

Proceedings of

National Level Workshop on Gender Mainstreaming of Forest Frontline Staff

9th & 10th January, 2008



A.P. FOREST DEPARTMENT

National Level Workshop on Gender Mainstreaming of Forest Frontline Staff

Organized by :
A P Forest Academy

9th & 10th January - 2008



A.P. FOREST DEPARTMENT

National Level Workshop on Gender Mainstreaming of Forest Frontline Staff

Edited by : Dr.C. Suvarna, IFS

Compiled & Assisted by : Mr Moses

Technical Assistants : Ms Aparna, Mr Manohar

Edition : First, March 2008

Copyright : Andhra Pradesh Forest Academy, Dulapally, Hyderabad.

Published by : Andhra Pradesh Forest Academy,
Dulapally, Hyderabad.
Phone : 040-23097163
e-mail : apfa@rediffmail.com

Printed by : **Sree Ramana Process Pvt. Ltd.**
S.D. Road, Secunderabad - 500 003. Ph : 040-27811750

Contents

1. Acronyms and Abbreviations	5
2. Summary / Background	7
3. Inaugural Session	8
4. 1 st Session	10
Gender and Forest Policy	
5. 2 nd Session	12
Gender in Development Forestry	
6. 3 rd Session	14
Women Empowerment through Gender Mainstreaming	
7. 4 th Session	15
Gender Blending	
8. Panel Discussion	17
9. Valedictory Session	20
Conclusion	
10. Power Point Presentations	21
11. ANNEXURES	
Programme Schedule	57
List of Participants	59

Acronyms and Abbreviations

AP	Andhra Pradesh
APFA	Andhra Pradesh Forest Academy
APFD	Andhra Pradesh Forest Department
APFDC	Andhra Pradesh Forest Development Corporation
APPCB	Andhra Pradesh Pollution Control Board
ABO	Assistant Beat Officer
ACF	Assistant Conservator of Forests
CEGs	Common Enterprise Groups
CFM	Community Forest Management
CPF	Centre for People's Forestry
CPR	Common Property Resources
CWS	Centre for World Solidarity
CAFÉ	Children and Forest Education
DFO	Divisional Forest Officer
DIG	Deputy Inspector of General
DRO	Deputy Range Officer
FD	Forest Department
FDA	Forest Development Agency
FRO	Forest Range Officer
FSO	Forest Section Officer (Forester)
FBO	Forest Beat Officer (Forest Guard)
FAS	Forest Accounting System
GCC	Girijan Cooperative Corporation
GOAP	Government of Andhra Pradesh
GOI	Government of India
GP	Gram Panchayat
II FM	Indian Institute of Forest Management
ICFRE	Indian Council of Forestry Research and Education
IFS	Indian Forest Service
JFM	Joint Forest Management
JBIC	Japanese Bank for International Cooperation
JK	Jammu & Kashmir
JFMC	Joint Forest Management Committee
MoEF	Ministry of Environment and Forests
MP	Madhya Pradesh
MVF	MV Foundation (NGO)
MFP	Minor Forest Produce
NGOs	Non-Governmental Organisations
NTFP	Non-Timber Forest Produce
NFP	National Forest Policy
PCCF	Principal Chief Conservator of Forests
PRI	Panchayat Raj Institution
PRA	Participatory Rural Appraisal
SHGs	Self-Help Groups
Spl.	Special
SFS	State Forest Service
STEM	Symbiosis of Technology Environment and Management
VSS	Vana Samrakshana Samiti
Vanasamakhyas	A Federation of VSSs
VO	Village Organization
VDC	Village Development Council
WL	Wildlife

Summary/Background

Conservation and protection of environment has been an integral part of women's duties and responsibilities. Women's Contribution on usage and Management of Forest resources has been quite significant in many respects. Forestry and Forest Development policies have ignored women and their activities for a long time though recognizing and restoring the relationship between women and environment is fundamental to sustainable development.

The importance of Women among forest staff was realized when JFM was launched in APFD. At present, women are being regularly recruited in traditionally male dominated APFD. APFD Started recruiting the women frontline staff on regular basis from 2003 onwards. These women are playing important role in Forest Protection and Community Forest Management.

APFD	-	Categories of frontline staff
FRO	-	Forest Range Officer
FSO	-	Forest Section Officer (Forester)
FBO	-	Forest Beat Officer (Forest Guard)
ABO	-	Assistant Beat Officer (Reserve watcher)

It was felt that there are certain Constraints for the women frontline staff in executing their duties effectively. In that context, Andhra Pradesh Forest Academy Conducted two Brain storming sessions to study various gender related issues. It was thought of organizing a National level Workshop on Gender Mainstreaming with focus on Female frontline staff to assess the current status and to evolve relevant strategies to address the constraints for better forest governance.

The workshop took place on 9th and 10th of January, 2008 and it was well attended. Presentations and discussions took place on four broad themes; gender in forest policy, gender in development forestry, women empowerment through gender mainstreaming and gender blending besides a panel discussion on various relevant issues. The whole proceedings focused on raising efficiencies of women frontline staff, the constraints they are facing from their side as well as department's side and the possible solutions. Sufficient opportunity was given to the frontline staff representatives to voice their opinions, give suggestions and share their experiences during the workshop.

Day One : Inaugural Session

The Workshop was started with Ceremonial lighting of lamp.

Welcoming the gathering Sri B. Murali Krishna, IFS, Addl. Prl. Chief Conservator of Forests (T&E) explained the intention of organizing the workshop and steps taken in this regard. He welcomed all the participants who included representatives from the states of Madhya Pradesh, Maharashtra, Karnataka, J&K, MOE&F, NGOs, IIFM-Bhopal, SFS college, Coimbatore etc.



In Key note address, Sri K.S. Rao, IFS, Prl. Chief Conservator of Forests, A.P. Hyderabad stressed on the need for women's participation in the forest development activities and informed the gathering that women IFS officers displayed excellent administrative skills in forest department.



In his message, Sri S. Vijaya Rama Raju, Hon'ble Minister for Environment, Forests, Science and Technology, GOAP gave a detailed presentation of facts about women and forestry related activities.

Message by Hon'ble Minister

Sri S. Vijaya Rama Raju, EFS&T, Govt. of A.P.

“The status of women has acquired great importance as they constitute almost 50 % of the world's population, 1/3rd of the labour force and 2/3rd of the total working hours. But they receive only 1/10th of the world's income.

Andhra Pradesh state government has been a forerunner in addressing the above kind of discrimination by formulating several policies for doing social justice to the marginalized and disadvantaged sections in the society. AP is one of the first few states to adopt 1/3rd reservation policy for women in all kinds of recruitment at state level.



The Development policy of the state focussed on empowerment and active participation of women at all the levels. The unique program of forest conservation management and development is taken up by the people's participation through Vana Samrakshana Samithis in Andhra Pradesh. The Government order ensures participation of women by 8 out of 15 in the managing committee and 50% of total membership in all 8200 VSSs in the state. There are about 2500 women chairpersons heading the VSSs and about 5700 are acting as vice chairpersons.

At present, we have about 200 women staff working with AP Forest Department under different categories which is a significant number when compared to that of other State Forest Departments.

A gender cell has been constituted by AP Forest Department which I hope will go a long way in discussing and analyzing the subject for giving policy inputs to the government.

Lot of gender related trainings and capacity building programmes for the staff as well as communities have been taken up at AP Forest Academy level and field level.

I am happy that AP Forest Academy has taken initiative to organize this national level workshop on gender mainstreaming of frontline staff and I hope this effort will definitely help in sharing relevant information and learning from others' experiences.

I wish the workshop grand success in achieving its objectives”!

In his Message, Sri Irshad Khan, IFS, Prl. Chief Conservator of Forests (J&K) stated that he was delighted to see the progress made by the APFD and the new facilities created at AP Forest Academy. He recollected his association with APFD when he was involved with the World Bank during the AP Forestry Project Period.

Session I : Gender and Forest Policy

Chair : Sri Siva Shankara Reddy, IFS, Special Principal Chief Conservator of Forests, Andhra Pradesh.

Co Chair: Smt C.S. Rama Lakshmi, IFS, Commissioner Sericulture.
Ms. Kinoko Mitani, Country Officer
Japanese bank for International Co-operation.

The session started with the message by Sri C. Madhukar Raj, IFS, Vice Chairman and Managing Director, Andhra Pradesh Forest Development Corporation which focused on the need for gender mainstreaming.



PRESENTATION :

The role of Women in achieving Sustainable Development.

Sri J.V. Sharma, IFS, DIG (Forest Policy), MOE&F stated that:

Under the National Forest Policy, the natural forests are treated as social and environmental resource. Sustainable Forest Management is an approach that balances ecological, economic and social aspects of Forests. Forest resources and forest lands should be managed in a sustainable manner to meet the social, economic, ecological, cultural and spiritual needs of the present and future generations. Women are mainly involved in collection of MFP, fodder and fuel wood. The presence of women among the frontline Staff will definitely help women forest dependents to build their capacities for protection, conservation and management of forests, sustainable harvesting of MFP and fuel wood trade of MFP and value addition.

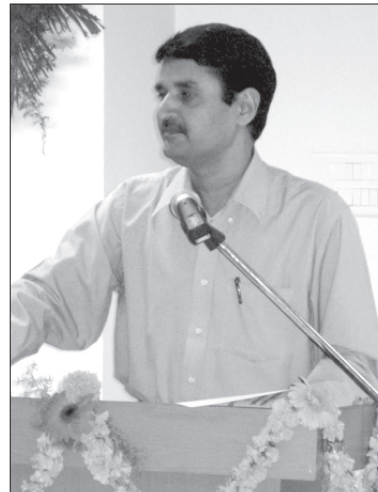
PRESENTATION :

Recruitment and Human Resources Development (HRD) Policy and status of Women Frontline Staff in Andhra Pradesh Forest Department.

Sri D.K. Pandey, IFS, Chief Conservator of Forests, Establishment, Presented on the HRD Policy of APFD.



Government of Andhra Pradesh issued instructions for 30% reservation for women vide G.O. MS No. 928 GAD Department dated 06.10.1995 while carrying out the recruitment of frontline staff. It was enhanced to 33^{1/3} during 1996. Backlog vacancies were permitted to be filled up year wise from 2001-02. Direct recruitment started in 2003-04 for filling up existing vacancies of forest frontline staff from retrenched village forest workers on contract basis at the level of Forest Beat Officers, Assistant Beat Officers and Ministerial staff. During past 3 years, the number of women recruited swelled to 200. Most of the frontline women staff's services are presently utilized for handling the communities under APCFM and other projects/schemes. A number of women officials are also engaged in regular protection duties.



PRESENTATION :

The Gender Mainstreaming and Forest Governance.

Dr. C. Suvarna, IFS, Director A.P. Forest Academy, Dulapally presented the findings of the Action Research work carried out by APFA on gender mainstreaming of the frontline staff in the department.

The study started during June 2007 with first brain storming workshop on Gender Mainstreaming. Various job related constraints expressed by women staff are: work allocation disparities, lack of basic amenities like toilet facility at the workplace and using offensive language by male colleagues etc. Suggestions expressed by women staff are: making efforts to provide healthy work environment, allowing women to wear comfortable uniform, giving required training inputs on applied self defense, communication skills, stress management, social skills, teaching skills and leadership skills. In conclusion it is felt that gender policy mainstreaming, achieving gender sensitization at all levels, making gender cell effective, networking of women frontline staff and making efforts to provide enabling work environment are important to achieve gender mainstreaming in the department.

DISCUSSION :

Ms Lalitha Kumari, FRO expressed her anguish stating that male officers need to talk politely to women and give respect on par with male officers.

Ms Shyamala, ARO had said that the attitude of officers in general has to change and they should be more inclusive in approach toward female frontline staff.

Ms Ramadevi, FSO stated that all works except night patrolling may be entrusted to female frontline staff.

Session II: Gender in Development Forestry

Chair : SD. Mukherjee, IFS (Retd. PCCF, Andhra Pradesh)

Co Chair: J.V. Sharma, IFS, DIG (Forest Policy), MOEF

PRESENTATION :

Women as Frontline Forest Personnel.



Sri Rama Kanth, IFS, Principal, SFS College, Coimbatore had underlined the need for paying attention to gender equity as women are dependent on forests in the rural settings and they have greater potential to contribute to environmental conservation, especially forest protection as Primary Stakeholders. He stated that National Forest Policy 1998

envisaged creating a massive people's movement with the involvement of women for natural resources management. He also mentioned that women play an important role as frontline forest personnel besides giving details about the number of women FROs that were trained in various forest training institutes over a period of time.

PRESENTATION :

Scope and opportunities through J/CFM for Gender Mainstreaming – Learnings from the NGO Sector.

Dr. D. Surya Kumari presented on the gender mainstreaming concerns in VSSs like; Women usually have no information or little information about the VSS meetings. Women are made members against their willing ness. Through they are interested in VSS activities, family members do not support them sometimes. Lack of knowledge about the subject among women limits their participation. Fellow women discourage and heckle the active women at times. Men, particularly husbands of active VSS members are also humiliated for encouraging their women. Many people disapprove if women often interact with men for learning new things.

PRESENTATION :

Role of female frontline staff vs. current emerging challenges faced by Madhya Pradesh forest department.

Sri N.S. Yadav, IFS, Deputy Conservator of Forests, Madhya Pradesh, Presented the challenges faced by Madhya Pradesh forest department with respect to the women frontline staff by giving relevant statistics.

There are 147 women executive staff working in the state FD and their recruitment took place during 2004 due to the 33.3% reservation policy for women. Two women FROs earned good name for the service rendered by them but majority of the women frontline staff preferred office postings. The constraints faced by women staff at workplace included lack of basic amenities at office, lack of education facilities for children etc. It was expressed that they had a tendency to stay with families and they were not yet socially acceptable among village communities.



DISCUSSION :

Sri Moses enquired regarding the presence of women faculty at SFS college, Coimbatore and whether any Self Defense trainings are taking place there.

Sri Ramakantha replied that there is a need for having women faculty at SFS college, coimbatore, but actually no women faculty member is working at present. He said that self Defense training is being imparted to the trainees by Mr Xavier of Coimbatore.

Session III: Women Empowerment through Gender Mainstreaming.

Chair : Ramesh Kalagatigi, IFS, Addl. Prl. Chief Conservator of Forests

Co Chair : Smt. Sobha, IFS, Addl. Secretary A.P. Pollution Control Board.

PRESENTATION :

Strategic inclusion of Women in sustainable development of forest environment.

Dr. Papia Lahari from STEM, New Delhi presented several facts and case studies on role of women in forestry from across the globe. The case studies included that of Wangari Maathai, Kenya and Tenganita, Malaysia. Experiences from Senegal, Thekkady, Kerala, Thailand, Iran, Amazons, Nepal and Saspada, Maharashtra were narrated.

PRESENTATION :

Female Frontline Staff for empowering women-some issues and ways ahead in CFM.

Dr. D. Debnath, Indian Institute of Forest Management (IIFM) advocated for empowering the women staff by providing enabling environment so as to realize the full potential of women frontline staff. He stated that changing social attitudes and community practices would help gender mainstreaming of forest frontline staff. It was also expressed that organizations should provide equal access to participation and decision making for ensuring the realization of full potential of women staff.

DISCUSSION :

Ms Nagalaxmi, FSO said that when she took charge of Dornala section, villagers came just to see the woman forester but now they realized that woman forester can work on par with male forester. She also stated that she carried out works entrusted to her successfully.

Co Chair Smt Shobha corroborated above opinion by saying that 20 years back people came to see her also when she was holding the charge of a range though soon they discovered that there was nothing a woman could't handle in forestry.

Day 2

Session IV : “Gender Blending”

Chair : Mr. R.G. Kalaghatgi, IFS, Addl. Prl. CCF (CFM)

Co Chair : Ms. Urmila Pingle

PRESENTATION :

Empowerment of women through applied self-defense techniques to face challenges of changing work paradigm.

Dr. V. Abraham P Ruby from 6th Sense, Bangalore, focused on “empowerment of women” to handle various constraints faced by women within and outside the organizations. The issues mentioned were:



In last few years, governments across the world have tried to employ women in almost every field from military to scientific research. The acceptability of women forest officers is a problem in India as we have a male dominant society where officers are expected to be men. During field visits men move alone but in case of women this has not been easy. There

are many laws to protect women’s rights but they have not yielded any substantial result due to lack of conviction to use them judiciously. It is undoubtedly women’s ability to defend themselves (self-defense) that gives them a feeling of maximum security. Martial arts practice builds up courage and helps people to defend themselves at the time of crisis. The right technique at right time with right power can easily overpower an opponent and it psychologically weakens the aggressor.



PRESENTATION :

An overview on sexual harassment at workplace.

Ms. Lakshmi Josyula from CWS, talked about “Supreme Court Judgement on Sexual Harassment August, 1997”, “Sexual Harassment – Myths and Facts” and “Sexual Harassment Cases”. She also

discussed about: what is sexual harassment, what do the guidelines apply to, preventive Steps to be taken, complaints procedure and the disciplinary action that can be resorted to and other provisions of guidelines. It was stated that one should know how to react when sexual harassment takes place viz., not blaming oneself, not ignoring the harassment and saying “no” in a proper way. The speaker also presented some case studies on sexual harassment.

PRESENTATION :

MV Foundation experiences in Forestry.

Mr. Ashok of MV Foundation, shared the experiences of MV Foundation in Ranga Reddy District on gender mainstreaming and the constraints faced by women among communities in general and among VSS members in specific.

DISCUSSION :

Ms. Lalitha Kumari, FRO suggested that good amount of publicity is needed for effective functioning of the Gender cell as well as for achieving required net working for attending to the women’s issues.

Ms Hemalatha, FSO stressed that there is need for more of applied self defense programmes. Sri Moses, ACF has asked for clarification regarding the age limit for participating in applied self defense trainings. Dr. Abraham replied that there is no age limit because it is only the techniques that are important.

Panel Discussion

Panelists

Sri Hitesh Malhotra, Spl. Prl. Chief Conservator of Forests, A.P. Hyderabad.

Sri Sunil Kumar, Addl. Prl. Chief Conservator of Forests, A.P. Hyderabad.

Ms Papia lahiri, STEM, Bangalore.

The Session started with experience sharing by the participants on;

Work allocation disparities, Night patrolling and perambulation, Capacity building and Human Resources development, convenient uniform required by women employees, Gender cell and Net working, Creating healthy work environment and policy level implications.



Ms Nagalakshmi, FSO stated that women Frontline staff can do any work that is assigned to them provided some co-operation is extended by male colleagues.

Ms Jyothsna Devi, DyRO suggested that women have to be given territorial jobs so as to get more exposure to forestry activities instead of having pre-conceived

notion that women are fit for office duties only.

Ms Rangavi, FSO, Maharashtra expressed that women should not be put on Night Patrolling and any other duty is ok for them.

Ms Renuka Devi, FSO suggested that separate Room for changing uniform for women may be provided if possible.

Ms A. Shymala, ARO said that at Division level also separate changing room and toilets may be provided for women staff.

Ms Hemalatha, FSO had suggested that the self defense training may be made a part of the curriculum instead of giving training for just 3 to 5 days per batch.

Sri Virendra Babu, FSO expressed about his fears regarding women accompanying the male staff during raids since male member's responsibility increases because they have to protect themselves as well as women members.

Sri Ramulu, FSO stated that women staff is important since they will be helpful in arresting women offenders during raids.



Sri Nabi, FSO expressed that women should be allotted work in all sectors of the department.

Ms Vijaya Kumari, FSO stated that uniform may be changed to saree or chudidhar as allowed for police personnel or Home guards while Ms Lathitha Kumari, FRO said that Present uniform is comfortable and same may be continued.

Sri K.S. Moses, ACF has stated that for making Gender cell effective and for better networking, circle level Gender cells may be constituted.

Ms. Lalitha Kumari, FRO mentioned that wide publicity has to be given in the Department regarding the constitution of sexual Harassment committee.

Ms Nagalaxmi expressed at least two women members may be assigned for Night Patrolling duties and VSS women can also be engaged for this work.

The Chair commented that it might not be a good suggestion as Night Patrolling is usually done under secrecy and the information has to be kept secret.

Sri Ravi, FSO Karnataka said that women frontline staff are given duties in all sectors of Karnataka Forest Department.

Overview of the Workshop

Sri. Kalaghatgi, IFS, Addl. Prl. CCF summed up the proceedings.

He stated that the purpose of the workshop was to learn from experiences of others in the light of massive recruitment of women at various levels in APFD. Experiences mainly came from AP and MP while Maharashtra, Jammu&Kashmir and Karnataka state forest departments were also represented besides participation from SFS college, Coimbatore, MOE&F, JBIC, IIFM and several other NGOs.



The proceedings and discussions in brief:

J.V Sharma	:	Gender issues in National Forest Policy
D.K Pandey	:	AP's recruitment and HRD policy
C. Suvarna	:	Study conducted by APFA
Ramakanta	:	views on gender in forestry
Suryakumari	:	Gender vis a vis CFM and NGO experience
M.S Yadav	:	Experiences from MP
Papia Lahiri	:	Women in Forestry – national and international experiences
Debnath	:	Women in Forest Department – on women empowerment
Abraham Ruby	:	Applied self defence for empowerment
Lakshmi Josula	:	Legal provisions regarding sexual harassment in work place
Ashok	:	Experiences from MV Foundation

Regarding Uniform it was felt that it:

- Should be convenient to wear
- Needs slight modification like Safari suit or Sari or Pant and Shirt or Punjabi suit
- Slight modification in the way it is worn – no tuck in
- *Try different types of uniform, gather consensus and then decide to amend uniform rules*

Regarding Night Patrolling it was felt that:

- It is inconvenient for women to do night patrolling
- Women employees have to develop confidence
- Teams should be constituted with more women employees and VSS members can join the patrolling teams

General issues:

- Since female frontline staff is a new phenomenon, create enabling environment to begin with
- Mental strength, power of uniform and Government's authority should be adequately used
- Train before deployment- induction training immediately after recruitment
- Train in marshal arts
- Provide moral support from elderly experienced persons
- Monthly meetings for grievance redressal at Division and Circle levels and for dissemination of relevant information
- PCCF's office should intervene for relieving the officials for undergoing training at Academy
- Train FSOs and FBOs in night patrolling as part of induction training

Work Allocation Disparity:

- All new employees have to work in territorial duties to gain experience

Capacity Building – Training in

- Refresher trainings in forestry subjects
- Leadership
- Communication skills
- Marshal arts
- Attitudes
- Strengthening minds and resolve

Pertinent Questions:

- Role of men and women in human life vis-a-vis other living beings..
- Where does conflict start? - Is it due to overlap of roles or competing for roles?
- What are the issues in forestry?
- Who can and should do what?
- Should we not find and perform roles that suit us?

It should not be generalized but provide for and encourage individual preferences matching one's capacity while allotting jobs and duties to people and selecting them for undergoing trainings.

Vote of Thanks :

The Programme concluded with vote of thanks by Sri I. Peraiah, IFS, Addl. Director APFA, Dulapally.

Broad Conclusions of Workshop :

- Women should be entrusted with all kinds of duties but in certain postings sensitivity has to be shown for providing proper work environment to them.
- Constitution of gender cell at circle level as a grievance redressal forum and for dissemination and efficient functioning of gender cell at APFA.
- Taking up induction training immediately after recruitment
- Involving the women staff in various capacity building training programmes and applied self-defence techniques.
- Taking measures for providing proper work environment and facility for convenient uniform

Role of Women in Sustainable Forest Management

J.V. Sharma
DIG (Forest Policy), MOE&F

National Forest Policy

Creating a massive people's movement with the involvement of Women for achieving objectives of NFP which are as under:

- Ecological security of the Nation
- Increasing FTC and Productivity
- Checking desertification
- Biodiversity Conservation
- Meeting Subsistence need of the FDCs including Tribals and their livelihood

Future of Forestry Sector

- Natural Forests will be treated as Social and Environmental resource
- Protected areas will be securing the ecological security of the Nation
- Natural Forests will be providing livelihood to the people living in and around forests through MFP
- Demand of wood and wood products will be met from private sector and Import

Sustainable Forest Management (SFM)

- Sustainable Forest Management (SFM) an approach that balances Ecological, Economic and Social aspects of forests.
- Forest Resources and Forest lands should be sustainably managed to meet the social, economic, ecological, cultural and spirituals needs of the present and future generation

Forests are Important for Rural Livelihoods and Poverty Reduction

- 60 million totally Forest dependent people
- 350 million highly forest dependent communities
- 1.2 billion dependent on agro forestry resources

Forests and Livelihood

- 350-400 million people have fully or partially dependant on MFP and its value addition for their livelihood
- More than 170 million people gets more than 50% of their income from MFP
- Women are mainly involved in collection of MFP ,Fodder and Fuel wood
- Role of women is key

Participatory Forestry in India

- 1990 Circular on Joint Forest Management (JFM)
- Degraded forest lands
- Care & Share
- States' Resolutions through the 1990s

- All 28 States adopted JFM
- 2000 Circular
- Good forest areas, women representation
- 2002 Circular
- MOU between JFM and State Forest Departments (SFDs)
- Linkages for marketing of NTFPs

INSTITUTION

- Framework for the involvement of Forest dependant Community (FDC) for protection, regeneration and development of degraded forests
- Territorial area is need based
- All adults are eligible to become member of JFMCs
- 50% of general body should be women
- 33% women in the executive committee
- MOU defines the responsibilities and role
- Benefit sharing on the principle of “care and share”

Composition of JFMC

Executive Body

- President- Same as in the General Body
- One representative from Panchayats (Grass root level democratic institution) of the area
- Six members from General Body, of whom at least three shall be women
- Member Secretary- Forester

General Body:

- President – elected through consensus/majority vote by villagers for one year
- One women president at least once in three years
- All adult members of the village subject to their willingness
- Member Secretary- Forester

Empowerment of Community

Empowerment of Community with ownership of Minor Forest Produce for the purpose of collection, processing ,trade and marketing , tenurial rights on forest land for self cultivation, and also right to protect ,conserve and manage forest through a national level legislation named as the Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006.

Women and Frontline Staff

The presence of women in frontline staff will definitely help women of FDCs to:

- Build their capacity for value addition trade of MFP
- Sustainable harvest of MFP and Fuel wood
- Protection, conservation and management of forests

* * * * *

Recruitment & HRD Policy and Status of Women Frontline Staff in Andhra Pradesh Forest Dept.

D.K. Pandey, IFS, CCF (Est)

Recruitment Policy

- Government of Andhra Pradesh issued instructions for reservation of Women in recruitment to an extent of 30% vide G.O. Ms.No.928 General Administration (Ser-D) Department, dated: 06-10-1995.
- Vide G.O.Ms.No.99 General Admn. (Ser-D) Department, dated:08-03-96 this was enhanced to 33 1/3%
- Since 1993 there was a ban on direct recruitment in the Department resulting in large scale vacancy of frontline staff in the Department
- Backlog vacancies were permitted to be filled up year wise from 2001-02, for which this rule of reservation was followed.
- Direct recruitment started in 2003-04 for filling up existing vacancies of frontline staff from the retrenched Village Forest Workers (VFWs) on contract basis at the level of Forest Beat Officers (FBOs), Asst. Beat Officers (ABOs) & Ministerial staff.
- In last 3 years number of persons recruited in frontline staff and number of women among them is as follows:

Category	Total	Women
FRO	80	28
FSO	162	65
FBO	182	43
ABO	191	64
Total	615	200

- Recently Government has permitted to recruit following Frontline Staff on regular basis and the process of recruitment is in progress.

FRO	18
FSO	209
FBO	186
ABO	274
Total:	687

- Eligibility criteria for recruitment is as follows:

Sl. No.	Criteria	Men	Women
1	Height	163 cm	150 cm
2	Chest	79 cm	79 cm
3	Expansion	5 cm	5 cm
4	Walking (in 4 hrs)	25 kms	14 kms

HRD Policy

Most of the Frontline women staff are presently being utilized for following duties:

- Gender sensitization among VSS members.
- Trainings particularly to women in livelihood issues.
- For the thrift related issues
- For many day-to-day activities of VSS and forest protection related to communities.
- A number of women frontline staff are also engaged in regular protection duties and they are found to be extremely good in their duties.
- Over period of time, with the experience of working, the HRD Policy of utilization of women Frontline staff is likely to evolve and a concrete policy will firm up in coming years, from the inputs of experience.

* * * * *

Gender Mainstreaming and Forest Governance

Dr. C. Suvarna, IFS,
Director, AP Forest Academy,
suvarnac@yahoo.com

Women in FDs

The report of the Advisory Committee constituted by MOEF for promoting the involvement of women in forestry sector (1999)

- Identified several issues pertaining to gender balancing in forestry sector
- Recommended to establish a gender & environment cell in MOEF besides commissioning a study by IGNFA on the subject by assessing a sample of women field staff from different states to know the problems and constraints faced by them within forest departments

Women in APFD

- Importance of women to be among the forest frontline staff was realized when JFM (World Bank funded APFP) was launched on large scale
- Appointment of Women Community Volunteers on temporary basis
- “The APFD integrated gender issues in the design, but follow-up in the field was lacking, partly because forest department was completely dominated by male staff ” ...(Trond Vedeld.2001)
- Probably the above experience coupled with AP state government’s commitment for 1/3rd reservation for women led the department to appoint women frontline staff on regular basis

Current Study on Gender Mainstreaming in APFD

- Once the recruitment of women takes place, then arises the need for mainstreaming them in the department so as to utilize their services effectively
- APFA initiated action research to look into the subject from June 2007 onwards
- Two brainstorming sessions involving 70 women staff and sample data collection from men and women staff of all cadres from the trainees who attend refresher courses and other trainings

Job Related Constraints as Expressed by Women Staff

Work place related issues

- **Work allocation disparities**
 - * Not giving territorial sections
 - * Mostly placing women on special duty jobs
 - * Ministerial staff who took conversion to executive cadres feel that they might be placed in office jobs only

- **Physical facilities:**

- * Lack of toilet facility in the office
- * Lack of facility for changing uniform in the office
- * Using obscene/indecent language by male colleagues/staff at workplace

- **Night patrolling**

- * Sometimes male colleagues use vulgar/obscene language and resort to taking alcohol at the end of the day in the presence of female colleague.
- * Visiting VSS villages also gets uncomfortable sometimes since men get drunk by evening
- * The ministerial staff members give less respect to the women frontline staff compared to men staff.
- * Women staff gets lesser opportunities to attend refresher trainings unless specifically asked for
- * When clarification of any doubts is sought, it is seen as “interference”
- * Excessive curiosity is shown about personal details of women staff and negative effects are caused due to rumors
- * Not being allowed to book offence cases while moving in a team
- * Generally most of the problems crop up within the department rather than from outside the department.

Suggestions as Expressed by Women Staff

- Training at APFA besides giving sufficient field exposure immediately after recruitment
- Networking of the women staff at different levels
- Constitution of a gender cell to provide a forum for discussing issues and sharing experiences thus helping in giving policy as well as psychological support.
- Laying more emphasis on training and capacity building to enhance knowledge/skill/exposure levels.
- Discussing gender as part of the curriculum/all kinds of training modules at all levels depending on the relevance.
- Allowing women staff to wear comfortable uniform by making slight alterations to the existing one.
- Providing healthy working environment.
- Discreet enquiries by DFOs to know the working conditions
- Little sensitivity while placing the women staff on duties like night patrolling/Check post (eg: written instructions from DFOs with strict code of conduct to the team members) will go a long way in providing better working environment and improving the work efficiencies.
- Appreciation from senior officers in word or writing when some good work is done helps in boosting the confidence levels

Jobs suitable for women frontline staff in opinion of men officers

S.No.	ACFs/ DFOS	FROs	FSOs	FBOs
1	Functional	Functional	Office	Office
2	Office	Office	Special duty	Functional
3	Special duty	Special duty	Functional	Special Duty
4	Territorial	Territorial	Territorial	Territorial

Functional: Social Forestry, Research, and Wildlife.

Sl. No.	FSOs	FBOs	ABOs
1	Territorial	Territorial	Territorial
2	Social Forestry	Wildlife	Research
3	Wildlife	Social Forestry	Wildlife
4	Research	Research	Social Forestry

Overall grading of performance of the women frontline staff in opinion of male officers

Category Grading	Excellent (%)	Very good (%)	Good (%)	Average (%)	Poor (%)
DFOs/ACFs	6.3	25.3	47.5	17.7	3.2
FROs	12.6	15.1	44.3	27.0	1.0
FSOs	1.9	12.9	49.1	33.2	2.9
FBOs	15.4	21.6	35.9	21.6	5.5
On Average	9.05	18.73	44.2	24.87	3.15

Grading of various work related parameters with respect to women frontline staff in opinion of male officers

Category Parameters	Work related skills (%)	Attitudes (%)	Knowl edge (%)	Work efficiency (%)	Commun ication skills (%)	Physical fitness (%)
DFOs/ACFs	14.6	20.3	16.4	16.4	17.7	14.6
FROs	19.3	20.1	18.1	7.6	20.1	14.8
FSOs	16.8	16.9	18.3	15.2	18.7	14.1
FBOs	20.8	20.8	15.4	15.1	14.7	13.2
On Average	17.9	19.5	17.1	13.6	17.7	14.2

Difficult Tasks for Women Staff in Men's Opinion

- Night patrolling
- Protection in interior areas
- Traveling and perambulating alone in the field
- Detection and handling offence cases
- Following the superior officers during night time
- Handling the smugglers and raids
- Check-post duty

Role of Women staff in JFM/CFM in Men's Opinion

- Social mobilization
- Involving women VSS members in an effective way
- Ensuring equal wages for women
- Promotion of livelihoods
- Acting as TOTs
- Conducting training to VSS members
- Monitoring & evaluation

Few Random Expressions by Men Staff

- Some respondents expressed that many women frontline officers are physically unfit for the territorial job.
- Women should be thoroughly trained before they are put on job
- They are very reserved and withdrawn probably to cover their inferiority complex/lack of confidence.
- Women are suitable as higher level officers i.e., Sub-DFOs and DFOs.
- Women staff is more disciplined
- Women officers do not like to wear uniform. They prefer to be in traditional attire.
- Women officials are not at all suitable as frontline staff (expressed by two officials)

Required Training Inputs

- Improving physical fitness and training in applied self-defence skills besides learning driving skills and social skills.
- Personality development programs inclusive of stress management, communication skills, social skills, teaching skills, and leadership skills.
- Forestry knowledge and skills in all aspects.

Conclusions

- Gender policy has to be mainstreamed
- Gender sensitization is required at all levels
- Gender cell has to be made effective in functioning
- Networking of the women frontline staff
- Developing proper Human Resources Development strategy including Training & Capacity building
- Making efforts to provide enabling work environment

* * * * *

Women as Frontline Forest Personnel-need for Attention to Gender Equity

Ramakanth, IFS
Principal, SFS College,
Coimbatore

- Women are dependent on forests in the rural settings
- They have a great potential to contribute to environmental conservation, especially forest protection as primary stakeholders
- National Forest Policy, 1988, has envisaged “***creating a massive peoples’ movement with the involvement of women***”
- It is an imperative that women play an important role especially as Frontline Forest Personnel

No of FROs trained at different training institutes

Batch	SFSC, Burniha	SFSC, Coimbatore	SFSC, Dehradun	EFRC, Kurseong	FTI, Haldwani	FRC, Balaghat	NEFRC, Jalukbari
1998- 2000					25 M 2 F	12 M	
1999-2001							31 M
2000-02	26 M			17 M 03 F	25 M 5 F		
2001-03				10 M 01 F			
2002-04	07 M	10 M					
2003-05	22 M	20 M 08 F		29 M 01 F	10 M 06 F		
2004-06							
2005-06	21 M	11 M 06 F		26 M 02 F			
2006-07	19 M 01 F	37 M 03 F	23 M 14 F	13 M 08 F			

Scope & Opportunities Through J/CFM for Gender Mainstreaming – Learnings from the NGO sector

Dr. D. Surya Kumari
Centre for People's Forestry

GENDER

- Concept
- SOCIAL CONSTRUCT i.e, the difference between men and women and the consequent inequalities are fabricated by the society”.
- Men and women are first humans and they should play an equally important role as citizens in strengthening the human societies and building up the nations as well.

Mainstreaming – Concerns in VSSs

- Except about their association with the programme/VSS, women are ignorant of other things.
- Unaware of being members of Committee
- Women have no information about meetings
- Women are made members against their willingness
- Though women are interested, family members do not support
- Family members claim no objection, but raise concerns about domestic work
- Lack of knowledge on the subject in women limits their participation
- Fellow womenfolk discourage and heckle
- Men do not heed to the advices of women and so women are dumb stuck.
- Family members do not allow women to proceed to other places for trainings
- Participating in the meetings on par and sharing with men and traveling along with them is a taboo and it may cast a slur on their character and chastity.

NGO Experiences

- Everyone nags active women, who take share in trainings and meetings that they don't love their children and do not care for their husbands/family etc.
- Men, particularly husbands, are also humiliated for encouraging the women.
- Many people disapprove if women often interact with men for learning new things
- Practical problems, if co workers consume alcohol while on duty, especially while attending night meetings etc
- Officials extend support but expect women play supportive role
- Men in the communities extend support

Lessons

- Support comes from other stakeholder groups more than the one to which women belong, most often. CAPITALISE on it and strive to build linkages

Discouraging factors

- Women who believe in patriarchic value system – in family or at work place
- Lack of adequate knowledge on the subject/job
- Lack of assertion for taking up challenges
- Not part of professional networks/associations for getting updated with latest happenings

Support system/s

- Individual choice
- Women's networks
- Family members
- Friends & Colleagues
- Men who believe in equality
- Committee against sexual harassment at work place.

Gender – Concept Policies and Concerns

Dr. D. Suryakumari
Centre for People's Forestry

What is “Gender”?

- It's a concept
- Inequalities between men and women are “Social Construct”
- Biological differences are pertained to reproductive functions only
- The concept of Gender advocates for equality for men and women in all aspects i.e., as humans & as citizens
- Opportunities should be there equally in matters of building the society and the Nation

Women's Movements

Goal of all movements since 1920, starting from Independence struggle– Equality

Differences in approaches, participants, regions, initiators, issues taken up, methods followed

ORIGINS From the political parties

- Independent movements outside political parties

Issues taken up

- More rights for women
- Efforts to implement the existing rights
- Studies and Analyses to bring in changes in legislations and implementation procedures
- Organising women so that they can fight for their rights
- Support in – employment generation, health, education etc...

Empowerment

- Empowerment means “capacitating a person, who is to be empowered, through different media sources to fix the accountability on those who are liable to discharge responsibilities towards him.” - Sathe (1993)

Strategy

- Bestowing Rights
- Institutional support to implement rights
- Aiming at change in mindset, values and practices

Evolution of Government Policies

Background

- Women participated in the independence struggle.
- National Congress Leaders for equal rights for women.
- Karachi conference in 1931 a resolution on fundamental rights was passed. The resolution accepted the proposal that men and women should have equal rights in all areas
- Resultantly, this ideal was incorporated in the Constitution after independence.
- The National Congress Party that set up the National Planning Committee during 1939-40 had also set up a Sub Committee for recommendations on women's status.

Recommendations of the Sub Committee

- To recognize the monetary value of domestic work.
- To confer rights on housewives to have total control over some part of their spouses' earnings.
- Men should also be entrusted with some of domestic items of work.
- Women need to be considered as persons with individual existence and not merely as part of family.

Post Independence scenario

- Place for the term "Equality" in the constitution
- Adequate attention not given in Five years plans formulation and implementation
- Women's movements worked for changes in legislations and legal systems – With a view that its possible to bring major changes through the Govt.
- Dowry Act 1961, Maternity benefit Act 1961, Abortion Act 1971, Equal wages Act 1976, Prevention of Sati Act 1987 etc...are by women's movements as well as others
- Initiated by women's movements – Prevention of sex determination of foetus, amendments to Rape Act, Bringing domestic violence into the purview of statute, Property rights to married women etc...
- Other aspects are – attitudinal changes among officials of judiciary and police towards women, Police stations managed by women, recruitment of women into police force etc.,

Women in Five year Plans

- **I Plan:** Women were specially mentioned in 'welfare' programs. The role of the Government was supporter for voluntary organizations.
- **II Plan:** Care of women was entrusted to Central Social Welfare Council. Women's concerns were raised in health aspect, particularly in issues relating to Family Planning.
- **III Plan:** During this Plan period, the number of Nurses and ANMs was considerably augmented.

- **IV Plan:** Concerns of girl children gained special attention in this Plan. But the need to create employment opportunities for women with justified wage for the work done, to conduct studies on the problems faced by the women and to know the causes that resist change in the conditions and finally to improve the productivity from women was yet to be addressed.
- **V Plan:** This Plan did a lot for women. Serious efforts of women movements and declaration of 1975-85 as International Women's Decade – all this influenced the V Plan.
- **VI Plan:** A special chapter was devoted in this Plan to discuss women's concerns. Owing to active role of women's movement, certain important developments took place. The most worth mentioning is publication of data on the conditions of women in the Plan document. Income generating activities have been sponsored considerably. However, a comprehensive planning was yet to be done by opening new wings for grounding the programs exclusively meant for women and to arrest/eliminate the discrimination against women.

Other Developments

- Women's movement during the entire decade of 1980s had put efforts to influence the Government's policies.
- Though desired results couldn't be achieved, there was some development.
- In 1987, the Government appointed a National Commission for women working in self-employed informal sector.
- In 1990, 'National Women Commission Act' was passed. Basing on this Act 'National Women Commission' was set up in 1992. T

National Women's Commission

The objectives of this organization are as follows:

- Review the protective measures provided legislatively and legally.
- Propose necessary legal amendments.
- Expedite settlement of complaints.
- Advise the Government on all policy issues relating to women.
- The economic reforms launched in 1991 augured several developments.
- Under Andhra Pradesh Women Commission Act, 1998, "Andhra Pradesh Women Commission was set up in June, 1999. This Commission strives for improving the conditions of women from all the angles.

Concerns

- Need for women to come together more with men in the institutions/activities like PRIs, watershed, joint forest management etc and ensure their ideas and decisions prevail in practice.

- There is lot of difference between women discussing among themselves in their own women group and discussing with men while influencing the decisions according to their own needs.
- The preparedness of women to come forward and acceptance of men for the women to come forward is not up to the mark.

Present condition

- Women are united through a nationwide thrift movement and income generation activities.
- Membership for women in watershed and joint forest management and a limited decision making power.
- 33% reservations for women in Panchayats.

Future Agenda – Gender Mainstreaming

From the above two things are clear:

- That bringing about a change in the society and that women can go forth to take share in all discussions and take decisions on their own is possible, and
- That woman cannot move with equal ease and comfort with men group as they could do in their own women group.
- In the circumstances, some resort to conclude that women are not actively taking share in Panchayat, joint forest management and watershed programs due to their apathy.
- But, this is not a fact. It was due to the inherent prevailing inequalities that a congenial environment for women to involve in such programs is lacking.
- Making efforts to create such an environment is ‘gender mainstreaming’. This is the immediate objective for all.
- The inequalities that prevail between men and women are not confined to family alone, but encompass the entire society. So, it is necessary to change the perspectives in men and women to mitigate the inequalities and form an all-equal socialist set up. It is to be admitted that some men surrender to the pressures caused by traditional concepts, values and taboos. But, since the victims of discrimination are naturally women, all the discussions are conducted from women point of view. Women empowerment means questioning the superiority of men. However, it has to be understood that questioning the inequalities and the superiority of man in the family relations, social relations and man and woman relations does not aim at annihilating the family institution, but to establish a friendly atmosphere between men and women in family and society where both could move with mutual respect, equal dignity and status. It has also to be understood that this can not be achieved overnight and lot of efforts have to be made to go in that direction periodically reviewing the conditions and making adjustments.

Opportunities for Mainstreaming

- During 1990s, two vital programs relating to natural resources have been initiated countrywide; one being the watershed and the second one is joint forest management. Both these programs provided for the participatory role of women. Participation does not mean work and take the wages, but getting encouragement to discuss and decide as to how and when the works are to be carried out. Crossing family borders, sharing the ideas at community level with men and participating in discussions is all a new experience for women. Taking share in managing natural resources is also a new exposure for women. To access new areas and achieve progress, support and encouragement of men is imperative in many ways.
- Here crops up a dilemma. A question arises – what if the status quo is allowed to continue? Inherent indifference towards ‘change’ and apathy for special drives create hurdles. Bringing out changes in mindsets and perspectives and suitably adjusting the behaviors and communications in and outside the families naturally cause discomfiture and inconvenience.
- Shunning all sorts of aforementioned embarrassment, apathy and inhibition, a representative group from each village comprising of both women and men, who are fired with ambition to be part in formation of new society could do wonders. Such people would leave their mark on others and bring them into their fold. However, always there is scope for conservatives who vehemently oppose new ideas and to overwhelming the impediments caused by such people is the task ahead for all who dream for a society with progressive thoughts. Towards this end, leaders should acquire the required mental strength.

Sensitivity and Sensitization

- Sensitization means to make others to respond.
- Irrespective of our ability to comprehend and communicate new ideas, we need to conduct a self-introspection and check ourselves as to whether they really work in us and cause a genuine change in our behavior, thinking and habits. The ideas need to be imbibed in rather than discussed in intellectual fashion. This is necessary to be sensitive to new ideas. Once this kind of sensitivity is integrated into one’s character, attitudes change automatically. Renowned Telugu writer Mr. Kodavatiganti Kutumba Rao has rightly put it - “if you lack a heart sensitive to others’ woes, you may understand their wails as a performance.”
- So, choosing ways and means to sensitize the people towards gender concerns is a crucial factor. Majority of the masses do not take ‘gender sensitization’ to their hearts. They feel it a time waste process as they do not see any worth in it directly and ultimately turn a blind eye on it. The demeanor in response to the proposal on gender equity is common. This is not exclusive to men. Women also wonder about its worth.
- In the absence of a wholehearted conviction, it is not possible to bring about a change in the habits or attempt to do it in others. Once convinced about worth of any thing, it is not a

Herculean task to reach the related goal. We could find several examples on this in our lives from women point of view as well as men. So, now what is to be done? First we have to identify the core issues in the process-

- Though one has no objection to switch on to a new system (welcoming the changes), it is natural to have certain stumbling blocks to take to new processes. This is applicable to gender concerns also irrespective of the fact that whether it is a man or woman.
- When there is no clarity about final objective or if it is not appreciated correctly, there is every possibility for diversions.
- The response of all members of society to a certain issue cannot be in unison. Basing on the level of response, the volume of efforts for changing the perspectives and habits to be put in varies from person to person.
- There is always room in the society for those who are stubbornly averse to a change or hate the proactive people.
- It is better to understand that gender sensitization is a slow process. Those who support the cause should demonstrate enough sincerity, patience and tolerance during training program and subsequent field exposure.

Misconceptions

- The following misconceptions are spun around the terms 'gender' and 'gender sensitization'.
- 'Gender' pertains to women and it is too exclusive to women only.
- Only the 'males' need to be sensitized and a change brought about in males only.
- Only 'females' need to be categorically explained of gender concerns.
- Only women should speak about gender concerns.
- Gender awareness would destroy the family institution.
- It has to be reaffirmed that the above are simply false notions and that it is possible to establish a society on equity basis if both men and women think together and men extend their unconditional support for the same.

* * * * *

Role of Female Frontline Staff Vs. Current Emerging Challenges Faced By M.P. Forest Dept.

Naresh Singh Yadav, SFS

M.P. Forest Composition at a Glance

- Area = 95221.14 Sq Km (30.89% of Geographical area)
- Geographical area = 308252 Sq Km
- Type of Forest :- Dry Thorn to tropical moist deciduous forest
- Reserve Forest - 58733.673 Sq Km
- Protected Forest - 35586.986 Sq Km
- Unclassified Forest – 900.481 Sq Km
- Per capita – 0.196 Sq Km
- Under JFM/CFM- 3385930 Ha
- More than 1000 species of flowering plants, ferns, orchids, medicinal & aromatic plants
- 9 National Parks
- 25 Wildlife sanctuaries (10862.00 Sq Km, 11.4% of Forest & 3.52% of Geographical area)

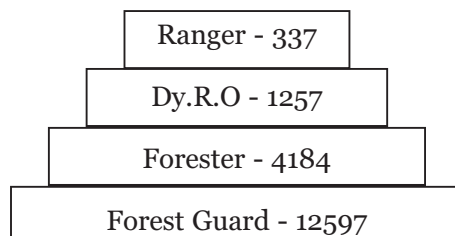
M.P. Feel Proud to be called a Tiger State

- M.P has 5 tiger reserves
 1. Kanha
 2. Bandhav Garh
 3. Pench
 4. Satpura
 5. Panna
- To Manage large chunk of colossal Forest in M.P. State, we have to deploy a member of frontline Forest Staff.

Frontline Staff & Onward Structure in M.P. (Proposed New Departmental setup)

Name of Post	Sanctioned	Proposed	Cut off	Status (as on 01.07.2007)
Forest Guard	13997	12597	-10%	10764
Forester	4194	4184	0%	3861
Dy.R.O.	1257	1257	0%	1169
Ranger	1192	1010	-15.3%	821
ACF	319	358	+12.2%	326

Current Pyramid of Frontline Staff in M.P



Current Status of Female Frontline Staff in M.P.

Sl. No.	Category	Male	Female
1.	FRO	819	02
2.	Forester	3823	38
3.	Forest Guards	10657	107

- In future 33.3% seats are being proposed to reserve for Female Frontline Staff in M.P.

Relevant Recruitment Procedures Adopted by the Department

- We are still at nascent stage in this area. First recruitment took place in the year 2004. Vacancies are being announced by the Head Office and then task is being handed over to respective Conservator to recruit Staff in their Circle. So far recruitments have been confined to backlog drive (SC/ST/OBC) only.
- For this recruitment purpose written exam is conducted which carries 60 marks.

Mathematics	-	40 Marks
General awareness	-	20 Marks

 1. The candidates who qualify in written examination are eligible to appear in the interview. The number of candidates called for interview is 3 times the number of vacancies available.
 2. The candidates who are qualified in physical test are eligible for appearing in written exam.
 3. Conservator constitute the committee of his circle for oral /interview test. The committee consists of following number of members.

DFO	-	Chairmen
SDO/ACF	-	Member
SDO/ACF	-	Member
- Interview carries 20 marks. On the basis of performance of candidate in written test and interview, final merit list is being prepared. The candidate who are qualified in written test and interview have to undergo physical endurance test (i.e., walk to be completed in 4 hours (i) for male 25 KM (ii) for Female 14 KM)

- Candidates who are finally selected are being sent to various FG/FR training school located in M.P.
 1. Shivpuri
 2. Pachmarhi
 3. Betul
 4. Lakhnadaun
 5. Govind Garh
 6. Amarkantak
 7. Bandhav Garh
 8. Jhabua
- Besides this, we have one training center at Balaghat, which conducts training for Forest Ranger & Refresher Course for the cadre of FROs, from time to time.
- In past, we had the system that the topper of Forest Guard training would be directly sent to Forester training and topper of Forester training would be sent to Ranger training. Now, this system has been abolished.
- RCVP Academy, Bhopal is organizing training programme related to latest forestry trends/ challenges and CFM/JFM related issues.

Constraints Faced by Women Staff Work Places, If any Observed

- Far flung inaccessible Forest areas
- Lack of communication system
- Lack of basic civic amenities
- Lack of education for their children
- Sense of insecurity for themselves and for their Children
- Tendency to remain with their husband & family members
- Cut throat competition in the society to give best education to their children and to provide them competitive environment in big cities
- Encroachers/ Forest offenders pose serious threat to female frontline staff.
- Fuel wood carriers (by head load & by cycle) pose serious threat as they are moving in groups.
- Lack of confidence because they always find themselves in a vulnerable situation and they become the soft target for forest offenders
- Not yet socially accepted among the village community and forest offenders
- Fear psychosis is deeply rooted among the women that if they go for some gallantry efforts in their work, how far they are going to be protected by their higher officers.

Measures Taken / Intended to be taken Maximize the Potential of Women Staff

- To prevent Wildlife Crime their role is very Crucial, as female frontline staff check the ladies of “**PARDHI COMMUNITY**” involved in Wildlife Trafficking.
 - ✓ Female frontline staff helps a lot in checking Pardhi Community camps because Pardhi Community women are extremely hostile when raids are being carried out in their camps during search operation. The Pardhi Community women carry Tiger & Panther skins wrapped around their waist while they are transporting the skin of Tiger and Panther to Delhi by train route. They have spread their tentacles to southern states to carryout wildlife offences. In 2001 Pardhi Community was involved in Tiger & Panther skin trafficking at following places.
 - A) Srisailem Tiger Reserve in Andhra Pradesh
 - B) Nagarhole Tiger Reserve in Karnataka
- In Communication system (Wireless Set)
- Research & Extension Wing to Carry out skill activities needed for hightech Nursery i.e., Grafting, budding etc.,
- In Regular Search Operation because many a time women members come out of their house when raids are conducted.
- To prevent female head loaders because mainly these activates are being taken up by Female Forest Offenders.

Training & Capacity Building Programmes for Women Staff

- Refresher Courses are being organized by various Forest Guard/ Forester Training Schools located in M.P. to make them aware by recent latest trends in forestry. Duration of course varies from capsule course to moderately prolonged period.
- SFRI, Jabalpur is also rendering good service in imparting training to Forest Guards/ Foresters through their Refresher Course Programmes.
- Training is being imparted to Forest Guards/Foresters by Central Government Establishments located in M.P. State and Out side M.P.
- EDU-SAT Training was imparted to them in order to make them aware about the latest trends in forestry sector. With the introduction of the system, department would be immensely benefited with the latest technology because the system will keep them connected to Head Quarter at any point of time. The system is the joint venture of the ISRO, Hyderabad and Bharat Electronic Ltd., Bangalore. In this highly ambitious project, ISRO, Hyderabad is a mega partner.

Gender Mainstreaming Programme taken up so far for Frontline Staff

- One Community Hostel is already being set up at indore in order to accommodate the Children of Forest Guards and Foresters who wish to give higher education to their children. On the same pattern there is a plan to establish Hostel at Gwalior, Bhopal and Jabalpur to serve the same purpose for the children of Frontline Staff.
- With the introduction of Van Thana/Van Chowki their potential is being utilized because when they move in group then there is little fear in their minds.
- For more than 25 years Forest Guards are being deprived of their due promotion due to stagnation. The candidates who perform in an extraordinary manner are duly rewarded by giving them out of turn promotions and suitable cash rewards.
- Video Conferencing has boosted up the confidence to a great extent for frontline staff because they are in direct interaction with the Prl.CCF and their grievances are duly addressed immediately.
- In Research & Extension activity, their services are very essential to carry out hightech nursery operations.
- In Communication system, they are playing extremely vital role to pass on information quickly to curb forest offences.
- In EDU-SAT and in computer field they are expected to give better results. EDU-SAT would be the next milestone in this regard.

Any other Relevant Information on the above subject

- We are having 2 Forest Rangers in our State
 - 1) Ms. Janki Yadav, R.O.Rithi (Jabalpur Circle)
 - 2) Ms. Bharathi Thakre, R.O. Chhindwara (Chhindwara Circle)

Both of them are posted in territorial ranges and have brought excellent results by virtue of their skill and administrative quality. They have proved their potential in the Department.
- Female Frontline Staff plays a vital role in motivating the village women to carry out JFM/ CFM activity, since we have more than 14000 Gram Van Suraksha Samithi/ Grama Samithi in M.P. Therefore, female frontline staff's presence is badly needed.
- Apart from the above, they play an extremely important role to disseminate vital information in inaccessible area (especially among the village women) related to forest extension programme and various Yojanas launched by Government of M.P. for the neglected part of the society living in Remote Forest areas.

CONCLUSION

- We are going to enter a new era as Government of M.P. intends to recruit more than 3000 frontline staff in near future. As a result, the female frontline staff number would definitely be augmented. That surely would be a milestone in the right direction. With the implementation of new recruitment policy, female representation will be duly covered. This would pave way for frontline staff to prove their ability.
- Average age of forest guard is more than 45 years. They have been making vociferous demand to recruit fresh candidates for a very very long time. Now their demand seems to have been accepted by the Government and this will surely instill new confidence in the cadre to perform more effectively
- The basic purpose to recruit female frontline staff was to perform traditional forestry duties which have been carried out by their male counter part for a very very long time. In general, women staff are reluctant to perform traditional duties due to the reasons discussed earlier.
- Govt., intends to reserve 30% seats for female frontline staff. After the selection, they undergo one year training programme. After completion of the training programme successfully, majority want to serve in non traditional forest areas. With this emerging trend, 30% seats which otherwise could have been used by their male counter part are getting blocked by women. Basic purpose of recruiting them in the department seems to have been defeated. That is an unfortunate part as far as the objective is concerned to recruit them in the department. This results in gross misuse of government resources, time and money spent in training etc., which is not at all desirable.
- So it should be made mandatory for each and every job seeker among female frontline staff that they are bound to serve in traditional forest areas after their appointment. For every female job seeker, it should be taken in writing to serve in traditional forest areas at the time of selection. On the basis of individual performance / calibre / skill, their services should be utilized in other sectors as well.

* * * * *

Strategic Inclusion of Women in Sustainable Development of Forest Environment

Dr. Papia Lahiri, Symbiosis of Technology,
Environment & Management (STEM), New Delhi 110070

● Glimpses of Cases

Wangari Maathai, Kenya

- December 13, 2004 Kenya: the first African woman Nobel Peace Laureate Wangari Maathai
- 1981 to 1987 Chairperson of the National Council of Women , introduced the idea of planting trees
- Planting a few backyard trees grew into the Green Belt Movement, grassroots organization.
- 80,000 women planted more than 20 million trees
- Replicated in nearly a dozen other sub-Saharan African countries
- A simple concept with mass support can alter the scenario radically

Tenaganita, Malaysia

- More than half of the workforce in Malaysian plantations consists of women
- Women involved in unskilled, temporary contract - calls for a lot of workload with low payment
- Reason -the young men move to industrial areas
- Women play dual role - provider & custodian of social stability
- Since 1991 an organization called Tenaganita- Women's Force has been working on the issue
- The study finds: lack of maintenance of sprayers of pesticides and fertilizers, poor medical care and first aid facilities, lack of protective equipment affects the health of women
- Degradation of environment hits the women hard

Popenguine-Guéréo, Senegal

- Environmental imbalance caused successive droughts, led to considerable loss of biodiversity
- 116 women voluntarily came forward to restore the condition
- Had to withstand criticism from their families and neighbours
- Village women with their joint efforts introduced:
 - ✓ Thousands of trees from the indigenous flora
 - ✓ Regenerating the fauna
 - ✓ Birds and other mammals started revisiting the place
 - ✓ Restored the eco-tourism
- Properly motivated group of women can bring a sea change in the environment

Vasanta Sena Thekkady, Kerala

- 82 women, housewives from poor backgrounds, both tribal and non-tribal, without much of education voluntarily worked for the preservation of Periyar Tiger Reserve
- Women take turns to protect trees and animals in the problem prone fringe areas of the PTR.
- The members have been patrolling the PTR for the past five years and made the area almost poacher free
- Awarded the Amrit Devi Bishnoi Award, the highest award in India for wildlife protection for 2006
- Sincerity of purpose can turn group of simple village women to act as the most powerful custodian of the environment

Kitchen Gardens, Thailand

- 60 women-managed kitchen gardens
- Women rescued 230 different vegetable and other species from a neighbouring forest before it was cleared
- Women efforts to save the environment during the process of deforestation

Innovation in Agriculture, Iran

- Women have devised novel methods
- They initiated agricultural production including food production in tunnels constructed underground
- Innovative mind in women help them to come up with new ideas to combat a negative environment

Spirit of the forest, Amazons

- Women still work on their traditional skills like making the thin clay vessels or crushing yucca to make cassava
- They teach their kids to love the great spirit of the forest
- Familiarizing their children about the difference between similar looking leaves with opposite quality- one with poisonous value another with healing power
- Teaching their sons how to guard the fire on their long walks
- Showing their daughters how to hide the seeds in the folds of their bodies and plant them in favorable ground
- The traditional knowledge of women empowers the future generation to protect and develop the environment

Forest user groups, Nepal

- Forest user groups from villages gather to discuss their visions about their forests
- In the process they identified a number of problems- gender inequities, elite domination of decision-making and benefit sharing, lack of transparency in management
- A novel method was adopted, since members mostly were illiterate, they use visual symbols to record their progress
- The phases of the moon were taken as the indicator for their attainments
- A new moon indicate little progress, a full moon for complete attainment
- Organizing meeting with people from similar caste and ethnic group so that the women could speak out freely
- Women got involved in decision-making on issues related to community forests and became the working partner in true sense
- **Methods tailored to match the needs of a particular community/group is essential for success**

Rural Communes Sasupada, Maharashtra

- 15 women members, prime activities:
 - ✓ Disbursing loans
 - ✓ Looking after the nursery of medicinal plants started by the forest department
 - ✓ Selling saplings
- The forest dept. of Maharashtra taken the initiative to work with the local communities
- Within one year, women self help group made profit of Rs. 12,000
- Dr. Vaishali Gavandi, of Rural Communes the implementing agency for the project in all 13 MPCAs in Maharashtra

The Thesis

- *Department of Forest needs to motivate and involve general masses specially the WOMEN for conservation, protection and management of forest and forestry for a sustainable development*

* * * * *

Female Frontline Staff for Empowering Women: Some issues and ways ahead in Community Forest Management

Dr. D. Debnath
Indian Institute of Forest Management

Community Forest Management

- “Developed institutions, norms, rules, fines and fees to sustain forest resources. CFM characteristically involve one or more communities (social group, village) protecting and using specific forest area” (IUCN, 1996).
- The initiative works with those local men and women most directly involved with natural resource management. This often includes the poorest of the rural poor and ethnic minorities, both of which are politically, economically and/or geographically isolated.

Female Frontline Staff

- Includes Range Forest Officer, Forester, Forest-guard.
- Non-bureaucrats and main implementers keeping on close-contact with people.
- They in the daily activity interpret and explain forest policies to local people.
- Make the bridge across the public-private partnership.
- Their identity is shaped by both their professional role as implementers of forest policy and also by their role as villagers in rural social networks.
- The importance of the female folks in the rural society in managing and developing the forest resources are well concerned and understood in the current trend of forest management.

Empowerment through Natural Resource Management

- Enabling environment to realize their full potential and self-worth
- Enjoyment of all human rights and fundamental freedom.
- Equal access to participation and decision-making
- Changing social attitudes and community practices
- Building and strengthening partnerships with civil society, particularly women’s organizations:

Role of Female Frontline Staff and Issues Identified

- The professional role and social hierarchies.
- Though they have knowledge of local situation, they are never posted in their home environment

- The female frontline staff faces problems as they remain submissive.
- They are not well-equipped to face social security

Conclusion

- The recruitment of the female frontline staff should be increased. More recruitment has to be made from tribal communities as they face everyday problems in relation with forest resources
- Though the female front-line staffs are recruited with minimum educational standard, they have to be given proper training for the knowledge advancement in connection with forest policy, up-grading the capacity building and changing the attitudes.
- All the cultural constraints are to be removed.
- They should be provided extra facility such as separate room for their sitting purpose.
- Their dress should not be men-like. The women dresses are to be allowed at their own choice giving full respect to their sentiments.
- Special care and dignity are to be given to the female front-line staff in the official and public meetings.
- Full attention is to be given for providing social security from timber mafias and disgruntled members of the society.
- Postings should be done in close proximity of their preferred places. The transfers should be given as per their own choices of places.
- The female frontline staff that has the small kids are to be given same facility as given in the National Rural Employment Guarantee Act of the Government of India.
- Always their indigenous knowledge and personal attitudes are to be valued.

* * * * *

Sexual Harassment - Myths and Facts

Ms. Lakshmi Josyula, CWS

- Myth - Women enjoy being sexually harassed
- Fact - Women do not enjoy being sexually harassed. It is usually a humiliating, painful and frightening experience
- Myth - Women are responsible for being sexually harassed by the way they dress and by provocative speech and behaviour
- Fact - The most common motivation for sexual harassment is power and aggression
- Myth - SH is just natural, normal behaviour. People should feel complimented that they are considered desirable and attractive
- Fact - SH is a power play using sexually directed behavior as a weapon. It is an inappropriate way to control another person through degrading and humiliation
- Myth - SH is harmless; women who object have no sense of humour
- Fact - Behaviour that is unwelcome cannot be considered harmless or funny. It is defined by its impact on the harassed and his/her work environment, not the intent of the harasser
- *Myth* - Women provoke sexual harassment by the way they dress and behave; decent women do not get sexually harassed
- *Fact* - This is a classic way of shifting the blame from the harasser to the harassed. Women have a right to act, dress and move around freely without the threat of harassment
- *Myth* - Women who say "No"
- *actually mean "Yes"*
- *Fact* - Women who say "No" mean "No". This is a common argument used by men to justify sexual aggression. Gender stereotyping of men as sexually aggressive and women as sexually passive and available, allows men to proceed even when told their advances are unwelcome
- *Myth* - Many women make up and report stories of sexual harassment to get back at their employers or others who have angered them
- *Fact* - Research shows that less than 1 percent of complaints are false. Women rarely file complaints even when they are justified in doing so. Many women are afraid to report cases for fear of losing their jobs, further harassment, being branded as 'loose woman' and other repercussions
- *Myth* - SH only affects a small number of women. Women make sexual harassment allegations out of spite to take **revenge**

- *Fact* – According to National Crime Bureau Report,
 - ✓ a rape occurs every 54 minutes
 - ✓ molestation occurs every 38 minutes
 - ✓ 60% working women and 55% college students are affected by SH
- *Myth* – Men who sexually assault women are mentally ill or psychopaths
- *Fact* – Abusers are in fact “normal” and ordinary men who commit the offence deliberately. It is an expression of power rooted in existing sexual inequalities
- *Myth* – Only men sexually harass women; men are not sexually harassed
- *Fact* – The majority of cases involve men sexually harassing women. However, men also harass men, women harass men and women harass women
- *Myth* – If you ignore sexual harassment it will go away
- *Fact* – Sexual harassment will not simply go away if you ignore it. Research has shown that simply ignoring the behaviour is ineffective; harassers generally will not stop of their own accord. When sexual harassment is ignored it is often interpreted as a sign of approval or consent.
- What can you do if you’ve been sexually harassed
- *Do not blame yourself, SH is a crime committed against YOU, therefore it is not your fault*
- *Do not ignore harassment in the hope that it will stop. It won’t. When women ignore SH it is often interpreted as a sign of approval*
- *Confront and challenge the harasser.*
SAY NO CLEARLY

**What can you do
if you’ve been sexually harassed**

- Keep a written record of
 - ✓ What happened
 - ✓ When it happened
 - ✓ Your response
 - ✓ Any witness

* * * * *

Vishaka Case

Ms. Lakshmi Josyula, CWS

- In Bhateri Village, Rajasthan, a female worker (Saathin) under the Government's Women's Development Program faced repeated sexual harassment when she tried to stop a child marriage in the upper caste household. Eventually five upper caste men gang raped her (Bhanwari Devi) in 1992. The rape was carried out as an act of revenge against her campaign against child marriage. What followed was an appalling display of negligence and deliberate inaction on the part of the police, the medical personnel, and the magistrate, all of who went of their way to prevent her from registering her case and providing evidence.
- Bhanwari Devi lost her case on the unjust ground that a higher caste man would not touch a low caste woman, and in the case of two accused the court opined that since they were close relatives to each other they could not have involved in the rape of the same women.
- Before the actual rape, the Saathin complained of sexual harassment by the accused, which went unheeded by the local authorities leaving the Saathin to defend for herself. This amongst other issues became the basis of a public interest litigation filed by women's organizations in the Supreme Court of India.

What is Sexual Harassment

- Any form of inflammatory comments, Jokes
- Touching, Pinching, Kidding
- Physical actions which intimidate or embarrass (leering, whistling, suggestive gestures)
- Physical sexual advances and assault
- Statements which are felt as insults, verbal sexual advances and indirect suggestions
- Subtle pressure for sexual activity
- Brushing against another's body
- Demands for sexual favours
- Accompanied by implied or overt promises
- Offensive and pornographic materials, pictures, graffiti
- Preferential treatment

Types of Sexual Harassment

- Verbal or Physical contact with the intention of sexual relations – may be quid pro quo – i.e., “in exchange” for favours such as promotions, employment perks, better grades etc.
- Sexual harassment by colleagues
- Sexual harassment by clients – particularly in professions where women's role is “sexually packaged” – such as air hostesses, female workers in bars etc.

- Sexual harassment of women in authority to undermine the position of women – and increasing – cases of newly elected, active women members of panchayats being stripped naked and paraded – are examples
- Sexual objectification of an individual though sexual relations not intended (harassment on the road etc.). This can include negative comments like ‘you’re fat/ugly’ etc.
- Hostile, anti-women environment (pornography in public places, foul language etc.). This may not be directed at any women employee in particular, but the effect on women is one of discomfort.

Consequences of Sexual Harassment

As Individual

- *Work Efficiency* – Loss of motivation, absence at work, missing out on training promotion, resignation/dismissal
- *Emotional* – Revulsion, anger, disgust, fear, shame, guilt, confusion, powerlessness
- *Psychological* – Anxiety, Nervousness, depression, low self esteem
- *Physical* – Sleeplessness, headaches, nausea, ulcers, high blood pressure

As Organization

- Lower productivity & employee morale, increased expenses to hire & train new employees, high legal costs & fines, poor public image

Effects of Sexual Harassment

- Negative work environment
- Low efficiency and productivity
- Low work attendance
- Turnover in staff
- Loss of job –she quietly quits or protests and quits. For some women change of job is not a possible option for the fear of unemployment
- Restrictions on women’s mobility -
- Emotional stress for the women
- Loss of work motivation and absence at work
- Missing out on training or other occasions
- Psychological rape – in many cases, women go through the same reactions as they do post rape; nervousness, loss of self-esteem & confidence, humiliation, avoidance, changing dress and behaviour, guilty feeling that somehow they “caused the behaviour”.

* * * * *

Supreme Court Judgement on Sexual Harassment August, 1997

Ms. Lakshmi Josyula, CWS

What is Sexual Harassment?

- The Supreme Court Judgement of 14 August 1997 contains Guidelines prohibiting sexual harassment. As defined in the Guidelines, “Sexual harassment includes unwelcome sexually determined behaviour such as:
 - ✓ physical contact
 - ✓ a demand or request for sexual favours
 - ✓ sexually coloured remarks
 - ✓ showing pornography
- Any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.”

Who Do These Guidelines Apply To?

- It is the duty of the employer or other responsible persons in work places or other institutions to prevent sexual harassment and to provide procedures for resolution of complaints. Women who either draw a regular salary, receive an honorarium, or work in a voluntary capacity – in the government; private sector or unorganized sector come under the purview of these guidelines.

Preventive Steps

Must be undertaken by employers or other responsible authorities in public or private sectors as follows:

- Express prohibition of sexual harassment should be notified and circulated.
- Prohibition of sexual harassment should be included in the rules & regulations of government and public sector bodies.
- Private employers should include prohibition of sexual harassment in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.
- Appropriate work conditions should be provided for work, leisure, health, and hygiene to further ensure that there is no hostile environment towards women at workplaces and no woman employee should have reasonable grounds to believe that she is disadvantaged in connection with her employment.

Complaints Procedure

- Employers must provide a Complaints Committee headed by a woman and not less than half of its members should be women

- Complaints Committee should include an NGO or other organization that is familiar with the issue of sexual harassment.
- Confidentiality of the complaint
- procedure has to be maintained
- Complainants or witnesses should not be victimized or discriminated against while dealing with complaints.
- Complaint procedure must be time bound
- The Committee should make an annual report to the government department concerned of the complaints and the action taken by them.

Disciplinary Action

- When the offence amounts to misconduct under service rules, appropriate disciplinary action should be initiated.
- When such conduct amounts to an offence under the Indian Penal Code, the employer shall initiate action by making a complaint with the appropriate authority.
- The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer

Other Provisions of the Guidelines

- Sexual harassment should be affirmatively discussed at worker's meetings, employer-employees meetings and other appropriate forums
- Guidelines should be prominently notified to create awareness of the rights of female employers
- The employer should assist persons affected in cases of sexual harassment by outsiders or third parties
- Central and State governments are required to adopt measures including legislation to ensure that private employers also observe guidelines.
- These Supreme Court Guidelines are legally binding and must be enforced

* * * * *

Overview

R.G. Kalaghatgi, IFS
Addl. Prl. CCF (CFM)

- Purpose of workshop was to learn from others experience in the light of massive recruitment of women at various levels in APFD
- Experience came mostly from AP.
- Experience also came from MP, Maharashtra and Karnataka
 - J.V Sharma : Spoke of status of gender issues in National Forest Policy
 - D.K Pandey : AP's initiative of 33 1/3% reservation
 - C. Suvarna : Study conducted by APFA
 - Ramakanta : His views of gender in forestry
 - Suryakumari : Gender visa vis CFM, NGO experience
 - M.S Yadav : MP's experience
 - Papia Lahiri : Women in Forestry – national and international experiences
 - Debnath : Women in Forest Department – on women empowerment
 - Abraham Ruby : Applied self defence for empowerment
 - Lakshmi Josula : Legal provisions regarding sexual harassment in work place
 - Esther Suhasini : NGO experience

Uniform

- Should be convenient to wear
- Needs slight modification like Safari suit or Sari or Pant and Shirt or Punjabi suit
- Slight modification in the way it is worn – no tuck in
- Try different types of uniform, gather consensus and then decide to amend uniform rules

Night Patrolling:

- Inconvenient for women for night patrolling
- Women employees have to develop confidence- teams should be constituted with more women employees and VSS members in patrolling teams
- Since female frontline staff is a new phenomenon, create enabling environment to begin with
- Mental strength, power of uniform and Govt's authority should be adequately used
- Train before deployment induction atleast training, train in marshal arts
- Provide moral support from elderly persons
- Monthly meetings for grievance redressal at Division and Circle level

- Relief for training in Academy – PCCF's office to intervene
- Train FSOs and FBOs in night patrolling
- Training in leadership skills, communication skills etc.

Work Allocation Disparity:

- All new employees to work in territorial duties to gain experience
- Gender cell at Circle level as a grievance redressal forum and forum for dissemination

Capacity Building – Training in

- Leadership
- Communication skills
- Marshal arts
- Attitudes
- Strengthening minds and resolve
- Role of men and women in human life visa vis other living beings
- Where does conflict start? - Is it due to overlap of roles or competing for roles?
- What are the issues in forestry?
- Who can and should do what?
- Should we not find and perform roles that suit us?
- We should not generalize but provide for and encourage individual preferences matching ones capacity

* * * * *

Workshop on Gender Mainstreaming of Forest Frontline Staff 9th and 10th January, 2008 at AP Forest Academy

Programme Schedule

Time	Event	Speakers
1 st Day: 9 th January 2008 9.30 to 10.30	Registration	Dr. Papiya Lahiri
10.30 to 11.15	Ice breaking, Brainstorming on Gender and Gender mainstreaming Expectations Inaugural Session Welcome	Dr. D. Surya Kumari & Mr. Sankaran Dr. C. Suvarna , IFS, Director APFA Dullapalli
11.15 to 11.20	Lighting of the Lamp	
11.20 to 11.25	Welcome Address	Sri B. Muralikrishna , IFS, Addl. Prl. CCF (T&E)
11.25 to 11.35	Key Note Address	Sri. K.S. Rao , IFS, Prl. CCF, AP
11.35 to 11.55	Message	Sri S. Vijaya Rama Raju garu , Hon'ble Minister for Environment, Forests, Science & Technology, GOAP
11.55 to 12.05	Message	Sri Irshad Khan , IFS, Prl. CCF, Jammu & Kashmir
12.05 to 12.20	Tea Break	
12.20 to 12.30	Message	Sri C. Madhukar Raj , VC & MD, APFDC.
12.30 to 12.45	1st Session: Gender and Forest Policy	Role of women in achieving sustainable development Sri J.V. Sharma , IFS,
12.45 to 12.55	Chair: Sri. Sivasankara Reddy, IFS Spl. Prl. CCF	DIG (Forest Policy), MOE&F An overview of recruitment policy in APFD Sri D.K Pandey , IFS, CCF (Est)
12.55 to 13.15	Co Chair: Smt. CS Ramalakshmi, IFS, Commissioner, Sericulture	Gender mainstreaming & forest governance in APFD Dr. C. Suvarna , IFS, Director APFA Dullapalli
13.15 to 13.30	and Ms. Kinoko Mitani, JBIC	General Discussion
13.30 to 14.30	Lunch Break	
14.30 to 14.50	2nd Session: Gender in Development	Presentation by Sri. Ramakantha , IFS,
14.50 to 15.10	Forestry	Principal, SFS college, Coimbatore Scope & opportunity through JFM/CFM for gender mainstreaming through NGO sector
15.10 to 15.30	Chair: Sri S.D Mukherjee, IFS (Retd) Co Chair:	Dr. D. Suryakumari , CPF, Hyderabad Presentation by
15.30 to 16.00	Sri JV Sharma, IFS DIG (Forest Policy), MOEF	Sri Naresh Singh Yadav , SFS, Dy. CF, Madhya Pradesh General Discussion
16.00 to 16:15	Tea Break	

Time	Event	Speakers
16.15 to 16.35	3rd Session: Women Empowerment through Gender Mainstreaming	Strategic inclusion of women in sustainable development of forest environment Dr. Papia Lahiri , STEM, New Delhi
16.35 to 16.55	Chair: Sri Ramesh Kalagatgi IFS, Addl. PCCF Co-Chair/s:	Female frontline staff for empowering women Dr. D. Debnath , IIFM, Bhopal Presentation from Madhya Pradesh
16.55 to 17.20	Smt. Sobha, IFS Addl. Secy, APPCB	General Discussion
17.20 to 17.30		Wrap up
Second day: 10 th January 2008		
10.00 to 10.25	4th Session: Gender blending Chair: R.G Kalaghatgi, IFS, Addl. Prl. CCF (CFM)	Empowerment of women through applied self-defence techniques to face challenges of changing work paradigm Dr. Abraham P Ruby , 6 th Sense, Bangalore
10.25 to 10.50	Co Chair: Urmila Pingle	An overview on sexual harassment at workplace Ms. Lakshmi Josyula , CWS
10.50 to 11.10		MV Foundation experiences in Forestry Sri Ashok , MV Foundation
11.10 to 11.30		Discussions
11.30 to 11.45	Tea Break	
11.45 to 12.45	Experience sharing and Panel Discussion Panelists: Sri Hitesh Malhotra IFS, Spl. Prl. CCF Sri Sunil kumar, IFS, Addl. Prl. CCF, Vigilence Sri. B. Muralikrishna, IFS Addl. PCCF (T&E) Dr. Papia Lahiri, STEM, New Delhi	Experience sharing by participating frontline staff and others & Discussions
12.45 to 13.30	Valedictory session Sri Hitesh Malhotra IFS, Spl. Prl. CCF Sri Sunil kumar, IFS, Addl. Prl. CCF, Vigilence Dr. Papia Lahiri, STEM, New Delhi Vote of thanks and conclusion	Overview of proceedings: Sri. R.G. Kalaghatgi , IFS, Addl. Prl. CCF (CFM) Sri. I. Peraiah , IFS, Addl. Director, APFA, Dullapalli
13.30	Lunch : Dispersal after lunch	

**National Level Workshop on Gender Mainstreaming of Forest Frontline
Staff of Forest Department from 9th & 10th January - 08 at AP Forest
Academy Dulapally Hyderabad.**

LIST OF PARTICIPANTS

Sl. No	Name	Designation	Organization	Phone No.	e-mail id
1	Anitha.A	FSO	AP FA	9390160084	
2	Aruna Kumari.A.L	FSO	AP FA	9848343362	
3	Ashok.CH	Forest in charge	Rangareddy UMF	9440508016	
4	Bapu.P	FSO	APFA	9490979984	
5	Bhaskara Raju.M	Dy. Director	APFA	9440810597	bhaskararaju_madi@yahoo.com
6	Bhikshapathi.J	ABO	AP FD	9985328939	
7	Chandra Shekhar.P	TC	APFA	9441909269	pchandrasekhar_236@yahoo.com
8	Chouhan.U.D	FRO	Maharashtra		
9	Devadanam.P	FSO	APFA	9866760425	
10	Devi.C	Asst.	M.V. Foundation	04025585262	
11	Devudu.V	FSO	APFA	94401918279	
12	Dr. Dharma Chandar Kumar.T	T.C	APFA	9440278711	
13	Dr. Ramakantha.V	Principal	Govt. of India	9443316921	V_ramakantha@hotmail
14	Dr. Abraham Ruby	Head Faculty	6 th Sense	9448306995	6thsense@vsnl.net
15	Dr. Debnath.D	Associate Prof.	IIFM	09425009823	ddebanath@iifm.ac.in
16	Dr. D.K. Pandey	CCF	Govt. of AP	24650067	
17	Dr. Papia Lahiri	STEM	-	09350532857	stemdel@gmail.com
18	Dr. Surya Kumari.D	Director	CPF	9849303220	sk@cpf.in
19	Dr. Suvarna.C	Director, APFA	APFA	9440816295	suvarnac@yahoo.com
20	Dr. Urmila Prigle	M.T	PCF	09440571110	
21	Geeraiah.A	FSO	APFA	9440228712	
22	Hadi.M.A	Asst. Director	APFA	9440810592	
23	Hemalatha.B	FSO	AP FA	9441373439	
24	Hitesh Malhotra	Spl. PCCF	APFA	9440810004	
25	Irshad Khan,	PCCF	Govt. of JM	9419142926	ikhan.ifs@rediffmail.com
26	Jameel Ahmed.Md	FSO	APFA	9849209410	
27	Jaya Prasad.D	DCF	ICFRE	9440131498	
28	Jyotnna Devi.K	Dy.RO	AP FD	9866890960	
29	Kalaghatgi.R.G	Add. PCCF	Govt. of AP	9440810016	kalaghatgi@yahoo.com
30	Kalpna Devi.R	FSO	APFA	9440724426	
31	Karkeek.M	FBO	AP FA		
32	Kiran Kumar.K	FSO	APFA	9440567809	
33	Krishna Babu.G	FSO	APFA	9441946440	
34	Kshitija.N	Curator	AP FD	9440810629	
35	Lakshmi Kantha Reddy.M	Asst. Director	APFA	9440810598	
36	Lalitha Kumari.D	FRO	AP FD	9440577047	Lalitharaj.16@rediff
37	Lokeswara Rao.M	CCF	ICFRE	9440667580	
38	Lumna.B	FSO	AP FA	9440162643	
39	Madhukhar Raj.C	VC & MD	APFDC	9849908701	madhukarraj@yahoo.com
40	Mahadev.S	Dy. Director	APFA	9440810157	
41	Mani Kumari.P	FBO	AP FD	9948930103	
42	Miki Yamamoto		JBIC		Miki_y1013@hotmail
43	Mitani.K	Country Officer	JBIC	9958000779	k-mitaniejbic.go.jp
44	Mohanlal.N	FSO	AP FA	9949663966	
45	Moses.K.S	Dy. Director	APFA	9440810596	moses_shailendra@yahoo.co.in
46	Mukharji.S.D	(Retd) PCCF AP	APFD	9885236493	sdmukherji@gmail.com
47	Munemma.B	FBO	AP FA	9490830824	

Sl. No	Name	Designation	Organization	Phone No.	e-mail id
48	Murali Krishna.B	Addl.PCCF	Govt. of AP	24650041 9440810017	bmk1_2000@yahoo.com
49	Nabi Saheb.SK	FSO	APFA	9949421976	
50	Nagalakshamma.B	FSO	AP FA	9490442433	
51	Nagendar.P	FSO	AP FA	9441966598	
52	Nagendra Rao.A.V	FSO	APFA	9490248016	
53	Narasimha Reddy.M	DDO	APFA	9440810165	
54	Padmaja.P	Sr. Asst.	APFA		
55	Pichi Reddy.V	FSO	APFA		
56	Prasada Rao.K	Suptd.	APFA (O/o PCCF)		
57	Raghava Chary.N	Asst. Director	APFA	9440810000	
58	Rajendra Prasad.N	T.C	APFA	9394575891	
59	Rama Devi.K	FSO	AP FA	9849711629	
60	Rama Krishna.S	FSO	AP FA	9966037242	
61	Rama Lakshmi.C.S	Commissioner	Govt. of AP	9849903391	csramalakshmi@yahoo.co.in
62	Ramulu.B	FSO	APFA	9989191842	
63	Rangari.K.V	FSO	FD, Maharashtra		
64	Rao.K.S	Prl.CCF	Govt. of AP	9440810001	
65	Ravi Kiran.G	FSO	APFA	9441313743	
66	Ravi Kumar.K	FBO	AP FD	9885238224	
67	Ravi.C	FSO	KA FD	9972002779	
68	Reshma.S	FSO	AP FA	9441629410	
69	Savitha.R	FBO	AP FA	9490916113	
70	Shankaran.A	DFO WL	APFD	9440810060	dfoachampet.co.in
71	Sharadha.L	FBO	AP FA	9347020300	
72	Sharma.J.V	DIG	MO EF, Member	9312409847	jvsharmadom@yahoo
73	Sheela Chakravathi	Sr.Pro.Office	CPF		
74	Sitaram Gupta	Addl.PCCF	APFD	9440810007	
75	Sribala	Consultant		9848997143	sree_baala@yahoo.co.in
76	Srinivasa Rao.P	Dy. Director	APFA	9440800593	
77	Srinivasa Reddy.L	FSO	APFA	9441170236	
78	Srisailam.CH	NGO	MV Foundation	9948696512	
79	Subhash.A	FSO	APFA	9440325832	
80	Sukanya.P	ABO	AP FD	9490975575	
81	Suneetha.P	FBO	AP FA	9440673473	
82	Sunil Kumar	Addl. PCCF	F.D	9440810006	
83	Suresh.B	FSO	APFA	9963526709	
84	Syamala.P	ARO	AP FD	9848092797	
85	Tulasi Rao.E	FSO	AP FA	9959137796	
86	Vasu Dev.P.B	FSO	APFA	9885972889	
87	Veerendra Babu.A	FSO	APFA	9440111107	
88	Venumadhava Rao.M	FRO	AP FD	9440810441	
89	Vijay Kumar.I	Dy. Director	APFA	9440810594	
90	Vijaya Kumar.K	FSO	AP FA	9490239655	
91	Vijaya Rama Raju .S	Hon'ble Minister for Environment, Forests,Science& Technology, GOAP	GOAP		
92	Yadav.N.S	Dy.CF	MP FD	9926355903	

Total -92

Others -20, CF above – 13, Dy. Director -06, DFO-2, Dy.CF -02, FROs-07, DROs-01, FSOs-32, FBOs-07, ABOs-02,



A.P. FOREST DEPARTMENT