



**Second Batch of Training for Trainers (ToT) |
“Freedom from Violence: Capacity Building of Women
Elected Representatives (WER) on
Legal Provisions on Safety and Security of Women”
27th - 29th July, 2026**

Sponsored by

Ministry of Panchayati Raj, Govt. Of India



**Indian Institute of Public Administration
IP Estate, Ring Road, New Delhi
www.iipa.org.in**



Tentative M2M Schedule of the Inaugural Session of the Second Batch of ToT of Nirbhaya Fund Project titled “Freedom from Violence: Capacity Building of Elected Women Representatives on Legal Provisions on Safety and Security of Women” scheduled on 27-29th July, 2026 at IIPA, New Delhi.

S. N.	Program	Speaker Resource Person	Timeslot
1.	Registration/ Pre assessment and High Tea		9.00-10.00 AM
Inaugural Session on 27 th July, 2026			
Facilitation of the inaugural session to be led by MoPR			
2.	Arrival of Dignitaries, Lighting of Lamp, and Felicitation		10.00-10.10 AM
3.	Initial Remarks	Prof. V.N. Alok, IIPA	10.10-10.15 AM
4.	Welcome Address	Shri Amit Agarwal, Joint Secretary, MoPR	10.15-10.20 AM
5.	Brief on Module	Shri Rishi Arora, Senior Director Piramal Foundation	10.20-10.25 AM
6.	Building capacity of PRIs-Role of Different Stakeholders	Dr. Surendrakumar Bagde, DG, IIPA	10.25-10.30 AM
7.	Launch of the Module	By Dignitaries	10.30-10.35 AM
8.	Keynote Address	Shri Vivek Bharadwaj, Secretary, Ministry of Panchayati Raj, GoI	10.35-10.45 AM
9.	Vote of Thanks	Shri Vipul Ujwal, Director, MoPR, GoI	10.45-10.50 AM
	Group Photograph		
Tea (11.00– 11.30 AM)			

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
Day & Theme	Activity Name	Session Objective	Activity Details	Materials Required	Key Takeaways
DAY 1 Understanding Self, Gender, and Violence					
	Assembly	Establish a safe and inclusive learning environment	Morning assembly - Chetna Geet and Bal Geet sung together as a full group.	Bal Geet and Chetna Geet Repository, Mike, Speaker	Learning begins in a shared, participatory, and equal space.
	Introduction	Build rapport among participants	Welcome by the facilitator. Participants introduce themselves using a name + sound + gesture round.	None	Trust, safety, and embodied participation are central to the workshop process.
	Context and Expectation Setting	Align on the shared purpose of the workshop	A 2-way conversation between the facilitator and participants.	Whiteboard, markers, PPT (If required)	Participants understand the purpose, journey, and shared norms of the workshop.
	Columbian Hypnosis	Experience dynamics of control and trust through the body; introduce the concept of consent and power in relationships	Pairs: one person holds their palm 10cm from the partner's face; the partner follows without touching. Roles reversed. Debrief: How did it feel to lead vs. follow? Who decides when the game ends? Bridge to conversations on coercive control and agency in intimate and community relationships.	Whiteboard, markers	Power, control, trust, and consent are experienced as relational and embodied realities.
TEA BREAK					

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
	Power Walk	Viscerally demonstrate how intersecting identities and social positions shape access to power and resources	Participants stand in a line. Facilitator reads a series of statements (e.g., 'Step forward if you have never feared for your safety on the way home'). Participants step forward or backward accordingly.	Chalk or tape for the starting line	Access to safety, mobility, resources, and voice is shaped by social position and power.
	School Student Closing	Use the felt experience of exclusion as an entry point into understanding how gender determines who belongs, who is heard, and who is turned away - in families, institutions, and society	Two groups. Group 1 pairs join hands to form 'schools.' Group 2 has more members than schools - some will always be left out. On signal, Group 2 finds a school to enter. Debrief with excluded first: What did you feel? Then to the group: What stopped you from making space? Facilitator widens the lens: Where else does this happen - in your home, your community? Who always sits outside the room where things are decided? Group arrives at gender through experience, not lecture.	Whiteboard, markers	Exclusion is socially produced and operates across homes, communities, and institutions.
LUNCH BREAK					
	Gender Box	Surface participants' own internalized definitions of "man" and "woman," and reveal these as social constructions	Two large boxes drawn on chart paper - "Man" and "Woman." Participants call out words and behaviors society expects of each; the facilitator writes them inside the	Two large sheets of chart paper, markers	Gender expectations are socially constructed, enforced, and carry consequences when violated.

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
		enforced through judgment and shame rather than natural fact	boxes. Then asks: What happens to a man who cries? A woman who is assertive? These go outside the box. What happens to people outside the box?		
	Image Theatre - 'What Does Violence Look Like?'	Use embodied image-making to surface participants' lived understanding of violence beyond the physical	Participants sculpt frozen group images representing 'violence in our community.' Facilitate gallery viewing: What do you see? What is the title of this image?	Whiteboard, markers	Violence exists in multiple forms and is embedded in everyday social relations.
TEA BREAK					
	Image Theatre - 'What Does Violence Look Like?' (continued)	Use embodied image-making to surface participants' lived understanding of violence beyond the physical	Continued gallery viewing and dynamizing of images. Full group debriefs: What forms of violence appeared across the images? What surprised you? Where does this come from?	Whiteboard, markers	Violence exists in multiple forms and is embedded in everyday social relations.
	Reflection and Journaling	Consolidate learning from Day 1; create space for personal processing	Participants receive a reflection journal card. Prompt: 'One thing I saw today that I could not unsee. One question I am sitting with. One word that describes how I feel right now.' Optional sharing in pairs. Facilitator closes with a grounding exercise. Preview of Day 2.	Reflection journal cards/A4 sheets, pens	Participants consolidate learning and identify questions that remain open.
DAY 2 Gender Based Violence & First Response Behaviour					

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
	Assembly	Set a collective tone for the day	Morning assembly - Chetna Geet and Bal Geet sung together as a full group.	Bal Geet and Chetna Geet Repository, Mike, Speaker	Collective rhythm and shared purpose.as crucial elements for setting the day's pace
	Recap of Day 1	Reactivate Day 1's learning on Gender and Violence	Facilitated recap in small groups: What is one thing from yesterday that is still with you? Bridge into today's focus on GBV and first response.	Whiteboard, markers	Violence is linked to broader structures of gender and control.
	Naming the Frame	Help participants articulate their own understanding of GBV's various forms by responding directly to images, surfacing assumptions, and language before group discussion	Each participant receives 2-3 printed images depicting varied situations - physical, economic, social, and emotional. No labels. Individually, participants write a short caption below each image - what they think is happening, in their own words. Small groups compare captions for shared or similar images, noting where language and interpretation differed. Debrief: Where did our captions disagree? What words did we use for things we weren't sure were violent?	2–3 printed images per participant depicting different forms of GBV	GBV takes multiple forms and may be understood differently across contexts.

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
	Voices Inside the Head	Surface the emotional, social, and institutional barriers a survivor experiences while seeking help, and ask, for the first time directly, whether and how she would reach the Panchayat	A volunteer stands in the centre as 'the survivor.' Around her stand participants representing Mother, Neighbour, Sarpanch, Police, Children, Money, Community, Religion - each speaks one sentence of pressure, fear, or possibility.	Whiteboard, markers	Survivors navigate complex emotional, social, and institutional barriers before seeking help.
TEA BREAK					
	Voices Inside the Head (continued)	Surface the emotional, social, and institutional barriers a survivor experiences while seeking help	Debrief: Why that voice? What did it offer - safety, shame, authority, hope? Which voices were strongest, which were weakest, or absent? If she does not approach the Panchayat, why not? If she does, who within the Panchayat can actually support her? This activity is the emotional hinge of the day - it moves the group from watching violence to asking who a survivor can turn to, setting up the next session's focus on first response.	Whiteboard, markers	Survivors navigate complex emotional, social, and institutional barriers before seeking help.

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
	First Response and Barriers (Part 1)	Practice first response in realistic, complex scenarios; build confidence and language to intervene effectively	Two volunteers, one plays a WER and the other a survivor disclosing GBV. After a few minutes, the facilitator freezes the scene. 3-5 spectators take turns replacing the WER, trying different responses. Debrief after each: What shifted? Did the survivor seem more at ease?	Chairs, Whiteboard, Markers	An effective first response requires belief, safety, non-judgment, and resilience under social pressure.
LUNCH BREAK					
	First Response and Barriers (Part 2)	Practice holding a first response steady while navigating support and resistance from those around the conversation	Same scene resumes, but 4-6 more participants join - some as support (neighbour, fellow WER), some as barriers (family pressuring silence, elder dismissing it). Spectators again replace the WER, now navigating these added voices - naming barriers, drawing on support, redirecting to a referral. Debrief: What changed with others in the room? What helped you hold your ground?	Chairs, Whiteboard, Markers	An effective first response requires belief, safety, non-judgment, and resilience under social pressure.
TEA BREAK					
	Panchayat as First Responder - Forum Theatre in the Gram Sabha	Build participants' confidence and concrete language for responding when a survivor's case is raised in the Gram Sabha, and establish	A scripted scene set in a Gram Sabha - a woman's relative raises a case of assault during the open session; the Sarpanch tries to move the agenda forward, a male ward member calls it a private matter,	Chairs arranged as Gram Sabha, Scene Script	Panchayats and WERs can act as accessible and credible first points of institutional response.

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
		the Panchayat - and specifically the WER - as the first point of institutional response	and the gathering murmurs disapproval. The WER protagonist is caught between silence and speaking up in front of the full assembly. The facilitator invites spectators to step in and replace the protagonist at key moments, trying different words, postures, and alliances within this public setting. Debrief: What worked in front of the gathering? What was hardest? What made public intervention possible?		
	Debrief	Consolidate learning from Day 2	Participants receive a reflection journal card. Prompt: 'One thing I saw today that I could not unsee. One question I am sitting with. One word that describes how I feel right now.' Optional sharing in pairs. Facilitator closes with a grounding exercise. Preview of Day 3.	Reflection journal cards/A4 sheets, pens	Participants consolidate learning and identify questions that remain open.
DAY 3					
Legal Aspects - Rights, Entitlements and Advocacy					
	Assembly	Set a collective tone for the final day	Morning assembly - Chetna Geet and Bal Geet sung together as a full group.	Bal Geet and Chetna Geet Repository, Mike, Speaker	Collective rhythm and shared purpose.as crucial elements for setting the day's pace

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
	Recap of Day 2	Reactivate Day 2's learning on violence and first response, as the bridge into today's legal grounding	Short facilitated recap: What is one moment from yesterday's Gram Sabha scene that stayed with you? Facilitator reiterates yesterday's unanswered questions as today's starting point.	Whiteboard, markers	First response is strengthened when grounded in rights and entitlements.
	Web of Support: Mapping the Referral Ecosystem	Map the ecosystem of institutions and frontline workers who support a GBV survivor, and clarify the Panchayat's place within it	Small groups build a physical "Web of Support" using stakeholder cut-outs, thread, and pins, connecting a case to the police, health centre, One Stop Centre, SHG, ASHA, Protection Officer, and the Panchayat. Groups map what exists in their own district and name gaps.	Thermocol sheets, stakeholder cut-outs, wool thread, pins, case cards	Effective GBV response is built on coordinated action among institutions, frontline workers, and Panchayats.
TEA BREAK					
	Court of Opinion: "What Does the Law Say?"	Familiarize participants with key legal provisions and entitlements, and help them see law as a set of concrete, usable pathways rather than an abstract or distant system	Participants take stylized roles around a real (anonymized) village case - WER, Sarpanch, family member, and "the Law" personified, played by the facilitator or a trained co-facilitator. Each role questions the Law directly: Can she stay in the house? Can the Panchayat act before she files a police case? What happens if the family pressures her to withdraw? The Law answers in plain language,	Village case, role cards, Charts, Pens or Alternative activity- Case studies, Charts, Pens	Legal provisions are practical tools that support WERs to act with confidence and clarity.

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
			naming the specific provision (PWDVA, POCSO, PCMA, SC/ST PoA Act, referral services) each time. Builds directly on the morning's Web of Support - the Law's answers point back to the institutions just mapped. Alternative to this activity - Case Studies: Subgroups receive 5 case studies, each reflecting a different form of GBV (domestic violence, child marriage, sexual harassment, economic abuse, child sexual abuse). For each case, groups discuss and record: What can the Panchayat/WER, Police, and Courts do? Who else should be involved? Groups present one case each to the full group. Facilitator fills gaps. Debrief: Which cases felt clear? Which felt uncertain - and why?		
<i>Note: Possible addition - introduce AI (Sachiv G) as an alternate/supplementary 'Court of Opinion' resource (to be confirmed)</i>					
LUNCH BREAK					

FREEDOM FROM VIOLENCE — 3-Day Workshop Schedule					
	Planning (Part 1)	Enable Master Trainers to plan how they will cascade this training in their respective states, translating the three-day workshop into a concrete rollout plan	Participants are grouped by state. Each group works through: Which activities to use? How many batches? What timeline? What adaptations does our context need? Groups use a simple planning template covering target districts, number of WERs, proposed dates, and local partners or resources needed.	Planning templates, A4 sheets, and pens	Effective capacity building requires context-specific and actionable rollout plans.
TEA BREAK					
	Planning (Part 2) and Closing	Consolidate state-wise rollout plans and close the workshop	Each state group presents a brief plan to the full group. Facilitator notes common challenges across states. Closing remarks and certificate distribution.	Planning templates, A4 sheets, and pens	Participants leave with a concrete plan, shared learning, and commitment to action.

Day	Theme	Objectives
Day 1	Seeing: Understanding Self, Gender, and Violence	1. To enable participants to examine how gender, social position, and power shape opportunities, voice, and safety. 2. To help participants recognise gender roles and expectations as socially constructed and unequally enforced. 3. To build an understanding of gender-based violence as a continuum operating across physical, emotional, social and economic forms.
Day 2	Understanding: Gender-Based Violence and First Response Behaviour	1. To deepen participants' understanding of the multiple forms of GBV and the barriers survivors face in seeking help. 2. To build participants' confidence and skills to provide a safe, non-judgmental, and survivor-centred first response. 3. To position the Panchayat, particularly Women

		Elected Representatives, as an accessible and credible first point of institutional response.
Day 3	Acting: Legal Aspects – Rights, Entitlements and Advocacy	1. To strengthen participants’ knowledge of legal rights, entitlements, and referral pathways related to GBV. 2. To enable participants to connect legal provisions with concrete actions that can be taken within Panchayats and local institutions. 3. To equip Master Trainers to develop context-specific plans for cascading this learning to Women Elected Representatives.

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