and academic activities, Amity Law School Delhi has established the **“Center for Gender Studies”**. The Center is committed to impart gender sensitivity and women's perspective to students, researchers, fellow academicians, policy makers, criminal justice functionaries and most importantly the '*Common Man*' through relevant education, outreach and advocacy . To achieve these objectives the Center aims to regularly -

- **Collaborate** with National and State level government agencies as well as Non-Government Agencies;
- **Conduct** training programs, workshops, seminars and conferences;
- **Involve** actively in advocacy and interactive programs;
- **Impart training and conduct interventions;**
- **Engage** in carrying out research studies;
- **Organize public hearings** to obtain firsthand knowledge of the condition;
- **Build resources** which will facilitate teaching, consultancy, extension and research on gender themes.

In pursuance of the same the **“Center for Gender Studies”** conducted this three day workshop cosponsored by the National Commission for Women.

### **1.1.1 BACKGROUND OF THE WORKSHOP**

India adopted its Constitution and pledged to bring equality among all the sections of the society but even after more than six decades, our country is far from achieving this objective. It is commonly known that despite constitutional guarantees, legal entitlements and development schemes, women remain marginalized and vulnerable in every walk of life. Even though they constitute half the population of India, there is no



inclusive growth for them. They are denied the right to participate fully in the various avenues of growth available in the society primarily because of the strongly entrenched patriarchal norms, mindset and behavior. There is need for sensitizing the law implementing agencies, both Police and Judiciary as also upgrading their knowledge regarding recent amendments in laws relating to women and sexual abuse of children.

Gender bias arises from stereotyped assumptions about the roles of men and women. Some of the commonly held stereotypes on women are-

#### **Domestic Violence**

- Preservation of the family should be a primary concern for women even if there is violence in the marriage
- There are certain occasions when it is justifiable for a husband to slap his wife.
- Women who stay with men who abuse them are partly to blame for their situation
- A husband who slaps his wife on one occasion in the course of their marriage does not commit cruelty

#### **Women and Sexual Crimes**

- A woman who says 'no' to sexual intercourse often means yes.
- Provocative clothes are an invitation to sexual assault.
- The moral character of a woman is relevant in a sexual abuse case.

#### **Dowry**

- Daughters should not inherit property on an equal basis with sons
- Dowry still has inherent cultural value

### ***Need For Sensitizing Judicial Officers***

Judicial adjudication, when it comes to violence against women, many a times reflects the perceptions and myths which stamp women as a gender. Equality understood and defined in terms of women's concrete experience is absent in all thinking including judicial application. It is not as if judges deliberately look to condone such violence but they are probably not equipped to see where bias exists. How can they then effectively fulfill the equality promise of the Constitution?

The conservative nature of judicial decision making in a country like India uses tradition constantly as an argument and more so in the case of women even when those very same traditions are violating legally defined rights of women. Law is supposedly a

dynamic process and has to keep pace with the changing needs and values of a society without which it will fail to preserve the collective and individual health of its social structure. Yet judgments are replete with references to women's traditional roles and images even when those very same images are instrumental in leading to violence and abuse.

Sexual abuse is acknowledged the world over as a sex specific violation. Not only are women overwhelmingly the victims of such crimes but the perpetrators are generally men, a recognition that is integral to how inequality between the sexes occurs and to the way judges understand the violation of women's human rights.

The critical issue in the case of gender is the fact that the very same issues, i.e. murder, assault, freedom of expression, right to live without the fear of suppression and abuse, which uniformly are part of human rights agenda for all people somehow become merely crime specific to women and therefore more complex and less deserving of serious concern .

The moot question is not only that we make law more equal but also that we implement it in a manner that is effective, judicious and sensitive to the needs of the woman who is seeking judicial redress from violence. How do women respond to violence? Do judges understand violence as women experience it? How does a Court interpret such violence in terms of substantive equality for women? What do women seek when they opt for judicial redress from violence? Women are the only gender who faces violence first from within the four walls of what they call family and their safe place and also from the outside world.

### *Need For Sensitizing Police Personnel*

The Police are often the first to come into direct contact with the distraught person and in this capacity, they are expected to be less aggressive, empathetic and responsive to the complainant especially while dealing with offences concerning violence against women and children. However, it is observed that the male-dominated working environment prevailing in the police department is less responsive to the needs of the people at large because of which the relationship between police and people is not very cordial. It is often alleged that police is one of the most corrosive institution of our country.

With respect to behavior of police towards women victims it is often seen that the police does not take crimes against women seriously because sexism is ingrained in their psyche so deeply that whenever a woman approaches the police with a complaint, they usually start doubting the victim. The police tend to proceed with the preconceived notion that the victim is a 'bad' woman .The generally held belief is that good women do not approach the police. The truth of the matter is that a woman comes to the police as her last resort, when all other options are exhausted. It is alleged that not only do the police refuse to register the victim's FIR but the response to violence against women continues to be inappropriate due to stereotypical beliefs held by the police. The victim is mostly discouraged from pursuing the complaint. Even when her complaint is registered, she is subjected to aggressive and sexist questioning. In cases of domestic violence, women victims are advised to seek remedies in a civil court or to totally let off the male offender by portraying negative repercussions that will follow on her pursuing the case.

In some cases, policemen themselves become the perpetrators of violence in the form of unlawful arrest, illegal use of force, sexual misconduct, gang rape or other forms of torture while in custody. Often, such gross violations of the basic human rights of women occur because of police callousness shaped by the stereotypical views about sexual assault, harassment or domestic violence. This state of affairs is also attributable to increasing workload, lack of resources, pressure of maintaining crime figures at a low level, malpractices in the organization, etc.

At present, the concept of gender is grossly misunderstood by a large majority of police officers. There is also a lack of proper awareness of the prevailing gender inequalities among police officers. Even if they are aware, the working conditions, socialization, stereotypes and attitude leads to gender-based stereotypes being prevalent among the police personnel just like among other members of society, who are influenced by the prevailing social values and relationship. Therefore, there is a great need to change the social attitude of police personnel.

## **PURPOSE**

Keeping the multi-dimensional aspects in mind, the idea behind this workshop was to bring both Judicial Officers and Police Personal at a common platform along with

academicians, social activists and students. It aimed at capacity building of judicial and police officials on proper implementation of women related laws and to bring about change in the mindset, change prejudices and biases and to develop gender sensitivity through the acknowledgement that gender equality is possible through an active reorientation of both judicial and police perspective on the violence women face. It was thought that in the absence of such change in existing attitudes the constitutional hope for women will continue to remain elusive. Though this is a known fact that a man is an aggregate of his memories, life experiences, attitudes and behavior but there is always scope for enhancement and development. The purpose of the Workshop were to achieve attitudinal and behavioral change of both the Police and Judicial Officers by making them more aware of the understanding of gender, power relations and prevalent patriarchal influences under which women become victims of various odds within their social milieu. It also aimed to bring together the judicial officers and police personal at one platform along with the other stakeholders like activists, academicians and students so that each will get an opportunity on one-o-one basis to share their experiences from various angles and appreciate others' point of view and to recommend best practices emerging from the discussion.

### **1.1.2 OBJECTIVE**

This three-day workshop for police personnel's main objective was to sensitize the judicial officers and police personal on gender issues so that they will try to act in a gender sensitive manner while discharging their duties towards women and children.

#### **Some of the other objectives that this training programme aimed to achieve are:**

- To educate the participants about the status of women, gender inequalities, socio-cultural context in which violence against women occurs and its impact.
- To teach them about various laws and their role while dealing with women.
- To bring attitudinal change and develop skills in them.
- To inculcate the habit of acting as protector of law.
- To develop rights-friendly approach and intervention.
- To help them appreciate the importance of gender sensitivity in dealing with cases concerning women.
- To encourage introspection among the participants upon their own socialization and to make them more mindful of gender issues.
- To make them act professionally and sensitively while conducting their investigations.

- To demystify the legal provisions.
- To make the stake holders aware about the recent amendments in laws relating to sexual offences against women and children.
- To enhance gender-friendly policing and judging in India.
- To help establish that both judicial officers and police officers are approachable.
- To provide a forum to various stakeholders to voice their grievances.
- To ensure an engendered and humane judiciary and police force.

## 1.2 METHODOLOGY

The methodology employed in this three-day workshop for a group of 50 participants was interactive and participatory. It included focused issue identification and group activities. Resource persons enriched the group with theoretical and practical knowledge on issues of concern for women and the implementation status of the various laws related to women. The knowledge sharing sessions were followed by panel discussions, participants' feedback and summarization of the sessions by the Chairpersons.

A mix of Participatory Action Research approach was employed in the workshop. Various activities including games, presentations and discussions on latest court rulings and Supreme Court guidelines for Police Officers were also a part of the workshop. The workshop started with a psychological exercise in which the gendered mind-set of the police was gauged with the help of a questionnaire. The results obtained provided the workshop with its direction and areas of thrust. Further, the use of real life cases allowed participants to discuss problem-solving techniques in a practical manner.

Some of the most important highlights of the workshop were the Group Activities and Role Enacting. The role enacting session helped the participants to step into the shoes of the woman victim's family and view the issue of violence on women from a different perspective. In the group discussion session, brain storming and exchange of ideas took place and based on this session, various suggestions were offered by the participants with the aim of solving the problems discussed in the workshop.

The session on experience sharing was devoted to a discussion of the case studies in which people who were the real sufferers narrated their stories to the participants and the role played by the police in the direction of sorting out their issues were discussed.

Two street plays were staged during the workshop. The plays highlighted the problems of women and attempted to motivate the participants to work in the direction of welfare of women.

Cross sectional interaction with the victims, judicial officers, activists, legal professionals was also facilitated. The training workshop was carried out according to the pre-designed module. The workshop handout / training manual prepared by ALSD faculty on basic laws, procedure and rights of women were used for ready reference.

### **1.2.1 RESOURCE PERSONS**

The training programme was conducted by resource persons from diverse fields including - judicial officers, activists, social workers, legal professionals, leading criminal lawyers, counselors, police officials and academicians. The selection of resource persons was done keeping in mind the overall training process initiated under the programme. Sessions included case studies, experience sharing and discussions that threw light on the various aspects of the women issues considered during the workshop. Following are the details of the Dignitaries and the Resource Persons who guided the Participants:-

#### **Resource Persons –**

##### **Ms. Shamina Shafiq, Member, National Commission for Women, India**

**Ms. Shamina Shafiq (NCW):** She did early schooling in Christ Church College, Lucknow and graduate in Arts. Presently, she is an active member of National Commission for Women. She was also nominated as Member of Senate of Maharashtra Dayanand Saraswati University, Ajmer. She is an academician turned politician having a strong political background, achieved milestones in political success state and nationwide. She had been a Political and Social activist, especially in the field of Women Empowerment and Child Education. She is running an academic institution. Her main force has been substantial work among women and especially among women of minority groups.

##### **Justice Manju Goel, Former Justice Delhi High Court**

Justice Manju Goel obtained an M.A. in Economics from University of Calcutta in 1966 and her LL.B. degree from University of Calcutta in 1967. She has served as lecturer in Economics for under-graduate classes and teachers' training college from 1967-70. She

joined West Bengal Civil Service (Judicial) in April, 1970. She joined the Delhi Judicial Service in May, 1972. She was promoted to Delhi Higher Judicial Service in January, 1986. She was appointed as an Additional Judge of the Delhi High Court in 2004. She retired in January 2007. During the long tenure as Judicial Officer in the Delhi Judicial Services and in the Delhi Higher Judicial Services worked as Sub-Judge, Metropolitan Magistrate, Presiding Officer Labour Court, Additional Rent Controller, Rent Controller, Addl. Chief Metropolitan Magistrate, Chief Metropolitan Magistrate, Additional District Session Judge & Secretary Delhi Legal Aid & Advice Board. She was also entrusted with Administrative duties as Judge In-charge of Patiala House Court and also shared administrative duties of District Judge from time to time. She was the Registrar, Supreme Court of India from 1994 to 1997. She was appointed as Hon'ble Judge of Delhi High Court in 2004. She retired in 2007 as Judge from Delhi High Court. She was trained in "Gender & Law" under the aegis of the British Council. She has published papers in Supreme Court Cases and in DJA Journal and has contributed to reading material prepared by National Judicial Academy. She has been working as resource person in National Judicial Academy and in Delhi Judicial Academy. She was appointed as Judicial Member, Appellate Tribunal for Electricity in 2007.

**Mr. V. N. Rai, former DGP, Haryana Police and Ex-Director SVP National Police Academy (NPA), Hyderabad**

Mr Rai is a decorated police officer who has received President's Police Medal for Distinguished Services and Police Medal for Meritorious Services. He is associated with "Sahitya Upkarm" a literary body which undertakes programmes incorporating "Sensitization through Literature" among various sections of the society. He introduced "Samvedi Police Se Samvedi Samaj" (Sensitized Police for Empowered Society) aspects in Police training curriculum and day-today Police working. The play, "1857: Bharat Ka Swatantrata Sangram" written by him and played by the trainees of Haryana Police Academy, in Light & Sound medium, has been seen by more than 3.50 lakh people all over Haryana, during the 150<sup>th</sup> year of celebrations of India's First War of Independence.

**Mr. Amodh Kant, Former DGP & Chairperson, Delhi Commission for Protection of Child Rights (DCPCR), Government of NCT Delhi**

Mr. Amodh Kant is a social activist, and former bureaucrat, best known as the founder of the NGO Prayas. He is known for raising his voice about issues surrounding children

and the weaker sections of society in India. He is also known for his contributions to various government and private institutions in these fields. He is a supporter of the Government sponsored Right to Education Act. In 1988 Mr. Kanth formed Prayas, an organisation that deals with the delivery of welfare, education and protection of children, youths, women and the weaker sections of society through individual, corporate, NGO and governmental development activities. From 2007 to 2011 he was the chairman of the Delhi Commission for Protection of Child Rights (DCPCR), and in this role he has voiced his concerns and support for the Right to Education Act. He has contributed to various policy discussions of the Indian Government. He has also participated in youth related initiatives of the UN, UNICEF and US government and in many children and youth related initiatives in India, Nepal and Bangladesh.

#### **Ms. Sauhasini Haider, CNN-IBN**

Ms. Suhasini Haider is the Foreign Affairs Editor and a prime time anchor with CNN-IBN. She hosts 'World View', CNN-IBN's signature show on International Affairs. She is a regular columnist on Indian Foreign Policy and Strategic Issues for various national dailies. Over the course of her 17-year career, she has covered stories and conflicts from the most diverse regions including Pakistan, Sri Lanka, Libya, Lebanon and Syria. In India, she has covered the external affairs beat for over a decade and her domestic assignments include in-depth reportage from Kashmir. In 2011 she won the Indian Television Academy - GR8! Award for 'Global News Coverage', and the 'ENBA Award' for Best Spot News Reporting from Libya. In 2010, she won the 'Best TV News Presenter' in News Television Awards. Suhasini is the only journalist to have interviewed the Indian Prime Minister Dr. Manmohan Singh and his family, a show that won the prestigious Indian Television Academy award as 'Best Chat show' for the year.

#### **Ms. Abha Joshi, Advocate and Social Activist**

**Abha Singhal Joshi** joined the Bar at Delhi in 1983, practicing in the High Court of Delhi. A major part of her professional work has been in the field of legal aid and legal awareness, specially focusing on developing training modules, audio-visual material and outreach programmes for legal empowerment for different rural and urban groups, especially women, police, lawyers, judges, government personnel, panchayat members, self-help groups and co-operatives, jail inmates, school and college students. She set up the legal literacy programme in Multiple Action Research Group (MARG) in 1990 and the Right to Information Programme in the Commonwealth Human Rights Initiative (CHRI) in 1997. She has been visiting faculty in Police Academies of Delhi, Orissa,



Madhya Pradesh and Haryana and is a Consultant and faculty at the National Police Academy Hyderabad.

Amongst the training material produced by her is the series “Humaare Kaanoon/ Our Laws, for the Department of Women and Child Development, in 1992, “Bol Basanto”, (a series of legal literacy films on women’s legal rights broadcast on Doordarshan), in 1997, “Teen Nazaare” (a film on property laws for women), CineLawgic ( legal awareness based on film clips), etc. She is a consultant for a popular mediation cum legal awareness show “Aap Ki Kachehri” broadcast by Star Plus. Her work on projects for various governmental and non-governmental agencies, including the British High Commission, UNICEF, UNIFEM, UNDP, the World Bank, Amnesty International, Commonwealth Human Rights Initiative (CHRI), NIPCCD, Delhi Commission for Women, etc. has been spread over several states.

She was the Director of MARG, a non-profit organization working on legal literacy and legal advocacy on rights of women and other marginalized groups. She is on the Boards of Society for Rural Urban and Tribal Initiative (SRUTI), Action India and Adharshila Shiksha Samiti. She has been a Member of two statutory bodies- the Delhi State Council for Right to Information and the Delhi Legal Services Authority.

She has been associated with Government of India’s programmes on Access to Justice through Research, Training and Policy Inputs, with focus on the Criminal Justice System and has recently completed a Training Module for Judges titled, “Removing Barriers Through The Bench” for the UNDP & Department of Justice. Her Consultancies include several NGOs and Corporates like Big Synergy and Barclays Shared Services.

#### **Ms. Aparna Bhat, Advocate.**

Ms. Aparna Bhat is a well-known advocate and activist for women rights and issues. She has been practicing in the Delhi High Court and the Supreme Court of India for several years. She has represented the National Commission for Women in various cases.

#### **Mr. Divya Jyoti Jaipurkar, Advocate.**

Mr. Divya Jyoti Jaipurkar is an eminent advocate associated with legal consultancy firm, “The Jaipurkars”. He has also worked against women oppression in courts. He has filed petitions and taken up pro bono cases for such women

**Ms. Arti Shirish, Barclays India**

Ms. Arti Shirish is the Vice President - Barclays Bank, India. She heads the Employee Relations Team dealing with over 14,000 employees regarding disciplinary issues, grievances and under performance issues. She has worked tirelessly for women rights and equality. She has personally handled 52 cases of women oppression and harassment.

**Ms. Radhika Chitkara, Advocate**

Ms. Radhika Chitkara is an advocate based in Delhi, practicing in Family Law and Domestic Violence. She is an independent policy consultant and legal researcher on human rights and gender-based issues, currently engaged in a project on women and land rights. She has worked with the High Level Committee on the Status of Women, and her recommendations on the Prevention of Torture Bill were accepted by the Select Committee of the Rajya Sabha constituted to reform the Bill in 2010. She is a recent graduate of the National Law School of India University.

**Ms. Indu Ranjan, Advocate**

Ms Ranjan enrolled as an advocate in the year 2000. She joined Delhi Legal Services Authority as a panel Lawyer in the year 2009 and again in the year 2010 and still associated with it. She was appointed as a Remand Advocate also. Member of state inspection and monitoring committee (SIMC) set up by the Directorate of Family Welfare under PC and PNDT Act. She has worked and dealt with various civil, criminal and matrimonial cases more particularly the cases under Domestic Violence Act.

**Ms. Suruchi Suri, Advocate:** She is a graduate in B.S.L., LL.B from ILS, Pune. She has Diplomas in Corporate Laws, Medical Jurisprudence and Cyber Laws. She also actively participates in curricular and extra curricular activities. Presently, she is Partner at M/s Suri & Co., Law Firm, Delhi and appears before Supreme Court, High Court, National Commission, Arbitral Tribunals, etc. Also, she had been a Senior Associate at Link Legal in Hyderabad. She had also worked with Solicitor General of India, Mr. Ghoolam E. Vahanvati, National Human Rights Commission (NHRC) and prepared a Status Report on implementation of Vishaka guidelines.

**Mr. Divya Jyoti, Advocate**

He is a Founder Partner and Advocate with the Law Firm, "The Jaipuriars, Advocates and Consultants" having its Offices at Delhi, Port Blair and Patna. He has been

practising in Supreme Court of India and different High Courts as well as Tribunals and Commissions. He has done his M.A. from Department of Economics, Patna University and has done LL.B from Law Centre – I, Faculty of Law, Delhi University. He is also associated with the several social movements including the ones on implementation of Right to Information Act, Right to Education Act, Juvenile Justice Act and several Child Rights and Women's Rights issues.

**Mr. Sushant Singh, Advocate**

Mr. Sushant Singh is an eminent advocate. He has handled numerous criminal cases. In many of the cases he has appeared as Amicus Curie.

**Ms Shikha Hundal, National Commission for Protection of Child Rights**

Ms Shikha Hundal working with National Commission for Protection of Child Rights as a Technical Expert (Right to Education) Project Officer (Complaints Right to Education) since August 2012. She has drafted agenda on the Right to Education submitted to Ministry of Human Resource and Development and Memoranda on the Right to Education to be submitted to the Parliament Standing Committee on Right to Education 2013. She has drafted the comments on the Guidelines of Corporal Punishment prepared by the Ministry of Human Resource and Development 2014. She has rapporteur for the 9th Advisory Experts Committee for the Monitoring of Children's Right to Education, Public hearing in Bihar and Haryana on 7th November 2013. She has organized workshops/Seminars/Convention. She was Inspection Coordinator in the Children Home Inspected the Children home of Love India Home Mehruli. She has participated in Training/Sensitization Experience and handling Complaints on RTE. She was earlier associated with the Department of Justice, Jaisalmer house New Delhi as Research

**Prof. (Dr.) Kanwal D.P. Singh, GGSIPU**

Dr. Kanwal DP Singh was Deputy Director in Amity University. She joined the University School of Law and Legal Studies GGSIPU in 2013. She has teaching and research experience of 14 years. She was a Resource person for various training courses, refresher and orientation programmes and workshops. She has published papers in National and International journals and conferences.

**Prof. (Dr.) Mona Sharma**

Dr. Mona Sharma is a Professor at Amity Law School (ALS), Delhi and is one of the founding faculty members of ALS, Delhi. She teaches History. Her areas of interest include Gender and Law, Educational Reforms and Extension Education. She has authored several articles and participated in National and International Conferences.

**Prof. (Dr.) Isheeta Rutabhasini**

Prof. Isheeta Rutabhasini has been teaching at Amity Law School, Delhi since 2000. Her area of expertise is Political Science. She has authored several research papers on diverse areas touching on both political science and law and has a keen interest in gender issues.

**Ms. Upma Gautam**

Ms. Upma Gautam is an Assistant Professor with University School of Law and Legal Studies, Guru Gobind Singh Indraprastha University. She has Eleven years of teaching experience in Criminal law and Procedural law. She has participated and presented papers in various magazines and law journals. Since 2008 she has been teaching in various training programmes conducted by Delhi Police and GGSIPU for freshly recruited and senior officers.

**Dr. Anju Tyagi, NLU Delhi**

Dr. Anju Tyagi has done her doctoral research in the same area, focusing on "Varying Dimensions of Matrimonial Cruelty in India: A study in its Socio-Legal implications" and obtained her Ph.D. degree from the Rajasthan University, Jaipur where she pursued her University education. Before she joined this University, she had taught in various colleges which include, Vivekananda Institute of Professional Studies, New Delhi and Amity Law School New Delhi, and also a visiting faculty of Indian Law Institute Delhi. Her total teaching experience is more than eight years. Her areas of interest are Family Law, Criminal Law, Woman & Law and Interpretation of Statutes. Besides teaching these subjects at the B.A., LL.B. (Hons) level, Dr. Anju guided several research students for their post-graduate degrees. She had three publications to her credit in reputed National Law Journal. She is presently working on a book title "Woman & Law".

**Ms. Seema Singh, Delhi University**

Ms. Seema Singh completed her LLB and LLM from Lucknow University and has been teaching in the Faculty of Law, Delhi University since 2008. She is the Convener of the

Gender Sensitisation Committee at Law Centre 1 and also the coordinator of the College Outreach Programme of Legal Services Society of Law Centre 1. In this capacity, she has organized several programmes related with gender issues and gender sensitisation in different colleges of Delhi University. She has also participated as Panelist in panel discussions organized by different organizations and NGOs.

**Ms. Neelam Tyagi, Assistant Professor, ALSD**

Ms. Neelam Tyagi working with Amity law School Delhi as Assistant Professor. Earlier she was associated with Indian Social Institute an NGO as Legal Advisor & Jr. Researcher Associate Editor of the Monthly Journal of the institute, *Legal News and Views*. She has litigation experience of around 8 tears. She has actively organized various slum training Programmes and workshops for Legal Awareness she has participated in various seminars and workshops and presented papers and published books on legal awareness

**Mr. Feroz Khan Ghazi, Additional Public Prosecutor of Government of Delhi in High Court of Delhi**

Mr. Feroz Khan Ghazi is enrolled as an Advocate with Bar Council of Delhi having more than 27 years of expertise. At present, he is also rendering his services in capacity of Additional Public Prosecutor of Government of Delhi in High Court of Delhi. He has an extensive experience in the area of civil and criminal practice in various Indian courts including Supreme Court of India. He is a renowned social worked associated with several national and international non-governmental organisations. He is currently Secretary General of South Asian Minorities Lawyers Association (SAMLA).

**Mr. Atul Kumar Shrivastav, Additional Public Prosecutor of Government of Delhi in High Court of Delhi**

Mr. Atul Kumar Shrivastav has over 15 years experience as public prosecutor. He is a product of Campus Law Centre Delhi University. He has represented Delhi Police in the Madras HC and also appeared for senior police officers in Mumbai. He is special public prosecutor in many cases in Delhi.

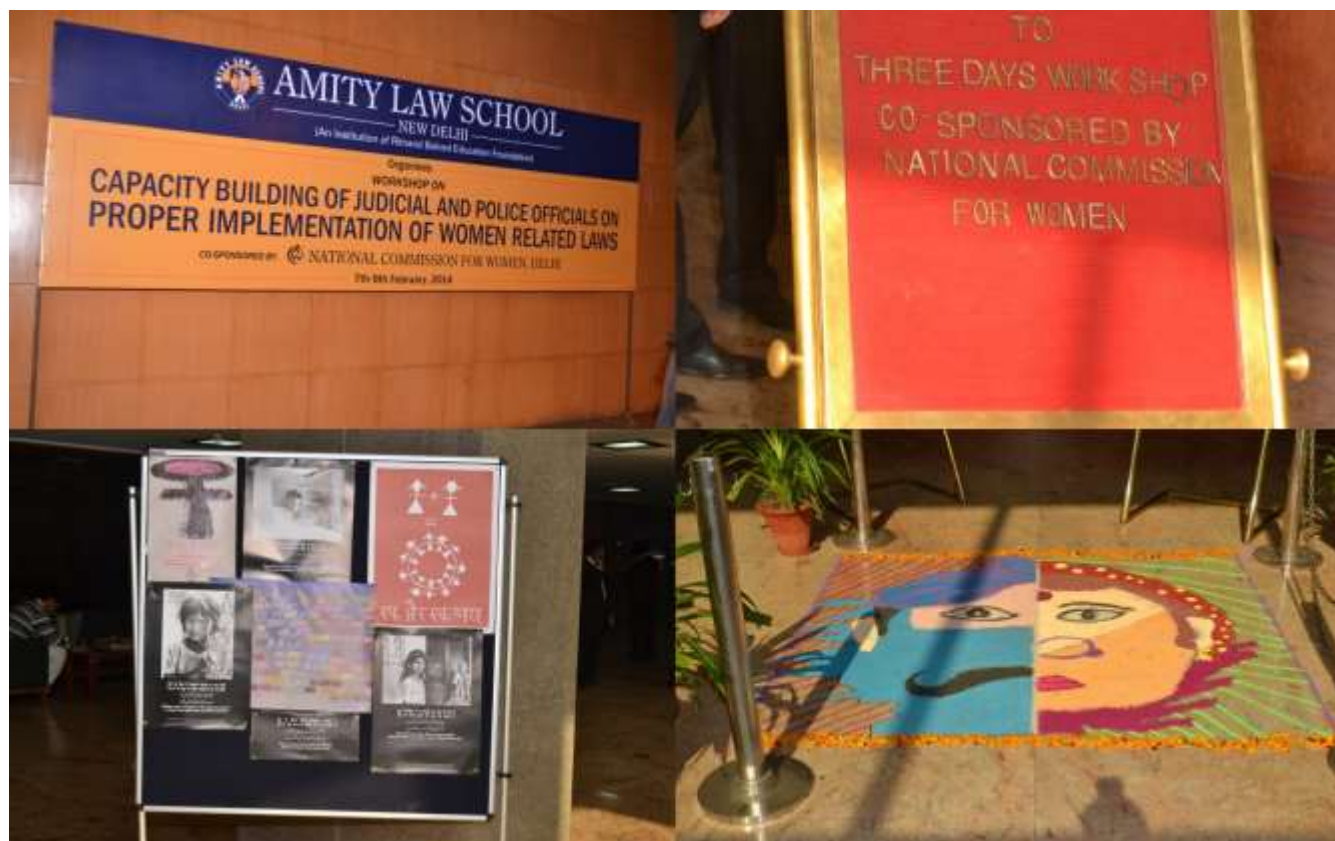
**Mr. Sanjeev Sabharwal**

Mr. Sanjeev Sabharwal completed his legal education from Campus Law Centre, Delhi University. He has been in the legal profession as an advocate 1984. He is the standing council for Municipal Corporation of Delhi as well as the Delhi Development Authority.

### **Mr. Ravi Nayak, Additional Public Prosecutor**

He has eleven years of experience mainly in the field of litigation and advisory and is presently the Additional Public Prosecutor for the State (NCT) Delhi at the High Court of Delhi. He is also an independent law practitioner and also retained by a Law Firm primarily for all their corporate litigation except against the State (NCT) of Delhi.

He had been associated with M/s Karanjawala & Co., Advocates, a law firm based in New Delhi from July, 2005 to 15<sup>th</sup> October, 2011 and handled their litigation at all the forums in and around Delhi as their Principal Associate and had also travelled to different cities for their litigation work.



### 1.2.2 PROGRAMME SCHEDULE



## **AMITY LAW SCHOOL DELHI Organizes**



### ***“CAPACITY BUILDING OF JUDICIAL AND POLICE OFFICIALS ON PROPER IMPLEMENTATION OF WOMEN RELATED LAWS”***

*(Co-Sponsored by National Commission for Women)*

**Dates:** February 07- 09, 2014

**Venue:** F- I Seminar Hall, Amity University Campus, Sector 125, Noida

**DAY – I - 07-02-2014, Friday**

TIME	EVENT	
1000 - 1100 Hrs	REGISTRATION & NETWORKING TEA	
1100 – 1215 Hrs	INAUGURATION	<p><b>Chief Guest:</b> Dr. Charu WaliKhanna, Member NCW</p> <p>1. <b>Guest of Honour:</b> Mr. S N Srivastava, Special Commissioner of Police, Delhi</p> <p>2. <b>Guest of Honour:</b> Mr. V N Rai, Former DGP</p> <p><b>Rapporteur :</b></p> <p>Ms. Deepti Thomas, Asst Professor ALSD</p>
1215 - 0100 Hrs	TECHNICAL SESSION - I	<p><b>Resource Person –</b></p> <p>Mr. V.N. Rai, Former DGP</p> <p><b>Faculty facilitator -</b> Prof. (Dr.) Mona Sharma, ALSD</p> <p><b>Introducing Gender and Patriarchy:</b></p> <p><b>Concept, Manifestation and</b></p> <p><b>Rapporteur :</b></p> <p>1. Dr. Sumaiya Musharraf, Asst Professor ALSD</p>

	<i>Stereotypes</i>	2. Dr. Monika Jain, Asst Professor ALSD
0100 – 0200 Hrs	<b>LUNCH</b>	
0200 - 0300 Hrs	<b>TECHNICAL SESSION – I</b>	(Continued)
0300 - 0330 Hrs	<b>STREET PLAY – Ek Nai Aawaz, Ek Nai Pehchan</b>	
0330 - 0430 Hrs	<b>TECHNICAL SESSION – II</b>  <i>Law and the Girl Child: Hiatus between Statutes and Ground Reality</i>  (Medical Termination of Pregnancy Act, Prenatal Diagnostic Techniques Prevention Act, Protection of Children from Sexual Offences Act, Child Trafficking, Right to Education Act)	<b>Chair Person</b> – Prof. (Dr.) Kanwal D.P. Singh, GGSIPU  <b>Panelists:</b> 1. Ms. Shikha Hundal, NCPCR 2. Ms. Neelam Tyagi, ALSD  <b>Rapporteur :</b> Ms. Venu Parnami, Asst Professor ALSD

**DAY – II - 08-02-2014, Saturday**

TIME	EVENT	
1000 – 1130 Hrs	<b>TECHNICAL SESSION – III</b>  <i>Law and the Problems of Adolescent Girls: Impediments in Implementation</i>  <ul style="list-style-type: none"> <li>• Child Marriage (Prohibition of Child Marriages Act, 2006)</li> <li>• Child Labour</li> <li>• Impediments on the path of Procuring Education</li> </ul>	<b>Chair Person</b> – Hon'ble Justice Ms. Manju Goel  <b>Co Chair Person</b> – Mr. Amodh Kant, Former DGP & Chairperson, Delhi Commission for Protection of Child Rights (DCPCR), Govt. of NCT Delhi  <b>Panelist -</b> Ms. Radhika Chitkara, Advocate <b>Rapporteur :</b> 1. Ms. Rubina Grewal Nagra, Asst Professor ALSD



		Dr. Alok Gupta, Asst Professor ALSD
1130 – 1200 Hrs	ROLE ENACTING	Dr. Bhavish Gupta, Coordinator
1200 - 1230 Hrs	OPEN HOUSE DISCUSSION	Dr. Bhavish Gupta, Coordinator
1230 – 0100 Hrs	<b>LUNCH</b>	
0100 - 0300 Hrs	<b>TECHNICAL SESSION – IV</b>  <i>Law and Women at Home</i> <ul style="list-style-type: none"> <li>• Domestic Violence</li> <li>• Dowry</li> <li>• Sexual Offences</li> <li>• Recent amendments in criminal law regarding offences against women</li> </ul>	<b>Chair Person –</b> Ms. Abha Joshi, Social Activist  <b>Panelists –</b> <ol style="list-style-type: none"> <li>1. Ms. Aparna Bhat, Advocate</li> <li>2. Ms. Indu Ranjan, Advocate</li> <li>3. Dr. Anju Tyagi, NLU Delhi</li> </ol> <b>Rapporteur :</b> <ol style="list-style-type: none"> <li>1. Ms. Nisha Dhanraj, Asst Professor ALSD</li> <li>2. Mr. Shaharyar A. Khan, Asst Professor ALSD</li> </ol>
0300 - 0430 Hrs	<b>TECHNICAL SESSION – V</b>  <i>Law and Women at Work Place – Organized Sector / Unorganized Sector</i>	<b>Chair Person –</b> Ms. Shamina Shafiq, Member NCW  <b>Co Chair Persons –</b> Ms. Arti Shirish, Barclays India  <b>Panelists –</b> <ol style="list-style-type: none"> <li>1. Ms. Suruchi Suri, Advocate</li> <li>2. Mr. Divya Jyoti Jaipuria, Advocate</li> </ol> <b>Rapporteur :</b> Ms. Reeta Garg, Asst Professor ALSD

**DAY – III - 09-02-2014, Sunday**

TIME	EVENT	
1000 – 1030Hrs	<b>Group Activity (Prof.(Dr.) Mona Sharma)</b>	
1030 – 1230 Hrs	<b>TECHNICAL SESSION – VI</b>  <i>Law and Women in Public Place and Space : The Issues of Security and Sensitive Redressal</i> <ul style="list-style-type: none"> <li>• Safe Public Places</li> <li>• Role of Police in preventing crime against women, and sensitive and effective handling of cases and investigations</li> <li>• Role of Judges in sensitive handling of cases relating to violence against women and children</li> <li>• Role of Media in projecting stereotypes and sensationalizing issues</li> <li>• Online offences against women</li> </ul>	<b>Chair Person</b> –Prof. (Dr.) Isheeta Rutabhasini, ALSD  <b>Panelists–</b> <ol style="list-style-type: none"> <li>1.Ms Suhasini Haider, CNN IBN</li> <li>2.Ms Upma Gautam, IP University</li> <li>3.Mr. Sushant Singh, Advocate</li> <li>4.Ms. Seema Singh, Delhi University</li> </ol> <b>Rapporteur :</b> <ol style="list-style-type: none"> <li>1. Ms. Neelam Tyagi, Asst Professor ALSD</li> <li>2. Ms. Manjula Raghav, Asst Professor ALSD</li> </ol>
1230 – 0100 Hrs	<b>Experience Sharing</b>  <i>Perception of women regarding approaching court and police for redress</i>	<ol style="list-style-type: none"> <li>1. Chandbi Ben, SEWA</li> <li>2. Ramkali Ben, SEWA</li> <li>3. Rizwana, SEWA</li> <li>4. Geeta, Action India</li> <li>5. Anita , Action India</li> <li>6. Mr. Atul Srivastava, APP</li> </ol> <b>Faculty Facilitator :</b> Prof (Dr) Mona Sharma, ALSD  <b>Rapporteur :</b> Dr. Rakesh Rai, Asst Professor ALSD

0100 – 0130 Hrs	<b>LUNCH</b>	
0130 – 0200 Hrs	<b>STREET PLAY BY ASMITA THEATRE GROUP</b>	
0200 – 0300 Hrs	<p><b>GROUP ACTIVITY</b></p> <p><u><b>Issues to be discussed in Group Activity:</b></u></p> <p>I. The participants would be divided in groups of 05 each. Each group will discuss one of the following issues which they will pick up from the draw of lot box, stating the themes. They would discuss among themselves and sum up important suggestion points for effective and sensitive implementation of law, its procedure and machinery in curbing crime against women and ensuring a dignified redressal of their problem.</p> <p>II. The group may decide among themselves the Team Leader to make a short presentation of 05 to 10 minutes on behalf of their group. They will be submitting a small written report incorporating the suggestions which will be forwarded to National Commission for Women. The activity will be facilitated and assisted by the student volunteers of Amity Law School, Delhi.</p> <p><u><b>Different Issues for Group Activity</b></u></p> <p>I. Rape</p> <p>II. Sexual Harassment at Work Place</p> <p>III. Eve Teasing and Stalking</p> <p>IV. Domestic Violence</p> <p>V. Dowry</p> <p>VI. Child Marriage</p> <p>VII. Trafficking</p> <p>VIII. Sexual Offence against children</p> <p>IX. Custodial Rape</p> <p>X. Female Foeticide</p>	
0300 – 0425 Hrs	<b>VALEDICTORY SESSION</b>	<p><b>Chief Guest :</b> Mr Siddharth Luthra, Additional Solicitor General of India</p> <p><b>Guest of Honour :</b> Ms. Navika Kumar, Sr. Political Editor ( Times Now)</p> <p><b>Rapporteur :</b></p> <p>Dr. Sanjana Sharma, Asst Professor ALSD</p> <p>Ms. Vandana Sehgal, Asst Professor ALSD</p>

## *CHAPTER - 2*

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# **PROCEEDINGS**

## 2.1 INAUGURAL SESSION

**Chief Guest:** Dr. Charu Walikhanna, Senior Member, NCW

**Guest of Honour:** Mr. V.N. Rai, Former DGP

**Guest of Honour:** Mr. S.N. Srivastava, Special Commissioner of Police, Delhi



*Dr. Charu Walikhanna, Senior Member, National Commission for Women and Prof. (Dr.) B P Singh Sehgal, Director, Amity Law School, Delhi during the inaugural session.*

The workshop started with the inauguration session by lighting of the lamp by the dignitaries on the dais and prayer song sung by the Amity Law School, Delhi choir group. This was followed by the welcome speech by **Prof. (Dr.) B P Singh Sehgal, Director, Amity Law School, Delhi** who gave a brief about the layout of the Three days Workshop. He explained in detail what each session was going to comprise of and the result expected at the end of the three day program. He emphasized the aim of the workshop and how it will help the participating Judicial Officers and Police Officers to gain an understanding on the existing laws and their effective implementation. Prof. (Dr.) B P Singh Sehgal also discussed that the workshop will help in identifying the loopholes and bottlenecks which need to be addressed as well as to give a better understanding of the necessary measures which needs to be addressed.

The welcome address was followed with a speech by **Prof M. K. Balachandran, Professor in Eminence, Chair for Law, Amity Law School, Delhi** who gave the participants an insight into the existing constitutional framework as far as protection

and affirmative action of gender sensitive issues are concerned. His major emphasis was on the existing laws which, in spite of being so many in numbers were unable to curb the rising crimes against women and children. He stressed on the fact that though there was much support for women empowerment, from the Society through social media, the judicial system as well as the legislature, it has proved to be ineffective as with the rising number of laws, crimes against women and children are also rising. He ended with suggestions mainly, better enforcement of existing acts and enacting more ethical and effective implementation machinery, spreading more awareness about rights of women in the backward societies. But the most important reason was the mindset of the Society, Judicial Officers and Police Officers which needs to be changed to enable women to live without any fear. He also mentioned an initiative of Amity Law School Delhi to set up a **Centre for Gender Studies** for addressing these issues.

#### 2.1.1 KEYNOTE ADDRESS BY CHIEF GUEST AND PRESENTATION BY GUEST OF HONOUR

The **Chief Guest** and the **Keynote Speaker, Ms Charu Walikhanna, Senior Member of NCW**, through her keynote speech, tried to bring out the existing mindset of the Judicial Officers. She stressed on the lack of awareness amongst the Judicial Officers as far as gender issues were concerned. She cited various judgments of Karnataka and Allahabad High Courts which used strong words bringing out gender bias against women. She also cited news reports and interviews of people implementing law which clearly brought out the gender discrimination engraved into their minds. She criticized the education system and the family values which have failed to instill gender sensitivity in the children who in future grow up to become Police and Judicial Officers. She also criticized the manner in which Police Officers were being trained in a stressful environment. She in particular appreciated the manner in which the training program was scheduled especially the Technical Session I that talked about gender and patriarchy. She was also appreciative of the “group activity” session that was part of the training programme. She said that it is such activities that will bring meaning to the training programme and encouraged such endeavors in the future.

The speech by **Guest of Honour, Mr. V. N. Rai, Former DGP**, was mainly emphasizing on the need for sensitizing the Police Officers so as to help the society in making women stronger and not stronger State and Procedures. He discussed his experiences with women related cases when he was in service, also agreed to the fact that the mindset of the Police Officers needs to be changed before these laws can be effectively implemented. He stressed on the need to change the attitude of the personnels

connected with the implementation of these laws i.e. Law Enforcement Agencies and Judiciary. He also brought to light the existing mindset of Indian families from where a person is trained to become a gender offender. The most important point he tried to address was the way society today practices gender discrimination in property matters, matrimonial and even in employment issues. He ended with a hope that the Workshop proves to be fruitful in changing the attitude of Law Enforcement Agencies towards gender offences. He appreciated the initiative of Amity Law School, Delhi.

**The Guest of Honour, Mr. S. N Srivastava, Special Commissioner of Police, Delhi,** while speaking on the need to sensitize the Police and Judicial officers appreciated the efforts and initiative of Amity Law School, Delhi. He enlightened the participants about the efforts being taken by the Police Department, through training programs, to address these issues. He listed out the recent amendments made to the laws connected with crimes so as to address the gender sensitive issues. However, he highlighted the need of making the police officials aware of these amendments so as to ensure better implementation of these laws thereby curbing gender offences.

After felicitating the guests, **Prof. Mona Sharma,** concluded the inauguration with vote of thanks.





## 2.1.2 SUMMARY OF DELIBERATION

## 2.2 TECHNICAL SESSIONS

### 2.2.1 TECHNICAL SESSION – I

#### *INTRODUCING GENDER AND PATRIARCHY: CONCEPT MANIFESTATION AND STEREOTYPES*

**Chairperson and Resource person:** Mr. V. N. Rai, Former DGP

**Co-chairperson:** Prof. (Dr) Mona Sharma, ALSD



*Mr. V. N. Rai, Former DGP, Haryana Police and Prof. (Dr) Mona Sharma, ALSD addressing the participants during the session on Introducing Gender and Patriarchy: Concept Manifestation and Stereotypes*

The first technical session of the training programme was held succeeding the inaugural function in the college premises. **Mr. V.N. Rai, Former DGP, Haryana Police** and a decorated Police Officer along with Dr. Mona Sharma conducted the session. The Workshop saw participation of Police Officers currently serving in their respective capacity. The session involved the issue of Gender discrimination and issues of Patriarchy.



Mr. V. N. Rai adopted an interactive approach so as to sensitize the Police Officials towards women and for ensuring effective implementation of the women related laws in India. He initiated the discussion by affirming the difference between 'Gender' and 'Sex'. 'Gender' refers to the socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for men and women, whereas 'Sex' is determined on the basis of biological features that distinguish men from women. He classified women to be victims of two types of offences, being gender-based offences and sex-based offences. Unanimously, the cognitive bias against women was identified as the reason for the escalation of these gender-based offences. He emphasized on culmination of these offences in such a manner that they are no longer perceived to be iniquitous. The panelist thereafter emphasized on the need to foster gender neutrality in the society, and essentially in the households, which continues to be the foundation of this discriminatory attitude against women.

The discussion steered towards the unconscious stereotypes about women and the mushrooming of the patriarchal system despite emancipation of women from their male counterpart. Special light was also shed upon the practice of alienating women from having any property rights. Mr. V.N. Rai shared his personal experiences from his service for building a better connection with the participants.

At this stage, Prof. (Dr) Mona Sharma, Professor, ALSD, introduced a significant activity called "GENDER TREE". She drew a diagram of a tree with roots. Each branch of the tree contained leaves on which one act of violence/discrimination against a woman was written. The roots of the tree indicated the commitments to strengthen the position of women in society. Prof. (Dr) Mona Sharma urged the participants to one by one "pluck" the leaves of the tree thereby indicating an act of violence or discrimination that they would like to eliminate from the society. The participants very enthusiastically participated in the exercise which bore fruitful results. The session progressed with Dr. Mona Sharma invoking participation from the trainees by filling a questionnaire soliciting their personal views on various aspects of domestic violence, sexual harassment, stereotyping of women experienced in their daily life. On the basis of tabulation of the questionnaire, an open interaction on these aspects was initiated, following which few participants avowed to keep the ground reality of gender bias while performing their duty.

Therefore, one of the main issues highlighted in the session was the tendency to amalgamate the concept of sex and gender. Further, it was discussed that concepts of patriarchy in the household and gender neutrality at workplaces need to be reversed to strengthen the status of women and reduce any unnecessary hardship. There is an urgent need to develop the vision to see the evil of patriarchy which would otherwise seem to be invisible. Also, it was admitted that while “rule of law” is hugely important, it is rendered useless with the improper “role of law” where such roles are allotted to the police forces. Therefore, the rule of law has to be synchronized with the role of law to achieve the fruits of gender equality. To conclude, the technical session was a huge success wherein the attendees seemed receptive to the discussions held.

### **Summary of Deliberations**

In this interactive session the following points were highlighted:

- The cognitive bias against women is the main reason for the escalation of the gender-based offences
- Need to foster gender neutrality in the society, and households.
- Strategies to curb the practice of alienating women from having any property rights must be undertaken.
- There is an urgent need to develop the vision to see the evil of patriarchy which would otherwise seem to be invisible
- The rule of law has to be synchronized with the role of law to achieve the fruits of gender equality

## **2.2.2 STREET PLAY**

### **EK NAYI AWAZ, EK NAYI PEHCHAN**

The street play began with loud cries of 'Ho ho ho ho ho ho ho ho ho ho', in an attempt to capture the audience's attention and direct it towards the problems faced by women in everyday life. The play highlighted the problems women face within the household and at the workplace.

The first part focused on the four scenes depicting the life of a woman from the very inception. "*Kya Hota Agar Tumhari Nani Ne Tumhari Maa Ko Janam He Na Diya Hota!*" the opening lines caught the attention of all spectators. The problem of female foeticide, still prevalent in rural and urban areas, was the first issue where a woman pregnant goes to the clinic with her mother-in-law to get the report of the sex discrimination test of the child in her womb. The mother-in-law shouts at the daughter-in-law as to why to bear a girl child; she is instructed to abort the girl child! The second scene depicted the happiness of a father at the prospect of a very good match for his under-age daughter. He announces the fixing of the marriage to his wife and when she says our daughter is only 9 year old, he reminds her of the burden of having a daughter and the benefit of getting her married off sooner than later. They decide to celebrate this development with sweets.



*Students of ALSD presenting the Street Play "Ek Nayi Awaz, Ek Nayi Pehchan"*

The third scene focused on the problem of discrimination faced by women in the field of education. It depicted a young girl, already married as a child helping her minor husband in solving mathematics problems. She gets scolded by her mother-in-law as “education is not meant for females”. The message presented is that child education, irrespective of sex, is compulsory till the age of 14. Being a girl is not a punishment but she is entitled to get her birth rights, constitutional rights and human rights. The final scene depicted the crucial and a very sensitive problem of domestic violence where the drunken husband comes home and ill treats his wife and beats her. The message given to the audience is that it is a problem of every fifth house and is something that everyone should raise their voices against.

The first part concluded with the remarks - “Customs and rituals should be followed only after due understanding of them and not following them blindly”.

The second part of the play depicted scenes where the woman steps out of her house and enters the workplaces but still she is not spared; she has to face discrimination at every step of her journey. The first scene depicted the discrimination against women where a father is unhappy and unsupportive of his daughter being selected in the police. The second scene depicted the discrimination faced by a woman when she reaches the police training academy and she is asked to take only two rounds as compared to four rounds mandated for her male counterparts. After the completion of the rounds the male counterparts do not spare her and pass remarks like “*josh josh mei kar liye, aage se na ho payega*”. The final scene depicted the treatment of a girl who is molested and ill treated by the male police official by asking uncomfortable questions and on being asked for the interrogation and filing of complaint by the female police official, the anger of the male police official comes down within seconds. The female police official comes and address the problem sensitively and also scolds the male police official about his misconduct.

The message sought to be spread throughout the second part of the play was that wherever a woman goes, discrimination is a permanent fixture and becomes so inevitable that the masses and officials should be gender sensitized. It is the need of the hour to spread awareness about gender and related issues.

### 2.2.3 TECHNICAL SESSION – II

#### LAW AND THE GIRL CHILD: HIATUS BETWEEN STATUTES AND GROUND REALITY

**Chairperson:** Prof (Dr.) Kanwal D.P.Singh, GGSIPU

**Panelists:** Ms. Shikha Hundal, NCPCR  
Ms. Neelam Taygi, ALSD

**Statutes Referred:** Right to Education Act, 2010  
Protection of Children from Sexual Offences Act, 2012  
Medical Termination of Pregnancy Act, 1971  
Parental Diagnostic Techniques Prevention Act, 1994



*Ms. Shikha Hundal (NCPCR), Prof (Dr.) Kanwal D.P.Singh (GGSIPU) and Ms. Neelam Tyagi (ALSD) during the session on Law and the Girl Child: Hiatus between Statutes and Ground Reality*

**Ms Shikha Hundal, member NCPCR** began the session with the importance of the Right to Education and how it talks about equality between the two sexes and yet how the girl child is left behind. The main point she dealt with respect to Right to Education

Act was regarding the parents, teachers and the State responsibility for the education of the children. She emphasized that there is an urgent need to improve the quality of teachers. In this regard she informed the participants about the C.B.S.E introduced “Continuous and Comprehensive Evaluation” (CCE) in Primary Classes in 2004 which takes care of assessment of all round development of the child’s and must be implemented properly. She also discussed about the problems of infrastructure which is another major issue and many of the school premises/buildings lack basic necessities. She suggested that it is important for police officers to understand the ground realities so that they can get involved in such cases.

She also dealt with Protection of Children from Sexual Offences Act, 2012. The act was enacted to check the cases of child abuse and rapes but it is still not implemented. She discussed the salient features of the act like the police to act as a child protectionist, mandatory reporting and the procedure to be followed by a police officer on receiving a sexual case. She also suggested that it is important for the police officers to get trained in order to be able to participate in the implementation of these laws and create a safer environment for a girl child in the country.

**Ms Neelam Tyagi, Assistant Professor, Amity Law School, Delhi** then commenced her talk on the **PNDT and the MTP Act** by giving very grim statistics of the sex ratio prevalent in various states in India. Pointing towards the statistical data shown in the power point presentation she emphasized that in Punjab due to the efforts of a police officer the sex ratio increased in the 2011 census, especially in a village named Jula Hamajara in Punjab, where the sex ratio has reached equilibrium i.e. a 1000 girls to a 1000 boys. She also applauded the various initiatives and schemes undertaken by the Government to prevent the crime of sex selection such as the Beti Bachao Aandolan etc. she suggested that the proper implementation of both these laws remains a problem and the police needs to be sensitized and the police involvement in matters of PNDT and MTP must be augmented in order to prevent such offences from taking place.

The session ended with a question-answer round.

## **SUMMARY OF DELIBERATIONS**

In this interactive session the following points were highlighted:

- Urgent need to improve the quality of teachers



- Assessment of all round development of the child's and must be implemented properly
- Problems of infrastructure lack basic necessities in school premises needs to be addressed.
- Police officers to get trained in order to be able to participate in the implementation of these laws and create a safer environment for a girl child in the country.
- More initiatives and schemes should be undertaken by the Government to prevent the crime of sex selection
- Proper implementation of PNDT and MTP should be ensured by the policy makers.
- More powers to police in matters of PNDT and MTP must be augmented in order to prevent and tackle these offences from taking place.



### 2.2.4 TECHNICAL SESSION – III

#### LAW AND THE PROBLEMS OF ADOLESCENT GIRLS: IMPEDIMENTS IN IMPLEMENTATION

**Chairperson:** Hon'ble Justice Ms. Manju Goel

**Co-chairperson:** Mr. Amodh Kant, Former DGP & Chairperson, Delhi Commission for Protection of Child Rights (DCPCR), Govt. of NCT of Delhi

**Panelists:** Ms. Radhika Chitkara, Advocate

**Statutes Referred:** Child Marriage (Prohibition of Child Marriages) Act, 2006  
Child Labour (Prohibition & Regulation) Act, 1986



*Ms. Radhika Chitkara, Advocate, Hon'ble Justice Ms. Manju Goel, and Mr. Amodh Kant, Former DGP Delhi Police*

The session began with the **Chairperson Hon'ble Justice Ms. Manju Goel** introducing the topic. Choosing to speak at the end she invited the speakers to shed light upon the concerned topics. The first speaker was **Mr. Amodh Kant** who addressed the gathering by eliciting upon the various nuances of the Child Labour (*Prohibition & Regulation*) Act, 1986. He enunciated upon the predicaments in its implementation and its juxtaposition with the recently enacted Right of Children to Free and Compulsory Education Act,



2009. He posed a pertinent question upon the definition of the term 'adolescence', which has not been given by the legislature.

Subsequently, **Ms. Radhika Chitkara** expressly addressed upon the implications of Child Marriage Restraint Act, 1929 on the Prohibition of Child Marriage Act, 2006. She took two divergent views on the term 'Child', reiterating the fact that the wholesome sexual, emotional and educational development of Children has to be taken into perspective. She stressed upon the lacuna in these legislations with respect to the varied age of annulment for males and females and the validity of such marriages and the international obligations upon India by virtue of various conventions.

In the end, **Hon'ble Justice Ms. Manju Goel** put forth the situational flipside of Child marriages at the tender age bracket of 15-18 years. While relying on various landmark and recent pronouncements of the judiciary, she requested the Police personnel present in the session to take a sensitive view through such situations so as to rightfully assess the charges of kidnapping, rape and elopement, which are affiliated to such cases.

During the interactive session, one of the participant described a common problem faced by the police while handling such cases and asked the panel to give him appropriate guidance whereby an equilibrium can be struck between 'moral policing' and 'law enforcement'. The panel responded by elaborating the term 'taking away from the lawful guardianship' with respect to the provisions related to kidnapping and suggested them to determine the age of the victim and the existence or non-existence of 'consent' while conducting their preliminary investigation.

This session concluded by the panelists calling for incorporation of specific provisions relating to powers and duties of officers appointed under these acts; provision of more facilities for their adequate functioning so that police can also be instrumental for a social change in the stringent implementation of these laws.

### ***SUMMARY OF DELIBERATIONS***

In this interactive session the following points were highlighted:

- Definition of the term 'adolescence' should be clarified.
- The lacuna with respect to the varied age of annulment for males and females
- Equilibrium should be struck between 'moral policing' and 'law enforcement'.

- Incorporation of specific provisions relating to powers and duties of officers appointed under these acts
- Provision of more facilities for the police officers so that their efficiency can be increased.



## 2.2.5 ROLE ENACTING



*ALSD students and workshop participants during the Role Enactment Session*

This was another innovative technique adopted by the organizers to sensitise the participants. One of the ALSD students enacted the role of a girl who was being troubled by some boys in the locality. The girl's father's role was played by one of the police personnel present among the participants. Another police participant played the role of the girl's brother and a lady police officer played the role of the girl's mother. Yet another police officer played the role of a neighbor.

While essaying the role the girl complains of being harassed by some boys in the locality. She pleads to her family for support but instead she was blamed for provoking men by the way she dressed. The police participants acting as her brother of the girl, who was sitting idle in home and doing nothing also blamed his sister in an authoritative manner. They all blamed the girl for attracting boys towards her and the girl's plea for support fell on deaf ears.

After role enacting a deliberation session was conducted by Prof. Mona Sharma and the participants were asked how they felt while enacting the role. The lady police



participant, enacting the role of girl's mother felt upset for not supporting her own daughter. She said that if such a thing has actually happened with her own daughter she would have taken a stand in favour of her daughter. The police personnel essaying the role of father was also very moved by the pleas of the girl and said that he would never treated his daughter like this. The brother of the girl was also moved and the neighbour also voiced the same opinion. Both of them resolved to treat women with respect and parity in both personal and professional life.



## 2.2.6 TECHNICAL SESSION – IV

### LAW AND WOMEN AT HOME

**Chairperson:** Ms. Abha Joshi, Social Activist

**Panelists:** Ms. Indu Ranjan, Advocate  
Ms. Anju Tyagi, NLU, Delhi  
Ms. Aparna Bhat, Advocate

**Statutes Referred:** Protection of Women from Domestic Violence Act 2005  
The Dowry Prohibition Act, 1961  
Criminal Law (Amendment) Act, 2013



*Ms. Aparna Bhat, Advocate, Ms. Abha Joshi, Social Activist, Ms. Indu Ranjan, Advocate and Ms. Anju Tyagi, Associate Professor NLU-Delhi during the session on Law And Women At Home.*

Beginning this session **Ms. Indu Ranjan, the Panelist, Advocate**, provided a succinct summary of the Domestic Violence Act. She referred to provisions of the Act, especially those pertaining to the application under Section 12(1) under which several reliefs under Sections 17-22 could be availed without filing separate applications for the same.

She also spoke of the practical difficulties in the application of the Act taking the example of the Residence Order passed by the courts and the ambiguities associated with it. She remarked that the special point of the Act is that it covers every little detail. Citing Section 20, she said it deals with both interim and *ex-parte* reliefs. She also highlighted the Central Government Rules pertaining to the Act. With regard to the impediments in practical application; she highlighted the lack of awareness of protective provisions of the Act. She concluded with the important role played by the Protective Officers.

**Dr. Anju Tyagi, the Panelist, NLU Delhi** outlined the important provisions within the Domestic Violence Act. Echoing Ms. Ranjan's views, she emphasized on the role played by the police forces and Protection Officers in assisting the victims. She went on to discuss the definition of "Domestic Violence" within the Act and pointed out that it is a comprehensive definition encompassing physical, sexual, economic, verbal and emotional abuse. She also discussed the procedure established within the Act and the 6 stages associated with it. She concluded with the controversial aspects of the Act, specifically those dealing with the interpretation of the terms "Domestic Relationship", "Shared Household" and "Respondent". She cited various case laws to support her point of view.

**Ms. Aparna Bhat, Advocate**, confined her talk to the role played by the police in rape case investigations. She pointed out the inadequacy of Lady Police Officers in every district, stating that their involvement is indispensable in reporting of such offences. She outlined the lack of coordination between the Police Officers which causes the prosecutrix to recount her complaint repeatedly. She then discussed the 2009 Delhi High Court case in which comprehensive guidelines for the police officials were laid down. She posed a question to the attending Police Officers as to the delay in the dispatch of forensic samples to the Central Forensics Science Laboratory (CFSL) which renders them inadmissible as evidence in courts. The response from the Police Officers was that they have been provided with sufficient storage facilities and that the delay between collection and dispatch of the samples has been considerably reduced over time. She then highlighted that a lot of cases of rape still went unreported. Also, she stressed on the vital role of the police in collection of evidence. She said that there were a lot of complaints and very few convictions.

While concluding, the Chairperson invited question from the participants and all of them were adequately answered by the chairperson and panelists and suggestion were given thereof to improve the systematic functioning of the existing statutory framework. Later to it, the session was declared closed by the respected chairperson.

## **SUMMARY OF DELIBERATIONS**

In this interactive session the following points were highlighted:

- Practical difficulties in the application of the Act like Residence Order passed by the courts and the ambiguities associated with it needs to be removed.
- Create awareness of protective provisions of the Act.
- Protective Officers can play an important role.
- Controversial aspects of the Act, specifically those dealing with the interpretation of the terms “Domestic Relationship”, “Shared Household” and “Respondent” needs to be clarified properly.
- Adequate number of Lady Police Officers in every district for proper reporting of such offences.
- More coordination between the Police Officers thus preventing recounting of complaint by women victim.
- Comprehensive guidelines for the police officials were laid down 2009 Delhi High Court case should be publicized.
- Avoid delays in the dispatch of forensic samples to the Central Forensics Science Laboratory (CFSL)



## 2.2.7 TECHNICAL SESSION – V

### LAW AND WOMEN AT WORK PLACE – ORGANISED SECTOR / UNORGANISED SECTOR

**Chairperson:** MS. Shamina Shafiq, Member NCW

**Co-Chair person:** Ms. Arti Shirish, Barclays India

**Panelist:** MS. Suruchi suri, Advocate

Mr. Divya Jyoti Jaipuria, Advocate

**Statutes Referred:** Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013.  
Unorganized workers social security Act, 2008



*Mr. Divya Jyoti Jaipuria, Advocate, Ms. Suruchi Suri, Advocate and Shamina Shafiq, Member National Commission for Women, during the session on Law & Women At Work Place -Organised Sector / Unorganised Sector*

In her addressing note, the Chairperson, **Ms. Shamina Shafiq, Member NCW** emphasized on the difference in the mindset of the people post-Nirbhaya incident. The attitude of men towards women used to be very empathetic and women issues were treated as a lien to men. Denying women existence, women issues were not heeded



regardless of the mental or physical agony which she is facing. Post-Nirbhaya incident, people felt the sensitivity of these issues. She stressed on the point that 50% of the population is women and a large number of these women are coming out of the house either for education or for work or for any other reasons. There is dire need to protect this fifty percent of their population and when these women approach police, police should be sensitive to their issues as they are coming with a great hope of getting redressal. She also emphasised that sometimes police empathy leads the woman to commit suicide; hence, there is a great need to awaken the Police about their duty to protect the woman whenever approached. It was further emphasised that Police must refrain from asking objectionable personal questions to a woman while making investigation.

**Ms. Suruchi Suri, Advocate**, addressed the participants explaining them the provisions of Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013. She explained about the wide definition given to the term 'sexual harassment' under the Act and its scope. She provided insight into various laws and their provisions dealing with various women related issues like constitutional provisions, IPC provisions, Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013 and Criminal Amendment Act 2013. She also acknowledged the importance of the Vishakha Judgment though specifying that Vishaka guidelines as per its judgment had its validity till the passing of any law on the same lines. She put emphasis on awakening the police and urged them to be more sensitive towards women related issues. She mentioned many live examples where women are harassed at workplace & they have no redressal as the police consider them as minor issues while the same is going to shatter the woman altogether. She further stated the if a woman goes to file a complaint, then such a complaint must be registered at all costs and not be ignored on ground of minor offence against women and an offence not as serious as rape. Finally, she explained about the Grievance Redressal Process and provided under new Act. She emphasised that the Act has been enacted to act as a support system so that women don't hesitate in bringing forth their problems.

**Mrs Arti Shirish, Vice President Barclays Bank, India** started her speech by pointing out the difference between organized and unorganized sector. By giving the example of a female worker working in unorganized sector who can very easily quit the job & take a new one emphasized the plight of women working in organized sector who unlike the unorganized sector, has a higher chance of facing harsh consequences for such a fight

back in the form of losing job, denial of promotion etc. Hence, the number of such cases is higher in organized sector. She explained by live examples how women are facing harassment at work place by fellow colleagues and seniors and still cannot complain. She gave the example of harassment in cab/bus where other people are also travelling. On complaining later, she is questioned “Why didn’t you say it out loud when this was happening. There were people around you.” To this Ms. Arti explained that in such situations, the woman is often scared and feels that if she speaks out at that time, things might get worse. So these kind of situations need to be resolved very delicately. She also stressed that sometimes, when a man makes subtle sexual remarks or advances towards a woman in a workplace, the woman is left wondering where the redressal is. Many of the organization doesn’t have any Harassment Redressal Committee, even if, they are formed just for the sake of formality. In conclusion, she reiterated the assertion made by Ms. Suruchi Suri earlier, that when a woman has been sexually harassed at her workplace, she can register her complaint both with the ICC and the police, and the police must follow the procedure prescribed by the law in this regard, irrespective of any proceedings whatsoever being done by the committee. Also, she pointed out that if the woman approaches the ICC first, it’s the duty of the committee to ask the woman if she wants to register a complaint with the police.

**Mr. Divya Jyoti Jaipuria , Advocate** delivered his speech with the help of a power point presentation, in which he once again articulated the difference between organized and unorganized sectors, though with reference to the “Unorganized workers social security Act, 2008” and the “National Commission for Enterprises in the Unorganized sector”. He showed that as per the NCEUS report, 70% of worker in India are getting less than Rs. 20 per day. 94% of women workforce is employed in unorganized sector. He said that the majority of sexual harassment cases arise out of Human Trafficking and Bonded Labour. Girls from all over India are lured by the so called “Placement Agencies” with promises of jobs as maids and housekeepers in big cities, such as Delhi. But instead, these women are often sexually exploited by their employers in a very inhumane manner. Earlier there was no law to regulate such agencies. But by the Kalpana Pandit case, the law came up with certain guidelines that made it compulsory for the police to keep a record of all such placement agencies working in the area. Based on the above two cases, Mr. Jaipuria made the most important point of his speech. He said that, contrary to what Ms. Arti said earlier, sexual harassment at work place does not happen more in the Organized Sector, but rather it goes unreported more in the Unorganized Sector. He further mentioned that despite several legislations, women in

Unorganized Sector don't get benefit of Maternity Benefit Act; discrimination is done in defiance of wage laws and many other relevant laws. In conclusion, he stressed that the root cause for the continuation of women trafficking needs to be analyzed for and eradicated. This, in turn, can only deal with a large portion of sexual harassment of women in India and the women will feel safer at workplace.

### ***SUMMARY OF DELIBERATIONS***

In this interactive session the following points were highlighted:

- Police must refrain from asking objectionable personal questions to a woman while making investigation and be more sensitive towards women related issues.
- Complaint must be registered at all costs and not be ignored on ground of minor offence against women and an offence not as serious as rape.
- Sexual harassment committee should ask the woman if she wants to register a complaint with the police.
- Sexual harassment cases arising out of Human Trafficking and Bonded Labour and "Placement Agencies" should be checked by the police officers by keeping a record of all such placement agencies working in the area.
- Root causes for the continuation of women trafficking needs to be analyzed for and eradicated.

## 2.2.8 TECHNICAL SESSION-VI

### LAW AND WOMEN IN PUBLIC PLACE AND SPACE INCLUDING CYBER CRIMES: THE ISSUES OF SECURITY AND SENSITIVE REDRESSAL

**Chairperson:** Prof. (Dr.) Isheeta Rutabhasini, Professor, ALSD

**Panelist:** Ms Suhasini Haider, CNN IBN

Ms. Seema Singh, Delhi University, Delhi

Mr. Sushant Singh, Advocate, Delhi High Court

Ms Upma Gautam, IP University.

**Statutes Referred:** The Information Technology Act, 2002

Sexual Harassment at Workplace Act, 2013



*Ms. Seema Singh, Delhi University, Delhi, Ms. Suhasini Haider, CNN IBN, Prof. (Dr.) Isheeta Rutabhasini, ALSD, Mr. Sushant Singh, Advocate, Ms Upma Gautam, GGSIPU and Participants during the session*

The session opened with **Prof. (Dr.) Isheeta Rutabhasini** introducing each panelist and their respective topics. The broad topic for discussion was law and women in public place and space; however each panelist had their own detailed topic.

**Ms Suhasini Haider**, as a media person, spoke about the role of media in projecting stereotypes and sensationalizing issues related to women. Referring to incidents like December 2013 Rape, Saumya Vishwanathan murder case, sexual harassment of interns etc, she pointed out the mindset of the society in general towards women who are doing things in a different fashion than the accepted and conventional manner, for example women standing at bus stops at night, or walking alone at night etc. She highlighted how in cases of offences against women, it is general practice to find faults in the victim itself due to which the offence took place rather than finding and punishing the guilty. She urged that this point of view needs to be changed. She enunciated the role of media in bringing about a positive change in the attitude and mind sets of not only the judicial officers but the public in general towards women and their sufferings. She identified the reason for criminalization of people as the lack of sensitivity in the public towards women and the objectifying of women in various advertisements.

Subsequently **Mr. Sushant Singh, Advocate** put forth the importance of understanding the technicalities of various cyber crimes relating to women like cyber stalking, morphing, cyber pornography, email spoofing etc. With the help of an educating presentation, he explained various provisions of the Information Technology Act, 2008 that are women centric like section 66, 66A, 67A, 67B etc. He stressed upon the fact that the IT Act in itself is complete and is not lacking in providing any safety measures but what is required is proper training of the police and judicial officers in knowing and understanding the technicalities of the provisions of the Act and implementing the same in a correct manner.

**Ms. Seema Singh** began by appreciating and thanking the Delhi Police for maintaining law and order in stressful and difficult circumstances. She urged that women should not be considered as the weaker sex rather her strength should be respected. She held everyone responsible for the increase in offences and cruelty against women and not just the judiciary, police. Though she accepted that there have been various women favoring changes that have been brought about in the IPC, CrPC, Evidence Act etc. however, they are not sufficient and there is a need for sensitization. She further enunciated the role of police officers in protecting the women from various offences in public places and urged them to play a dual role of being protector and counselor. She also identified the changes that need to be made in the approach of the officers while dealing with women who have been victims of various offences.

**Ms. Upma Gautam** chose to address the gathering by way of an interactive session. She distinguished between the concept of law and morality and established a relationship between the two. In her view, morality is decided by society thereby making it a dynamic concept. She described law to find its basis in morality. Thereafter, she proposed the idea of objectivity in the police force while assessing complaints against sexual offences and stated that a police officer should always avoid the False Victimization Syndrome. She asserted that the concept of the police as counselors has failed as they approach victims with a patriarchal mindset. She concluded her session by praying to the police officials to not approach any situation with a judgmental mindset and uphold the idea of objectivity and have an open mind towards women victims.

One of the participant sharing his personal experience requested that media should not only show the incidents of police failures to crack a case but should portray them positively whenever there is something good that they achieve especially in those cases where the case was resolved in a very short duration. This practice will only boost the morale of the police and will help in building the positive image of police.

## **SUMMARY OF DELIBERATIONS**

In this interactive session the following points were highlighted:

- Media should refrain from projecting stereotypes and sensationalizing issues related to women.
- In cases of offences against women, not to follow the general practice to find faults in the victim itself rather than finding and punishing the guilty.
- Media should bring about a positive change in the attitude and mind sets of not only the judicial officers but the public in general towards women and their sufferings.
- Media should stop objectifying of women in various advertisements.
- In cases of cyber-crimes against women proper training of the police and judicial officers in knowing and understanding the technicalities of the provisions of the Act and implementing the same in a correct manner is much needed.
- Police officer should avoid the False Victimization Syndrome and they should not approach any situation with a judgmental mindset towards women victims.

## 2.3 SREET PLAY BY ASMITA THEATER GROUP “DASTAK”



A street play was organized as part of the initiative undertaken by the host institution for the sensitization programme. This play was performed by The Asmita Theatre Group who were especially invited for the said purpose. The street play titled **“Ek Nayi Awaaz”** displayed all kinds of violence faced by women in the society from lured remarks to stalking, incest, rape and female feticide. The play also demonstrated the violence faced by woman at various stages of her life i.e. before birth, as a girl child, as sister, as daughter and finally as wife. The play also reflected the insensitivity of the society in dealing with these issues which often push a victim into taking extreme steps like suicide. It ended on a positive note reaffirming the equal status of women in the society.

The participants were deeply moved by the way the group thorough their street play appealed to the gathering to make a collective effort to bring about an end to all forms of violence against women.



After the performance, the participants were asked to reflect their thoughts on the play and the subject. One participant from the police department was so touched that he admitted it brought tears to his eyes. All participants unanimously condemned the existence of any kind of violence against women in the society either within homes or in outside spaces. A new surge of enthusiasm was seen among the participants when they vowed to start eliminating discrimination against women from their own homes.





## 2.4 EXPERIENCE SHARING AND PERCEPTION OF WOMEN REGARDING APPROACHING COURT AND POLICE FOR REDRESS

In an attempt to make the training programme more interactive and to have a first hand account of the experiences of destitute women and field workers, some NGO representatives were invited. They narrated either their own stories or the cases in which they might have sorted out.

**Ms. Ramkali**, SEWA NGO put her service for the benefit of Women residing in slum areas. She portrayed the vibgyor of problems related to women living in slum areas which directly connects incidence of domestic violence. She described the apathy being faced by women in the form of harassment at the hands of Police Officers when they are approaching for registering the complaint, specifically, she narrates that at that time, the concerned Police Officer used to blame the women for creating the problems and not facing them on their own.



*Experience Sharing session in progress*

**Ms. Rizwana, SEWA NGO** shared her tale of agony. Her experience was about stalking of women by unknown persons. She described an incident of her sister who was constantly stalked by a boy for three months and when her sister approached the concerned Police Station for registering a complaint, same was refused by saying that it is a personal problem, hence, no interference. An F.I.R. was finally registered against the boy but not before a question was raised about the character of her sister.

A very shocking incidence was reported by **Ms. Chandibi** in the session in which the cause of action arose at Rajouri Garden, Delhi. She narrated that a woman used to carry out a ferry was constantly harassed by a local boy. Against her complaint, her parents blamed her for this problem. Finally, her parents confined her in a room and used to beat her mercilessly. A Well Wisher filed a complaint regarding the sound of shouting and crying coming out from girls home. The Police found her in a raid in very serious mental condition and lodged an F.I.R. The copy of F.I.R. was not provided to family members of women despite repeated efforts. Only when an RTI was filed by SEWA Foundation, same was provided in which it was seen that the facts were grievously misplaced in the F.I.R. which was corrected later on through the efforts of SEWA NGO.



## 2.5 GROUP ACTIVITY

The next session was an interactive group discussion between officials of the Delhi Police, faculty and student volunteers.



*Group discussion involving officials of Delhi Police, faculty and student volunteers*

This session was incorporated in the training programme keeping in mind two aspects - *Firstly*, to enable the organizers to judge the overall impact of the training programme; *Secondly*, to seek suggestions on pertinent issues concerning women so that suggestions can be sought from police participants so as to adjudge the difficulties in the working of the law.

The participants were divided in groups of 5 each. Each group discussed one of the issues which they picked from the draw of lot box, stating the themes. They discussed among themselves and summed up important suggestion points for effective and sensitive implementation of law, its procedure and machinery in curbing crime against women and ensuring a dignified redressal of their problem. The group decided among themselves the Team Leader to make a short presentation of 05 to 10 minutes on behalf

of their group. Then they submitted a small written report incorporating the suggestions which will be forwarded to National Commission for Women. The activity will be facilitated and assisted by the student volunteers of Amity Law School, Delhi.

#### **GROUP 1 - TOPIC OF GROUP ACTIVITY: RAPE**

The group made the following suggestions:

1. Majority of such cases go unreported or are withdrawn by the families of the victim owing to societal pressures;
2. On many occasions, facts are concealed by the victims and their families;
3. Also, a major concern was the non-availability of medical assistance such as the gynecologist, especially so at night and in government hospitals;
4. Awareness ought to be spread in the society to encourage the victim to report the crime and get the wrongdoer punished. She needs to be told that it is not her who is the wrongdoer but the accused who needs to be punished;
5. The police ought to take the victim into confidence and permit her to disclose her fears and tribulations;
6. Reports on the investigative authorities also ought to be made more efficacious and be released at the earliest as the present status of the same merely impedes investigation.

#### **GROUP II - TOPIC OF GROUP ACTIVITY: SEXUAL HARASSMENT AT WORK PLACE**

The participants of the group made following suggestions/recommendations:

1. The constitution of the Internal Complaints Committee should be notified/ displayed on the notice board and at prominent places. It has been observed that sometimes the complainants are not aware as to whom to report the case to;
2. The phone numbers of the members of the committees should also be displayed so that the complainants can easily approach them;
3. The important provisions of the Sexual Harassment at Workplace Act should also be notified on boards at prominent places in the premises of institutions/ organisations to spread awareness.

#### **GROUP III - TOPIC OF GROUP ACTIVITY: EVETEASING AND STALKING**

The participants of the group made following suggestions/recommendations:

1. They suggested that any such act must be reported immediately by the victim without informing the offender;



2. The helpline number of the police must be fed in the mobiles of every woman. More Lady Officers must be present at the Police Station to comfort the woman when inside a Police Station;
3. There must be more PCR vans out on the roads to help woman feel secure and to make potential offenders wary;
4. The police men must be made more sensitive to women who come to record their complaints.
5. They also spoke about how they have previously handled such cases and resolved that in future they would encourage their other colleagues also to sensitively deal with the victims.

#### **GROUP IV - TOPIC OF GROUP ACTIVITY: DOMESTIC VIOLENCE**

The participants of the group made following suggestions/recommendations:

1. They suggested that any such act must be reported immediately. Women should be made aware of domestic violence Act;
2. More lady officers must be present at the police station to comfort the woman when inside a police station;
3. Social obligation to run the institute of marriage should not just be imposed on women. They were also of the opinion that women should not be discriminated against in the family;
4. The police men must be made more sensitive to women who come to record their complaints.

#### **GROUP V - TOPIC OF GROUP ACTIVITY: DOWRY**

The participants of the group made following suggestions/recommendations:

1. The main reason behind the evil is the mindset of the people of the society. And this will have to be changed;
2. People are greedy and they want easy way to fulfil their needs and greed. People should rely on their hard work;
3. It is a matter of status and show –off and people don't find any fault in the evil and consider it a tradition;
4. The main thing emphasized in the discussion was that mentally we will have to be strong enough to eradicate this problem from the society. People should say no to dowry strictly and it must be contagious;
5. People must set examples of dowry less marriages;

6. All the members of the group emphatically favoured girl child education so that every girl would become independent and confident and she will not have to wait for any help;
7. Parents must be supportive to their daughters and daughter –in-laws;
8. There is a need to change the age old mental set up for dowry. It is not a right of any groom;
9. One of the members said that he did not ask for dowry when his only son was getting married. Not only this, he strongly denied to accept it in other way also;
10. Women are also human beings as men are. They also deserve equality and respect in society because no society can run without the existence of women.

#### **GROUP VI - TOPIC OF GROUP ACTIVITY: CHILD MARRIAGE**

The participants of the group made following suggestions/recommendations:

1. The Beat Constable should be alert and sensitized to prevent any child marriage from taking place in his area;
2. People should be sensitized about the ill effects of child marriage;
3. Children who have been subjected to Child Marriage forcefully should be aware about the option of repudiation on attaining majority, for which awareness drives should be carried out;
4. As soon as a Child Marriage is proposed to happen, neighbours and well-wishers of the children should approach the police authorities;
5. Local Police staff should be trained and sensitized so that they ensure the provisions of the Juvenile Justice Act are complied with Print media, Electronic media should highlight on a regular basis the need to stop Child Marriages;
6. Government should identify the castes and communities wherein Child Marriages are the norm, and highly prevalent. Having identified such categories and stringent drive to stop such marriages' should be undertaken.

#### **GROUP VII - TOPIC OF GROUP ACTIVITY: TRAFFICKING OF WOMEN & CHILDREN IN INDIA**

The solutions put forward by the group included:

1. Implementation of a new law that provides for a heightened, stringent penalty to punish those involved in the trafficking of women and children;
2. Provision of medical aid to the rescued woman or child;
3. Appointment of guidance counselors and NGOs as moderators;

4. Proper management and maintenance of government-established shelters for the rescued victims of trafficking;
5. Maintaining the integrity and independence of the Complaints Center;
6. Training and capacity building of officers.

#### **GROUP VIII - TOPIC OF GROUP ACTIVITY: SEXUAL OFFENCE AGAINST CHILDREN**

The solutions put forward by the group included:

1. Create awareness about the child friendly procedures and special law that contains sensitive procedures and investigation methods;
2. Child abuse instance should be reported and a police complaint must be lodged;
3. Psychological treatment as well as support on societal issues should be provided to the child victim;
4. Medical and healthcare professionals and the other officials involved in the child sex abuse cases must adhere to explicit codes and principles;
5. Extensive training programs for the police and other legal authorities, handling child sex abuse cases, such programs should be undertaken.

#### **GROUP IX - TOPIC OF GROUP ACTIVITY: CUSTODIAL RAPE**

The solutions put forward by the group included:

1. Incentives for good work, punishments for causing harm, or talking to women approaching police officers politely, could go a long way in doing away with such a delicate, yet huge problem;
2. Women in custody should be interrogated by women officers;
3. It was also appreciated that law against custodial rape must be amended to make it more stringent, and more importantly that an intolerant approach must be taken against those who commit custodial rape, where such persons face the full wrath of the law;
4. Women in all walks of life must be made aware of existing laws because knowledge of their rights is the first step to protecting it;
5. A department for protection of women should be organized.



*Participants sharing the suggestions after the group activity*

#### **GROUP X - TOPIC OF GROUP ACTIVITY: FEMALE FOETICIDE**

The solutions put forward by the group included:

1. Education and empowerment of women specially the rural marginalized women to improve their status in the society;
2. Media can play a very significant role in removing gender bias and developing a positive image of the girl child in the society;
3. Enhancing sensitization to gender issues and making policies accordingly;
4. The practice of using amniocentesis for sex determination should be severely punished;
5. Public awareness on the illegality of fetal sex determination and selection should be undertaken;
6. NGOs working in these areas must build up legal and social pressure to counter this practice;



7. Vigilant monitoring committee or group should be formed Maintain a record of birth/deaths sex wise.

## **2.6 PERSONAL COMMITMENTS OF SOME OF THE PARTICIPANTS WHICH WERE PLACED ON THE WALL OF COMMITMENT**



*Participants, student volunteers, faculty at the wall of commitment*

### **SI YOGESH KUMAR - PS SJ ENCLAVE, NEW DELHI**

*My personal feeling for respect for women has gone up. I will listen sensitively to their grievances and help them find the solution. I will strongly oppose their harassment in public place.*

### **SI DINESH CHANDRA SINGH**

*I will provide my children equal opportunity without discriminating on the basis of gender. I will divide my property without discriminating in favors of sons. If I see gender discrimination in society, I will try to remove that.*

### **SI PRAHLAD SINGH - 2017- D, Special Branch**

*I will not abide by any discrimination between girls and boys. After attending this workshop, if I see anything wrong happening against women and child, I will not forget my responsibility towards them.*

### **SI NAWAB SINGH**

*After this workshop I have taken a decision that if anything happens to women then I will help her and initiate legal remedy. I will try to empathies with women. I will try understanding women's pain and helping in sensitizing others within the police. I will treat all women complaints as sisters of my family and help them seek redressed.*

### **SI SULTAN AHMAD**

*I have learnt many good things in this workshop. I will incorporate the good things I have learnt in my personal life. I will become more sensitive towards my family and leave no stone un-turn in helping women in distress.*

### **SI JOGENDER**

*I will never use any offensive language for nay women or child. I will not discriminate between girl child and boy child.*

### **SI CHANDRA PRAKASH**

*I will not distinguish between my sons and daughters. I will not shout at my wife and children. I will not drink alcohol in front of my children.*

### **INSPECTOR JAGVIR SINGH**

*I will give my half property to my daughter and will not abuse my wife in future. I shall respect all women at every place.*

### **SI BALWAN SINGH**

*I will help women and children in distress. As a police officer, in cases of rape will hospitalize the victim in nearby hospital and will give information for the same on 1091 and 1098 helpline numbers.*

### **RAVI NAIYAR - APP, HIGH COURT**

*Stop believing that women invite crime against them by their inappropriate behavior. I will not judge any women by her behavior or her clothes.*

### **SANJEEV SABARWAL - STANDING COUNCIL, HIGH COURT**

*I will stand up against harassment for lady lawyers. I will provide free legal aid to poor lady litigant and I will not indulge in any discrimination.*

### **INSPECTOR SARABJEET**

*Life does not end with rape. Let us forget darkness and walk toward life. The society should step forward for providing conducive environment, so that we can have healthy society. Children should be given sex education.*

### **ATUL KUMAR SRIVASTAV - APP, TIZ HAZARI**

*I will not permit any one in my presence to do any act which is derogatory in nature. I Will not allow myself to indulge in any activity which is against the prestige of a lady. I will try to do some act which will set an example in society to enhance the prestige of ladies.*

### **SI DIRAJ SINGH BHATI**

*Will give equal education and property to both my child and will influence others to do the same.*

### **SI SHIV NARAYAN**

*If any matter regarding women, I will address it to best of my capability. In my family all major decisions will be taken after consultation with my wife and mother*



*A session in progress*

## *CHAPTER - 3*

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# **VALEDICTORY SESSION**

## VALEDICTORY SESSION

**Chief Guest:** Mr. Siddharth Luthra, Additional Solicitor General of India

**Guest of Honour:** Ms. Navika Kumar, Senior Political Editor, Times Now



*Mr. Siddharth Luthra, Additional Solicitor General of India, Prof. (Dr.) Mona Sharma, Amity Law School, Delhi, Prof. (Dr.) B P Singh Sehgal, Director, Amity Law School, Delhi, Prof. M.K. Balachandran, Professor of Eminence, Amity Law School, Delhi and Ms. Navika Kumar, Senior Political Editor, Times Now at the Valedictory Ceremony.*

The Three-day Training Session was concluded with a Valedictory Ceremony Chaired by **Mr. Siddharth Luthra, Additional Solicitor General of India** as Chief Guest and **Ms. Navika Kumar, a Senior Political Head, Times Now.**

**Prof. (Dr.) B P Singh Sehgal, Director, Amity Law School, Delhi** expressed his gratitude to all the Panelists of the training sessions, the participants, the faculty and the students for making the effort for ensuring smooth conduct of the Workshop. In his welcome address he encapsulated the scheme of the training sessions undertaken during the three days, whilst discussing the need for effective enforcement of laws.

Following this, **Prof. M.K. Balachandran, Professor of Eminence and Chair Professor for Chair for Law, Amity Law School, Delhi** expressed his views on various women-

related issues and provided some worthy suggestions to tackle the loopholes in the current system. He emphasized on the need for amendment of laws to meet the requirements of the Society and enabling their proper execution. The cardinal point that emerged during the session was the necessity of transforming the outlook of people towards women and issues pertaining to this gender.

**Mr. Siddarth Luthra** greeted the participants and reminisced the vision of the founding fathers of the Constitution for the protection of women in the Indian Society. He shed light upon the various basic rights conferred by the Constitution, including the right of women to be treated equally and against discrimination. He reiterated the need to sensitize the public along with the police officials for ensuring better results. He also stressed that it is important to inculcate the gender sensitivity at the school and college level and more importantly at the time of induction of the police personnel.

**Mrs. Navika Kumar** addressed the gathering by underlining the importance of press in fostering a better environment for women and stimulating sensitivity while handling women related cases. Citing various important cases where the media's constant efforts led to fair justice in a short duration of time she also stressed that it is not always possible to give same weight age to all the cases. However as a spokesperson for media she affirmed that the idea is to make masses conscious of violation and to secondly shake their consciousness for gender sensitivity. While dealing with this discussion, she invited the participants to share their views on the role of the press being the fourth estate for ensuring better implementation of women related laws.

#### **VOTE OF THANKS:**

**Prof. (Dr) Mona Sharma, Workshop Coordinator**, extended a Vote of thanks towards all the participants and the Panelists for taking the time out for this session. She was actively involved in the organization of this Workshop and took extra efforts for making it a huge success. The training session in all was highly appreciated by the participants, who were provoked to make amends in their personal sphere. Hence, this intellectual feast wrapped up on an optimistic note and saw the participants respond to the core issue of women rights.

## *CHAPTER 4*

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# **OBSERVATIONS**



## **OBSERVATIONS**

The primary anticipated outcome, which was to build capacity among the police and judicial personnel, was achieved. Participants are now more aware of implementation status, lacunae and loopholes of women related laws and were also sensitive towards the cultural contexts that hamper implementation.

1. During the three day training programme a marked change was noticed in the attitude of the participants towards gender issues. They showed eagerness towards learning the new “gender neutral language” that the organizers of the workshop emphasized to be used.
2. The participants were also receptive towards the information provided by the resource persons. Some resource persons were associated with police training programmes and were aware of the problems faced by the police personnel in dealing with the cases. This encouraged the participants to discuss further issues related to “scope of their duties” and “humane handling of the cases”. Some of the participants from the police department shared instances where they had tried to handle a matter delicately but were subsequently reprimanded for deviating from their duties. Thus, it was realized that through the police personnel sometimes acted with sensitivity yet rules and procedures forced them to be strict. The conflict between duty and sensitivity has to be resolved.
1. It was also realized that the knowledge of penal and procedural laws of the police personnel was satisfactory. However, it was the approach that needed to be changed. Some of the narratives given by the participants amply demonstrated that a just and humane approach had sometimes saved a situation. Some police personnel even narrated instances where they acted to the best of their knowledge and good faith to salvage a situation and then left it to the participants to judge if their actions were correct. It was therefore realized that sometimes the intention of the police personnel might not be malafide but seem to be so. The main reason behind such a situation is lack of proper training to the police in the use of discretion. There are situations where the police have to act beyond the letter and word of law. It is in such situations that problems arise. If a rigorous and informative training programme is followed at the induction level this problem might be rooted out.
2. Another very important issue raised was with regard to the image and trust that the police personnel carry. Though it cannot be ruled out that police personnel



do abuse their power and authority, yet the participants insisted that some work should be initiated towards cleansing the image of the police personnel and develop a relationship of trust and confidence with the society at large.

3. By the time the training programme came to an end, many police personnel had vowed to be just and fair not just in the outside domain but also within their own homes and families. The training programme can therefore be judged to be a huge success as immediate results were seen in terms of behavior and attitude of the participants.
4. Last but not the least it needs to be emphasized that the participants were appreciative of the new environment and hospitality that they were greeted with. A hierarchy free environment enabled them to participate freely and deliberate without fear.



# *CHAPTER 5*

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## **RECOMMENDATIONS**

## **RECOMMENDATIONS**

Children living and witnessing differential role pattern of the man and the woman learn the lessons of gender inequality from childhood. A multipronged approach will result in far reaching changes and transforming attitudes and practices so that men and women can live in equality and dignity with emphasis on the overall empowerment of women to strengthen their position in society and family. Some of the recommendations in this regard to the particular laws are mentioned below:

### **Protection of Children from Sexual Offences Act,**

- Child friendly procedures for reporting, recording of evidence, investigation and trial of offences.
- Central and State Governments should spread awareness through media including the television, radio and the print media to make the general public, children as well as their parents and guardians aware of the provisions of this Act.
- The National Commission for the Protection of Child Rights (NCPCR) and State Commissions for the Protection of Child Rights (SCPCR) should monitor the implementation of the Act.

### **Right to Education Act, Impediments on the path of procuring education**

- Educational opportunities should target girls in particular, to address their unique challenges and disadvantages.
- Quality of teachers needs to be improved.
- C.B.S.E introduced “Continuous and Comprehensive Evaluation” (CCE) in Primary Classes in 2004 which takes care of assessment of all round development of the child’s, must be properly implemented .
- Infrastructure of schools as a major issue should be dealt with
- Proper school premises/buildings with all basic necessities.

### **Medical Termination of Pregnancy Act, Prenatal Diagnostic Techniques Prevention Act**

- Young girls should receive special attention in sensitization, awareness and protection programmes.
- Make the penalties for the offence of female foeticide more stringent to effectively tackle the offence

- More initiatives and schemes like *Beti Bachao Aandolan*, should be undertaken by the Government to prevent female foeticide
- Police should be given more roles for intervention in cases of complaints regarding female foeticide.
- Enhancing sensitization to gender issues to influence the policy makers, planners, administrators and enforcement machinery.

### **Child Labour**

- Priority should be given to put an immediate end to the most intolerable forms of child labour.
- There must be a special protection for girls and a total prohibition of work by the very young.
- Social advocacy has a crucial long-term role to play in raising awareness about child labour.
- Trade unions, the media and non-governmental organisations have an important function in identifying and bringing to the public's attention problems of child exploitation.
- Child labour should be adequately documented.
- Policies towards child labour should be consistent with the principle of the best interests of the child.
- The regulation of child work, through legislation and inspection in order to set standards for employers and to monitor and promote adherence to these standards.
- Adopting a clear national policy and time-bound programme of action, which should be comprehensive and preventive
- Allocating the necessary resources to monitor child labour.
- Undertaking systematic and action-oriented research on all areas regarding child labour.
- Reviewing national legislation to better enforce the protection of children and in particular to comply with the social standards particularly the ILO Minimum Age Convention.
- Raising awareness in society as a whole of the impact of premature child work.

## **Domestic Violence**

- Violence faced by the 'mother-in-law' is completely missing.
- There should be a mechanism to make it mandatory by the States to enforce this law in its totality.
- Remove the practical difficulties in the application of the Act for eg Residence Order passed by the courts and the ambiguities associated with it.
- Remove the lack of awareness of protective provisions of the Act.
- Consistent follow-up is mandatory.
- There should be enough opportunities of employments and participation along with security and safety for women.
- More funds should be allocated to women's development in the country.
- Awareness programmes should be conducted by governmental and non-governmental organizations (NGOs) using media, pamphlets, role plays, drama and talk shows.
- There is also a need of reforms in the police departments and judicial processes which place constraints on women from accessing justice.
- Women police should be trained to deal with women facing domestic violence so that women could feel safe and protected.
- Presence of a nurse or doctor in the police department team will promote a pleasant environment for the sufferers.
- Safe rooms in courthouses to support victims giving evidence against abusive spouses or partners, and developing early intervention programs for perpetrators.
- Government policy needs to do more to better support victims.

## **Dowry**

- The real sufferers of the evil of dowry i.e.: the rural Indian women should be sensitized about their rights
- The absurd interpretation of the act defeats the very the spirit and the purpose of the act so the act needs to be amended to check the growing misuse of these laws and to ensure impartial justice
- Any marriage involving give and take of dowry to be termed as illegal and void marriage.
- Special task force of Dowry Prohibition officers to be appointed who will raid in marriage functions and all the Dowry articles to be taken in custody and the fine to be imposed on both the party.

- Seized dowry should go to Government fund and the same should be used for empowering women.
- Very senior officers of police must investigate cases under this Act.
- Provision for registration of lists of gifts received at the time of marriage.
- Penalties for non-maintenance of lists of gifts received at the time of the marriage.
- List of wedding gifts should be provided to the protection/dowry prohibition officer and kept by both parties and its violating will lead to heavy penalties.

### **Sexual Offences: Recent amendments in Criminal Law regarding Offence against Women**

- Police should be trained to be more sensitive in rape case investigations.
- Adequate number of Lady Police Officers in every district should be there as they are indispensable in reporting of such offences.
- There should be more coordination between the Police Officers which causes the prosecutrix to recount her complaint repeatedly.
- Comprehensive guidelines for the police officials laid in 2009 Delhi High Court case should be published.
- Police Officers should try to eliminate the delays in the dispatch of forensic samples to the Central Forensics Science Laboratory (CFSL) else are rendered inadmissible as evidence in courts.
- Sufficient storage facilities should be there to reduce the delay between collection and dispatch of the samples and prevent contamination/degradation of the samples.
- Training and capacity building of officers, social Awareness and Sensitization should be a high priority programme covering the police personnel.
- Post-Traumatic Treatment and healing of victim is necessary so that she can remain in the mainstream.
- The complainants of sexual assault cases should be provided with legal representation i.e. they should be provided an advocate who could help her properly at the police station since victim of sexual assault might very well be in a distressed state upon arrival at the police station and guidance of a lawyer at that stage is very necessary.
- A “Criminal Injuries Compensation Board” should be established.
- Interim compensation should be given to rape victim even if the case is still going on in the court to rehabilitate the victim.

- Medical help should be provided and woman should be allowed to abort the child if she becomes pregnant due to the incidence.
- Reduction of procedural delays.
- Death penalty to persons convicted for rape
- Enhancement of punishment in cases where the accused, with the knowledge of suffering from HIV infection/AIDS, infects the victim as a result of rape.

### **Sexual Harassment at Work Place**

- Set up a complaint channel like Complaint committee.
- A commitment for the positive implementation of the policies and procedures.
- Government and employers should ensure that women should be treated equally and gender discrimination should not take place at the workplace.
- Prevention of sexual harassment should be done at all levels.
- There should be an overseeing committee to ensure that every organization have Harassment Redressal Committee.

### **Eve Teasing and Stalking**

- Constitution of advisory committees, as enforcement machinery and act as a monitory body.
- Government policies can influence the effective implementation of safeguards to the dignity of representation of women.
- The National Commission for Women has the power to initiate actions against the indecent Representation of Women.
- Encourage the media to refrain from presenting women as inferior beings and exploiting them as sexual objects and commodities.
- State Human Rights Commission can look into violations of dignity of women, even in advertisements. S. 2 (d) of the Protection of Human Rights Act, 1993.
- The Press Council of India u/ Press Council of India Act, 1978, for preserving the freedom of the Press U/ S. 14 of the Act gives the power to censure.
- The MWCD to play an active role in review of various laws and broadcasting guidelines which govern the media and to assess the code formulated by the Advertising Standards Council of India (ASCI) and the extent to which it is complied with
- Create a platform for women journalists to better network and co-ordinate with each other.



- Aim at gender balance in the appointment of women and men to all advisory, management, regulatory or monitoring bodies, including those connected to the private and State or public media.
- Media should focus on programs for elimination of violence against women. Effort should be made to ensure that they communicate the issues without bias and without sensationalizing it.
- More women in the censor board to check indecent representation of women.
- There is need to promote positive images of women in the media and avoid the stereotypical role of women

### **Trafficking**

- The Central Advisory Committee constituted on combating child prostitution should make strategies for pre-rescue, rescue and post-rescue operations.
- Sensitized the parents in rural areas about the safe migration practices, about trafficking.
- To keep a watch in the community for irregular movement of child victims for possible trafficking.
- Focus on entry point where traffickers begin the sale and purchase of humans for effective prevention of trafficking by generating livelihood options for women.
- Inter-regional networks should be set up to check forced migration and trafficking.
- The media should transmit appropriate message to ensure that the victims learn about the places and institutions where they can seek help.
- Create awareness that human trafficking is inappropriate and illegal, publicity should be given regarding the legal, penal provisions against trafficking through radio, television etc.
- Measures to be taken to prevent the victimisation of victims of traffickers.
- There is a great need for awareness at all levels of the society, community and government to reduce the vulnerability of women and children to by generating livelihood options.
- Special Police officers and Community Vigilance are needed to reduce Trafficking.
- Special homes to be set up for rehabilitation of trafficked women.
- Post rescue rehabilitation and relief should be developed, a policy of relief / rehabilitation should be formulated with wide spread consultations with stakeholders.

- More rehabilitation homes to be set up with longer periods of rehabilitation.
- Proper management and maintenance of government-established shelters for the rescued victims of trafficking.
- Special courts must be set up in every state with Special Judges to try trafficking cases and proceedings in such courts in a time bound frame.
- Staff in protective homes must be specially trained and sensitized. In case the victim returns home, adequate follow-up should be done to ensure their security.
- Witness prosecution programmes to be developed.
- As poverty is a major reason for vulnerability to trafficking, special development programmes should be devised for those areas from which large numbers of women and girls are trafficked.
- Training modules must be developed for conducting ongoing training programs for Police, Judiciary and other government personnel involved in the prevention of trafficking.
- Implementation of a new law that provides for a heightened, stringent penalty to punish those involved in the trafficking of women and children.
- Provision of medical aid to the rescued woman or child.
- Appointment of guidance counselors and NGOs as moderators.

Apart from women's education, increasing women's voice in decision-making for full participation of women in society there should be quotas to increase female representation. Ignorance regarding rights and law on the part of women should be curbed by legal literacy and sensitization plan. Changing attitude of the entire society is mandatory. It should also be ensured that there is proper implementation of laws concerning women.

The following institutions/departments can play a significant role in this regard:

#### **Non-Governmental Organizations (NGO's)**

- Social audit in one or the other forms should mandatorily be undertaken by the NGO's.
- Networking among women community leaders should be expanded.
- More and more gender sensitization and gender awareness programmes should be conducted to break the myths and stereotypes about women.
- Sharing of women's empowerment "best practices" between regions is essential.

- Research in women related issues must be undertaken and findings should be widely publicized.

### **Ministry of Woman and Child Development (MWCD)**

- The MWCD should examining the policy, program and other measures taken by the government to materialize gender equality and empowerment of women
- MWCD should assess implementation and working of all the important legislations concerning women based on which it should make suitable recommendations to the concerned authorities to eliminate discriminations.
- Ministry should encourage and finance research to generate information relating to women and gender issues and this knowledge can be utilized for creating awareness, making policy recommendations and for planning strategies for women empowerment.
- It should finance non-governmental organizations for collaborative action to achieve gender equality.
- It should initiate more women centric schemes for financial empowerment of women.

### **Ministry of Law**

- It should ensure proper representation and political participation, of women at all levels. In this regard it is high time that the 81<sup>st</sup> amendment should be passed.
- It should recommend the amendments in all the laws concerning women that are non- effective and introduction of new ways to ensure gender equality.

### **Ministry of Finance**

- It should regulate and streamlining micro credit finance systems
- It should formulate a regulatory mechanism to initiate a process of broad based discussions on gender issues *vis a vis* Microfinance

### **Other Institutions/departments**

- Institutional mechanisms for the advancement of women including institutions of different types - government, non-government, central and state government, local government, which support the cause of women's advancement need to be strengthened.
- There should be proper 'gender budgeting'.

- National and State Councils should oversee the operationalisation and progress of all the policies concerning women and children on a regular basis.
- The National Development Council should also be informed of the progress of the programme undertaken under the policy from time to time.
- Planning Commission should undertake steps for mid-term appraisal of its commitment to gender justice.

### **Media**

- The role of the Media in portraying women is generally found to be far from satisfactory.
- Media should avoid undue sensationalize of traumatic events
- It should rather focus on the positive stories of braveries where the women stood up for their rights.
- Women achievers should be portrayed as role models.
- Serial/ films that are derogatory to women or that glorify subservience of the woman or celebrating the birth of the boy child which reinforces traditional views that the woman are inferior to men must be totally banned.
- The media should be more gender sensitive while portraying the woman and can thus play a significant part in bringing about attitudinal changes in the society. For achieving these purposes a gender friendly media policy needs to be adopted.



*Participants of the Workshop along with Prof (Dr.) B .P. Singh Sehgal, Director Amity Law School, Delhi, Prof. (Dr.) Mona Sharma Convener of the Workshop, Dr.Sanjana Sharma and Mr. Manish Sharma during the final session*

# *ANNEXURES*

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## **ANNEXURE A**

### **LIST OF DIGNITARIES PARTICIPATED**

1. Dr. Charu Wali Khanna, Senior Member, National Commission for Women
2. Ms. Shamina Shafiq, Member, National Commission for Women (shamina.shafiq@nic.in)
3. Justice Mrs. Manju Goel (manjugoel\_3@yahoo.com)
4. Mr. Siddharth Luthra, Additional Solicitor General of India (siddharth@sluthra.in)
5. Mr. V. N. Rai, former DGP (vnraiips@gmail.com)
6. Mr. Amodh Kant, former DGP (kanth\_amod@rediffmail.com)
7. Mr. S. N Srivastava, Special Commissioner of Police, Delhi (splcp-trg-dl@nic.in)
8. Ms. Navika Kumar, Times Now (navika.kumar@gmail.com)
9. Prof (Dr) B P Singh Sehgal, Director, ALSD (bpssehgal@amity.edu)
10. Prof M. K. Balachandran, Professor in Eminence, Chair for Law, ALSD (mkbalachandran@amity.edu)



## **ANNEXURE B**

### **LIST OF RESOURCE PERSONS / EXPERTS**

1. Mr. V. N. Rai, former DGP (vnraiips@gmail.com)
2. Mr. Amodh Kant, former DGP (kanth\_amod@rediffmail.com)
3. Prof. (Dr.) Mona Sharma, ALSD (mshrama6@amity.edu)
4. Prof. (Dr.) Isheeta Rutabhasini, ALSD (irutabhasini@amity.edu)
5. Prof. (Dr.) Kanwal D.P. Singh, GGSIPU (kanwal.als@gmail.com)
6. Ms. Arti Shirish, Barclays India (arti.shirish@barclays.com)
7. Ms. Abha Joshi, Social Activist (abhasinghaljoshi@gmail.com)
8. Ms. Suhasini Haider, CNN-IBN (suhasini@rediffmail.com)
9. Mr. Divya Jyoti Jaipuriar, Advocate (divyajyoti@jaipuriar.com)
10. Ms. Suruchi Suri, Advocate (suruchi.suri@surico.in)
11. Ms. Aparna Bhat, Advocate (aparna.bhat@gmail.com)
12. Mr. Sushant Singh, Advocate (sushantlaw@gmail.com)
13. Ms. Radhika Chitkara, Advocate (radhikachitkara@gmail.com)
14. Ms. Indu Ranjan, Advocate (ranjanlegalmind@gmail.com)
15. Dr. Anju Tyagi, NLU Delhi (anjutyagi02@yahoo.co.in)
16. Ms. Seema Singh, Delhi University (singhseema01@gmail.com)
17. Ms. Upma Gautam, GGSIPU (findupma@gmail.com)
18. Ms Shikha Hundal, NCPCR (shikha.ncpcr@nic.in)
19. Ms Neelam Tyagi, ALSD (ntyagi@amity.edu)

## ANNEXURE C

### LIST OF PARTICIPANTS

#### I. List of participating Police Officers:

S.N.	NAME OF THE PARTICIPANT	DESIGNATION
1.	Ms. Varsha Sharma	DCP, SPUWRC
2.	Mr. Suresh Dagar	A.C.P
3.	Rajender Prasad	ACP
4.	Gajendra Singh	ACP
5.	Rajendra Sharma	ACP
6.	Ramesh Chander Nandal	ACP
7.	Ms. Sarabjeet	W. Inspector
8.	Jagvir Singh	Inspector
9.	Ran Singh	Inspector
10.	Suresh Chand Verma	Inspector
11.	Dr Rakesh Kumar	Inspector
12.	Mr. Prehlad Singh	Sub. Inspector
13.	Mr. Om Prakash	Sub. Inspector
14.	Mr. Dinesh Chandra Singh	Sub-Inspector
15.	Mr. Shri Ram	Sub. Inspector
16.	Mr. Mohad Ali	Sub. Inspector
17.	Mr. Vishal	Sub. Inspector
18.	Mr. Chander pal Singh	Sub. Inspector
19.	Mr. Dhiraj Singh Bhati	Sub. Inspector
20.	Mr. Jitenrdra Singh	Sub. Inspector
21.	Mr. Devender Pal Singh	Sub. Inspector
22.	Yogesh Kumar	Sub Inspector
23.	Roop Chand	Sub Inspector
24.	Shiv Naraian	Sub Inspector
25.	Krishan Kumar	Sub Inspector
26.	Puneet Bharti	Sub Inspector
27.	Hakeekat Rai	Sub. Inspector

28.	Vishwa Nath Paswan	Sub. Inspector
29.	Chandra Prakash	Sub. Inspector
30.	Bijender Singh	Sub. Inspector
31.	Puran Chand	Sub. Inspector
32.	Sumer Singh	Sub. Inspector
33.	Arvind Malik	Sub. Inspector
34.	Amarjeet Singh	Sub. Inspector
35.	Om Prakash	Sub. Inspector
36.	Nawal Singh	Sub. Inspector
37.	S Shahjahan	Sub. Inspector
38.	Manohar Singh	Sub. Inspector
39.	Balwan Singh	Sub. Inspector
40.	Sultan Ahmad	Sub. Inspector
41.	Shri Chand	Sub. Inspector
42.	Tosif Ahmad	Sub. Inspector
43.	Randhir Singh	Sub. Inspector
44.	Ghisa Ram	Sub. Inspector
45.	Rajender Sharma	Sub. Inspector
46.	Kartar Singh	Sub. Inspector
47.	Jai Chand	Sub. Inspector
48.	Satbir Singh Panwar	Sub. Inspector
49.	Raj Singh	Sub. Inspector
50.	Jogender Singh	Sub. Inspector
51.	Bhupender Singh	Sub. Inspector
52.	Yogesh Kumar Meena	Sub. Inspector
53.	Tejpal Singh	ASI
54.	Mr. Virendra Kumar	Asst. Sub-Inspector
55.	Sudhir Singh	Constable

## II. List of participating Judicial Officers:

S.N.	NAME OF THE PARTICIPANT	DESIGNATION
1	Dr. B. Ramaswamy	Magistrate
2.	Ms. Sumita Kapil	Standing Counsel, MCD, High Court of

		Delhi, New Delhi
3.	Mr. D.S.Sharma	District Govt. Counsel (Civil)
4.	Mr.M.N.Dudeja	Public Prosecutor
5.	Mr. Feroz Khan Ghazi	Additional Public Prosecutor, High Court of Delhi, New Delhi
6.	Mr. Sanjeev Sabharwal	Standing Counsel, DDA &MCD, Govt. Advocate (Civil) GNCTD, High Court of Delhi, New Delhi
7.	Mr. Atul Srivastava	Additional Public Prosecutor
8.	Mr. Ravi Nayak	Additional Public Prosecutor

### III. List of participating Faculty members:

S.N.	NAME OF THE PARTICIPANT	DESIGNATION
1.	Prof.(Dr.)B.P.Singh Sehgal	Professor & Director
2.	Prof. M.K. Balachandran	Professor Of Eminence
3.	Prof. (Dr.) Alok Mishra	Professor
4.	Prof.(Dr.) Mona Sharma	Professor
5.	Prof.(Dr.) Isheeta Rutabhasini	Professor
6.	Mr. Ashutosh Hajela	Asst Professor
7.	Dr. Bhavish Gupta	Asst Professor
8.	Dr. Susmitha P. Mallaya	Asst Professor
9.	Ms. Mini. N. Nair	Asst Professor
10.	Mr. Ashutosh Raj Anand	Asst Professor
11.	Ms. Nisha Dhanraj	Asst Professor
12.	Dr. Gaurav Varshney	Asst Professor
13.	Mr. Shaharyar Asaf Khan	Asst Professor
14.	Ms. Neelam Tyagi	Asst Professor
15.	Ms. Rubina Grewal Nagra	Asst Professor
16.	Dr. Alok Gupta	Asst Professor
17.	Mr. Manish Sharma	Asst Professor
18.	Ms. Reeta Garg	Asst Professor
19.	Ms. Gurpreet K. Johal	Asst Professor
20.	Ms. Venu Parnami	Asst Professor

21.	Dr. Sanjana Sharma	Asst Professor
22.	Ms. Manjula Raghav	Asst Professor
23.	Ms. Vandana Sehgal	Asst Professor
24.	Dr. Rakesh Rai	Asst Professor
25.	Ms. Deepti Susan Thomas	Asst Professor
26.	Dr. Sumaiya Musharraf	Asst Professor
27.	Dr. Monika Jain	Asst Professor
<b>FACULTY FROM ALS CENTRE II</b>		
1.	Mr. Navendu Kumar Thakur	Asst Professor
2.	Ms. Sayeeda Saleha Fatma	Asst Professor
3.	Dr. Devendra Singh	Asst Professor
4.	Dr. Aditya Tomer	Asst Professor

**Around 55-60 students of ALSD who have opted for the Optional paper Women and Law taught in the 4<sup>th</sup> year also participated in this workshop. Apart from them few other students of 4<sup>th</sup> year along with some other students from various batches also participated in this workshop.**

## QUESTIONNAIRE

पुरुषों और महिलाओं की सामाजिक और सांस्कृतिक परिभाषा को जैन्डर कहा जाता है

प्राकृतिक और जैविक या भौतिक अंतर सेक्स कहा जाता है

निम्नलिखित सेक्स या जैन्डर में से क्या दृशाता हैं-

1. जीवविज्ञान पुरुषों की तुलना में महिलाओं को कमजोर बनाता है.
2. महिला पुरुष से कमजोर है यह प्रकृति का एक कानून है.
3. अनुचित तरीके से कपड़े पहनना या बर्ताव करना पुरुष को अवांछित व्यवहार के लिए आमंत्रित करता है.
4. महिला पुरुष से बेहतर देखभाल करती हैं.
5. महिला ही महिला की सबसे बड़ी दुश्मन हैं.
6. एक महिला का उसके परिवार के लिए बलिदान करना स्वाभाविक है.
7. एक महिला अगर गलत है तो पति के द्वारा हिंसा जायज है.
8. एक महिला के लिए घर सबसे सुरक्षित जगह है.
9. घर के काम की सारी जिम्मेदारी महिला की ही है.
10. एक महिला बुरी मालिक /अधिकारी बनती है
11. परिवार के सम्मान की रक्षा महिला की जिम्मेदारी है.
12. दहेज के अधिकांश झूठे आरोप पुरुषों पर लालची महिलाओं द्वारा निर्मित होते हैं.
13. शादी एक पवित्र मिलन है और शादी को बचाना महिला की जिम्मेदारी है.
14. एक निम्न जाति की महिला को समाज द्वारा अधिक से अधिक अधीनता के तहत रखा जाना चाहिए.

***“CAPACITY BUILDING OF JUDICIAL AND POLICE OFFICIALS ON PROPER  
IMPLEMENTATION OF WOMEN RELATED LAWS”***

**FEEDBACK FORM FOR PARTICIPANTS**

**1. Content**

- |   |     |    |
|---|-----|----|
| • The training was informative.                   | Yes | No |
| • I gained new and/or expanded knowledge.         | Yes | No |
| • The content was relevant to my job or services. | Yes | No |
| • The objectives were met.                        | Yes | No |

**2. Materials**

- |  |     |    |
|--|-----|----|
| • The handouts and/or materials were useful.     | Yes | No |
| • The training exercises stimulated my learning. | Yes | No |

**3. Presenter**

- |  |     |    |
|--|-----|----|
| • The presenters were well prepared on the topics. | Yes | No |
| • The presenters were knowledgeable and helpful.   | Yes | No |

**4. Results**

- |  |     |    |
|--|-----|----|
| • I would recommend the training to my colleagues. | Yes | No |
| • I will be able to use what I learned.            | Yes | No |
| • The training met my expectations.                | Yes | No |

**5. Most Informative Session**

- Which session would you rate as the most informative / best session of the training programme?

.....

**6. Improvements / Comments**

- What improvements would you recommend for this workshop / training programme?

.....

- Do you have any other comments?

.....

**7. Personal Information**

<b>Name:</b>	<b>Designation:</b>
<b>Email:</b>	<b>Mobile Number:</b>



“महिला संबंधी कानूनों की समुचित कार्यान्वयन पर न्यायिक और पुलिस अधिकारियों के क्षमता निर्माण - प्रतिभागियों के लिए फीडबैक फॉर्म”

**1. विषय सूची**

- |  |     |      |
|--|-----|------|
| • प्रशिक्षण जानकारीपूर्ण था.                     | हाँ | नहीं |
| • मुझे नया और / या विस्तारित ज्ञान प्राप्त हुआ.  | हाँ | नहीं |
| • विषय मेरी सेवाओं या नौकरी के लिए प्रासंगिक था. | हाँ | नहीं |
| • उद्देश्य पूर्ण हुआ.                            | हाँ | नहीं |

**2. सामग्री**

- |   |     |      |
|---|-----|------|
| • हैंडआउट्स और / या सामग्री उपयोगी थी.            | हाँ | नहीं |
| • प्रशिक्षण अभ्यास ने सीखने के लिये प्रेरित किया. | हाँ | नहीं |

**3. प्रस्तोता**

- |  |     |      |
|--|-----|------|
| • प्रस्तुतकर्ता अच्छी तरह से विषयों पर तैयार थे. | हाँ | नहीं |
| • प्रस्तुतकर्ता जानकार और मददगार थे.             | हाँ | नहीं |

**4. परिणाम**

- |   |     |      |
|---|-----|------|
| • अपने सहयोगियों को प्रशिक्षण के लिए अनुरोध करेंगे.                       | हाँ | नहीं |
| • आप इस कार्यशाला/प्रशिक्षण कार्यक्रम की सीखा का उपयोग करने में सक्षम है. | हाँ | नहीं |
| • प्रशिक्षण मेरी उम्मीदों के अनुसार था.                                   | हाँ | नहीं |

**5. सबसे जानकारीपूर्ण सत्र**

- किस सत्र को आप सबसे जानकारीपूर्ण सत्र के रूप में दर्जा देंगे/ प्रशिक्षण कार्यक्रम का सबसे अच्छा सत्र?

.....

**6. सुधार / टिप्पणियां**

- आप इस कार्यशाला / प्रशिक्षण कार्यक्रम के लिए क्या सुधार का अनुरोध करेंगे?

.....

- अन्य कोई टिप्पणी?

.....

**7. व्यक्तिगत जानकारी**

नाम:	पदनाम:
ईमेल:	मोबाइल नंबर: