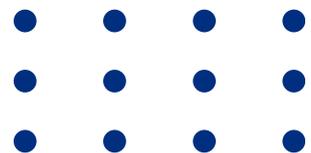


EVENT REPORT

Strengthening Institutional Mechanisms Combating Violence Against Women and Girls (VAWG)

19-20 June, 2025
Panjim, Goa

Workshop organised by
Centre for Public Policy Research | Kochi
Goa State Commission for Women



Report prepared by
Centre for Public Policy Research | Kochi

Contents

Here are the chapters in this report

About the Workshop	02
Inaugural Session	03
Technical Sessions	04
Group Discussions	08
Panel Discussion	10
Key Recommendations	13
Conclusion	16
Workshop Agenda	17
Photogallery	19
Team	20



01

About the Workshop

Strengthening of Institutions Combating Violence Against Women and Girls (VAWG)

The Centre for Public Policy Research (CPPR) undertook a national-level policy research project titled “Strengthening Institutional Mechanisms Combating Violence Against Women and Girls (VAWG)” across five states in India. The focus of the study includes violence against women and girls in private and public spaces. As part of the project, CPPR organized a two-day workshop on Strengthening Institutional Mechanisms Combating Violence Against Women and Girls (VAWG) in Panjim, Goa, on June 19–20, 2025. The event was held in collaboration with the Goa State Commission for Women, Government of Goa, and was supported by the U.S. Consulate General, Chennai.

This workshop brought together key stakeholders from various departments and sectors to engage in in-depth discussions on the gaps and challenges within existing institutional mechanisms addressing VAWG.

The discussions were centered on identifying localised gaps and exploring context-specific strategies to address them, complementing the efforts of relevant institutions. The workshop also featured activity-based sessions designed to delve into the technical and operational aspects of VAWG response mechanisms, enabling participants to gain deeper insights and actionable takeaways.

Project Goals

1. Identify the gaps in the VAWG mitigation systems in India
2. Empower VAWG survivors and civil society to initiate collective action at all stages (prevention, response and rehabilitation) to address VAWG.
3. Engage stakeholder institutions from government, civil society, and academia to organise a series of dialogues and discussions to present and reflect on the key inputs and findings gathered by the study to shape the policy and legal landscape on issues related to violence against women and girls (VAWG).

02

Event Report | Panjim

02

Inaugural Session

Date: 19 June 2025

Venue: Hotel Fidalgo, Panjim, Goa



The workshop commenced with a warm welcome by **Dr. D Dhanuraj, Chairman of CPPR**. He emphasized the national significance of the initiative, which is part of a larger study across five Indian states, aiming to reform institutional responses to violence against women and girls (VAWG).

Smt. Ranjita Pai, Chairperson of the Goa State Commission for Women (GSCW), highlighted GSCW's proactive engagement in raising awareness about domestic violence, cyber crimes, and trafficking. She also noted NCW's forthcoming initiative for premarital counselling in all districts.

Smt. Delilah Lobo, MLA, Siolim and GSCW Member, delivered a heartfelt inaugural address urging empathetic handling of domestic violence cases. She highlighted the role of women police officers in supporting survivors and called for systemic reforms, including literacy, legal support, and departmental focus on women's issues.

Ms. Ratna Mukherjee, Strategic Planning Specialist from the U.S. Consulate in Chennai, reaffirmed the support for the initiative and emphasized the importance of international collaboration in the fight against violence against women and girls (VAWG).

03

Technical Sessions

Session 1: Understanding Legal and Institutional Challenges in combating VAWG in Goa

◆ Resource Person

- **Adv. Albertina Almeida** (Lawyer and Independent Researcher, based in Goa)

Session Focus

Understanding and effectively addressing Violence Against Women and Girls (VAWG) in Goa requires recognizing a complex interplay of legal, social, and institutional challenges. While the state has enacted progressive laws such as the Protection of Women from Domestic Violence Act (PWDVA) and created fast-track courts, their implementation often falls short due to systemic inefficiencies, inadequate budgets, and scarcity of trained personnel. Additionally, challenges such as delayed trials, victim-blaming, and weak forensic infrastructure hinder the justice process. Many survivors face social stigma, financial insecurity, and emotional barriers, leading to underreporting and limited access to formal support. Addressing VAWG in Goa demands reforming justice delivery, strengthening institutional capacities, and fostering collaborative and community-driven interventions for sustainable impact.

Discussion & Key Points

Advocate Almeida stressed the need for regular legal training for all institutional actors to ensure that laws are well understood and effectively implemented. She highlighted the importance of strengthening the role of the Women and Child Development (WCD) Department, not merely as a service provider but as a leader in sensitization and legal compliance. She also emphasized the necessity of functioning helplines, clear emergency protocols, and surprise inspections in public offices to promote accountability. Furthermore, she called for improved coordination across departments, timely gender audits, and infrastructure upgrades, particularly the establishment of private spaces for counselling at police stations.



WCD must not merely be a service provider
 but a leader in sensitisation and
 legal compliance

Session 2: Introduction to VAWG Institutions in the USA

◆ Resource Person (Online)

- **Sujata Warriar**, PhD (Chief Strategy Officer, Battered Women's Justice Project, USA)

Discussion & Key Points

In the U.S. Speaker Session, Dr. Sujata Warriar traced the evolution of the domestic violence response movement in the United States, from the initial phase of “breaking the silence” in the 1970s to recognizing survivors’ right to safety and finally to the current focus on demanding accountability from state systems. She shared innovative models such as the Blueprint for Safety, the use of high-risk teams, and coordinated community responses that integrate legal, health, and social services. Dr. Warriar emphasized the importance of continually evaluating how institutional practices impact survivors, advocating for systemic reforms that are shaped by survivors’ lived experiences and tailored to address their diverse needs and contexts.

Session 3: Strengthening Institutional Governance – Tool Kit for Improving Processes and Outcomes

◆ Resource Person

- **Prof. U.Vindhya** (Former Professor of Psychology and Deputy Director with the Tata Institute of Social Sciences, Hyderabad)

Discussion & Key Points

Prof. U. Vindhya, from TISS Hyderabad, presented a comprehensive three-pillar framework for strengthening institutional governance to address violence against women. The first pillar, facility readiness, emphasized the importance of well-equipped infrastructure, including helplines, transport facilities, referral directories, and round-the-clock support to ensure timely and effective responses. The second pillar, capacity building, focused on the need for regular and structured training, gender sensitization, and the integration of self-care practices for frontline staff to prevent burnout and ensure compassionate service delivery. The third pillar, multi-sectoral coordination, highlighted the necessity of strong interdepartmental protocols, survivor-centric counselling practices grounded in informed consent, and systematic data collection to guide policy and practice. Prof. Vindhya also introduced the LIVES model—Listen, Inquire, Validate, Enhance Safety, and Support—as a practical and empathetic tool to guide institutions in responding to survivors of violence with sensitivity, respect, and care.

Session 4: Institutional Mechanisms combating cyber crimes against women and girls - An India-US Comparative Outlook

◆ Resource Person

- **P. Prakash, IPS** (Inspector General of Police, SCRB, Kerala Police)

Discussion & Key Points

P. Prakash IPS, from Kerala Police, shed light on the growing prevalence of cyber-enabled violence against women and girls, including cyberstalking, online harassment, deepfakes, and the disturbing emergence of virtual rape in gaming and metaverse spaces. He emphasized that such crimes inflict severe psychological trauma, often leading to anxiety, depression, and long-term emotional distress. Many victims choose not to report these incidents due to shame, fear, or a belief that justice will not be served—resulting in widespread underreporting. He also highlighted the economic toll of cybercrimes, such as financial fraud and identity theft. To tackle these issues, Mr. Prakash emphasized the importance of legal tools like the Information Technology Act, the POCSO Act, and the use of Pratibimb, a real-time digital monitoring tool. He also pointed to the National Cybercrime Reporting Portal as a crucial resource for survivors. However, he noted that laws alone are not enough. He called for the establishment of dedicated cyber forensic labs, gender-sensitive cybercrime units, and greater accountability from social media platforms, all of which are necessary to build a responsive and survivor-centered digital safety ecosystem.

Session 5: Cyber Wellness for Women and Girls

◆ Resource Person

- **Sonali Patankar** (Founder CEO, Responsible Netism)

Discussion & Key Points

Smt. Sonali Patankar, Founder and CEO of Responsible Netism, presented a compelling overview of the alarming rise in technology-facilitated abuse, including online extortion, the circulation of non-consensual intimate imagery (NCII), and various forms of digital manipulation targeting women and girls. She shared a notable success story in which 65% of NCII cases reported to her organization were taken down within 48 hours, made possible through established partnerships with platforms like Meta, Google, and Snapchat. Emphasizing the need for cyber wellness education, she advocated for the institutionalization of digital safety ambassadors in schools, colleges, and NGOs to spread awareness and build resilience. She also highlighted the importance of a survivor-centered cyber safety hotline, which provides legal, psychological, and technical support to those affected by online violence. Her presentation underscored the urgency of content accountability by tech platforms, robust public awareness campaigns, and youth-focused interventions that equip communities to navigate digital spaces safely and confidently.

Session 6: Protective Home in Goa

◆ Resource Person

- **Sumedha Belokar** (Apna Ghar, Mercedes, Goa)

Discussion & Key Points

Ms. Sumedha Belokar, Superintendent of a Protective Home in Goa, shared deep insights into the complex realities of reintegrating survivors of trafficking, particularly women rescued from prostitution and cross-border trafficking. She highlighted persistent challenges such as the lack of identity documents, delays in embassy coordination, and incomplete FIR follow-ups, which often stall the repatriation and rehabilitation processes. Ms. Belokar also spoke about the healing environment fostered within the protective home, through counselling, yoga, and structured daily routines, which aims to restore a sense of dignity, stability, and personal agency among survivors. She described the legal and procedural hurdles, including prolonged inquiry periods, the role of SDM orders, and the complexity of arranging safe and timely repatriation, especially when international documentation is lacking. Emphasizing the emotional fragility of the women under care, she called for trauma-informed, compassionate approaches, stronger international coordination, and a shift in perspective that treats rescued women not as passive recipients but as individuals deserving respect, autonomy, and long-term support.

Session 7: US Best Institutional Practices in Health – Combatting VAWG

◆ Resource Person (Online)

- **Dr. Anita Raj** (Executive Director, Newcomb Institute of Tulane University, Nancy Reeves Dreux Endowed Chair, USA)

Discussion & Key Points

Dr. Anita Raj, Director of the Newcomb Institute at Tulane University and Nancy Reeves Dreux Endowed Chair, joined the session online, sharing insights from her extensive experience in research and advocacy on gender-based violence and women's empowerment. She also leads the Violence Experiences (VEX) Study, currently being implemented across California and Louisiana, which collects and analyzes statewide data on experiences of violence, discrimination, and mental health to inform evidence-based and data-driven policy decisions in these areas.

Dr. Raj underscored the critical importance of integrating trauma-informed counselling within Violence Against Women and Girls (VAWG) programme frameworks to ensure that survivor support systems are sensitive, holistic, and sustainable. She also emphasized the need to empower bystanders and community members through training and awareness initiatives, enabling them to play a proactive role in preventing and responding to incidents of violence. Such community-based engagement, she noted, is essential for building a culture of accountability and collective responsibility toward women's safety and well-being.



04

Group Discussions

Participants from government departments, academia, and NGOs were divided into five groups for thematic discussions aimed at identifying key challenges, sharing best practices, and proposing innovative and practical solutions. Drawing on their diverse institutional experiences and regional perspectives, the discussions were highly interactive and collaborative. Each group leader presented key takeaways and actionable recommendations, which were later synthesized by an expert panel. The panel evaluated the feasibility of the proposals and offered additional insights to enhance institutional frameworks and promote stronger inter-departmental coordination.

Group 1: Institutional Capacity Challenges

- Key Issues: Understaffing, limited budget, inadequate infrastructure, lack of private counselling spaces, and absence of coordination.
- Recommendations: Mandatory training, targeted recruitment, utilization of central schemes, periodic review meetings, and counselling rooms in all departments.

Group 2: Revictimization and Rebuilding Trust

- Highlighted how survivors face emotional trauma due to repeated questioning by police and legal institutions.
- Emphasized culturally sensitive and survivor-centered processes.
- Suggested a dedicated mobile app to track legal proceedings, and the recruitment of more female officers and station-based counsellors.

Group 3: Interdepartmental and External Coordination

- Challenges: No SOPs for medical/legal processes, delayed compensation, no functioning helplines, and a lack of NGO recognition.
- Best Practices: 24/7 victim assistance units, coordinated support from police to rehabilitation, and use of SOS apps.
- Solutions: Frameworks for NGO engagement, donor panels, temporary contact points, and research partnerships.

Group 4: Interdepartmental and External Coordination

- Observed Inconsistencies: Variability in service quality across districts, lack of follow-through by some departments.
- Positive Cases: Quick collaboration between police and OSCs in some cases.
- Recommendations: Regular M&E, accountability mechanisms, and cyber wellness education in schools.

Group 5: Legal Bottlenecks and Reforms

- Issues: Inequality in employment, pay, and POSH internal committee functioning.
- Proposals: Special courts, virtual hearings, simplified legal procedures, inclusive participation by men, and institutional accountability for gender parity.

Comments from the Panel of Experts on the Group Presentations

Dr Padma Deosthali, Senior Director at ICRW Asia

strongly advocated for the use of the term “survivor” instead of “victim”, emphasizing the importance of acknowledging the strength and resilience of those who endure violence. She asserted that institutional accountability in cases of VAWG must be non-negotiable and deeply embedded in service delivery systems. Dr Deosthali raised critical concerns about the persistent forensic misconceptions in rape cases, where the absence of physical injuries is often wrongly interpreted as a lack of assault—an approach that undermines justice and perpetuates bias. She also highlighted the urgent need for survivor-centred counselling practices that prioritize safety and justice over compromise or reconciliation, ensuring that survivors are not pressured into silence or undesired settlements.

Dr Shaila Desouza, Professor at Goa University

reflected on over three decades of advocacy for women’s rights and underscored the need for joint accountability between the state and civil society in addressing violence against women. She firmly challenged the recurring justification that there isn’t enough work to warrant full-time protection officers in Goa, calling it a reflection of the systemic undervaluing of women’s safety. Dr Desouza advocated for the active inclusion of NGOs in state and district-level committees on violence against women, arguing that their on-ground experience is critical to responsive governance. She emphasized the importance of flexible budgeting mechanisms and the need for institutions to evolve dynamically, rather than operate within outdated, static frameworks that fail to meet current challenges.

Adv. Audrey D’Mello, Director of Majlis Legal Centre, Mumbai

highlighted the deeply entrenched patriarchal attitudes among institutional actors that undermine women survivors’ right to justice. She observed that cases of domestic violence are often disposed of through “compromises,” reflecting an implicit bias against women.



Panel Discussion

Safe Goa, Strong Women: Co-creating Policies for a Violence Free Goa

The Panel

- **Justice Bharat P. Deshpande** (Former Judge, Mumbai High Court)
- **Mr Rahul Gupta, IPS** (SP Crimes, Goa Police)
- **Dr Aldina Braganza** (Head, Department of Psychology, Carmel College of Arts, Science and Commerce for Women, Goa)
- **Dr Maria Goretti Simoes** (Officiating Principal, Kare College of Law)
- **Mr Arunendra Pandey** (Director, ARZ NGO, Goa)

Moderator

- **Adv. Siddhi Parodkar** (Member of Goa State Women Commission)

Discussion & Key Points

Justice Bharat P. Deshpande, former Judge of the Bombay High Court, reflected on the Nirbhaya judgment as a landmark moment that galvanized national discourse and judicial reform on sexual violence.

He stressed that while landmark verdicts are important, meaningful change must begin at the grassroots—with families, communities, and institutions. Justice Deshpande raised concern over the overburdened judiciary, noting that judges often juggle multiple roles, leading to delays in both civil and criminal proceedings. He advocated for the establishment of specialized courts dedicated to VAWG cases to ensure faster and more focused justice delivery. He emphasized the importance of restoring open communication within families, particularly in the digital age, where emotional disconnect leaves young people vulnerable to cyber harm. Lastly, he called for legal coordination over legal expansion, stressing that the effective implementation of existing laws is more critical than introducing new ones.

“
we need
specialized
courts
dedicated to
VAWG
cases

Mr Rahul Gupta, IPS, SP (Crimes), Goa, acknowledged the growing sensitivity and responsiveness of the police force in dealing with cases of violence against women and girls. Drawing from his professional experience, he highlighted Goa's unique socio-demographic landscape, characterized by high tourism, migration, and a transient population—factors that create distinct challenges in crime prevention and investigation. He emphasized that in communities with limited education and awareness, the fear of law remains weak, making community outreach and strong legal deterrence essential. He affirmed the need for continuous engagement between law enforcement, civil society, and the public to maintain and strengthen institutional trust and accountability.

Dr Aldina Braganza, psychologist and officiating principal of Carmel College for Women, addressed the complex link between violence and mental health. She clarified that while violence—particularly when experienced from a young age—can cause deep psychological trauma, it is incorrect and harmful to assume that mental illness is a primary cause of violence against women. Such assumptions risk further stigmatizing individuals with mental health conditions, most of whom are non-violent. Instead, she emphasized the importance of creating safe, stigma-free spaces for survivors to process trauma, promoting intergenerational emotional health, and building a public understanding that violence stems from power dynamics and systemic inequality, not pathology.

Dr Maria Goretti Simoes, Principal of Kare College of Law, Goa, emphasized the critical role legal education institutions can play in addressing violence against women and girls, but also pointed to systemic limitations. She stressed that young law students must be nurtured not only to know the law but to engage actively with social injustice. While Goa has only two law colleges, opportunities for meaningful outreach are often constrained by rigid academic structures and a curriculum driven more by assessment than activism.

Dr. Simoes advocated for bridging the gap between classroom learning and community realities through mentoring by NGOs, exposure visits, and practical fieldwork—not just academic internships. She highlighted the recent establishment of a Child Welfare Legal Clinic in partnership with Goa Scan, where 30 students are mentored on-ground. However, she noted the lack of institutional research mechanisms and financial backing to scale such initiatives. Importantly, she called for a culture of activism among law students, encouraging them to take up issues through public interest litigations (PILs) and policy engagement. While gender-related subjects exist in the syllabus, she lamented that content often remains theoretical, with students disengaging once examinations are over. Ultimately, she argued that systemic change in legal education—including better mentorship, funding, and real-world exposure—is essential to inspire a generation of lawyers who are both legally proficient and socially committed.

Mr Arunendra Pandey, from ARZ NGO, Goa, delivered a powerful critique of the state's institutional response to sex trafficking, particularly in a tourism-heavy context like Goa. He emphasized that violence against women is perpetuated predominantly by men and that state policies, funding priorities, and law enforcement practices deeply impact institutional performance. While Goa promotes tourism aggressively—with casinos, massage parlours, and cheap liquor—there is little public messaging on sex trafficking or buyer criminality.

Despite strong laws like the Immoral Traffic (Prevention) Act (ITPA), implementation remains weak, with a dramatic drop in rescues and ineffective functioning of advisory committees mandated under Section 13. He noted that while Goa has pioneered rehabilitation schemes, no survivor has benefited due to a lack of outreach.

Mr Pandey highlighted the low conviction rates and logistical failures, such as placing ITPA courts in the South despite most cases arising in the North, and holding foreign survivors in protective homes long-term due to court delays and police refusal to provide NOCs. He stressed that **interstate coordination is poor, allowing traffickers at the source to continue operations unchecked**. Goa urgently needs to strengthen its Anti-Human Trafficking Unit (AHTU) with adequate human and financial resources. For long-term change, he advocated passing the Anti-Trafficking Bill, promoting national coordination, and scaling livelihood programs—such as ARZ’s own models—that help survivors exit exploitative situations voluntarily.

During the open discussion, **a gender practitioner raised a critical question on how misogyny and gender discrimination within institutions** affect access to justice for victims of violence. She asked panelists to reflect on their institutional efforts to dismantle entrenched gender biases.

In response, a judicial representative noted that Goa’s judiciary has a high representation of women officers (around 70%), and while minor issues persist, the judiciary is better placed than other departments in ensuring gender justice. He emphasized the need for society to view individuals beyond gender roles to eliminate discrimination at its root.

A young legal professional and NGO worker shared a **counterpoint to the earlier portrayal of students as disengaged**, asserting that students in Goa are actively involved in legal awareness campaigns, particularly those related to child protection and gender justice. She emphasized the importance of creating enabling environments and institutional support that go beyond grades to cultivate socially engaged lawyers.

Another **speaker from a women’s rights organization** recounted a recent traumatic incident involving child institutionalization to illustrate how institutional mechanisms often fail or even revictimize survivors and their families. She described how a child was detained without any complaint, denied proper food and bedding, and moved through a confusing legal maze, which included conflicting jurisdictional interpretations by different courts. The key point was that institutions—meant to support survivors—often become the source of secondary trauma due to poor coordination and lack of clarity in mandates.

Shri Rahul Gupta, IPS, acknowledged the concerns and stressed the importance of feedback mechanisms, noting that institutional actors must be open to course correction. He shared that Goa Police have implemented specific measures—like ensuring that all Police Inspectors (PIs) are available at stations from 4 to 6 PM—to improve public access. He admitted that overburdened police stations often prioritize cases followed up by proactive stakeholders due to limited resources.

The issue of institutional delays and red tape, especially in domestic violence and property rights cases, was further emphasized by a participant, who shared how survivors spend more time fighting the system than pursuing their actual cases. This **problem of “institutional fatigue”**, where survivors and activists must chase courts, committees, and officials rather than receive holistic support, emerged as a recurring theme.

In conclusion, panelists agreed that improving inter-institutional coordination, clarity of jurisdiction, legal aid systems, and accountability structures are essential to prevent institutions from compounding harm instead of delivering justice. They underscored the need for ongoing monitoring, feedback loops, and systemic reform, along with better support for students and legal aid clinics to serve as effective bridges between the law and the people.

06

Key Takeaways

The discussions, debates, and knowledge sharing that happened over the 2 days led to the generation of key recommendations and lessons for all stakeholders and the community at large to understand and take further action to effectively combat VAWG.



01. Need for Legal Training and Institutional Capacity

Regular legal training for institutional actors is critical to ensure laws are not just known but effectively implemented. Institutions require adequate staffing, infrastructure, and private counselling spaces, supported by stronger leadership from the Women and Child Development Department.

02. Survivor-Centric Processes to Prevent Revictimization

Survivors often face trauma due to repeated questioning and insensitive handling of cases. The workshop emphasized survivor-centered and culturally sensitive processes, use of video statements, mobile tracking apps, and more female officers and counsellors to rebuild trust.

03. Strengthening Interdepartmental Coordination

Lack of Standard Operating Procedures (SOPs), delayed compensation, and weak helplines hinder survivor support. Best practices such as 24/7 victim assistance units and coordinated police–rehabilitation responses must be scaled, with NGOs formally recognized and engaged through structured frameworks.

04. Monitoring, Accountability, and Feedback Loops

Service delivery remains inconsistent across districts due to poor follow-up. Regular monitoring and evaluation, cyber wellness education in schools, and accountability mechanisms are essential to improve outcomes.

05. Addressing Legal Bottlenecks and Reforms

Survivors face systemic inequality in employment, pay, and institutional redressal. Recommendations included establishing special courts, enabling virtual hearings, simplifying procedures, and ensuring gender parity and accountability within institutions.

06. Embedding Survivor-Centered Counselling and Forensic Justice

Experts stressed the need to replace the term “victim” with “survivor” and highlighted the dangers of outdated forensic misconceptions in rape cases. Survivor-centered counselling should prioritize justice and safety, rejecting compromise-based settlements.

07. Joint Accountability Between State and Civil Society

Speakers called for stronger collaboration between state systems and NGOs, highlighting that grassroots experience is vital for responsive governance. Flexible budgeting and dynamic institutional structures are necessary to meet evolving challenges.

08. Learning from International Practices

U.S. experiences, such as the Blueprint for Safety and high-risk teams, showed how coordinated community responses and survivor-informed reforms can shape stronger accountability systems. These models underline the importance of survivor voices in shaping policies.

09. Framework for Institutional Governance

A three-pillar framework—facility readiness, capacity building, and multi-sectoral coordination—was presented as essential for effective institutional governance. The LIVES model (Listen, Inquire, Validate, Enhance Safety, Support) was introduced as a practical tool for sensitive engagement with survivors.

10. Urgency of Cyber Safety and Digital Accountability

Rising cyber-enabled violence—including stalking, deepfakes, and NCII—demands stronger responses. Solutions include survivor-centered hotlines, cyber forensic labs, school-based cyber wellness ambassadors, accountability from tech platforms, and survivor support through multi-agency collaboration.

11. Reintegration and Rehabilitation Challenges

Survivors of trafficking face barriers like missing identity documents, weak international coordination, and slow FIR follow-ups. Protective homes in Goa are fostering healing through counselling and daily routines, but systemic reforms and trauma-informed approaches are needed for long-term reintegration.

12. Judicial and Policing Gaps

While landmark judgments (e.g., Nirbhaya) are significant, grassroots reforms are essential. Overburdened courts and resource-limited police stations require specialized courts, community outreach, and stronger trust-building mechanisms with the public.

13. Education and Youth Engagement

Law colleges must bridge classroom learning with community realities. Mentorship, NGO partnerships, and student-driven legal clinics can cultivate socially engaged lawyers. Young professionals are already engaging in awareness campaigns, highlighting the need for institutional support.

14. Tourism, Trafficking, and Policy Contradictions

Goa's tourism-driven policies coexist with weak anti-trafficking enforcement. Despite laws and rehabilitation schemes, survivors receive little benefit due to poor outreach and coordination. Strengthening Anti-Human Trafficking Units, improving interstate cooperation, and scaling livelihood models are urgent priorities.

15. Institutional Fatigue and Secondary Trauma

Survivors often spend more time battling bureaucratic delays than addressing their cases. Poor coordination, unclear jurisdiction, and weak support mechanisms can re-traumatize survivors instead of protecting them, underscoring the need for feedback systems and inter-agency clarity.

16. Consensus on Systemic Reform

Across discussions, a strong consensus emerged: meaningful change requires systemic reform, better inter-institutional coordination, survivor-centered services, and stronger accountability structures. Students, NGOs, and legal aid clinics must be empowered as bridges between institutions and communities.



The workshop in Panjim on strengthening institutions to combat violence against women and girls (VAWG) offered a comprehensive and intersectional platform to assess institutional gaps and co-create actionable strategies for addressing VAWG. Bringing together a diverse group of stakeholders, including government representatives, legal experts, social workers, and civil society organisations, the discussions facilitated a deeper understanding of the systemic and operational challenges that hinder effective response mechanisms in Goa.

Adding a global dimension, international speakers who joined online offered a U.S. perspective on institutional responses to VAWG, sharing comparative insights and best practices relevant to the Indian context. The collaborative nature of the workshop encouraged open dialogue, cross-learning, and the exchange of best practices from different states and institutional settings.

The insights and recommendations generated from the group discussions, expert reflections, and international perspectives will be integrated into CPPR's ongoing national study, serving as valuable inputs to inform future policy reforms and strengthen institutional mechanisms to combat violence against women and girls (VAWG) more effectively.

Agenda of Workshop

Thursday, June 19, 2025

09:30 A.M.	◆	Registration opens
10:30 A.M.	◆	Inaugural Ceremony <ul style="list-style-type: none"> • Welcome Address: Dr D Dhanuraj, Chairman CPPR • Introductory remarks: Smt Ranjita Pai, Chairperson, Goa State Commission for Women • Guest of Honour: Smt Delilah Lobo, MLA Siolim Constituency and Member of GSCW • Vote of Thanks: Anu Maria Francis, Senior Associate, Research and Project Management, CPPR
11:00 A.M.	◆	Tea/Coffee Break
11:45 A.M.	◆	Introduction to the Project and Research Findings by Anu Maria Francis , Senior Associate, Research and Projects, CPPR
12:00 P.M.	◆	Session 1: Legal and Institutional Challenges in Combating VAWG in Goa by Adv. Albertina Almeida , Lawyer and Independent Researcher, based in Goa.
12:30 P.M.	◆	Lunch Break
02:00 P.M.	◆	Group Discussions on Thematic Areas Group 1: Institutional Capacity Challenges Group 2: Improving upon Complicated Processes leading to Revictimisation of Women/Enhancing Trust in the Governmental Processes Group 3: Strengthening of Interdepartmental and External Collaboration and Coordination Group 4: Strengthening the Monitoring and Evaluation Mechanism Group 5: Legal Bottlenecks and Reforms
02:30 P.M.	◆	Group Work Presentation on Thematic Areas
03:15 P.M.	◆	Tea/Coffee Break
03:30 P.M.	◆	Critical Feedback and Comments by Experts on the Group Presentations <ul style="list-style-type: none"> • Adv Audrey D'Mello, Director, Majlis Legal Centre, Mumbai • Dr Padma Deosthali, Senior Director, ICRW • Dr Shaila Desouza, Professor of Women's Studies Goa University
05:10 P.M.	◆	Session 2: Introduction to VAWG Institutions in the USA by Sujata Warrior, PhD , Chief Strategy Officer, Battered Women's Justice Project, USA (Online Session)

Friday, June 20, 2025

09:00 A.M.		Registration opens
09:45 A.M.		Day 1 Recap by CPPR Team Anu Maria Francis , Senior Associate ,Research and Project Management, CPPR
10:00 A.M.		Session 3: Strengthening Institutional Governance – Tool Kit for Improving Processes and Outcomes by Prof. U.Vindhya , Former Professor of Psychology and Deputy Director with the Tata Institute of Social Sciences, Hyderabad
11:00 A.M.		Tea/Coffee Break
11:15 A.M.		Session 4: Institutional Mechanisms combating cyber crimes against women and girls - An India US Comparative Outlook by P. Prakash , IPS (Inspector General of Police, SCRB, Kerala Police)
12.30 P.M.		Lunch Break
01:30 P.M.		Session 5: Protective Home in Goa by Mrs.Sumedha Belokar , Apna Ghar, Mercedes, Goa
02:00 P.M.		Session 6: Cyber Wellness for Women and Girls by Smt Sonali Patankar , Founder CEO, Responsible Netism
02:30 P.M.		Panel Discussion: Safe Goa, Strong Women: Co-creating Policies for a Violence-Free Goa Panellists: <ul style="list-style-type: none"> • Justice Bharat P. Deshpande, Former Judge, Mumbai High Court • Shri Rahul Gupta, IPS, SP Crimes, Goa • Dr Aldina Braganza, Officiating Principal, HOD, Department of Psychology, Carmel College of Arts, Science and Commerce for Women • Dr. Maria Goretti Simoes, Officiating Principal, Kare College of Law • Shri Arunendra Pandey, Director, ARZ NGO, Goa <p>Moderator: Adv. Siddhi Parodkar, Member of Goa State Women Commission</p>
03.45 P.M.		Tea/Coffee Break
04:30 P.M.		Session 7: US Best Institutional Practices in Health combatting VAWG by Dr Anita Raj , Executive Director, Newcomb Institute of Tulane University, Nancy Reeves Dreux Endowed Chair, USA
05:00 P.M.		Concluding remarks & Vote of Thanks by Dr D Dhanuraj , Chairman CPPR and Representative from Goa State Women’s Commission

Photogallery



10

Team

Project Advisors

Dr D Dhanuraj, Chairman, CPPR

Nissy Solomon, Hon Trustee (Research & Programs),
CPPR

Research Team

Adv Anu Maria Francis, Senior Associate (Research &
Project Management)

Eliza Jo Varghese, Research Assistant

Event Team

Binumol V B, Program Lead

Jofi Francis, Senior Associate, Project Administration

Raju T Mathew, Chief Accounts Officer

Silas Sunny, Associate, Communications

Darshan Deepak, Academy Associate



 097457 09174

 cppr@cppr.in

 www.cppr.in

 First Floor, Mandoli House,
New Link Rd, opp. Metro Pillar 821,
Kochi, Kerala 682020, India