

Recommendations being made hereby as per provisions of the Rule 22 of the APSCW Act 2002:

1. **Substantive posts of Member Secretary, Finance & Accounts Office etc:** Provision of a substantive post of Member Secretary, Finance & Account Officers, Standing Legal Counsel and Office Superintendent along with supporting staff and adequate salary provisions to sustain the zeal of the APSCW and effectively and immediately conveyed to the ground. Till now all the Member Secretaries of the APSCW had been discharging their duties towards the Commission in addition to other responsibilities own substantive posts.
2. **Immediate Conduct of the CCS (Conduct) Rules:** The CCS (Conduct) Rules is something every employee of the government signs at the time of joining the service of the state. These rules are also supposed to govern the conduct of each and every person holding a government job. But today, many government officials are not only committing conducts contrary to their own undertaking signed on joining the services of the government, but also taking the law of the land for granted by violating Rules 21 of the said Rules besides misleading the court of the law in many cases. Many complaints have been received from violated spouses for deprivation of their privileges as family in terms of financial and social security, sometimes causing the destitute of their own loved ones. Yet, there is no known case where action has been taken against anyone under the CCS (Conduct) Rules. And the cases keep rising in total negation of such a positive legal provisions.

3. **Fund requirement and Appointment of Service Providers (under the Prevention of Domestic Violence Act, 2005)** The effective implementation of the Prevention of Domestic Violence Act, 2005 calls upon for putting in place all the machineries that are notified in the PWDV Act 2005. While Protection Officers have been appointed by the Government in 15 districts, performing NGOs are yet to be notified as Service Providers. It is recommended that while provision is kept for appointment of Service Providers, the state plan budget must also have in the plan outlay, funds for implementation of the Act.
4. **Early Appointment of Child Marriage Prevention Officer:** The APSCW recommends the early appointment of Child Marriage Prevention Officer as per the Prohibition of Child Marriage Act 2006 the much awaited Act, immediately so that the administrators can ensure complete ban on the practice.
5. **Municipal Corporations and implementation of the 74th Amendment in the Urban Areas:**
6. **Women Representative on the A.P State Planning Board:** Inclusion of Women Representative- person with ability, integrity, intelligence and standing, actively involved and working for the cause of women- in the State Planning Board of Arunachal Pradesh, is a felt need to ensure gender parity and equity in the development inputs and the process.
7. **Gender Experts in every Department and agency and Gender Budgeting :** Engendering of the development planning and policy formulation, is not only a priority area but also a sure step to equitable development. The government is requested to consider professionals with requisite educational background of mastery in sociology, or administration, Social Work, Human Resources Management and Development, Rural Development, Human Rights, to work on gender issues in each department so that at least the mandatory 30% of funds of each department may be allocated for gender based identified sectors within the budget plan. The Government may also consider appointment of a Gender Advisor at the state level at par with Cabinet Minister like the Media Advisor, Political Advisor, Financial Advisor etc.

The APSCW recommends initiation of Gender Budgeting of the State Plan. Towards this the Planning Department can start with orientation and sensitization of the Heads of Departments on Gender Budgeting. Further, the government ought to allocate an earmarked amount in each department and agency, especially for Gender Sensitization Program in the respective offices for all their staff and officers to ensure effective delivery.

8. **Provision of adequate salaries to the constituent Members of the APSCW commensurate with their status** The "salary" in the APSCW, Chairperson and Members (Condition of service and Tenure Rules 2004- amounting to Rs 8000/- pertaining to the Chairperson, Rs 7500 for the Vice Chairperson and Rs 7000/- pertaining to the Members do not justify the status held and responsibilities handed by these offices. Therefore, the emoluments of these offices of the Chairperson, the Vice Chairperson and the Members be made commensurate to the status and responsibilities they hold and handle.
9. **Prioritising Investigation of rape and murder cases and provision of support to victims during investigation and trial process**

The APSCW deeply alarmed by the rising instances of crime against women, requests the Government to issue strong directives to concerned authorities for prompt and gender sensitive investigation of cases of rape and murder of women and children and for collateral support to the victims or their families during the investigation and trial process.

10. **Qualifications of Chairperson, Vice- Chairperson and Members of APSCW:** It is recommended that a clause be included in the APSCW Act 2002. Chapter II, Section 5, as sub-section (6), providing for basic minimum education to qualify for nomination on the Commission and be able to deliver the goods to the needy women. Members of the first team of APSCW, on the basis of their personal field experience,

recommended to be eligible to be entrusted with the responsibility of Chairperson, Vice- Chairperson or a Members of the APSCW, one must be at least a graduate from a recognized institution, with sound knowledge of the constitutional provisions and other human rights instruments ratified by the country and basic knowledge of the law of the land, to be able to hold the respective offices in the Commission and also be able to function and deliver their responsibilities as offices bearers of a quasi- judicial statutory body.

11. **Independent Functioning and Status of APSCW:** The APSCW recommends that an independent set up at par with other Commissions viz- APPSC, APSIC, etc. in terms of functioning is a must for the effective delivery by this Commission. At present, even appointments of the staff of the Commission are to be made by the State Government , as and when posts are created. The Commission is just a recommending authority even in the appointment of its own staff. In the process, even after five and half years the office of the APSCW is still without adequate posts and still running short of supporting staff. Further, despite the ceremonial status at par with that of Minister of State for the Chairperson of the APSCW and that of Secretary to the state government for the Members, there is no commensurate privilege, which is required to be provided at par. In fact the protocol mandated for the Vice Chairperson of the APSCW is not yet connoted .Although accommodations to constituent Members of the APSCW require to be provided ,as per their entitlements, as on date the chairperson , Vice Chairperson and Members are having to put up in private/rented residences. Therefore, necessary office space and residential accommodations, need to be earmarked for the Chairperson, Vice – Chairperson, and seven Members .
12. **Independent Plan Head for APSCW:** Requirement of an independent Plan Head is required by the APSCW for better functioning . Presently, the Commission is dependent on Grant-in-Aid from the state government being received through the nodal department. This arrangement entails this Commission to submit utilization certificates for even for recurring expenditure of the office like staff salary etc. The resource allocation for APSCW ought to be made under a separate plan head to facilitate the growth and effective functioning of this office. Since, this Commission is not only a statutory body but also a quasi- judicial one with need for functional autonomy, financial autonomy with its own plan head would be most desirable. That would also help in enhancing the status of the office of the Commission to a large extent, as it ought to be.
13. **One time Grant:** One time resources allocation of Rs 6 Crores in order to streamline its activities .
14. **Setting up of infrastructure for Family Courts:** It is also recommended that the state set up infrastructure and other facilities and allocate resources for effective functioning of the same. Towards this, it may be pertinent to marry the legal provisions, humanitarian values and positive tribal customs to ensure a safe and secure society for the women in the state. Justice must be easily accessible, fast and affordable to the poorest of the poor. This may require the government to consult the State Legal Services Authority, the Bar Council, experts on tribal value system in the state, human rights and women’s rights experts and activists along with the APSCW to draw up the framework for Family Courts in the tribal state to help our future generation to retain the positive values of our communities. The state plan budget may have provision for this in the concerned department.
15. **Setting up of District Grievances Cells:** In order to facilitate easy access of legal aid to victimized women and the girl children, the APSCW requests the Government to notify for setting up of District Grievances Cell in every District headquarters at par with similiar bodies in neighboring states. The Deputy Commissioner be made the ex-officio Chairman, with a non- official Secretary , who must be a woman working with the women’s issues for a respectable period of time, the Superintendent of Police as an ex-

officio Member and at least four others Members, which will be an equal mix of men and women of good repute and outstanding social commitments with empathy for the cause of women and girl child. This office with the help of women's organization may prepare the panel for nomination and notification by the government. The annual budget outlay of the state may also incorporate this for immediate implementation. The Commission has been functioning without any additional support in terms of knowledge base or expertise of Ad hoc Committees to assist the office of APSCW in special situations. Additional resources allocation by the state for activating ad hoc standing / expert Committees as provided in Rule 9 of the Act is recommended by the APSCW.

16. **Crisis Management Centers for Women and the Girl Child:** Crisis Management Centers for all the districts was envisaged in view of requirement assessed so that traumatized victims can receive immediate succour and guidance, after undergoing atrocity. The State Legal Services Authority and the State Police Administration may consider collaborating with the APSCW for supporting the project.
17. **Awareness generation on provision of free Legal Aid.under Legal Services Authorities Act 1987**
18. **Sexual Harassment Complaint in all institutions and offices:**
19. **A Chapter of Gender Issues in school curriculum at secondary level:**
20. **Crusade against Drugs, Opium and Alcohol:**
21. **Review of the A.P Bill for Protection of Customary Laws and the Social Practices, 1994 and the A.P Land Management and Records Act, 2000:**
22. **Additional Resource Allocations to the APSCW:**
23. **Recruitment System for Domestic Workers / Maid Servants:**
24. **Provisions of facility for women in need of mental health care:**
25. **Activity Centres for Women**
26. **State Policy for Empowerment of Women (SPEW):**
27. **Women Development Corporation (WDC):**
28. **Inclusion of women in State Public Services:**
29. **Inclusion of women in State Public Undertakings:**
30. **Inclusion of women in State Human Rights Commission (SHRC):**



The VCP with Deputy Commissioner Changlang Shri Deepak Kumar in 2008