

Concept Note

Nyay Sakhi Youth Training & Internship Programme

(For College Students – Social Work & Law)

1. Background

Gender-based violence, domestic violence, and everyday injustices faced by women continue to remain underreported and inadequately addressed, especially in rural and semi-urban areas. Community-based justice mechanisms like Nari Adalat have emerged as an effective alternate dispute resolution (ADR) platform that focuses on dialogue, mediation, accountability, and restorative justice.

The Nari Adalat system works at the community level to resolve disputes related to domestic violence, family conflicts, desertion, maintenance, and other forms of gender-based injustice through non-adversarial, survivor-centric processes. It draws from principles of Alternate Dispute Resolution (ADR) such as mediation and conciliation, making it a relevant and practical learning space for law and social work students.

Nyay Sakhis play a crucial role in this system by supporting women, facilitating conversations between parties, documenting cases, conducting fact-finding, and ensuring follow-up at the community level.

To strengthen this system and to build a new generation of socially committed practitioners, this programme aims to engage college students—particularly from Social Work and Law backgrounds—through structured training and field-based learning.

2. Purpose of the Programme

The programme is designed to:

- Build conceptual clarity on gender, violence, power, and justice
- Introduce students to Nari Adalat as a community-based ADR mechanism
- Develop practical skills in mediation, counselling, documentation, and ethical engagement
- Create a cadre of trained youth who can support Nyay Sakhi processes
- Bridge theory and practice for students interested in social justice and legal empowerment

3. Target Participants

This programme is open to:

- College students pursuing:
 - Social Work
 - Law
 - Sociology

- Gender Studies
- Other related social science disciplines
- Students who:
 - Have an interest in issues of violence against women
 - Are curious about community justice systems
 - Wish to gain hands-on experience in the social sector

4. Programme Structure

The programme will be conducted through multiple workshops and field-based engagement spread across one year, followed by an internship in the subsequent year.

Phase 1: One-Year Training Engagement (2026)

- 5–6 workshops during the year 2026
- Each workshop duration: 2–3 days (maximum)
- Workshops will include:
 - Gender, violence, power, and patriarchy
 - Legal awareness related to women and family laws
 - Nari Adalat system as a form of Alternate Dispute Resolution (ADR)
 - Mediation, conciliation, and dialogue-based justice
 - Ethics, confidentiality, and survivor-centric practices
- Periodic reflection exercises and guided discussions

Phase 2: Internship (Second Year)

- Structured internship with Nyay Sakhi / Nari Adalat teams
- Exposure to:
 - Case documentation and file management
 - Fact-finding (home visits, phone-based communication)
 - Mediation, settlement processes, and follow-up
- Regular mentoring and supervision by experienced facilitators

5. Workshop Details

- Year of implementation: 2026
- Number of workshops: 5–6 workshops in one year
- Duration of each workshop: 2–3 days (maximum)
- Nature: Residential / non-residential (as applicable)
- Accommodation will be provided during workshop days
- Workshops will be facilitated by experienced practitioners, mediators, and trainers working on gender justice and community-based ADR

6. Cost & Certification

- No participation fee (Free of cost)
- Participants will receive:
 - Certificate of participation (after completion of training phase)
 - Internship completion certificate (after successful internship)

7. Learning Outcomes

By the end of the programme, participants will:

- Understand violence beyond physical forms
- Gain exposure to community-led justice systems
- Learn ethical engagement with survivors
- Develop mediation, communication, and documentation skills
- Build clarity on careers in social work, law, and gender justice

8. Why Students Should Join

- Real-world exposure beyond classroom learning
- Opportunity to work closely with women-led justice initiatives
- Skill-building in mediation and social intervention
- Meaningful contribution to social change
- Certification and structured internship experience

9. Organising Organisation

This programme is being conceptualised and organised by:

Jagori Rural Charitable Trust, Rakkar

Jagori Rural Charitable Trust has extensive experience in working on women's rights, gender-based violence, community justice systems, and the Nari Adalat process. The organisation has been actively involved in strengthening Nyay Sakhi networks and promoting accessible justice for women at the grassroots level.

10. Conclusion

The Nyay Sakhi Youth Training & Internship Programme offers a unique opportunity for students to engage deeply with issues of justice, gender, and community empowerment. By learning about the Nari Adalat system as a form of Alternate Dispute Resolution (ADR) and gaining sustained field exposure, students will not only strengthen their academic understanding but also develop practical skills essential for working in social work, law, and gender justice sectors.

This concept note may be shared with colleges, universities, placement cells, and student groups for outreach and mobilisation.

Contact / Application Details

Interested students may write to us at:

✉ mansi@jagorirural.org

✉ violenceprogram@jagorirural.org

Please mention your course, college/university, and area of interest in the email by 10th January, 2025.