

Curriculum Vitae

Personal Information

Name: Dr Mohanlal Panda

Date of Birth: 21/10/67

Address: A-102, Neelachal Apartment, Plot No: 3, Sector: 4, Dwarka, New Delhi-110078

Mobile: 91-9818499296

Email: mohanpanda@rediffmail.com

Designation: Director

Experience on Monitoring and Evaluation

Designation: Local Expert

Name and Address of Employer: Transtec, Brussels

Main activities and responsibilities: Support the lead expert in assessing relevance, effectiveness, efficiency, impact and sustainability of projects supported by United Nations Democracy Fund (UNDEF). Major involvement in research, case study work, survey analysis, identification of good practice and reporting.

Project Evaluated:

- November-December, 2011, Rajasthan (India): Evaluation of the project 'Strengthening the Leadership of Women in Local Democracy'. Within the context of social inequality and discrimination against marginalized groups and women the project aimed to (1) increase female participation in local pre-election processes and (2) post-election, to strengthen leadership women representatives for increased and effective participation in village councils. Senior Expert: Mr Dieter Wagner. The report can be seen in the following link:
http://www.thehungerproject.nl/fileadmin/redactie/Rapportages/UDF-IND-08-253_Evaluation_India.pdf
- March, 2012, Haryana and Uttarakhand (India): Evaluation of the project 'Panchayati Raj Institution (PRI) Action for Community Development'. Senior Expert: Mr Dieter Wagner. The report can be seen in the following link:
http://www.un.org/democracyfund/sites/dr7.un.org.democracyfund/files/UDF-IND-07-177_PRI%20Action%20for%20Community%20Development.pdf
- June-July, 2013, Twelve Districts of the states of Jammu and Kashmir, Himachal Pradesh, Uttarakhand, Sikim, West Bengal and Arunachal Pradesh (india): Evaluation of the project 'Active Democracy and Political Participation of Tribal Communities of the Himalayas'. Senior Expert: Ms June Kane. The report can be seen in the following link:
http://www.un.org/democracyfund/sites/dr7.un.org.democracyfund/files/UDF-IND-09-322_Evaluation_India.pdf

Project Experiences

Period: 2010 onwards

Designation: Advisor, Advocacy

Project Title: 'Reducing Police Torture against Muslims at the grassroots level by engaging and strengthening Human Rights Institutions in India'. Funded by European Union, 2011-13.

Name and Address of Employer: People's Vigilance Committee on Human Rights (PVCHR), Uttar Pradesh

Main responsibilities:

- Develop, monitor and oversee the implementation of the organisation's advocacy strategic plan to ensure it is on target and objectives are measured;
- Strategically identify needed and beneficial relationships to increase effectiveness of activism;
- Collaborate to develop strategies to grow story bank, testimonies of the victims/survivors and increase the use of stories in advocacy outreach, advocacy messaging and communications and media outreach;
- Facilitate training programmes for Human Rights Defenders on fact finding of cases of torture/human rights violation, understanding of international and national mechanisms, use of information technology for filing complaints, how to access human rights institutions;
- Develop strategy to build relationships with targeted legislatures (in person and virtually);
- Submission of UPR. See link <http://www.pvchr.net/2011/11/submission-by-pvchr-regarding-india-for.html> ;
- Liaisoning with Focal point, Human Rights Defenders, National Human Rights Commission (NHRC) ;
- Involvement in research, case study work, and reporting.

Outcome:

- Documentation of over 1100 cases of police torture, including 140 cases of torture against HRDs;
- Compensation of over 25 million INR to the victims ordered by NHRC;
- Documentary titled 'Muslim & Police: A Perspective' for campaign and external publicity. See link http://www.youtube.com/watch?v=Z07Ci_rDTQ4 ;
- 'Interface and Meeting with Parliamentarian and different Political Parties on issues of Muslim Minority in Uttar Pradesh'. See link <http://www.dignityinstitute.dk/servicenavigation/news-and-activities/news/2013/12/trend-of-rising-torture-based-on-religion,-caste-and-gender-trigger-a-sense-of-alarm.aspx> ;
- Lunching of www.detentionwatch.blogspot.com , www.testimonialtherapy.org , <http://muslim-minority.blogspot.com> ;
- Anti- Torture Initiative, a network of over 360 of organisations ;
- Report title: 'Repression, Despair and Hope: Mapping of Police Torture in Four Districts of Uttar Pradesh and Strengthening Human Rights Institutions'. See link <http://www.scribd.com/doc/190632599/Repression-Despair-and-Hope> ;
- Over 2000 HRDs /activists trained;
- No of videos uploaded by the HRDs. Most importantly, see link <http://www.youtube.com/watch?v=rNiivWoO-v8> . This video is used by Human Rights Watch, BBC and Al Jazeera;
- First National Conference of HRDs, Varanasi, 2010

Designation: Consultant

Projects:

- 'Promoting Organised Initiative of Victims and Civil Society Institutions for ending violence against Children in Manipur'. Implemented by Wide Angle Social Development Organisation, Manipur. Funded by European Union and People's Vigilance Committee on Human Rights, 2011-13;
- 'Promoting a Psycho-legal framework to reduce Torture and Organized Violence'. The Project is implemented by People's Vigilance Committee on Human Rights, Uttar Pradesh. Funded by Dignity Foundation, Denmark, formerly, known as Rehabilitation and Research Centre for Torture Victims, 2010-12 ;
- 'Establishing Women's First Right to Water Resources". The Project is implemented by Parmarth Samaj Sevi Sansthan, Uttar Pradesh. Funded by European Union, 2011-15.

General Responsibilities: Training, Development of ICT Materials, Reporting

Period: April 2002 to December 2008

Employer: South Asia Regional Office, Friedrich Naumann Stiftung (FNF)

Designation: Executive, Programmes

General Responsibilities:

- Contribute to the identification and development of enhanced strategies for the Foundation, with a view to strengthening its work towards the promotion of individual freedom.
- Participate in and contribute to the reflections and debates on development issues and new approaches, and bring these knowledge to bear on the FNF's strategic thinking and programming.
- Create of a positive public profile for the Foundation, locally, nationally and internationally.
- Contribute to the Identification, conceptualization, design and development of potential new projects.
- Implement monitoring and evaluation components of FNF supported projects.
- Use existing tools to identify partners need, provide assistance to support the implementation and management of projects.
- Identify potential new project partners and review and evaluate their ability to implement programmes and meet FNF's objectives.
- Develop guidelines, templates, lessons learned, good practices and similar tools, so that the achievements of FNF's projects can be recognized and disseminated.
- Document good practices and identify effective approach that can be disseminated to stakeholders and partners and replicated in other projects.
- Contribute in research and policy development related to human rights and conflict studies and its root causes.
- Contribute to the generation of various programmatic products of the Foundation including articles, presentations, manuals and other knowledge.
- Identify potential 'peer' organisations working in the field of human dignity and work with them to increase effectiveness and impact of all programmes aiming to promote human freedom.
- Contribute to the proper management of the Foundation, together with the programme team, the Regional Director and other staff members, in such matters as timely preparation of

documents and presentations required by the Head quarter , arrangement of special events (e.g. Partners' workshop), preparation of the Annual Report and other regular administrative / organizational matters.

- Sharing experience to other colleagues in light of programme design and management. Collaborate with colleagues to ensure that finance and programmatic elements are seamlessly woven together, conceptualize and analyzed as one.
- Undertake Financial planning and supervise adherence of financial discipline;
- Prepare analytical reports;
- Encourage partners to raise local resources.
- Facilitate exposure visits for the partners in the South Asian region.
- Coordinate among the local partner/network, regional office of FNF, head quarter of FNF and European Union (in case of third party cooperation).
- Other tasks as agreed between Executive, Programmes and Regional Director

Additional responsibilities:

- Regular communication with politicians, journalists and representatives from the NGOs.
- Follow the political development in India and draft analytical report as per the requirements of the Regional Director, South Asia, which were specifically submitted to the members of the Parliament of the Free Democratic Party (FDP) in Germany and in some cases to the members of the European Parliament with specific reference to Kashmir.

Project Specific Responsibilities:

(1) Project: "Preventing Torture: From Public Awareness to State Accountability", 2006-2008. Jointly funded by EU and FNF. Implemented in 9 states covering 47 districts. Budget: Euro 1,687,169. Theme: Human Rights, Rule of Law

Specific Responsibility:

- Overall in charge of planning, implementation, monitoring, and liaisoning with the European Union Delegation Office in New Delhi on project matters.
- Coordinate among State level partners with a total of 125 staff.
- Capacity building of the staff with the help of external consultant.
- Organising visit of European parliamentarians to the project area and submission of individual cases for highlighting issues of torture, outside India.
- Organise State and National level Tribunals.
- Submitting the narrative and financial report to the European Union (EU).

Outcome:

- The project proved that police torture exists in India and police enjoys impunity, based on evidences.
- Approximately 1.3 million cases of torture take place in India every year.
- The victims include women, minority, scheduled caste, schedule tribes and children. Majority of them belong to economically deprived sections.
- Established network of more than 500 NGOs at the grass root level.
- Documented over 6000 cases and provided legal aid and institutional support to over 2000 victims.
- Organised 178 awareness/training programmes which benefited 5,430 lawyers, representatives of trade unions, teachers, psychologists, police and judicial officials.

- Organised meeting of Parliamentarians for ratification of UNCAT.
- Launching of Campaign for a National law against Torture.

(2) Project: “Civil Society Initiative for the resolution of Kashmir dispute”, (2004-2008). Total budget: Euro 100,000. Theme: Conflict, Reconciliation, Non State Actors, Gender

Responsibilities:

- Monitoring of the project implementation by local partner, Centre for Dialogue and Reconciliation (CDR) headed by Dr Raj Mohan Gandhi.
- Prepare draft analytical report on political development in India for the members of the Parliament of the Free Democratic Party (FDP) in Germany and in some cases to the members of the European Parliament
- Submission of Monitoring and financial report.

Outcome:

- Formation of civil society dialogue groups comprising of CSO representatives stakeholders from both sides of Line of Control (LoC). For the First time, only Kashmiris were encouraged to find a solution for their problems.
- First time joint statement by civil society groups to keep educational institutions and children away from agitation.
- Dialogue groups came out with all Kashmiri “Draft on Confidence Building measures”, which was submitted to Governments of India and Pakistan.

(3) Project: “Awareness Programmes on Human Rights for Lawyers, Political parties and Teachers in Tamil Nadu”, (2003-2005). Budget: Euro 138,500. Theme: Human Rights, Capacity Building

Responsibilities:

- Initiate Human Rights Education (HRE) in the Government run Primary School for Dalits.
- Enhance capacity of Human Rights Defenders (HRDs).
- Preparing monitoring and financial report with input from local partner.

Outcome:

- Approximately 200 Human Rights Defenders were trained.
- Three Human Rights Education Curriculums for School Children were published, first in India. It was highly praised by UNESCO.

(4) Project: “Community Reconciliation in Gujarat: Post-Godhra Riot”, (2002-2004). Total Budget: Euro 49,090. Theme: Minority Rights, Conflict, Reconciliation, Gender

Responsibilities:

- Bringing together two antagonistic communities for post-riot dialogue.
- Persuading hostile local administration to restart community development and livelihood programmes for women and children
- Preparing monitoring and financial report with input from local partner.

Outcome:

- Stories of human tragedies were shared among local communities.
- Schools in Muslim minority areas were reopened on a priority basis.
- Issues of targeted exclusion of Muslims in providing relief were highlighted by media.

Period: October 1996 to February 2002

Employer: Punjab Haryana Delhi Rural Development Foundation (PHDRDF), an NGO supported and sponsored by Punjab, Haryana, and Delhi Chamber of Commerce (PHDCCI). PHDCCI is the largest regional chamber of industries in North India.

Project: "Training of Elected female members of the Panchayat (village council)". Two projects. First project in Haryana (1996-1998) was funded by European Union (EU), Budget: Euro 45,000 and the other one was funded by Konrad Adenaure Foundation in Rajasthan (1998-2001), Budget: Euro 40,000. Theme: Democracy, Gender, Decentralized Planning, Corporate Social Responsibility

Designation: Project Officer

Responsibilities:

- Plan and organise capacity building programmes with elected women members, representatives of local council and administration.
- Networking with women groups of the area and the state for sharing of experiences, highlight individual cases and monitor implementation of child and women welfare programmes.
- Submission of Narrative and Financial report to the European Commission and Konrad Adenaure Foundation (Germany).

Outcome:

- Approximately 1000 elected women at the local development council were trained on the development programmes.
- Leadership development programmes helped in consolidating gains of women's participation in participatory democracy.
- Improved cooperation from family members for women's political participation.

Project: " Building Water Harvesting Structures through Community Participation" in partnership with Tarun Bharat Sangh. Theme: CSR, Water, Village planning, Democracy, Gender

Designation: Project Officer

Responsibilities:

- Making presentations before the Corporate Houses on Water Harvesting Programmes.
- Mobilisations of resources.
- Submission of Narrative and Financial report.

Outcome:

- Water Harvesting became an integral programme of PHDCCI under CSR.
- One of the biggest check dam at Lava ka Bas was built by the community participation.

Educational Background

- Doctorate of Philosophy (Ph.D.), Centre for Diplomatic Studies, Jawaharlal Nehru University, New Delhi, 1997.
- Master of Philosophy (M.Phil.), Centre for Diplomatic Studies, School of International Studies, Jawaharlal Nehru University, New Delhi, India, 1992.

- Master of Arts (M.A) in Political Science and International Relations, Sambalpur University, Burla, Odisha, 1989.
- Bachelor of Arts (B.A) in Political Science and Psychology, G.M.College, Sambalpur, Odisha, 1987.

Editorial and Research Experiences

- Worked as Management Representative in FNF, Regional office, South Asia, for Quality Management System: ISO 9001. (2002-03)
- Member of the Editorial Board of "*Liberal Times*", a monthly journal on liberal issues in South Asia, published by FNF, Delhi. (2003-04)
- Report, "*Development, Investment and Governance: Citizen's Right to Information*" published by FNF in partnership with People's Cultural Centre (PECUC), 2004.
- Report, "*Governance: A Report on People's Perception in Orissa*" published by FNF in partnership with People's Cultural Centre (PECUC), 2005.
- Article titled: "*Politics of Marginalized can help building stronger Human Rights Institutions(HRIs) in India*". <http://www.pvchr.net/2011/07/politics-of-marginalised-can-help.html>
- Article titled: "*Torture, Testimonies of Survivors and Right to Health*". [http://www.mynews.in/News/torture testimonies of survivors and right to health N41123 2.html](http://www.mynews.in/News/torture%20testimonies%20of%20survivors%20and%20right%20to%20health%20N41123%20.html)
- Article titled: "*Use of ICT for Empowering the Survivors of Torture: The PVCHR Experience*". <http://www.pvchr.asia/?id=71>
- Article titled: "*Reconciliation: New Politics for Victims of Torture*". <http://pvchr.asia/?id=116>

Related International Experiences

- Participated in 'Workshop on Political Strategies' Organised by Friedrich Naumann Stiftung (FNF) with Dr. Peter Schröder as the Moderator, Kathmandu, Nepal, May, 2002.
- Participated in 'Moderators Training on Terrorism', Organised by Friedrich Naumann Stiftung (FNF) with Dr. Peter Schröder as the Moderator, Dhaka, Bangladesh, August, 2002.
- Participated in 'Training on Basic Liberalism', Organised by Friedrich Naumann Stiftung (FNF) at the International Academy, Gumasbach, Germany, October, 2003.
- Worked as Co- Moderator to Peter Schroeder in 'Workshop on Political Strategies', New Delhi, April, 2004.
- Worked as Co-Moderator to Dr. Stefan Melnik in 'Workshop on Basic Liberalism', Coonor, Tamil Nadu, September, 2004.
- Worked as Co-Moderator to Dr. Stefan Melnik in 'Workshop on Good Governance', Kumarakam, Kerala, April, 2005.
- Worked as Co-Moderator to Dr. Stefan Melnik in 'Workshop on Basic Techniques on Moderation', Bhubaneswar, Orissa, Pondicherry (2006) and Manesar, Haryana (2008).

Skills

- Experience of implementing rights based programmes and advocacy work.

- Understanding of work culture of organisations of Industries, Funding agencies and Grassroot organisations.
- Knowledge of socio-cultural set up, politics and family dynamics in South Asia.
- Excellent personal motivation with a proven ability to build and work collaboratively in a strong team concept environment, and independently.
- Develop, implement and monitor the advocacy initiatives with network partners at the state and national level.
- Ability to use National and International Mechanisms for interventions.
- Networking with Political parties and elected representatives at State and National level.
- Structure training programmes and develop training materials.
- Can develop M & E framework to support comprehensive and quality monitoring of the project performance at community, state authorities, and partner level following organisational guidelines.
- Establish reporting system, setting protocols and building capacity of the relevant staff in partner organisation.
- Learn and assimilate global standards and project learning for enhancing organizational objectives.
- Well-developed skills in prioritizing, organising, decision making, time management and verbal/written communication skills.
- Manage intra- project communications effectively.
- Well versed with Information Technology.

Referees

Name: Dr. Lenin Raghuvanshi
 Designation: Chief Executive Officer
 Organisation: People's Vigilance Committee on Human Rights (PVCHR)
 SA 4/2A, Daulatpur, Varanasi- 221002
 Uttar Pradesh, India
 Telephone: +91-542-2586688, Mobile: + 91- 9935599333
 Email: lenin@pvchr.asia
 Web: www.pvchr.asia

Name: Ms Renuka Srinivasan
 Designation: Programme Manager
 Organisation: Delegation of European Union to India
 49, Sunder Nagar, New Delhi-110003
 Telephone: +(91)-(11)-42195219
 Email: renuka.srinivasan@eeas.europa.eu

Name: Mr. Dieter Wagner
 Designation: Independent Consultant
 1500 HUDSON STREET APT 10N, HOBOKEN NJ 07030, USA
 Telephone: 001 347 552 3091, Mobile: 001 347 552 3091
 Email: dwagner.pme@gmail.com