

**REPORT ON
HAND-IN-HAND PROGRAMME**

**Regional Consultation for First Network of
Women Leaders in Eastern India**

Date : 17 – 18 October 2005

Venue : Hotel Crown, Bhubaneswar

Organised by:

SWABHIMAN – State Disability Information and Resource Center, Orissa

In Collaboration with:

Association for Women with Disabilities (AWWD), West Bengal

Supported by:

VSO-India (Volunteer Service Overseas, New Delhi)

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EXECUTIVE SUMMARY

Governments across the globe are committed to addressing issues that are important to women throughout the world. Promoting women's political and economic participation is an important element of UN policy. Global respect for women is often heard but how close are we to this utopian state?

For India, the principle of gender equality has been around for at least a century and a half. The Nineteenth and Twentieth centuries saw a succession of women's movements, first around burning social issues like sati, widow remarriage and women's education, and then around the Freedom Struggle itself. In 1931, the Fundamental Rights Resolution of the Indian Congress adopted gender equality as its guiding principle and the Father of our Nation, Mahatma Gandhi stated that 'subjugation and exploitation of women is a product of men's interested teachings and woman's acceptance of them.' Right from the start then, in Indian society, there has been a symbiotic and mutually complementary relationship between the government, the women's movement and non-governmental organisations.

However the ground situation is starkly different. When we talk of gender issues it always centers around dowry, rape, domestic violence and subjugation. At the same time there is plenty of evidence that whenever social and economic arrangements depart from the standard practice of male ownership, women can seize business and economic initiative with much success. It is also clear that this results in her enhanced status and independence. The remarkable success of organisations like the Grameen Bank and the Bangladesh Rural Advancement Committee (BRAC) in Bangladesh and SEWA in India are good examples of this, and there is some evidence that the high profile presence of women in social and political life in the country has drawn substantial support from women's economic involvement and from a changed image of the role of women. The precipitate fall of the total fertility rate in Bangladesh from 6.1 to 3.0 in the course of two decades (perhaps the fastest such fall in the world) is clearly related to the changed economic and social roles of women, along with increases in family planning facilities. There have also been cultural influences and developments in that direction. Similar changes can be observed also in parts of India (Kerala) where women's empowerment has expanded, with more literacy and greater economic and social involvements outside the home.

To network and have our voices heard is the notion on which Hand-In-Hand is conceptualized. In a two day workshop 'Hand-In-Hand' – Regional Consultation For First Eastern India Women Network, inaugurated by the noted editor and social activist Smt. Monorama Mohapatra, in Bhubaneswar, Orissa on 17th October 2005, this sentiment found voice in all deliberations.

Conceptualised by Dr. Sruti Mohapatra, 'Hand-In-Hand' - is a first of its kind workshop to form a network of women in eastern India. The ideology is based on an attempt to bring together the physically challenged women and the women of mainstream for a face to face interaction and building up a network based on trust and mutual cooperation. Swabhimani and Association For Women With Disabilities (AWWD) jointly organized the workshop in collaboration with VSO India. In this two-day workshop around 50 participants from eastern India including Orissa, West

Bengal and Jharkhand participated. The workshop brought women of different background into a single platform to promote leadership and overall development of women.

Such workshop are very essential as women are facing lot of problem and are being marginalized due to lack of proper facilities like education, health and basic human rights. Participants in the workshops were from diverse socio-economic backgrounds. In the workshop certain issues like women with disability, rights of girl child, human rights, women equality, work life challenges were topics of discussion. The workshop included keynotes by different speakers, group activity and discussions. Speakers presented their views on various topics. Apart from these panel discussions participants got ample opportunity to express their feelings and draw up certain initiatives that would be helpful in the development of women in general.

Kuhu Das (AWWD), West Bengal said that such kind of workshop would certainly work as a eye opener for taking initiatives to address diverse problems of women. The workshop would be quite helpful for the physically challenged women in particular to unite and join the mainstream group and work for a better future. 'This issues are not just of disabled women but would go beyond it and certainly be quite helpful in eastern India', she added. Among the speakers, Namarata Chadha, Senior Member Women's Commission stressed on the importance of women education. She insisted that women should come forward to help themselves. She expressed her satisfaction over establishments of family courts and women commissions but also added that this is only a beginning, lot of issues are yet more to be addressed and taken care of. Mrs. Chadha emphasized that only framing policies are not an end in itself but what matters the most is its implementation.

Participants expressed great satisfaction on organizing such workshop and hoped such initiatives will be quite helpful towards fighting for the rights of Women and accomplishing proper development of women. As one of the participants from Jharkhand Ms. Shila Linda expressed:

'Sruti di ki eek pehel, hamare liye bahut baddi safalta hai' ('A small step of Sruti sister is a big success for us') Shila Linda from Jharkhand said.

THE GENESIS

The idea of a network for women owes its origin to the success of Orissa State Disability Network. When in OSDN I saw people with disabilities achieving self-representation and self-advocacy in local, block, district and state level decision-making processes as also living a life of dignity the first deeds of a women's network germinated. At the state level we found we could work together to achieve the common and difficult goal such as influencing legislators to enact legislation to protect the rights of people with disabilities. And at village and local level disabled people came together to increase their collective strength and protect their rights.

In Orissa we have seen people with disabilities, through networking and forming SHG's, increasingly assume a stronger role in fulfilling their responsibilities as members of their communities, as employers, service providers, trainers, civil servants, key actors in social change, and in many more roles than they are boxed into today.

But to my horror I also realized that women with disabilities were being left far behind.

The rights of women with disability is an integral part of the broader framework of human rights. Hence when we speak about rights of persons with disabilities, it is important to remember that there are disabled women who are far more disadvantaged. And when we talk of women's rights, we should remember there are women with disabilities who face a dual challenge. And most importantly, when debating the rights of the disabled, the conventional charity or welfare-based approach needs to be changed to a wider cross-sectoral understanding of rights.

So I thought of bringing women with disabilities together through a network. But then I thought 'Why not bring all women together- the disabled and the non-disabled.' Coming together all women, from different marginalized groups, well to do groups, will gain the skills to fight discrimination, find causes of exclusion and develop leadership qualities. With increased confidence and strength in numbers they can then start influencing policy makers. Groups can form networks, and networks can link into national and international organisations thus forming strong alliances. That this is not an unrealistic but a successful method got conviction when I found Kuhu reflecting on similar lines in Goa in Summer 2005. We met there during the Women's conference. Meeting Shiv later in the year, gave wings to the dream.

Sruti Mohapatra

INTRODUCTION (DRAFT CONCEPT)

The Eastern India Women's Network is committed to promoting the rights, dignity and wellbeing of all women with emphasis on issues of marginalised groups and developing their leadership qualities. To create a vibrant constituency of women that will ensure that women unite to become a force to reckon with. It will challenge interest groups that have perennially failed to recognize women's role and contribution and their actions and thus have led to their increased marginalization from the mainstream based on caste, class, religion, region, ethnicity or ability.

The Eastern India Women's Network will be membership-based that will empower and encourage women to reach their full potential in social and professional life.

Philosophy of Activities :

- To provide a strong network of individual and group contacts and encourage the ignition of information sharing between members.
- To provide access to professional and personal development information in a unique and non-threatening environment.
- To inspire and encourage women to develop professional strategies and skills to take more proactive role for success in the family, social and professional life.
- To provide a pooling facility for like-minded individuals to share information, ideas and knowledge and bring about positive change.
- To provide a forum for the recognition of women's achievements and encourage others to emulate these role models.
- To lift the level of awareness, acceptance and visibility of women and the talents and resources they have to offer the economy.

Strategy:

Development of Leadership qualities through holistic empowerment of women by strengthening a strong personality that seeks to transcend any real or imagined limitations in their personal, private and public spheres.

Creating a strong platform for awareness generation in the community as many such movements have failed and created frustration for the women themselves for they feel they should have a voice and yet are denied one by the male members as well as a patriarchal system.

To broadly harness the existing capacity among women and seek to provide an atmosphere to cherish and cultivate for the untapped potentials.

To instill professionalism through direct participation in the management of sectoral issues such as Rights issues and governance, environment, Health, Education, economy and welfare etc.

Benefits:

- Leadership skills development
- Trainings
- Exposure visits and local and international contacts
- Information
- Professional growth
- Pool of human and social capital
- Platform/forum to share and advance personal, family, work and professional aspirations

Guiding Principles**Recognition of women:**

All women have the right to be valued and recognised for their contribution to the political, social and cultural areas of life. All women should have the opportunity to participate in all aspects of decision-making that could affect their wellbeing.

Our environment:

The Eastern India Women's Network understands that the environment is not just a physical issue. The environment is an all-embracing concept that influences, and is influenced by, economic, social, cultural and psychological factors such as housing, transport, health, social justice, education and the mass media.

Health:

Health is more than just the absence of disease. Health also includes a personal sense of wellbeing. Socio-economic, emotional, social, cultural and physical factors influence health and wellbeing. The Eastern India Women's Network believes that priority must be given to the maintenance of health for all women which includes access to basic health care facilities and information in usable/accessible formats and at all level of the community

Violence and Abuse:

The Eastern India Women's Network will commence with the belief that freedom from violence and abuse is a basic human right. Violence and abuse includes:

neglect;
physical assault;
psychological, emotional, and verbal abuse;
sexual assault and abuse;
financial and economic exploitation;
social abuse.

Discrimination:

The Eastern India Women's Network will be committed to the elimination of all forms of discrimination but particularly discrimination based on caste, class, ability, age, gender and race.

Carers:

The Eastern India Women's Network recognises the importance of ongoing support services that address a variety of needs and issues relevant to voluntary carers' lifestyles and particular needs, that concerns women in critical situation like severe disability, old age problems, women in conflict like victims of riots, abused women etc. These include adequate financial assistance, access to quality respite care, information, education and training, emotional support, and community involvement.

DAY - 1**INAUGURAL SESSION**

Lighting of lamp by the distinguished chief guest Mrs. Manorama Mohapatra, Chief editor of Samaj; Chief Executive of Swabhiman Sruti Mohapatra; Program Manager Shiv Nair of VSO New Delhi; Kuhu Das (Association for Women with Disability, West Bengal) and many other participants marked the inauguration of the two days workshop.

Kuhu Das, founder secretary of AWWD, called upon all the groups of women to come together, share a hand and work together for a better future. She highlighted the fact that disabled people are always marginalised. However it was necessary to unite all marginal groups for holistic development both of the marginalised groups and also the country as a whole. She also added that the concept 'Hand-in-Hand' was an opportunity to commence the ideology of working together.

Shiv Nair, Program Manager VSO New Delhi, emphasized that alongside prioritising issues of disability other issues related to development of women has to be taken up for overall development of women.

Honourable Chief Guest Dr. Manorama Mohapatra, in her address, said let us share 'Hand-In-Hand' to break the age old barriers, to build a network for promoting the rights, dignity and well of all women and emphasizing on developing leadership qualities. With this vision she described the workshop as a unique concept and result of novel thought. Although the thinking is old but it

had made a new beginning, she added. Dr. Mohapatra expressed that, disability is a wrong term to use rather we should consider it as being endowed with special ability. Speaking on the leadership quality of women Dr. Mohapatra said that since the mother, the housewife, dominates a home so leadership quality of women cannot be questioned. She said with determination, mutual respect and self-sacrificing attitude women can excel from kitchen to politics, literature to leadership, nothing is impossible.

*' Woods are dark and deep
But we have promises to keep
And miles to go before I sleep '*

Quoting these words of Nehru she concluded 'This is just a beginning and we need to work together and then our goals will certainly be accomplished.' In the end of her ever inspiring speech she presented two books to Dr. Sruti and dedicated them to the youth of today.

After this Sruti Mohapatra made her keynote presentation on the concept and philosophy of Hand-In-Hand. After giving the house a few points to ponder on, on the hardships faced by women with disability, she moved on to outline the importance of building such a network of women to fight for the rights of women. She reiterated to create an EQUAL SOCIETY one had to work towards creating a society, which was rich in social capital, valued diversity and debate and where all women had a legitimate voice. She desired that the Eastern India Women Network would grow into a vibrant constituency of women that would seek to ensure that women united to become a force to challenge interest groups that have perennially failed to recognize women's role and contribution and their actions and thus have led to their increased marginalization from the mainstream based on caste, class, religion, region, ethnicity or ability. Thereafter Dr. Mohapatra informed the house the design of the program, the activities ahead on the two days of brainstorming sessions.

Then she invited Peter Nderitu, VSO volunteer in Swabhiman to give a vote of thanks. Peter Nderitu thanked the distinguished guest and hoped that the participants will have a happy learning and interaction during the workshop.

After a short tea break Kuhu Das requested the participants to introduce themselves. After this formal interaction the women leaders from each region participated in the panel presentation. The panelist included Sheila Linda from Jharkhand; Namrata Chadha, Senior Member Women Commission, Orissa; Shahnaz Rafique, Jharkhand; Sneha Mishra, Orissa; and Kuhu Das from West Bengal. It was then followed by panel discussions on the theme 'Regional Issues on Gender Equity and Women's Leadership and How the Issues can be Addressed.'

PANEL DISCUSSION (Regional Issues on Gender Equity and Women's Leadership and How Issues can be Addressed)

Addressing (in Hindi) the participants **Sheila Linda** showed concern for increasing gender inequality. She highlighted the fact that women are being marginalized in the employment sector and are paid much less compared to their male counterparts. Basic rights of women like health and education are out of reach for women, particularly for disabled women. Sheila Linda

suggested that educating women can help in creating awareness among women to fight for their rights and can influence their family for a better future. She focused on giving priority to children who are suffering from physical disability. Narrating from her own experience she described how she has been able to create awareness among women by forming 'Mahila Samitis' in around fifty villages. She stressed on focusing on disabled children and bringing them back to the main stream.

The next panelist was a member of women commission from Orissa, **Namrata Chadha**. She gave a power point slide presentation giving the present status of women from various background in Orissa. She also raised concern on the fact that when ever issues like development and communication of women rises, there it takes a back seat and the pace is very slow. Some of the points she highlighted are as follows:

- ⇒ In 1923 no girl child was allowed to read law
- ⇒ In tribal districts cases of female foeticide is low but in urban areas where people are more conscious the cases of female foeticide is on rise.
- ⇒ Life expectancy in Orissa has been 61 years for females and 62 years for males.
- ⇒ Female literacy rate have increased in Orissa from 35% to 51%
- ⇒ In Orissa 86% of women population resides in rural areas.
- ⇒ Infant mortality rate in Orissa was 87 per 1000 in 2002 and female mortality is higher.
- ⇒ According to NFHS -(2) 99% of married women know about at least one method of contraception but 47% of married women actually use them.
- ⇒ Equal pay for equal work has never been possible at the ground level.
- ⇒ In handloom sector women workers are deprived from specific facilities due to lack of proper policies of the Government.
- ⇒ Female work participation has decreased from 26.58% to 24.62%
- ⇒ Less than 1% of development fund is allocated for women development.

Apart from these points she expressed satisfaction on establishment of Mahila Police Stations, Family Court and Swadhar home for destitute women but also added that although these are good indicators but more issues in the sector of health and women education are yet to be addressed. She also informed that Orissa is the first state to implement policy of government for 33% reservation at the Panchayati Raj elections. Namrata Chadha also suggested certain action plans on the following issues:

- ⇒ Need for sensitization
- ⇒ More Mahila thana
- ⇒ FIR registration must
- ⇒ Special focus
- ⇒ Creating Awareness

The next panelist was **Shahnaz Rafique** from Jharkhand. Shahnaz Rafique portrayed concern on women discrimination in the sectors of health, education and basic human rights. She said although India has developed in last fifty years but still women suffer marginalization. It is often the women herself who is creating barriers in the name of so called cultures and traditions. She

said it's the women who hesitates to come forward and is responsible for her own decline. Shahnaz said that we need to change our mind set. She asked not just to frame policies but to search for a remedy, a change and the importance of implementation.

The secretary of AAINA, **Sneha Mishra** spoke on various issues of women with disability. She gave statistics on the population of disabled persons in India. The following are highlights of her talk:

- ⇒ According to census 2001, there are in total 21906769 persons with disability out of which 9301134 are women.
- ⇒ In Orissa, there are 11021335 persons with disability out of which 452421 are women (Census 2001)
- ⇒ Percentage of Survival of a girl child with disability is low; denial of food is further seen.
- ⇒ Her access to education and employment is further limited.
- ⇒ If a woman is disabled after marriage, greater chance of her being divorced, deserted and left uncared.
- ⇒ Marriage and other social activities are issues that are limited in case of women with disability.

Sneha Mishra added that women are more subjected to psychological and physiological trauma especially those women who suffer from disability.

Next Panelist was **Kuhu Das** and she made a distinction between gender equality and equity and explained that equality is the principle while equity is the practice. She reported that Equality means: Each person should have the equal rights and entitlement to social, economic, political and cultural development; Equity means a person is able to exercise all these rights and the entitlement should lead to outcomes which are fair and just.

Gender research show generally women and girls have fewer opportunity, lower status and less power, women work harder than men to secure their livelihood but still have less control over income and assets, they have lesser opportunities for development, are subject to violence and intimidation, have a subordinate social status and they are poorly represented in policy & decision-making. She informed that gender equity is given high recognition in poverty alleviation and in development because gender equity and women's empowerment are 'inextricably linked' as Poverty elimination can only be achieved by addressing the disproportionate burden of poverty, lack of education and health services and lack of productive opportunities borne by women.

She also highlighted the regional issues on gender equity as follows :

- ⇒ Health, Education, Livelihood, Violence & abuse, Social Security, Participation in power and decision making process. However she noted that, since early 70s till now gender equity and women's empowerment has achieved progress like changes in laws, regulations and policies but these changes has primarily benefited the so called 'mainstream women folk' – the progress has hardly been able to bring the change in the marginalized women groups – namely disabled women, dalit women, tribal women, women having different sexual preferences, women in sex work, women infected with HIV etc.

DISCUSSION

In the end of these panel presentations a session of question and answer round helped the participants to come up with different suggestions and clarify their doubts. Inderjit Khurana suggested in giving importance to build up awareness and a change of attitude is necessary. Kishori Das also agreed on point of changing the mindset. Giving examples of her own life, she expressed how with sheer determination and will power could overcome her disability and is a part of the main stream.

After the questions answer round Kuhu Das called upon the participants to participate in a group discussion on the topic: 'Is a Network necessary? And if so for whom? And what should be its focus?' Sruti Mohapatra divided the participants into three small groups.

GROUP DISCUSSION - I : Is a Network Necessary? And if so, for whom? And what should be its focus?

Group A

Members: Tapaswini Mohanty, Alka Joshi, Minakshi Mishra, S.N Joshi, Shiv Nair, Sneha Mishra, Malavika Ray, Baruni Devi, B.K Dey, Sruti Mohapatra

Facilitators : Sneha Mishra and Minakshi Mishra

Presenter: Tapaswini Mohanty

The first group pointed out the following: Why another network?

- ⇒ As we know that there is no network formed for this purpose.
- ⇒ Lack of coordination is the reason of network dissolution.
- ⇒ We should bring in some organisations from rural areas who can then disseminate the information at grassroots level.
- ⇒ Women from different groups can communicate with other groups and can utilize the facility.
- ⇒ Our focus will be all women not as disable women
- ⇒ To help members to create awareness of all issues.
- ⇒ Disability for all marginal issues

Group B

Members: Inderjit Khurana, Kishori Das, Namrata Chadha, Nibedita Acharya, Nandini Ghosh, Sheila Linda, Bela Linda, Sehnaz Rafique

Facilitator: Namrata Chadha

Presenter: Ms. Sheila Linda & Bela Linda

The second group concluded the following aspects:

- ⇒ The Network is essential and it should be for all women
- ⇒ Focus should be on Empowerment, Awareness, Holistic Development including quality of life, Social status, Health, Education, Economic Independence, Self Confidence, Leadership quality, Emotional power.
- ⇒ The network is necessary to empower all groups of women by creating awareness on issues such as :Essence of life, Social status, Health, Education, Employment, Self-confidence, Leadership and on how to break male dominance

Group C

Members: Snehanjali, Sumita, Sudipta, Kalyani, Tarangini, Anna, Banita, Vivien

Presenter: Kalyani Biswal

The third group reported that the network is necessary and presented the following views:

- ⇒ To help each other, sharing and learning
- ⇒ Unity: -To make their voice heard
- ⇒ Information: - To change the policy
- ⇒ Pressure group to enforce change

For whom? It will work with and work for all marginalized women of society.

Focus:

- ⇒ Mass awareness and knowledge of rights
- ⇒ Exercising the rights
- ⇒ Resource mobilization
- ⇒ Sharing of expertise
- ⇒ Providing Support system
- ⇒ Dissemination of information: -right concept of different issues
- ⇒ Towards inclusion:What does it mean how it could be in practice
- ⇒ Implementation of policies & benefits should reach to each appropriate beneficiary
- ⇒ Building leaders at grass root level

What the network can do advocacy for;

- ⇒ Implementing and formulating gender policies for the voluntary sector and other organizations
- ⇒ Ensuring the implementation of existing policies
- ⇒ Coordinating research on work life issues on women.
- ⇒ Working women association promoting employment opportunity in organization

In the end of group discussion 1 all the groups agreed on one basic point that indeed a network is necessary. After a short tea break the participants were again invited to discuss over a second group discussion. The participants were again divided into three groups.

GROUP DISCUSSION II

Group A

Topic: Challenges in Social Life

Members: Sruti, Tarangini, Baruni, Rajalaxmi, Minakshi, Shiv Nair, Nibedita, Kalyani, Inderjit Khurana.

Facilitator: Inderjit Khurana

Presented by : Inderjit Khurana

The group discussed the topic among themselves and presented the following as some of the challenges facing women in their social life: The group noted that existence is to start with a big challenge right from birth.

- ⇒ Infanticide
- ⇒ Foeticides
- ⇒ Health Status- Poor Sexual and Reproductive Health and Nutrition
- ⇒ Challenges in Adolescence and as Adults
- ⇒ Problems of Single Women/Divorced Women- considered not good
- ⇒ Restriction in social life
- ⇒ Expectations are high for Being a good girl
- ⇒ Gender preferences-Boys are- preferred than girls
- ⇒ Gender Roles- suppressed by male counterparts

Role of the Network

- ⇒ Generate awareness to change attitude (Programme) act as an information window sharing of expertise.
- ⇒ Lobbying with Policy makers, Govt. or people working in the same line
- ⇒ Barrier free and open minded for a common platform
- ⇒ Promote Inter-disciplinary approach.

This group also discussed on another topic: **Problems in Work Life**

Facilitator: Shiv Nair

Presented by: Kalyani Biswal

They all agreed upon the following points:

- ⇒ Inaccessible work environment
- ⇒ Lack of gender policy within organization. -sexual harassment
- ⇒ Women always treated as sex object
- ⇒ Lack of implementation of existing laws (e.g maternity leave)
- ⇒ Security at working place
- ⇒ Human Resource policy doesn't encourage women to apply for employment opportunities

Group B

Topic: Enforcing Laws Pertaining To Women Rights

Members: Bela, Sunita, B.K Dey, P.Mohapatra, S.N Joshi, Malavika and Snehanjali

Facilitator: Namrata Chadha

Presented by: Namrata Chadha

Fundamental Rights include:

- ⇒ Right to Equality
- ⇒ Right to Life (Right to live with dignity)
- ⇒ Right to Education (Free and Compulsory Education to the girls from the age 6 to 14 years) Sarwaa Siksha Abhiyan

Existing Laws:

- ⇒ CRC (Conviction on Child rights. Below 18 years of age and called as Child)
 - ⇒ Juvenile justice act 2000(For children)
 - ⇒ Crime Against women (Outrage modesty, Attempt to rape, Eve Teasing, Kidnapping, Blackmailing, Immoral Trafficking)
 - ⇒ Special Marriage act
 - ⇒ Maintenance, custody of child
 - ⇒ Property act
 - ⇒ HAMA (Hindu Adoption and Maintenance Act)
 - ⇒ ITPA (Immoral Trafficking Prevention Act), SITA, PITA.
 - ⇒ Indecent Representations of women (1986) Act
 - ⇒ Prevention of Sexual Harassment at workplace.
 - ⇒ Domestic Violence Bill (Right to Residence)
 - ⇒ MTPA (Medical Termination of Pregnancy Act)
 - ⇒ DNA test (Recognition of Father)
 - ⇒ Factory Act
 - ⇒ Personal laws Family and social
- (All these laws are implemented in whole of India except Jammu & Kashmir).

The group also agreed on certain changes that should be given priority such as:

- ⇒ Attitudinal mindset to be changed (Judiciary, Police, Law makers, Bureaucrats, Health officers, Advocate and Media Personnel)
- ⇒ Sensitization of all on existing laws
- ⇒ Strengthening the Network between Government and NGOs
- ⇒ DNA Test (As per court order)
- ⇒ Right to Information Act-2005
- ⇒ Mahial and Sishu Desk (only in Orissa)
- ⇒ Disability Act

Group C

Topic: New Collaboration With Different Groups

Members: Sneha Mishra, Vivian, Shahnaz, Sheila, Kuhu, Tapaswini, Tulika, and Chinmayee

Facilitator: Kuhu Das.

Presented by: Shahnaz Rafique.

The group discussed regarding the collaboration within different groups (tribal women, writer women, women scientist, dalit women, women performers, women in politics, women in bureaucracy, women in informal sectors etc.) and brought out the following points:

- ⇒ To prevent more marginalization
- ⇒ To make it inclusive as much as possible
- ⇒ To sensitize all groups
- ⇒ Respect all diversities
- ⇒ To create essence of shared problems

Focus

- ⇒ To reach out in a wider sector
- ⇒ To communalize the issues
- ⇒ To change the mindset of women themselves

Implementation

- ⇒ By co-coordinating among the group
- ⇒ The representative should be from the same sector
- ⇒ Different groups of women should utilize their professional skills as weapons to fight against issues.
- ⇒ Division of responsibilities
- ⇒ Impact assessment - Network needs to find out the common issues and find out the strategies for linking them up.

DAY - 2

QUICK REVIEW

Second day started with a quick review of the day before's discussions by **Nandini Sen** and short brief on second day's programme by **Sruti Mohapatra**. **Kuhu Das** invited Tulika Das, Nivedita Acharya, Kalyani Biswal, and Vivien Andyka to present their talks.

In her address **Vivian Andyka** from VSO, Indonesia, spoke of her own real life experiences and challenges which she faced being a woman. She described herself as a rebel and a person who

had to withstand the harsh realities of woman inequality. She said rather than being submissive to the various factors she stood up against them and questioned the validity of every unjustified excuses in the name of culture and tradition. She narrated different instances from her life as she grew up as a girl child in her country Indonesia. She explained the hardship she faced as a woman in pursuing education and health services. She also added that denial of equal opportunity to women is the main barrier in women progress and development. She insisted that both the government and the private sector should take adequate initiatives for giving priority to women education. She also added that certain policies of the government are ending up in giving rise to women discrimination. She expressed her dissatisfaction on the government for neglecting the basic rights of women. Vivian ended up her keynote that she always been against women discrimination and will continue her fight for this cause.

Then **Karuna Biswal** of ARUNA spoke on HIV AIDS and the trials women living with HIV AIDS are going through in everyday life. Karuna is working with ARUNA for creating awareness against HIV. She is working in two blocks of Ganjam district. She expressed her concern on the increasing number of HIV patients. Migrating laborers to places like Surat, Mumbai, Delhi etc., once detected as HIV infected, return home and without disclosing their status infect their wives. Hiding of HIV status and unsafe sex practices are the major cause of women being affected by HIV. Wives of laborers infected with HIV aids are most vulnerable. Karuna also highlighted the fact that since women are submissive and lack proper awareness and education, their voice is unheard. She insisted on creating proper awareness and counseling through networking.

Nibedita Acharya is the first lady in Orissa to be associated with adventure sports. She talked at length on challenges of being sports women. Describing her hardships Acharya smiled saying that she enjoys the credit of being the first and only woman from Orissa to sail from Paradeep to Bali, crossing over 6000 nautical miles. For the last one and half decades she has been involved in encouraging and associating women in this sport. She also spoke on active participation of women with disabilities in adventure sport. In her views proper awareness can bring a revolution in increasing the number of women participating in adventure sports. She even added that psychological pressure, family resistances are major barriers in women participation in sports. She insisted on developing confidence, dedication and determination among women to develop their talents and capabilities.

Tulika Das of Sanchar from West Bengal addressed the next keynote. She described this workshop as a historical moment where for the first time disabled women had invited mainstream women to join and share a hand for a better future and to fight for the rights of women. Issues of disability are given low priority in developmental plans, she said. Das said, that initially issues of disability were given individual approach with a mere concept of providing service but the time has come where providing service is not all that counts but some more has to be done to improve the socio-economic status of disabled women. Das in her short speech stressed on the importance of working together with a vision for over all development of women with disabilities.

After the keynotes were over Kuhu Das divided the participants into three groups and gave topics for group discussions. In this third small group discussion topics included 'The Race for

Top Position and Challenges, Social Marketing of Diversity (Internally and Externally), Means to Advance your Career or Grow your Business through Network, and Leadership Competency in Diversity. Shiv Nair, Nandini, and Tulika Das were the facilitators of respective groups.

GROUP DISCUSSION III

GROUP A

The first group covered the topic 'The Race for Top Position and Challenges' as well as another topic 'Means to Advance your Career or Grow your Business through Network.'

Topic : Means to Advance your Career or Grow your Business through Network

Members: Kalyani Biswal, Nebedita Archarya, Chinmayee, Snehanjali, Anna Downie

Facilitator: Nibedita Acharya

Presenter: Nivedita Acharya

The following are some of the challenges identified by the group

- ⇒ Attitudinal discrimination (Education, Employment training, communication)
- ⇒ HR policies to be implemented properly
- ⇒ Dissemination of information to be cleared in every sector
- ⇒ Self employment (Need of local area, Availability of market area)
- ⇒ Market research - E.g on Polishing of Gemstones, Cooperative societies for especially persons with disabilities, Confectionaries, Providing lunch packets
- ⇒ Monitoring of network
- ⇒ Call centers

Topic : The Race for Top Position and Challenges

Members: Kalyani Biswal, Nebedita Archarya, Chinmayee, Snehanjali, Anna Downie Sneha Mishra.

Facilitator: Sneha Mishra

Presenter: Kalyani Biswal.

The following are some of the challenges facing women in their quest for top position

- ⇒ Dominated by the male (attitudinal changes of both male and female, character assassination)
- ⇒ Reservation should be for the women like special relaxation.
- ⇒ Positive discrimination
- ⇒ Network should be strong supportive
- ⇒ Strong advocacy/pressure group
- ⇒ Articulation for visually impaired
- ⇒ Loan facilities in Bank/NFDC/financer
- ⇒ Short stay home to be established in each state (center area)

GROUP B

Topic : Leadership Competency in Diversity

Facilitator: Tulika Das

Members : Tulika, Vivian, Meenakshi, Baruni, Tarangini, Kishori, Shahnaz, Tapaswini, Sumita and Shila.

Presenter : Shila Linda

The following are some of suggestion on qualities for competent leadership:

- ⇒ Leader should have inclusive approach in all aspects
- ⇒ Should have empathy to all issues
- ⇒ Should have knowledge/information
- ⇒ Should be unbiased
- ⇒ Promote teamwork and facilitate link among all issues
- ⇒ Clear vision to built a common vision
- ⇒ Democratic
- ⇒ Good communication skill
- ⇒ Be with the group at any cost
- ⇒ Strong believer in 'Humanity'
- ⇒ Should have ability to empower others
- ⇒ Flexible and rationale
- ⇒ Transparent in all respect
- ⇒ Good planner and active and active executor.

GROUP C

Topic : Social Marketing of Diversity (Internally and Externally).

Members : Sneha Mishra, Shiv Nair, Banaja Banapriya, Taragini Mohanty, Bela Linda, Banita Sahoo.

Facilitator : Nandini

Presented By : Banaja Banapriya

- ⇒ It is selling of Ideas for the betterment of the society
- ⇒ The real strength lies in unified team
- ⇒ The Group should stick to a particular Problem
- ⇒ Choose the common issues and focus it in group level

Q -When we talk about individual organization their own work, what role the network will play?
How this will focus on all problems?

A - Mutual Understanding of individual problems
Giving strength to the weaker section
This network to act on pro active basis.

Ways for marketing diversity internally

- ⇒ Coming together
- ⇒ Choosing common issue
- ⇒ Sharing diverse experiences
- ⇒ Promoting Tolerance with within the group

Ways for marketing diversity externally

- ⇒ Promoting unified message on Common issues through the network partners.
- ⇒ Lobbying and advocacy
- ⇒ Devising new strategies for Promoting Diversity and unity

GROUP DISCUSSION IV

As it was not possible to meet in close time intervals the house unanimously decided to give a longer time for deliberations. All members were requested to contribute freely to all topics. The small group discussions dealt with :

Structure of Network
Training & Exposure Visits
Information Dissemination & Its Use For Advocacy
Pooling of Human and Social Capital

GROUP A

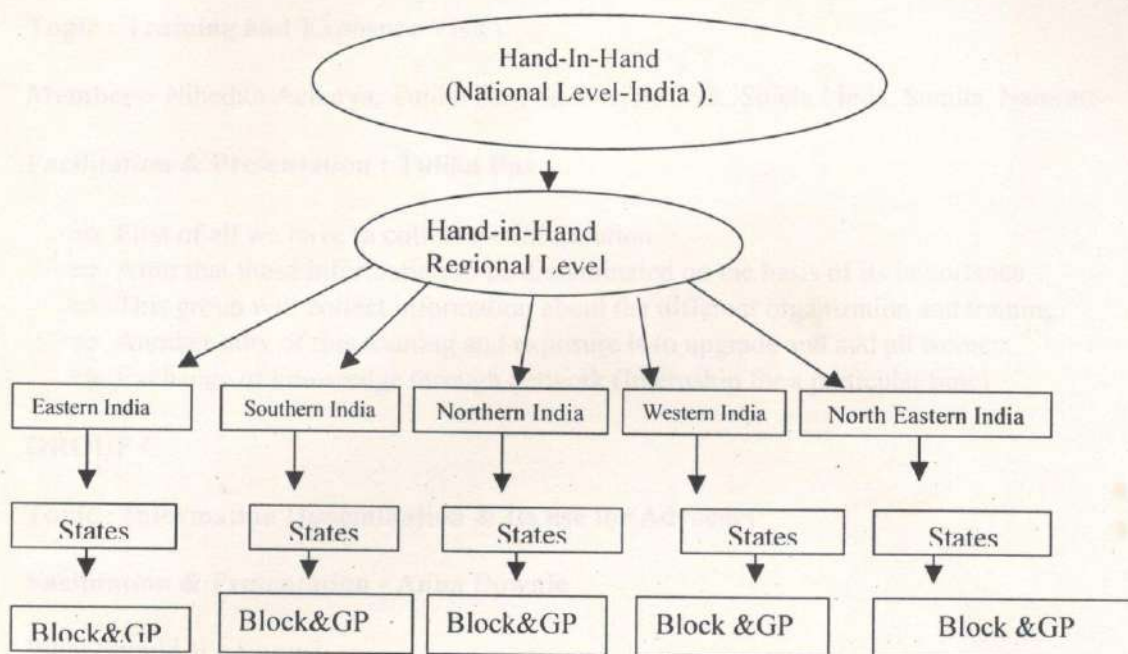
Topic : Structure of Network

Facilitation & Presentation - Vivian Andyka

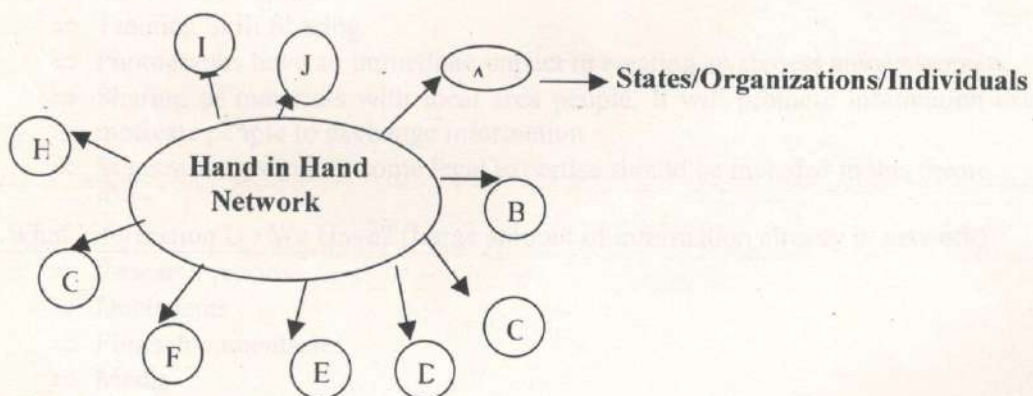
After an hour long discussion the group presented the following structure for the network where movement was possible both ways, top to bottom and bottom to top.

Two structures were presented, the first one was for Information Dissemination as well as Network Coordination; the second was for Information Exchange and Skill Sharing.

Structure For Information Dissemination & Network Coordination



Structure For Information Exchange



Highlights :

- ⇒ While discussing with the members on this matter she has suggested that we must form some smaller groups
- ⇒ It is unanimously decided each small group will work with other small group.
- ⇒ While working in groups they will enhance their Leadership quality
- ⇒ Role and Responsibility
- ⇒ Vision
- ⇒ All members have rights to access information and activities of the network.
- ⇒ All members have right to directly express their voice/concerns to the network

GROUP B

**Topic : Training and Exposure Visit **

Members- Nibedita Acharya, Tulika Das, Snehanjali-CSA, Shiela Linda, Sumita, Namrata

Facilitation & Presentation : Tulika Das

- ⇒ First of all we have to collect the information.
- ⇒ After that these information to be disseminated on the basis of its importance.
- ⇒ This group will collect information about the different organization and training.
- ⇒ Another duty of this training and exposure is to upgrade and add all women.
- ⇒ Exchange of knowledge through network (Internship for a particular time)

GROUP C

Topic : Information Dissemination & Its use for Advocacy

Facilitation & Presentation - Anna Downie

What Should We Know?

First of all we should aware what information to be disseminate.

How Will Information Help?

- ⇒ For better research.
- ⇒ Training Skill Sharing.
- ⇒ Photographs have an immediate impact in creating awareness among women.
- ⇒ Sharing of materials with local area people. It will promote information exchange and motivate people to exchange information.
- ⇒ Suggestion given that some legal expertise should be included in this theme.

What information Do We Have? (Large amount of information already in network)

- ⇒ Research reports
- ⇒ Documents
- ⇒ Films/documentaries
- ⇒ Media
- ⇒ IEC materials

Purpose of This Sharing :

- ⇒ Our own work
- ⇒ Advocacy
- ⇒ Research support group
- ⇒ Collaborative research

For Whom?

- ⇒ Start with the network members but aim to widen access to all
- ⇒ Governments
- ⇒ Civil Society
- ⇒ Public
- ⇒ Corporation

GROUP D

Topic : Pooling of Human and Social Capital

Facilitation & Presentation : Banaja

They will collect membership from individual level, organization and different agencies. They collect a token amount of money as membership fee. In this way they will generate the fund. They will publish articles, short poems, stories by which they generate money. They keep the Database of women in different Field Primary and secondary data. They also collect money as contribution from various organization, peoples. They link with other network (Cooperate NGO's etc). They will collect membership on the basis of Individual membership Group membership Professional membership.

- ⇒ Pooling of Social Capital
- ⇒ Membership fee
- ⇒ Fund Raising
- ⇒ Sell of products and publication
- ⇒ Charity and contribution

THE WAY FORWARD

The workshop concluded with the speech by Sruti Mohapatra thanking all participants for their presence, participation, rich group discussions; and all the media persons for covering this nascent vision. She hoped that one day the voice of Hand-in-Hand would reach the United Nations Level. She announced that the Ad Hoc Committee would discuss the structure of network, mission, membership, responsibilities, frequency of meeting and coordination of issues of the network – initially through an e-group. She also stated that all participants' members would be provided with copies of all proceedings of Hand-In-Hand in a compact disk format. It was decided that the next meeting would be held in the 1st week of January 2006.

Kuhu Das concluded that she was sure that the network would be a grand success. So she called upon each and every participant to celebrate womanhood and the diversity within.

Both Dr. Mohapatra and Ms. Das thank Shiv Nair and VSO for having brought them together. Mr. Nair thanked all for committing their time and mind to the network's beginning.

The evening ended with melodious rendering by Mr. Parthasarathi Panigrahi and his group. After two days of cerebral work all participants sang and danced through the evening to hot and sumptuous dinner served in Bollywood 70.

LIST OF ANNEXURES

Workshop Design

Monday, October 17

8:00 a.m. - Till 18th Afternoon

Exhibition - Photo, Book & Posters. Theme : 'Indian Women in Diversity and Leadership Roles.'

9:00 a.m.- 9:25 a.m.

Registration

9:30 a.m. - 10:15 a.m.

Inaugural Session

10:20 a.m. - 10:40 a.m.

Keynote Address

10:45 a.m. - 11:00 a.m.

Exchange of Greetings over Tea

11:05 a.m. - 11:35 a.m.

Introductions

11:40 a.m. - 12:50 p.m.

Panel Presentation - By One Woman Leader From Each Region Followed By Discussion
(Theme – Regional Issues on Gender Equity and Women's Leadership and how the issues can be addressed)

12:55 p.m. - 1:30 p.m.

Group Discussion - ONE - Is A Network Necessary? And if so, for whom? And what should be its Focus? (In Small Groups - Region Wise)

1:35 p.m. - 2:00 p.m.

Lunch

2:05 p.m. - 3:00 p.m.

Small Group Presentations & Discussions -ONE

3:05 p.m.- 4:00 p.m.

Small Group Discussions -TWO

Challenges In Social Life

WorkLife Issues

Enforcing Laws Pertaining to Women's Rights

Facilitating and Advancing Women in Politics

New Collaborations with different groups of Women (Tribal Women; Writer Women, Women scientists, Dalit women, Women Performers, women In Politics, women In Bureaucracy , women in informal sector etc.)

4:05 p.m. - 4:15 p.m.

Tea Break

4:20 p.m. - 5:15 p.m.

Group Presentations & Discussions of TWO

Tuesday, October 18

9:30 a.m. - 10.00 a.m.

The Day Before - A Quick Review

10:05 a.m. - 11:15 a.m.

Keynote Address By

- (1) Local Woman Political Leader
- (2) Local Successful Business Woman
- (3) Local Well Known Academician
- (4) Local Popular Artist
- (5) Successful Woman Farmer

11:20 a.m.- 11:45 a.m

Exchange Of Greetings Over Tea

11:50 a.m. - 12:45 p.m.

Small Group Discussion -THREE

The Race for Top Position & Challenges

Social Marketing of Diversity (Internally and Externally)

Means to Advance Your Career or Grow Your Business Through the Network

Crisis Management - From Challenges to Best in Situation

Leadership Competency in Diversity

12:50 a.m. - 1:25 p.m.

Group Presentations and Discussions of THREE

1:30 p.m. - 2:00 p.m.

Lunch

2:05 p.m. - 2:25 p.m.

Guidelines For Network Development

2:35 p.m. - 3:55 p.m.

Small Group Discussions - For Network Development FOUR

Structure of Network
Leadership Skills Development
Training & Exposure Visits
Information Dissemination & Its Use For Advocacy
Pooling of Human and Social Capital

4:00 p.m. - 5:00 p.m.

Group Presentations and Discussions FOUR

5:05 p.m. - 5:45 p.m.

Tea Break

Core Team To Finalise - 'The Way Forward - Initiatives and Commitments To Be Taken Up By Network'

5:50 p.m. - 6:15 p.m.

Presentation of 'The Way Forward.'

6: 55 p.m. - 7:55 p.m.

Musical Evening & Dinner

Working Team

1. Sruti Mohapatra
2. Sambit Mishra (Coordinator)
3. Saibalini Nayak
4. Sanghamitra Mohapatra
5. Banaja Banapriya
6. Tarangini Mohanty
7. Bibhuranjan Samal
8. Sitakanta Behera
9. Nirranjan Behera
10. Peter Nderitu

Documentation Team

1. Santosh Behera
2. Bibhu Prasad
3. Smarajit Nayak

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Regional consultation for first network of women leaders in eastern India

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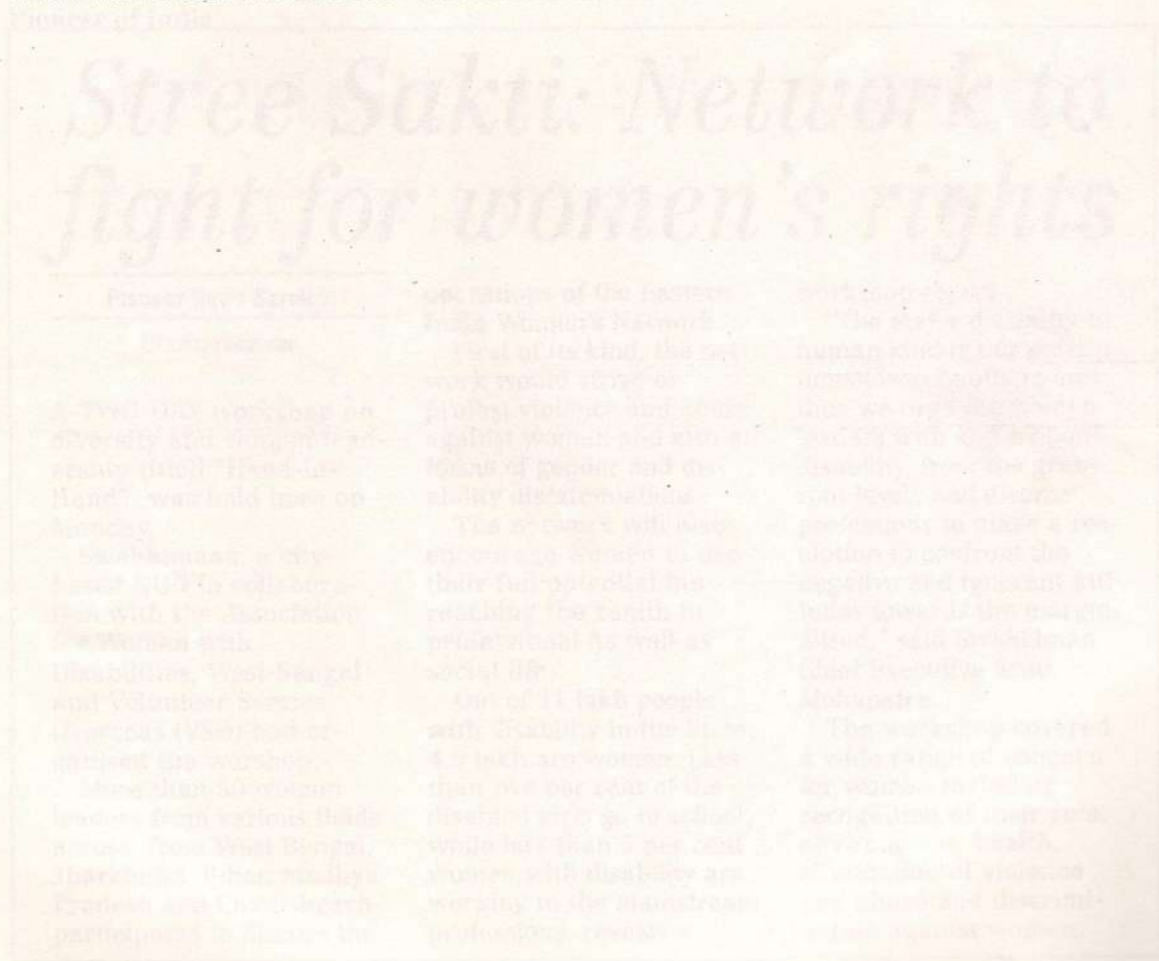
MEDIA COVERAGE

BOOK EXHIBITION

These are the names of the books, which are exhibited in that exhibition. Name of the Books are as follows: -

1. Hand Book on Concession and Facilities For Disabled People in India (English & Oriya)
2. Laws and the Disabled India
3. Blue File
4. Giant Leap
5. National Trust Act 99
6. Abuse and Activity Initiation: Study On Domestic Violence Against Disabled Women in Orissa, India
7. Gender Budget Initiatives
8. Anjali Brochures, 2003,2004
9. Bookmarks of Swabhiman
10. Swakanthe (Bengali) Means Own Voice
11. Giant Leap Forward
12. Khyamata Samachar

There was a Poster exhibition on 'Women in Different Roles'.



Women join hands for unity

TIMES NEWS NETWORK

Bhubaneswar: Women from Orissa, West Bengal, Chhattisgarh, Jharkhand and Bihar on Monday formed the country's first network for the fairer sex — "Hand-in-Hand" — here to bring together their peers from various spheres of life to fight against discrimination.

Sruti Mohapatra, the chief executive of *Swabhiman*, a city-based disability information and resource centre, said the network aimed to emerge as a force in the east-

ern region and rope in members from grassroots level and professional front, leaders and even those without any specific background and experience.

A meeting was held here on the occasion of formation of "Hand-in-Hand", a brain child of Mohapatra, with assistance of Kolkata-based Association for Women with Disability and supported by Voluntary Service Overseas in New Delhi.



The members of the organisations deliberated on issues like domestic violence, sexual harassment and dowry. "The participants are sensitised on how to handle issues regarding the women," Mohapatra added.

"The network looks forward to create a platform for the women which will seek to ensure that the fairer sex unites to become a force. The network will challenge interest groups that have

failed to recognise the women's role and contribution to the society," Mohapatra said.

She added that the network was the first-of-its-kind in the country which could influence the women in other region to come together for a collective fight against discrimination.

Manorama Mohapatra, the editor of *The Samaj*, said the "Hand-in-Hand" would encourage the women to develop professional strategies and skills to take more proactive role to succeed in life.

Pioneer of India

Stree Sakti: Network to fight for women's rights

Pioneer News Service

Bhubaneswar

A TWO-DAY workshop on diversity and women leadership titled "Hand-in-Hand", was held here on Monday.

Swabhimaan, a city-based NGO in collaboration with the Association for Women with Disabilities, West Bengal and Volunteer Service Overseas (VSO) had organised the workshop.

More than 50 women leaders from various fields across from West Bengal, Jharkhand, Bihar, Madhya Pradesh and Chattisgarh participated to discuss the

operations of the Eastern India Women's Network.

First of its kind, the network would strive to protest violence and abuse against women and also all forms of gender and disability discriminations.

The network will also encourage women to use their full potential in reaching the zenith in professional as well as social life.

Out of 11 lakh people with disability in the State, 4.5 lakh are women. Less than two per cent of the disabled girls go to school, while less than 5 per cent women with disability are working in the mainstream professions, reveals a

workshop report.

"The major disability to human kind is our perceptions towards others and thus we urge the women leaders with and without disability, from the grass root levels and diverse professions to make a resolution to confront the negative and ignorant attitudes towards the marginalised," said Swabhiman Chief Executive Sruti Mohapatra.

The workshop covered a wide range of concern for women including recognition of their role, environment, health, elimination of violence and abuse and discrimination against women.

Women's consultative meet starts

Hand-in-Hand to create leadership among women

Express News Service

Bhubaneswar, Oct 17: Arguably the only initiative of its kind in the country, the two day-long Hand-in-Hand, a women's consultative meet kicked off here on Monday.

The meet aims to create leadership resource in women that cuts across gender, class, region, disability and with a capacity to directly influence issues that affect women and the country.

The network of women has been shaped by city-based Swabhiman, a State disability information and resource centre, and brings together women leaders with disability and those without from grass-roots, diverse professions and leadership background.

Inaugurating the meet, editor of Orissa daily Samaj Manorama Mohapatra expressed her willingness to see more such forums not only in India but across the globe. She said the network will provide women a platform to prove themselves and share each other's expertise for the benefit of all.

Speaking on the occasion, chief executive of Swabhiman Sruti Mohapatra said the mission of the network is to create a vibrant constituency for women that will seek to ensure that they unite to become a force to reckon with. It will challenge interest groups that has perennially failed to recognise women's role and contribution and their actions and thus have led to their increased marginalisation from the mainstream based on class, caste, religion, ethnicity or ability.

The membership-based network will empower women to reach their potential socially

The membership-based network will empower and encourage women to achieve full potential in social and professional life, she said.

The meet is being attended by members from Jharkhand, Bihar, West Bengal, Madhya Pradesh, Chhatisgarh and Orissa and is being jointly organised by Association for Women with Disabilities (AWD) from West Bengal and Volunteer Service Overseas, New Delhi.

Member, State Women Commission Namrata Ghadda and coordinator of AWD Kuhu Das and others are attending the meet.

TODAY IS YOURS

MANORAMA MOHAPATRA

I see you moving in the cosmic movie like a ray of hope; daughter of determination that you are none can deprive you of your right today; from within your bosom shall blossom a movement pervading the continents. Your role everywhere in politics or in science in literature or in literacy in society or in culture in peace or in crisis speaks of your capability in a changing world. As the more millenium is heading towards its end millions watch you expanding and emancipating and shaking the stagnation, The future of humanity

ଦ୍ଵ୍ୟାଣ୍ଡ-ଇନ୍-ଦ୍ଵ୍ୟାଣ୍ଡର ବୈଦିକ ଶେଷ: ଜାତୀୟ ସମ୍ମିଳନୀ ଜାନୁଆରିରେ

ବୁବନେଶ୍ୱର, ୧୮.୧୦ (ଇମିଏ): ପୂର୍ବ ଭାରତ ମହିଳା ନେତୃତ୍ୱାଧିନ ଦ୍ଵ୍ୟାଣ୍ଡ-ଇନ୍-ଦ୍ଵ୍ୟାଣ୍ଡର ଦ୍ଵିତୀୟ ପରାମର୍ଶ ବୈଦିକ ଆଦି ଶେଷ ହୋଇଛି। ବୈଦିକରେ ଦ୍ଵ୍ୟାଣ୍ଡ-ଇନ୍-ଦ୍ଵ୍ୟାଣ୍ଡର ୧୦ ଜଣ ଆଦିକରେ ଜାତୀୟ ସମ୍ମିଳନୀ ଆରମ୍ଭ କରୁଥିବା ସମ୍ବନ୍ଧରେ ଆୟୋଜକ କରାଯିବାର ଶୁଭ କରାଯାଇଛି।

ସ୍ଵାଧିମାନଙ୍କ ମୁଖ୍ୟ କାର୍ଯ୍ୟକାରୀତା ସୂତ୍ରୀ ଦ୍ଵ୍ୟାଣ୍ଡ-ଇନ୍-ଦ୍ଵ୍ୟାଣ୍ଡର ସାମାଜିକ ଅର୍ଥରତ ଛାଡି ମହାପାତ୍ର ଓ ପଶ୍ଚିମବଙ୍ଗର ଦ୍ଵିତୀୟ ମହିଳା ସଂଗଠନ (ଏଡ଼ସି)ର ସୁରାଜ୍ୟା ଆଦି ଏକ ସାମ୍ପ୍ରଦିକ ସମ୍ମିଳନୀରେ ବୈଦିକର ପ୍ରତ୍ୟକ୍ଷ ଦେଖିଥିଲେ। ଚତୁର୍ଥ ପରାମର୍ଶ କରିବେ ଯେ ଦ୍ଵ୍ୟାଣ୍ଡ-ଇନ୍-ଦ୍ଵ୍ୟାଣ୍ଡର ସମ୍ମିଳନୀ, ଏଡ଼ସିର ସମ୍ମିଳନୀ ଓ ନିଷ୍ପତ୍ତିକାରୀମାନଙ୍କୁ ସଂଗଠିତ କରିବା ପଡ଼ିବ।

ସେମାନଙ୍କ ଉଦ୍ଦିଷ୍ଟ ପାଇଁ କାର୍ଯ୍ୟ କରିବ। ଅନୁଷ୍ଠାନ ବିଭିନ୍ନ ଫୋରମରେ ନିଷ୍ପତ୍ତିକାରୀମାନଙ୍କ ବିକାଶ ଓ ସେମାନଙ୍କ ପାଇଁ ନୀତି ନିର୍ଦ୍ଧାରଣ ନିମନ୍ତେ ପୁରୁଷମାନଙ୍କୁ କରାଯିବ। ନେତୃତ୍ୱାଧିନ ଭାରତର ଉତ୍ତର, ପୂର୍ବ, ପଶ୍ଚିମ ଓ ଉତ୍ତର-ପୂର୍ବ ଅଂଶରେ ଛତି କମିଟି ଗଠନ କରିବା ପଡ଼ିବ ଆସନ୍ତା ଜାନୁଆରି ମାସରେ ଜାତୀୟ ସମ୍ମିଳନୀର ଆୟୋଜନ କରିବ ବୋଲି ଚତୁର୍ଥ ମହାପାତ୍ର କହିଛନ୍ତି।

ଦ୍ଵିତୀୟ ମହିଳାଙ୍କ ଦାବି ଓ ପୁରୁଷଙ୍କୁ ନେଇ ଏହା ବ୍ୟାପକତା, ଶ୍ରୀରାଜ୍ୟ ଓ ଅନ୍ୟାନ୍ୟ ଦେଶର ସଂଗଠନମାନଙ୍କ ପ୍ରତି ଯୋଗାଯୁତ ରଖି ପ୍ରତ୍ୟକ୍ଷ ବିନିମୟ କରିବ। ନେତୃତ୍ୱାଧିନ ନିଷ୍ପତ୍ତିକାରୀମାନଙ୍କ ଅନୁଷ୍ଠାନ ପ୍ରମାଣକୁ ପାର୍ଥକ୍ୟ ଓ ଜାତିସଂପ୍ରଦାୟ ନେଇ ବୋଲି ଚତୁର୍ଥ ମହାପାତ୍ର କହିଛନ୍ତି। ଗଠିତ ଆଡ଼ସି କମିଟି ପଦାଧିକାରୀ, ନୀତି ପ୍ରସ୍ତୁତି ଓ ସଂଗଠନିକ କାର୍ଯ୍ୟ

ସଂଗଠନ କରିବ। ମହିଳାମାନଙ୍କ ବିଭିନ୍ନ ପ୍ରସଙ୍ଗକୁ ନେଇ କାର୍ଯ୍ୟ କରୁଥିବା ବିନ୍ଦୁ ବିନ୍ଦୁ ଅନୁଷ୍ଠାନମାନଙ୍କ ମଧ୍ୟରେ ଯୋଗାଯୁତ ରଖା କରିବା ପାଇଁ ଆଦି ପରାମର୍ଶ ବୈଦିକରେ ଶୁଭ ପରାମର୍ଶ ଦେଖି ଯେ ପ୍ରତ୍ୟକ୍ଷ ଦେଖିଥିଲେ ଆଦିକର ବୈଦିକରେ ବିକାଶମାନଙ୍କ ପ୍ରମାଣ ସଂପର୍କରେ ତୁଳନା ଦାଶ, ବିନ୍ଦୁ ବିନ୍ଦୁ ସାମ୍ପ୍ରଦିକ ପରିବେଶରେ ମହିଳାମାନଙ୍କ ପାଇଁ ଦୃଷ୍ଟି ଦେଇଥିବା ଆଦାନ ସଂପର୍କରେ ବିଭିନ୍ନ ଆଶ୍ଵାଦକା, ପୁରୁଷ ପ୍ରଧାନ ସମାଜରେ ମହିଳାଙ୍କ ସ୍ଥିତି ଉପରେ ନିଷ୍ପତ୍ତିକାରୀ ଆଚାର୍ଯ୍ୟ ଓ କର୍ମୀଣୀ ବିଶ୍ଵାସ ପ୍ରମୁଖ ଆଲୋଚନା କରିଥିଲେ। ଏହିପରି ଅନ୍ୟମାନଙ୍କ ମଧ୍ୟରେ ଭିଏସ୍-ଇଡିଆ ପକ୍ଷରୁ ଶିବ ନାୟକ, ଉତ୍ତୋନେସିଆରୁ ବିଭିନ୍ନ ଆଶ୍ଵାଦକା, ଯୁକୋରୁ ଆନ୍ନା ଏଚ୍ ଓଡିଶା, ବିହାର, ଶତରାଣ୍ଡ, ପଶ୍ଚିମବଙ୍ଗ, ମଧ୍ୟପ୍ରଦେଶ ଓ ଛତିଶଗଡ଼ର ବିଭିନ୍ନ ସଂଗଠନରୁ ମହିଳା ପ୍ରତିନିଧିମାନେ ଯୋଗ ଦେଇଥିଲେ।