



## **7. Operationalization**

### **7.1. Action Plan**

### **7.2. Gender mainstreaming**

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### **7.4. Generation of Gender disaggregated Data**

### **7.5. Gender Budgeting**

### **7.6. Institutional Mechanism**

## **8. Resource Management and Implementation**

### **1. Preamble:**

**1.1.** The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also authorizes the State to adopt measures of positive discrimination in favour of women. Equality for women includes the right to live, the right to live with dignity, the right to a sense of self-worth; the right to have and to determine choices; right to have access to opportunities and resources; right to have the power to control their own lives both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order. Sustainable Development Goals of United Nations are committed to Gender Equality in all spheres of life. The Karnataka State Women's Empowerment Policy derives its principles from the Constitution of India and National Policy for Empowerment of women. It is aligned with Sustainable Development Goals and firmly confers its beliefs on doctrines of equality and human rights as Enshrined in the principles of Covenant on Elimination of All forms of Discriminations against Women (CEDAW), Beijing platform for action and other such International instruments.

**1.2.** Evidence from across the world has shown that improvement in the status of women in social spheres including livelihood, health, and education are correlated with greater prosperity for the population as a whole and more successful development outcomes for entire state. Engaging women as successful and rightful participants in development is

therefore, important for not only for the advancement of the status of women and girls, but also for the overall social economic growth of the society.

**1.3.**The Karnataka State women's empowerment policy (2016) outlines the Government's vision and commitment to all the women in Karnataka State and is trying to bring about holistic development and empowerment of all women. Taking into consideration of diversity and plurality exists in the society, this policy aims to usher in an egalitarian society where women equally participate and contribute in all walks of life. Specific needs of women belonging to the marginalised and vulnerable sections of the society, e.g. SC, ST, OBC, minorities, physically challenged, migrant women, sex workers and others shall receive special attention. This policy is also relevant for girls.

## **1. Vision:**

**Establishment of a society in which all women of Karnataka are empowered to realize their full potential and to live a life of dignity and choice, and are able to participate in the process of decision making as equal partners to influence the process of social change.**

## **2. Mission:**

**To create an effective and gender responsive legislative, administrative and judicial frameworks through formation and strengthening of relevant institutional mechanisms to enable the process of gender mainstreaming in all policies, programmes and practices which will ensure equal rights and opportunities for women in all spheres: private and public.**

## **4. Objectives:**

- 4.1. Creating an enabling environment through progressive economic and social policies for holistic development of women to enable them to realize their full potential and led life with dignity.**
- 4.2. The de-jure and de-facto enjoyment of all human rights,including reproductive rights, sexual health right and fundamental freedoms by women as individuals in all spheres.**
- 4.3. Recognising the contributions of women in all spheres including economy and ecology.**
- 4.4. Ensuring equal access to health care, quality education up to highest level, career and vocational guidance, employment at all levels, equal and fair remuneration, occupational health and safety, social security.Ensuring equal access to and control of economic resources including common property, forest, land, water and other means of production.**
- 4.5. Strengthening legal systems aimed at elimination of all forms of gender based violence and discrimination against women and the girl child.**
- 4.6. Changing societal attitudes and community practices by active participation and involvement of both men and women.**
- 4.7. Mainstreaming a gender perspective in the development process and prioritization of strategic and practical gender needs through building and strengthening partnerships with civil society, particularly women's organizations.**

**4.8. Amelioration of intra-state regional disparities in attaining development and women's empowerment.**

**5. Priority Areas:**

**5.1.2. Economic Empowerment:**

**5.1.2.1. Addressing Feminization of Poverty**

There exists a very close relationship between economic growth and poverty, and gender inequality. Women comprise the majority of the population below the poverty line and are very often in situations of extreme poverty, given the harsh realities of intra-household and social discrimination, are deprived of dignity and decent life. Their concentration in jobs in unorganised sector and in low paid jobs has further aggravated the menace. Economic policies at macro, meso and micro levels and poverty alleviation programmes will have to specifically address the different needs and problems of women, particularly women of marginalized communities, to mainstream them in the development process.

Macro-level: Women's representation in better remuneration jobs; guaranteeing livelihoods, representation of women's issues in macro-economic policies- nation and state and allocation of adequate resources to promote women empowerment

Meso – Community level: ownership of assets and land; access to credit; involvement and/or representation in local trade associations; access to markets.

Micro – Household level: Women's control over household income and assets; relative contribution to family support; access to and control over family resources; participation in economic decisions of the family.

**5.1.2.2.** Increasing the mainstream financial services available to women; Developing policy frameworks that allow women's smooth transition from micro-finance to mainstream economic policy and structures; develop or adopt legal framework that eliminate gender biases of financial institutions.

**5.1.2.3.** Gender wage differentials to be eliminated and equal opportunities to be provided.

**5.1.2.4.** Steps to be taken for mobilization of poor women through convergence of need based programs and services, providing a wide range of options, along with the necessary support measures to enhance their capabilities. Program like Purna Shakti Kendra and Ujjwala

scheme set up under the National Mission for Empowerment of Women to be strengthened as one stop window for providing various services to women.

**5.1.2.5.** Increasing inclusion of all women focusing on vulnerable groups for a voice in economic bodies and financial structures.

**5.1.2.6.** Policies shall address the accounting of unpaid work of women in an explicit manner, through a well-designed strategy that redesigns the household sector as both production and consumption sector.

**5.1.2.7.** Incorporation of gender perspectives into budget processes; undertaking and disseminating gender auditing of economic programs and policies.

Provision of secured employment and increased infrastructure and other support services for women.

**5.1.2.8.** Women's contribution to socio-economic development as producers and workers need to be recognized in the organised and unorganised sectors (including home based workers), this includes measures like reinterpretation and redefinition of conventional concepts of work wherever necessary e.g. in the Census records, National Income Accounts to reflect women's contribution as producers and workers. Appropriate policies relating to employment and working conditions to be drawn up.

**5.1.2.9.** Banks shall adopt a single window approach to assist women especially those belonging to marginalized groups and communities so as to overcome the procedural and other barriers to accessing loans.

**5.1.2.10.** It is important to focus on women in various government programs. Affirmative action of different types (earmarking percentages, stipulation as to titles being in women's names) in favour of women to ensure that they have an equal part of the benefits flowing from various schemes.

**5.1.2.11.** Under various empowerment and income generation schemes the reservation for women shall be minimum of 50%. The women beneficiaries shall be drawn from the poor of marginalized sections like SC, ST and minorities. Widows, single women and female-headed households.

### **5.1.3. Agriculture:**

Women have always played a key role in agricultural production, their importance both as workers and as farm managers has been growing, as more men are moving to non-farm jobs leading to an increased feminization of agriculture.

### **5.1.3.1. Access to land rights and recognition of women as farmers**

**5.1.3.1.1** Access to land rights through property and inheritance rights and direct government transfers and credit support to the poor women to purchase or lease in land from the market.

Raising a legal awareness and legal support to women about their property and inheritance rights. Proper guidance to be framed across a country. All the government land transfers and women claims are recognised- being they are transfers for poverty alleviation, resettlement, rehabilitation etc.

**5.1.3.1.2.** Adopt a new approach to enable women to retain the land they get by strongly encouraging a “group approach.” As it is well recognized that the poor are best empowered if they function as a group rather than as individuals.

Directives to be issued to all levels of government functionaries involved with keeping land records or computerizing and updating records, and maintain gender disaggregated information on land and other assets. Women’s inheritance shares in land as widows, daughters, etc. are fully and proactively recorded. The recording shall be on women’s own name, rather than other relatives.

### **5.1.3.2. Capacity Building in Agriculture:**

**5.1.3.2.1.** Nondiscrimination and demand based Agricultural extension services and other infrastructural support for women farmers shall be made available across the state, even in the remote area.

**5.1.3.2.2.** Adequate mechanism to ensure women’s control over complementary resources including irrigation, credit, water, forest, fuel, fodder, information and training programme (resource mapping, resource management, use of technology, marketing, financial management, cooperative management and organic farming).

**5.1.3.2.3.** Design and introduce women friendly technologies that ensure health and occupational safety.

**5.1.3.2.4.** Women farmers shall be given financial support to create assets either as individuals or as a group. For investing in land and water development activities.

**5.1.3.2.5.** Promote resource pooling and group investment in production, marketing and sell of products- including non-timber forest products.

**5.1.3.2.6.** Capacity building of women in modern agricultural practices and income generating activities through training program easily accessible to women. Frame strategies

supporting women marginal farmers during natural calamities crop failures and farmer's suicide due to agricultural failure with rational compensation packages.

#### **5.1.4. Industry and Service:**

**5.1.4.1.** The manufacturing sector in the country includes large scale industry and MSME sector. While women are employed in large scale sector as salaried worker's women are in large number in MSME sector as producers and workers. They need support to strengthen their capacities in this sector. Further, in the process of growth there is rapid expansion of the service sector and with technological revolution, the line of demarcation between the two sectors is becoming thin. The low participation of women in the service sector is a matter of concern. Thus we need to promote women's participation all in emerging sectors like information communication, biotechnology, retail, banking and finance, hospitality and tourism. But their participation in this sector is low due to lack of access to opportunities, markets and skills.

**5.1.4.2.** Eliminate discriminatory practices in opportunities, recruitment and promotions in the organised and semi organised sector like electronics, IT, food processing, agro-based industry, textiles and tourism industry groups.

**5.1.4.3.** Women to be given priority and preferences in service sector, industry like hotels and restaurants, catering, petrol pumps, transport services, entertainment etc. through appropriate licensing policy and support services.

**5.1.4.4.** Promotion and incentivization of women's entrepreneurship.

**5.1.4.5.** The District Industries Centres, KSFC and MSME Development Organisation shall encourage women entrepreneurs and provide single window facility for guidance, application, permits, approvals, provision of raw materials and marketing support.

**5.1.4.6.** Acknowledge the important economic contribution of women in tourism and by creating opportunities for income generating activities, effective marketing and integrating women's entrepreneurship through various plans and schemes of MWCD.

Women shall get priority under PMEGB KVIC and other self-employment generation Programmes for taking up economic activities. At least 33% of total assistance shall be earmarked for women.

**5.1.4.7.** Opportunities shall be created for women in trade and commerce sector with provision of special facilities, marketing outlets and representation of women in APMC and marketing committees.

**5.1.4.8.** An equal opportunity Commission to be set up to promote increasing participation of women in these sectors.

**5.1.4.9.** Urban and Rural Local bodies shall extend infrastructure facilities, in terms of gender friendly public transportation, working women's hostels, rest rooms and toilets facilities, child and health care facilities etc.

**5.1.4.10.** The Policy shall also make reference to the Code of Conduct for safe and honourable tourism developed by the Ministry of Tourism to ensure protection of women from any form of crime and exploitation and aid the prevention of sex tourism and all forms of sexual exploitation in tourism.

**5.1.4.11.** A monitoring mechanism shall be established to supervise the implementation of the special provisions for women in these sectors and for analysis of the outcomes.

### **5.1.5. Decent work and social security in unorganised sector:**

**5.1.5.1** Unorganised sector comprises of a large part of women workers as producers, workers, service providers (including sex workers). Those women need to be provided decent work and social security throughout the life cycles. The labour legislation and social security measures are not applicable to these workers. Women are subject to exploitation and discrimination in this sector. The wages are low, the working conditions are bad and unhygienic, there are no safety and security provisions.

**5.1.5.2.** A decent work to be provided through adequate wages and suitable work conditions, work records, work tools and safe work environment.

**5.1.5.3.** Provisions for adequate facilities and safety measures for women working in night shifts in various service sectors like BPO, Hospitals, IT sector, transport and tourism, hospitality etc., ensure proper implementation of code and conduct for safe and honourable tourism.

**5.1.5.4.** A comprehensive social security scheme to be implemented covering ESI, maternity leave, pension, child care, group insurance, compensation for victim and survival.

**5.1.5.5.** Ensure adequate mechanism and platform to address exploitation, sexual harassments, violence and crime against women in family and outside.

**5.1.5.6.** Committees shall be established to address issues related to exploitation, harassment, injustice and discrimination in work and wages. A social as well as administrative gender audit shall be conducted with regard to the admission and dispersal of cases.

**5.1.5.7.** Tripartite Boards shall be formed at rural and urban local governing bodies State and National levels for redressal of cases and a follow up mechanism shall be established for effective implementation of the decisions.

**5.1.5.8.** A special allocation of 3 % of the total budget shall be made for establishing a social security fund. The fund may also be enhanced by philanthropic contributions.

Special social security provisions for women street vendors, domestic workers and home based workers.

### **5.1.6. Skill Development and Entrepreneurship:**

**5.1.6.1.** Globalisation has put a premium on skills - requiring high levels of education, often out of the reach of the women and unorganised sector workers. On the other hand, it opens up new markets which workers can reach by redesigning the existing or traditional skills and acquiring the new skills. Women's participation in globalized sectors is largely hampered due to lack of education, skills and entrepreneurship and management skills.

**5.1.6.2.** The Government along with the corporate sector shall identify sectors (e.g. retail and marketing) which have both a low gender ratio as well as a lack of trained personnel and will arrange adequate and appropriate training and capacity building.

Promote women entrepreneurship by giving preference in EDP programs and provisions of infrastructure credit and support services for establishing viable enterprises.

National and State Skill Development Corporation shall take into account the skill needs of women and design the courses as well as provide as provide them access to training in modular employable skills.

**5.1.6.3.** There shall be slots in vocational training institutes for the re-training and skill up-gradation of women who have taken a job-break due to their familial (including child-care and child-raising) responsibilities so that they are enabled to re-enter the workforce.

Capacity building of women in e trading, e business and e commerce through soft skill development programmes.

**5.1.6.4.** Special training programmes of adequate duration shall be organised on regular basis for women to train in establishment and management of small enterprises. Skill based

cooperative entrepreneurship need to be promoted among SHG groups in both urban and rural areas.

**5.1.6.5.** Women entrepreneurs shall be given training in communication skills necessary for business. Lecture of successful entrepreneurs will be arranged in order to promote entrepreneurship among women.

**5.1.6.6.** The District Industries Centres, MSME Development Organisation, KSFC shall encourage women entrepreneurs and assist them in identification of viable enterprises, preparing project reports, provision of single window service, credit and bank linkage etc.

All corporate social responsibility programs have a gender empowerment, capacity building and training component.

**5.1.6.7.** The traditional skills of women in handicrafts and handlooms and other sectors shall be identified and suitable training programmes may be organised to reformulate them to suit the tastes and requirements of local as well as global markets.

### **5.1.7. Micro Credit and Self Help Groups:**

**5.1.7.1.** Self-help groups and women's collectives shall be seen as a part of a broader strategy to enhance women's agency on social, political and economic levels. Policies and programmes shall simultaneously seek to increase women's confidence, awareness, negotiation ability, literacy, health, as well as women's vocational, entrepreneurial and management skills, to enable micro finance inputs to translate into sustained empowerment.

**5.1.7.2.** Self Help Group can be a powerful mechanism for economic empowerment of rural and urban poor women. But The rapid growth of SHGs combined with inadequate support being provided to them has meant that a large number of groups are not sustaining. The pressure of targets has led to multiple claims being made on SHG members by different sponsoring agencies, thereby often exaggerating the number of women being covered by SHGs. This has created confusion and conflicts among SHG members at grass root level. There is a need to design appropriate strategies for survival and sustainability of these groups.

**5.1.7.3.** In order to enhance women's access to credit for consumption and production, the establishment of new and strengthening of existing micro-credit mechanisms and micro-finance institution shall be undertaken so that the outreach of credit is enhanced and all women below poverty line have easy access to credit.

**5.1.7.4.** State shall make this micro credit movement more inclusive as the amount and regularity of savings expected from SHGs has led to the exclusion of the poorest, including

members from Dalit, adivasis and Muslim communities as well as women headed households from the SHGs covering the remote areas also.

**5.1.7.5.** Finance institutions and banks will promote women's SHGs purchase of land to do collective farming. Banks shall have a certain percentage of Savings Bank Account and Loans reserved for women. There shall be an exclusive State Level Cooperative Bank for Women.

**5.1.8.6.** It is necessary to make financial credit available to women engaged in agriculture as well as individuals and women collectives which are involved in agriculture. In this regard the District Banks as well as the Lead Bank shall be given a target to supply credit to women engaged in agriculture and SHGs. If women are involved in organic agriculture they will be given concessions on priority basis.

**5.1.8.7.** Karnataka government must avoid the duplicity in program and spending fund for maintenance of functionaries for same program. To avoid duplicity, complication and to reduce the government exchequer SHG movement in Karnataka must be implemented under one department only like other states of India. This will also give speed and strength to SHG movement in Karnataka state. Convergence of programmes of line departments shall be implemented.

### **5.1.8. Science and Technology:**

**5.1.8.1.** Efforts to develop a scientific temper and awareness need to be stepped up.

**5.1.8.2.** Programmes shall be strengthened to bring about a greater involvement of women in science and technology. These will include measures to motivate girls to take up science and technology for higher education with adequate incentives.

**5.1.8.3.** Ensure that development projects with scientific and technical inputs involve women fully. Some special research grant can be introduced for women research scholars to promote scientific research.

**5.1.8.4.** Special measures would be taken for training in areas where women have special skills like communication and information technology.

**5.1.8.5.** Efforts to develop appropriate technologies suited to women's needs as well as to reduce their drudgery will be given a special focus too. There shall be emphasis for women to take up science courses.

**5.1.8.6.** Enabling environment free from sexual harassment and gender discrimination must be created in research laboratories to encourage women's participation. Flexi timing and child care facilities need to be introduced in the research organisations.

**5.1.9.7.** Corporates under their social responsibility initiative, educational institutions, Women's SHGs , NGO's shall strive to promote larger access of women to science and Technology.

## **5.2.Social Empowerment**

**5.2.1.1.Education:**Increased privatisation of education at all levels is impacting girls' participation in education adversely. It is, therefore, essential to augment and strengthen government educational institutions through increased public spending to promote gender equality in education

**5.2.1.2The Focus of Education:** Notwithstanding the importance of elementary education and keeping in mind the role of education in bringing about and strengthening women's empowerment the educational policy framework and programme emphasis should be holistic and the specific educational requirements of each levels should be addressed and backed by resources. The focus of women's education should not be on elementary education alone but on also on secondary, higher, vocational, technological and professional education.

**5.2.1.3. Reflection on gender disaggregated community specific data:** Educational data should be gender disaggregated but should also be collected for all social groups (like SC/ST/Minorities) and made available in public domain. Systematic mapping of social groups should be undertaken to sharpen customized planning and programme design processes.

**5.2.1.4. Equal access:**Equal access to education for women and girls shall be ensured. Special measures shall be taken to eliminate discrimination, universalize education, eradicate illiteracy, create a gender-responsive educational system including curriculum at all levels. In the view of higher dropout rates among girls we have to increase enrolment and retention rates of girls and improve the quality of education to facilitate life-long learning as well as development of occupation/vocational/technical skills by girls and boys, women and men from the village level and upwards.

**5.2.1.5. Gender sensitive and responsive curricula:** Gender sensitive and responsive curricula shall be developed at all levels of educational system in order to address sex stereotyping and construction of masculinity and femininity as amongst the causes for gender discrimination.

**5.2.1.6. Textbook Reform:** Textbook reform processes with the involvement of academics and practitioners shall be continued. The process shall also include all other learning materials in use. Gender needs to be looked at not as an add-on but integrated in all subjects and shall be an important organizing principle of state curricula and textbooks. Issues of sexuality needs to be addressed to provide children with information, enable them to make informed choices, make them aware of the diversity of expressions of sexuality and gender and to equip them to deal with violations. Curriculum for Teacher training and training of student teachers (DIETS) shall include a substantive module on gender issues in pre - service and in -service teacher training programmes.

**5.2.1.7. Reducing Gender Gap:** Reducing the gender gap in secondary and higher education shall be a focus area. Sectoral time targets in existing policies will be achieved, with a special focus on girls and women, particularly those belonging to weaker sections including the Scheduled Castes/Scheduled Tribes/Other Backward Classes/Minorities and girls with special needs. Special initiatives required to retain adolescent's girls in school. It is important to ensure safe and convenient public transport, easy access to toilets, free and safe accommodation, access to financial assistance and other supportive facilities for higher enrolment and retention of girls at all levels of education.

**5.2.1.8. Job oriented education:** Special efforts shall be made to provide adequate facilities for imparting job oriented / vocational education i.e. non stereotypical and to encourage women to undertake such courses to improve their livelihood opportunities. Women can be provided with career counselling to enable them to pursue their course of interest.

**5.2.1.9. ICT based Distance Learning System:** Open school and distance learning, at higher levels, will be promoted along with the formal system. ICT based content in regional language need to be available for students of different educational levels. Specific effort shall be made to enrol and support girls and women in backward and remote areas.

**5.2.1.10. Prevention of sexual harassment in educational Institution:** Orientation programme for gender sensitisation for teachers, students, and staff in educational institutions will be provided level wise. Every educational institution should implement the provisions of the sexual harassment act 2013 as also POCSO 2012. Hostels for girl students should be provided separately. Guidelines for prevention of sexual harassment at all levels of

educational institutions including schools (upper primary and upwards) should be framed and monitored. Teacher training programmes should include awareness on sexual and other forms of violence against girls and women. The issue should be sensitively covered in the school curriculum. Educational institutions should be made responsible for spreading awareness about these issues.

### **5.2.2. Health and Nutrition:**

**5.2.2.1** Women's health is more than reproductive health. All kinds of health issues including physical and mental faced by women in their entire life cycle need equal attention and care. Increasing privatisation and high cost of health care making access to health services exclusionary.

**5.2.2.2 Holistic health empowerment:** Empowerment for Health is a process in Health Promotion through which people gain greater control over decisions and actions affecting their health as health is the basis of all other wellbeing. A holistic approach to women's health which includes both nutrition and health services will be adopted and special attention shall be given to the needs of women and the girl at all stages of the life cycle.

**5.2.2.3** Child sex ratio: The issue of alarming declining child-sex ratio ought to garner more attention and resources than now, since the population of the state is skewed and rendered in terrible disequilibrium. Hospitals need to be made the nodal point to create awareness and encourage parents to have girl children. Sex Selection through Assisted Reproductive Technology and others should be monitored along with strict implementation of the PNMT act, informed choice of joyously giving birth to daughters need to be made the norm of the day.

**5.2.2.4. MMR and IMR:** Reduction of infant mortality and maternal mortality, which are sensitive indicators of human development, is a priority concern. This policy reiterates the national demographic goals for Infant Mortality Rate (IMR), Maternal Mortality Rate (MMR) set out in the National Population Policy 2000.

Women shall have access to comprehensive, affordable and quality health care and institutional delivery in order bring down maternal mortality. Reasons for MMR being high are child marriage, lack of nutrition and good health, lack of adequate health facilities and proper institutional medical care. These have to be addressed on a priority basis.

The availability of good and accurate data at micro level on deaths, birth and marriages is required. Strict implementation of registration of births and deaths shall be ensured and registration of marriages shall be made compulsory.

**5.2.2.5.Reproductive Rights:** Measures shall be adopted that take into account the reproductive rights of women to enable them to exercise informed choices, their vulnerability to sexual and health problems together with endemic, infectious and communicable diseases such as malaria, TB, and water borne diseases as well as hypertension and cardio-pulmonary diseases.

**5.2.2.6.Infertility care:** Infertility is a growing issue and although this is couple's problem;in a patriarchal society women are victimised often without any fault of them.Assisted reproductive technology is prohibitively costly. Availability of such treatment at affordable cost for women across the category is need of the hour. At same time State should not ignore raising discrimination and victimization of surrogate mothers who are often poor women. The relevant laws shall address the rights and concerns and ensure security to the surrogate mothers.

**5.2.2.7.Family Planning:** In accordance with the commitment of the National Population Policy to population stabilization, this Policy recognizes the critical need of men and women to have access to safe, effective and affordable methods of family planning of their choice and the need to suitably address the issues of early marriages and spacing of children. Interventions such as spread of education, compulsory registration of marriage and other special programmes shall impact on delaying the age of marriage so that child marriages are eliminated. The focus of health programmes shall be expanded from the existing programme on Maternal and Child Health to include both adolescent and older women. Onus of family planning need to shifted to the couple instead of the burden being on the women alone.

**5.2.2.8.HIV/AIDS:** Women are increasingly becoming the face of the HIV epidemic as women have limited ability to negotiate safer sex and the risk and reality of sexual violence also means an increased risk of HIV transmission through unprotected non-consensual sex. The social, developmental and health consequences of HIV/AIDS and other sexually transmitted diseases shall be tackled from a gender perspective.Community care homes to be provided for HIV infected women and support services to the affected women.HIV infected women shall be provided with livelihood opportunities. Access to Anti-retroviral shall be ensured along with provision for free transport both for HIV infected and those accompanying them shall provide for women below poverty line. Adequate funds should be

allocated for all levels of ARV treatment and nutrition. Legislation shall be enacted to protect HIV infected women against stigma and discrimination in education, livelihood opportunities, workplace, medical treatment and community.

**5.2.2.9. Urban Poor and migrant workers:** Focus shall also be given to health of women living in urban slums. Women migrant workers and women workers and their family members working in unorganised sector shall be provided mobile health care system and provide access to institutional health care system. Provision of crèche facilities, protection against sexual harassment, equal remuneration, maternity benefit shall be extended to them.

**5.2.2.10. Health Insurance:** Health insurance facilities shall be made available to all women irrespective of varied socio-economic background. Health Insurance shall be made available for covering all illnesses and special measures instituted to enable women to use the facilities. Health insurance should also cover pregnancy and maternity related issues.

**5.2.2.11. Menstrual health and hygiene:** Menstrual hygiene of women shall be facilitated, as part of the health-care activities. Quality low cost sanitary napkins should be manufactured and made available for women across the country. De stigmatising menstruation among family and at school. Availability of safe changing places with water and soap must be a mandate for menstrual hygiene. Several gynaecological and reproductive disorders of women can be prevented through this simple step. Menstrual awareness and sexual health education shall be made mandatory in school curriculum, and made popular through mass media.

**5.2.2.12. Health care for Survivor of violence:** Women in conflict-ridden situations (caste, communal etc.) shall be given special health care facilities. It is important to recognise that women as survivors of violence face huge physical and psychological trauma and effects. Therefore, Hospitals shall have special sexual assault trauma centre equipped with trained personnel to help women survivors of violence.

**5.2.2.13. Mental Health:** There is an increase in the women succumbing to mental distress, which is often ignored, or taken as an issue, that women can cope with. This attitude both in the private and public domain needs to change; therefore, women's mental health needs to be recognised as an issue of deep concern, requiring special attention. The state should focus on imparting life skills that promote mental health inclusive of self-esteem and respect for one's body. Counselling and other mental health care facilities need to be made available at the taluka level as well awareness need to be built against the misconceptions prevailing in the society. Ensure availability of required mental health professionals- psychiatrist, psychologist, psychiatric social worker, and mental health nurses at all levels with periodic assessment of

treatment facilities including rehabilitation at taluka level. Training shall be organized on basic mental health and counselling for care givers of mental health patients.

**5.2.2.14. Geriatric Care:** Although India has one of the largest elderly population, geriatric care and facilities are still not the state priority. We immediately require geriatric interventions in Government hospitals. Availability of affordable institutional care, community housing for the aged day boarding need to be introduced.

**5.2.2.15. Women and occupational health:** The policy shall address occupational health hazards and needs of women working in adverse situations- mines, plantations, quarries, construction, garment sectors, unorganized sector, free trade zones, pourakarmikas garbage disposal etc.

**5.2.2.17. Nutrition:** In view of the high risk of malnutrition and disease that women face at all the three critical stages viz., infancy and childhood, adolescent and reproductive phase, focussed attention shall be paid to meeting the nutritional needs of women at all stages of the life cycle. Nutrition should focus not only on quantity but also on quality focusing on local and traditional food preferences and variety.

**5.2.2.18. Nutrition of different age group:** Nutrition in early childhood (under 6 years) is crucial for proper physical and mental development of every child. Therefore, it is important to ensure the food provided in Anganwadis and through mid-day meal schemes are adequate and nutritious. Nutrition is also important in view of the critical link between the health of adolescent girls, pregnant and lactating women with the health of infant and young children. Availability of supplements like IFA, calcium to be made available easily and linked to PDS system for pregnant women. Special efforts shall be made to tackle the problem of macro and micro nutrient deficiencies especially amongst pregnant and lactating women as it leads to various diseases and disabilities. The Public Distribution System should be diversified to cover region-specific cereals. Special locally affordable diet plans shall be popularized to prevent anaemia among young girls.

**5.2.2.19. Intra-household discrimination in nutrition:** Intra-household discrimination in nutritional matters vis-à-vis girls and women will be sought to be ended through gender sensitization by means of education and media. Widespread use of nutrition education would be made to address the issues of intra-household imbalances in nutrition and the special needs of pregnant and lactating women. Women's participation will also be ensured in the planning, superintendence and delivery of the system. Sensitization to family members including men of

the family on usage of foot ware and toilets by girls and women to prevent worms from entering from the cracks of the foot.

**5.2.2.20.Nutritional deficiencies in elderly women:**One of the common nutritional deficiencies seen in older women is that of Calcium, and Vitamin D, E etc. causing preventable, yet highly debilitating illness such as osteoporosis. Steps to be taken in order to make supply of these nutritional supplements to post-menopausal women with equal rigour as it is being done for pregnant and lactating women. Health education campaigns to be launched nation-wide encouraging women to consume more nutritionally rich foods such as green-leafy vegetables, milk, egg and sources of essential micronutrients on importance of prevention of debilitating illness such as osteoporosis, dementia and Alzheimer's and measure to ensure prevention.

**5.2.2.21.Women's traditional knowledge about health care and nutrition:** Women's traditional knowledge about health care and nutrition will be recognized through proper documentation and its use will be encouraged. The use of Indian and alternative systems of medicine will be enhanced within the framework of overall health infrastructure available for women.

### **5.2.3. Enabling Environment:**

Women's participation will be ensured in the planning, delivery and maintenance of services such as supply of potable drinking water, separate well lit adequate toilet facilities with water in schools and other public places like bus stands, shopping malls, etc. which should be properly maintained and well lighted, to ensure security.

#### **5.2.3.1 Housing and shelter:**

**5.2.3.1.1.**BPL families to be included and priority should be given to SC, ST, OBC, minority communities, female-headed households, widows, homeless, aged women, destitute, women in sex work and single women. Titles to the land/houses shall be in the joint name of the couples or in the name of woman.

**5.2.3.1.2.**Evolve a credit cum subsidy scheme of Housing for the poor, non- BPL families.

**5.2.3.1.3.** Improve access to basic infrastructure in the houses.

**5.2.3.1.4.** The policy of public-private partnership/ corporate social responsibility should be evolved in undertaking

**5.2.3.1.5.** Since land is a scarce commodity in case of subsidized funding Govt should consider of growing vertically with introduction of group housing project.

**5.2.3.1.6.** More shelters need to constructed in Urban areas and district headquarters for homeless and women in distress and staffed by trained and sensitized individuals to prevent their exploitation within the shelters.

**5.2.3.1.7.** Keeping urbanization, mass migration, nuclearization of families in the context of increasing population of the elderly in mind, govt should promote construction of more affordable and payment based old age homes.

### **5.2.3.2 Drinking Water, Sanitation:**

**5.2.3.2.1.** Special attention will be given to the needs of women in the provision of safe drinking water, sewage disposal, toilet facilities and sanitation within accessible reach of households, especially in rural areas, tribal hamlets and urban slums and highways.

**5.2.3.2.2.** Women collectives need to be trained and involved in rain water harvesting and installation of RO water plant to address drinking water problem.

### **5.2.3.3 Social Security Measures:**

**5.2.3.3.1.** It is the obligation and responsibility of the State to provide social security to its citizenry. Financing social security is an investment, not a burden.

**5.2.3.3.2.** Social security should provide protection from the following risks: old age; disability; illness; accident; maternity, unpaid care work; death; all forms of violence and threat of violence including conflict; loss of livelihood and unemployment.

**5.2.3.3.3.** Social security should augment women's access to and control over productive resources including financial services, technology, better infrastructure, land, water, housing and other common property resources (CPRs).

**5.2.3.3.4.** Social security should be universal, but not uniform, and should, respectively, address specific and multiple vulnerabilities, and include special temporary measures. These measures must be applied on a priority basis to provide immediate relief to the vulnerable groups.

**5.2.3.3.5.** Social security benefits should be bestowed on women by treating them as independent rights-holders and not as dependents, or as members of a household. The State should also support the formation of women's collectives at community levels to encourage

the participation of women in all aspects of the administrative and decision-making process for ensuring social security benefits.

#### **5.2.3.4 Culture and Sports:**

**5.2.3.4.1.** Women's participation in sports and cultural activities need to be promoted to increase visibility of women's talent right from early childhood in schools and communities and to enhance their physical, mental and social wellbeing.

**5.2.3.4.2.** Proper training facilities, financial support and harassment free environment need to be provided to women sports persons and artists from different spheres.

**5.2.3.4.3.** Reservation for women in top decision making position of the management of different sports and cultural bodies need to be ensured.

**5.2.3.4.4.** Issues like differential wages for male and female athletes and artists, differential access to advertisement, sexual harassment need to be addressed.

#### **5.2.3.5 Conventional and social Media:**

**5.2.3.5.1.** Media will be used to portray images consistent with human dignity of girls and women. The Policy will specifically strive to remove demeaning, degrading and negative conventional stereotypical images of women and violence against women.

**5.2.3.5.2.** Press and the print media are generally found to unduly sensationalize traumatic events such as sexual assault etc. thereby invading the privacy of the survivor. It would be useful to have guidelines for the media so that girls and women's portrayal is positive and there will be restraining in sensationalising news or the objectification and commodification of women.

**5.2.3.5.3.** The media will be enforced to follow laws and codes of conduct, professional guidelines and more women in the censor board and other self-regulatory mechanisms to remove gender stereotypes and undignified portrayal of women.

**5.2.3.5.4.** Special resources should be set aside to encourage and involve civil society organisations to contribute in developing appropriate messages and programmes which are gender sensitive and bring out the patriarchal values prevalent in society, which are responsible for discriminative and oppressive behaviour towards women. The media has to become gender sensitive and more responsible when portraying the woman and thus play a significant part in bringing about attitudinal changes in the society. A gender friendly media policy needs to be formulated for this purpose.

**5.2.3.5.5.** Since cyber violence in the form of bullying, trolling and stalking and cyber pornography is a recent phenomenon, therefore, there is a need for new legislation to address these problems and for effective implementation of the laws.

### **5.2.3.6. Transport:**

**5.2.3.6.1.** There is a need for well-lit streets, roads and public transport to provide a safe environment for women to move around freely.

**5.2.3.6.2.** We have to understand that Men and women have varying transport needs and constraints and are affected differently by transport interventions. We have to ensure harassment free, affordable public transport for women.

**5.2.3.6.3.** Rural Transport Projects that build roads for motorized transport often do not benefit rural women, who mainly work in and around the village and travel on foot. Rural roads must respond to women's need and take them to work, hospital, educational institutions, places of community interest and to the urban areas.

**5.2.3.6.4.** Transport facilities that transport people to and from employment centres need to be increased.

**5.2.3.6.5.** Women's transport needs, such as better route planning or the provision of special buses or increased off-peak hours or services on less-travelled routes.

**5.2.3.6.6.** Rapid mass transport, railways should also propose gender inclusive plans where secure, clean and affordable restrooms, toilets and canteen facilities need to be provided to women passengers at regular interval. Railway stations and intercity bus terminus shall arrange for child care facilities.

### **5.2.3.7 Energy:**

**5.2.3.7.1.** Women are disproportionately impacted by a lack of access to energy given their prominent role in domestic, low paid and unpaid work. Therefore, LPG or kerosene could be available at affordable cost to the poor through public distribution System.

**5.2.3.7.2.** The vast majority of rural women still depend on the locally available non-commercial sources of energy such as animal dung, crop waste and fuel wood. In order to ensure the efficient use of these energy resources in an environmental friendly manner, the Policy will aim at promoting the programmes of non-conventional energy resources. Activities which lead to higher carbon emission should be discouraged and encourage women to adopt sustainable practices for efficient energy use.

**5.2.3.7.3.** A comprehensive energy policy is needed for domestic energy, covering a range of solutions: small sized biogas plants, firewood plantations, small hydro plants, and other

renewable energy sources to create a portfolio of energy options, rather than single source options. In addition, the promotion of non-biomass sources of energy, including solar, for small production units would save firewood for domestic use.

### **5.2.3.8. Law Enforcement and Gender based violence:**

**5.2.3.8.1.** Violence against women (VAW) includes any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. Violence against women manifests itself in many ways and is one of the most pervasive forms of human rights abuse in the world today. While all women may experience violence, it intersects with other social and identity-based constructs like caste, religion, ethnicity, disability, and sexual orientation to make specific groups vulnerable to different and particular forms of violence.

**5.2.3.8.2.** Violence against women creates distinction and excludes, restricts girls and women from enjoying and exercising their human rights and fundamental freedoms within the family, community, socially and nationally. Therefore, all efforts will be made to end violence against girls and women in all its forms and in every sphere of their lives. The state shall endeavour to ensure effective implementation of existing legislation and policies relating to girls and women like POCSO, PWDVA, Sexual Harassment Act, the anti-trafficking act etc.

#### **Sensitization:**

**5.2.3.8.3.** Promote an active and visible policy of mainstreaming a gender perspective, including VAW in all policies and programmes. Gender-sensitization should be made a mandatory part of the curriculum and in-house training of the Lawyers public prosecutors, police and judiciary on a priority basis. Sensitization of medical professionals is also required on recording evidences in cases of dowry death.

**5.2.3.8.4.** Awareness on gender issues in general and violence against women should be included in the core teacher's training curriculum and refresher trainings. The Youth ministry should take up VAW/G as a priority issue and encourage interaction with young people, particularly boys and men.

**5.2.3.8.5.** Registered SHG federations should be provided training to identify and deal with issues of violence against women. Small funds should be made available with guidelines on spending to enable the federations to assist such women in distress.

**5.2.3.8.6.** Media personnel will undergo gender sensitization so as to ensure sensitive reporting of news related to women, sensitive and non-stereotypical portrayal of women in print and electronic media. Staff in protective homes must be specially trained and sensitized.

**Support Services:**

**5.2.3.8.7.** Every district should minimally have two shelter homes for women and girls. This should be in the nature of a one-stop crisis centre where different key services like legal aid, counselling, medical help etc. can be availed. NGOs and government agencies running such centres should be trained adequately. More counselling centres with qualified social workers cum counsellors with good pay packages should be set up.

**5.2.3.8.8.** Allocations for more medical/trauma centres both separate and within existing government health facilities should be earmarked. Rehabilitation in terms of capacity building for survivors with skills for self-sustenance, property, livelihood, care and protection, can prevent discrimination and stigmatization.

**5.2.3.8.9.** As more and more people flock into the cities, free night shelters should be built in the urban centres to check trafficking and other forms of violence against women and children. Ensure that women subjected to violence have access to law enforcement and justice delivery mechanisms. Set up hotlines and helplines providing information, advocacy, support and crisis counselling.

**5.2.3.8.10.** Special homes to be set up for rehabilitation of trafficked women along with halfway homes which will ensure that women will be treated with dignity and as agents in their own rights and not as criminals. Protocols to deal with post rescue rehabilitation and relief should be developed.

Survivors should not be forced to return home. In case they do return, adequate follow-up should be done to ensure their security. Continuity of care should be available to the victim for at least 3 years after rescue for effective psycho-socio reintegration and rehabilitation.

**5.2.3.8.11.** Strengthening safety and security measures for girl's women inmates in any kind of residential facilities including schools, hostels and homes.

**Inferential:**

**5.2.3.8.12.** Proper allocation of funds for appointment, training, sensitization and capacity building of Protection Officers, Service Providers, members of the judiciary, police, medical

professionals, counsellors, lawyers, etc. on the issue of domestic violence and the use of law (PWDVA and other criminal and civil laws) to redress the same.

**5.2.3.8.13.** State should hold special initiative to control the menace of child marriage by carrying out social and economic development of the communities and districts where child marriages widely practiced.

**5.2.3.8.14.** Measures to strengthen the existing legislations and schemes for prevention, protection and rehabilitation of victims of trafficking and sexual exploitation. Special courts must be set up with Special Judges to try trafficking cases and proceedings in such courts are to be time bound. Witness prosecution programmes to be developed. As poverty is a major reason for vulnerability to trafficking, special development programmes should be devised for those areas from which large numbers of women and girls are trafficked.

**5.2.3.8.15.** Legal awareness training should be provided for women leaders in the grass root, district and block levels. Need for set up of lokadalats and alternate dispute settlement mechanisms for efficacious settlement of cases. Women's organizations should be consulted at all stages of legal reform process

**5.2.3.8.16.** Prison reforms to take care of needs and problems of women prisoners should be carried out. Adopt, implement and periodically review and analyse legislation to ensure its effectiveness in eliminating violence against women and the implementation of women's rights to property and within marriage and family.

**5.2.3.8.17.** Strict action to be taken against community level structures that pronounce anti women judgments and actions in cases like inter-caste or religious marriages, promotion of devadasi custom, witch-hunting and other harmful social practices.

**5.2.3.8.18.** Self-defence training for girls to be made compulsory in schools. Women activists taking up cases of violence against women are often threatened and attacked. Strict action should be taken in such cases and the rights of women activists protected.

**5.2.3.8.19.** Special awareness need to be built up against cybercrime including financial fraud, harassment, bullying, stalking and morphing.

### **5.2.3.9: Oppressive and Harmful social customs and Practices:**

Social awareness and collective opinion shall be raised against oppressive and restricting customary practices followed within communities across the faith. Such derogatory customs and value disrespect women and does not allow her to realize her potentials and live life with dignity. Along with sensitization strict enforcement of law against such oppressive customs shall be promoted.

### **5.3. Governance, Decision making, Leadership and Political Empowerment:**

**5.4. 5.3.1.** Women's equality in power sharing and active participation in decision making, including decision making in political process at all levels will be ensured for the achievement of the goals of empowerment. All measures will be taken to guarantee women equal access to and full participation in decision making bodies at every level, including the legislative, executive, judicial, corporate, statutory bodies, as also the advisory Commissions, Committees, Boards and Trusts etc. Affirmative action such as reservations/quotas, including in higher legislative bodies, will be considered whenever necessary on a time bound basis. Women-friendly personnel policies will also be drawn up to encourage women to participate effectively in the developmental process.

**5.3.2.** Presence of women in the key decision making positions is main goal of political empowerment. All development programmes should be created with an intention to empower women's participation within the three structures of governance namely legislation, administration and judiciary.

**5.3.3.** Electoral reforms should provide for state funding for women contesting for elections to Parliament, state assemblies, urban local bodies and PRIs. Increased resources need to be placed for training programme in political skill- building of women within the PRI and other levels.

**5.3.4.** There is a need to amend the provision of the no-confidence clause, often used to remove women sarpanches, to ensure that a no-confidence motion cannot be passed for a year and a half of having taken office. If a no-confidence vote is passed, the replacing incumbent should also be from the same social group as the earlier incumbent.

**5.3.5.** Ensure that two-child norm laws that prevent those who have more than two children from holding office are repealed as women in a patriarchal society that to a rural often poor woman hardly exercise any reproductive choice. These laws are most often used against women and disproportionately impact poor, Muslim and tribal women. More tragically, the norm may lead to increasing abortion of female foetuses.

**5.3.6.** Greater efforts should be made towards the inclusion of poor and other excluded women on state planning processes, planning boards and commissions.

**5.3.7.** Bill to reserve one-third seats for women in State Assembly need to be passed as soon as possible. More women are required in decision making bodies of various social, cultural

and sports organizations. Board rooms and key decision making positions of private sector too need to be gender inclusive.

## **5.5. Socio-economic Interventions for Vulnerable sections:**

### **5.4.1. Women from Scheduled Castes and Scheduled Tribes and Minority community:**

**5.4.1.1.** Intersectionality should be taken on board as a guiding principle of gender planning. Discrimination is doubled, trebled and multiplied further in case all the different axes intersect – caste/tribe, religion, economic and work status, residence, geographic location, asset-ownership, marital status, age, health status, etc. The gender framework should incorporate this.

**5.4.1.2.** A comprehensive data base will enable MWCD to keep track of the progress achieved in basic human development indicators by women and girls belonging to these groups as well as women in general. Apart from human development indicators such as health and education, etc. women of some of these groups suffer from a multitude of handicaps, ranging from legal barriers to being exposed to superstitions.

**5.4.1.3.** In all programs an exercise should be done to establish the existing patterns of discrimination, lower participation and performance. And to ensure access to education and adequate nutrition.

### **5.4.2. Women with Disability:**

**5.4.2.1.** The legal framework on disability makes no provisions for women with disabilities.

The PWD Act is gender neutral. It does not address the specific concerns of women with disabilities in the areas of health, education and employment. A gender-based analysis of existing legislation on disability would go a long way in highlighting both the obstacles faced by women with disabilities and their possible remedies.

**5.4.2.2.** Women with disabilities are particularly vulnerable to violence and abuse. They may not have accurate knowledge about their bodies, abuse prevention and self-protection.

Violation of their reproductive rights in the form of forced sterilisation, contraception and abortion especially in institutions are not uncommon. Self-defence should be made a part of the special education system for adolescent girls.

**5.4.2.3.** Women with disabilities are quite often excluded from gender equity programmes. They should be included not only as beneficiaries but also as fieldworker and project facilitators, survey designers and field investigators in projects with disability components. This will enhance their visibility in highly positive roles and challenge negative attitudes that reduce them to objects of pity and helplessness.

**5.4.2.4.** Technology is also a path to empowerment. Government policies in the disability sector must encourage development of innovative adaptive technologies.

### **5.4.3 Women Migrants and Displaced Women:**

**5.4.3.1.** Internal short-term migration for work (which may be seasonal or simply for very short periods regardless of seasonality) or displacements due to developmental projects and natural calamities are now a widespread feature of rural Karnataka and reflects the continuing crisis of inadequate livelihood opportunities in rural areas.

**5.4.3.2.** Increasingly, women are moving for work, not only with husbands or male members of families, but even on their own or in groups in search of work. Since the consequences of such migration are highly gendered, policies generating greater and more prolonged job opportunities for men and women within particular rural/urban areas must be considered.

**5.4.3.3.** Migrant and displaced women shall be provided adhar linked access to public distribution system and since their children travel around with them and do not get an education their education, protection and care shall be given on a priority basis.

**5.4.3.4.** Migrant and displaced women's wage discrimination and lack of access to health services and shelters shall be addressed.

### **5.4.4. Women from Minority Community:**

**5.4.4.1.** The main issues of minority women especially Muslim women stem from insecurity, exclusion, poverty and lack of access to development.

**5.4.4.2.** Minority women shall be provided with Government Scholarships for education from primary to higher levels.

**5.4.4.3.** Their whole range of basic needs where perceptible disparities are there shall be addressed.

**5.4.4.4.** Apart from education their need for health, employment, credit, civic infrastructure, poverty strategies, etc. shall be addressed holistically.

**5.4.4.5.** Rational understanding and evolution of customs and laws are necessary to provide empowerment within community and society.

## **6. Ecology, Environment and Climate Change:**

**6.1.** Ensuring access and control over common resources such as water, forests, fodder, etc. which are the mainstay of occupations of a large number of the rural poor.

**6.2.** Women will be involved and their perspectives reflected in the policies and programmes for environment, conservation and restoration.

**6.3.** Considering the impact of environmental factors on their livelihoods, women's participation will be ensured in the conservation of the environment and control of environmental degradation.

**6.4.** Activities which lead to higher carbon emission should be discouraged and encourage women to adopt sustainable practices for efficient energy use. They should be made aware of adverse implications of crop selection, use of chemicals and pesticides etc. on their health and surrounding environment.

**6.5.** In Plantation of trees, protecting nature and restoring waterbodies women should take leading role.

**6.6.** Measures will be taken to comprehensively address the adverse implications of crop selection, use of chemicals and pesticides etc. on women's health and their surrounding environment.

## **7. Operationalization**

### **7.1. Action Plan:**

The State Government will draw up time bound Action Plans for translating the Policy into a set of concrete actions, through a participatory process of consultation with Centre/State Departments of Women and Child Development and National /State Commissions for Women, the Local Bodies and GramSabhas. The Plans will specifically include the following: -

**7.1.1.** Measurable goals to be achieved by 2020

**7.1.2.** Identification and commitment of resources.

**7.1.3.** Responsibilities for implementation of action points.

**7.1.4.** Structures and mechanisms to ensure efficient monitoring, evaluation (concurrent and impact evaluation) review and gender impact assessment of action points and policies.

**7.1.5.** Introduction of a gender perspective in the planning process through bottom-up approach by involving the Local Bodies and gender think tank.

**7.1.6.** State Government will take the lead to garner funds for effectively implementing Action Plans which will be translated into schemes, programmes and projects.

**7.1.7.** In order to support better planning and programme formulation and adequate allocation of resources, Gender Development Indices (GDI)/Gender inequality index will be developed by networking with specialized agencies. These could be analysed and studied in depth in order to substantively/rationally input into all developmental programmes for empowerment of women. Gender auditing and development of evaluation mechanisms will also be undertaken alongside.

## **7.2. Gender mainstreaming:**

**7.2.1.** Mainstreaming and sensitizing gender concerns in various organs of state such as police, legislation, judiciary and trade unions.

**7.2.2.** This is especially true of such schemes which have a strong element of protection or are rights based. For example, if the woman is not given her due share of property or other assets as per law it is essential that these agencies help and support her in getting her share without much delay or harassment. This can happen only if gender sensitivity is inculcated in such bodies, and they are made aware of the laws, polices, programs and other initiatives for women.

**7.2.3.** Mainstreaming should also emphasise mainstreaming in all departments: based on a mandatory review of the respective policies and plans (internal focal point)? Not a full time person but someone designated – like information officer.

**7.2.4.** It is also important that justice delivery is quick with the enforcement machinery being responsive and gender sensitive to women's needs especially in cases of domestic violence and personal assault. In addition, trade unions also need to be sensitized to play an active role protecting women's rights/interests.

**7.2.5.** A very effective method of ensuring that gender concerns is the induction of larger number of women at different levels. This will encourage women to actively participate in power sharing and active participation in decision-making. Efforts should be made to provide training facilities and support services so that women can compete along with men both at entry and to facilitate upward mobility of women in these institutions.

**7.2.6.** We need to engender the public domain through the setting up of “women” police stations, women's help desk in every police station, and increasing the strength of women police to 30% of the total force, induction of women judges in both higher and lower judiciary, women driver in Public transport.

## **7.3. Legislation and Enforcement:**

**7.3.1.** All state legislation shall be reviewed so as to ensure gender equality. Those state legislations that need to be reviewed amended and reformed shall be looked into as and when necessary. All these measures shall be carried out through a consultative process with civil society, state commission for women. Dept of WCD and relevant stake holders.

**7.3.1.** Effective implementation and enforcement of central and state legislations shall be carried out through regular and effective gender responsive training of lawyers, public prosecutors, police and the judiciary. Appropriate changes in legislation will be undertaken, if necessary.

**7.3.2.** Measures to prevent and punish sexual harassment at the place of work, protection for women workers in the organized/unorganized sector and strict enforcement of relevant laws such as Equal Remuneration Act and Minimum Wages Act will be undertaken. The Justice Verma Committee recommendations shall be implemented with goal of addressing Violence against Women (VAW) in Karnataka using a comprehensive approach.

**7.3.5.** Women's Cells in Police Stations, Encourage Women Police Stations Family Courts, Mahila Courts, Counselling Centres, Legal Aid Centres and Nyaya Panchayats will be strengthened and expanded to eliminate violence and atrocities against women.

**7.3.6.** In case of sexual assault (rape) a standardized investigation procedure need to be developed to increase conviction rate.

**7.3.7.** Widespread dissemination of information on all aspects of legal rights, human rights and other entitlements of women, through specially designed legal literacy programmes and rights information programmes will be done.

**7.3.8.** Need for a social audit of the implementing mechanism, its efficiency and efficacy and scope for changes based on the audit findings.

**7.3.9.** Periodic review of the legislations, especially those which are state specific and amend the same if found redundant. Suggestions for change can be made to the Law Commission on legislations, which are ineffective and come under the purview of the Central Government.

#### **7.4. Generation of Gender disaggregated Data:**

**7.4.1.** Collection, maintenance and data analytics of gender disaggregated data by all primary data collecting agencies of the Central and State Governments as well as Research and Academic Collection and dissemination of gender disaggregated data related to all sectors should be made mandatory.

**7.4.2.** Every ministry of the government should have gender disaggregated data online Institutions in the Public and Private Sectors will be undertaken.

**7.4.3.** Data and information gaps in vital areas reflecting the status of women will be sought to be filled in by these immediately. All Departments/Corporations/Banks and financial institutions etc. will be advised to collect, collate, disseminate, maintain/publish and analyse data related to programmes and benefits on a gender disaggregated basis. This will help in meaningful planning and evaluation of policies.

## **7.5. Gender Budgeting:**

**7.5.1.** With the objective of gender mainstreaming as the ultimate aim, Gender Budgeting seeks to truly empower woman in every respect and enable her to realize her full potential in all spheres- political, economic, social, cultural and civil. Setting up functional Gender Budgeting Cells in all Ministries/ Departments in the Centre and the States with a view to mainstream gender concerns in all areas of Government is therefore vital and needs to be taken up on a priority basis.

**7.5.2.** Important macro-economic policies (fiscal and monetary policy, agricultural policy, poverty alleviation schemes, migration policy, public distribution, media, disaster management, research and development) also need to be engendered.

**7.5.3.** It should be comprehensive and include considerations of all aspects of the budget, not only spending, where it is most often applied. Gender budgeting should not be seen as a rule set specific goals for spending on women-related objectives.

**7.5.4.** Two different well-coordinated ministries one for women and another for children can be formed with different budgetary allocation as there is a disproportional budgetary distribution in the WCD budget.

**7.5.5.** Institutionalize generation, collection and compilation of gender disaggregated data through various mechanisms right from the grass root level and ensure that this should be an inbuilt part of the programme/ scheme. This will further help in Identifying data gaps and designing the future steps for building gender disaggregated data. Government departments must be sensitized about the visibility of women in statistics and indicators by holding conceptually and technically sound training workshops.

**7.5.6.** Identification of gender impact of policies/interventions viewed as gender neutral. Micro studies need to be conducted to identify need for affirmative action in favor of women towards correcting gender imbalances.

**7.5.6.** Spatial mapping of gender gaps, resource gaps and Gender audit of public expenditure, programmes and policies need to be done.

**7.5.7.** Indicating the extent to which women are engaged in decision making processes at various levels within the sector and in the organizations and initiating action to correct gender biases and imbalances.

**7.5.8.** Gender budgeting should be incorporated into standard budget processes and should be fully institutionalized. It should not be seen as something to be done in addition to the standard budget process. It should address specific and identifiable goals, (such as reducing the inequality in educational attainment) that have clear benefits and that can be measured, even with somewhat crude tools and data.

**7.5.9.** The time has come to apply the strategy of Gender Budgeting to the private sector. There is a threefold responsibility that rests with the corporate sector – one of extending the scope of their employment opportunities to more and more women, provide them with level playing fields , equal wages and promotion opportunities ; two, to support skill building, training ,vocational courses etc.; and thirdly, to fulfil their social obligations towards women employees in terms of extending maternity benefits, protection from occupational hazards and sexual harassment, provision of facilities like crèches, toilets, sanitation and hygiene, allowing formation of women’s associations, legal protection etc.

## **7.6 Institutional Mechanism:**

**7.6.1.** Institutional mechanisms, to promote the empowerment of women, which exist at the State level, will be strengthened. These will be through interventions as may be appropriate and will relate to, among others, provision of adequate resources, training and advocacy skills to effectively influence macro-policies, legislation, programmes etc. to achieve the empowerment of women at every sphere. Accurate information systems will be put in place for periodic, effective monitoring and evaluation of women related programmes and gender impact of all other programmes.

**7.6.2.** A State Gender Council will be formed to oversee the operationalization of the Policy on a regular basis. The State Gender Council will be headed by the Hon’ble Chief Minister with representatives from the concerned Departments, State Commissions for Women, Social Welfare Boards, representatives of Non-Government Organizations, Women’s Organisations, Corporate Sector, financing institutions, academics, experts and social activists etc. This Council will review the progress made in implementing the Policy twice a year. The State Gender Council should also act as an apex body to suggest proactive policy initiatives and corrective measures as well as to monitor the schemes with respect to gender component.

**7.6.3.** The State Women's Commission should be strengthened and its role needs to be enhanced. State Resource Centres for women, which has been established with mandates for collection and dissemination of information, undertaking research work, conducting surveys, implementing training and awareness generation programmes, etc. would need to be strengthened. These Centres will link up with Women's Studies Centres and other research and academic institutions through suitable information networking systems. These Centres will also undertake regular evaluation of all development programmes which have implications for women in collaboration with Research Institutes/Universities.

**7.6.4.** While institutions at the district level will be strengthened, at the grass-roots, women will be helped by Government through its programmes to organize and strengthen into Self-Help Groups (SHGs) and other women collectives at the hamlet/Anganwadi/Village/Town level. The women's groups will be helped to institutionalize themselves into registered societies and to join at the Panchayat/Municipal level. These societies will bring about synergistic implementation of all the social and economic development programmes by drawing resources made available through Government and Non-Government channels, including banks and financial institutions and by establishing a close interface with the Panchayats/Municipalities.

**7.6.5.** Availability of Institutional Services for women of different age groups will be rationalized. Government will consider providing such services to all the districts and if situation demands new Homes will be set up for the Districts where no such service is available at present. Support measures will be provided for adoption of girl child and there will be proper guidelines for adoption. Measures will be taken to stop illegal adoption.

**7.6.6.** At present there are several programmes run by different departments for the welfare of women as well as some programmes from where women also can be benefited; but the women belonging to marginalised category cannot access all the departments to suit her need. As a result of it, the women remain deprived of any benefit. State Government will ensure to establish convergence & facilitation centre/ Helpline; Service Centre/Information Hub up to the village level to bridge information gap among the women. For this purpose, Government will consider upgrading the existing government infrastructures up to village level of different government departments.

**7.6.7.** In order to enhance and ensure access of women from most marginalised sections and situations the government through the department dealing with Women Development issues will initiate advocacy/workshops/seminars/awareness campaign on women and child and

gender issues intensively throughout the state involving all levels of administrations, printing & electronic media, NGOs/Community Based Organizations and communities.

**7.6.8.** It will be examined why there has been non-implementation of Joint ownership of land as women should have right over land and other tangible assets.

**7.6.9.** Before formulating any policies/schemes related to women, the Departments should consult the Department of Women and Child Development. Further Government Departments which are implementing schemes for women will be instructed to display women's charter in the office premises so that women are kept well informed about these schemes. Each concerned Department will make such charter and make necessary changes to it every year. It will be made mandatory for these Departments to submit the charter before 30<sup>th</sup> April of each year to Department of Women and Child Development. The Department of Women and Child Development will publish charter received from all Departments in a Report form and also upload the same in the Department's website.

## **8.Resource Management and Implementation**

- 8.1.** Availability of adequate financial, human and market resources to implement the Policy will be managed by concerned Departments, financial credit institutions and banks, private sector, civil society and other connected institutions.
- 8.2.** Assessment of benefits flowing to women and resource allocation to the programmes relating to them through an exercise of gender budgeting. Appropriate changes in policies will be made to optimize benefits to women under these schemes; these could include adopting measures for enhancing the fund flow not only through allocation of more funds but also through appropriate changes in the scheme-design and greater efficiency in terms of appropriate fund flow practices.
- 8.3.** Adequate resource allocation to develop and promote the policy outlined earlier based on (a) above by concerned Departments;
- 8.4.** Developing synergy between personnel of Health, Rural Development, Education and Women & Child Development Department at field level and other village level functionaries';
- 8.5.** Meeting credit needs of banks and financial credit institutions through suitable policy initiatives and development of new institutions in coordination with the Department of Women & Child Development.

- 8.6.** The strategy of Women's Component Plan adopted in the Ninth Plan of ensuring that not less than 30% of benefits/funds flow to women from all Departments will be implemented effectively so that the needs and interests of women and girls are addressed by all concerned sectors. The Department of Women and Child Development being the nodal Department will monitor and review the progress of the implementation of the Component Plan from time to time, in terms of both quality and quantity in collaboration with the Karnataka State Planning Board.
- 8.7.** Efforts will be made to channelize private sector investments too, to support programmes and projects for advancement of women. The Corporate Social Responsibility (CSR) Funds of different corporate companies, of which 50% will be channelized to address women focussed issues in Karnataka.
- 8.8.** The Government would urge the Private Sector Companies to bring out the details of their spending and other proactive measures undertaken for the benefit of women employees in their Annual Report.