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Course Coordinator & Deputy Director (Sr.)

D.O.No. T-24011(11)/2/2025-POTIST
Dated: 9th May, 2025

To

The Chief Secretary of all States/UTs

Respected Madam/Sir,

Greetings from the Lal Bahadur Shastri National Academy of Administration, Mussoorie!

As you may be aware, the Academy is also now actively engaged in the curation and delivery of In-Service Training programs that are aligned to the various sectors of governance. More specifically, it seeks to build the capacity of officers posted in positions that have high impact at the field level.

The Academy is organizing a 5-day In-service Training (IST) program, **‘Breaking Barriers, Building Prosperity: Strategies for Women’s Economic Inclusion’** from 7th to 11th July 2025. This program is part of DoPT’s IST calendar for All India Service (AIS) officers working in States/UTs and it is designed to enhance the capacity of AIS officers to address the challenges in the Welfare sector with a special focus on women empowerment.

This programme is a part of DoPT’s in-service training programme for eligible officers from AIS (IAS, IPS and IFoS), Group A Officers working under the Central Staffing Scheme in the Government of India and officers of Central Secretariat Service and Central Secretariat Stenographers Service (of the level of DS/Sr. PPS and above). Officers belonging to such organized Group ‘A’ Central Civil Services (as indicated in the said OM) are also eligible for participating in the In-Service Training Programme.

While the programme is designed to draw participants from the AIS/ Civil Services as mentioned above, the structure of the same also makes it suitable for officers drawn from the State Civil Services and domain specific cadres working in the Finance sector at district/ field and state level offices. As such, the Academy is also open to receiving nominations from other State Level Group A officers of 10-12 years’ experience and working in the relevant areas. The suitable officers involved with subjects related to Women Empowerment, Social Justice, Tribal Development, Labour Development at the District/ State level will find the programme of special significance.

This five-day training program is designed to empower civil servants with the knowledge, skills, and tools required to promote gender equality within their professional spheres. The thematic focus includes understanding the root causes of gender disparities, integrating gender perspectives into policy-making processes, addressing gender-based violence, and fostering gender-sensitive service delivery. Participants will gain insights into the social, economic, and political dimensions of gender inequality, and learn how to incorporate gender considerations into public policies and services. The program aims to equip civil servants to contribute to societal equity, drive inclusive economic growth, and ensure that public services meet the needs of all genders.

We request your good office to kindly nominate suitable officers before **25th June 2025**. The Academy will be grateful for your kind support and facilitation in nominating officers for the above training program, interested officers may register for the program using the registration link available on LBSNAA's website (<https://www.lbsnaa.gov.in>).

A short note (Annexure 'A') containing the thematic content for the proposed training program is enclosed. In this context, the office of IST section can be reached out for further details of the program (e-mail: ist-trgdiv@lbsnaa.gov.in & Phone: 0135-2222383/2222375).

Yours faithfully,



(Deep Jagdip Contractor)

Encl: Annexure A

Copy to: General Administration Department/ Personnel Department of all the States/ UT

In-service Training Programme Course on “Breaking Barriers, Building Prosperity: Strategies for Women’s Economic Inclusion”

Course Title: ”Breaking Barriers, Building Prosperity: Strategies for Women’s Economic Inclusion”

Thematic focus:

This programme focuses on Women’s economic inclusion in India which remains a critical issue with multifaceted challenges. Despite advancements, pervasive gender disparities persist in access to education, employment opportunities, and financial resources. Cultural norms, limited access to assets, and discriminatory practices impede women's full participation in the economy. Addressing these barriers requires comprehensive strategies including targeted policies, investment in education and skill-building, fostering entrepreneurship, promoting gender-sensitive workplaces, and ensuring equal access to financial services. Empowering women economically not only enhances their livelihoods but also contributes to broader economic growth and social development in India.

(i) Content of the programme being offered.

- Gender disparities in economic participation
- Barriers hindering women's economic empowerment
- Successful strategies for inclusion and empowerment
- Policy frameworks promoting gender equality
- Entrepreneurship and leadership development for women
- Financial literacy and access to resources
- Case studies highlighting successful initiatives
- Building networks and support systems
- Overcoming cultural and societal challenges
- Sustainable approaches for long-term impact.

(ii) Target Focus group of officers (Ministry/Sector).

The target officers required for the topic "Breaking Barriers, Building Prosperity: Strategies for Women’s Economic Inclusion" encompass key stakeholders from various ministries and sectors. This includes officials from the Ministry of Labour & Employment, responsible for ensuring equitable labor practices and opportunities for women. Officers from the Ministry of Women & Child Development, representatives from Industry and Commerce sectors are essential for promoting gender-inclusive business practices and supporting women entrepreneurs. Officers from the Ministry of Social Justice & Empowerment contribute to addressing systemic barriers hindering women's economic inclusion. Furthermore, involvement of officers from other sectors with a vested interest in gender mainstreaming enriches

collaborative efforts towards achieving comprehensive strategies for women's economic empowerment.

(iii) Profile of speakers intended to be invited.

Senior government officials at the union and state levels working in the area of women's inclusion in the economy, faculty of eminent institutions and practitioners in the field of formulating strategies to include women in the economic sector.

(iv) Feedback from participants of previous IST conducted if any.

Not applicable in this case. However, similar courses and modules conducted by the academy have been received well by the participants.

(v) How the minimum participation of 30 officers can be ensured in every programme, given the uncertain participation rate of officers in previous IST programmes of DoPT.

The target participants in the sector are of the order of 400. LBSNAA, being a premier institute, is likely to attract officers for the course. Apart from the course being listed on DOPT in the service training calendar, there will be a parallel follow up with different organisations at the Union / State / UT level.

Further to ensure a minimum participation of 30 officers in the programme, Academy has considered implementing the following strategies:

1- Endorsements from Ministries and Departmental Heads: Academy will first seek endorsements from Ministries and relevant departmental heads. Ministries will actively nominate officials, demonstrating their commitment and increasing participation due to the direct involvement of high-level authorities.

2- Registration Portal: The Academy will establish a registration portal for the programme to gauge interest and commitment levels ahead of time.

3- Follow-Up on Nominations: Active follow-up will be conducted by the Academy to reach out to officials at district, state, and central levels, sustaining awareness and interest in the programme.