

Collaborative Project with State Agencies on the issue of Violence Against Women in Meghalaya

A Project supported by IDRC and implemented by the North East Network

in the State of Meghalaya,, India

[Reporting Period: June 2011- February 2012]

[Commencement Date: 26 November 2011]

Technical Progress Report (Final)

Centre File: 106119-001

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Project Information Summary (FR1)

Project Title:

Collaborative Project with state Agencies on the issue of:
VIOLENCE AGAINST WOMEN IN MEGHALAYA

IDRC Grant Number:

106119-001

Institution Name:

NORTH EAST NETWORK

Working Currency:

RUPEES

Currency of Bank Account:

RUPEES

Commencement Date:

26/11/2010

If parallel and/ or local contributions have been made to this project, please complete and return form FR5 (Notice of the Receipt of Parallel Funds and Disbursement of Local Contributions).

Report No: ONE

Period of Actual Expenses:

26/11/10

to

25/05/11

Period of Expense Forecast

26/05/2011

to

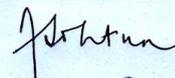
25/11/2011

Certification by the Institution:

We here by certify that this financial report, and all its schedules, correctly and fairly reflect the expenses of the project, and more specifically the portion supported by IDRC. No expenses charge against the IDRC grant have been, or will be, recovered from other donor.

Name of Project Leader
ANNIE I SOHTUN

Signature



Name/Title of Authorized Financial Officer
Mr. SUJIT GHOSH

Signature



Date: 22nd June 2011

*The grant agreement contains this information.
BA200207

This report is a continuation of the first interim technical report from December 2010 to May 2011. The report briefly describes about the objectives, activities and outcomes of the project proposal. The project has contributed towards enhancing and building the capacities of the police personnel by involving them in the research work and training programmes. This is one of the significant achievements as proposed in the project. Besides this, there are other prospective outcomes and challenges encountered during the reporting period which is narrated below.

Activities and Outcomes to Support Project Objectives

Enhancing communication with the higher police officials on the project concept, objectives, and activities and to get their approval has been central to the success of the project activities.

Outcome: NEN experienced slow progress in the work with the police during the mid-term of the project due to the delay in getting approvals for various activities. However, the final stage of the project saw increased communication between the partners (Meghalaya Police and NEN) in view of the need of working out standards and procedures for carrying the collaborative work forward. It may be mentioned that the common understanding and agreement arrived between the partners on the recommendations and action plan formulated for future interventions during the Sharing and Evaluation Workshop is a significant indicator of the collaborative work. After some initial bottlenecks and delays from decision makers in the police department, NEN experienced better communication with the police personnel directly involved in the project. Some of the police trainers would regularly visit NEN for guidance and inputs in relation to the *Gender Sensitisation Training programme* facilitated by them. They incorporated the police training manual¹ into their training syllabus for the first batch of police they trained.

Project Objective:

- A. *To build training capacities of the local police to become sensitive trainers on issues of gender and violence against women;*

Gender Sensitisation Training: NEN started with organising a *Training of Trainers (TOT) on Issues related to Violence against Women* for Police Personnel in collaboration with the Meghalaya Police from 10-14 May 2011. Out of 17 participants, 12 police personnel were identified as potential trainers for the gender sensitisation programmes to be conducted among police personnel.

On 19 & 20 October 2011, the Meghalaya Police in collaboration with the North East Network (NEN) organized the first phase ²*Gender Sensitisation Training* for a batch of 97 Unarmed Branch Recruit Constable (UBRC) at the Police Training School (PTS), Shillong. The training sessions were handled by the identified police officials mentioned³.

Exposure Visit to GSPP Karnataka: As part of the learning process, NEN had organised an exposure trip⁴ for the police officials from 28 October – 6 November 2011. The objective of the visit was to help the participants gain further insights on issues of violence against women

¹ Developed by NEN with the Police department, Meghalaya

² See Annexure No-5 for Official Permission Letter from the Meghalaya Police for deputing the trained police Officials as Resource Persons in the Gender Sensitisation Training.

³ Details such as content, process, outcome are provided in Annexure No.1

⁴ See Annexure No.6 for the Official Permission Letter from the Government of Meghalaya approving the exposure visit of the Police Officers to Karnataka

and to replicate the good practices in the state as observed from the Karnataka model. Ten police officials (6 women and 4 men) from the Meghalaya Police were deputed for the trip. The trip was arranged to Karnataka as similar efforts working with the police system known as the Gender-Sensitisation and People-friendly Police Project (GSPP) was initiated and being successfully implemented in that State. NEN coordinated with the GSPP team consisting of Rovina Bastian, Project Coordinator and K. Gururaja, Project Facilitator to arrange the exposure visit. A police vehicle was provided for local transportation in Karnataka and accommodations for a few of participants were arranged at the senior police officers mess.

The participants got an opportunity to meet and interact with some of the Karnataka State Police higher officials and the permission to observe the functioning of the Special Juvenile Police Unit (SJPU) set up in some Police Stations. The participants also got to interact and see the efforts of some NGOs in Karnataka working on women and children issues in coordination with the police or the health system⁵.

Outcome:

The trip enabled the participants to learn some new concepts and to exchange of knowledge with the Karnataka Police. The meeting and interaction with the Director General of Police (Trg. & CID), Karnataka and some of the Superintendents of Police who shared about their own transformation in their perspective and the gradual transition in the police image through the GSPP project has inspired them to take forward the relevant good practices.

Following the exposure visit we felt that it is important to organise a de-briefing meeting for the participants with higher officials of Meghalaya Police. The participants had expressed their eagerness to share their learning and good practices observed from the Karnataka model.

De-briefing Meeting: Apart from the police personnel involved in the exposure visit, four police officials based in Shillong in the ranks of Commandant, 1st MLP Battalion; Vice-Principal, Police Training School and Additional Superintendents of Police attended the meeting. The de-briefing meeting⁶ was held on 31 January 2012 at the Police Training School, Shillong in which three police personnel shared their experiences⁷.

Outcome:

Based on the observations and sharing by participants, the following recommendations were formulated in the above meeting:

- Organizing outreach programmes in the community on issues concerning women and children. The trained police will be the trainers in the Outreach programme.
- Incorporating the Gender Sensitization syllabus brought out by NEN and Meghalaya Police in the Police Training School curriculum and In-service course. The trained police will be the Resource Persons/ Faculty Members on the subject matter.
- Organizing a refresher course for the trained Police officials.

Project Objective

⁵ See Annexure No 2 *Exposure Visit to GSPP Karnataka: (28 October – 6 November 2011)* for details

⁶ See Annexure No.7 for the Official Permission Letter from the Meghalaya Police deputing the police officers participated in the exposure trip for the De-briefing Meeting

⁷ A Summary of the Sharing about the Karnataka Exposure Visit by the Police Personnel is given in Annexure No.2 *Exposure Visit to GSPP Karnataka: (28 October – 6 November 2011)*

B. To develop a joint research by NEN and the trained police personnel to understand the role of communities in responding to violence against women (VAW)

The research work with the police started late due to the delay in getting approval from the department. Prior to the field visit, NEN began with an *Orientation Programme for the Police Personnel*⁸ organised at the Conference Hall, Sadar Police Station on 27 June 2011. The orientation programme was to brief them about the research objectives and methodology, research area and ethical issues in research. The discussion emphasised on the roles expected from the police of participating in the field visits and reporting. Eleven women Sub-Inspectors were deputed for involvement in the research work.

Research objectives were:

- To understand the relationship between the community and the police in terms of handling crimes in general and crimes against women in particular.
- To build capacity of the police personnel by involving them in the research

*Outcome*⁹:

The police participation in the research has kindled an open interaction and communication between them and the community. The research activity itself has become a form of outreach in which the police would spontaneously provide legal information to the respondents. This has contributed to some attitudinal changes in some respondents, who have been victims of domestic violence, towards police due to their empathetic and sensitive approach. Some level of increase in knowledge about the legal provisions among the community through the research study was also observed. Moreover, the interaction helped break the communication gap and encouraged building of a Police-Community relationship.

Project Objective

C. To develop an action plan based on the project outcome involving NEN and Meghalaya Police.

Throughout the project period, NEN has been able to involve the police personnel as researchers and trainers in some of our activities. Gender training imparted by NEN previously¹⁰ enabled their participation in such activities. It was imperative to share with the higher officials of the police department the over all impact of the collaboration and project activities in view of the need for continuing the work in future. In this context, a ***Sharing and Evaluation Workshop on the Gender Sensitization of Police on Violence against Women***¹¹ was organised by North East Network in collaboration with the Meghalaya Police on the 10 February 2012 at the Director General of Police Conference Hall, Shillong. The Director General of Police, Meghalaya, the Additional Director General of Police (R/PR), Meghalaya, the Inspector General of Police (TRG/AP) who is the focal person of the project, the Inspector General of Police ((CID/ACB/VIG/HQRS) the former nodal officer of the collaborative project and other higher police officials attended the meeting. The police personnel who were involved in the project were also present in the meeting. Members of the Dorbars (Traditional Institutions) in whose areas the research study was conducted also participated in the programme.

The meeting met the following objectives:

⁸ See Annexure No.8 for the official notification order from the Meghalaya Police for the police officials enlisted for participation in the research work.

⁹ More details about the research is provided in Annexure No.3

¹⁰ Refer Activity reports of the previous project phase supported by IDRC

¹¹ Official permission letter for organizing the Sharing and Evaluation Workshop

- To share the findings of the research study and the implementation of the project activities¹²
- To share the outcome of the evaluation of the project on the overall work done with the Meghalaya Police
- To develop an action plan based on the outcome of the sharing.

NEN invited an external resource person from the Gender Sensitisation People Friendly Police Project (GSPP) Karnataka for conducting the evaluation of the project. At the end of all project activities, Rovina Bastian, Project Coordinator, GSPP conducted the evaluation of the project on the *Convergent Effort of State Agencies* to address violence against women in Meghalaya since the inception of the project in 2006. The personnel covered under the evaluation may not be a comparable size in relation to the total strength of the Meghalaya police. However, we felt it was important to do the evaluation in order to improve our future interventions. Highlights of the evaluation were shared at the *Sharing and Evaluation Workshop on the Gender Sensitization of Police on Violence against Women*. The evaluation exercise identified areas of positive impact of the project and those that need strengthening in order to sustain the gains made so far. The report of the evaluation is provided in Annexure¹³. Finally the officials of the police department including Shri B.L. Buam, Inspector General of Police (Training/AP), Meghalaya made the following suggestions/commitments that need to be followed up by the Police Department.

- The Meghalaya Police will first screen the police trainers who are already trained by NEN
- The Meghalaya Police will identify and screen a new pool of Police trainers to be trained by NEN. The untrained police officials will undergo one week training session followed by an in-depth training session after 2/3 months
- All battalion and Police personnel to be covered under the sensitization programme. The Police trainers will be the catalyst to initiate and promote the sensitization programme among the police cadre. Moreover, the trained police will be able to understand issues and the functioning of the police fraternity.
- The above trainings will be held in Tura and Shillong by NEN in collaboration with the Meghalaya Police.

Other Suggestions:

- Address the acute need of Protection officers in all districts under the PWDV Act
- Strengthen the coordination with the Police and Social welfare departments
- 100% sensitization coverage of the Meghalaya Police; to build up relationship with other departments.
- Convergence with the Health Department and other line departments

The meeting concluded with remarks¹⁴ from Mr. N.Ramachandran the Director General of Police, Meghalaya which indicated greater concern and commitment from the department to

¹² See Annexure No.4

¹³ See Annexure No. 4 A: Evaluation Report (February 2012)

¹⁴ In conclusion, Shri. N.Ramachandran, Director General of Police, Meghalaya:

- stressed on the need of gender sensitization module for every police rank so that laws are enforced and run accordingly.
- informed that the Inspector General of Police (TRG/AP), Meghalaya will help in planning the gender training module. NEN will help in structuring the content of the curriculum and preparing the reference material that is to be done jointly with the Meghalaya Police and the NEN team. further suggested to incorporate the module in the Police Training Institutions and similar trainings to be held in two districts of Meghalaya i.e. Shillong and Tura.

continue sensitising its personnel through training, commitment to include gender sensitisation in their training curriculum and appreciation of their partnership with NEN.

NEN will be following up on the commitments and recommendations with the department to carry forward the work we have done in collaboration in the past few years.

Conclusion

The project in the last one year is a turning point of the collaborative work with the police. The prompt response from the Police in the final stage of the project of internalising and intensifying the joint programme is an invaluable achievement¹⁵. Another significant achievement for NEN was the acknowledgement made by the Police Training School, Shillong on NEN's initiative in conducting the gender sensitisation programme for the police personnel. The statement was made in response to a letter from the National Commission for Women for introduction of gender sensitisation course curriculum in the police/ judicial academies and training institutes. The letter was addressed to the Inspector General of Police (TRG/AP), Meghalaya.

At this stage of collaborative work with the Police in Meghalaya, NEN will be planning out a longer term strategy to sustain the relation with the Police department and the gains made so far since 2006. NEN is hopeful that continuing work with the police will help strengthening the relationship between the police and community. Above all, we are positive that continued effort from our side will help build a more gender sensitive police force in Meghalaya and they in turn will be a model to other states especially in the NE region of India.

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- suggested that the said recommendations from the workshop will have to be carried forward to the Home Department, Meghalaya.
 - expressed his concern over dearth of qualified resource persons (among police)

¹⁵ See Annexure No.10 on media coverage of the Sharing and Evaluation workshop

ANNEXURES:

Annexure-1

Gender Sensitisation Training: (10 – 14 May 2011)

Objective of the training:

- To provide hands on learning for the trained police personnel to become sensitive peer trainers on issues of gender and violence.

Resource Team:

- Five trained police officials from 4 districts of Meghalaya were identified as Resource Persons for the training but only 3 of them were able to take part and facilitate the sessions. These police trainers were from East Khasi Hills District, West Khasi Hills District, and Police Training School, Shillong.
- Three other police officials from East Khasi Hills District and Ri-Bhoi District were present to support and assist the Resource Persons during the training. Two of them had attended an earlier TOT.

Contents of the Training:

Violence against Women and Gender
Communication Skill and Police Behaviour
Criminal and Civil Law
Confidence building and Team building

Process:

After the inaugural programme, the participants were divided into two sections viz. section-A and section-B and two parallel sessions were conducted. Each Resource Person was assisted by two of their respective colleague/ co-trainers during the training. NEN members were present in each of the sections to support and supervise the training sessions.

Outcome:

From among the three resource persons, Inspector Hanny B. Sangma handled the sessions quite well. She used different methods of teaching like group work, presentation, discussion, games etc. She managed to make the sessions interactive and participatory but she needs to enhance her skills more in handling gender sessions.

Sub-Inspector Fredis. K. Marak has the potential of being a trainer but she needs to overcome her stage fear and build up her confidence. Despite the short notice given to her by her higher officials for handling the training sessions, she was able to facilitate some of the sessions skilfully by citing examples of certain cases she encountered in her work and relating this to the sessions. However, she requires further training to enhance her facilitation skills.

Inspector Mohan Kachari got the suggestion to attend more training especially in perspective building on gender and violence against women.

The news of a joint initiative of organising a Gender Sensitisation Training Programme among the police cadre by the police trainers was carried in a local newspaper¹⁶.

Drawbacks: Two of the identified resource person did not turn up for the training which affected the over all training schedule.

¹⁶ See Annexure No.9 on media coverage of the Gender Sensitisation Training

Annexure-2

Exposure Visit to GSPP Karnataka: (28 October – 6 November 2011)

Summary of the Sharing about the Karnataka Exposure Visit by the Police Personnel:

- The participants learnt about the preventive programmes adopted by the Karnataka Police to reduce crime against women and children. The programmes are issue specific and focussed in vulnerable areas. The participants appreciated the effort of the Karnataka Police to converge the concerned departments (District Administration, Dept. of Labour, Dept. of Women and Child, Dept. of Health, Dept. of Agriculture, National Child Labour Project, Child Welfare Committee and local NGOs) in order to carry out the intervention work/ programme effectively
- The participants found the Open House programme and Outreach programme conducted within the Police Station and the community respectively for women and children beneficial. They felt that such programmes would help in building healthy relationship between the police and community in Meghalaya.
- The participants liked the Special Juvenile Police Unit (SJPU) concept where the NGOs work cohesively with the Police in tackling social crimes. The SPJU are established in Meghalaya but they are not functional in the State.
- The women participants emphasised that women related issues should also be handled by the male officials and should not be dependant only on the Women Police stations as it is practice in the Karnataka Police system. They found that women victims are more inclined to approach the regular Police Station because of the sensitive behaviour of the male police there.
- The participants appreciated the proactive role by *Vimochana*, an NGO in Bangalore towards attending and monitoring the services provided to burnt victims of domestic violence in the Victoria Hospital. They shared about a social organization, PARIHAR, which network with the Bangalore City Police towards attending women cases. PARIHAR is a Family Counselling Centre providing relief services to women in distress.

Annexure-3

Police-Community Research:

Process:

The field visit and reporting commenced from the 28 June until 2 September 2011. The research areas included the five localities falling in district of Meghalaya. These localities were identified based on the prevalence of crime against women as reported in the newspaper. Twenty households were selected from each locality. The respondents comprised of the community and executive members of the *Dorbar* (traditional Institutions) including the women's wings from the identified research areas. Household visits and interviews were conducted in the identified communities. The research team were assisted by a local guide for approaching the respondents. Seven focus group discussions (FGDs) involving the police and the Dorbars were conducted. The FGDs were conducted separately for the executive members, women's wings and youth wings. The tool developed for research was a structured/semi- structured questionnaire

Research findings:

The findings of the research study were analysed as per the specific research objectives. Some of the principal findings of the study are as follows:

- There is a high incidence of crime against women as majority of the respondents have witnessed one or more forms of crime against women/ violence against women in their family and/or in the neighbourhood. Even cases of domestic violence are reported to be high and some of the respondents have been victims of domestic violence.
- In spite of the increase violence against women, majority of the cases are not informed or reported to the Police.
- Majority of the respondents felt that the police attitude and procedure for handling these cases and lack of information on action taken against perpetrator has contributed to increase of crime against women.
- Lack of awareness of the criminal and civil laws related to violence against women and the availability of such support services that provide help for women facing violence.
- Higher number of 'compromised'¹⁷ cases irrespective of the intensity of violence. Most of the cases are compromised within the community through a mediator which includes a family member, neighbour, block headman or the Dorbar.
- No follow up is done by the Dorbar on the compromised cases. Even for some cases where a woman withdraw the case registered with the police against her husband, follow up is not done by the police.

Limitations:

- The research team attempted to get an equal number of male and female respondents to interact on this issue but lack of interest and ownership was observed among the male counterparts. They see it as a women's problem alone and feel that women could respond better to the issue.

The research team had a difficult experience with the headman of one locality as he kept on delaying the permission for carrying out the research work. As a result, the FGD could not be conducted in this locality despite the request and effort from the women's wing there¹⁸. The research team also did not get permission to gather information from one block of this locality despite the prevalence of cases of violence against women from there. Therefore the research population was reduced to 95 respondents from the planned total number of 100.

¹⁷ Cases which are settled down by a mediator or complaints withdrawn by a woman against her husband and later reconciled.

¹⁸ Every locality has a group of women representatives who are members in the Dorbar collectively known as Women's wings

Annexure-4

Sharing and Evaluation Workshop (10 February 2012):

NEN began with a sharing on the backdrop of the project and the presentation of the activities encompassed within the project. The highlights from the sharing of the research findings emphasised the following points:

- Need for initiating follow up of the cases ‘compromised’ at the Police Station and the Dorbar.
- Intensive work with the Dorbars on a sensitive and effective approach in tackling issues of domestic violence. It is observed that an issue of notice to leave the locality is practiced by Dorbars where there is continued violence and compromise has been broken.
- The need for increasing the number of Women Officers at the Police Station
- Police transport facilities need to be strengthened
- Awareness programme on gender sensitisation and legislation related to women’s empowerment and rights.

Following this, a presentation on the evaluation of the project was shared by the Resource Person, GSPP, Karnataka. (Report is Annexed)

Evaluation Report (February 2012)
**CONVERGENT EFFORTS OF STATE AGENCIES TO ADDRESS VIOLENCE
AGAINST WOMEN IN THE STATE OF MEGHALAYA**

***A JOINT INITIATIVE OF MEGHALAYA STATE POLICE AND NORTH EAST
NETWORK***

Programme - Context and Genesis

Violence against women manifests in various forms – physical, economic, sexual and psychological, cuts across culture and socio-economic classes and is reported from virtually every country of the world including India. Various factors like caste, class and other forms of discriminations, patriarchal practices and social dictums further the issue in India. Most often women who are victims of such violence and abuse do not seek help or report incidence when it occurs.

Police are often the first point of contact for the distressed and have a critical role in responding to and preventing violence against women. Being “front-line functionaries”, they are expected to respond in an empathetic and sensitive manner to the complainant. However, interactions with the police and observations indicate a lesser than satisfactory response from the police, in most cases on account of their own socialization and related beliefs, stereotypes and attitude about gender role and relations. This is widely prevalent across India too, including Meghalaya.

The discussions and interactions between Meghalaya State Police (MSP) leadership and North East Network (NEN) on problems faced by women when dealing with the police paved the way for an action oriented research. This field based research at Police Station level reiterated the lacunae in handling cases of violence against women and the need for a more gender sensitive police force. This required a structured training programme aimed at making the police force more “gender sensitive and people friendly”. In response, Training was initiated in Meghalaya.

Progress of the programme

The focus of the programme is a two-day intensive training workshop for police personnel on issues related to violence against women. The training emphasises on attitudinal and behavioural change of the police through an understanding of gender, power relations, prevalent patriarchal influences and changing social scenario. Besides orientation on key legislations for women and procedures to be followed, the training module includes two sessions that attempt to deconstruct the stereotypes and entrenched mindsets for a positive influence in behaviour patterns.

Since 2008, 167 police personnel were covered by the training. The programme focuses on both in-service personnel and those undergoing basic training at the police training schools.

Need for External Evaluation

The MSP - NEN initiative is at a critical juncture where institutionalising the programme by the MSP, with continued technical support from NEN is being looked at. While the key stakeholders have been receiving regular feedback and appreciation about the programme, it was felt that an external assessment of progress against the objectives would provide direction for improved performance. The evaluation focused on assessing the following key aspects –

- Appropriateness of training – content, methodology and approach
- Transfer of knowledge
- Institutionalization of programme
- Assessing the impact and benefits

Evaluation Methodology

The coverage as part of the evaluation included –

- Desk research covering background material, training manual, training statistics etc.
- Field survey at 1 district (East Khasi Hills)
- Observation at 3 police stations in the district
- Field survey covering ~ 10 respondents including select senior police officials, peer trainers, trained and untrained police personnel, and doctors from the District Civil Hospital.

Key Evaluation Findings

The significant observations against the main evaluation objectives are presented below:

A. Appropriateness of the training

The feedback from the police trainees and peer trainers was unanimous in endorsing the need, relevance and importance of the training. Various aspects of the training were also widely appreciated including relevance of the training content, comprehensiveness of coverage, training methodology and expertise of core trainers. The role of police themselves as “peer trainers” was also seen as effective in influencing behaviour change.

A few concern areas highlighted include issues in knowledge retention owing to the vast training content. Suggestions included the need for refresher training and providing simplified reference material.

All police contacted, both trained and untrained unanimously endorsed the need for the training to not only select cadres but across the police force, reiterating the appropriateness, importance and institutionalizing the training.

B. Transfer of Knowledge

The evaluation has established the difference between the trained and untrained police in their overall outlook towards handling cases of violence against women.

Attitudinal Shift – It is encouraging to note significant differences in change in attitude in the understanding of “domestic violence”. However the desired levels of attitudinal change are yet to be achieved across the police force and this can be made possible through increase in number of trained personnel, reviews and other forms of reiteration.

Level of Knowledge – The analysis highlights a definite higher level of knowledge among the trained than the untrained. The difference in knowledge level was especially significant on the Protection of Women against Domestic Violence Act. During the interactions at Police stations, it was observed that the quality and depth of knowledge among the trained are at a higher level.

Application of Knowledge - The application of knowledge, use of appropriate sections, adherence to procedures and cognizance of critical aspects pertaining to legislations, especially the latest ones, is clearly evident among the trained police. This can entirely be attributed to the impact of the training programme.

In summation, it is evident that there is enhanced knowledge, skill and application level among the trained police personnel. However, there is a definite scope for improvement which can be brought about through increased coverage, refresher training, reiteration of messages, experience sharing etc.

C. Institutionalization of Knowledge

Police Inspectors and Police Sub-Inspectors cadre were identified and trained as peer trainers to facilitate decentralisation of training. Although training was organised for new recruits at the Police Training School at Shillong not much has been done to incorporate the 2-day module as part of the training school syllabus thereby formalising the programme and ensuring its continuity.

D. Impact of Training

The training has definitely had a positive impact on the police at three levels – as an individual, as a system and at the police station level (including aspects like networking, convergence etc.). Increasing the reach and coverage of training could create a broad-based impact.

Police as an individual - This was evident through their positive overall outlook towards handling cases of crime against women, being sensitive to the needs of the complainant or affected, change in their attitude, and increased knowledge, skill, and application of knowledge to the cases.

Police as a system – The overall impact of the training in shaping the approach of police towards violence against women is amply evident and illustrated through the initiatives taken towards institutionalization of the programme and ownership by MSP.

Convergence and networking with key Govt. Department viz. Social Welfare and Health needs to be improved.

Summarizing Performance

Although inroads have been made to create a sensitive and people friendly police force, there is much to be done. However in the process of scaling up, the various issues and bottlenecks that have been identified through the evaluation process need to be addressed.

The evaluation provides an opportunity to incorporate the learning from the assessment and capitalize on what is working well, replicate success stories and address lacunae and gaps.

Way Forward

The key action points are organized under two headings - scaling up and training content & methodology for adoption and is illustrated below –

1. Programme ownership and Scale up	
Steps towards programme ownership	Designate Nodal Officer at State & District level to monitor and review the training. Logistic support to implement training at district level. Incorporate module in the training syllabus at the Police Training School and North East Police Academy.
Increase scale and coverage	A Circular / Standing Order from DGP to all district SPs to ensure all in-service police are trained on gender issues and crimes against women and children. Create a pool of peer trainers across State and ensure their availability – 23 ‘peer trainers’ to be screened by IGP – Training and

	<p>trained by NEN.</p> <p>6 Range Level training workshops per year in partnership with NEN for 100% coverage.</p> <p>Database of trainers could be sent to all SPs who also need to ensure availability of trainers.</p>
Orienting Senior Personnel	Orienting senior police personnel – at the state and district level on the programme
Convergence	Joint reviews with key govt. departments and Dorbars to ensure better understanding and cooperation
Continued role and support from NEN	Continued role of NEN for technical support, monitoring, documentation etc.
2. Improve Training Content, Methodology, Coverage	
Content	<p>Increased emphasis on modules aimed at changing attitude and behaviour</p> <p>Include sessions on issues related to ‘child protection’.</p> <p>Latest legislations, amendments to legislations, Supreme Court ruling etc. on crimes against women and children.</p>
Methodology	<p>Introduce sessions on experience sharing, showcasing individual initiatives and demonstrated application of knowledge.</p> <p>Simpler learning materials as handouts after training including illustrative chart on convergence.</p>
Training Coverage	<p>Introduce planned refresher training programme to enhance retention and motivation.</p> <p>Prioritize coverage of select personnel who directly handle women and children issues such as police sub-inspector, station writer, and women police.</p>

Conclusion

It can be said beyond doubt that the programme has played a positive role in making the trained police personnel more sensitive and people friendly and is in the right path towards meeting its objectives. The training has resulted in positive outcomes but the benefits are seen in smaller pockets and among trained personnel owing to the low penetration of training. The fact that such positive results are visible even with the low penetration makes the case strong for increasing the coverage and reach of the programme. While the programme per se has been well acknowledged and appreciated, fine-tuning certain aspects will ensure that the programme is sustainable and larger benefits reaped. These learning and recommendations will aid in hastening the pace of achievement.