



GENDER MAINSTREAMING IN GOVERNANCE

June 2022

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THEMATIC REPORT

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PREFACE

The Government of India (GoI) spends close to Rs. 14 lakh crores annually on development activities through nearly 750 schemes implemented by Union Ministries. In 2019, the Development Monitoring and Evaluation Office (DMEO), NITI Aayog, was assigned the task of evaluating 28 Umbrella Centrally Sponsored Schemes, which are schemes/programmes funded jointly by the Centre and the States and implemented by the States. This exercise, undertaken between April 2019 and February 2021, evaluated 125 Centrally Sponsored Schemes, under 10 Sectors, together covering close to 30% of the GoI's development expenditure, amounting to approximately Rs. 3 lakh crores per annum.

As a part of the evaluation studies, the Centrally Sponsored Schemes were also assessed based on various cross-sectional themes such as accountability and transparency mechanisms, use of technology, convergence, gender, social inclusion, regulatory framework, climate change, behaviour change, Research and Development and private sector participation. These evaluation studies adopted a mixed-method approach and underwent a review process involving consultations with NITI Aayog subject matter divisions, concerned Ministries and Departments, and external sector experts. For the cross-sectional analysis across sectors, additional secondary research was undertaken by DMEO, and the findings were reviewed by experts in the respective domain in order to optimize the robustness of the evidence generated across the sectors.

The present report is an outcome of the cross-sectional assessment of Gender Mainstreaming across all the Centrally Sponsored Schemes. In this report, we seek to assess the gender component across various government schemes. It is an attempt at understanding the need and role of gender mainstreaming at the sector and institutional level and exploring the future pathways to eradicate discrimination on the basis of gender. The report highlights the need for granular information on gender budgeting, gender-disaggregated data etc.

We hope that this report will help in strengthening elements of Gender Mainstreaming in the design and implementation of central and state government programs. Systems for institutionalizing gender equality in government programs will lead to a more just society and contribute to the achievement of national priorities and to the well-being of all sovereign citizens of India.

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DMEO team has been at the core of the cross-sectional analysis, and this report would not have been possible without the contributions of Ms. Priyanka Sethi, Deputy Director, Mr. Kapil Saini, Economic Investigator, Mr. Parth Garg, Young Professional, Mr. Manoj Pankaj, Economic Officer, and Ms. Gauri Agarwal, Intern who worked tirelessly on every last detail of this herculean endeavour, under the guidance of Mr. Akhilesh Kumar, Director. Special thanks are extended to Mr. Ashutosh Jain, ex-Deputy Director General, who played an important role in completing the study. The team would also like to thank Mr. Vijender Kumar, Ms. Anjum Dhamija, Mr. Anand Trivedi, Mr. Venugopal Mothkooor, Ms. Disha Bhattacharjee, Ms. Urvashi Prasad, Mr. Paresh Dhokad and the DMEO team for their support and comments at various stages of the study. Across the cross-sectional reports, Dr Shweta Sharma, Director also oversaw coordination, standardization and monitoring of the processes.

In accordance with the massive scope and scale of the exercise, this report owes its successful completion to the dedicated efforts of a wide variety of stakeholders.

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ABBREVIATIONS

ADB	Asian Development Bank
AG	Adolescent Girls
AIDS	Acquired immunodeficiency syndrome
AMI	Agricultural Marketing Infrastructure
ANM	Auxiliary Nursing Midwifery
ASHA	Accredited Social Health Activist
AWCs	Anganwadi Centre
AWWs	Anganwadi Worker
BBBP	Beti Bachao Beti Padhao
BLC	Beneficiary-Led Construction
BTMs	Block Technology Managers
CEDAW	Convention on Elimination of All Forms of Discrimination against Women
CGCs	Coaching-cum-Guidance Centres
CoE	Centres of Excellence
CRC	Convention on the Rights of the Child
CSS	Centrally Sponsored Schemes
CSSTE	Centrally Sponsored Scheme on Teacher Education
CWSN	Children with Special Needs
DAY-NRLM	Deen Dayal Antyodaya Yojana – National Rural Livelihoods Mission
DAY-NULM	Deendayal Antyodaya Yojana - National Urban Livelihood Mission
DBT	Direct Benefit Transfer
DGE	Directorate General of Employment
DMEO	Development Monitoring and Evaluation Office
DNT	Denotified Tribes
EBC	Economically Backward Class
EDEG	Entrepreneurship Development and Employment Generation
EST&P	Employment through Skills Training & Placement
FGDs	Focus Group Discussion
FHWs	Female Health Workers
FIGs	Farmer Interest Groups
FLW	Front Line Worker
FMTTIs	Farm Machinery Training and Testing Institutes
FPM	Forest Fire Prevention and Management
FPOs/FPCs	Farmer Producer Organizations/Companies
FY	Financial Year

GAP	Gender Action Plan
GB	Gender Budgeting
GBA	Gender Based Analysis
GDI	Gender Development Index
GDP	Gross Domestic Products
GER	Gross Enrollment Ratio
GGGI	Global Gender Gap Index
GII	Global Inequality Index
GoI	Government of India
GPs	Gram Panchayats
ICT	Information Communication and Technology
IDIs	In - Depth Interview
IEC	Information Education Communication
ILA	Incremental Learning Approach
IMR	Infant Mortality Rate
INM	Integrated Nutrient Management
IPC	Irrigation Potential Created
IPU	Irrigation Potential Utilized
IRCA's	Integrated Rehabilitation Centres for Addicts
ISAC	Integrated Scheme on Agricultural Cooperation
JSY	Janani Suraksha Yojana
KGBV	Kasturba Gandhi Balika Vidyalaya
KIIs	Key Informant Interviews
LFPR	Labour Force Participation Rate
LWE	Left Wing Extremism
MAS	Mahila Arogya Samiti
MDM	Mid-Day Meal Scheme
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MHA	Ministry of Home Affairs
MI	Minor Irrigation
MIS	Management Information Systems
MKSP	Mahila Kisan Sashaktikaran Pariyojana
MMR	Maternal Mortality Rate
MoHFWs	Ministry of Health and Family Welfare
MoHUA	Ministry of Housing and Urban Affairs
MoLE	Ministry of Labour and Employment
MoMA	Ministry of Minority Affairs
MoSJE	Ministry of Social Justice and Empowerment
MOTA	Ministry of Tribal Affairs
MSDE	Ministry of Skill Development And Entrepreneurship
MWCD	Ministry of Women and Child Development
NABARD	National Bank for Agriculture and Rural Development
NAM	National AYUSH Mission

NCCT	National Council for Cooperative Training
NCDC	National Cooperation Development Corporation
NCPCR	National Commission for Protection of Child Rights
NCRB	National Crime Records Bureau
NCS	National Career Service
NCS	National Children Scheme
NCS-DA	National Career Service for Differently Abled
NCUI	National Cooperative Union of India
NES	National Employment Service
NGOs	Non Government Organization
NHM	National Health Mission
NMSA	National Mission on Sustainable Agriculture
NPCDCS	National Program for Prevention and Control of Cancer, Diabetes, CVD and Stroke
NPDD	National Programme for Dairy Development
NRHM	National Rural Health Mission
NRuM	National Rurban Mission
NSAP	National Social Assistance Programme
NULM	National Urban Livelihood Mission
OOPE	Out of Pocket Expenditure
OSCs	One Stop Centre
PCPNDT	Pre-Conception and Pre-Natal Diagnostic Techniques
PFMS	Public Financial Management System
PHC	Primary Health Centers
PMAY	Pradhan Mantri Awas Yojna
PMAY-G	Pradhan Mantri Awaas Yojana – Gramin
PMGSY	Pradhan Mantri Gram Sadak Yojana
PPP	Public Private Partnership
PVTGs	Particularly Vulnerable Tribal Groups
PW&LM	Pregnant Women and Lactating Mothers
PWD	Persons with Disabilities
RCH	Reproductive and Child Health
RCIP	Rural Connectivity Investment Program
RF	Revolving Fund
RKSK	Rashtriya Kishor Swasthya Karyakram
RRTC	Regional Resource and Training Centre
RTE	Right to Education
SBM(U)	Swachh Bharat Mission (Urban)
SC/STs	Schedule Caste/Tribes
SCM	Smart Cities Mission
SCPCR	State Commission for Protection of Child Rights
SDG	Sustainable Development Goal
SECC	Socio-Economic Caste Census

SEP	Self-Employment Programme
SEP-G	Self Employment Programme - Group
SEP-I	Self Employment Programme - Individual
SGSY	Swarnajayanti Gram Swarojgar Yojana
SHGs	Self - Help Groups
SMC	School Management Committee
SMDCs	School Management and Development Committees
SPMRM	Shyama Prasad Mukherji Rurban Mission
SRB	Sex - Ratio at Birth
SRCs	State Resource Centre
SVEP	Startup Village Entrepreneurship Programme
TEIs	Teacher Education Institutions
TRIs	Tribal Research Institutes
UCSS	Umbrella Centrally Sponsored Schemes
UEE	Universalization of elementary education
ULBs	Urban Local Body
UN	United Nations
UNDP	United Nations Development Programme
UTs	Union Territories
VAW	Violence against women
VDVK	Van Dhan Vikas Karyakram
VHSNC	Village Health, Sanitation and Nutrition Committees
VRCs	Vocational Rehabilitation Centres
WCP	Women Component Plan
WDT	Watershed Development Team
WUA	Water Users Association

EXECUTIVE SUMMARY

As supplementary evidence for the continuation of schemes from 2021-22 to 2025-26 (coterminous with 15th Finance Commission cycle), DMEO, NITI Aayog commissioned third party evaluations of 125 Centrally Sponsored Schemes (CSS) under 28 umbrella CSS across different sectors. Apart from evaluation of the fulfilment of the scheme's objectives, these studies also undertook an overarching review on 13 cross-sectional themes covering pertinent and emerging areas such as climate change, gender, private sector participation, accountability & transparency etc. 'Gender Mainstreaming' is one such theme which was reviewed for all the 119 schemes under the purview of the evaluation exercise. This thematic paper is an attempt at understanding the need and role of gender mainstreaming at the sector and institutional level and exploring the future pathways to eradicate discrimination on the basis of gender.

Since different genders have different needs and are exposed to different living conditions and circumstances, they have unequal access to and control over power, resources, human rights and institutions, and justice system. Their situations also differ according to country, region, age, ethnic or social origin, or other factors. Gender mainstreaming promotes the interests of all genders. It helps identify the different needs, concerns, constraints, interests and values of various genders in different situations, e.g. in the workplace, in school, at home, in public spaces and in society at large. With the consideration of important social indicators on different conditions of women, men and other genders in the decision-making process at all levels, organisations concerned can improve their efficiency and effectiveness by identifying and addressing the needs of their clients more effectively.

The thematic report measures the performance of various schemes on Gender Mainstreaming across sectors. This is assessed through measuring performance on various parameters, viz. inclusiveness in scheme design, the practice of gender budgeting, the inclusion of transgender, capacity building, awareness activities for women/transgender, the direct impact of provisions and availability of gender-disaggregated data. Through qualitative and quantitative analysis of secondary literature, validated by the primary data collection in studies, the analysis was done at three levels: the sectoral, the umbrella CSS, and the scheme itself. Relevant data was sourced from the evaluation reports pertaining to the information on gender mainstreaming, after which the presence or absence of information was coded into an excel for further analysis to identify key areas requiring improvement and sections where performance is good, average or poor is highlighted.

Major findings from the analysis: The analytical framework included three dimensions: inclusiveness of gender, gender budgeting, and inclusion of transgender. 75% of all CSS schemes have provisions for gender components directly or indirectly. However, only around 50% of the schemes practice gender budgeting. 11% schemes have 100% budget marked for the development of women, and these schemes were found under Women and Child Development (WCD) & Rural Development (RD) Sector. The majority of the schemes across all sectors lack adequate provisions for transgenders, with only 14% of schemes taking into consideration different needs of transgenders. Human Resource Development (HRD) is one such sector that has performed satisfactorily in all three dimensions

(Inclusiveness, Budgeting and Inclusion of Transgender) and therefore may be accounted as the best performing sector. This was followed by the Urban Transformation and WCD sector. However, apart from Agriculture and Environment sectors, Social inclusion and Health are two such sectors that have a lot of scope for improvement in order to ensure the inclusion of various genders.

Table 1: Relative Performance by sector

Sector	Inclusiveness of gender	Gender Budgeting	Inclusion of Transgender
Agriculture			
Water resources, Environment & Forest Climate Change			
Health			
Rural Development			
Social Inclusion			
Urban Transformation			
Jobs & Skills			
Human Resource Development			
Women & Child Development'			
<div> <div>Poor</div> <div>Average</div> <div>Good</div> </div>			

Issues, Challenges & Recommendations: The report also expands on various issues and challenges pertaining to different genders in government programs across different sectors. Some of the major issues and corresponding recommendations are discussed in the table below:

Table 2: Issues, Challenges and Recommendations

Sr. No.	Issues & Challenges	Recommendations
Specific to Sector		
1.	Jobs & Skills: <ul style="list-style-type: none"> Female Labour Force Participation Rate (LFPR), i.e. 20.8 % in 2019, has drastically fallen over the last three decades, i.e. 35% in 1990. Females quit jobs after some time of skilling programs. Job retention among women is an issue for employers. Safety issues, personal issues at workplaces and societal norms discourage women from working. Lack of provision of support services as per contextual realities of women. 	<ul style="list-style-type: none"> Mandate decent working conditions for women such as: <ol style="list-style-type: none"> support services such as travel, lodging, maternity benefits availability of creche facilities at a central location and pooling the cost by industrial clusters. flexible timings for women with very small children. display of sexual harassment grievance mechanism at work sites Conduct evaluations on the Minimum Wages Act, 1948 at regular intervals and address different elements of the results.
2.	Social Inclusion: <ul style="list-style-type: none"> Gender equality in minorities remains low. Non-availability of accurate data on year-wise female literacy rates and drop-out rates for Schedule Caste (SC) girls. Low social acceptance of transgender persons in society. 	<ul style="list-style-type: none"> Sensitizing workshops should be conducted for the public, private agencies, policy makers, planners on the gender perspective. Adoption of Socio Economic and Caste Census as the basis to ensure equitable coverage

Sr. No.	Issues & Challenges	Recommendations
3.	Women and Child Development: <ul style="list-style-type: none"> ♦ Lack of interventions to cater to: <ul style="list-style-type: none"> ★ Mental health and well-being issues, ★ Unpaid care work, ♦ Lower political & social involvement. ♦ Engagement of the private sector in the WCD sector has remained low and confined to some of the larger, high-visibility programmes only. ♦ Increasing Trends in rates of Crime against Women ♦ Limited Reach of Interventions for Creation of Safe Spaces for Women ♦ Inefficient structuring and division of the schemes, the important schemes and interventions, get lost, end up being underfunded 	<ul style="list-style-type: none"> ♦ Promotion of Women's Political and Social Participation, ♦ Designate specific buildings and spots in the rural areas as safe spaces for women and provide relevant supportive infrastructure and institutional mechanisms to operationalize them. ♦ Institutionalizing a "Women's Empowerment Month" on the lines of "POSHAN Maah" and "POSHAN Pakhwada", led and managed by the Panchayati Raj officials and functionaries. ♦ State Governments should increase their budgetary allocation towards women and child development. ♦ Finalizing the National Policy for Women with revision in 2016 draft policy. ♦ In view of challenges observed under the Gender Budgeting Framework, it is suggested to first increase the coverage of schemes under the framework and also, more importantly, to conduct a qualitative assessment of the framework to ensure that the framework is able to translate Gender commitments to Budgetary commitments.
4.	Education: <ul style="list-style-type: none"> ♦ More gender-sensitive infrastructure is lacking, leading to a decrease in enrollment and higher dropout. ♦ Students from disadvantaged backgrounds (rural regions, SC/ST students etc.) have a high drop-out and transition rate at the secondary level. 	<ul style="list-style-type: none"> ♦ Kasturba Gandhi Balika Vidyalaya facilities should be developed on a priority basis in districts identified with an adverse gender gap. ♦ Although schemes have included components for equitable access of girls, Children with Special Needs (CWSN), SC and STs, (Schedule Tribes) certain marginalised groups have been excluded, such as transgenders. Thus, their coverage needs to be improved.
5.	Rural Development: <ul style="list-style-type: none"> ♦ Inclusion and exclusion problem in social safety schemes. ♦ Lower awareness among women about useful information and government interventions 	<ul style="list-style-type: none"> ♦ To promote the active role of Panchayati Raj in women's empowerment; and provide more decisive roles. ♦ Mandate decent working conditions ♦ Designate specific buildings and spots in the rural areas as safe spaces for women and provide relevant supportive infrastructure and institutional mechanisms to operationalize them. ♦ Maintained focus on credit access and financial inclusion of women ♦ Mechanisms to measure and recognize women's work need to be instituted. Moreover, language and terminologies used for women and work done by women should be reviewed.

Sr. No.	Issues & Challenges	Recommendations
6.	Agriculture: <ul style="list-style-type: none"> ♦ Lack of access to: <ul style="list-style-type: none"> a. resources, b. land ownership, c. knowledge/training of farming practices, d. overburden of labour-intensive work. ♦ Lack of education: Due to illiteracy, women are forced to work as unskilled labourers 	<ul style="list-style-type: none"> ♦ Women workers should be given more decisive roles in the execution of work. ♦ In all training and capacity building programs for the beneficiaries, a certain percentage of women participation may be mandated to promote gender mainstreaming
Gender Disaggregated Data		
7.	<ul style="list-style-type: none"> ♦ The absence of gender disaggregated data makes it difficult to measure the true impact of the schemes resulting in poor strategy design. ♦ Ex: Social Inclusion sector - Non-availability of accurate data on year-wise female literacy rates and drop-out rates for SC girls 	<ul style="list-style-type: none"> ♦ Gender Budgeting Act should legally mandate all data collecting institutions to analyze and publish gender-disaggregated statistics ♦ A national unified data hub and data portal should be created by MWCD and MoSJE. ♦ Gender/sex-segregated information should be captured even at the local panchayat level ♦ IT-based MIS be made at the National level to improve the monitoring and management of schemes ♦ As per the recommendation mentioned in NITI's report on "Strategy for New India" the data disaggregation will be strengthened by creation of Gender Monitoring Unit within the Women and Child Development ministry dedicated for generation of gender disaggregated data and monitoring performance across various ministries. In setting up this unit, lessons could be leveraged from similar institutional arrangements in countries like Finland (Gender Equality Unit) & Rwanda (Gender Monitoring Unit). <p>Provisions already made by govt. -</p> <ul style="list-style-type: none"> ♦ MWCD & MoSPI issued guidelines for collecting disaggregated data under various schemes. ♦ Partnership NITI & MoSPI with UN will support capacity building for promoting the availability of disaggregated data for SDGs. ♦ Draft National Policy for women - 2016 has proposed to mandate the collection of gender-disaggregated data under all schemes & programmes.
Gender Budgeting		
8.	<ul style="list-style-type: none"> ♦ Gender Budgeting is not practised in most states ♦ Gender budgeting is not captured for many schemes in different sectors, especially Jobs & Skills, Health, Urban Transformation among others. 	<ul style="list-style-type: none"> ♦ Gender Budgeting Act to mainstream gender-based budgeting across all ministries and States/UTs

Sr. No.	Issues & Challenges	Recommendations
Inclusion of Transgenders		
9.	<ul style="list-style-type: none"> ♦ Need to improve social acceptance of transgender persons in society ♦ Social safety nets do not have in-built provisions to ensure inclusion of the socially marginalized groups 	<ul style="list-style-type: none"> ♦ Launching a national sensitization campaign to address the deep social stigmas and taboos associated with the transgender community. ♦ Create greater awareness of the issues faced by the transgender community.

Recognising the paradoxical situation of women and girls, the government is committed to addressing these issues through policies, legislation and programmes. Efforts have been made to ensure that India's laws, policy framework and developmental plans and programmes incorporate specific measures for the advancement of women in the country. Schemes/programmes across all sectors have also been implemented that have led to significant achievements, including meeting higher targets in the field of health, education and employment. Effective mechanisms to provide a safe environment for women to work, live and fulfil their potential have also been put in place.

While the targeted programmes have helped to reduce sectoral inequalities, they have a long way to go towards eliminating inequalities.

1. BACKGROUND

Everyone should be able to enjoy the life they determine in accordance with their individual skills, their needs and their desires. However, there are differences in the lives, needs and experiences of people of different genders. Because of such differences, policies and measures which apparently accord the same treatment to people of different genders might have a different impact on them on actual implementation. Therefore, we need to make gender an independent consideration factor in order to prevent unfairness between different genders.

Gender mainstreaming is a globally accepted strategy that analyzes the existing situation with the purpose of identifying inequalities and develops policies that aim to redress these inequalities and undo the mechanisms that caused them.¹ It is considered a good and modern policy management practice by most countries all over the world. It promotes a gender-sensitive society where solidarity, opportunities and responsibilities are shared by various genders in equal measure. It integrates gender equality perspective at all stages and levels during the preparation, design, implementation, monitoring and evaluation of policies, projects, regulatory measures and spending programmes. Thus, it ensures that policy-making and legislative work respond more effectively to the needs of all citizens – women, men, girls, boys and the transgender community.

Since gender mainstreaming is still at its nascent state in India, this report will keep its focus on the assessment of inequalities between men and women. Moreover, although we wish for a gender-equal society with equal outcomes for women and men, our focus would be on gender equity which recognises that women are not in the same 'starting position' as men. This is because of historical and social disadvantages. Treating women and men *equally* might not actually be *fair*. In fact, it can create further disadvantages. Thus, this report will analyse gender equity measures.

1.1. WHAT IS GENDER MAINSTREAMING?

The definition of gender mainstreaming has evolved since its inception, however most definitions conform to the UN Economic and Social Council formally defined concept:

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.²

¹ What is Gender mainstreaming? | EIGE (europa.eu)

² Report of the Economic and Social Council, 1997; <un.org>

1.2. WHAT GENDER MAINSTREAMING IS NOT ABOUT?

“Adding women and stirring”

Ensuring the equal participation of women and men in decision making or in different activities is a necessary first step and an objective on its own. However, the presence of women does not mean that a gender mainstreaming exercise was undertaken, and it does not automatically lead to qualitative change towards gender equality in a specific policy, programme or activity.

Including an introductory paragraph in a document stating that a gender equality perspective will be integrated or simply mentioning “women and men” without also taking into account their different situations is not sufficient. The aim is to include a gender equality perspective throughout the policy measures, documents or programmes, their implementation, monitoring and evaluation.

“Women” and “men” are not homogeneous groups with single aims and needs: it is necessary to take into account women and men’s multiple identities in terms of age, ethnicity, sexual orientation, gender identity, social status or (dis)ability - to name a few characteristics³

1.3. WHY DO WE NEED GENDER MAINSTREAMING?

“Development cannot be achieved if 50% of the population is excluded from the opportunities it brings” – Helen Clark UNDP Administrator, 2017

Several studies have shown that gender inequalities as such have direct costs. In many cases, public policies have been based on the needs of the dominant group in society or on the needs of those who have traditionally been the decision-makers, mostly men. The women’s rights movement, an increased presence of women in decision-making, strong commitments to women’s human rights at all levels, and the development of gender studies and sex-disaggregated data, have all helped unveil the fact that public policies often did not take into account women’s differing needs and situations.

Evidently, decisions regarding public policies and services which do not fully take into account the needs and situations of all final users may lead to inappropriate solutions and an inadequate allocation of public funds. Gender mainstreaming is an inclusive strategy aimed at integrating the need of all people. It is also based on the fact that women are not a “vulnerable group”, as they represent more than half of the population in most societies. Gender mainstreaming is a strategy to improve the quality of public policies, programmes and projects, ensuring a more efficient allocation of resources. Better results mean increased well-being for both women and men and the creation of a more socially just and sustainable society.

1.4. EVOLUTION OF GENDER MAINSTREAMING

The idea of gender mainstreaming was first pushed in the United Nations development community. The concept was first proposed at the 1985 Third World Conference on Women in Nairobi, Kenya. It was then formally featured in 1995 at the Fourth World Conference on Women in Beijing, China, and was cited in the document that resulted from the conference, the Beijing Platform for Action. Many countries have since adopted gender mainstreaming in their policy-making processes.

³ What is gender mainstreaming? (coe.int)

History of Gender Mainstreaming at National Level

The Tenth Five Year Plan (2002-2007)⁴, which came into effect from April 2002, included essential objectives for women. It envisaged gender mainstreaming and also had structured a Women Component Plan (WCP), which ensured that not less than 30 per cent of funds were earmarked for women under the various schemes of the women-related ministries/departments. The Plan primarily focused on the economic empowerment of women and put in place several programmatic interventions such as the Swayamsiddha programme, a recast version of the Indira Mahila Yojana, which organised women into Self-Help Groups (SHGs) for income generation activities. It also facilitated access to services such as literacy, health, non-formal education, water supply, among others. On 30th January 2006, the Ministry of Women and Child Development was set up for formulation and administration of regulations and laws related to women and child development.

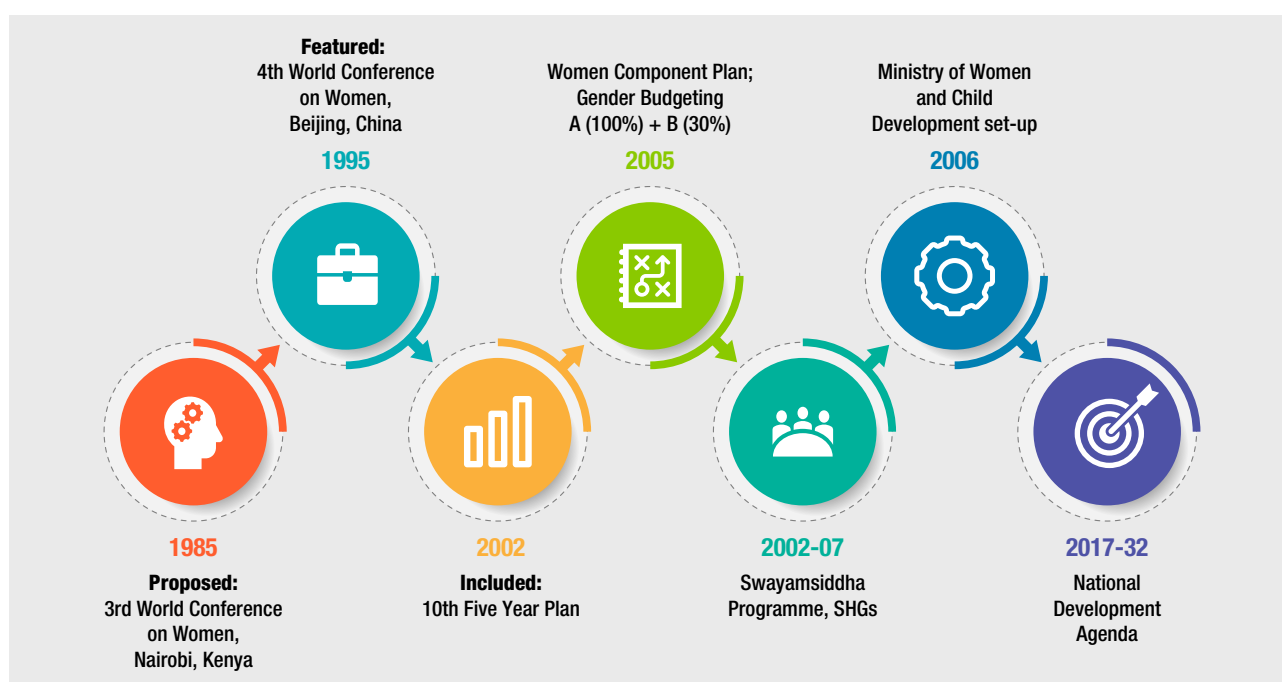


Figure 1: Historical Timeline of Gender Mainstreaming in India

Gender Responsive Budgeting

Gender Budgeting is an approach to government fiscal policy that seeks to use a country's budget(s) as a tool to resolve societal gender inequality and promote inclusive development. It is an outcome-oriented expenditure allocation. It is an approach to government fiscal policy that seeks to use a country's budget(s) as a tool to resolve societal gender inequality and promote inclusive development. It is an outcome-oriented expenditure allocation.

The Government of India and state governments attempted to gender-sensitize the budget initially through the Women's Component Plan. However, more intensively efforts were observed with the institutionalization of gender-responsive budgeting through the Gender Budget Statement, which is published every year since 2005 - 2006 with the Union Budget (and some states as well). This highlights the budgetary allocations for 100 per cent women-specific programmes (Part A) and those programmes in which at least 30 per cent flows to women (Part B) in the annual expenditure

⁴ Planning Commission, Government of India (1992), Tenth five-year plan.

budget. The schemes are listed in Annexure 3 and Annexure 4 for schemes with 100% and 30% allocations, respectively.

Current provisions: National Development Agenda (2017-2032)

With the increasingly open and liberalized economy, a need for a rethinking of tools and approaches to conceptualizing the development process was felt essential. Therefore, a departure from the five-year plan process was made, and a vision, strategy and action agenda framework were developed as part of the National Development Agenda to better align the development strategy with the changed reality of India. The components of the National Development Agenda include:

- ⦿ A 15-year-long vision (2017-18 to 2031-32) that combines national social goals and international Sustainable Development Goals. It expands beyond the traditional plan mandates to include internal security defence, among others.
- ⦿ A 7-year-long mid-term strategy (2017-18 to 2023-24) that converts broader vision into implementable policy
- ⦿ A 3-year short-term action plan (2017-18 to 2019-2020) to translate policies into action by 2019.

The National Development Agenda identifies women and transgenders as one of the priority sectors and affirms that it is imperative to make rapid improvements in sectoral outcomes.

1.5. HOW IS GENDER MAINSTREAMING IMPLEMENTED SUCCESSFULLY?

Gender equality issues need to be mainstreamed at all stages of policy-making or project programming, but it is especially important to take it into account at the planning stage when the problems, concerns and needs of the beneficiaries are identified, and the ways to address them are defined. Therefore, gender analysis and gender impact assessments are crucial tools for gender mainstreaming. These tools support the practical implementation of gender mainstreaming. Other factors are equally important to ensure proper gender mainstreaming, such as political will, commitment to and awareness of gender equality issues, knowledge, resources (including expertise), women's participation and availability of information. Gender mainstreaming is the responsibility of all actors and is relevant for all policy areas that deal with the needs of people at all levels. Policy areas that at first sight do not seem relevant might contain (hidden) aspects of gender inequality.

Gender mainstreaming is a long-term strategy that goes hand-in-hand with specific policies for the advancement of women.

When properly addressed and implemented, gender mainstreaming is a transformative approach with a great potential for social and systemic changes. It is a long-term strategy: every step counts towards this change of approach, but it will require some time until it is fully and automatically integrated into policy-making. There is wide consensus about the effectiveness of a dual approach towards gender equality, combining gender mainstreaming and specific measures for the advancement of women, to ensure better policy making and better use of resources. Such a dual approach is also implemented in the UN 2030 Agenda for Sustainable Development, which includes a stand-alone goal on gender equality and the empowerment of women and girls (SDG 5), as well as gender-sensitive targets in other goals.

2. BASIC PRINCIPLES OF GENDER MAINSTREAMING

2.1. OBJECTIVES OF GENDER EQUALITY

Once Gender Mainstreaming is achieved, equality will be a natural element of all processes and measures instead of being treated as an aside. General equality objectives include:

- ⦿ Equal career opportunities
- ⦿ Economic empowerment through fair distribution of unpaid and paid work among women and men, wages and salaries that women and men can live on independently
- ⦿ Equality of women and men with regard to political representation and participation
- ⦿ Enhancement of gender roles and standards for women and men, elimination of restricting standards.
- ⦿ Same personal freedoms for women and men, protection against all forms of aggression, violence and safety in public spaces.
- ⦿ Safe work environment and protection against sexual harassment.

2.2. BASIC PRINCIPLES OF MAINSTREAMING

Responsibility for implementing the mainstreaming strategy is system-wide and rests at the highest levels within agencies. Basic principles include:

- ⦿ **Gender-sensitive language:** Texts referring to or addressing both women and men must make women and men equally visible. Attention must also be paid to a gender-sensitive choice of images when preparing public relations material.
- ⦿ **Gender-Specific data collection and analysis:** Data must be collected, analysed and presented by gender. Social dimensions, such as age, ethnicity, income and level of education, should also be reflected where possible.
- ⦿ **System-wide responsibility and accountability:** Services and products must be assessed as to their different effects on women and men.
- ⦿ **Political will, support** and commitment for allocation of all necessary resource allocation
- ⦿ **Equal involvement in decision making:** Measures and strategies geared towards a balanced gender ratio must be taken at all levels of decision making. This is also important when appointing working groups, project teams, commissions and advisory boards, as well as when organising events, e.g. when selecting speakers. Workplaces must be structurally gendered and barrier free where possible (e.g. gendered signage, sufficient lighting, avoiding potentially frightening situations as in poorly accessible basement archives, access without steps, social rooms for different occupations).

- ⦿ **Shifts in institutional culture:** Organisations deal with gender differently, e.g. in an inadvertent manner or with a managed approach. Processes aiming to bring about organisational change have to be adapted to suit the respective organisational culture.
- ⦿ Complementary to actions for specific and targeted groups.

3. SECTORAL EVALUATION PERSPECTIVE

The Government of India (GoI) spends close to Rs. 10 lakh crores annually on development activities, through nearly 750 schemes implemented by union ministries. Of these 750 schemes, 128 are Centrally Sponsored Schemes (CSS), implying that they are funded jointly by the Centre and the States, and are implemented by the States. Over the years, federalism and the expectations of government service delivery in India have evolved, and this vast proliferation of schemes is in sore need of rationalization. The rationalization of schemes is expected to improve Centre-State relations, the effectiveness and efficiency of public finance, and the quality-of-service delivery to citizens. To this end, all schemes were mandated to undergo third party evaluations, to provide an evidentiary foundation to the 15th Finance Commission for scheme continuation from 2021-22 to 2025-26. The task of conducting these CSS evaluations was granted to NITI Aayog, specifically to the Development Monitoring and Evaluation Office (DMEO). This volume is thus a part of a historic exercise undertaken between April 2019 and February 2021, to evaluate 128 CSS, under 28 Umbrella CSS, under 10 Packages or Sectors.

The studies together cover close to 30% of the GoI's development expenditure, amounting to approximately Rs. 3 lakh crores (USD 43 billion) per annum. To fulfil this mandate to the highest standard possible, to optimize both the robustness and the uptake of the evidence generated, DMEO adopted a nationally representative mixed-methods evaluation methodology and a consultative review process for the reports. Altogether, the project incorporates the direct input of approximately 33,000 individuals, through 17,500 household interviews, 7,100 key informant interviews, and 1,400 focus group discussions. The views of Central, State, district, block, ward, and village administrations, as well as non-governmental experts and civil society organizations have been elicited. Through qualitative and quantitative analysis of secondary literature, validated by this primary data collection, the analysis was done at three levels: the sector, the umbrella CSS, and the scheme itself. The key parameters for analysis, including Relevance, Effectiveness, Efficiency, Sustainability, Impact, and Equity (REESIE), have been selected based on international best practices in evaluation. Besides, across 10 packages, certain cross-cutting themes have been identified for analysis, including transparency, sustainability, gender, technology, private sector, etc. The reports thus produced then underwent a consultative review process involving NITI Aayog subject matter divisions, concerned Ministries and Departments, and external experts.

As per the CSS sectoral evaluations conducted by the Development Monitoring and Evaluation Office, the schemes covered are detailed in the Annexure 1. As per these evaluation reports, gender mainstreaming was measured as per the framework indicated in the Annexure 2.

4. METHODOLOGY

A **gap analysis** was conducted for the 9 CSS Evaluation reports based on 5 parameters, viz.

- a. Inclusiveness in scheme design, Capacity building, awareness activities for women/transgender,
- b. Gender budgeting,
- c. Inclusion of transgender,
- d. Direct impact of provisions,
- e. Gender disaggregated data available to assess package

Relevant data was sourced from the 9 evaluation package reports pertaining to the section on gender mainstreaming, after which the presence or absence of information was coded into an excel for further analysis to identify key areas requiring improvement and highlight sections where performance is good. Impact of these schemes is analyzed with respect to national and global indices.

In addition to the gap analysis, in order to gauge package wise trends on overall performance, a descriptive summary analysis was compiled on the basis of three categories of performance listed in the CSS Evaluation reports.

- Good Performance
- Average Performance
- Poor Performance

For some of the schemes in the sector, gender mainstreaming is not relevant and thus were considered as “Not Applicable”. Further to this, a **second level gap analysis** was done to ascertain the granularity of scheme level mandate and implementation with respect to components of gender mainstreaming.

5. PERFORMANCE: FINDINGS BASED ON PERFORMANCE CRITERIA IN CSS REPORTS

The findings on the descriptive summary analysis compiled on the basis of four categories of performance (Good, Average, Poor & Not applicable) listed for each of the schemes under 9 sectors in the CSS evaluation reports is given below. Here the performance as obtained from the evaluation study is based on information on inclusiveness in scheme design, presence of capacity building initiatives for women & transgender to enhance their job roles and awareness campaigns components, availability of gender disaggregated data along with the impact the scheme and hence the sector created:

- Urban sector comprising MoHUA, Jobs & Skills sector which includes MoLE, MSDE are some of the best performing sectors giving due emphasis on gender mainstreaming as a whole. Some of the best performing schemes being implemented by these ministries include MoHUA's Pradhan Mantri Awas Yojna (PMAY)- Urban, Deendayal Antyodaya Yojana-National Urban Livelihood Mission (DAY-NULM), MSDE's Pradhan Mantri Kaushal Vikas Yojana.
- Also, for other sectors, it was observed that Ministry of Education's Sarva Shiksha Abhiyan, SSA, RMSA, Ministry of Rural Development's PMAY-G, DAY-NRLM are some schemes which have been successful in mainstreaming a gender perspective in society.
- The sectors of concern are some of the most important social sectors i.e., Social Inclusion, Health. These require due emphasis to create the desired impact on gender equality. While most of the schemes within these sectors have average performance in terms of gender mainstreaming, some also reflect poor performance. Several schemes need improvement such as:
 - i. Scheme on Tribal Research,
 - ii. Scheme of Assistance for Prevention of Alcoholism and Substance (Drugs) Abuse,
 - iii. Scheme on Tertiary Care programs are some which need improvement.

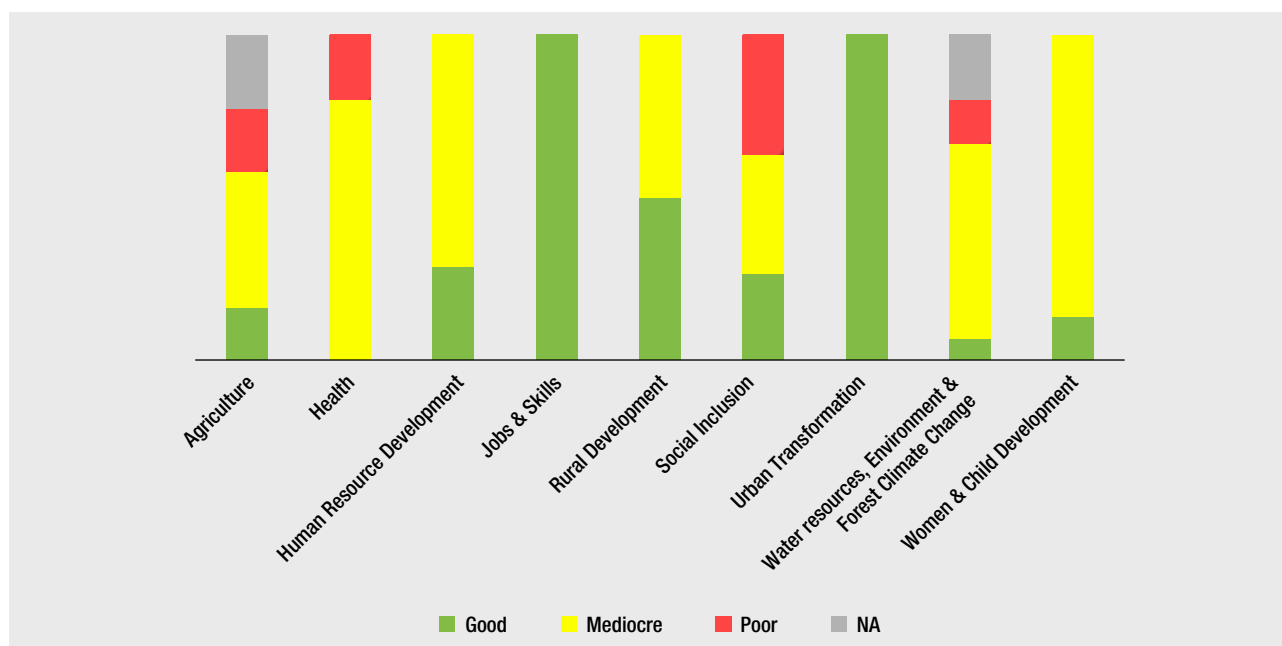


Figure 2: Sector-wise Performance

- These are followed by Women & Child Development sector with most schemes having average performance. There is no focus on transgender inclusion and very less focus on awareness generation.
- The performance of Agriculture & Allied Activities' Sector and Environment, Water Resources & Forest Sector is also majorly average due to the contrasting nature of schemes being implemented, with around 20% of the schemes which may not have direct impact on gender mainstreaming. For e.g. Schemes on Fisheries and Aquaculture Infrastructure Development Fund, Mission on oil seeds and oil palm, Livestock census, Accelerated irrigation benefit program etc.

5.1. DIGGING DEEPER -TENETS OF GENDER MAINSTREAMING IN SCHEMES

A gap analysis based on the following parameters has been conducted across the 9 sectors to understand the performance of schemes under each sector in the various domains. (Details also in Annexure 2):

- Inclusiveness in scheme design/planning**
 - A specific mention of gender equality and equity considerations in the scheme guidelines/objectives
 - The scheme been designed keeping gender considerations in mind
 - Are there women-friendly policies in place, like parental leave (maternity and paternity), creches, flexible working hours, inclusion in decision-making etc.?
 - Presence of gender wage gap, and measures in place to mitigate the same
 - Training offered for women to enhance job roles or assist career progression

- ❖ Awareness-raising communications/courses/Sessions/plans for sensitization of issues being faces by Women, on gender equality and regarding women-friendly provisions/ safeguards, sexual harassment policies, grievance redressal mechanisms etc.
- ⦿ **Gender budgeting**
 - ❖ Gender budgeting being practised actively
- ⦿ **Transgender community:** Initiatives for their inclusion by giving:
 - ❖ Provisions for transgenders
 - ❖ Data on transgender beneficiaries being captured
- ⦿ **Impact of gender-friendly infrastructure and policies in place**
 - ❖ Is gender-friendly plans translating into greater empowerment of women in implementation?
 - ❖ Are the respective SDG targets being met?
- ⦿ **Gender Disaggregated Data**
 - ❖ Is gender disaggregated data being captured?
 - ❖ Is this data available in public domain?

5.2. BEST AND WORST PERFORMING SECTORS BASED ON ABOVE PARAMETERS

In this section a heat map has been prepared based on the performance of schemes under each of the sectors on the identified themes. Here shades of “red”, “yellow”, “green” signify poor, average and good performance respectively. And the temperature and intensity of the colours show the level of performance. This would help identify best and worst performers under each theme.

Table 3: Relative performance by sector

Sector	Inclusiveness of gender	Gender Budgeting	Inclusion of Transgender
Agriculture			
Water resources, Environment & Forest Climate Change			
Health			
Rural Development			
Social Inclusion			
Urban Transformation			
Jobs & Skills			
Human Resource Development			
Women & Child Development'			
<div> <div>Poor</div> <div>Average</div> <div>Good</div> </div>			

5.3. PARAMETER-WISE FINDINGS

- ⦿ **Gender Inclusiveness:** 89 out of 119 CSS schemes have provisions for the Gender component directly or indirectly. Also, the best performers are the WCD, HRD, Jobs & Skills and Urban Transformation sector. The worst performer is the agriculture sector partly due to low coherence of the sector with gender mainstreaming.
- ⦿ **Gender Budgeting:** Only 62 out of 119 schemes are practising gender budgeting. The best performing sector is WCD where all schemes are practising GB to the extent of 100% women specific programmes. This is followed by RD and HRD sector. However, the worst performing sector here are Jobs & Skills and Water Resources, Environment and Forest and Climate change with GB being practised in none of the schemes.
- ⦿ **Inclusiveness of Transgender:** The best performing sectors are HRD, Jobs & Skills, RD and Urban Transformation, under which few schemes have provisions for transgender or have directly benefitted them. However, based on the study's findings majority of the schemes across sectors lack adequate provisions for inclusion of transgenders.
- ⦿ **Gender Disaggregated Data:** UCSS Studies highlight absence of disaggregated data under Social Inclusion, Law & Order, Justice delivery sector, Urban Transformation Sector. This particular theme was a major gap area in itself because for a large no. of schemes the evaluation study was either silent on the data availability or it mentioned that data was not available in public domain for a large no. of schemes. Therefore, a sectoral level comparison on availability of gender disaggregated data could not be attempted. Since, assessment of gender impacts of various public governance dimensions is an integral part of Gender Mainstreaming, gender disaggregated data is a prerequisite for such assessments. Even though India has a data system in place, there still is a lot of scattered gender-neutral data. Therefore, lack of gender disaggregated data is a big issue that results in poor assessment. In this regard it is will be worthwhile to conduct a separate dedicated study in the subject.
- ⦿ **Overall:** HRD is one such sector which has performed satisfactorily in all three dimensions and therefore accounts for the best performing sector. This can be followed by Urban Transformation and WCD sector. However, apart from Agriculture and Environment sectors, Social inclusion and Health are two such sectors which have a lot of scope of improvement in order to ensure inclusion of various genders.

Inclusiveness in scheme design

Across the evaluation reports, we tried to analyse under each scheme whether there is a specific mention of gender equality and equity considerations in the scheme guidelines/objectives, whether the scheme has been designed keeping gender considerations in mind, are there women-friendly policies in place like parental leave (maternity and paternity), creches, flexible working hours, inclusion in decision-making etc. Presence of gender wage gap, and measures in place to mitigate the same, whether any trainings are offered for women to enhance job roles and any awareness-raising mechanism for sensitization of issues being faces by women, on gender equality and regarding women-friendly provisions etc is in place.

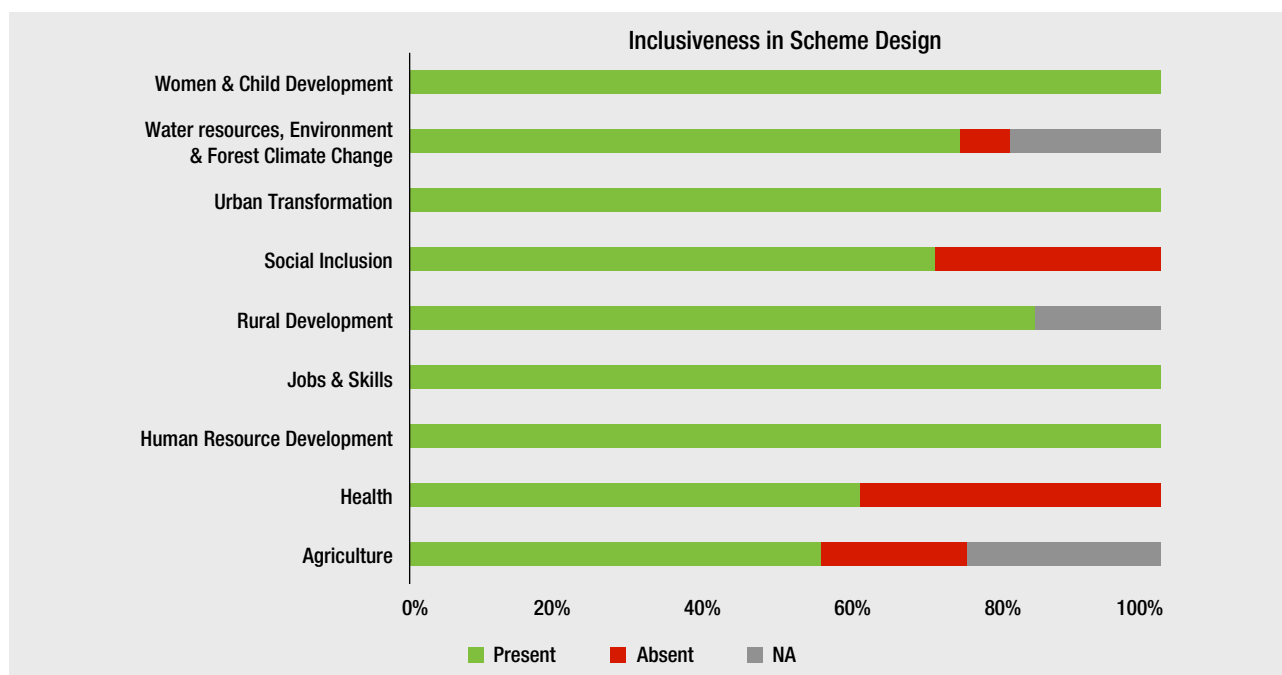


Figure 3: Inclusiveness in Scheme Design

- Most (89 out of 119) of the schemes across sectors have provisions for Gender component directly or indirectly.
- All schemes under WCD, HRD and Urban Transformation sector have given due importance to gender equality/equity considerations.
- Areas of concern are the health and social inclusion sector (especially MoSJE, MOTA and MoMA) which needs to bring a major revamping of guidelines of various schemes to give due importance to gender considerations as some of the very important social security schemes are being implemented under these ministries which cannot be isolated from the objective of achieving gender equality. The worst performing schemes under these sectors are Tertiary Care Programs under MoHFW and certain scholarship schemes under MoSJE,
- Under the Agriculture & Allied Activities' Sector and Environment, Water Resources & Forest Sector there are certain schemes (20%) which may not have direct impact on gender mainstreaming. For e.g. Schemes on Fisheries and Aquaculture Infrastructure Development Fund, Mission on oil seeds and oil palm, Livestock census, Accelerated irrigation benefit program etc.

Use of Gender Budgeting (GB)

In the last few years, India's gender budget has been around 4-5% of our total budget. It has seen a decline of 1% in FY 20-21. Across the 9 packages, we tried to analyse under each scheme whether budgets are prepared or analyzed from a gender perspective, as it helps in tracking whether public funds are effectively allocated in furthering gender equality and empowering women. For each scheme, it is checked whether the budget is completely gender specific i.e. 100% provisions are designed for women, 30% of provisions are women centric or whether gender budgeting has not been implemented at all or is not relevant. The schemes are listed in Annexure 3 and Annexure 4 for schemes with 100% and 30% allocations respectively.

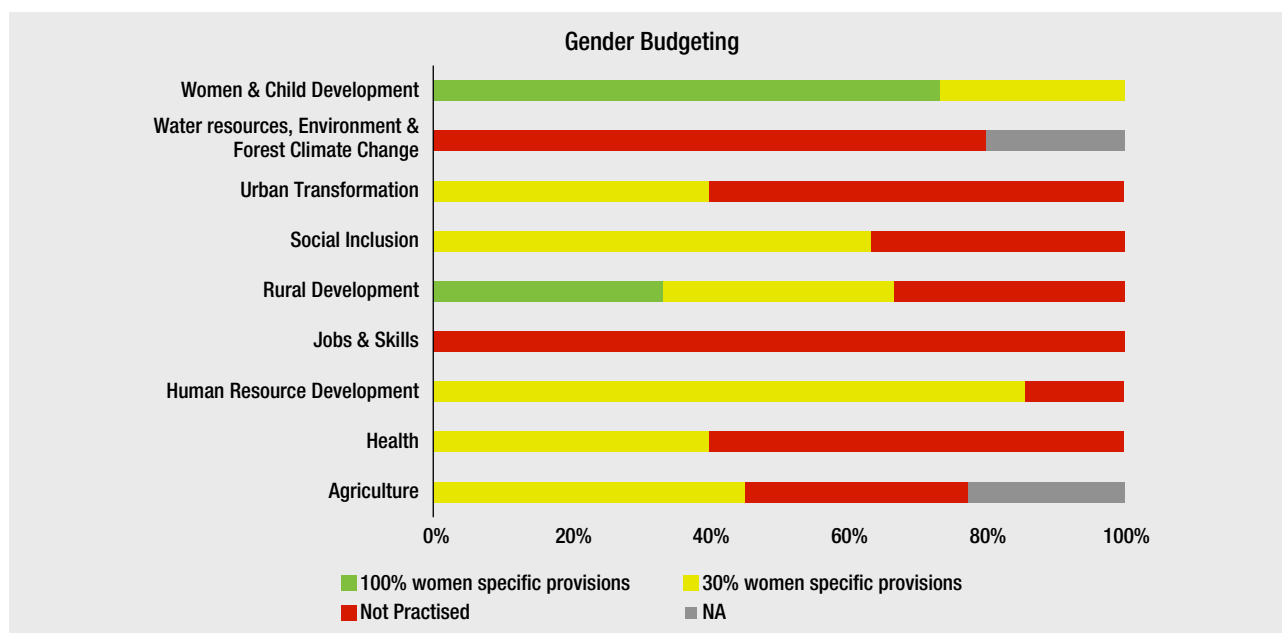


Figure 4: Gender Budgeting

Since, 2005-06, GoI is releasing a gender budget along with union budget. Moreover, MWCD has made consistent efforts to support the institutionalization of GB at the State/UT level leading to adoption of GB by 27. Additionally, 21 States/UTs have established designated State Nodal Centres for sustained capacity building efforts on Gender Budgeting.

- 62 out of 119 schemes are practising gender budgeting. Out of the 119 CSS schemes evaluated, only 13 schemes (11%) are such which are 100% women specific schemes and they span across only 2 ministries i.e. Ministry of Women & Child Development (85%) and Rural Development (15%).
- Out of the remaining schemes, 49 (40%) are the one's which have 30% women specific programmes. These are spread across various sectors.
- However, the area of concern is the remaining 47 (41%) schemes where Gender Budgeting is not being practised. This majorly includes Jobs & Skills, Health, Urban Transformation, Water resources, Environment & Forest Climate change and Agriculture Sectors. They comprise of some major flagship schemes of the government such as PMKVY, National AYUSH Mission, National Career Service, SPMRM, SBM, Smart Cities Mission etc. where Gender Budgeting is not being practised.
- Also, the last 8% are some of the schemes of Agriculture Sector and Water resources, Environment, Forest & Climate Change Sector which do not practice gender budgeting due to low coherence with gender mainstreaming.

Provisions for inclusion of Transgender

Across the 9 packages, we tried to analyse under each scheme whether a) their guidelines or objectives provides any provisions for transgenders, b) collects data of transgender beneficiaries, c) implementing authorities or staff have been trained to take into consideration the different needs of transgenders.

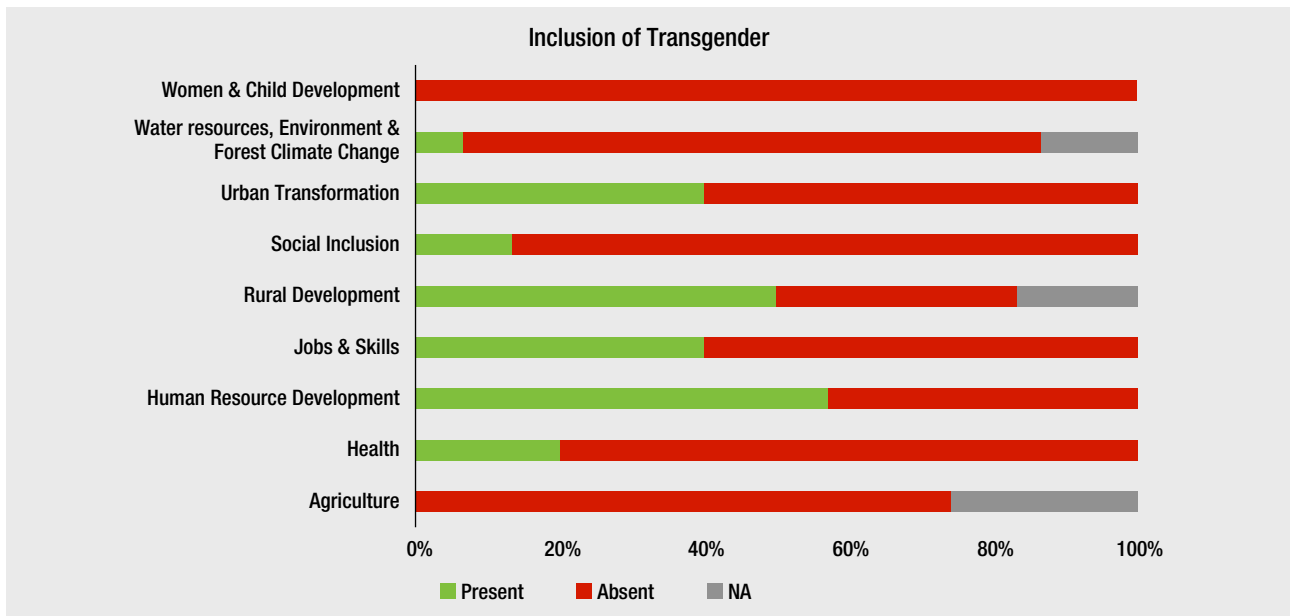


Figure 5: Inclusion of transgenders

- Majority of the schemes across all sectors, lack adequate provisions for transgenders in their scheme guidelines.
- Only a few sectors viz, HRD (60%), Rural Development (50%), Jobs & Skills (40%), MoHUA (PMAY) (40%), Health are having a few schemes which have benefitted transgenders or have been prioritising this section. Some of these schemes include Samagra Shiksha Abhiyan (RMSA, SSA), DAY-NULM, PMAY-G & U, NRLM, NRHM, Scholarship Schemes for STs, Strengthening of Machinery for Enforcement of PCRA and PoAA etc.

6. DETAILED ANALYSIS OF SECTORS

It is important to study provisions for GM under each scheme apart from sectoral analysis as gender perspective changes with each scheme. We will notice, in some schemes it is not even relevant and in some schemes the design brings qualitative change which is difficult to quantify.

This section talks about the in-depth analysis of performance of UCSS schemes under the 9 sectors on gender mainstreaming. The performance has been assessed on various sub-themes as mentioned above viz gender inclusiveness in scheme design, inclusion of transgender, practising of gender budgeting. In-depth analysis of performance of each scheme under each sector on gender mainstreaming is given in the Annexure 5.

6.1. AGRICULTURE, ANIMAL HUSBANDRY & FISHERIES

Contribution of rural women, the world's principal food producers, in building social and economic capital often remains concealed. Moreover, rural-to-urban migration of men in search of paid employment has led to increased numbers of feminization of agriculture. Thus, it is important to study the provisions for gender mainstreaming given practiced under various agriculture and its allied sector schemes to provide relevant resources to women which could enhance their socio-economic contribution to society.⁵

Under the Agriculture sector, there are in total 31 schemes, only 17(55%) of which cater to gender mainstreaming directly or indirectly. Out of the remaining schemes, while 6(20%) have scope of including gender related aspects in scheme design, 8(25%) have minimal relevance to gender mainstreaming because of the nature of benefit being provided. Further, 14(45%) schemes have been practising gender budgeting and less than 20% of the schemes have components addressing capacity building/skill development of women and generation of awareness on gender specific issues and benefits being provided by the government.

6.2. WOMEN AND CHILD DEVELOPMENT

Vision statement of MWCD is "to empower women to live with dignity and contribute as equal partners in development in an environment free from violence and discrimination." This is achievable by facilitating institutional and legislative support which enables women to realize their human rights and develop to their full potential. Thus, it is important to study the provisions for gender mainstreaming provided through cross-cutting policies and programmes of the WCD sector. These schemes enacted under this sector can act as a flag-bearer of best gender mainstreaming practices for other sectors.

5 GM-E in agriculture & Allied Sectors (Website: manage.gov.in)

Under the WCD sector, there are in total 15 schemes, all of which of which cater to gender mainstreaming. Further, all schemes, have been practising gender budgeting. While schemes on AWS, CPS, National Creche Scheme, Poshan Abhiyan have 30% women specific provisions, remaining schemes have 100%. Further, majority of the schemes have components addressing capacity building/skill development of women and generation of awareness on gender specific issues and benefits being provided by the government.

6.3. HUMAN RESOURCE DEVELOPMENT

Developing countries, such as India, can only transit to a knowledge-based innovation economy by creating new knowledge and the ability to use it productively. One of the essential conditions for this transition is the efficient human resource management including the ability to detect and develop hidden potentials. This would involve more effective involvement of women who represent a large social group, with significant employment potential. However, gender asymmetries, characteristic of the social and economic structure of societies based on patriarchal principles do not allow for full realization of this potential. Thus, analysis of gender mainstreaming within various schemes for human resource development is important.⁶

Under the HRD sector, there are in total 8 schemes, all of which of which cater to gender mainstreaming directly or indirectly. Further, all schemes, except one on Adult Education, have been practising gender budgeting to the extent of having 30% women specific provisions. Further, almost all schemes have components addressing capacity building/skill development of women and generation of awareness on gender specific issues and benefits being provided by the government. Thereby, reflecting it to be one of the best performing sectors under the theme of gender mainstreaming.

While the sector has included components for equitable access of girls, CWSN, SC and STs, certain marginalized groups have been excluded, such as transgenders. However, it is worth mentioning that Samagra Shiksha Implementation Manual articulates the need for inclusion of transgender students.

6.4. URBAN TRANSFORMATION

Since, men & women experience cities differently, often, women are under-represented in planning processes/institutions and have had little control over city resources. Sustainable/equitable urban development can only be promoted by meeting women's needs, which requires enhancement of women's role and participation in urban governance and infrastructure planning. Thus, it is important to assess how various urban development schemes take gender mainstreaming into consideration during design and their impact.⁷

Under the Urban Transformation sector, there are in total 5 schemes, all of which cater to gender mainstreaming directly or indirectly. Further, only two schemes viz. DAY-NULM, PMAY-Urban, have been practising gender budgeting to the extent of having 30% women specific provisions. However, it is to be mentioned that 3 of the major flagship schemes viz. Smart Cities Mission, Swachh Bharat Mission -Urban and Atal Mission for Rejuvenation and Urban Transformation do not practise gender budgeting. Also, three of the major schemes of the sector i.e. DAY-NULM, PMAY-U, SBM-U have provisions addressing capacity building/skill development of women and generation of awareness on gender specific issues and benefits being provided by the government.

⁶ Gender Aspects of Human Resource Development in Contemporary Russia (ufhrd.co.uk)

⁷ Addressing Gender Concerns in India's Urban Renewal Mission, UNDP report, 2009

While most of the schemes lack on including adequate provisions for the transgender community, it is worth mentioning here that PMAY-U and DAY-NULM have been benefitting them, making them the one of the best performing schemes under the GM CST.

6.5. HEALTH

The underlying causes of the gender gap in health, which might be addressed by health systems and health care services, include differences between women and men in their use of preventive health care, their health behaviours and in their access to health care and treatment – all of which affect health outcomes for women and men. The consequences of not addressing gender are likely to include persistent excess mortality among men, inefficient use of health resources and poor user satisfaction. Thus, it is important to assess how various health sector schemes take gender mainstreaming into consideration during design and their impact.⁸

Under the Health sector, there are in total 5 schemes, 3 (NRHM, AYUSH, NUHM) of which cater to gender mainstreaming directly or indirectly. Further, only two schemes viz. NRHM and NUHM, have been practising gender budgeting to the extent of having 30% women specific provisions and are having provisions for generation of awareness on gender specific issues and benefits. However, it is to be mentioned that schemes such as National AYUSH Mission, Tertiary Care Programs and Human Resources for Health and Medical Education are not practising Gender Budgeting.

While most schemes lack on including adequate provisions for the transgender community NRHM has focused interventions for the transgender community w.r.t HIV/AIDS control.

6.6. RURAL DEVELOPMENT

Indigenous women play an important role as custodians of traditional knowledge that is key for their communities' livelihoods, resilience and culture. They work as farmers, wage earners and entrepreneurs and make a unique contribution to natural resource management. But rural women are often concentrated in low-skilled, low-productivity and low or unpaid jobs with long working hours, poor working conditions and limited social protection. Furthermore, they shoulder a disproportionate burden of unpaid care and household work, including food provision, caring for children, the sick and the elderly. Thus, it is important to assess how various rural development schemes take gender mainstreaming into consideration during design and their impact.⁹

Under the Rural Development sector, there are in total 6 schemes, all except PMGSY cater to gender mainstreaming directly or indirectly. PMAY-G and Indira Gandhi National Widow Pension Scheme are two such schemes which are practising gender budgeting to an extent of 100% whereas MNREGA and NRLM to an extent of 30%. Further PMGSY and SPMRM are not practise gender budgeting at all. Also, most of the schemes have provisions addressing capacity building/skill development of women.

While most of the schemes lack on including adequate provisions for the transgender community, it is worth mentioning here that PMAY-G and DAY-NRLM have provisions to prioritise them, making them the some of the best performing schemes under the GM CST.

⁸ How can gender equity be addressed through health systems?, Author: Sarah Payne, WHO Policy Briefs, 1997

⁹ ILO Website - Rural women need equality now (ilo.org)

6.7. JOBS & SKILLS

Less than one-quarter i.e. 20.3 percent of women aged 15 and older participate in the labour force as of 2020 compared with 76% for men.¹⁰ This is due to wide range of barriers which lowers the learning and employment prospects for women and girls in India. Unequal gender roles cause women and girls to undertake most of the unpaid household and care duties. Additionally, often families are concerned for women's security, safety and work opportunities are not flexible enough to cater to these barriers. Furthermore, rural women are often concentrated in low-skilled, low-productivity and low or unpaid jobs with long working hours, poor working conditions and limited social protection. Thus, while govt. schemes focus on skill development to improve employment, a special attention is required on women and transgenders while taking into consideration their potential of their role in economic and social development.

Under the Jobs & Skills sector, there are in total 5 schemes, all of which of which cater to gender mainstreaming directly or indirectly. However, it is pertinent to mention that none of the schemes currently practise gender budgeting and that these include some of the flagship programmes of the govt such as PMKVY and PMRPY. Also, there are provisions for generation of awareness on gender specific issues and benefits being provided by the government under NCS and PMKVY.

While most of the schemes lack on including adequate provisions for the transgender community, it is worth mentioning here that PMRPY has been benefitting them.

6.8. WATER RESOURCES, ENVIRONMENT & FORESTS

Contributions by women are often undervalued for the critical role they play in sustaining communities and managing natural resources. Women are also more likely than men to live in poverty, and they are more vulnerable to the impacts of climate change and other environmental hazards. These differences are often magnified by other factors, such as age, socio-economic status, and geographical location. Thus, it is important to check how various schemes under the environment sector take gender mainstreaming into consideration during design and their impact.¹¹

Under the Water Resources, Environment & Forests sector, there are in total 15 schemes, 11(73%) of which cater to gender mainstreaming directly or indirectly. Out of the remaining schemes, FMBAP has scope of including gender related aspects in scheme design, while schemes on irrigation census, Accelerated Irrigation Benefit Programme, Servicing of Loans from NABARD under PMKSY have minimal relevance to gender mainstreaming because of the nature of benefit being provided. Further, gender budgeting is not being practised in any of the relevant schemes. Also, initiatives for inclusion of transgender community are being carried out under PMKSY- Per Drop More Crop.

6.9. SOCIAL INCLUSION, LAW AND ORDER & JUSTICE DELIVERY

Under the Social inclusion, law & order and Justice Delivery sector, there are in total 30 schemes, 21 out of which cater to gender mainstreaming directly or indirectly. Remaining 9 schemes lack considering gender related aspects. Some of these are MHA's Assistance to States for Upgrading Police Infrastructure, MoLJ's Gram Nayalayas, MoTA's Research & Information scheme, some of the MoSJE's scholarships schemes for SCs, EBCs, also PMAGY. Further, 19 schemes have been practising

¹⁰ Labour force participation rate, female, India | Data (worldbank.org)

¹¹ UNDP Website- why-does-gender-matter?

gender budgeting to the extent of having 30% women specific provisions. However, it is to be mentioned that 11 schemes are not practising Gender Budgeting at all.

While most of the schemes lack on including adequate provisions for the transgender community, it is worth mentioning here that Pre-matric and Post-matric Scholarships schemes for ST and OBC students and Scheme on Strengthening of Machinery for Enforcement of PCRA and PoA Act have components prioritising them.

7. IMPACT

7.1. SECTOR WISE DETAILS ON IMPACT IN TERMS OF SDGS

Sustainable Development Goals (SDGs) have taken centre stage in defining the developmental priorities. Women's empowerment is widely recognised as the pre-condition for achieving the several targets of the SDGs like poverty eradication, inequality, good health, decent work, and economic growth. The wellbeing of women is essential for the realisation of the demographic dividend of the country. The schemes and initiatives of the Government of India are well placed with the targets of SDGs. They are linked to the social safety net for the development and welfare of women in the country. Concerned ministries had been preparing its policies and programmes in accordance with the priorities outlined in the Five Year and Annual Plans for inclusive growth and development of women.

This section highlights the national priorities of the women and child sector outlined in the Draft National Policy for Women 2016 and Strategy for New India@75. It also undertakes a mapping exercise to identify the centrally sponsored schemes implemented by various ministries that address the SDGs for women and highlights gaps in fulfillment of SDG targets due to non-availability of interventions. In line with NITI Aayog's SDG India Index 2020-21, the performance of relevant indicators has also been assessed in terms of achievement of assigned national target values.

Goal 5: Gender Equality

Government of India implements various schemes to holistically address the cause of Gender Equality, by creating an enabling environment for women's empowerment without any institutional and structural barriers, enhancing women's participation in the social, political and economic sphere, promoting the use of technology as a tool to increase women's employment, reduce drudgery, improve access to health, education, and communication services and political participation and by addressing all forms of violence and discrimination against women through a life cycle approach in a continuum from the foetus to the elderly starting from sex-selective termination of pregnancy, denial of education, child/early marriage to violence faced by women in the private sphere of the home, public spaces and at the workplace. Some of these interventions include:

Table 4: CSS interventions which are addressing SDG Goal 5

CSS addressing the Goal	Ministry/Department
<ul style="list-style-type: none">♦ Working Women's Hostels♦ Women Helpline♦ Ujjawala♦ Swadhar Greh♦ Beti Bachao Beti Padhao♦ Mahila Police Volunteers♦ One-Stop Centre♦ Mahila Shakti Kendra	Women and Child Development

CSS addressing the Goal	Ministry/Department
<ul style="list-style-type: none"> Pradhan Mantri Awaas Yojana – Gramin Pradhan Mantri Gram Sadak Yojana (PMGSY) Pradhan Mantri Awaas Yojana – Urban Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) Deen Dayal Antyodaya Yojana – National Rural Livelihoods Mission (DAY-NRLM) Mahila Kisan Sashaktikaran Pariyojana (MKSP) 	Rural Development
<ul style="list-style-type: none"> Deen Dayal Antyodaya Yojana (DAY)-National Urban Livelihood Mission (NULM) 	Housing and Urban Affairs
<ul style="list-style-type: none"> Prime Minister’s Employment Generation Programme (PMEGP) Entrepreneurship and Skill Development Programme 	Micro, Small and Medium Enterprises
<ul style="list-style-type: none"> Pradhan Mantri Rojgar Protsahan Yojana Child Care Centres/Crèches National Career Services 	Labour and Employment
<ul style="list-style-type: none"> Pradhan Mantri MUDRA Yojana Stand Up India Scheme Pradhan Mantri Jan Dhan Yojana 	Finance
<ul style="list-style-type: none"> Pradhan Mantri Ujjwala Yojana 	Petroleum and Natural Gas
<ul style="list-style-type: none"> Nai Roshni 	Minority Affairs
<ul style="list-style-type: none"> Mahila Samridhi Yojana 	Social Justice and Empowerment

Though there are a significant number of interventions for enhancing participation and decision-making of women in the economic and financial sphere, effective social and political participation of women emerge as gap areas.

Table 5: Performance of India across various indicators for SDG 5

SDG Global Targets	Indicator	Current Value	National Target Value	Performance
5.1 End all forms of discrimination against all women and girls everywhere	Sex ratio at birth (female per 1000 male)	929*	950	
	Female to male ratio of average wage/salary earnings received during the preceding calendar month among regular wage salaried employees (rural + urban)	0.74	1	
	Rate of Crimes Against Women Per 100,000 Female Population	62.4	0	
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	Women who have experienced cruelty/physical violence by husband or his relatives during the year (%)	19.54	0	
	Proportion of sexual crime against girl children to total crime against children during the calendar year	59.97	0	

SDG Global Targets	Indicator	Current Value	National Target Value	Performance
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	(%) Seats won by women in the general elections to state legislative assembly	8.46	50	
	Ratio of Female to male labour force participation rate (LFPR-15 to 59 yrs)	0.33	1	
5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	Operational land holdings - gender wise	13.96	50	

Source: SDG India Index Report 2020, *NFHS-5

Goal 10: Reduced Inequalities

It has been recognised that empowerment would be achieved only when advancement in the conditions of women is accompanied by their ability to influence the direction of social change gained through equal opportunities in economic, social and political spheres of life (National Policy for Women 2016).

Table 6: Performance of India across various indicators for SDG 10

SDG Global Targets	Indicator	Current Value	National Target Value	Performance
10.2 By 2030, empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Proportion of seats held by women in Panchayati Raj Institutions	45.62	50	
	Ratio of transgender labour force participation rate to male labour force participation rate	0.64	1	

Source: SDG India Index Report 2020

For economic inclusion and employment generation, as previously discussed MGNREGA, DAY-NRLM, Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) Scheme, Prime Minister's Employment Generation Programme (PMEGP) is being implemented.

For financial inclusion, the Ministry of Finance is implementing its flagship scheme, i.e. Pradhan Mantri Mudra Yojana (PMMY).

Programs for economic and financial inclusion of women have been put in place. However, their social and political inclusion emerge as gap areas.

7.2. IMPACT ON GLOBAL PERFORMANCE (GDI, GGGI, GII)

Performance on Global Benchmarks: In this section, an assessment of India's performance vis-à-vis the global indices has been presented.

India's Human Development Index (HDI) value for 2019 is 0.645, and therefore the country falls in the medium human development category. India is positioned at 131 out of 189 countries and territories. Between 1990 and 2019, India's HDI value increased from 0.431 to 0.645, an increase of 50.0 per cent. Table 7 reviews India's progress in each of the HDI indicators. Between 1990 and 2019, India's life expectancy at birth increased by 11.8 years, mean years of schooling increased by 3.5 years and expected years of schooling increased by 4.6 years. India's Gross National Income per capita increased by about 255 per cent between 1990 and 2019.¹²

Table 7: India's HDI Trends

Year	Life Expectancy at birth	Expected years of schooling	Mean Years of schooling	GNI per capita	HDI Value
1990	57.9	7.6	3.0	1,882	0.431
1995	60.3	8.2	3.5	2,188	0.463
2000	62.5	8.3	4.4	2,683	0.497
2005	64.5	9.7	4.8	3,387	0.539
2010	66.7	10.8	5.4	4,403	0.581
2015	68.7	12.0	6.2	5,674	0.627
2016	68.9	12.3	6.4	6,075	0.637
2017	69.2	12.3	6.5	6,446	0.643
2018	69.4	12.3	6.5	6,829	0.647
2019	69.7	12.2	6.5	6,681	0.645

Source: Human Development Report 2020¹³

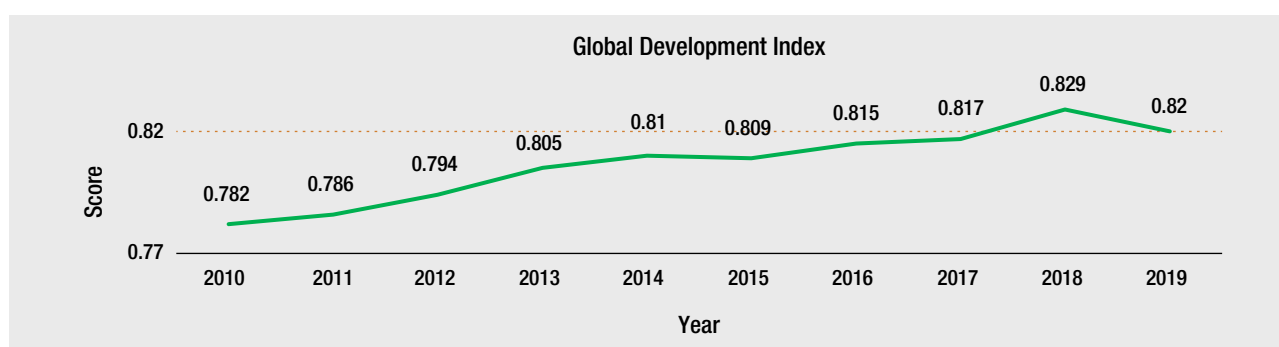


Figure 6: Trend Analysis of Gender Development Index - India's Score

Gender Development Index (GDI), is based on the sex disaggregated HDI and is defined as a ratio of the female to the male HDI. The GDI measures gender inequalities in achievement in three basic dimensions of human development: health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children and mean years for adults aged 25 years and older) and command over economic resources (measured by female

¹² http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/IND.pdf

¹³ Ibid.

and male estimated GNI per capita). **Figure 6** shows that India's score has improved from 0.78 in 2010 to 0.82 in 2019. The GDI is calculated for 166 countries. Country groups are based on absolute deviation from gender parity in HDI and therefore the groups take into consideration inequality in favour of men or women equally. For India in 2019, female HDI value was 0.573 in contrast with 0.699 for males, resulting in a Gender Development Index value of 0.82, placing it into Group 5.¹⁴ In comparison, GDI value for South Asia is 0.824 for South Asia, as shown in Table 8.

Table 8: India's GDI for 2019 relative to selected countries and groups

	F-M Ratio	HDI Values		Life expectancy at birth		Expected years of schooling		Mean years of schooling		GNI per Capita	
	GDI Value	F	M	F	M	F	M	F	M	F	M
India	0.820	0.573	0.699	71.0	68.5	12.6	11.7	5.4	8.7	2,231	10,702
Bangladesh	0.904	0.596	0.660	74.6	70.9	12.0	11.2	5.7	6.9	2,873	7,031
Pakistan	0.745	0.456	0.612	68.3	66.3	7.6	8.9	3.8	6.3	1,393	8,412
South Asia	0.824	0.570	0.692	71.3	68.7	11.9	11.5	5.5	8.4	2,393	10,416
Medium HDI	0.835	0.567	0.679	70.8	67.9	11.7	11.4	5.3	8.1	2,530	9,598

Source: UNDP Human Development Report 2020¹⁵

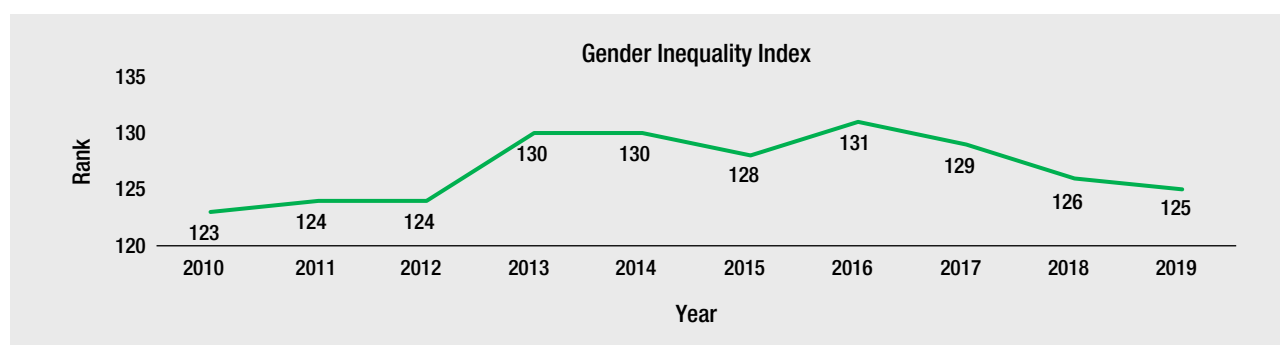


Figure 7: Trend Analysis of Gender Inequality Index – India's Score

India has a Gender Inequality Index (GII)¹⁶ value of 0.488, ranking it 123 out of 162 countries in the 2019 index. **Figure 8** shows that India's ranking has always remained above 120 since last decade and there has been no improvement in ranking over the years. In India, 13.5 per cent of parliamentary seats are held by women, and 27.7 per cent of adult women have reached at least a secondary level of education compared to 47 per cent of their male counterparts. For every 100,000 live births,

14 Group 1 countries have high equality in HDI achievements between women and men: absolute deviation less than 2.5 percent; group 2 has medium-high equality in HDI achievements between women and men: absolute deviation between 2.5 percent and 5 percent; group 3 has medium equality in HDI achievements between women and men: absolute deviation between 5 percent and 7.5 percent; group 4 has medium-low equality in HDI achievements between women and men: absolute deviation between 7.5 percent and 10 percent; and group 5 countries has low equality in HDI achievements between women and men: absolute deviation from gender parity greater than 10 percent.

15 http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/IND.pdf

16 The 2010 HDR introduced the Gender Inequality Index (GII), which reflects gender-based inequalities in three dimensions – reproductive health, empowerment, and economic activity. Reproductive health is measured by maternal mortality and adolescent birth rates; empowerment is measured by the share of parliamentary seats held by women and attainment in secondary and higher education by each gender; and economic activity is measured by the labour market participation rate for women and men. The GII can be interpreted as the loss in human development due to inequality between female and male achievements in the three GII dimensions.

133 women die from pregnancy-related causes; and the adolescent birth rate is 13.2 births per 1,000 women of ages 15-19. Female participation in the labour market is 20.5 per cent compared to 76.1 for men. In comparison, Bangladesh and Pakistan are ranked at 133 and 135 respectively on this index.

India's position with respect to GDI and GII reflect that even though there have been improvements in women's health, education and access to economic resources; reproductive health, empowerment and economic activity of women remain critical areas of concern.

Table 9: India's GII for 2019 relative to selected countries and groups

	GII Value	GII Rank	Maternal Mortality Ratio	Adolescent Birth Rate	Female seats in Parliament (%)	Population with at least secondary education (%)		Labor force participation rate (%)	
						F	M	F	M
India	0.488	123	133	13.2	13.5	27.7	47.0	20.5	76.1
Bangladesh	0.537	133	173	83.0	20.6	39.8	47.5	36.3	81.4
Pakistan	0.538	135	140	38.8	20.0	27.6	45.7	21.9	81.7
South Asia	0.505	—	149	26.0	17.5	31.3	48.4	23.2	77.0
Medium HDI	0.501	—	161	34.6	20.4	30.1	46.3	28.3	77.1

Source: Human Development Report, 2020¹⁷

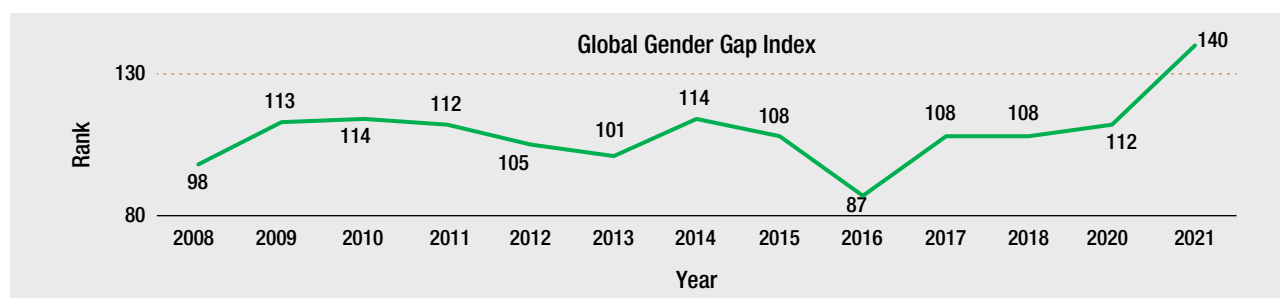


Figure 8: Trend Analysis of Global Gender Gap Index – India's Score

India has slipped 28 places on the World Economic Forum's Global Gender Gap Index (GGGI) to 140 with a score of 0.625, behind neighbours China, Sri Lanka, Nepal and Bangladesh, due to rising disparity in terms of women's health and participation in the economy. **Figure 8** shows that India's ranking has always remained above 100 since last decade. Moreover, India is ranked in the bottom-five in terms of women's health and survival and economic participation. India's latest position is 42 notches lower than its reading in 2006 when the WEF started measuring the gender gap. It also ranked lower than many of its international peers, and some of its neighbours like China (107th), Sri Lanka (116th), Nepal (106th), Brazil (93rd), Indonesia (101st) and Bangladesh (65th). The report showed that economic opportunities for women are extremely limited in India (22.3 per cent), followed by Pakistan (22.6 per cent), Bangladesh (38.4 per cent). India also ranked among countries with very

¹⁷ http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/IND.pdf

low women representation on company boards (15.9 per cent), while it was even worse in China (11.4 per cent). The report also highlighted abnormally low sex ratios at birth in India (91 girls for every 100 boys). On a positive note, India has closed two-thirds of its overall gender gap. However, the condition of women in a large section of India's society is precarious, and the economic gender gap has significantly widened since 2006. India is the only country among the 156 countries where the economic gender gap is larger than the political one. India ranks high on the political empowerment sub-index, largely because a woman headed the country for 20 of the past 50 years. But female political representation today is low as women make up only 14.4 per cent of the Parliament (128th rank globally) and 9.1 per cent of the all ministerial positions (132nd rank globally).

Table 10: GGI Ranking- India

GGI Sub-Index	India's ranking
Economic Participation and Opportunity	151 out of 156
Educational Attainment	114 out of 156
Health and Survival	155 out of 156
Political Empowerment	51 out of 156

Source: *Global Gender Gap Report, 2021*¹⁸

India has a social progress index (SPI)¹⁹ value of 58.8 that positions it at 115 of the 168 participating countries. The performance of India has improved from 53.97 in 2014 to 58.81 in 2021, an increase of 4.84 points²⁰.

The results of the global index are consistent with the results of the Social Progress Index for Indian regions. Social Progress India calculated the social progress of twenty-eight Indian states and one Union Territory (Delhi) for the period 2005–2016 by applying the Social Progress Index framework. The work was carried forward by calculating the social progress of 637 districts from 33 states and Union Territories. Overall, social progress is improving; the scores have improved by approximately 8 points since 2005. The results show that average performance is better on components of Basic Human Needs than the other two components.

At the state level, Kerala outperforms other states. The success of the state is attributed to the systematic state investments in social sectors like education and health over a long period. The trends at the state level depict that all the states have improved since 2005. It is promising that the group of states that have registered the highest improvement are the ones that were categorised as Very Low the Social Progress States in 2005²¹.

¹⁸ https://www3.weforum.org/docs/WEF_GGGR_2021.pdf

¹⁹ The Social Progress Index is the only measurement tool to comprehensively and systematically focus exclusively on the noneconomic dimensions of social performance across the globe with transparent and actionable data. The Social Progress is structured around 12 components and 51 distinct indicators. The framework not only provides an aggregate country score and ranking, but also allows benchmarking on specific areas of strength and weakness. Each of the twelve components of the framework is made up of between three and five specific outcome indicators. Indicators are selected because they are measured appropriately with a consistent methodology by the same organisation across all (or essentially all) of the countries in the sample. Taken together, this framework aims to capture a broad range of interrelated factors revealed by the scholarly literature and practitioner experience as underpinning social progress.

²⁰ <https://www.socialprogress.org/assets/downloads/resources/2019/2019-Social-Progress-Index-executive-summary-v2.0.pdf>

²¹ <https://socialprogress.in/2018/09/india-improves-by-2-29-points-on-the-social-progress-index-in-the-last-five-years/>

7.3. PERFORMANCE ON NATIONAL BENCHMARKS

Digging deeper, certain national indicators were identified to assess the performance of various sectors from the lens of gender mainstreaming. These indicators are limited to the 3 broad sectors i.e. education, health and economic status.

National Indicators - Education

Upon observing the performance on National indicators on Education, **Figure 9** shows that literacy rates for females are lower than that of males irrespective of region being rural/urban. Also the fact that for rural females the literacy is even lower and with a larger gap from the male counterpart. This reflects that we need to have disaggregation of data not just for gender but along with that on various other socio-economic dimensions i.e. caste, income groups, regions etc. in order to first find out the various inequalities that exist.

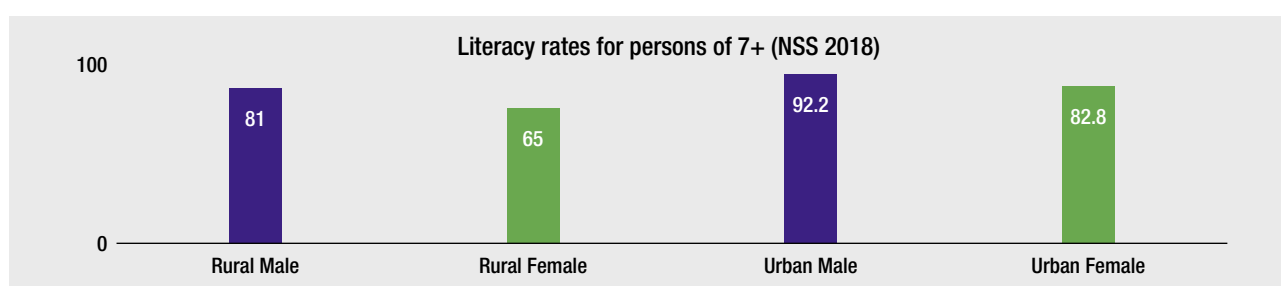


Figure 9: Literacy rate of persons with age more than 7 years

Source: NSS 2018

Enrolments of females per 100 males shows that at all levels of education, the female gender is behind their male counterpart.

Table 11: Enrolments of females in Higher education

Enrolments in Higher Ed.	2017-18	2018-19
% Female of total (UDISE)	47.27%	48.34

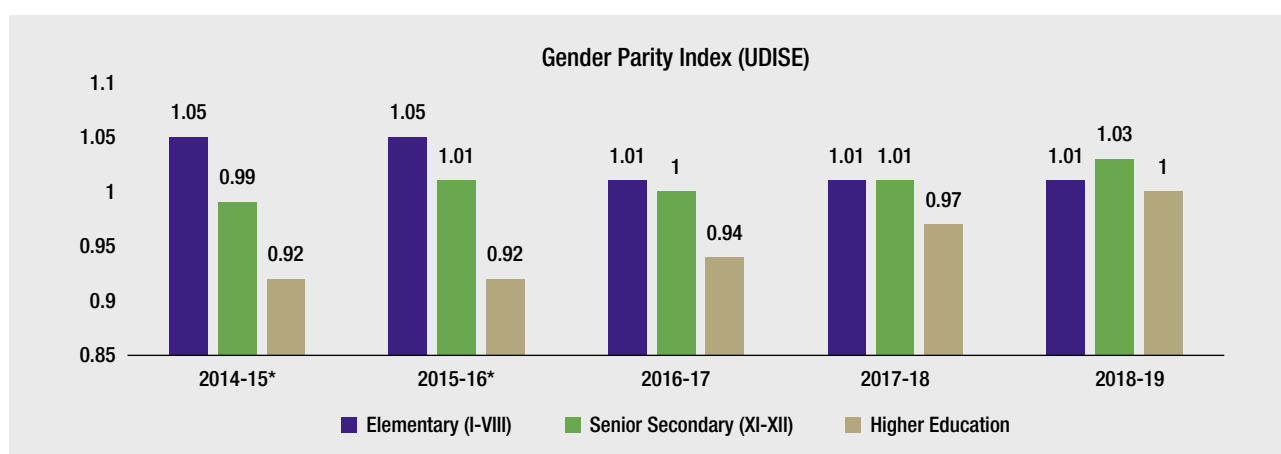


Figure 10: Gender Parity Index at various education levels of school

Gender Parity Index talks about ratio of the number of female students enrolled at primary, secondary and tertiary levels of education to the number of male students in each level. The **Figure 10** indicates high equity in education at primary and upper primary levels since 2014-15 and consistent improvement in female enrolment in higher education from 0.92 in 2014-15 to 1 in 2018-19.

Table 12: Average Annual Drop-Out Rate

Year	Primary		Upper Primary		Secondary	
	Female	Male	Female	Male	Female	Male
2016-17	6.3	6.4	6.4	5	22.15	22.11
2017-18	3.3	3.7	5.6	4.5	18.7	19.2

Source: Education Statistics at a Glance, 2018

Table 12 shows that dropout rate of males in school are higher at primary and secondary level. For females dropouts are higher at the upper primary level i.e. from 5-8th. At primary level female, between 2016-17 & 2017-18, drop-out has reduced from 6.4% to 3.7% and at secondary level it has reduced from 22.11% to 19.2. However, in the same period, at secondary level dropout rate has just reduced by 0.5% in a year.

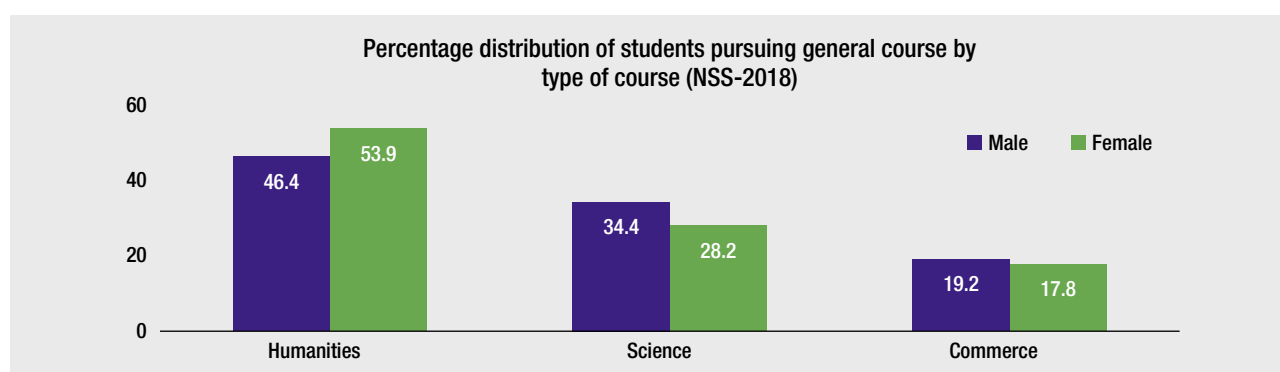


Figure 11: Percentage distribution of students pursuing general course by type of course (NSS-2018)

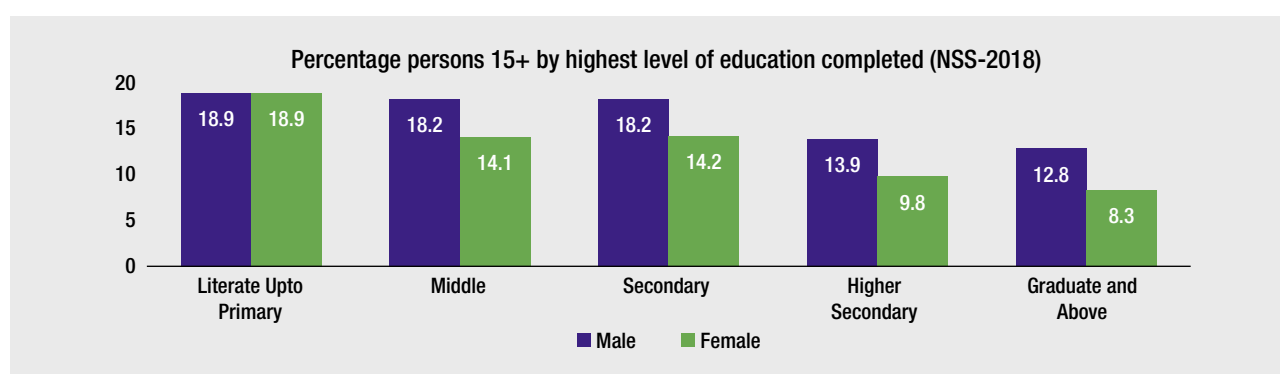


Figure 12: Percentage persons 15+ by highest level of education completed (NSS-2018)

Figure 11 shows that at 11th & 12th standard the gap between males & females exist in Science courses. Also, more females take up humanities courses than males. **Figure 12** shows that only 9.8% of all females above age 15 have completed higher secondary studies and 8.3% females have completed graduation or higher studies. In comparison 13.9% of all males above age 15 have completed higher secondary studies and 12.8% males have completed graduation or higher studies.

Figure 13 shows that % of female students pursuing engineering and law courses are 1/3rd & around half of the % males pursuing same courses respectively. % females pursuing ITI & accredited professional courses are less than 20% of their male counterparts. However, more females are pursuing medicine courses than males and gender parity is good in management courses in comparison to other courses.

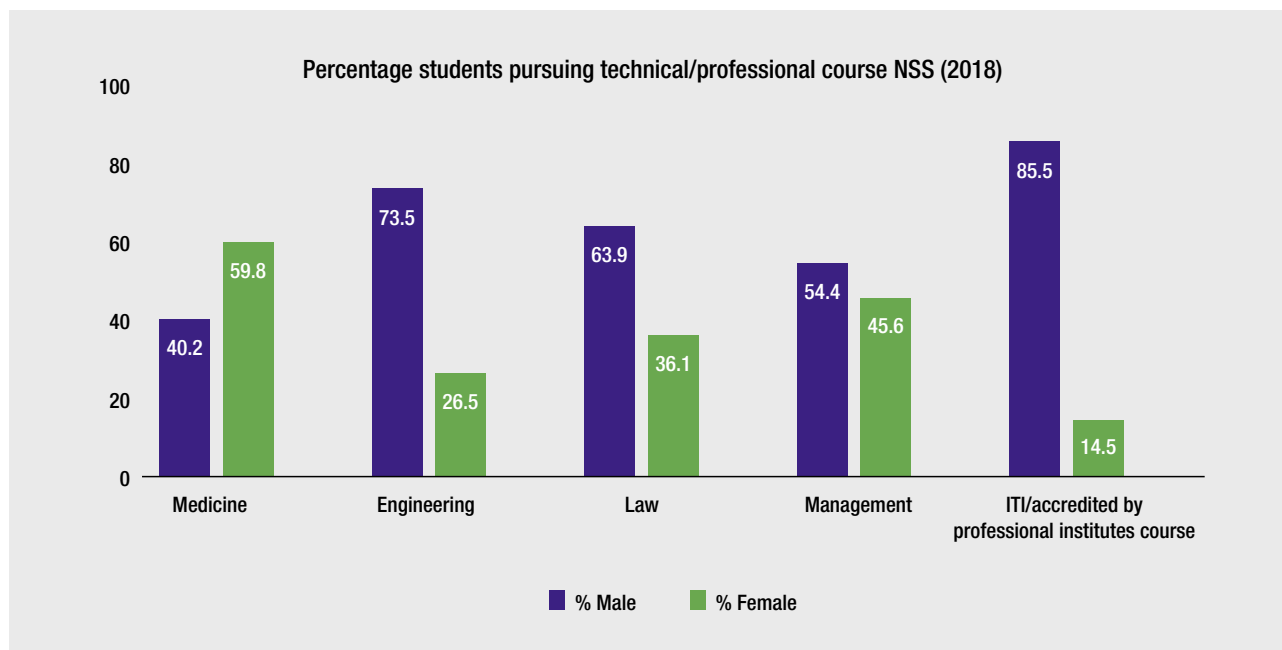


Figure 13: Percentage students pursuing technical/professional course NSS (2018)

National Indicators - Health

Although there have been improvements in country's Maternal Nutrition Sensitive Indicators such as MMR, Anaemia, Institutional Births, ANC's. (HMIS, MoHFW) but these are still fairly low. Upon observing the performance on National indicators on Health, in terms of life expectancy, sex ratio at birth might have improved but is still behind set targets. **Table 13** shows that although Sex Ratio at Birth is better at 929 than before, but it is still below national target of 950. There are still 57% women who were anaemic in 2015 aged 15-49 leading to serious health implications which in turn effects social & economic life of women.

Table 13: Performance across various Health Indicators

Indicator	Current Value	
Sex Ratio at Birth (F/1000M) (NFHS-5)	929	
Life expectancy at Birth (SRS 2018)	M: 70.7	F: 68.2
Women aged 15-49 years anaemic (%) (NFHS-5)	57 %	
% of currently married women aged 15 -49 years who have their demand for modern methods of family planning satisfied	72	

Source: NFHS-5, SDG India Index Report, SRS-2018

Table 14: Participation in POSHAN Abhiyan 2018

Participation	Male (in crore)	Female (in crore)
Adult	51.7	77.9
Child	43.8	47.1

Table 14 shows that, around 26 crores more women have been participating than men in POSHAN Abhiyan, 2018 for availing various services such as immunization, vitamin and IFA supplements, check-ups etc. showing a move towards behavioural change for improved nutritional & health outcomes.

National Indicators – Economic

Upon observing the performance on National Economic indicators, **Figure 14** shows that female labour force participation rate has marginally increased in 2018-19 to 24.5 but it is around 1/3rd of the male LFPR (PLFS -NSO, 2018-19).

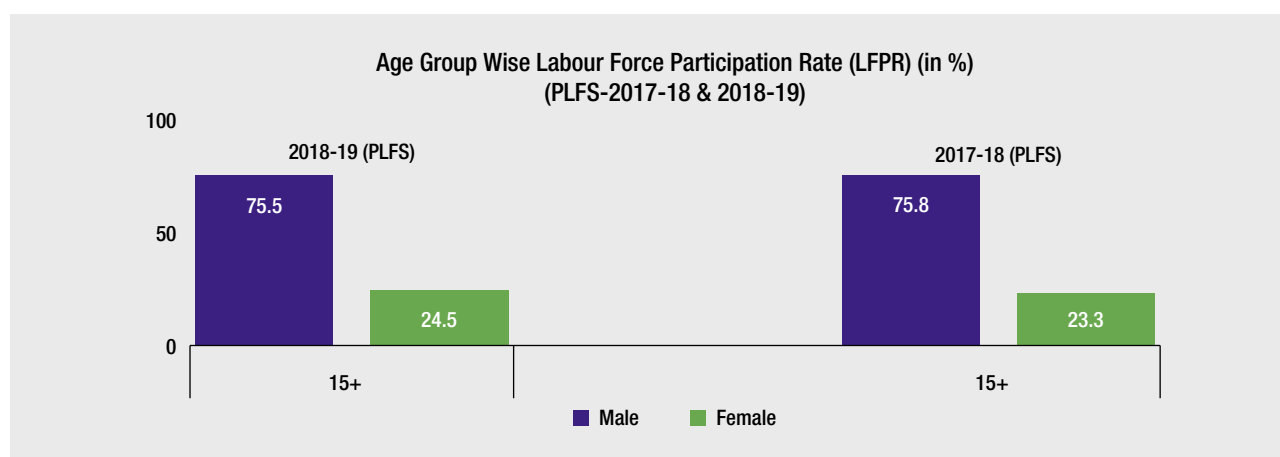


Figure 14: Age Group Wise Labour Force Participation Rate (LFPR in %) (PLFS-2017-18, 2018-19)

Figure 15 shows that the unemployment rates for females have reduced marginally in 2018-19 from 2017-18 but in urban areas female's unemployment rate i.e. 9.9% is much above the male's i.e. 7.1%.

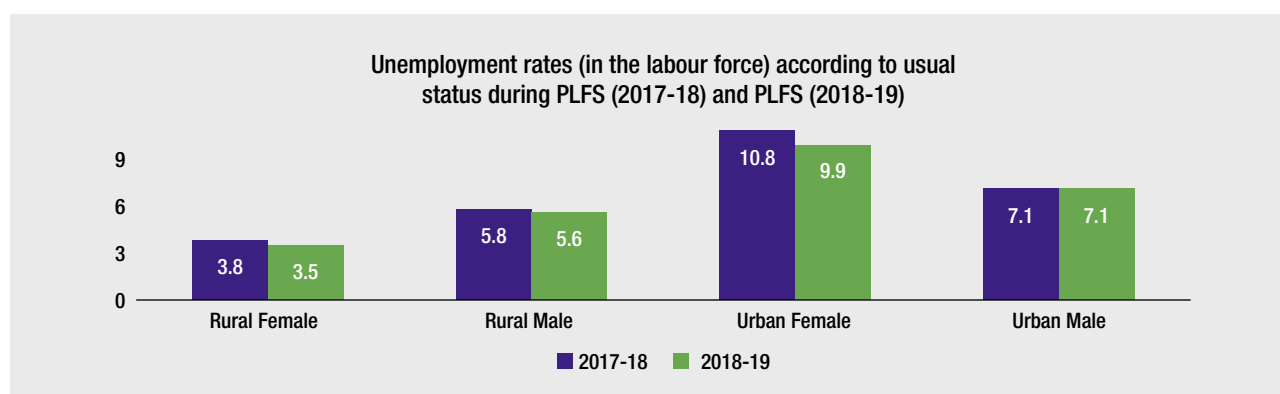


Figure 15: Unemployment rates (in the labour force) according to usual status during PLFS (2017-18) and PLFS (2018-19)

Also, it can be seen from **Figure 16** that as per PLFS 2018-19, 73.2 % i.e. a majority of rural females are employed in the agriculture sector and this is around 18% higher than that for the rural male.

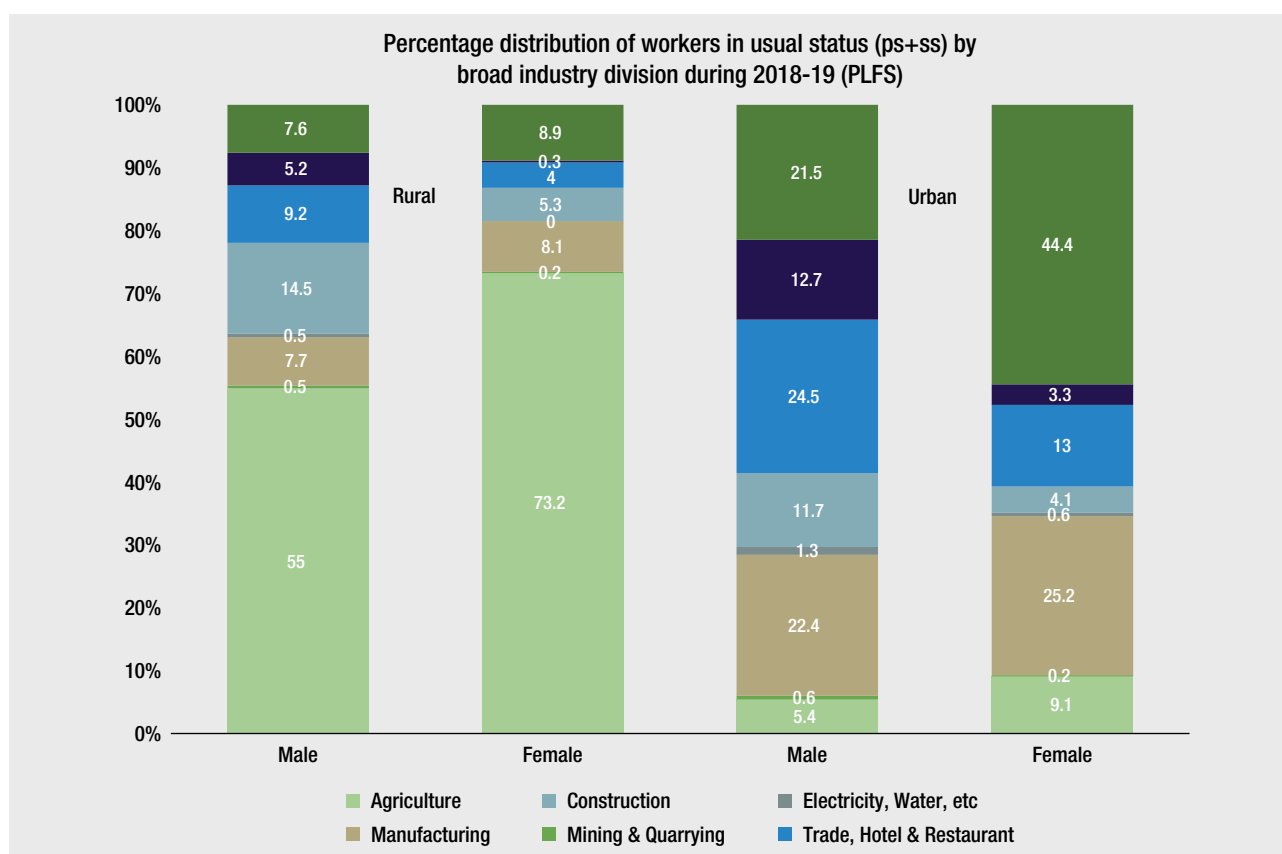


Figure 16: Percentage distribution of workers in usual status (ps+ss) by broad industry division during 2018-19 (PLFS)

Further, **Figure 17** shows that bank deposits of accounts held by males account for around 12 lakh crore and that of females account for half of that i.e. around 6 lakh crores. The same is reflected in no. of accounts. This indicates low levels of financial literacy and financial dependence in women.

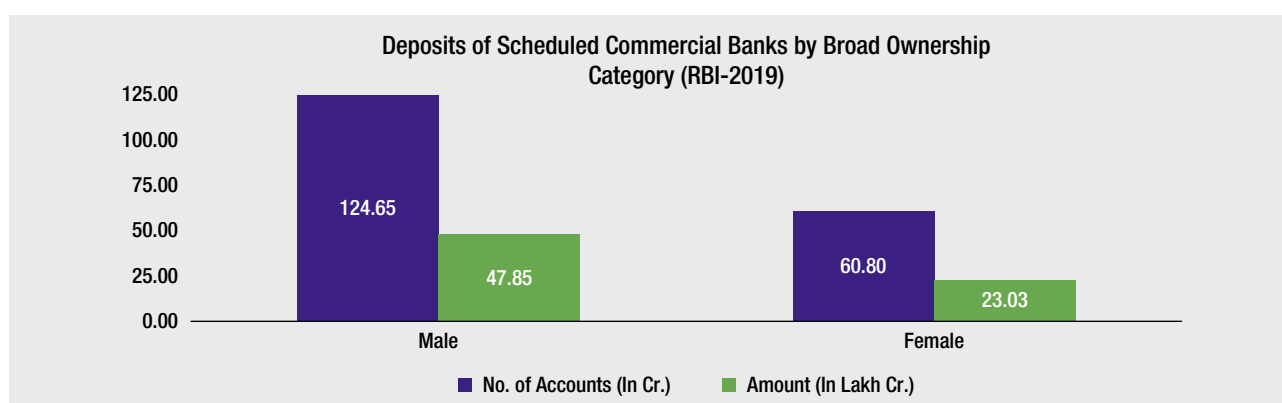


Figure 17: Deposits of Scheduled Commercial Banks by Broad Ownership Category (RBI-2019)

Figure 18 shows the average time spent by men & women while conducting different activities. It is evident that on an average women are spending much more time on unpaid domestic services for household members i.e. around 4 hours. Men on an average spend less than an hour on these unpaid domestic services for household. This in turn has huge implications for the women and the household as domestic responsibilities take up most of women's time and affects their ability to participate in the labour market.

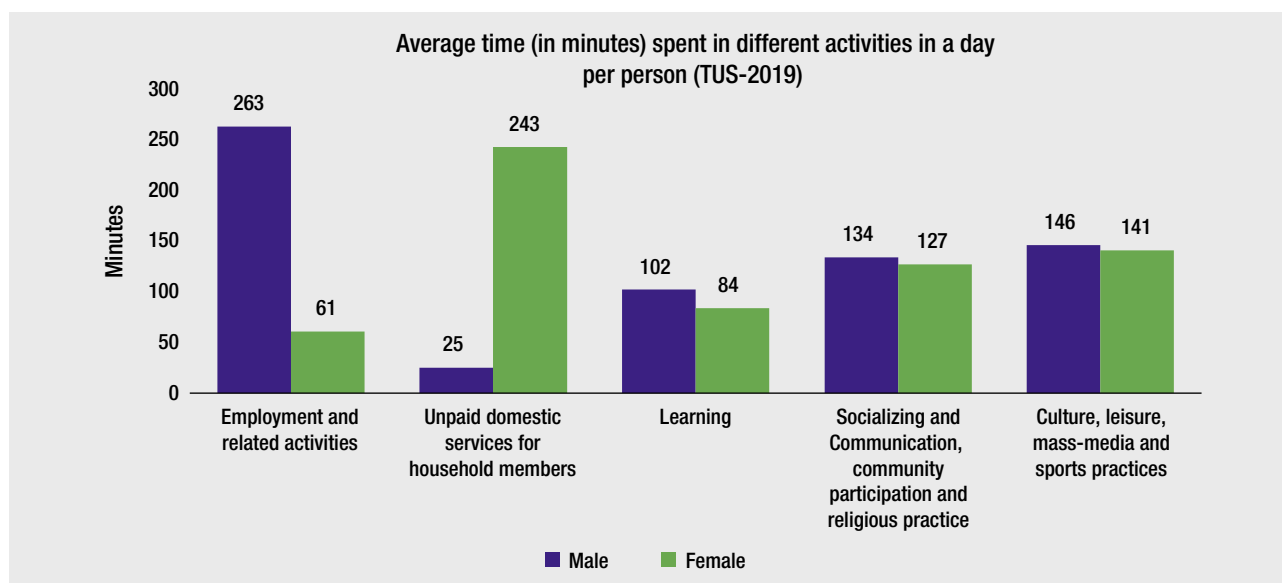


Figure 18: Average time (in minutes) spent in different activities in a day per person (TUS-2019)

Therefore, on seeing the national performance of the country using data representative of population, it appears there is a long way to go and there is a dire need to improve coverage of schematic interventions so that the benefits reach the last mile to ensure no one is left behind for the impact to be reflected at the national level.

8. SECTORAL ISSUES & CHALLENGES

AGRICULTURE, ANIMAL HUSBANDRY & FISHERIES

The growing inequality among the women engaged in agriculture is riddled with various issues. The problems faced by the women at the farm are:

- **Lack of Extension Services:** This often results in depriving women who are engaged as agricultural workers from obtaining key knowledge of improved farming practices.
- **Land Ownership:** Lack of ownership of land/access to land for women continues to be a major obstacle to increasing their contribution and benefits.
- **Overburden:** Women are often involved in labour intensive, and drudgery prone work, which are carried out manually.
- **Limited Access to Resources:** Having no direct ownership of land, women face constraints of money and other resources required for cultivation. The current transport and marketing facilities also are not inclusive of the needs of the women farmers and traders.
- **Migration of Men:** Migration of spouses to cities to earn a living have led to increase in responsibilities for women in the rural agricultural households.
- **Socio-Economic Status:** women's share of work in agriculture is greatest among small farmers. Women in landless households spend twice as much time working for wages in agriculture than women in families with land.
- **Lack of Education:** Due to illiteracy, women are forced to work as unskilled labourers. One of the studies showed that agricultural productivity increased with an increase in primary education of at least 4 years.

WOMEN AND CHILD DEVELOPMENT

- **Absence of disaggregated data:** Even though India has a data system in place, it remains largely gender-neutral and scattered. There is an absence of disaggregated data across gender, age, disability, caste, class, tribe, marital status, occupation and location. There are also concerns related to which agency collects the data, at what levels it is collected, how it is tabled, and how it is further used.
- **Unstructured scheme distribution:** The 15 MWCD CSS Schemes have been bunched into two broad categories – Umbrella ICDS, incorporating all child focused schemes and MPEW, incorporating all Women centric schemes. However, the two umbrellas, and the schemes under these umbrellas are not all convergent or leveraging each other's resources. Due to this inefficient structuring and division of the schemes, the important schemes and interventions, get lost, end up being under funded, or suffer from weak monitoring due to the focus and priority on some of the larger schemes.

- ⦿ **Limited Private Sector Engagement:** Different WCD schemes including the National Policy for Women envisages the engagement of private sector. However, their role and degree of engagement remain unclear. Due to this, the engagement of the private sector in WCD sector has remained low and confined to some of the larger, high-visibility programmes only.
- ⦿ Increasing Trends in rates of Crime against Women and Limited Reach of Interventions for Creation of Safe Spaces for Women
- ⦿ Declining Female Labour Force Participation Rate and Female Worker Population Ratio.
- ⦿ Intra-sectoral Gaps
 - ❖ **Lack of safe spaces for women in rural areas:** Most of the MWCD schemes around the provision of safety and care to women in need have been centred around urban areas. Given the prevalence of gender violence in rural areas, there is an urgent need to constitute safe spaces for women in rural areas.
 - ❖ There is only a limited reach of interventions for adolescent well-being.
- ⦿ Absence of Interventions
 - ❖ Lack of interventions for mental health and well-being of women
 - ❖ Lack of Interventions that Value Unpaid Care Work
 - ❖ Lack of Interventions for Promoting Women's Political Participation
 - ❖ Lack of interventions for Promoting Women's Social Participation

HUMAN RESOURCE DEVELOPMENT

- ⦿ The gender parity in school education is positive however, the country considerably lags behind its global peers
- ⦿ The Government schools and the beneficiary institutes colleges at higher education and Government TEIs still lack the basic infrastructural facilities especially for ensuring inclusion which does not fulfil the basic objective of ensuring facilities that are gender sensitive and provide safe and provide safe, inclusive and effective learning environment.
- ⦿ Coverage of transgenders needs to be improved.
- ⦿ The students from disadvantaged backgrounds (rural regions, SC/ST students etc.) have a high drop - out and transition rate at secondary level. The secondary and primary research have warranted the need to shift focus on further improving participation of students from various socio-economic categories along with achieving equity in learning
- ⦿ Most of the states do not adopt caste, gender or demography wise budgeting. Hence, analysing the same is a challenge.

URBAN TRANSFORMATION

- ⦿ The rise in crime also points to the need for the creation of safe spaces for women in public places, workplaces as well as their own homes. The currently implemented safe cities project of the MHA covers only 8 metropolitan cities. Therefore, there is a growing need for undertaking measures to ensure the safety of women in other urban hubs and cities and upscaling the current intervention.

RURAL DEVELOPMENT

- ⦿ Social safety nets do not have in-built provisions to ensure inclusion of the socially marginalised groups and groups with specific vulnerabilities e.g. transgender.
- ⦿ Given the prevalence of gender violence in rural areas, there is a lack of safe spaces for women in rural areas.

HEALTH

- ⦿ Gender budgeting under health programs across the sector has been observed to be missing

JOBS & SKILLS

- ⦿ In addition, the efforts for providing employment may sometimes fail to recognize the contextual realities of the women. For instance, a lack of provision of support services such as travel, lodging, maternity benefits are some very critical concerns due to safety issues, societal norms and gender-based needs of the women that need to be provided.
- ⦿ A limitation of the vocational training programs includes, the 'leaks from the labour-force' that is, participants of skilling programs quitting their jobs after some time. The most common factor for female is concerns related to the workplace (personal issues at workplace, challenges in the job role)
- ⦿ The overall labour force participation rate (LFPR) of in India is 37.5%. However, there are wide disparities between male and female participation in the labour force. The LFPR for males and females was 55.6 and 18.6 per cent respectively.
- ⦿ In addition, there is a lack of alignment of job opportunities in the sector with the aspirations of people such as women.
- ⦿ Female Labour Participation (FLP) fell from 35 per cent in 1990 to 18.6 per cent in 2018 and even amongst those who participated, many face inequalities, such as, wage gap and lack of social security (maternity and pension coverage).

WATER RESOURCES, ENVIRONMENT & FORESTS

- ⦿ Gaps in broad sectoral outcomes: Training on socio-economic parameters like community organization, gender involvement is lacking.

SOCIAL INCLUSION, LAW AND ORDER & JUSTICE DELIVERY

- ⦿ The absence of gender-disaggregated data makes it difficult to measure the impact of the scheme on the girl beneficiaries. This leads to poorly designed strategies for implementation across states and districts.
- ⦿ Non-availability of accurate data on year-wise female literacy rates and drop-out rates for Scheduled Castes girls makes it difficult to assess whether the scheme is reaching out to the target groups efficient functioning of the scheme with regards to indicator and target mapping component

- Social acceptance of transgender persons in society. While the landmark legislation has entitled the transgender persons to exercise their basic rights and illegalized the discrimination against this group, they continue to face discrimination due to the deep social stigma attached to their nature and culture.

9. RECOMMENDATIONS

While the targeted programmes have helped to reduce sectoral inequalities, they have a long way to go towards eliminating inequalities. This section mentions the recommendations aimed to improve gender equality in India and give further impetus to the current gender policies.

AGRICULTURE, ANIMAL HUSBANDRY & FISHERIES

- Specific incentives for women can be provided for promoting their participation.
- In all training and capacity building programs for the beneficiaries, a certain percentage of women's participation may be mandated to promote gender mainstreaming.
- The training and capacity building component under the schemes do not have any modules on gender sensitization, which should be included.

WOMEN AND CHILD DEVELOPMENT

- It is recommended that the MWCD encourage State Governments to increase their budgetary allocation towards women and child development, protection and welfare schemes to ensure improved fund availability and utilisation of schemes.
- Alternately, the MWCD can consider converting smaller schemes, specifically those related to women protection and women empowerment, to Central Sector Schemes, and adequate provision of staff and IT-based MIS be made at the National level to improve the monitoring and management of these schemes
- A Gender Budgeting Act to mainstream gender-based budgeting across all ministries and States/UTs and legally mandate all data collecting institutions to analyse and publish gender-disaggregated statistics.²²
- In view of challenges observed under the Gender Budgeting Framework, it is suggested to first increase the coverage of schemes under the framework and also, more importantly, to conduct a qualitative assessment of the framework to ensure that the framework is able to translate Gender commitments to Budgetary commitments.
- Generating gender-disaggregated data around women's earnings from self-employment, ownership of business and management, women's migration, ownership of assets, utilisation of basic amenities, among others and creating a portal for all types of data related to women and children.
- A data hub and data portal can be created by MWCD, where collated gender-disaggregated data is made available on a single unified portal.

²² learning from Israel, South Korea, Philippines

- NSSO should focus on gendered patterns of access and use of digital technologies, including the internet.
- Follow the set of questions formulated by Washington Group of Disability Statistics while collecting data on women with disabilities.
- Greater emphasis is to be given to the role of MWCD as a nodal agency for ensuring the well-being of women and children in the country through adopting a convergent approach at the policy and programmatic level.
- Finalising the National Policy for Women after making the necessary amendments in the 2016 draft policy.
- Promoting the active role of Panchayati Raj in women's empowerment and women's protection, through setting up of safe spaces managed by PRI institutions in rural areas, institutionalising a "Women's Empowerment Month" on the lines of "POSHAN Maah" and "POSHAN Pakhwada", led and managed by the Panchayati Raj officials and functionaries – and focused on generating awareness of women's schemes, her rights and entitlements, and changing behaviours and social norms around women's participation in household decision-making, education, and labour force.
- Designating specific buildings and spots in the rural areas as safe spaces for women and providing relevant supportive infrastructure and institutional mechanisms to operationalise them.
- As per the recommendation mentioned in NITI's report on "Strategy for New India" the data disaggregation will be strengthened by creation of Gender Monitoring Unit within the Women and Child Development ministry dedicated for generation of gender disaggregated data and monitoring performance across various ministries. In setting up this unit, lessons could be leveraged from similar institutional arrangements in countries like Finland (Gender Equality Unit) & Rwanda (Gender Monitoring Unit).

HUMAN RESOURCE DEVELOPMENT

- The Gender Parity Index (GPI) in 2018-19 indicates high equity in education at all levels. However, the students from disadvantaged background (rural regions, SC/ST students etc.) have a high drop-out and transition rate at the secondary level. The secondary and primary research have warranted the need to shift focus on further improving participation of students from various socio-economic categories along with achieving equity in learning.
- Going forward, it is also recommended to open any new KGBV facilities on a priority basis in districts identified with adverse gender gaps (28 districts at primary level and 46 districts at the upper primary level). The expenditure against Gender Budget needs to be clearly mapped to outputs and outcomes to assess the fund impact
- While the schemes have included components for equitable access of girls, CWSN, SC and STs, certain marginalised groups have been excluded, such as transgenders. i.e. their coverage needs to be improved.

URBAN TRANSFORMATION

- Gender Disaggregated data needs to be tracked or monitored for missions like AMRUT

RURAL DEVELOPMENT

- ⦿ Mandate decent working conditions for women to include crèche, display of sexual harassment grievance mechanism at work sites, and flexible timings for women with very small children;
- ⦿ Adopt SECC as the basis to ensure coverage of all such women as beneficiaries of the programme;
- ⦿ The sector should enhance its focus on gender mainstreaming from a policy perspective
- ⦿ It is important to review the gender-sensitiveness of employment opportunities for women workers
- ⦿ Mechanisms to measure and recognize women's work need to be instituted: It is important to review the language and terminologies used for women and women's work.
- ⦿ Designate specific buildings and spots in the rural areas as safe spaces for women and provide relevant supportive infrastructure and institutional mechanisms to operationalise them.
- ⦿ The sector should target specific vulnerable groups through focused interventions: Single women, SC Women, ST Women.
- ⦿ Mechanisms to enhance the meaningful political participation of women leaders should be implemented.
- ⦿ Women workers should be given more decisive roles in the execution of works
- ⦿ Focus on credit access and financial inclusion of women should be maintained
- ⦿ Building gender-related capacities of all RD functionaries should be emphasized
- ⦿ Pathways for rural women to become aware and access information should be strengthened.

HEALTH

- ⦿ Gender Budgeting is to be practised actively across all schemes.
- ⦿ Institutionalize a "Women's Empowerment Month" on the lines of "POSHAN Maah" and "POSHAN Pakhwada", led and managed by the Panchayati Raj officials and functionaries.

JOBS & SKILLS

- ⦿ The Minimum Wages Act, 1948. The evaluations can be conducted at regular intervals and address different elements of the results chain such as the working of the code, the compliance and enforcement regime, the impact on different stakeholders such as women and the labour force etc.
- ⦿ Provision of support services such as travel, lodging, maternity benefits is critical concerns due to safety issues, societal norms and gender-based needs of the women for instance, the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA).
- ⦿ In the case of industrial clusters, the enterprises can pool in on setting up and running the crèche facilities. The creche premises should be set up at a location that is central to all the enterprises, with variation in the contribution basis the enterprise size, small or medium.

SOCIAL INCLUSION

- Sensitizing workshops should be conducted for the public, private agencies, policymakers, planners on the gender perspective.
- Adoption of Socio-Economic and Caste Census, where not, as the basis to ensure coverage of all such women as beneficiaries i.e. Single women, SC Women, ST Women etc.

10. CONCLUSION

The socio-cultural landscape in India for women and other gender identities that are considered socially inferior is diverse and complex. On the one hand, a liberalised economy has offered better education, jobs, health care, and decision-making opportunities for women. On the other hand they are considered socially inferior and face violence within and outside the home. In addition, there exist wage differentials with stagnated workforce participation, inadequate access to education, good health and other forms of discrimination.

In a stringently patriarchal society, discriminatory values and norms continue to dominate the economic, political, religious, social and cultural institutions. A combination of family, caste, community and religion reinforce and legitimize these values. Stereotyping based on gender continues in public and private institutions. Practices, such as gender-biased sex selection, sexual harassment in public spaces and/or workplaces, child/early marriages, dowry, honour killings and witch-hunting are indicative of the deep-rooted vulnerability and inequality of girls, women and other gender identities that are considered socially inferior. The low value attached to the girl child has contributed to the low child sex ratio (CSR), which was at an all-time low of 914, according to the 2011 census. Changes in CSR at the district level were more pronounced. Of the total 640 districts in the country, 429 districts experienced a decline in CSR. The 2011 census points to the spread of this phenomenon from largely urban areas to rural, remote and tribal areas.

Recognising the paradoxical situation of women/girls, the government is committed to addressing these issues through policies, legislation and programmes. Efforts have been made to ensure that India's laws, policy framework and developmental plans and programmes incorporate specific measures for the advancement of women in the country. Schemes/programmes across all sectors have also been implemented that have led to significant achievements, including meeting higher targets in the field of health, education and employment. Effective mechanisms to provide a safe environment for women to work, live and fulfil their potential have also been put in place.

In recent years, there have been the enactment of various legislations Dowry Prohibition Act, 1961, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 the Protection of Women from Domestic Violence Act, 2005 etc. which address the issue of violence against women and upholds their right to live with dignity as enshrined under Article 21 of the Indian Constitution.

Despite these laws, gender-based violence and discrimination against women and girls continue. Since legislative changes take time in implementation due to social, cultural and religious mores, changes in social norms and mindsets towards girls and women can be brought about through institutional initiatives. This would entail the involvement of the family, the community and religious and educational institutions. The state, as the largest public institution, can initiate, strengthen and ensure implementation of its economic and social policies for gender equality.

In the recent past creating a safer environment for girls and women in the public consciousness, public places and workplaces in order to ensure gender equity and equality for more inclusive growth has emerged as a priority area. Alongside there is a need to adopt a multi-pronged strategy and convergent approach to achieve empowerment of women and girls. Also, while the targeted programmes have helped to reduce sectoral inequalities, they have a long way to go towards eliminating inequalities

The absence of disaggregated data has made it difficult to measure the impact of the schemes and often leads to poorly designed strategies for implementation across states and districts. If a Gender Budgeting Act is framed and implemented to mainstream gender-based budgeting across all ministries and States/UTs. This act can legally mandate all data collecting institutions to analyse and publish gender-disaggregated statistics and converge this data on a unified national data portal. This step, along with more involvement of women in political and project decision-making processes in future, will enhance our understanding of gender inequalities and gaps that exist in our society and correspondingly design better programmes to address them.

11. ANNEXURE

ANNEXURE 1: MINISTRY AND SCHEMES IN CSS EVALUATIONS

Ministry Name	Schemes covered (where information is available)
Agriculture	31
Health	5
Human Resource Development	7
Jobs & Skills	5
Rural Development	6
Social Inclusion	30
Urban Transformation	5
Water resources, Environment & Forest Climate Change	15
Women & Child Development	15
Grand Total	119

ANNEXURE 2: CONSTITUENTS OF GENDER MAINSTREAMING

Indicative Area of Enquiry	Key Questions
a. Inclusiveness in scheme design/planning	Is there a specific mention of gender equality and equity considerations in the scheme guidelines/objectives? Has the scheme been designed keeping gender considerations in mind?
	Is there any specific training offered for women to enhance job roles or assist career progression?
	Are there enough awareness-raising communications or courses regarding women-friendly provisions/safeguards, sexual harassment policies, grievance redressal mechanisms etc.?
b. Gender Budgeting	Is gender budgeting being actively practiced?
c. Inclusiveness for Transgender	Are there any initiatives for the inclusion of transgender people?
d. Gender-friendly infrastructure and policies	Are gender-friendly plans translating into greater empowerment of women in implementation?
	Are there women-friendly policies in place, like parental leave (maternity and paternity), creches, flexible working hours, inclusion in decision-making etc.?
	Is there a gender wage gap, and any measures in place to mitigate the same?

ANNEXURE 3: GENDER BUDGETING – 100%

Ministry/Department	Scheme Name
Ministry of Women and Child Development	Beti Bachao Beti Padhao
Ministry of Women and Child Development	Gender Budgeting and Research, Publication and Monitoring
Ministry of Women and Child Development	Mahila Shakti Kendra
Ministry of Women and Child Development	Women Helpline
Ministry of Women and Child Development	Mahila Police Volunteers
Ministry of Women and Child Development	One Stop Center
Ministry of Women and Child Development	Swadhar Greh
Ministry of Women and Child Development	Ujjawala
Ministry of Women and Child Development	Working Women Hostel
Ministry of Women and Child Development	Pradhan Mantri Matru Vandana Yojana
Ministry of Women and Child Development	Scheme for Adolescent Girls
Department of Rural Development	NSAP
Department of Rural Development	Pradhan Mantri Awas Yojna (PMAY) - Grameen

ANNEXURE 4: GENDER BUDGETING – 30%

Ministry/Department	Scheme Name
Department of Agriculture, Cooperation and Farmers' Welfare	National Food Security Mission
Department of Agriculture, Cooperation and Farmers' Welfare	National Mission on Horticulture
Department of Agriculture, Cooperation and Farmers' Welfare	National Project on Agro- Forestry
Department of Agriculture, Cooperation and Farmers' Welfare	National Project on Soil Health and Fertility
Department of Agriculture, Cooperation and Farmers' Welfare	Organic Value Chain Development for North East Region
Department of Agriculture, Cooperation and Farmers' Welfare	Paramparagat Krishi Vikas Yojana
Department of Agriculture, Cooperation and Farmers' Welfare	Rainfed Area Development and Climate Change
Department of Agriculture, Cooperation and Farmers' Welfare	Rashtriya Krishi Vikas Yojna
Department of Agriculture, Cooperation and Farmers' Welfare	Sub - Mission on Agriculture Extension
Department of Agriculture, Cooperation and Farmers' Welfare	Sub- Mission on Agriculture Mechanisation
Department of Agriculture, Cooperation and Farmers' Welfare	Pradhan Mantri Krishi Sinchai Yojana (PMKSY) - Per Drop More Crop
Department of Agriculture, Cooperation and Farmers' Welfare	Sub- Mission on Seed and Planting Material
Department of Animal Husbandry and Dairying	Dairy Entrepreneurship Development
Department of Animal Husbandry and Dairying	National Livestock Mission
Ministry of Women and Child Development	Child Protection Services
Ministry of Women and Child Development	National Creche Scheme
Ministry of Women and Child Development	Anganwadi Services
Ministry of Women and Child Development	POSHAN Abhiyaan
Department of School Education and Literacy	Rashtriya Madhyamik Shiksha Abhiyan
Department of School Education and Literacy	National Programme of Mid Day Meal in Schools
Department of Higher Education	Rashtriya Uchhatar Shiksha Abhiyan (RUSA)
Department of School Education and Literacy	Sarva Shiksha Abhiyan
Department of School Education and Literacy	Teacher Education/Teacher Training Institutions

Ministry/Department	Scheme Name
Department of School Education and Literacy	Scheme for Providing Education to Madrasas & Minorities (SPEMM)
Ministry of Housing and Urban Affairs	Deendayal Antyodaya Yojana-National Urban Livelihood Mission (DAY-NULM)
Ministry of Housing and Urban Affairs	Pradhan Mantri Awas Yojna (PMAY)- Urban
Department of Rural Development	National Rural Livelihood Mission
Department of Rural Development	Mahatma Gandhi National Rural Employment Guarantee Program
Department of Health and Family Welfare	National Rural Health Mission
Department of Health and Family Welfare	National Urban Health Mission (Support from National Investment Fund)
Ministry of Law & Justice	Infrastructure Facilities for Judiciary
Ministry of Minority Affairs	Pradhan Mantri Jan Vikas Karyakaram
Ministry of Tribal Affairs	Special Central Assistance
Ministry of Tribal Affairs	Post-Matric Scholarship Scheme to the Students Belonging to Scheduled Tribes for Studies in India
Ministry of Tribal Affairs	Pre-Matric Scholarship Scheme for Needy Scheduled Tribe Students Studying in Classes IX and X
Ministry of Tribal Affairs	Development of Particularly Vulnerable Tribal Groups (PVTGs)
Department of Social Justice and Empowerment	Strengthening of Machinery for Enforcement of protection of civil Right Act1995 and Prevention of Atrocities Act1989
Department of Social Justice and Empowerment	Post Matric Scholarship Scheme for SC
Department of Social Justice and Empowerment	Pre-Matric Scholarship to SC Students studying in class IX-X
Department of Social Justice and Empowerment	Pre-Matric Scholarship for Children of those engaged in unclean occupations and prone to health hazards
Department of Social Justice and Empowerment	Babu Jagjivan Ram Chhatrawas Yojana
Department of Social Justice and Empowerment	Special Central Assistance

Ministry/Department	Scheme Name
Department of Social Justice and Empowerment	Pradhan Mantri Adarsh Gram Yojana
Department of Social Justice and Empowerment	State scheduled castes Development Corporation
Department of Social Justice and Empowerment	Post-Matric Scholarship for Backward Class
Department of Social Justice and Empowerment	Pre-Matric Scholarship for Backward Class
Department of Social Justice and Empowerment	Boy and Girl Hostel for Backward Class
Department of Social Justice and Empowerment	Dr. Ambedkar Scheme of Post-Matric Scholarship for EBCs
Department of Social Justice and Empowerment	Dr. Ambedkar Pre-Matric and Post-Matric Scholarship for DNTs

ANNEXURE 5: IN-DEPTH ANALYSIS OF THE SCHEMES

In-depth analysis of performance of each scheme under each sector on gender mainstreaming is given below:

Agriculture, Animal Husbandry & Fisheries

Agriculture Sector

1. **Pradhan Mantri Krishi Sinchai Yojana – Per Drop More Crop** scheme aims to provide protective irrigation to all agriculture farms across the nation to boost farm output and income.
 - ❖ **Gender Inclusiveness:** States have enacted provisions for ensuring increased participation of women in the Water Users Association (WUAs). Women farmers are encouraged to apply for this scheme and as per the scheme guidelines, at least 50% of the allocation is utilized for small and marginal farmers, of which at least 30% should be women beneficiaries/farmers. However, there is no other formal and special support to promote women participation.
 - ❖ **Gender Budgeting** is being practised. However, information on the utilization of the allocated budget for women farmers is not available.
2. **Rasthtriya Krishi Vikas Yojana (RKVY)** has the objective of making farming a remunerative economic activity through strengthening the farmer's effort, of mitigating risk and promoting agri-business entrepreneurship to mitigate risk of farmers with focus on additional income generation activities.
 - ❖ **Gender Inclusiveness:** Scheme stipulated that adequate coverage of women is ensured. However, no special provisions or incentives exist specifically for women.
 - ❖ **Gender Budgeting** is being practised under the scheme.
3. **Mission for Integrated Development of Horticulture (MIDH)** scheme aims to encourage aggregation of farmers into farmer groups like FIGs/FPOs and FPCs to bring economies of scale and scope. It supports skill development and creates employment generation opportunities for rural youth in horticulture and post-harvest management, especially in the cold chain sector.
 - ❖ **Gender Inclusiveness and gender disaggregated data:** 5346 women farmers (<1%) have been benefited under the scheme. Of these 59.4% women beneficiaries are from Kerala and Karnataka.
 - ❖ **Gender Budgeting** is being practised. Also, State Horticulture Missions have been directed to ensure that at least 30% of annual budget allocation is earmarked for women beneficiaries.
 - ❖ **Capacity Building & advocacy:** State Horticulture Missions have been directed to impart specific training on gender awareness. However, specific trainings on gender awareness are not being conducted under the scheme.
4. **National Food Security Mission:** The mission aims to increase production through area expansion and productivity; create employment opportunities; and enhance the farm-level economy (i.e. farm profits) to restore confidence of farmers.

- ❖ **Gender Inclusiveness:** The scheme incorporates women-centric policies to ensure their participation in the sector. Women are involved in labour intensive jobs such as weeding, grass cutting, cotton stick collection, etc. However, only 12.8 per cent of the operational holdings were owned by women, which reflect the gender disparity in ownership of landholdings in agriculture.
 - ❖ **Gender Budgeting and gender disaggregated data:** The scheme mandates allocation of 30% funds to women beneficiaries. However, no data was available on the number of women beneficiaries in the scheme.
 - ❖ **Capacity Building & advocacy:** There is no specific training offered to women to enhance their roles as decision makers. Currently, no provisions are in place for gender sensitization at the workforce.
5. **National Mission on Oilseeds and Oil Palm (NMOOP)** aims to increase production and productivity of vegetable oils sourced from oilseeds and oil palm.
- ❖ The relevance of **gender mainstreaming** is minimal in the scheme.
 - ❖ **Gender budgeting** is also not being practised.
6. **Sub Mission on Agricultural Extension:** It focuses on awareness creation and enhanced use of appropriate technologies in agriculture & allied sectors.
- ❖ **Gender Inclusiveness:** The guidelines stipulate that out of the progressive farmers nominated, at least one-third must be women. At least 30% scheme beneficiaries should be women farmers/farm women. However, this target is not being met currently.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender Budgeting is being practised. Also, gender coordinator is responsible for collection of gender disaggregated data. Women participation is ranging from 25% to 33% across projects.
 - ❖ **Capacity Building & advocacy:** 5 crores farmers including 24.28% farm women have participated in training and capacity building activities.
 - ❖ **Advocacy/Awareness Activities:** Women are encouraged to be involved as BTMs and farmer friends. More than 50% farmer friends in Southern states are women.
7. **Sub Mission on Agricultural Mechanisation** has the main objective of bringing farm machinery within the reach of small and marginal farmers of the state by popularizing the use of agricultural machineries such as Power Tillers etc.
- ❖ **Gender Inclusiveness:** Within the scheme, there are higher subsidy percentages for women beneficiaries. However, the latest data on women beneficiaries under the scheme is not available.
For women beneficiaries an incentive is provided i.e. 60% assistance on cost of the unit is provided for the component and 50% of the equipment cost is provided.
 - ❖ **Gender Budgeting and gender disaggregated data:** 10.2% of total funds utilised under the scheme were for women farmers. The scheme may allocate a budget for women farmers which is presently not there.
The latest data on women beneficiaries is not available. Nearly 29.2% of the beneficiaries who have availed training at FMTTIs between 2014-17 are women. All states do not keep track of data received by women farmers.

- ❖ **Capacity Building & Advocacy:** Specific training for usage of gender friendly equipment, machines is also being provided to reduce drudgery.
8. **Integrated Scheme for Agricultural Marketing** aims to provide autonomy, flexibility to states to plan and execute schemes as per local/farmers' needs and promote value chain addition linked production models that will help farmers increase their income as well as encourage production/productivity.
 - ❖ **Gender Inclusiveness:** Under the Agricultural Marketing Infrastructure (AMI) component, women are eligible for subsidy @ 33.33% as against 25% for others. For women farmers, including SHGs mobilizing women, the subsidy ceiling of storage units up to 1000 MT is Rs. 1166.55; more than 1000 MT and up to 30000 MT is Rs. 1000.00, and maximum ceiling of Rs 300.00 Lakhs is provisioned
 - ❖ **Gender Budgeting:** Gender budgeting is not being practised.
 9. **Mission Organic Value Chain Development for North Eastern Regions** develops crop commodity specific organic value chain and addresses gaps in organic crop production, wild crop harvesting, organic livestock management and processing handling and marketing of organic agricultural products.
 - ❖ **Gender Inclusiveness:** None of the activity has been targeted with specific focus on gender, however, there is no discrimination in mission implementation. Also, Gender budgeting is being practised to the extent of 30%. The female workforce participation has been on the higher side as compared to the rest of the country and highest is recorded by Nagaland (~45%).
 10. **Soil health Management System (SHM)** aims at promoting Integrated Nutrient Management (INM) through judicious use of chemical fertilisers including secondary and micro nutrients in conjunction with organic manures and bio-fertilisers for improving soil health and its productivity; strengthening of soil and fertiliser testing facilities to provide.
 - ❖ The relevance of **gender mainstreaming** is minimal in the scheme.
 - ❖ However, **gender budgeting** is practised to the extent of 30%.
 11. **National Project on Organic Farming (NPOF) aims at** promotion of organic farming in the country through technical capacity building of all the stakeholders including human resource development, transfer of technology, promotion and production of quality organic and biological inputs, awareness creation and publicity through print and electronic media.
 - ❖ The relevance of gender mainstreaming is minimal in the scheme.
 12. **Sub-Mission on Seed and Planting Material** has the objective of upgrading the quality of farm saved seeds with specific objective to cover 10% villages and produce 100 lakh quintals of seed each year through farmers participatory seed production.
 - ❖ **Gender Budgeting** Gender budgeting is practised to the extent of 30%.
 13. **Rain-fed Area Development (RAD):** It aims to promote integrated farming systems by focusing on multi-cropping, crop rotation and allied activities like livestock, apiculture etc.
 - ❖ **Gender Inclusiveness:** It is mandated to cover 30% women beneficiaries under the scheme.

- ❖ **Gender Budgeting** is being practised under the scheme. Regarding **gender disaggregated data**, till 2018-19 the scheme has been able to cover about 27,583 women beneficiaries which accounts for only 18% of the total beneficiaries. The primary reason for limited coverage of women beneficiaries is their limited agriculture landholding in rural areas. Tamil Nadu has the highest number of women beneficiaries accounting for 19.3% of the total beneficiaries.
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on gender sensitization or awareness generation.
14. **Paramparagat Krishi Vikas Yojana (PKVY)** aims to curb the harmful use of agro chemicals by shifting towards much more sustainable organic methods and in turn have a positive impact on the fertility of the soil. The scheme aims to successfully form 10,000 clusters over a span of three years and bring five lakh acres of agricultural area under organic farming.
- ❖ **Gender Budgeting:** Earmarking of 30% funds to individual women or to entirely women operated SHGs i.e. A component of gender-budgeting exists in the scheme.
 - ❖ **Capacity Building & advocacy:** There is no specific training offered to women to enhance their roles as decision makers.
15. **Sub-Mission on Plant Protection and Plant Quarantine (SMPPQ):** The primary aim of this sub-mission is to minimize loss to quality and yield of agricultural crops from the ravages of insect pests, diseases, weeds, nematodes, rodents, etc. and to shield agricultural biosecurity from the incursions and spread of alien species
- ❖ **Gender Inclusiveness:** SMPPQ has no gender specific components. The relevance of gender mainstreaming is minimal in the scheme.
16. **Sub Mission on Agroforestry (SMAF)** aims to encourage and expand tree plantation in complementary and integrated manner with crops and livestock, to improve productivity, employment opportunities, income generation and livelihoods of rural households, especially the small farmers
- ❖ **Gender Inclusiveness:** No concrete steps are taken to ensure women participation in the Mission. There is no specific mention of support to women SHGs as well. However, the Mission incorporates allocation to women (30% of the 50% allocation earmarked for small, marginal farmers) to encourage their participation.
 - ❖ **Gender Budgeting and gender disaggregated data:** As mentioned, there is separate allocation for women. The NMSA website mentions there were only 1,784 women beneficiaries (2014-20) (about 14.8%) against 10,199 male beneficiaries.
17. **National Bamboo Mission:** The mission focuses on the development of a complete value chain of the bamboo sector and links growers with markets. The bamboo plantations will be promoted predominantly in farmers' fields, homesteads, community lands, arable wastelands, and along irrigation canals, water bodies etc.
- ❖ **Gender Inclusiveness:** There are no specific provisions for women in the mission.
 - ❖ **Gender disaggregated data:** NMSA website mentions the count of beneficiaries segregated by gender however, the data does not capture all implementing states.

18. **Integrated Scheme on Agricultural Cooperation (ISAC):** Primary aim of the scheme is to address the issues of improving the status of the cooperatives, eradicate the imbalances at the regional level. Another agenda is to accelerate the holistic development of the cooperatives in areas of agricultural marketing, processing, storage, computerization and weaker section programmes
- ❖ **Gender Inclusiveness:** ISAC acknowledges the role of women in formation of agricultural cooperatives. Through NCDC, the women are encouraged to avail different services which are available in the scheme. Women cooperatives are given preference in financing.
 - ❖ **Gender Budgeting:** Gender Budgeting exclusively is not being practised. However, during FY 2017-18, NCDC has sanctioned a cumulative amount of INR 786.72 crore to fourteen cooperative societies promoted and managed solely by women.
 - ❖ **Advocacy/Awareness Activities:** NCUI also conducts several cooperative education programmes with the sole focus of empowering the women. Women are given training to undertake income-generating activities and form SHGs with their own resources.
 - ❖ **Capacity Building & advocacy:** Trainings are given by National Council for Cooperative Training (NCCT) and National Cooperative Union of India (NCUI). Women are promoted to join the cooperatives and dedicated funding provided to all women cooperatives
19. **Integrated Scheme on Agriculture Census and Statistics Scheme** aims to provide basic framework of operational holdings and its characteristics for carrying out future agriculture surveys
- ❖ The census covers various geographies, genders and social groups across the country without any discrimination, however the relevance of **gender mainstreaming** is minimal in the scheme.
20. **Information Technology Scheme** aims to strengthen IT Apparatus in Agriculture and Cooperation in the States and Union Territories (AGRISNET) i.e. a Central Sector Scheme. The scheme has no gender specific components. The relevance of gender mainstreaming is minimal in the scheme.

Animal Husbandry Sector

21. **National Dairy Plan-I** aims to help increase productivity of milch animals and thereby increase milk production to meet the rapidly growing demand for milk and to help provide rural milk producers with greater access to the organised milk-processing sector.
- ❖ **Gender Inclusiveness:** Mobilisation and institution building of smallholder milk producers (min 30% women) has been encouraged through the project. Village based Milk procurement system: Within this component, there is focus on increasing participation of women and small landholders
 - ❖ **Gender Budgeting and gender disaggregated data:** Separate budget allocation for women is not present in the scheme.
 - With regard to data on women, among the new enrolment of producers in cooperatives, more than 45% are women. The highest number of women beneficiaries were enrolled in states of Rajasthan (1.23 lakhs), Karnataka

(1.16 lakhs) and Andhra Pradesh (1.1 lakhs). In Andhra Pradesh nearly 92% of the new beneficiaries enrolled were women. All states barring Uttarakhand achieved minimum 30% enrolment of women beneficiaries.

- ❖ **Capacity Building & Advocacy/Awareness Activities:** Within the project, there are provisions for gender sensitization and awareness generation. Training and awareness of gender sensitization and social issues were organized under the project in line with the environment and social awareness framework.
22. **Dairy Entrepreneurship Development Scheme** aims to generate self-employment and provide infrastructure for dairy sector and to promote setting up of modern dairy farms for production of clean milk
- ❖ **Gender Inclusiveness:** Scheme aims to target 30% women-led dairy units. Since 2014-15 more than 26% of the total units supported under the scheme were women led. Women entrepreneurs are being actively supported under the scheme
 - ❖ **Gender Budgeting and gender disaggregated data:** 30% subsidiary disbursement is towards women. Though it is not mandatory.
 - Also, more than 1.77 lakh projects have been supported of which 53,583 (26%) beneficiaries have been women under this scheme since inception.
23. **National Programme for Dairy Development (NPDD)** aims to create training infrastructure for training of dairy farmers and to strengthen dairy cooperative societies/Producers Companies at village level.
- ❖ **Gender Inclusiveness:** It benefits a large number of women, as at least 30% of cooperative members are female., however within the scheme there is only one beneficiary-oriented component of cattle induction, within which women beneficiary can get upto 75% of subsidy.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender wise data is not available on cattle induction components. NPDD has not adopted gender budgeting.
24. **National Livestock Mission** aims at development of livestock sector and most of the scheme components are aimed at infrastructure development, fodder and feed development, livestock health and productivity
- ❖ **Gender Inclusiveness:** Scheme guidelines have directed states to cover 30% women among the beneficiaries. As per the latest information available only 22% women beneficiaries.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is being practised.
 - Also, highest women beneficiaries were from Andhra Pradesh (1838), followed by Tamil Nadu (1343) and Assam (700). The Share of women which is 47% among all workers engaged as self-employed or unpaid workers in their own households. As per available 7021 units of women beneficiaries have been supported under Entrepreneurship Development and Employment Generation (EDEG)
 - ❖ **Capacity Building & advocacy:** The training and capacity building component also do not have any modules on gender sensitisation.

25. **Livestock Health & Disease Control** aims to curb the spread of the prevalent diseases in livestock and poultry.
 - ❖ **Gender Inclusiveness:** There are no specific provisions for women. However, there is potential to have specific training regarding gender sensitization at the level of vaccinators, veterinarians and para-veterinarians. The scheme currently does not have any targets regarding employment of women as vaccinators, enumerators, veterinarians.
 - ❖ **Gender Budgeting and gender disaggregated data:** While women are active in the sector, no data is available on the number of women formally employed through the scheme.
26. **Rashtriya Gokul Mission's** key objective is genetic upgradation of indigenous and nondescript bovine population for better yield and higher disease tolerance. The relevance of gender mainstreaming is minimal in the scheme.
27. **Dairy Processing & Infrastructure Development Fund's** main objective is to modernize the milk processing plants and machinery and to create additional infrastructure for processing more milk.
 - ❖ **Gender Inclusiveness:** There are more than 30% female members in dairy cooperatives. However, there are no specific provisions or incentives for women in the scheme.
28. **Livestock Census and Integrated Sample Survey Integrated** is conducted annually and provides information on number of livestock as well as major livestock products such as milk, meat, wool, eggs and their unit cost of production.
 - ❖ Both the surveys cover various geographies, genders and social groups across the country without any discrimination. The relevance of gender mainstreaming is minimal in the scheme.
29. **Supporting State Cooperatives Dairy Federations Scheme** aims to assist the State Dairy Cooperative Federations by providing soft working capital loan to tide over severely adverse market conditions or natural calamities. The relevance of gender mainstreaming is minimal in the scheme.

Fisheries Sector

30. **Integrated Development and Management of Fisheries** scheme seeks to create an enabling environment for holistic development of the full potential of fisheries in the country, along with improvement in income status of fishers and fish farmers while also being mindful of sustainability, bio-security and environmental issues.
 - ❖ **Gender Inclusiveness:** Women are involved in a broad spectrum of activities from fishing in inshore waters, gleaning in water bodies. There are 16.1 million persons employed in the fisheries sector in India as of 2017, of these, one-third were women. The scheme was found to be supporting women participation across the value chain. The scheme promotes formation of women Self Help Groups (SHGs) through various special provisions. Moreover, the scheme helps in promoting financial inclusion of women along with SC/STs, and small entrepreneurs.

- ❖ **Gender budgeting and gender disaggregated data:** The scheme provides 60% government assistance to women beneficiaries. However, data on budget allocation for women, and number/percentage of women beneficiaries was not available.
 - ❖ **Capacity building & advocacy:** Training and provision of finance have been found to be effective in empowerment of women.
31. **Fisheries and Aquaculture Infrastructure Development Fund:** It aims to offer employment opportunities to over 9,40,000 fishers/fishermen/fisher-folk and other entrepreneurs in fishing and allied activities.²³ It also seeks to attract private investment in fisheries infrastructure.
- ❖ The scheme covers various geographies, genders and social groups across the country without any discrimination.
 - ❖ The relevance of **gender mainstreaming** is minimal in the scheme.

Women and Child Development

1. **Anganwadi Services Scheme** is designed as a comprehensive social safety net program for women and young children.
 - ❖ **Gender Inclusiveness:** The scheme aims at addressing the concerns of pregnant and lactating mothers through provisioning of rations and counselling, of adolescent girls by giving them information about family planning and nutrition
 - ❖ **Gender Budgeting and gender disaggregated data:** The scheme has been able to allocate almost 60% of the budget towards gender budgeting between 2016-17 and 2018-19.
 - ❖ **Capacity Building & advocacy:** Anganwadi Workers (AWWs) who have received induction training are few in numbers.²⁴ IDIs with AWWs in the present study reveal that the majority of workers had received induction training. However, only a few of them had received refresher training.
2. **POSHAN Abhiyan aims** to achieve improvement in nutritional status of children from 0-6 years, adolescent girls, Pregnant Women and Lactating Mothers (PW&LM) in a time-bound manner between 2017-18 and 2020-21 with fixed targets.
 - ❖ **Gender Inclusiveness:** POSHAN Abhiyan's focus is on the first 1,000 days of a child's life, thereby including pregnant and lactating women.
 - ❖ **Gender budgeting and gender disaggregated data:** There was a significant increase in the allocation towards gender budget to 71.76% in 2019-20.
 - ❖ **Capacity building & advocacy:** ICT is used to improve monitoring of AWCs: -
 - The ILA modules have been effectively implemented and that training was being regularly undertaken.
 - Out of the 261 AWCs visited, 98.3% reported they had attended the ICDS-CAS training held and of the workers having a mobile/tablet, 83.19% had completed training on ICDS-CAS.

²³ <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1550452>

²⁴ Chudasama et al. (2016)

- ❖ **Awareness advocacy:** Jan Andolan (Social Movement for Nutrition) & POSHAN MAAH is one of the key pillars of POSHAN Abhiyaan. In order to ensure community mobilization and bolster people's participation, every year, the month of September is celebrated as POSHAN Maah across the country. It aims to raise awareness and promote positive nutrition practices. It aims to raise awareness and promote positive nutrition practices.
3. **Pradhan Mantri Matru Vandana Yojana (PMMVY):** one-time cash incentive of Rs. 5000/- is provided directly in the account of PW&LM for a first living child of the family subject to certain conditions. The eligible beneficiaries also receive additional cash incentives towards maternity benefit under Janani Suraksha Yojana (JSY) after institutional delivery so that a PW&LM beneficiary gets Rs. 6000/- on average.
- ❖ **Gender Inclusiveness:** It plays an important role in improving the health of the children during their formative period. The scheme's conditions are geared towards making sure that pregnant women can better take care of themselves during pregnancy and improve their health-seeking behaviours.
 - ❖ **Gender budgeting and gender disaggregated data:** PMKVY is one of the biggest schemes being administered by the MWCD, with around 8.5% of the overall MWCD budget being allocated to the delivery of PMMVY. IEC budget under the scheme is underutilized. PMMVY is designed to provide economic incentives to partially compensate for the wage loss women experience during their pregnancies.
 - ❖ **Awareness:** The PMMVY scheme has inbuilt provision for undertaking IEC campaigns as well as other campaigns to improve the awareness of the scheme amongst the potential beneficiaries.
 - ❖ **Impact:** The scheme has been able to reach more than 1.4 crore beneficiaries in 3 years. The scheme has achieved more than 90% of the target by Dec 2019. An average of 18,700 new beneficiaries are registered every day.
4. **Scheme for Adolescent Girls (SAG)** was launched in 2017 to break the inter-generational cycle of nutritional and gender disadvantage and provide a supportive environment for the development of adolescent girls.
- ❖ **Gender Inclusiveness:** SAG covers out-of-school girls in the age group of 11-14 years. The package of services given to adolescent girls under this scheme includes nutrition provision; health check-up and referral services etc
 - ❖ **Gender budgeting and gender disaggregated data:** The MWCD is responsible for budgetary control and funds are to be released to State Government/UT in two installments by the MWCD. 10% of the total scheme outlay available as flexi-fund.
 - However, fund utilization for the SAG has remained low.
 - ❖ **Awareness:** SAG envisions a multi-sectoral IEC campaign to fuel behaviours towards better education and nutrition for adolescent girls. Community mobilisation is envisaged through activities like mid-media activities, kala jathas and street plays. The scheme guidelines mandate key roles to be played by the front-line workers to spread awareness and encourage positive behaviour change at the community level.

- ❖ **Impact:** The scheme has been able to reach out to and provide nutrition support to about 13.2 lakh AGs in 2018-19 and around 25 lakhs through non-nutrition interventions. These girls have been positively benefited from the program. Training on life-skills is a difficult area and a challenge for the AWW to arrange such events with their limited capacity.
5. **National Crèche Scheme (NCS):** The main components of the scheme include: Day-care including sleeping facilities for children (aged 6 months to 6 years) of working women employed for a minimum of 15 days in a month or 6 months in a year and early stimulation for children below 3 years and PSE for 3 to 6 years old children.
- ❖ **Gender Inclusiveness:** The stated objective of NCS is to support the improvement of nutritional and health status of children and it also plays an important role in empowering women to go out and participate in the labour force.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** NCS is a women-centric scheme, and hence 100% funds allocated under the scheme are accounted for under the gender budget.
 - ❖ **Capacity Building and Advocacy:** The implementing agencies have been made responsible for undertaking regular staff training from their resources. However, due to limited finances and lack of initiatives, only a few trainings have been conducted so far.
 - ❖ **Awareness:** Nationals and State officials stated that it is the sole responsibility of the NGOs to create awareness about the scheme and the crèches in their catchment area. The awareness of the scheme at present takes place through words of beneficiaries.
 - ❖ **Impact:** It is difficult to assess the actual impact of the scheme on children enrolled in the crèches as there is an absence of indicators as well as data on improvement in their nutritional and educational levels as well as their mothers' participation in the labour force.
6. **Child Protection Scheme (ICPS):** The CPS scheme plays an imperative role in protecting the most marginalised and vulnerable sections of the child population from abuse, exploitation and violence.
- ❖ **Gender Inclusiveness:** The scheme focuses on children from the most vulnerable and marginalised sections of society.
 - ❖ **Awareness:** Scheme aims to raise public awareness, educate public on child rights and protection on situation and vulnerabilities of children and families, on available child protection services, schemes and structures at all levels.
 - ❖ **Impact:** The evaluation could not undertake a comprehensive assessment of the impact of the Scheme due to a lack of available secondary evidence.
 - ChildLine has shown improved performance and promise over the years with the increase in the number of calls and cases where they have provided assistance and referral services.
 - WCD data indicates that the total number of missing children as on March 2020 stands at 3,69,710 out of which 2,55,695 have been **traced**. The total number of found children stands at 2,92,449 in India.

7. **Beti Bachao Beti Padhao (BBBP):** The campaign aimed at ensuring that girls are born, nurtured and educated without discrimination to become empowered citizens of this country with equal rights.
 - ❖ **Gender Inclusiveness:** In line with the international commitments and rights of the girl child to life, survival, protection, education and participation underscored in SDGs, CRC and CEDAW, BBBP scheme as a unique initiative for dealing proactively with discrimination against the girl child has been significantly relevant.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** In addition, BBBP provides a healthy budget allocation for the girl child at the central and state levels, thereby ensuring financial provisions to support the legislative provisions for the protection of the girl child.
 - ❖ **Awareness:** A nation-wide campaign was launched for celebrating Girl Child. A 360° media approach has been adopted to create awareness and disseminating information about the issue across the nation.
 - ❖ **Impact:** The BBBP Scheme has been able to show significant improvements in the Sex-Ratio at Birth (SRB) numbers. The MoHFWs HMIS data shows that SRB has shown an increase across the country, with the SRB increasing from 918 in 2014-15 to 931 in 2018-19.
8. **Swadhar Greh Scheme** is the only scheme that looks to support the needs of women who are in distress and require a place to live. The scheme is relevant given the rise in crimes against women in India and the volume of women affected by domestic violence.
 - ❖ **Gender Inclusiveness:** Scheme aims to support the needs of women who are in distress and require a place to live. The scheme provides equitable services to all women who approach the homes for shelter. Scheme is available for women from all religions and social strata.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** Swadhar Grehs are struggling financially, with low budgetary provisions under the scheme guidelines, and severely delayed fund disbursements.
 - ❖ **Capacity Building and Advocacy:** There is no mechanism in the scheme implementation of training and capacity building for the Swadhar Greh staff..
 - ❖ **Awareness:** The scheme directs state governments and implementing agencies to raise awareness of the availability of and provisions within shelter homes.
 - ❖ **Impact:** Low number of Swadhar Greh. Moreover, the numbers have fallen from 550 to 419 between 2017-20 which has led to overcrowding of these grehs in many states.
9. **Ujjawala Scheme** addresses all aspects which leads to commercial sex trafficking of women and children. Scheme works on prevention of trafficking activities and provides complete rehabilitation to the affected women and children.
 - ❖ **Gender Inclusiveness:** Prevents women and children who are victims of trafficking for commercial sexual exploitation.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** Fund utilisation has remained poor with only 13% budget utilised in 2018-19. Ujjawala centres are given financial support for providing shelter and basic amenities as well as for undertaking vocational training and income generation activities to provide the victims with alternate livelihood option.

- ❖ **Inclusion of Transgender:** The omission of the transgender community is particularly noted in the Ujjawala scheme guidelines. There are no additional provisions under the scheme for the inclusion of transgender individuals.
 - ❖ **Capacity Building:** Vocational courses are offered in shelter homes continue to stereotype “female” work and provide options for very meagre non-sustainable sources of livelihood such as embroidery, pickle making, basket making, etc.
 - ❖ **Awareness:** As per the scheme guidelines, awareness generation through mass media; and Development and printing of awareness generation material such as pamphlets, etc., in local language.
10. **Working Women’s Hostel:** Scheme provides women with support services like safe accommodation with food and medical assistance.
- ❖ **Gender Inclusiveness:** The benefits of the scheme are offered to all beneficiaries irrespective of their socio-cultural backgrounds. The scheme aims to provide accommodation for a maximum period of three years to the following categories of working women i.e working women, women who are under training for the job and girls up to the age of 18 years and boys up to the age of 5 years.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** Percentage of fund utilisation significantly declined from 83% in 2017-18 to 51% in 2018-19
 - ❖ **Awareness:** As per the scheme guidelines, it is the responsibility of the implementing agency to create awareness. In line with the same, the State officials shared that the NGOs at their level, annually advertise in newspapers, local TV and their websites about the availability of seats and the application process for the hostels.
 - ❖ **Impact:** 963 hostels sanctioned to date and 73,387 beneficiaries covered.
11. **Mahila Shakti Kendra (MSK):** Scheme aims to train and build capacities of women at the grassroots level and to get a gender perspective across policy and practices at the national, state and district level.
- ❖ **Gender Inclusiveness:** The objectives of the scheme have been significantly designed to mainstream gender, especially in the areas of skill development, employment, digital literacy, health and nutrition.
 - ❖ **Capacity Building and Advocacy:** Empowerment of rural women through community participation in 115 aspirational districts is also envisaged under the scheme
 - ❖ **Awareness:** It has been envisaged that student volunteers will play an instrumental role in awareness generation regarding various important government schemes/ programmes as well as social issues that have an impact on the lives of women in each block. Role of NGOs is mandated in the scheme guidelines, i.e. awareness generation, training and capacity building through student volunteers at the block level.
12. **Gender Budgeting, Research, Publication and Monitoring:** Gender budgeting (GB) is an approach to government fiscal policy that seeks to use a country’s national and local budget(s) as a tool to resolve societal gender inequality and promote inclusive development. It involves studying a budget’s differing impacts on men and women to set new allocations and revenue policies to promote greater efficiency and equity as regards gender equality.

- ❖ **Gender Budgeting and Gender Disaggregated data:** 20 States have institutionalised Gender Budgeting through trainings, Gender Budget Cells and Gender Budget Statement
 - ❖ **Capacity Building and Advocacy:** In the last three FY, a total of 150 trainings have been conducted, and 8,000 participants have been trained.
 - ❖ **Impact:** At present, GB forms only 4.9% of the total expenditure budget and 0.63% of the GDP of the country. 23 States have adopted gender budgeting.
13. **One-Stop Centre (OSC) Scheme** provides institutional mechanism to support the survivors of VAW and full range of services including police and judicial response, legal and health care services, psycho-social counselling. It offers strong convergence for essential services needed by the survivors.
- ❖ **Gender Inclusiveness:** Support and assistance is provided to women affected by violence, both in private and public spaces, under one roof. The OSC supports all women including girls below 18 years of age affected by violence, irrespective of caste, class, religion, region, sexual orientation or marital status.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** In absence of access to disaggregate data on the beneficiaries reaching out to OSCs, the evaluation is unable to assess the frequency of use of OSC by women from different economic strata.
 - ❖ **Awareness:** Various means and mediums are used to popularise OSC, large scale awareness camps, use of mass media, community meetings, use of NGOs etc. However, scheme has been less effective in the generation of scheme awareness.
 - ❖ **Impact:** A remarkable increase in coverage is observed in the last 15 months. 400 OSCs have been operationalised since Dec 2018 and 684 OSCs have been set up which are supporting more than 2.8 lakh women.
 - ❖ **Inclusion of Transgender:** There are no separate provisions under the scheme for the inclusion of transgender individuals in availing the benefits of the Scheme
14. **Mahila Police Volunteers (MPV) Scheme:** MPVs aim to link rural women with police and provide redressal ability to cope with the challenges faced by them. It provides a support system to respond to the needs of the survivors of VAW and prevent them from dropping out from the justice process.
- ❖ **Gender Inclusiveness:** An MPV could be any woman who is socially committed towards empowerment of women and girls, willing to raise her voice against gender-based violence and supports the police in creating a gender-just society free from violence.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** The impact assessment is also difficult due to a lack of available data on the number of cases referred to OSCs, WHL and shelter homes by MPVs, the number of cases reported by MPVs to police, and the conclusion of the reports and referral
 - ❖ **Awareness:** MPV activities around awareness generation and conducting one to one and community meetings to build confidence among women, families.
15. **Universalisation of Women Helpline:** WHL is a critical component of GOI's efforts to curb the menace of violence against women.

- ❖ **Gender Inclusiveness:** The scheme intends to provide 24 hours emergency and non-emergency response to women affected by violence through referral (linking with appropriate authority such as police, OSC, hospital etc.) and by providing information about women related government schemes and programs across the country through a single uniform number.
- ❖ **Awareness:** States use multiple platforms to popularise WHL including FLWs, large scale awareness camps, mass media, community meetings, use of NGOs etc.
- ❖ **Impact:** Operationalised in 33 States and UTs and supported more than 47.9 lakh calls to date. Especially effective in States/Uts where the incidents of VAW has been high, such as Delhi, Uttar Pradesh, Bihar, Punjab and Gujarat..The evaluation is not able to assess the impact of the WHL scheme since it does not have access to the data

Human Resource Development

1. **Sarva Shiksha Abhiyan** is a flagship scheme of the Ministry of Education launched in 2001 with the objective of achieving universalization of elementary education (UEE) through universal access and retention in a time bound manner. Bridging all gender-social gaps in school education and provision of quality school education at all levels of schooling.
 - ❖ **Gender Inclusiveness:** Scheme aims to bridge all gender-social gaps in school education and provision of quality school education at all levels of schooling.
 - ❖ **Gender Budgeting:** The scheme budgets around 30 percent of overall allocations towards gender initiatives.
 - ❖ **Provisions for inclusion of Transgender:** Sarva Shiksha Abhiyan-RTE framework does not have specific mention of inclusion of transgenders. However, Samagra Shiksha Implementation Manual articulates the need for inclusion of transgender students in mainstream school education, and calls for greater involvement of NCPCR, SCPCR and REPA in ensuring the same.
 - ❖ **Capacity Building & advocacy:** Executed through various interventions such as KGBV, self-defence training for girls, Innovation Fund for ensuring inclusion of girls. Furthermore, all states indicated presence of a specialized women's grievance cell, anti-sexual harassment campaigns apart from the scheme interventions and training materials under NCERT curriculum for teacher educators/students on gender equality and empowerment.
 - ❖ **Impact of provisions:** Although the scheme does not specifically highlight any women friendly policies however, these aspects are ensured by the personnel being employed by state or central governments. No wage gaps are observed, and the overall ecosystem is found to be having women friendly policies. During the Key Informant Interviews, around 68 per cent of the SMC/SMDs surveyed indicated that gender friendly policies are helping in greater empowerment of women.
 - ❖ **Best Practice: Uttarakhand** indicated undertaking of awareness programs and providing escort facilities for solitary and disabled girls. **Puducherry** revealed initiatives in collaboration with NGOs such as Uma Educational and Technical Society to prevent early marriage of girls amongst the fishing community and initiatives to mainstream these girls into education. **Bihar** indicated usage of CCTV cameras, biometric

attendance system in all KGBVs for safety/security of girls/female staff and provides escort allowance for solitary/disabled girls.

2. **Rashtriya Madhyamik Shiksha Abhiyan (RMSA)** was launched in mission mode in 2009 with the objective to (a) achieve universal access to secondary education, (b) ensure universal retention by 2020, (c) provide schooling facilities within reasonable distance from habitations, (d) improve quality secondary education through capacity building and enhancement, (e) ensure all secondary schools adhere to specific norms and (f) eliminate gender, socio-economic and disability barriers to secondary education.
 - ❖ **Gender Inclusiveness:** Scheme is inclusive of all and aims to eliminate gender, socio-economic and disability barriers to secondary education.
 - ❖ **Gender Budgeting:** This scheme has a gender budgeting component with 30 percent of the funds allocated set aside for equity in gender. The revised estimate comes to Rs. 1264 crores for the year 2018-19 which is Rs. 90 crores more than the 2017-18 actual expenditure that was incurred.
 - ❖ **Availability of Gender Disaggregated data (in terms of percentage of all schemes):** Student beneficiary level data is not available in public domain. However, since schools are also beneficiaries of the scheme, relevant information pertaining to schools other than details of financial assistance are available on U-DISE.
 - ❖ **Provisions for inclusion of Transgender:** There were no clearly articulated initiatives towards the transgender people as part of RMSA. However, Samagra Shiksha scheme that subsumed RMSA, articulated the need to benefit the transgender people. Thus, the scope of RMSA covered all vulnerable groups.
 - ❖ **Activities pertaining to capacity building & advocacy:** Gender specific vocational courses were designed to promote women employment and income generation. In addition, SRCs have designed and executed awareness building and capacity building programs on women safety, gender equality and sexual harassment for scheme beneficiaries and master trainers.
 - ❖ **Advocacy/Awareness Activities conducted for gender equality:** Training/awareness session for sensitization of the workforce on gender equality are conducted for beneficiaries. However, gender sensitization training for the officials at various levels are not conducted regularly, as reported across states.
 - ❖ **Impact of provisions:** RMSA has resulted in much faster progress in terms of adding separate toilets for girls in schools. The GER for girls has shown a positive trend since the inception of the scheme. At the secondary level, the GER for girls has marginally risen from 76.91 in 2014 -15 to 80.62 in 2017-18.
 - ❖ **Best Practice:** Many state governments such as **Bihar** initiated transport facilities. States such as **Rajasthan** provided transportation vouchers to girls, to encourage participation in secondary education. Few state governments such as **Tamil Nadu** have introduced mobile counselling services to address emotional and adolescent issues of girls at the secondary and senior secondary level.
3. **Centrally Sponsored Scheme on Teacher Education (CSSTE)**, started during the 7th plan (1985-92) aims to strengthen government and government-aided Teacher Education Institutions (TEIs) to help provide trainings to teachers before they commence teaching (pre-service), in-service training to appointed teachers and training of trainers.

- ❖ **Gender Inclusiveness:** There is a focus on gender sensitivity in the scheme, with norms for equity. CSSTE looks towards strengthening institutions providing TEIs and training programmes to both potential and employed teachers, irrespective of gender, demography, caste, class and category.
 - ❖ **Use of Gender Budgeting:** Gender budgeting is being practised to the extent of 30%.
 - ❖ **Availability of Gender Disaggregated data:** The data is available only at input level that is only in terms of number of institutes to be strengthened and number of teachers trained under pre-service and in-service teacher's training.
 - ❖ **Capacity Building & advocacy:** Training provided elaborate understanding on women safety and security measures to be adopted at school/training institute level, self-defence training such as martial arts etc., better understanding and knowledge of women issues and mitigating measures for the same etc.
 - ❖ **Awareness-raising communications** in the form of grievance redressal, and sexual harassment policies is still absent.
 - ❖ **Impact of provisions:** As part of job roles and career progression, specific number of teacher roles have been allotted to women.
4. **Mid-Day Meal Scheme (MDM):** National Programme of Mid-Day Meal Scheme (NP-MDMS) is the world's largest school feeding programme and operates through more than one million schools to reach 120 million children across the country every day.
- ❖ **Gender Inclusiveness:** MDM is entitled to all children in class I to VIII who attends the schools irrespective of their gender.
 - ❖ **Use of Gender Budgeting:** Gender-based budgeting is not actively practiced under the scheme considering the design of the scheme.
 - ❖ **Activities pertaining to capacity building & advocacy:** The scheme ensures effective mobilization of women and especially mothers towards their role in supervision of the preparation and cooking of meal. The scheme gives preference to women in the engagement of cooks and helpers.
 - Trainings have been conducted with respect to health, and hygiene, but nothing with its focus on women
 - ❖ **Advocacy/Awareness Activities conducted for gender equality:** There is nothing explicitly stated about provisions for sensitization of the work force, ensuring safeguards for women, or trainings about sexual harassment.
 - ❖ **Best Practice:** The state of **Haryana** under NP-MDMS started an initiative - Beti Ka Janamdin -School Me Abhinandan. The schools celebrate every third Tuesday of the month as a girl student's birthday jointly as Beti Ka Janamdin - School Me Abhinandan. All the girls having birthdays in the month are specially treated and given additional treatment (namkeen or sweet) as part of MDM.
5. **Rashtriya Uchchatar Shiksha Abhiyan (RUSA)** was conceptualized to improve the access, equity and excellence in higher education in India. RUSA is a norm and outcome-based scheme whose launch on 3 October 2013, for a period of five years, marked the government's concerted emphasis on improving the last leg of the education ecosystem.

- ❖ **Gender Inclusiveness:** Gender equality has been explicitly mentioned in the scheme guidelines and equity along these lines is being actively practiced. RUSA has specific initiatives that help in improvement in equity among disadvantaged groups. There are dedicated components and priority funding is given to promote higher education among disadvantaged groups and in areas that are educationally backward.
 - ❖ **Use of Gender Budgeting:** This scheme also has a gender budgeting component with 30 percent of the funds allocated set aside for equity in gender. For 2019-20, Rs. 735 crore have been outlined for the same.
 - ❖ **Inclusion of Transgender:** There are no specific interventions for inclusion of transgenders in the scheme.
 - ❖ **Activities pertaining to capacity building & advocacy/Awareness Activities conducted for gender equality:** Many states offer training to address concerns of women, conduct of self-defence training, workshops on legal awareness, women safety, etc.
 - ❖ **Impact of provisions:** Gender Parity Index in higher education is 1 for overall population and over 1.01 to 1.02 for SCs and STs indicating parity in participation of girls in higher education.
6. **Scheme for Providing Education to Madrasas and Minorities (SPEMM):** The key objectives of the scheme include development of minority education in the country through (i) Introduction of modern subjects in traditional religious institutions like Madrasas (ii) Enhancing quality of education (iii) Improving teacher quality (iv) Strengthening of administration of Madrasa Boards (v) Development of infrastructure in minority institutes.
- ❖ **Gender Inclusiveness:** The scheme gives articulated emphasis on girls, children with special needs and those who are most deprived educationally amongst the minorities.
 - ❖ **Use of Gender Budgeting:** This scheme also has a gender budgeting component with 30 percent of the funds allocated set aside for equity in gender. For 2019-20, Rs. 36 crores have been outlined for the same.
 - ❖ **Provisions for inclusion of transgender:** There are no clearly articulated initiatives towards the **transgender people** as part of the SPEMM.
7. **Saakshar Bharat** is a CSS for Adult Education and Skill Development to improve literacy rate. It is being implemented in rural areas of 410 districts in 26 States and one UT that had adult female literacy rate of 50 per cent and below (as per Census 2001). Additionally, it is being implemented in left wing extremism affected districts, irrespective of their literacy rates, with special focus on women and other disadvantaged groups.
- ❖ **Gender Inclusiveness:** Scheme's entire design was given gender treatment to focus on adult female literacy, with special priority given to women from SC/ST/minorities/others and adolescents in rural areas communities, for reducing gender gap (less than 10 percent), and social and regional disparities in literacy. Explicit targets are prescribed for most of these groups in the scheme's guidelines.
 - ❖ **Gender Budgeting** is not being practised under the scheme.
 - ❖ **Provisions for inclusion of transgender:** There are no specific interventions for transgender people in the scheme's guidelines. However, the scheme's design does address 'Other' disadvantaged groups.

- ❖ **Activities pertaining to capacity building & advocacy:** Training/awareness building sessions for sensitization of the work force on gender equality/empowerment are organized for beneficiaries.

Urban Transformation

1. **Smart Cities Mission (SCM)** aims to promote cities that provide core infrastructure and give a decent quality of life to its citizens along with a clean and sustainable environment through application of 'smart' solutions.
 - ❖ **Gender Inclusiveness:** As per the mission guidelines, several projects in their design are focused on women needs with special attention to sanitation and safety of women.
 - Several projects such as hostels for the underprivileged working women, girls hostel, rain-basera for homeless women, infrastructure improvement at government or municipal girls schools, sanitary napkin vending machines & incinerators for disposal have positively impacted girls and women. Public toilets are designed while taking gender sensitivity into consideration.
 - The Mission promotes universal design principles that addresses needs of PWD, women & children.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** Gender budgeting is not being practised in the scheme.
 - A state-of-the-art 'India Urban Observatory (IUO)' operationalised in March 2019 by MoHUA provides data and insights into various aspects such as women safety, health, education etc. through a dashboard at Global, National, State and City levels.
 - ❖ **Impact:** 183 projects such as women's thana, mobile apps for alerting and centres for women in distress, with a total budget of 4680 Crores, had a positive impact on safety & security of vulnerable women
2. **Atal Mission for Rejuvenation and Urban Transformation (AMRUT)** aims to ensure that every household has access to a tap with the assured supply of water and a sewerage connection. It further aims to reduce pollution by switching to public transport or by constructing facilities for non-motorised transport (e.g. walking and cycling). All these outcomes are valued by citizens, particularly women, and indicators and standards have been prescribed by the MoHUA in the form of Service Level Benchmarks.
 - ❖ **Gender Inclusiveness:** Mission addresses gender concerns by providing water tap connections within the household premises which reduces women's workload. This further reduces various ensuing health risks among women as well as their children.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** Currently the mission does not track or monitor gender-disaggregated data on the projects, or account for gender-based budgeting for the projects.
3. **Pradhan Mantri Awas Yojana (Urban)** aims to provide housing to all eligible families/beneficiaries by providing central assistance to implementing agencies and beneficiaries through States, UTs and central nodal agencies.

- ❖ **Gender Inclusiveness:** The PMAY(U), recognises the needs of the women, and hence mandates that the houses constructed should be in the name of the female head of the household or in the joint name of the male head and his wife.
 - The scheme has adequate focus on inclusion and equity. It designates women as the direct beneficiary leading to gender mainstreaming.
 - Strong women participation and decision making was observed across some States, as housing affects women the most.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** The total gender budget during FY 2019-20 has been Rs. 3537.4 crore which constitutes 51.6 percent of the budget estimate.
 - 75 percent of the approved houses have been registered under women's name/co-joint ownership, based on the data received from MoHUA.
 - Around 48 per cent of the Beneficiary-Led Construction (BLC) households have female/co-ownership.²⁵
 - ❖ **Advocacy/Awareness Activities:** According to Focus Group Discussion (FGD) responses most of the respondents were aware that mission mandates registration of houses under female's name. This was largely driven by the awareness created by ward councillors and government officials.²⁶
 - ❖ **Inclusion of Transgender:** The mission has provided benefits to 770 transgenders till date.
 - ❖ **Capacity building and advocacy:** Training was provided to female masons (Rani Mistri) in some states like Jharkhand. Rani Mistri is a term which was accepted by the society for female masons and it gave motivation to the daily wage women.
4. **Swachh Bharat Mission (Urban)** aims to eliminate the practice of open defecation, manual scavenging and promote capacity augmentation for ULBs to create an enabling environment for private sector participation in CAPEX (capital expenditure) and OPEX (operation and maintenance expenditure). Additionally, the mission aims to generate awareness about sanitation and its linkage with public health;
- ❖ **Gender Inclusiveness:** Three local bodies in Andhra Pradesh incorporated a gender integration framework into their sanitation planning to create social mobilisation structures for gender inclusion at different levels in the city governance. Initiatives such as pink toilets, gender mainstreaming in Urban Local Bodies (ULBs) etc. promoted gender inclusivity in Andhra Pradesh.
 - The positive impact of increased sanitation on women and girls was mentioned during FGDs too.²⁷
 - Sanitation is a key service for women and adolescent girls. MoHUA has released gender-responsive guidelines under SBM(U). However, there is no systematic tracking of adherence on gender inclusivity.

25 EY and Athena Primary Research: HH surveys, 2020

26 EY and Athena Primary Research: FGDs, 2020

27 Footnote 12

- The SBM(U) guidelines mandates one seat for every 25 women in community toilets, and two seats for women for a community toilet that serves up to 100 persons. While this is the minimum number mandated, increasing the seats available for women would improve access and cleanliness for women. A national level KII suggests that the current number of seats in community toilets are inadequate for women.²⁸
 - ❖ **Gender Budgeting and Gender Disaggregated data:** SBM(U) does not have a separate provision for gender budgeting.
 - ❖ **Capacity Building and advocacy:** The NUHM and SBM also worked to involve all the community level workers like Mahila Arogya Samiti (Women's Health Committee), Self Help Groups, Area Level Federation, City Level Federation etc., through capacity development and training.
 - ❖ **Awareness:** To improve adoption of safe sanitation practices, the IEC strategy is a key component of the mission. The IEC strategy focuses on creating awareness. Awareness campaigns aim to dispel common misconceptions around function, usage and maintenance of facilities in order to destigmatize toilet use and improve dignity and quality of life, especially for **women and children**.
5. **Deendayal Antyodaya Yojana (DAY-NULM)** was launched on a mission mode to improve urban livelihood, to address the issue of urban livelihood and urban poverty alleviation in a structured manner. The scheme aims to address the occupational and social vulnerabilities of India's urban poor by creating opportunities for skill development which can lead to market-based employment and help them set up self-employment ventures.
- ❖ **Gender Inclusiveness:** Gender equality and women's empowerment are central to DAY-NULM's mandate.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** The total expenditure on gender is Rs. 510 crores. 21 percent decrease is observed in the gender budgetary allocation between 2014-15 and 2019-20. Also, gender budget statement is available only for two financial years.
 - MIS system tracks gender-disaggregated data to measure performance (in terms of coverage). Mission has exceeded its target of 30 per cent proposed under the mission guidelines.
 - Till 31st March 2020, 1.35 lakh beneficiaries under the Self Employment Programme-Individual (SEP-I) and 1.61 lakh under SEP-Group (SEP-G) were women. 38 per cent of the SEP-I beneficiaries, and 95 per cent of the SEP-G beneficiaries are women.
 - ❖ **Capacity building and advocacy:** Till 31st March 2019, the mission has trained 9.59 lakh women candidates which represents 70 per cent of the total trained candidates, greater than the target of 30 per cent proposed under the mission guidelines.
 - 71 per cent of the trained women candidates have received certification, and 53 per cent of certified women have received employment. Statistical analyses reveal that the women are being trained.

²⁸ EY & Athena Primary Research: KIIs, 2020

- ❖ **Advocacy/Awareness activity:** Women-led SHGs are at the centre of this approach. SHGs play an essential role in delivering awareness, training, finance, and monitoring on sanitation and waste management.
 - According to the mission MIS data, over 2.76 lakh SHGs under NULM are involved in livelihood/economic activities, and over 70 per cent of the trained candidates under EST&P are women.
- ❖ **Inclusion of Transgender:** Several states like Kerala, Odisha etc. have been promoting SHGs with transgender members.

Health

1. **National Rural Health Mission** was launched in 2005 to undertake a shift in the public health system and to provide accessible, affordable and accountable primary healthcare services to poor households in remote parts of rural India. The thrust of the mission has been on establishing a fully functional, community owned, decentralized health delivery system with inter-sectoral convergence at all levels and to ensure simultaneous action on a wide range of determinants of health such as water, sanitation, education, nutrition, social and gender equality.
 - ❖ **Gender Inclusiveness:** Under NRHM, only Reproductive and Child Health (RCH) and family planning programs have gender specific considerations. Changing societal norms and biases on gender issues requires continuous and concerted engagement with the community and multi-sectoral convergence. Pre-Conception and Pre-Natal Diagnostic Techniques (PCPNDT) Act, 1994 has been enacted to stop female foeticides and the declining sex ratio in India. The act banned prenatal sex determination through amendments in Medical Termination of Pregnancy Act.
 - Significant contribution towards SDG and NHP-2017 goals. IMR, U5MR, MMR have been reducing at a steady rate since the inception of NHM.
 - Use of technology has been scaled up e.g. m-health, telemedicine etc.
 - Various initiatives have been scaled up to realize the NHM impact (through PPP).
 - Introduction of free services like ambulance services, free drugs and diagnostics and urban healthcare services.
 - NUHM services are provided through the Female Health Workers (FHWs), essentially ANMs who are headquartered at the Urban PHCs and are given an induction training of three to six months. These ANMs report at the U-PHCs and then move to their respective areas for outreach services (including school health) on designated days. They are provided mobility support for providing outreach services (UPHC under NUHM – Roles, Responsibilities and Management).
 - NRHM brought about a significant change in the role and scope of community participation. Major initiatives under community process were formation and financing of village health, sanitation and nutrition committees; and Rogi Kalyan Samitis which substantially increased public participation in all public health care facilities ranging from the village level sub-centre to the district hospital. Important innovations such as community monitoring and civil society involvement in district

health planning further enhanced community participation. The most visible face of NRHM is the ASHA, the female community health worker. The ASHA program has generated global interest and is the subject of several studies and evaluations.

- VHSNCs have both male and female workers, MAS comprises only female workers. Male workers have proven to be more effective in reaching out to male population in marginalised areas by avoiding social stigmas and barriers.
 - Equity and gender mainstreaming initiatives are taken at the policy level to provide equal opportunities to all for availability of health services (Ministry of Health and Family Welfare, 2014). NHM has contributed towards ensuring equity in availability of healthcare services to all.
 - The long-term objectives of NHM include reduction of maternal and child mortality, population stabilisation, gender and demographic balance. The National Health Policy, 2017 aims at reduction of U5MR to 23 by 2025, IMR to 28 by 2019, MMR from current levels to 100 by 2020 and TFR to 2.1 or less by 2025.
- ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not in practice for the scheme.
- ❖ **Provisions for inclusion of Transgender:** Focused interventions are being implemented for the high-risk communities (MSM, Transgender, FSW, etc.) w.r.t HIV/AIDS control.
- NHP-17 envisages promotion of research on social determinants of health along with neglected health issues such as disability and transgender health.
- ❖ **Capacity Building & advocacy:** ASHAs and ANMSs are given specific training in their work areas. However, assistance in career progression is missing for ASHAs as they are contractual in nature.
- The first batch (30 participants from five states) of Midwifery educator training was launched on 6th November 2019 at National Midwifery Training Institute at Fernandez Hospital, Telangana. Similarly, under RMNCH+A, through programs such as RKSK, the government focuses on gender-based violence. To improve menstrual health among adolescent girls in rural India, the government launched a component under RKSK to procure and distribute sanitary.
- ❖ **Provisions Advocacy/Awareness Activities:** To address gender issues, programs like Janani Suraksha Yojana (JSY), Janani Shishu Suraksha Karyakram (JSSK), National Ambulance Services (NAS) and, Mother and Child Tracking System (MCTS) have been initiated under NHM giving services specifically for mother and child healthcare (Ministry of Health and Family Welfare, 2019).
- The 'Midwifery Services Initiative' has been rolled out in order to improve the quality of care and ensure respectful care to pregnant women and new-borns. The initiative was launched during the Partners Forum held at New Delhi in December 2018.
 - The 'Midwifery Services Initiative' aims to create a cadre of Nurse Practitioners in Midwifery who are skilled in accordance to competencies prescribed by the International Confederation of Midwives (ICM) and are knowledgeable and capable of providing compassionate women-centred, reproductive, maternal and new-born health care service

- ❖ **Impact:** There has been a steady improvement in the core maternal and child health indicators. Under NHM, institutional delivery has increased from 40.8% in 2005-06 (NFHS-3) to 78.9% in 2015-16 (NFHS-4) while safe delivery has simultaneously climbed from 52.7% to 81.4% in the same period. Janani Suraksha Yojana (JSY) has contributed in promoting institutional delivery.
 - 17.47 Crore pregnant women and 14.90 crore children were registered in MCTS/ RCH portal as on 6 November 2019
2. **National Urban Health Mission:** The scheme aims to meet the healthcare needs of the urban poor by providing essential primary healthcare services and reducing out of pocket expenditure on treatment. its aim is targeting the people living in slums and converging with various schemes relating to wider determinants of health that is implemented by the Ministries/Departments
- ❖ **Gender Inclusiveness:** The scheme specifically mentions gender equality and equity considerations in its guidelines/objectives and has been designed keeping gender considerations in mind. Mahila Arogya Samiti (MAS) per 250 - 500 population covering approximately 50 - + 100 households to act as community-based peer education group in slums.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting data is not available. However, scheme talks about fertility rate and universal access to reproductive health including 100% institutional delivery and being actively practised.
 - Shortfall of different healthcare providers in urban PHCs, Health Worker [Female] / ANM at PHCs in urban areas: 44%.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people in the scheme.
 - ❖ **Capacity Building & advocacy:** Outreach services under NUHM are provided through the Female Health Workers (FHWs), essentially ANMs who are headquartered at the Urban PHCs and are given an induction training of three to six months.
 - ❖ **Advocacy/Awareness Activities:** The ASHA and the Mahila Arogya Samitis deliver NUHM's community processes interventions. About 70,000 ASHAs and 97,000 MAS have been approved for effective community participation activities
 - ❖ **Impact:** Significant contribution towards SDG and NHP-2017 goals. NUHM is on the path to achieving its target for urban IMR, U5MR, institutional deliveries and MMR (timelines for achieving the targets not defined)
 - Women getting at least 4 ANC at urban health facilities have increased by 6.4% during FY 2019-20 in comparison to previous year as per HMIS data (FY 2018-19= 3,484,522 and FY 2019-20= 3,708,436).
 - Total 77,003 (86%) Mahila Arogya Samitis (MAS) have been formed against the target of 89,446
3. **Tertiary Care Programs** focus on creation of required infrastructure at tertiary level such as Centres of Excellence which shall serve as Institutes to set standards & undertake research in these fields and on development of specialized manpower. The scheme aims to provide timely and specialised healthcare services to people in remote areas of the country. It also aims to reduce OOPE on health by reducing the cost of healthcare services

- ❖ **Gender Inclusiveness:** Gender equity is mentioned in the scheme guidelines (such as NPCDCS). Programs are applicable to all, irrespective of their socio-economic background.
 - There are no gender-friendly plans translating into greater empowerment of women in implementation.
 - ❖ **Provisions for inclusion of Transgender:** Scheme does not mention any initiatives for the inclusion of transgender people.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not being actively practised. and beneficiary level data and updated status of operational tertiary care facilities is not available in the public domain.
4. **Human Resources for Health and Medical Education:** Human Resource for Health and Medical Education' focuses on capacity building of the health workforce through infrastructure development and There are 5 sub-schemes under this CSS one of them is Upgradation/strengthening of Nursing Services (ANM/GNM) scheme aims to establish Auxiliary Nurse Midwifery (ANM) and General Nursing & Midwifery (GNM) schools across the country to meet the shortage of ANMs & GNMs .
- ❖ The relevance of **gender mainstreaming** is not applicable for the scheme.
 - ❖ **Provisions for inclusion of Transgender:** No information is present in the report.
5. **National AYUSH Mission:** 1) Department of AYUSH (re-named as Ministry of AYUSH (MoA) in November 2014, launched National AYUSH Mission (NAM) as a Centrally Sponsored Scheme on September 14, 2014 to be implemented through various States/UTs. Its objectives include:
- Strengthening of AYUSH educational systems.
 - Facilitating the enforcement of quality control of Ayurveda, Siddha, Unani & Homoeopathy (ASU&H) drugs.
 - Ensuring sustainable availability of ASU&H raw materials by promotion of cultivation and post-harvest processing of medicinal plants.
- ❖ **Gender Inclusiveness:** The framework for implementation of NAM does not include specific initiatives for gender mainstreaming. However, through facility visits, it has been observed that States like Kerala have taken up initiatives to improve maternal and child healthcare through a combination of AYUSH and standard treatments utilizing the funds of NAM. Further, as per NSSO 75th round, AYUSH services in India are being utilized largely by female patients over male patients, particularly in urban areas.
 - A larger percentage of ailments in females over males, primarily ailments in urban females, is treated by AYUSH in India.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting data is not available and being actively practised.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives are taken for transgenders under this scheme.
 - ❖ **Capacity Building & Advocacy:** Data unavailable

- ❖ **Advocacy/Awareness Activities:** Primary surveys have shown low levels of awareness about AYUSH services Under the AYUSH services component, support is being provided under NAM for Public Health Outreach Activity Public health outreach activities also aim at increasing awareness about AYUSH's strength in addressing community health problems resulting from epidemics and vector-borne diseases, maternal and child health etc.

Rural Development

1. **Mahatma Gandhi National Rural Employment Guarantee Act (MG-NREGA)** is a demand driven wage employment scheme. Every adult member of a household in a rural area, having job card (as per MG-NREGA), is eligible for a demand for a job under the scheme. It reinforces that all men and women should have a voice in decision-making, either directly or through legitimate intermediate institutions that represent their interests. Such broad participation is built on freedom of association and speech, as well as capacities to participate constructively.
 - ❖ **Inclusiveness in Scheme Design (in terms of percentage of all schemes):** Under MGNREGS priority in terms of work provided is given to women. As per the MGNREGS Act, 2005, one-third of the beneficiaries are mandated to be women. There are special measures too that are being implemented to address the vulnerabilities of women and girls, facilitate equality of opportunity and provide enabling conditions for socio-economic development.
 - ❖ **Use of Gender Budgeting:** The scheme practices gender budgeting to ensure the financial prioritisation of women's socio-economic needs as workers and as community members.
 - ❖ **Availability of Gender Disaggregated data (in terms of percentage of all schemes):** MGNREGS has its own data portal wherein all information right from job card issued to work completion can be seen. Thus, disaggregated data is available.
 - ❖ **Activities pertaining to capacity building & advocacy:** Under MGNREGS, the formation of Vigilance and Monitoring Committees requires one to be a beneficiary of the scheme. There is also the provision of having women under that committee. The State Social Audit Units arranges training for such women as Village Resource Persons and prepares them to conduct social audits of the works in a GP. Also, few people are fully aware of the redress mechanisms under the scheme.
 - ❖ **Impact of provisions** - From the evaluation's findings it was observed that:
 - 70 percent of the MGNREGS beneficiary households confirmed that they observed women being paid the same wages as men. Further, 52 percent confirmed that women members within their household worked in wage employment in sources other than MGNREGS in the last 2 years.
 - At an all-India level, nearly 1/5th of respondents said that crèche facility was available at the worksite.
 - Legislations such as MGNREGA, that stipulates women's participation at a minimum of 33 percent, saw 54.6 percent and 56.9 percent participation, respectively, in

2018-19 and 2019- 20. In the FY 2017-18, 54.37 percent person days out of the total 1576.9-million-person days in MGNREGS were allocated to women, amounting to 857.3-million person days.

- ❖ **Best Practice:** The case study of the Motherhood Benefit Scheme implemented by the Government of **Chhattisgarh** is noteworthy. This scheme aims to pay a one-month motherhood allowance, with maternity leave to six-to-nine-month pregnant women working under MGNREGS. Other States may also replicate the same to create a more conducive working environment for women.
2. **Pradhan Mantri Awaas Yojana - Gramin (PMAY-G)** was initiated in 2016 with planned completion in 2022. In line with the DoRD's vision to improve the living standard of people living in rural areas, PMAY-G aims to provide a pucca house with basic amenities to all rural houseless households, and to rural households living in kutcha and dilapidated houses.
 - ❖ **Inclusiveness in Scheme Design (in terms of percentage of all schemes):** The guidelines of the scheme mention that houses created within PMAY-G is to be named either jointly in the name of husband and wife or wife alone. Widows & next of kin of defence personnel/paramilitary forces killed in action residing rural areas form a part of the beneficiaries under the Indira Awaas Yojana - Gramin (IAY). Therefore, the scheme is designed keeping in mind gender equality and equity as by assigning house in the name of women, it protects her from potential vulnerabilities she is exposed to because of her gender.
 - The guidelines of the PMAY-G scheme are particular about the inclusion of SHGs in some of the processes of scheme implementation. Provisions advise that women SHG leaders should be part of Social Audit Teams.
 - ❖ **Use of Gender Budgeting:** Gender budgeting is actively practiced within PMAY-G as it is categorized as a 100 percent women specific programme.
 - ❖ **Availability of Gender Disaggregated data (in terms of percentage of all schemes):** Gender disaggregated data on houses sanctioned and completed is available on the portal.
 - ❖ **Provisions for inclusion of Transgender:** The deprivation parameters within SECC, identifies transgender people as one of the vulnerable groups which need house.
 - ❖ **Activities pertaining to capacity building & advocacy:** Women are also provided training facilities for construction of houses under rural mason training. The State of **Jharkhand** deserves a special mention here for its **Rani Mistry** programme as it provides rural mason training to women laborers and encourages their participation in construction of houses.
 - Under the scheme it has been found that 27 percent of houses have been sanctioned to women while 40 percent have been sanctioned jointly.
 3. **Pradhan Mantri Gram Sadak Yojana (PMGSY)** was introduced on 25th December 2000 to give all-weather access to unconnected habitations. PMGSY was envisaged as the backbone of rural infrastructure development and, thereby, part of the Government's poverty reduction strategy. It was implemented with a vision of "rural road connectivity for sustainable and inclusive growth of rural India".

- ❖ **Inclusiveness in Scheme Design (in terms of percentage of all schemes):** PMGSY does not have any provision particularly focused on gender mainstreaming and women empowerment. However, it is believed it will benefit women and girls as they will not feel restricted in travelling if road and transportation facilities are improved.
 - ❖ **Gender Budgeting** is not being practised under the scheme.
 - ❖ **Activities pertaining to capacity Building & Advocacy/Awareness Activities conducted for gender equality:** Rural Connectivity Investment Program (RCIP) of the Asian Development Bank (ADB) assists PMGSY through a multi-project financing facility to support constructing and upgrading to the all-weather standard of 3,998 rural roads in the RCIP states of Assam, Chhattisgarh, Madhya Pradesh, Odisha, and West Bengal. The project prepared a Gender Action Plan (GAP) comprising activities that have boosted women's economic opportunities and their participation in planning and decision-making and have contributed to increased capacities and awareness related to project benefits and other development programs.
 - ❖ **Impact of provisions:** In construction work across all three RCIP States, 35 percent of the construction workers involved were female in all three tranches. In maintenance work, 40 percent female workforce was engaged in tranche 1 and tranche 2 across all five RCIP states. In rural road network management units, 19 percent of staff appointed were women. Thus, the RCIP component has strengthened the pathways for women's labour force participation, and women's representation in leadership and managerial roles.
 - Women SHGs have been roped in for maintenance work in states like Himachal Pradesh, Madhya Pradesh and Uttarakhand, thus opening up possibilities of circular economies.
 - In addition, PMGSY roads have also been observed to enhance women's workforce participation. The entrance of women into the workforce has been reported as the main force behind the 5.5 percent increase in employment in connected habitations.
 - Construction of roads near the habitations in rural areas has positively impacted enrolment and retention of the female students in schools.
4. **Deen Dayal Antyodaya Yojana – National Rural Livelihoods Mission**, formally launched in 2011, was conceived and based on the restructuring of SGSY. The objective of DAY- NRLM was to reduce poverty through sustainable livelihoods and improve the livelihoods of the poor, especially women and the most vulnerable in rural India by 2023-24. DAY- NRLM provides interest subvention for all eligible SHGs to get loans from mainstream financial institutions. It also ensures that at least one member from each identified rural poor household, preferably a woman, is brought under the Self-Help Group (SHG) network in a time-bound manner.
- ❖ **Inclusiveness in Scheme Design:** The design of the scheme plans to ensure that at least one member from each identified rural poor household, preferably a woman, is brought under the Self-Help Group (SHG) network in a time-bound manner.
 - Under Aajeevika Skills, it is mandatory to have 33 percent as women candidates.

- Under MKSP, provision is made for the organisation of women farmers from poor households into producer groups and support is provided to them in the form of training, credit, technology and marketing support
- ❖ **Use of Gender Budgeting:** Gender budgeting is also observed within DAY-NRLM to the extent of 30%.
- ❖ **Provisions for inclusion of Transgender:** It includes provisions for transgender as well. DAY-NRLM can play a crucial role by promoting the inclusion of transgender SHGs within its scheme design.

In this regard, lessons can be drawn from Kudumbashree – State Rural Livelihood Mission of Kerala. It is the first state in the country to end social stigma towards sexual minority groups and also the first one to introduce SHGs for transgender people.

- ❖ **Activities pertaining to capacity building & advocacy:** DAY-NRLM has been able to initiate entrepreneurship among the rural women – the results of the SVEP Mid-Term Evaluation reveal that 75 percent of the enterprises formed were owned and managed by women. Women corresponded to the largest proportion of trainees placed both with bank finance and self-finance (66 percent).
- ❖ **Advocacy/Awareness Activities conducted for gender equality:** Some of the main objectives of the training were to create awareness on gender-related issues, the vulnerability of women and men, government schemes, acts and rights related to women.
- ❖ **Impact of provisions:** Women corresponded to the largest proportion of trainees placed both with bank finance and self-finance (66 percent).
 - The impact of DAY-NRLM on women empowerment, financial inclusion, farm and non-farm employment is positive. Non-farm interventions have scope for expansion. Being part of SHGs has helped women gain a sense of identity within the community and imparted relevant socioeconomic impact.
 - DAY-NRLM has been able to initiate entrepreneurship among the rural women – the results of the SVEP Mid-Term Evaluation reveal that 75 percent of the enterprises formed were owned and managed by women.
- ❖ **Best Practice:** The **World Bank** also corroborated and captured some of the positive impacts of DAY-NRLM on women's empowerment in India. In the state of Bihar, there are nearly seven million women who are part of SHGs under Jeevika. **Through these groups, women have saved nearly \$64 million and leveraged another \$511 million from the formal financial sector.**

5. **The National Social Assistance Programme (NSAP)** is a welfare scheme introduced in the year 1995. The scheme caters to the vision of the DoRD by providing social assistance in the form of pension to senior citizens, widows and divyang. The intention in providing 100 percent Central Assistance is to ensure that social protection to the beneficiaries everywhere in the country is uniformly available without interruption. The scheme aims at empowering vulnerable women economically, especially those who have lost their husbands and the primary breadwinner of their families. Transgender women, victims of crime and harassment, and deserted women are given priority as per the guidelines of the scheme.

All widows suffering from AIDS are considered for the scheme regardless of the poverty exclusion criteria of the scheme. Primary data demonstrated that 35 percent of households which had widows over the age of 40 did not access the scheme by their own will, either due to low awareness or due to rejected application.

❖ **Inclusiveness in Scheme Design (in terms of percentage of all schemes):** Single women, widows and deserted women are particularly affected, facing challenges among their own families, relatives and in their communities. This includes women of scheduled caste and tribe communities as well. When reaching an older age, women are also affected due to their increased life expectancy, especially if compared to men. NSAP seeks to reach out to those women.

- However, not all categories of vulnerable women are included in the scheme such as single unmarried, divorced, abandoned and separated women and whose husbands are missing

❖ **Gender Budgeting** is being practised under the scheme **Indira Gandhi National Widow Pension Scheme**.

❖ **Availability of Gender Disaggregated data (in terms of percentage of all schemes):** Currently, 64 percent (1,90,60,401) of the beneficiaries digitized in NSAP are women which shows presence of disaggregated data.

❖ **Provisions for inclusion of transgender:** Transgender women, victims of crime and harassment, and deserted women are given priority as per the guidelines of the scheme. Currently, 64 percent (1,90,60,401) of the beneficiaries digitised in NSAP are women.

6. **Shyama Prasad Mukherjee Rurban Mission (SPMRM):** The Government of India launched a flagship program, also referred to as National Rurban Mission (NRuM) on February 21st, 2016. The objective of NRuM is the development of clusters of villages that preserve and nurture the essence of rural community life with a focus on equity and inclusiveness, and without compromising with the facilities perceived to be essentially urban, thus creating a cluster of Rurban villages. The scheme in its design has incorporated elements aimed at developing economic activities and skill development along with the provision of urban infrastructure. The clusters are developed in an integrated manner with the convergence of various government schemes in a time-bound manner.

❖ **Inclusiveness in scheme design:** It does not have any specific component that focuses on gender empowerment and the scheme's gender-sensitive interventions are largely dependent on the schemes that converge in a particular cluster. However, the scheme contains specific mechanisms to invoke female labour force participation, particularly through the DAY-NRLM SHG institutions.

- The findings of the 4th Common Review Mission (2018) confirm that the schemes of Rurban clusters are being comprehended and implemented with a vigorous objective of adding livelihood opportunities for rural communities, especially women, youth, and more vulnerable sections of society

❖ **Gender Budgeting** is not being practised under the mission.

❖ **Provisions for inclusion of transgender:** The scheme guidelines do not provide any specific provisions for the inclusion of transgender people.

- ❖ **Activities pertaining to capacity building & advocacy:** Infrastructure improvements benefit women, provide employment, and skilling. Through SPMRM, GPs, which could earlier not provide skills or enhance SHGs can now provide equipment/machinery and physical infrastructure such as farm equipment. Also, SPMRM has also been noted to reduce the gender wage gap.
- ❖ **Impact of provisions:** It is noted that out of the total 374,880 employment opportunities created, 60.8 percent (i.e. 227,932) opportunities have been for women.
 - SPMRM has been noted to contribute to gender integration at the workplace in rural areas, by reducing the income inequality gap and creating more gender-sensitive workspaces.

Jobs & Skills

1. **Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)** was launched in 2016 with the objective of incentivising the employers for generation of new employment by paying employer's full contribution i.e. 12 percent towards EPF and EPS (as admissible from time to time) for a period of three years. Initially, the government was paying 8.33 percent EPS contribution of the employer for all sectors for the new employees. The benefits of the scheme were also extended to the textile sector for made ups and apparels where the government was paying additional 3.67 percent EPF contribution of the employer, bringing the total incentive to 12 percent. The scope of the scheme was enhanced w.e.f.1.4.2018 with the approval of CCEA to provide the benefit of full 12 percent employer contribution for all sectors.
 - ❖ **Gender Inclusiveness:** Since the scheme incentives are targeted towards establishments, the existing scheme design cannot directly incorporate inclusivity. However, the scheme does cater to the equity aspect as 21 percent of the employee beneficiaries under the scheme are females. Also, overall Worker Population ratio (WPR) for females in India is lower, 17.6 percent against 52.3 percent males, as per PLFS 2018-19.
 - ❖ **Gender Budgeting and Gender Disaggregated Data:** Gender Budgeting is not being practised. However, in terms of gender disaggregated data, 21 percent of the employee beneficiaries under the scheme are females.
 - ❖ **Provisions for inclusion of Transgender:** Inclusion of transgender people is not a component of scheme design. However, 416 beneficiaries of scheme are transgender.

Table 25: Gender-wise distribution of scheme beneficiaries - PMRPY

Males	Female	Others	Total Beneficiaries
92,97,306	25,07,116	580	1,18,05,002

Source: Data shared by Ministry of Labour and Employment.

2. **National Career Service for SC/STs (NCS-SC/ST)** is a mission mode project under MoLE that provides a host of career-related services such as dynamic job matching, career counselling, job notifications, vocational guidance, information on skill development courses, internships etc for SC/ST. It aims to bridge the gap between job-seekers and employers, candidates seeking training and career guidance and agencies providing training and career counselling by transforming the National Employment Service.

- ❖ **Gender Inclusiveness:** The project has no specific mention of gender equality and equity considerations in the scheme guidelines/objectives,
 - There are no initiatives specifically targeted at women under the scheme.
 - The performance on gender mainstreaming has been good even though there is no specific component in the scheme design.
 - MoLE's data from financial year (FY) 2015 to 2018, reveals that the women beneficiaries formed 47 per cent of the overall scheme beneficiaries, this reflects the focus on promotion of equity and inclusion.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is being practiced for the scheme.
 - ❖ **Provisions for inclusion of Transgender:** There is no initiative for the inclusion of transgender persons.
 - ❖ **Capacity building & advocacy:** This sub-theme is not applicable to the scheme.
 - ❖ **Awareness Activities:** This sub-theme is not applicable to the scheme.
3. **National Career Service for DA (NCS-DA):** is a mission mode project under MoLE that provides training to the differently abled individuals, conducts outreach counselling sessions and job-fairs for the handicapped.
- ❖ **Gender Inclusiveness:** There is no specific mention of gender equality or equity considerations in the scheme. However, one NCSC-DA in Vadodara exclusively caters to the rehabilitation needs of disabled women.
 - There are no specific gender friendly plans in the scheme design. However, there is a DA centre specifically for women in Vadodara, Gujarat.
 - The eligibility criteria for certain job postings on NCS Portal are specifically for female candidates with disability. However, data on PwD females placed is not available publicly.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not practiced in the scheme. However, Gender Based Analysis (GBA) statements of public expenditure and Number of Beneficiaries are published by the Ministry of Labour and Employment in its Annual Report.
 - As per data provided in Annual reports of MoLE, in 2015-16, 29 per cent and in 2016-17, 27 per cent of the beneficiaries were women. As per Census 2011, India has 2.68 crore people in India with disability. Among the total disabled in the country, 1.86 crore are males and 82 lakhs are females (almost 30 per cent of the total disabled population)
 - ❖ **Provisions for inclusion of Transgender:** There are no specific initiatives for the inclusion of transgender people in the scheme.
 - The NCS portal, the job seeker can filter the available jobs based on the type of disability and transgender preference. However, data on PwD transgender candidates placed or registered is not available publicly.

- ❖ **Capacity Building & advocacy:** There is no specific training offered for women to enhance job roles or assist career progression except for the NCS DA centre for women in Vadodara.
 - ❖ **Awareness Activities:** Scheme guidelines do not have any component for awareness raising communications or courses regarding sexual harassment.
4. **Pradhan Mantri Kaushal Vikas Yojana (PMKVY):** This is a flagship outcome-based skill development scheme of Ministry of Skill Development and Entrepreneurship (MSDE), and National Skill Development Corporation (NSDC) as implementing body is implementing the scheme under the aegis of MSDE. Upon successful implementation of the first version, GoI launched the scaled-up version of the scheme for next four years – PMKVY 2016-20 with an aim to skill one crore youth in the said time frame, and an approved budget of INR 12,000 crore
- ❖ **Gender Inclusiveness:** There is no specific component in the scheme of gender equality as per the scheme guidelines/objectives.
 - Female candidates account for 35% of candidates trained, 43% of candidates certified and 53% of candidates placed under the scheme
 - Overall, the scheme is performing satisfactorily in gender mainstreaming themes even without any gender specific component in the design.
 - Upon successful completion of non- residential skill training programs, and after certification, women will be reimbursed the cost incurred in travelling to and from the training centre as under
 - ❖ **Gender Budgeting and gender disaggregated data:** There is no gender specific budget in the scheme.
 - Female candidates account for 35% of candidates trained, 43% of candidates certified and 53% of candidates placed under the scheme. Scheme has been able to provide skill training to more than 40,710 PwDs certified 36,510 and placed 12,888 PwD candidates Almost 37 lakh OBC, SC and ST candidates have been trained under the scheme with close to 30 lakhs certified and 10 lakhs reported placed under the scheme.
 - ❖ **Provisions for Inclusion of Transgender:** There are no specific initiatives for the inclusion of transgender people
 - ❖ **Capacity Building & advocacy:** Primary survey reveals that women found better opportunities after getting skilled and took up the placement offered post training. One of the women started giving training classes from home, post completion of her own training.
 - PMKVY being a short-term training- oriented program does not have policies like parental leave, creches etc. However, the scheme has specific initiatives targeting women candidates, such as Youthnet Home Stay Project in North East, Projects in Pradhan Mantri Mahila Kaushal Kendra (PMMKK), Humara Bachpan Trust. In addition, the scheme also provides post-placement support and conveyance benefit to women

- ❖ **Advocacy/Awareness Activities:** Scheme does not have any sessions/plans for sensitization of the workforce on gender equality.
 - Scheme guidelines do not have any component for awareness raising communications or courses regarding sexual harassment. However, some of the SSCs include a performance criterion in their Qualification pack to interpret, confirm and act on legal requirements with regards to anti- discrimination, sexual harassment and bullying.
 - Primary interactions through survey and Focus Group Discussion (FGD) with beneficiaries is being undertaken to build our understanding on whether the gender-friendly plans are translating into greater empowerment of women in implementation

Water Resources, Environment & Forests

1. **Command Area Development & Water Management:** Its main objective is to reduce the yawning gap between Irrigation Potential Created (IPC) and Irrigation Potential Utilized (IPU) for the major and minor irrigation projects through more involvement of farmers.
 - ❖ **Gender Inclusiveness:** States have enacted provisions for ensuring increased participation of women in the Water Users Association (WUAs).
 - MMISFA (Maharashtra) mandates a quota of 3 women members in the management committees. In Bihar, also the general policy of appointing at least 1 woman in each WUA is followed. Similarly, in Karnataka, in some projects, reservation of two seats for women in each WUA has been adopted. The M.P. government has introduced a provision of electing/nominating at least 1-woman member in the WUA.
 - Even in WUAs with women members, the extent of women participation was reported to be limited
 - ❖ **Gender Budgeting and Gender Disaggregated Data:** Seven states (under AIBP scheme), only 35% of the 46 cultivators confirmed presence of any women members in the WUAs
2. **Accelerated Irrigation Benefit Programme (AIBP)** Scheme provides Central Assistance to major/medium irrigation projects to facilitate accelerated implementation of projects with the objective of reducing the gap between Ultimate Irrigation Potential (UIP) and Irrigation Potential Created (IPC)
3. **Repair, Renovation and Restoration (RRR)** Scheme the scheme aims at increasing storage capacities of existing water bodies through comprehensive improvement and restoration.
 - ❖ **Gender Inclusiveness:** There are no provisions favouring gender mainstreaming in the scheme guideline document. However, in hilly states (e.g. Meghalaya, Uttarakhand), women are actively involved in agriculture and allied activities.
 - ❖ **Gender Budgeting and Gender Disaggregated Data:** The scheme has provisions Favouring equity like higher central grant for north-eastern, hilly and flood prone states.

4. **Surface Minor Irrigation scheme** aims to achieve the objectives of PMKSY i.e. enhanced physical access of water on farm and introduction of sustainable water conservation practices, through surface minor irrigation.
 - ❖ **Gender Inclusiveness:** Women are actively involved in the scheme, particularly in hilly states like Assam, Meghalaya and Uttarakhand.
5. **Ground Water Irrigation** This scheme is one of the CSS schemes under Umbrella CSS – PMKSY. This scheme aims to create irrigation potential through groundwater based minor irrigation. Beneficiary under this scheme shall be small and marginal farmers only, with priority to be given to SC/ST and Women farmers.
 - ❖ **Gender Inclusiveness:** The guidelines mandate to provide priority to the SC/ST and women farmers. The scheme is benefitting the households comprising both men and women farmers.
 - ❖ **Capacity Building and Advocacy:** No exclusive training programs for women are proposed but priority to be given to women farmers for their empowerment.
6. **Special Package for Irrigation Projects in agrarian districts of Maharashtra**-Special Package for completion of Irrigation Projects in suicide prone districts. Scheme is relatively new (operational since April 2018), it would be premature to evaluate the scheme with respect to equity aspect
 - ❖ **Gender Inclusiveness:** Women are also beneficiaries of these projects. Hence, they are also getting water for cultivation. Women participation is ranging from 25% to 33% across projects
7. **Per Drop More Crop, PMKSY**- Per Drop More Crop mainly focuses on enhancing water use efficiency at farm level through micro-irrigation viz. Drip and Sprinkler Irrigation.
 - ❖ **Gender Inclusiveness:** As per the scheme guidelines, the implementation of the scheme would help all categories of farmers, However, there is no specific mention of women beneficiaries in the guidelines.
 - Women beneficiaries are being enrolled by the empanelled MI companies as dealer or sub-dealer across districts.
 - Many states have taken measures towards gender equality and provided opportunity to the women beneficiaries.
 - **Women participation (%)** across a few states are: Andhra Pradesh: 20 to 25%, Karnataka: 10 to 15%, Uttar Pradesh: around 10%, Punjab: around 16%, Bihar: >20%, Tamil Nadu: >25%
 - State-wise beneficiary distribution of small and marginal farmers, and women farmers is maintained under the scheme
 - Some states (e.g. Andhra Pradesh, Bihar, Manipur, Punjab, Tamil Nadu etc.) are able to follow the guidelines for inclusion of women beneficiaries.
 - ❖ **Gender Budgeting and Gender Disaggregated data:** At least 50% of the allocation to state is to be utilized, of which, at least 30% must be women beneficiaries/farmers viz. at least 15% women beneficiaries should be there. However, some states (e.g. Assam, Uttar Pradesh etc.) do not follow the principle of equity for women beneficiaries viz. minimum 15% of funds to be utilized for them.

- Although women are involved as beneficiaries of these projects, actual data related to women beneficiaries, activities undertaken to empower them is not available.
 - ❖ **Transgender:** Tamil Nadu has given special focus to transgender and physically challenged beneficiaries along with SC/ST and women farmers.
 - ❖ **Impact:** Andhra Pradesh, Bihar, Karnataka, Manipur, Punjab, Tamil Nadu have at least 15% women beneficiaries who have availed benefits of this scheme.
8. **Watershed Development Component** Watershed development programmes are considered as a valuable instrument for addressing many of these problems in fragile soil areas, in intensively cultivated lands and marginal rainfed area.
- ❖ **Gender Inclusiveness:** Scheme also provide for inclusion of women representation in Watershed Committees. Similarly, for recruiting WDTs, 25 per cent is reserved for women.
 - Scheme holds special importance when it comes to women empowerment.
 - Equity and women empowerment are completely addressed by this program
 - ❖ **Gender Budgeting:** SHGs formulated in the projects are women-oriented. A total of 9 per cent funds are kept for the livelihood activities and they are basically for the people (mostly women) who do not have land or other assets.
 - ❖ **Awareness:** The formation of SHGs composed of women paved the way for the improvement of the general awareness level and opportunities to have access to credit systems. Women development income generation activities taken up by the women SHG members.
 - ❖ **Capacity Building:** The various training programmes & the Revolving Fund (RF) provided them to achieve economic freedom. Benefits realised by the women members with the result of the RF provided by the watershed project Initially the RF helped them to clear their old debts.
 - ❖ **Impact:** Women are one of the key segments which has benefitted by reducing drudgery.
 - 72 per cent of the cases, water is fetched by adult women for household needs.
 - Women participation has been reported from 33 per cent to 60 per cent depending on the state.
9. **Irrigation Census Scheme** objective of the census is to build up a comprehensive and reliable database in the Minor Irrigation (MI) sector for effective planning and policy making.
- ❖ **Gender Inclusiveness:** The issue of gender and caste/class wise interpretation of data were not considered in any MI census.
10. **Servicing of Loans from NABARD under PMKSY** objective of the AIBP schemes was to provide additional funds in the form of CA to states implementing Major and Medium Irrigation projects to expedite the completion of the project works.
11. **National River Conservation Plan** objective of NRCP is to reduce the pollution load in rivers and improve the quality of river water which in turn helps to improve the biodiversity and ecosystem of rivers.

- ❖ **Gender Inclusiveness:** There is involvement of women in some cases, there is scope for improvement in consciously ensuring gender mainstreaming. The NRCP scheme is aimed at pollution abatement on rivers. Hence, the scheme guidelines also do not include any gender specific provisions
 - ❖ **Awareness:** In Manipur noted that women are being involved in public awareness campaigns.
 - ❖ **Impact:** In Andhra Pradesh, 50% women are being employed for O&M of the public toilets. and 40% women are employed as Sanitary Inspectors.
12. **Flood Management and Border Area Programmes** the objective of FMBAP is to minimize damages from the floods and protect establishments in towns and villages, communication links, agriculture fields.
- ❖ **Gender Inclusiveness:** FMBAP addresses the flood affected communities and its approach does not focus on any specific section of the community E.g. women
In Kerala suggests that while over 60% of the fatalities were among men, the effect of the disaster on women and girls needs to be underscored.
- The FMP measures do not address gender sensitive issues w.r.t. health, livelihood. Women and girls across social groups experience gender-based disadvantages and discrimination. Women are particularly vulnerable given the risks of overreliance on unpaid work carried out by them
13. **National Mission for a Green India Scheme** on National Mission for a Green India is involved in conservation and development of forests through three strategies – afforestation through natural/artificial regeneration, protection and management.
- ❖ **Gender Inclusiveness:** The aspect of maintaining equity is reasonably covered in the scheme design and guidelines, especially in Green India Mission (GIM) and National Afforestation Program (NAP). In Forest Fire Prevention & Management (FPM) sub-scheme guidelines, inclusion of women is not mentioned explicitly. Women participation can be increased in certain activities where they have not been participating traditionally
 - The involvement of women was quite significant, especially in activities such as sowing, planting, and nursery maintenance
 - In FPM sub-scheme, the involvement of women was limited to fire line clearing, but not in other monitoring or fire watching activities.
14. **Integrated Development of Wildlife Habitats** has 3 sub-schemes which were individually formulated for the conservation of biodiversity through the protection of certain species and their habitats.
- ❖ **Gender Inclusiveness:** There is limited participation of women mainly due to the nature of activities involved. In areas like Sahyadri TR, 30-40% of the forest guards are reportedly female and some women are being trained as guides for eco-tourism activities.
 - No specific provisions around women participation has been provided to the State Forest Departments for the three sub-schemes
 - ❖ **Gender Budgeting and Disaggregated data:** Consolidated data regarding employment generated for women under the schemes is also unavailable at the national level

15. **Conservation of Natural Resources and Eco-systems Scheme** with two sub-schemes, has been formulated for protection of corals, mangroves, biosphere reserves, wetlands and lakes of the country.

- ❖ **Gender Inclusiveness:** Women have been playing a crucial role in conservation efforts. Uttar Pradesh and Uttarakhand also elaborated the vital presence of women in executing the scheme activities.
 - The scheme promotes gender equality by mainstreaming a gender perspective into decision making. With an aim to increase women participation, SHGs are being promoted under the schemes
- ❖ **Gender Budgeting and Gender Disaggregated data:** Gender Mainstreaming and budgeting are not active aspects of the scheme.
- ❖ **Advocacy/Awareness activities:** Kerala state highlighted efforts of “kudumbashree Neighborhood Groups (NHGs) of women” in awareness and conservation activities.

Social Inclusion, Law and Order & Justice Delivery

1. **Post-Matric Scholarship Scheme for Scheduled Castes Students (PMS-SC):** The Centrally Sponsored Scheme of PMS-SC is one of the longest-standing education schemes for the SCs. It has been operational since 1944-45 and was most recently revised in 2018. The scheme aims to provide financial assistance to Scheduled Castes students to pursue studies at post-matriculation or post-senior secondary stage and enable them to complete their education.
 - ❖ **Gender Inclusiveness:** Gender aspect is not being considered for programme design/planning.
 - No special provisions for children of LGBTQ+ community reported Gender
 - It was reported that slightly more than half of the beneficiaries had been impacted in one form while less than half of the beneficiaries reported receiving more than one form of impact. Similar observation was made from a gender-wise analysis, where 53 percent of the female beneficiaries and 51 percent of the male beneficiaries reported to have been impacted in more than one manner.
 - Majority of the respondents (73 percent) mentioned that the scholarship leads to reduction in financial burden and 50 percent of the respondents reported that the scheme provides further opportunities for higher education. Scholarship amount has helped to reduce financial burden on the parents of the beneficiaries and has further paved way for access to higher education. Scholarship amount helped 79 percent of HH with annual income between Rs. 1 lakh – 1.5 lakhs by reducing their financial burden.
 - Despite the scheme being functional for more than 76 years, the scheme has suffered from infirmities which inter alia include need-based planning, implementation related issues, criteria for student selection, underfunding, mismanagement of funds, data related challenges and limited play of Central Government. While the national average for GER remains at 56.2 percent for Classes 11 and 12 and 24.5 percent for higher education in 2018-19, the development of Scheduled Castes community with regards to literacy and education can push the national average.

- ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not being actively practised
 - The scheme guidelines make no provisions for girls' beneficiaries or low female literacy districts. However, majority of the respondents (64 percent) mentioned that the scholarship is equally available to girls and boys. Further, the majority of the respondents in the aspirational districts reported that the scheme is available irrespective of gender.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** No information available in the report.
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on gender sensitization or awareness generation.
2. **Pre-Matric Scholarship Scheme to the Scheduled Castes Students Studying in Classes IX and X:** The Pre-Matric Scholarship Scheme to the Scheduled Castes Students Studying in Classes IX and X (hereinafter "The scheme"), introduced in 2012-13, is a centrally sponsored scheme by the Ministry of Social Justice and Empowerment for the students studying in classes IX and X. The scheme aims to reduce the drop-out rates for SC children and improve their transitioning into the post-matric sphere of education, thereby leading to more development opportunities.
- ❖ **Gender Inclusiveness:** Gender aspect is not being considered for programme design/planning.
 - The scheme design omits to delineate any special provisioning for interventions concerning girl beneficiaries and/or targeting low female literacy districts. The gender mainstreaming aspect, therefore, remains under-developed and readily open to ministerial and departmental refinement. Cumulatively, the scheme is required to assess and address the gaps present to assert the equitable aspect within it.
 - Scheme has made significant impact on the target group since inception; however, the scheme is required to imbibe the lifecycle approach of a beneficiary to measure the nature and the scale of impact.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not being actively practised during the household survey, it was found that more than half of the respondents (53 percent) reported that the scheme is available to all, irrespective of gender.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** No information available in the report.
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on gender sensitization or awareness generation
3. **Pre-Matric Scholarship Scheme to the Children of those Engaged in Occupations involving Cleaning and prone to Health Hazards:** The Pre-Matric Scholarship to the Children of those Engaged in Occupations involving Cleaning and Prone to Health Hazards (hereinafter

“The scheme”) was introduced in 1977-78. The scheme seeks to provide financial assistance to children, irrespective of their religion, whose parents/guardians belong to the following categories: manual scavengers under Section 2(1)(g) of the Manual Scavengers Act (2013), tanners & flayers, waste pickers or persons engaged in hazardous cleaning 318 under Section 2(1)(d) of the Act.

❖ **Gender Inclusiveness:** Gender aspect is not being considered for programme design/ planning.

- The element of gender mainstreaming remains critical, as data indicates that the majority of manual scavengers are in-fact, women.

❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not being actively practised.

- As of March 2020, Uttar Pradesh with 12,447 identified individuals, remains the state with the largest number of manual scavengers, followed by Karnataka (732), Tamil Nadu (363), Rajasthan(338) and Odisha (237).
- Highlights the amount of central assistance released under the scheme to different states between the period of 2014 and 2019. The allocation under the scheme, remains asymmetrical with states like Maharashtra at 468 lakhs receiving Gujarat comes second at 177.34 lakhs, followed by Himachal Pradesh (106.53 lakhs), Mizoram (47.22 lakhs), West Bengal (42.63 lakhs), Odisha (7.73 lakhs), Assam (5.22 lakhs), Sikkim (3.8 lakhs) and Kerala (0.35 lakhs)
- Data in regard to gender mainstreaming at the state level remains elusive if not unavailable, making it difficult to conclude with certainty that gender-mainstreaming is practiced under the scheme.

❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.

❖ **Capacity Building & advocacy:** No information available in the report.

❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on gender sensitization or awareness generation

4. **Babu Jagjivan Ram Chhatrawas Yojana for SC Boys and Girls:** The Babu Jagjivan Ram Chhatrawas Yojana (BJRCY) for construction of hostels for SC boys and girls is a central scheme run by the Ministry of Social Justice and Empowerment to enable and encourage students belonging to Scheduled Castes (SC) community to pursue education. The scheme aims to achieve this by facilitating free hostel facilities for SC students hailing from remote areas of the country. While the scheme for construction of hostels for SC girls was launched in 1961, the same for boys came into effect in 1989-90.

❖ **Gender Inclusiveness:** Girls beneficiaries are given priority under the scheme

- Scheme is equity focused as there is separate provision for girls and PwD students
- Scheme guidelines clearly specify that one of the primary aims of the scheme is to have a girls' hostel with 100 seats in every block of districts with low literacy and large presence of SC population.

- ❖ **Gender Budgeting and gender disaggregated data:** There are also **provisions** for PwDs and children of Safai Karamchari. Earlier the budgeting for girls and boys was made separately Combined budgeting has started from 2019-20
 - The state level SC percentage in the rural areas and the state-wise allocation of funds under BJRCY have been taken under consideration. Figure 164 shows that States like Bihar (15 percent) and Uttar Pradesh (21 percent) with high SC population have not been allocated funds in congruence with their SC population. Fund allocation and the construction of the hostels has been poor in these states with respect to both boys' and girls' hostel.
 - The gap in the literacy rate between the Scheduled Castes population and rest of the population has decreased from 44.1 percent in 2001 against the national average of 61 percent to 60.4 percent in 2011 against the national average of 69.3 percent. 352 Access to lodging and boarding facilities opens up further avenues to explore career options and access necessary trainings for the same. The availability of hostels in the vicinity of school/college/university also saves significant time, allowing more time for self-studies and reducing fatigue. the hostellers in both boys'
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of **transgender** people that scheme.
 - ❖ **Capacity Building & advocacy:** no information available in the report.
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on gender sensitization or awareness generation
5. **Special Central Assistance (SCA) to Scheduled Caste Sub-Plan (SCSP):** is a central scheme under Ministry of Social Justice and Empowerment and aims to ensure the upwards mobility of the Scheduled Castes population of the country. The scheme was introduced in the context of continued deprivation and alienation of the Scheduled Castes community from the rest of population with regards to infrastructure development, economic development, and health and education indices. The objective of the scheme is to help the Scheduled Castes population falling below poverty line through income-generating schemes and schemes of skill development.
- ❖ **Gender Inclusiveness:** States/UTs also promote Scheduled Castes Women Cooperatives engaged in production and marketing of consumer goods and services.
 - This programme has been declared as the single largest skill development initiative taken up by any state in the Country. Under this programme 28,000 SC female beneficiaries were provided livelihood opportunities in the beauty care segment till 2018-19. Out of these 28,000 trained beauticians, 19,000 beauticians are barefoot beauticians earning from Rs. 3000 per month to Rs. 15,000 per month. 500 beauticians have applied for finances to set up their own Beauty Parlors branded by Shehnaz Hussain.
 - During the evaluation, it was found that the states such as West Bengal, Andhra Pradesh, Tamil Nadu, Karnataka report the data in gender disaggregated format, however, a collated data across states is not being maintained by the Ministry.

6. **West Bengal Skill Development Programme** aims to bring large scale skill development for the youth population of West Bengal to improve the scope of gainful employment and entrepreneurial opportunities. To achieve this aim, Government of West Bengal has launched the “Utkarsh Bangla”, a flagship scheme under the aegis of the PBSSD (Paschim Banga Society for Skill Development) for placement linked short-term skill trainings.

❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting being actively practised in the scheme.

- Number of women beneficiaries reported in West Bengal are 33,725(2014-15), 48,250(2015-16), 30,071(2016-17), 31,327(2017-18) and 31,746 (2018-19).
- The other special target group under SCA to SCSP is Scheduled Castes women, among which 48.5 percent reside in the villages of India, that makes 7.47 crore women as part of the direct target group.

❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.

❖ **Capacity Building & advocacy:** Special attention has been provided towards the growth and progress of women by mandating 15 percent of the funds for women and **necessitating** the 30 percent participation of women in all the skill development activities.

❖ **Advocacy/Awareness Activities:** Within the project, there are provisions for gender sensitisation and awareness generation and women Empowerment.

7. **Pradhan Mantri Adarsh Gram Yojana:** has been set-up in the background of 76 percent of the SC population residing in the villages which have below average access to basic socio-economic facilities. The programme is designed to uplift rural areas with Scheduled Castes concentration by promoting holistic development of the community.

❖ **Gender Inclusiveness:** Lacks inclusiveness in scheme design/planning

- No focus on elderly and PwDs in the guidelines.
- The GER for SC students, which stood at 19.1 percent in 2014-15, has increased to 23 percent in 2017-18. Similarly, the literacy gap 399 reduced from 16.9 percent in 2001 to 8.9 percent in 2011 among the Scheduled Castes population. 400 Additionally, the drop-out rates have also been impacted. The dropout rate at secondary (IX-X) and senior secondary (XI-XII) level was reported at 19.36 percent and 3.22 percent respectively.

❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting not being practised.

- In terms of gender equity, primary data reveals that 12 respondents confirmed that the scheme benefits, or the assets created are equally available to both male and female population. State officials confirmed that they focus on programmes for women

❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.

- ❖ **Capacity Building & advocacy:** Special attention has been provided towards the growth and progress of Sc community women for Skill development.
 - ❖ **Advocacy/Awareness Activities:** Within the project, there are provisions for gender sensitisation and awareness generation and women Empowerment.
8. **CSS for Assistance to Scheduled Castes Development Corporations:** was introduced in 1978-79 and falls under the ambit of the Ministry of Social Justice and Empowerment with significant concentration on the Scheduled Castes community. Currently, the scheme is functional in 23 states and four union territories across India
- ❖ **Gender Inclusiveness:** The scheme guidelines do not provision for any special percentage share for women or people with disabilities. This has been analyzed based on the focus on the more vulnerable states; those having-high proportion of SC population, poor economic indicators, etc. The analysis is as follows:
 - below the poverty line are given the priority in availing the scheme benefits. State livelihood schemes such as Jeevika (Bihar) and Jeevika Avsar Protsahan Yojana (Uttarakhand) also provide support to the beneficiaries. Fund Allocation to states with larger SC population
 - *The scheme focuses on equity gender principles as it is directed towards unemployed SC population and ensuring their economically stability. Efforts are being made to mobilize the SC population and motivate them to undertake businesses, develop new skill sets, repay debts, etc. Support of this nature to a vulnerable community restores a spirit of equity as such efforts are directed towards converging them*
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting not being practised
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** The guidelines do not mandate any dedicated fund allocation focused on women-driven businesses or skill development programmes to enhance the skillsets of women, etc.
 - The guidelines do not mandate any dedicated fund allocation focused on women-driven businesses or skill development programmes to enhance the skillsets of women, etc. There exist schemes like SCA to TSP which are highly inspirational in this regard as 33 percent of the beneficiaries covered under the scheme must be women. Similarly, the scheme on SCA to TSS mandates 30 percent of the fund allocation for women and five percent for the differently abled.
 - ❖ **Advocacy/Awareness Activities:** Within the project, there are provisions for Sc community sensitisation and awareness generation.
9. **Centrally Sponsored Scheme for Implementation of the Protection of Civil Rights Act, 1955 and the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989:** aims to holistically remedy discrimination by utilizing these two distinct laws and enhancing their implementation across the states. In accordance with the constitutional mandate, the Parliament enacted Protection of Civil Rights Act, 1955 (hereinafter Civil Rights Act) that bases itself upon Article 17 and draws upon Article 35 (a) (ii) for its enactment.

- ❖ **Gender Inclusiveness:** The scheme provisions for inter-caste marriage to reduce caste inequalities and promote inclusion
 - The policing framework across the country fares no better. Notwithstanding the resource-strained, under-staffed and largely overburdened nature of police forces, the representation of vulnerable groups remains negligible. SCs, STs, OBCs, women remain severely under-represented across the states. Additionally, of the 22 states studied, no state meets the 33 percent inclusionary criterion enunciated by the Ministry of Home Affairs. States of Uttar Pradesh and Haryana, for instance, have 60 percent and 53 percent vacancies for the reserved posts. Women remain under-presented, accounting for less than 10 percent of the total police personnel. A statistic that presents the operational realities of addressing sexual and gender violence across the country.
 - ❖ **Gender Budgeting and gender disaggregated data:** There is however, no specific and separate budget outlay for women
 - ❖ **Provisions for inclusion of Transgender:** The scheme, and the legislations of Prevention of Atrocities Act and Civil Rights Acts do not provide any provisioning for atrocities as committed against transgenders or third-gender persons.
 - Additionally, the NCRB data does not explicitly categorize atrocities on transgenders and only presents limited data on transgender crime
 - ❖ **Capacity Building & advocacy:** The scheme does not have any specific components on Capacity Building.
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on gender sensitization or awareness generation.
10. **Centrally Sponsored Scheme on Upgradation of Merit for SC Students:** The scheme aims to support the SC students in improving their merit in the school curriculum to further strengthen their performances and fundamental learnings required to pursue higher studies. The relevance of gender mainstreaming is not applicable for the scheme.
11. **Post-Matric Scholarship Scheme for OBC Students:** The scheme provides financial assistance to OBC students studying at post-matriculation or post-secondary stage to enable them to complete their education. These scholarships are available for studies in India only and are awarded by the government of the state/union territory to which the applicant actually belongs i.e., permanently settled. The income ceiling of parents/guardians for eligibility is Rs.1.50 lakhs per annum.
- ❖ **Gender Inclusiveness:** are actively involved in the scheme in 30% budgeting for girl students is provisioned in the scheme guidelines and it was found during the primary research that both the genders are equally benefitting from the scheme.
 - The OBC population. Consequently, 30 percent of the allocated funds have been earmarked for girl students and five percent for students with disabilities. As per the outcome-based evaluation of the scheme by CMR, it was found that 33.6 percent of the surveyed scheme beneficiaries were women. Since the survey was conducted on the beneficiaries of selected five states, a national level survey would present a more accurate picture. During the primary research by the evaluation

team, 60 percent of the beneficiaries agreed that the scholarships are equally available to youth irrespective of their gender

- ❖ **Gender Budgeting and gender disaggregated data:** Scheme is equity focused as **there** is separate allocation for girls and PwD students. It is equally accessible by both boys and girls and is equally benefitting both the genders.
 - State-wise, gender-wise and category-wise number of applications received and verified along with amount of fund disbursed is available on NSP. However, the count is not available scheme-wise.
 - Annual Reports of MoSJE, it is clear that 31 states and UTs are already availing the benefits of the scheme since 2014-15. This is indicative of strong adoption of the scheme and it is also worthwhile to note here that the scheme has successfully been able to impact both the rich and poor states. While rich states such as Maharashtra, Gujarat, Karnataka and Tamil Nadu have continuously availed scheme benefits, poorer states such as Bihar, Jharkhand and Assam have not been left behind. For instance, the financial aid released to Karnataka was Rs. 46.15 crores, while the financial aid released to Bihar was Rs. 53.97 crores.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the **inclusion** of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** The training and capacity building component also do not have any modules on **gender sensitisation**
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on gender sensitization or awareness generation
12. **Pre-Matric Scholarship Scheme for OBC Students:** has been formulated to provide adequate economical and educational support to OBC students at pre-matric level. This would encourage parents to send their children to school, reduce their financial burden and supplement their efforts in supporting their children's education. The latest revision was done in the year 2017-18 in which the income ceiling for eligibility was increased to Rs. 2.5 lakhs per annum, along with revision in financial aid given to students to cater to the needs of the weaker sections of OBC population.
- ❖ **Gender Inclusiveness:** are actively involved in the scheme in 30% budgeting **for** girl students is provisioned in the scheme guidelines and it was found during the primary research that both the genders are equally benefitting from the scheme.
 - Additionally, with the recent revision in the scheme guidelines in 2017-18, the scheme has been made more inclusive by provisioning for reserved funding for girl students (30 percent) and students with disabilities (five percent), also considered as vulnerable sections of OBC population. As per the primary research, 54 percent of the beneficiaries agreed that the scholarship scheme is equally available to all youth, irrespective of their gender. In fact, sample of beneficiaries identified for survey had more females (59 percent) than males.
 - ❖ **Gender Budgeting and gender disaggregated data:** 30% budgeting for girl students is **provisioned** in the scheme guidelines and it was found during the primary research that both the genders are equally benefitting from the scheme

- State-wise, gender-wise and category-wise number of applications received and verified along with amount of fund disbursed is available on NSP. However, the count is not available scheme-wise.
 - As per the beneficiary data submitted by states, an average of 74 lakh OBC children have availed the scheme benefits each year from 2014-15 to 2018-19.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** The training and capacity building component also do not have any modules on gender sensitisation.
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation
13. **Construction of Hostels for OBC Boys and Girls:** The scheme intends to facilitate the youth of the community to continue and complete their education, especially at post-matric level, by providing them access to hostel facility near their educational institutes and thus preventing them to discontinue their studies either because no secondary school and college is available near their location or due to non-availability of adequate hostel facilities at a reasonable cost at places where such educational institutions are located.
- ❖ **Gender Inclusiveness:** are actively involved in the scheme Primary research also reveals that scheme is equally benefitting both the genders.
 - With respect to equity, 74 percent of beneficiaries confirmed that the hostel facility is easily available for both boys and girls. This percentage includes 54 percent females. This shows that the scheme is equally benefitting both male and female students
 - ❖ **Gender Budgeting and gender disaggregated data:** 90% of the funding is provisioned for construction of girls' hostels whereas it is 60% in case of boys' hostels.
 - The data with respect to number of hostels for females or seats occupied by female students is not available on public domain.
 - As per the evaluation study on 175 hostels, 66 percent of the hostels were for boys and 34 percent were for girls.
 - This is over and above the 90 percent central funding in the cost of construction of girls' hostels. The recent evaluation study conducted by the Ministry reveals that 69 percent of the surveyed students belonged to BPL families with annual income of Rs. 30,359. Further, 34 percent of the hostels that were surveyed under the evaluation were for girls. Also, it was found that 74 percent of hostels had reservation provision for disabled children
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** The training and capacity building component also do not have any modules on gender sensitisation related no information in report
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation

14. **Dr. Ambedkar Post-Matric Scholarship Scheme for EBC Students:** highlighting the focus of GoI in addressing the issue of backwardness of EBCs through educational empowerment by promoting the completion of education at the post-matric level, the scheme provides financial assistance to EBC students for all recognized post-matriculation or post-secondary courses pursued in government institutions only. The income ceiling of parents/guardians for eligibility is Rs. 1 lakh per annum.
- ❖ **Gender Inclusiveness:** The scheme lacks in inclusivity and does not provision for separate fund allocation for females and People with Disability (PwD) community.
 - Scheme lacks in inclusivity and does not provision for separate allocation of seats for girl students and PwD. Even in the sample selected for field survey, the percentage of girl students was found to be low in comparison to other schemes within the umbrella
 - ❖ **Gender Budgeting and gender disaggregated data:** No separate allocation for girls; however, capping of eligibility for 2 boys per family is not applicable to girl child.
 - State-wise, gender-wise and category-wise number of applications received and verified along with amount of fund disbursed is available on NSP. However, the count is not available scheme-wise.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** The training and capacity building component also do not have any modules on gender sensitisation related no information in report
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation
15. **Dr. Ambedkar Pre and Post-Matric Scholarship for DNTs:** came into existence in 2014-15 to facilitate their socio-economic development through educational attainment. The government also stressed the need of granting scholarships and providing hostel facilities for students from these communities on a priority basis to accelerate their socio-economic development through educational empowerment.
- ❖ **Gender Inclusiveness:** Lacks inclusiveness in scheme design/planning
 - Women belonging to DNT/NT communities form the most vulnerable group as they are subject to dual discrimination, firstly, because of their community and secondly, because of their gender
 - During the field survey, majority of respondents from the sample were female (55 percent) and with respect to scheme accessibility, 46 percent of the beneficiaries said that the scholarship schemes were easily available to youth irrespective of gender.
 - ❖ **Gender Budgeting and gender disaggregated data:** No separate allocation is provisioned under the scheme for girls.
 - State-wise, gender-wise and category-wise number of applications received and verified along with amount of fund disbursed is available on state portals.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.

- ❖ **Capacity Building & advocacy:** The training and capacity building component also do not have any modules on gender sensitisation related no information in report
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation
16. **Scheme for Assistance for Prevention of Alcoholism and Substance (Drugs) Abuse:** The key objective of the scheme is to provide a whole range of community-based services for the identification, motivation, counseling, de-addiction, after-care and rehabilitation for Whole Person Recovery (WPR) of addicts to make a person drug-free, crime-free and gainfully employed. It also intends to create awareness about the detrimental effects of alcoholism and drug abuse on the individual, the family, the workplace and the society and work towards alleviating the consequences of the same. The scheme also provisions for training and capacity building of the service providers at IRCAs through RRTCs.
- ❖ **Gender Inclusiveness:** Lacks inclusiveness in scheme design/planning
 - Women are included in the vulnerable group of addicts as per the scheme guidelines, but focused interventions for their de- addiction are limited/negligible.
 - There are only four de-addiction centres which are exclusively set-up for women addicts.
 - ❖ **Gender Budgeting and gender disaggregated data:** No separate allocation is provisioned under the scheme for setting up of IRCAs for women addicts.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** The training and capacity building component also do not have any modules on gender sensitisation related no information in report
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation
17. **Pradhan Mantri Jan Vikas Karyakram:** PMJVK scheme aims to improve the socio-economic conditions of the minorities and reduce imbalances in the identified MCAs by providing basic amenities for improving the quality of life. The projects taken up under PMJVK are related to the creation of infrastructure, primarily in the sectors of education, health, and skill development.
- ❖ **Gender Inclusiveness:** are actively involved in the scheme While MsDP did not cover women-centric projects, under PMJVK design, at least 33-40 percent of funds are earmarked for the creation of assets/facilities for women/girls, making the scheme more targeted and relevant for vulnerable women and girls
 - Improved the availability of basic health services, including regular health check-ups of pregnant women and new-born babies.
 - Under community infrastructure, the focus is on developing working women hostels
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is being practiced.

- 55 percent of the respondents reported that the scheme benefits are equally available to all community members. A special focus has been given to women. Construction of maternity delivery units in PHCs, CHCs, female toilets in schools, hostels, working women hostels, bicycles for girls have been reported across all sample states. Health facilities developed under PMJVK
- ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
- ❖ **Capacity Building & advocacy:** Gender-friendly interventions are in place (bicycles for girls, hostels and schools for girls/women, and skill development training)
- ❖ **Advocacy/Awareness Activities:** More Focus on Empowering Women: Almost all the MCAs present a landscape where women and girls are denied opportunities due to several factors such as low levels of literacy, limited access to job opportunities, and lack of access to health, WASH, and nutrition service.

Footnotes: [1] PIB, GoI, (2018), Skill Development Schemes Through Selected Project Implementing Agencies, Last accessed on 11th June 2020

[2] Ministry of Minority Affairs, (2019), Annual Report 2018-19, Last accessed on 11th June 2020

18. **Centrally Sponsored Scheme for Development of Infrastructure Facilities for the Judiciary:**

The objective of the scheme is to improve the physical infrastructure of the Subordinate Courts as also the housing needs for judicial officers of District and Subordinate Courts in the country to facilitate better justice delivery.

- ❖ **Gender Inclusiveness:** The project has no specific mention of gender equality and equity considerations in the scheme guidelines/objectives
 - In the revised guidelines, MoLJ has recommended states construct toilets that benefit women.
 - targets inclusivity through barrier-free, PWD-friendly infrastructure and comfortable spaces for litigants including women, children, the elderly etc
 - Fast Track Special Courts (FTSC) have been proposed to be set-up by utilizing the Nirbhaya Fund
- ❖ **Gender Budgeting and gender disaggregated data:** DoJ has allocated Rs. 150 crores in this year's budget under the 'National Mission for Safety of Women'
- ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
- ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
- ❖ **Capacity Building & advocacy:** The training and capacity building component also do not have any modules on gender sensitisation related no information in report
- ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation

19. **Scheme for Central Assistance to States for Establishing and Operationalization of Gram Nyayalayas:** The scheme is run under the aegis of the Department of Justice, Ministry of Law and Justice, and is implemented in a decentralized manner through state and local level instrumentalities. Principally, the monitoring of the scheme is done at the state level through the high court.
 - ❖ **Gender Inclusiveness:** No information regarding Gender mainstreaming in the scheme
 - ❖ **Gender Budgeting and gender disaggregated data:** No information
 - ❖ **Provisions for inclusion of Transgender:** No information
 - ❖ **Capacity Building & advocacy:** No information
 - ❖ **Advocacy/Awareness Activities:** In terms of gender quality, a greater degree of awareness and ground level implementation are required. Female respondents were far more likely to not know about the existence of either Gram Nyayalaya (59 percent answered no, as compared to 52 percent males) or district court (37 percent answered no, as compared to 27 percent males) as compared to male respondents. (Figure 66) While awareness of Gram Nyayalaya generally remains low (54 percent of all respondents answered no and 22 percent answered yes), as compared to males (59 percent), only 47 percent women knew about the existence of District Court in their locality (Figure 67). This finding raises concerns for gendered justice delivery and emphasizes the need for cultivating awareness and sensitization to address the menace of crimes against women
20. **Assistance to States for Modernization of Police** is the most important scheme for police modernization, under which the Central Ministry provides funds to respective State governments primarily for development of modern infrastructure; procuring weapons and other equipment; commissioning IT and other technological resources; and other social and awareness-related activities of the Police Directorate for helping address internal security challenges.
 - ❖ **Gender Inclusiveness:** No information regarding Gender mainstreaming in the scheme
 - The prime agenda of the scheme is to ensure security, however components such as mega city policing focus upon inclusion of women in police and provision of basic infrastructure for them.
 - ❖ **Gender Budgeting and gender disaggregated data:** No information
 - ❖ **Provisions for inclusion of Transgender:** No information
 - ❖ **Capacity Building & advocacy:** No information
 - ❖ **Advocacy/Awareness Activities:** No information
21. **Assistance to States for Special Projects/Programmes for Upgrading Police Infrastructure:** It focuses on provision of special projects/programmes which help in the modernization of police systems and functioning. These include programmes for upgrading police infrastructure, including forensic laboratories, institutes and equipment. The budget sharing pattern between the Centre and States was in the ratio 60:40 for Andhra Pradesh, Rajasthan and Gujarat and 90:10 for the NE Region and Jammu and Kashmir.

- ❖ **Not Applicable as per scheme design**
 - ❖ **Gender Inclusiveness:** No information regarding Gender mainstreaming in the scheme
 - ❖ **Gender Budgeting and gender disaggregated data:** No information
 - ❖ **Provisions for inclusion of Transgender:** No information
 - ❖ **Capacity Building & advocacy:** No information
 - ❖ **Advocacy/Awareness Activities:** No information
22. **Crime and Criminal Network Tracking System (CCTNS):** CCTNS is a Central Sector Scheme under the MHA which is being implemented across all States and union territories of the country. The scheme focuses on modernization of the Police to improve outcomes in the areas of crime investigation, criminal detection, information gathering and its dissemination across various police organizations and units across the country; and to enhance services to citizens. The scheme is being implemented by the Women Safety Division under the Umbrella Scheme of Police Modernization.
- ❖ **Gender Inclusiveness:** The project has, with a view to implement the Criminal Law (Amendment) Act 2018, been prescribing completion of police investigation for sexual assaults within two months of filing FIR and facilitating monitoring of timelines in police investigation through the Investigation Tracking System for Sexual Offences (ITSSO) Portal, using CCTNS data.
 - States like Andhra Pradesh have also developed mobile application called e-Suraksha. The application integrated with CCTNS helps women locate nearest police stations, begin public chats with police in case of any problem, etc Haryana has also been maintaining a dashboard under CCTNS to monitor crime against women.
 - ❖ **Gender Budgeting and gender disaggregated data:** No information
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** No information
 - ❖ **Advocacy/Awareness Activities:** No information.
23. **Special Central Assistance for 30 Most LWE Affected Districts:** Scheme initiated in 2017 is the Special Central Assistance to 30 Most LWE Affected Districts. Through this scheme, the Centre has been trying to support the LWE affected States financially by filling the critical infrastructure and public service gaps in the most affected LWE affected Districts. However, assistance of this nature, where attention is directly focused on the upliftment of underdeveloped LWE affected Districts is not a new idea and efforts in this regard have taken place in the past as well.
- ❖ **Gender Inclusiveness:** Gender mainstreaming not formally included in the scheme structure as security of the vulnerable population is the prime focus.
 - Gender friendly plans being implemented at the grass root level.
 - The extra support being offered to a vulnerable community restores a spirit of equity as efforts are being made to make basic facilities like education, hospitals,

etc. available in these vulnerable areas. Funding under the scheme has been used for projects like building schools, girls' hostel, skill training, etc. Projects such as girls' hostel, Anganwadi centre and bicycles for women are also planned in order to cater to the requirements of women.

- ❖ **Gender Budgeting and gender disaggregated data:** No information in the report.
- ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
- ❖ **Capacity Building & advocacy:** States like Andhra Pradesh, Chhattisgarh, Jharkhand and Odisha have initiated women friendly projects like Anganwadi development, repair of girls' hostel, Skill development for women etc.
- ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation

24. **Special Infrastructure Scheme (SIS) including the Construction of 250 Fortified Police Stations:** The Special Infrastructure Scheme (SIS) including the Construction of 250 Fortified Police Stations is being managed by the LWE Division in the MHA. The scheme tries to address the dual motive of creating and supporting special infrastructure and strengthening the existing police stations in LWE affected Districts

- ❖ **Gender Inclusiveness:** No information regarding Gender mainstreaming in the scheme.
- ❖ **Gender Budgeting and gender disaggregated data:** No information
- ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
- ❖ **Capacity Building & advocacy:** No information
- ❖ **Advocacy/Awareness Activities:** No information.

25. **Border Area Development Programme:** was introduced during 1986-1987 as a 100 percent centrally sponsored scheme for building the social and physical infrastructure to propel normal development and infuse a sense of security in the border areas. The key objective of the programme is to meet the special developmental needs of the vulnerable people living in remote villages situated near the International Border (IB) and to develop the border villages with necessary infrastructure through convergence of various schemes

- ❖ **Gender Inclusiveness:** Gender-friendly plans are translating into greater empowerment of women in implementation. Placement-linked skill development programmes have been initiated by States such as Meghalaya and the sector has witnessed gradual increase in allocation over the years.
 - Focus on construction of toilets for women.
 - Provisions to ensure safety have been made. Assets need to be barrier-free as per revised guidelines of 2020.
- ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting not being practiced.
- ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.

- ❖ **Capacity Building & advocacy:** MHA has recommended States to select at least 50 percent of skill development projects which benefit women.
 - ❖ **Advocacy/Awareness Activities:** Within the project, there are provisions for Sc community sensitisation and awareness generation.
26. **Post-matric scholarship scheme to the students belonging to Scheduled Tribes:** MoTA introduced the Post-matric Scholarship Scheme for the Scheduled Tribe (STs) Students with an aim to provide financial assistance to ST students of all recognized Post-matriculation courses pursued in recognised institutions. This scheme is implemented through states/UTs. The scheme has been operational since 1944-45 and the guidelines have undergone several revisions from time to time
- ❖ **Gender Inclusiveness:** Gender aspect is not being considered for programme design/planning.
 - It ensures equal opportunities for all ST students irrespective of gender. The percentage enrolment of female and male students has been quite similar across most of the states, apart from Kerala and Bihar. The scholarship scheme also provides additional allowance for persons with disabilities
 - Ministry has been made available online to all state/UT governments for filing the reports. MoTA has taken a step ahead by maintaining separate database for male, female as well as transgender beneficiaries. Data maintenance at the Centre, state and district headquarters has been observed to be very systematic
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not being actively practised.
 - ❖ **Gender Equity:** The field study reveals that 60 percent of the respondents mentioned that the scholarship is equally available to girls and boys
 - ❖ **Current situation:** Based on the beneficiary level data of 2018-19 and 2019-20, the scheme shows greater coverage of female than male beneficiaries, with equal amount disbursed for both male and female beneficiaries. However, the overall number of day scholars recorded is more than hostellers.
 - ❖ **Provisions for inclusion of Transgender:** There are initiatives for inclusion of transgender people..
 - ❖ **Capacity Building & advocacy:** no information available in the report.
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation
27. **Pre-matric scholarship scheme for needy Scheduled Tribe students studying in classes IX and X:** The Pre-matric Scholarship Scheme for Scheduled Tribe (ST) Students, initiated in 2012-13, is a centrally sponsored scheme implemented by state governments and union territory administration. The scheme objectives emphasize on three important aspects: i) Minimization of incidences of dropouts, ii) Improvement in participation of ST children in Classes IX and X and iii) Smoother progression of students to Post-matriculation stages of education
- ❖ **Gender Inclusiveness:** Gender aspect is not being considered for programme design/planning.

- Scholarship is equally available to girls and boys. Special provisions for differently abled students: Uptake has been quite low. Inclusion of transgender students under the scheme
 - The field study revealed that 55 percent of the respondents mentioned that the scholarship is equally available to girls and boys. Also, as highlighted in 59 percent of the female respondents confirmed that the scholarship is equally available for both girls and boys.
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not being actively practised.
 - Current situation: Based on the beneficiary level data of 2019-20, the scheme shows an equal coverage of female and male beneficiaries, with an equal amount disbursed for both males and females.
 - ❖ **Provisions for inclusion of Transgender:** There are initiatives for inclusion of transgender people.
 - Ministry maintains separate database for male, female as well as transgender beneficiaries under this scheme, as highlighted in only 16 percent of the respondents mentioned that IT is being used under the scheme.
 - ❖ **Capacity Building & advocacy:** no information available in the report.
 - ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation
28. **Support to Tribal Research Institute:** was initiated to strengthen the socio-economic development programmes operational in the tribal community by spreading awareness on laws meant to protect tribal rights and culture, development schemes and through representation of their challenges by bringing them to the forefront. This scheme aims to strengthen the already running TRIs with special regards to infrastructure, research, documentation, as well as training and capacity building activities
- ❖ **Gender Inclusiveness:** One of the major activities under the scheme is to organize exchange visits by tribals to different parts of the country. In order to ensure women's participation under the scheme, the Ministry has made it mandatory that the visiting group should have adequate representation of women. So, in a group of 10 tribals, a minimum of 5 women should be present.
 - Ministry has made it mandatory that the visiting group should have adequate representation of women. Women-centric activities such as seminars and research studies on tribal women in India, training for women belonging to PVTGs, have been undertaken. Scope for improvement exists for greater inclusivity of both male/female community members
 - ❖ **Gender Budgeting and gender disaggregated data:** information available in the report.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** State TRIs have taken special initiatives for women. Officials of Kerala TRI informed that they conducted an international seminar on issues

of tribal women. Also, they have conducted exclusive trainings for tribal women. They ensure 50% participation of women in all the activities undertaken by TRI. Earlier, they also used to promote women entrepreneurs. They also invite women leaders to give lectures in training programmes.

- ❖ **Advocacy/Awareness Activities:** The scheme does not have any specific components on awareness generation

29. **Mechanism for marketing of Minimum Support Price (MSP) for Minor Forest Produce (MFP) and development of value chain for MFP (MSP for MFP targeted towards the socio-economic improvement of MFP gatherers by providing them fair price for the MFPs they harvest.**

- ❖ **Gender Inclusiveness:** Limited involvement of women across the components of the scheme.
 - The scheme aligns with the National Development Agenda as it aims to create an inclusive society by enhancing the welfare of MFP gatherers; maintain the gender balance by creating income-generating opportunities for women
- ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not being actively practised.
- ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
- ❖ **Capacity Building & advocacy:** There is no earmarking of resources in skill training for women.
- ❖ **Advocacy/Awareness Activities:** VDKV has great potential for ensuring tribal women empowerment.

30. **Special Central Assistance to Tribal Sub-Plan/Schemes** The main objectives of the scheme are to ensure access to education and health services for tribal people; enhance quality of life by providing basic amenities in tribal areas, including housing; reduce poverty and unemployment; create productive assets and income-generating opportunities; and protect tribals against exploitation and oppression.

- ❖ **Gender Inclusiveness:** Guidelines recommend that projects should be conceived and prioritized in a manner that at least 33 percent beneficiaries are women.
 - Protection of tribal population against exploitation and oppression, which makes the scheme unique.
 - the state government needs to ensure that at least 33 percent beneficiaries of the scheme are women. However, on-ground results do not measure up to the objectives. First, there is limited gender disaggregated data collected across states and compiled for various activities to draw any inference.
- ❖ **Gender Budgeting and gender disaggregated data:** Madhya Pradesh has been allocated the highest funds for healthcare of tribal women (27.39 percent) followed by West Bengal (15.11 percent) and Rajasthan (13.19 percent)
 - Data is collected, it is not available on public domain to comment whether tribal women have proportionately benefitted from the projects.

- It is important to unpack the gender disaggregated data (limited, at national level) in the annual reports. It is concerning to note the gradual decrease in number of male as well as female beneficiaries between 2016-17 to 2018-19. However, it is equally concerning to note that despite focus on women-centred projects, the proportion of women beneficiaries has stagnated at 30 percent over the years.
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** no information available in the report.
 - ❖ **Advocacy/Awareness Activities:** no information available in the report.
31. **Scheme for the development of Particularly Vulnerable Tribal Groups:** The main objectives of the scheme are to ensure access to education and health services for tribal people; enhance quality of life by providing basic amenities in tribal areas, including housing; reduce poverty and unemployment; create productive assets and income-generating opportunities; and protect tribals against exploitation and oppression.
- ❖ **Gender Inclusiveness:** PVTGs, maintaining the gender balance by creating income-generating opportunities for women, skill development training to ensure employment for all and infrastructure to ensure educational, health and other necessary facilities
 - ❖ **Gender Budgeting and gender disaggregated data:** Gender budgeting is not being practised, as reported during National KILs
 - ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme.
 - ❖ **Capacity Building & advocacy:** Under livelihood interventions, states such as Kerala, Gujarat, Maharashtra and Odisha have undertaken initiatives to empower women by creating women SHGs so that they get involved in income generating activities at the household as well as village level. However, women SHGs are dysfunctional in several villages of the states
 - ❖ **Advocacy/Awareness Activities:** Involvement of PVTG women through mahila sabha meetings at the hamlet or habitat level. Male/female disaggregated information of beneficiaries to be considered. State government has to ensure that at least one-third of the total beneficiaries are women/girls.
32. **Tribal Festival, Research, Information and Mass Education:** The Ministry of Tribal Affairs supports research studies for knowledge advocacy through the scheme “Tribal Festival, Research, Information and Mass Education”. The scheme has following components: Financial assistance to Centres of Excellence (CoE): To undertake various research studies/publication of books/documentation on tribal issues and capacity building of institutions associated with tribal affairs; dissemination of information; and creation of awareness.
- ❖ **Gender Inclusiveness:** Focus on gender aspect is unknown.
 - ❖ **Gender Budgeting and gender disaggregated data** The Ministry has provided financial assistance for the organization of State Tribal Festivals in 14 states across the country including Hornbill Festival of Nagaland, Pawl Kut Festival in Mizoram, Samakka Sarakka Medaram Jatrra in Telangana

- ❖ **Provisions for inclusion of Transgender:** No initiatives for the inclusion of transgender people that scheme
- ❖ **Capacity Building & advocacy:** NA
- ❖ **Advocacy/Awareness Activities:** MoTA will prepare calendar of festivals in various states for systematic promotion of tribal cultural heritage and dissemination of information regarding various developmental schemes meant for STs, legal rights, land rights, forest rights and awareness towards women and child safety, including menace of trafficking.

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The Development Monitoring and Evaluation Office (DMEO), attached to NITI Aayog, is the apex monitoring & evaluation (M&E) office in the country, with a mandate to drive evidence-based policy making through M&E of government policies and programmes. Since its inception in 2015, the Office aims to shift the discourse of public policy towards rigorous, data-driven, citizen-centric, and decentralized policymaking, to improve governance and facilitate the formation of a New India.

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