



No. T-31014/2/2024-NGC  
06<sup>th</sup> June, 2024

To

1. The Chief Secretaries of all States/UTs
2. The Principal Secretary, Women and Child Development Departments of all States/UTs
3. The Principal Secretary, General Administration Departments of all States/UTs

**Subject: Inviting Nominations for Five Days in-service training programme on Fostering Gender Responsive Governance.**

Madam/Sir,

The Academy (LBSNAA), stands as a beacon of excellence in the realm of civil service training, with a distinguished legacy spanning decades. LBSNAA has been instrumental in shaping the careers of countless civil servants who have gone on to serve the nation with distinction. Towards this, the Academy is actively engaged in the curation and delivery of in-service training programs through its Centres that are also in turn aligned to the various sectors of governance.

Gender Responsive Governance (GRG) serves as the cornerstone for achieving inclusive growth by acknowledging and addressing the unique needs of all genders. Against this background, the National Gender and Child Centre (NGCC), LBSNAA, is conducting a 5-day in-service training programme titled '**Fostering Gender Responsive Governance**', scheduled from 22<sup>nd</sup> to 26<sup>th</sup> July, 2024.

The primary goal of this comprehensive five-days training initiative is to equip civil servants, with 5 to 14 years of experience, with the expertise needed to lead gender-responsive governance within their respective areas of influence. This involves:

- (i) Integrating gender considerations into all levels of policymaking, planning, and decision-making processes
- (ii) Promoting women's participation and leadership in governance, ensuring equal access to resources and opportunities,
- (iii) Implementing laws and policies that address gender-based discrimination and violence, and
- (iv) Establishing mechanisms for accountability and monitoring progress towards gender equality goals.

This five-day course aims to address policy development, enforcement, coordination, collaboration among different agencies and to provide a holistic understanding of the challenges and equip participants with practical tools and strategies to address them effectively in their respective roles.

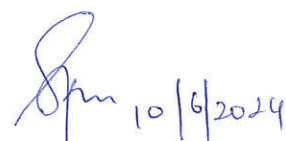
**Nominations:** Each State/UT/Organization is requested to nominate four eligible officers (two as main and two as reserve) as per the details mentioned below.

Sl. No.	Name and Designation along with the batch	Address	Telephone No. /Mobile No. /Fax No.	Email ID
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Reserve officers to be kept ready for any last moment replacement. The nomination for the course as above may be sent to the Academy on or before 15<sup>th</sup> July, 2024. Interested officers are requested to register for the programme using the programme registration link available on [www.lbsnaa.gov.in](http://www.lbsnaa.gov.in).

The nominees may be advised to proceed for the course only after receiving confirmation of acceptance of their nomination from the Academy. The Officers nominated for the course are required to report at the Academy by the evening of 21<sup>st</sup> July, 2024.

Yours faithfully,



(Shanmuga Priya Mishra)  
Deputy Director (Sr.)  
LBSNAA & Executive Director,  
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## **Five-days In-service Training Course on 'Fostering Gender Responsive Governance'**

### **A. About the Institute**

**Lal Bahadur Shastri National Academy of Administration (LBSNAA)**-The Academy (LBSNAA), serves as a vibrant hub for intellectual exchange and networking, bringing together civil servants from diverse backgrounds and fostering a culture of collaboration and mutual learning. Through interactive sessions, group discussions, and experiential exercises, participants have the opportunity to engage with peers, share experiences, and forge lifelong connections.

**National Gender and Child Centre (NGCC)**-Operating under the aegis of the Lal Bahadur Shastri National Academy of Administration (LBSNAA) framework since 1995, the National Gender and Child Centre (NGCC) has emerged as a dedicated proponent of gender and child rights within the realms of policy formulation and governmental execution. As a dynamic entity focused on capacity building and knowledge dissemination, NGCC is deeply committed to mainstreaming gender perspectives and advancing child rights. NGCC seamlessly integrates gender training into all courses offered at LBSNAA, including induction training and in-service mid-career programs for IAS officers, thereby solidifying its reputation as a catalyst for comprehensive change.

### **B. Course Title and thematic focus**

**"Fostering Gender Responsive Governance"** - Gender Responsive Governance (GRG) aims for inclusive growth by addressing gender needs, enhancing governance outcomes, and economic prosperity. Research shows gender-equal economies grow faster. The program equips civil servants with skills for gender-responsive initiatives, enhancing GDP growth and societal equity. It covers policy formulation, budgeting, communication, and advocacy for gender equality.

### **C. Dates: 22<sup>nd</sup> to 26<sup>th</sup> July, 2024**

### **D. Relevance to Government Servants**

The program addresses gender inequality, impacting economic growth and well-being. It empowers civil servants with tools to promote gender-responsive governance, contributing to GDP growth and societal equity.

## **E. Specific Skills and Competencies to be instilled**

- Understanding of gender concepts and frameworks.
- Skills in gender-responsive policy formulation and budgeting.
- Enhanced communication strategies for gender-responsive governance.
- Ability to address gender-based violence and promote gender-sensitive service delivery.
- Leadership and advocacy skills for promoting gender equality.

## **F. Topics to be covered**

- Gender Unboxed: Decoding Dynamics for Governance and Growth
- Analysis Frameworks and Tools
- Collecting and Analyzing Gender disaggregated Data
- Transforming Leadership for Gender Responsive Governance
- Gender Inclusive Communication for Effective Governance
- Narrowing Gender Gap in Negotiation
- Exploring Emotional Intelligence: Navigating Gender Relations as a Transformative Challenge
- Addressing Gender-Based Violence
- Budgeting through a Gender lens and How GDP can be Increased
- Gender-Sensitive Service Delivery: Success stories from the field
- Strategies for Advocacy and Influencing Change
- Presentations on Action Planning and Commitments

## **G. Pedagogy to be used**

The program uses diverse pedagogical methods such as flipped classroom sessions, group work, peer feedback, case studies, role plays, film-based discussions, brainstorming, leadership toolkits, resource mapping, and hands-on communication and negotiation practice to ensure comprehensive learning and active engagement. Insights into key concepts, best practices, and real-world examples

## **H. Other Facilities:**

As the premier civil servant training institute, LBSNAA employs rigorous Training Needs Analysis (TNA) to offer customized training. Our expert faculty, state-of-the-art facilities, and emphasis on practical application ensure unparalleled education. We integrate global best practices, emerging trends, and cutting-edge methodologies, supported by pre- and post-training assessments and participant feedback, to continually improve our programs. Robust participant networks facilitate ongoing knowledge exchange and collaboration. State-of-the-art classrooms equipped with multimedia resources and high-speed internet connectivity.