

Government of Karnataka



State Policy for the Empowerment of Women, 2016 (draft)

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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 just and humane 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 shall ensure equal rights and opportunities for women in all spheres: private and public.

4. Objectives:

- a) 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.**
- b) 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.**
- c) Recognising the contributions of women in all spheres especially in economy and ecology.**

- d) **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.**
- e) **Strengthening legal systems aimed at elimination of all forms of gender based violence and discrimination against women and the girl child.**
- f) **Changing social attitudes and community practices by active participation and involvement of both men and women.**
- g) **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.**
- h) **Mitigation 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: Economic growth, poverty, and gender inequality are inextricably interrelated. Women, comprises the majority of the population living below the poverty line. They are poorest of poor. Given the harsh realities of intra-household discriminations and societal discriminations, women are deprived of dignity and decent life. Their concentration of jobs is mostly in unorganised sector and in low paid jobs.

Thus economic policies at **macro** (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, breaking of glass ceiling), **meso** (Community level: ownership of assets and land; access to credit;

involvement and/or representation in local trade associations; access to markets) and **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) levels and poverty alleviation programmes shall have to specifically address the diverse needs and problems of women, particularly women of marginalized communities and to mainstream them in the development process.

5.1.2.2. Women's access to the mainstream financial services shall be increased by developing policy frameworks that allow women's smooth transition from micro-finance to mainstream economic policy and structures through development or adoption of legal framework that eliminate gender biases of financial institutions. Women shall be able to access institutional finance as an individual and not as a dependent member.

5.1.2.3. Gender wage differentials shall be eliminated and equal opportunities to be provided women working in both formal and informal sectors.

5.1.2.4. Steps shall 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 Poorna Shakti Kendra and Ujjwala scheme set up under the National Mission for Empowerment of Women, shall be strengthened as one stop window for providing various services to women.

5.1.2.5. Increasing inclusion of women's voice in economic bodies and financial structures
With special focus marginalized and on vulnerable groups.

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. Socialization of domestic work shall be a priority to relieve women from burden of domestic work.

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 shall 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. Affirmative action of different types (earmarking percentages, stipulation as to titles being in women's names) shall be initiated infavour of women to ensure that they have an equal share 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, minorities, physically challenged, widows, single women and female-headed households.

5.1.3. Agriculture:

5.1.3.1. Feminization of agriculture and recognition of women as farmers. 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.

5.1.3.1.1 Women's access to land rights shall be ensured through property and inheritance rights and direct government transfers (being they are transfers for poverty alleviation, resettlement, rehabilitation etc.) and credit support to the poor women to purchase or lease in land from the market. Legal awareness and legal support shall be raised to women about their property and inheritance rights. Proper guidance shall be framed across the country.

5.1.3.1.2. Adoption of new approach which shall 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.

5.1.3.1.3. Gender disaggregated information on land and other assets shall be maintained in all levels of government involved with keeping land records or computerizing and updating records.

5.1.3.1.4. Khata in the ancestral property to have name of the women members and it shall be made compulsory. Women’s inheritance shares in land as widows, daughters, etc. shall be fully and proactively recorded. The law shall be strengthened to add a cap that **after the women gets her property she shall not transfer or sell it for a period of 5 years** and reduction in registration fees shall be introduced when property gets registered in the name of women

5.1.3.1.5. suitable changes shall be introduced to recognize women’s rights over matrimonial property.

5.1.3.1.6. Non-discrimination 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.

5.1.3.1.7. To augment women’s Capacity Building in agriculture adequate mechanism to ensure women’s access to 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) shall be ensured.

5.1.3.1.8. Design and introduction of women friendly technologies shall be introduced to ensure health and occupational safety.

5.1.3.1.9. Resource pooling and group investment in production, marketing and sell of products- including non-timber forest products shall be promoted.

5.1.3.1.10. Strategies shall be framed to support 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. Women's participation in manufacturing and MSME sector shall be increased as producers and workers.

5.1.4.2. Discriminatory practices shall be eliminated 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. Taking cognisance of lower participation of women in the service sector, women's participation all in emerging service sectors like information communication, biotechnology, retail, banking and finance, hotels and restaurants, food and hospitality, entertainment and tourism shall be promoted. through appropriate licensing policy and support services.

5.1.4.4. 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.

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

5.1.4.6. 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.

5.1.4.7. 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.

5.1.4.8. 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.

5.1.5. Decent work Environment and social security in unorganised sector:

5.1.5.1 Unorganised sector comprises of a large part of women work as producers, workers and service providers (including sex workers) who **shall be provided with decent work and social security throughout the life cycles.** Women are subject to exploitation and discrimination in this sector. The labour legislation and social security measures which are currently unavailable shall be made available to these workers.

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

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

5.1.5.5. Adequate mechanism and platform to address exploitation, sexual harassments, violence and crime against women within family and in the workplace shall be ensured.

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 shall be made available to women street vendors, domestic workers and home based workers.

5.1.6. Skill Development and Entrepreneurship:

5.1.6.1. Skill development of women shall be addressed on a priority basis because globalisation has put a premium on skills. Women's participation in globalized sectors is largely hampered due to lack of education, skills, 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 shall arrange adequate and appropriate training and capacity building.

5.1.6.3. Women's entrepreneurship shall be promoted and incentivized through rational credit, finance and technical support.licensing policy and support services National and State Skill Development Corporation shall take into account the skill needs of women and design the courses and provide them access to training in modular employable skills.

5.1.6.4. 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.

5.1.6.5. Special training programmes of adequate duration shall be organised on regular interval for women to train them in establishment and management of small enterprises. Capacity building of women in e trading, e business and e commerce shall be encouraged through soft skill development programmes. Skill based cooperative entrepreneurship need to be promoted among SHG groups in both urban and rural areas.

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

5.1.6.7. 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(CSR) programs shall have a gender empowerment, capacity building and training component and shall be able to address the need of the local community.

5.1.6.8. 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.

5.1.6.9. Adhar linkages and separate Data base shall be maintained for the trainees undergoing various trainings to avoid duplication and special focus shall be placed on improving marketing skills.

5.1.6.10. Specialmarket oriented demand driven skill enhancement programmes shall be made available to the age group of 15-18 years. Educational and age bar need to be reduced for joining vocational skill courses.

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. Appropriate strategies for survival and sustainability of these groups shall be designed on priority basis as the rapid growth of SHGs combined with inadequate support being provided to them has led to creation of large number of groups which are not sustainable. 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.

5.1.7.3. Excessive reliance on micro credit without appropriate skill upgradation and entrepreneurial avenues did more harm than good and increased poor rural women's indebtedness. Thus 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, Adivasi's and Muslim communities as well as women headed households from the SHGs covering the remote areas also.

5.1.7.5. Financial institutions and banks shall 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.**

5.1.7.6. It is necessary to make financial credit available to women engaged in agriculture as individuals and women collectives. 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 and other agricultural activities, they shall be given concessions on priority basis.

5.1.7.7. To avoid duplicity, complication and to reduce the government exchequer SHG movement in Karnataka must be implemented under one umbrella department only like other states (NRLM) of India. This shall 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 shall be stepped up.

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

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

5.1.8.4. Special measures shall 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 shall 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. Achievements of women in the field of science and technology shall be recognized and celebrated.

5.1.8.7. 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. Education:

5.2.1.1. 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**

5.2.1.2 The focus of women's education shall not be on elementary education alone but also on secondary, higher, vocational, technological and professional education. Keeping in mind the role of education in bringing about and strengthening women's empowerment, the educational policy framework and programme shall emphasise holistic and specific educational requirements of each levels and such initiatives shall be backed by resources. Girl children/women bellow 5lakh income bracket shall be provided with free education upto her choice and highest level.

5.2.1.3. 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.

5.2.1.4. Policy shall address higher dropout rates among girls and we have to increase enrolment and retention rates of girls to 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. Educational data shall be gender disaggregated and shall also be collected for all social groups (like SC/ST/Minorities) and made available in public domain. Systematic mapping of social groups shall be undertaken to sharpen customized planning and programme design processes.

5.2.1.6. Gender sensitive and responsive curricula and exposure to gender/women's 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.

5.2.1.7.: 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.

5.2.1.8. Reducing the gender gap in secondary and higher education shall be a focus area. Sectoral time targets in existing policies shall 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.**

5.2.1.9. Special efforts shall be made to provide adequate facilities for imparting job oriented / vocational education i.e. non stereotypical and girls and women shall be encouraged to undertake such courses to improve their livelihood opportunities. Women shall be provided with career counselling to enable them to pursue their course of interest. Some skill oriented vocational courses shall be made available to girls completed education upto 8th standard.

5.2.1.10. Open school and distance learning, at higher levels, shall 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.

5.2.1.11. Orientation programme for gender sensitisation for teachers, students, and staff in educational institutions shall be provided level wise. Every educational institution shall implement the provisions of the sexual harassment act 2013 as also POCSO 2012. Hostels for girl students shall be provided separately. Guidelines for prevention of sexual harassment at all levels of educational institutions including schools (upper primary and upwards) shall be framed and monitored. Teacher training programmes shall include awareness on sexual and other forms of violence against girls and women. The issue shall be sensitively covered in the school curriculum. Educational institutions shall 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 shall be treated with equal attention and care. As increasing privatisation and high cost of health care making access to health services exclusionary we have to create an inclusive health care frame-work.

5.2.2.2 A holistic approach to women's health which includes both nutrition and health services shall be adopted and special attention shall be given to the needs of women and the girl at all stages of the life cycle. Holistic health empowerment is a process of *health* promotion

through which people gain greater control over decisions and actions affecting their *health* as health is the basis of all other wellbeing.

5.2.2.3The issue of alarmingly declining child-sex ratio in the state ought to garner more attention and resources than now. 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 shall be monitored along with strict implementation of the PNNDT act, informed choice of joyously giving birth to daughters need to be made the norm of the day.

5.2.2.4.: Reduction of infant mortality and maternal mortality, which are sensitive indicators of human development, shall be considered as 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 shall be addressed on a priority basis.

5.2.2.5. 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 and access to family planning and contraception shall be addressed. **Consent of husband shall not be considered mandatory to perform sterilization.**

5.2.2.6. Availability of Infertility treatment at affordable cost for women across the category is need of the hour as infertility is a growing issue and although this is a couple's problem; in a patriarchal society women are victimised often without any fault of them. Assisted reproductive technology is prohibitively costly. At the same time State shall 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. 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. The social, developmental and health consequences of HIV/AIDS and other sexually transmitted diseases shall be tackled from a gender perspective. 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. Community care homes shall 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 shall 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. 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. They 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 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 shall also cover pregnancy, maternity and reproductive health related issues.**

5.2.2.11. Menstrual health and hygiene of girls and women shall be facilitated, as part of the health-care activities. Quality low cost sanitary napkins shall be manufactured and made available for women across the country. Destigmatising 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. 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. Women's mental health shall be recognised as an issue of deep concern, requiring special attention. 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. The state shall 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. State shall 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. Training shall be organized on basic mental health and counselling for care givers of mental health patients.

5.2.2.14. Although India has one of the largest elderly population, geriatric care and facilities are still not the state priority. Immediate Geriatric interventions shall be made available in Government hospitals. Availability of affordable institutional care, community housing for the aged, day boarding shall be introduced.

5.2.2.15. 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 shall 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 shall 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 nutritional matters vis-à-vis girls and women shall be sought to be ended through widespread use of nutrition education with emphasis on the special needs of pregnant and lactating women. Women's participation shall 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 shall be recognized through proper documentation and its use shall be encouraged. The use of Indian and alternative systems of medicine shall be enhanced within the framework of overall health infrastructure available for women.

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

5.2.3. Enabling Environment:

5.2.3.1 Housing and shelter:

5.2.3.1.1. Priority shall be given to BPL families, SC, ST, OBC, minority communities, female-headed households, widows, homeless, aged women, destitute, women in sex work and single women in availing govt housing schemes. 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 with improved access to basic infrastructure in the houses.

5.2.3.1.4. The policy of public-private partnership/ corporate social responsibility shall be evolved in undertaking affordable housing for the marginalized.

5.2.3.1.5. Govt shall consider of growing vertically with introduction of group housing project Since land is a scarce commodity.

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. Govt shall promote construction of more affordable and payment based old age homes since in the context of increasing population of the elderly in mind,

5.2.3.2 Drinking Water, Sanitation:

5.2.3.2.1. Special attention shall 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.

5.2.3.2.3. Public places shall facilitate clean, safe, gender neutral inclusive toilets to accommodate person with disability and transgender persons.

5.2.3.3 Social Security Measures:

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

5.2.3.3.2. Social security shall 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 shall be universal, but not uniform, shall 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.

5.2.3.3.4. Social security benefits shall be bestowed on women by treating them as independent rights-holders and not as dependents, or as members of a household.

5.2.3.4. Culture and Sports:

5.2.3.4.1. Women's participation in sports and cultural activities shall be promoted to recognise 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 shall be used to portray images consistent with human dignity of girls and women. The Policy shall specifically strive to remove demeaning, degrading and negative conventional stereotypical images of women and violence against women.

5.2.3.5.2. There shall be guidelines for the media so that girls and women's portrayal is positive and there shall be restraining in sensationalising news. Invading the privacy of the survivor or the **objectification and commodification of women.**

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

5.2.3.5.4. A gender friendly media policy shall be formulated to transform media to become more gender sensitive and more responsible while portraying the woman and thus play a significant part in bringing about attitudinal changes in the society.

5.2.3.5.5. A social media policy shall be evolved with social consensus to protect women from cyber violence in the form of bullying, trolling and stalking and cyber pornography. There is a need for new legislation and effective implementation to address these problems.

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 ensure harassment free, affordable public transport for women as men and women have varying transport needs and constraints and are affected differently by transport interventions.

5.2.3.6.3.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 Rural Transport Projects that build roads for motorized transport often do not benefit rural women.

5.2.3.6.4.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 shall be addressed.Transport facilities that transport people to and from employment centres need to be increased. Public transport system must display helpline numbers in both English and kannada to help women in distress.

5.2.3.6.5.Rapid mass transport, railways shall 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.

5.2.3.6.6. Railway stations and intercity bus terminus shall arrange for safe and well-lit toilets, canteen, child care facilities for women commuters.

5.2.3.7 Energy:

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

5.2.3.7.2.The policy shall aim at promoting the programmes of non-conventional energy resources. Activities which lead to higher carbon emission shall be discouraged and encourage women to adopt sustainable practices for efficient energy uses as 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.

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 shall save firewood for domestic use.

5.2.4 Law Enforcement and Gender based violence:

5.2.4.1. All efforts shall 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.

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. 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.

5.2.4.2. Sensitization:

5.2.4.2.1. An active and visible policy of mainstreaming a gender perspective, including VAW in all policies and programmes shall be promoted. Gender-sensitization, especially for men, shall 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.

5.2.4.2.2. Awareness on gender issues in general and violence against women shall be included in the core teacher's training curriculum and refresher trainings. The Youth

ministry shall take up VAW/G as a priority issue and encourage interaction with young people, particularly boys and men.

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

5.2.4.2.4. Media personnel shall 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.

5.2.4.3. Support Services:

5.2.4.3.1. Every district shall minimally have two shelter homes for women and girls. This shall 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 shall be trained adequately. More counselling centres with qualified social workers cum counsellors with good pay packages shall be set up.

5.2.4.3.2. Allocations for more medical/trauma centres both separate and within existing government health facilities shall 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.

5.2.4.3.3. As more and more people flock into the cities, free night shelters shall 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.

5.2.4.3.4. Special homes to be set up for rehabilitation of trafficked women along with halfway homes which shall ensure that women shall be treated with dignity and as agents

in their own rights and not as criminals. Protocols to deal with post rescue rehabilitation and relief shall be developed.

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

5.2.4.3.5. Strengthening safety and security measures for girl's women inmates in any kind of residential facilities including schools, hostels and homes. Keeping women's security in mind, indiscriminate growth of paying guest accommodation facilities for girls in and around Bangalore and district places need to be regulated and monitored.

5.2.4.4. Inferential:

5.2.4.4.1. Proper allocation of funds shall be made 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.

5.2.4.4.2. State shall 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.

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

5.2.4.4.4. Legal awareness training shall 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 shall be consulted at all stages of legal reform process

5.2.4.4.5. Prison reforms to take care of needs and problems of women prisoners shall be carried out. Special attention should be given for women prisoners for pardoning. Special concession to be given to women prisoners in the cases –surety and bail for release

5.2.4.4.6. 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.

5.2.4.4.7. 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 shall be taken in such cases and the rights of women activists protected.

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

5.2.4.4.9. To beef up women’s security CCTV based surveillance system shall be installed in the public places.

5.2.5. 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:

5.3.1. All measures shall be taken to guarantee women’s 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, shall be considered whenever necessary on a time bound basis. Women–

friendly personnel policies shall also be drawn up to encourage women to participate effectively in the developmental process.

5.3.2. Since presence of women in the key decision making positions is main goal of political empowerment all development programmes shall 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 shall 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 shall 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 shall be repealed for women, as women in a patriarchal society hardly exercise any reproductive choice. These laws are most often used against women and disproportionately impact poor, Muslim, Dalit and tribal women. More tragically, the norm may lead to increasing abortion of female foetuses.

5.3.6. Greater efforts shall 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.

5.4. Socio-economic Interventions for Vulnerable sections:

5.4.1. Women from Scheduled Castes and Scheduled Tribes:

5.4.1.1. Intersectionality shall 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 shall incorporate this.

5.4.1.2. A comprehensive data base shall enable DWCD 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 shall be done to establish the existing patterns of discrimination, lower participation and performance of SCs and STs.

5.4.1.4. SC and STs equal access shall be ensured in all levels of health, education, employment and empowerment on the basis of principle of equity. and adequate nutrition. They shall be relieved from the vagaries of oppressive caste based profession.

5.4.2. Women with Disability:

5.4.2.1. A gender-based analysis of existing legislation on disability shall go a long way in highlighting both the obstacles faced by women with disabilities and their possible remedies. The legal framework on disability makes no special 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.

5.4.2.2. Self-defence shall be made a part of the special education system for adolescent girls with disabilities as 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 shall be prevented.

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

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

5.4.2.5. Special schemes of economic assistance shall be executed for the mother of the children with disability.

5.4.3 Women Migrants and Displaced Women:

5.4.3.1. Plights of the migrant and displaced women shall be addressed as 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. Policies generating greater and more prolonged job opportunities for men and women within particular rural/urban areas shall be emphasised as 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 and the consequences of such migration are highly gendered.

5.4.3.3. Migrant and displaced women shall be provided with 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 considered 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 concern of minority women especially Muslim women stems 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. Their whole range of basic needs where perceptible disparities are visible, 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 evaluation of customs and laws are necessary to provide empowerment within community and society.

5.5. Ecology, Environment and Climate Change:

5.5.1. State shall ensure 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.

5.5.2. Women shall be involved and their perspectives reflected in the policies and programmes for environment, conservation and restoration. Considering the impact of environmental factors on their livelihoods, women's participation shall be ensured in the conservation of the environment and control of environmental degradation.

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

5.5.4. In Plantation of trees, protecting nature and restoring waterbodies women shall be encouraged to take leading role.

5.5.5. Measures shall 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.

6. Operationalization

6.1. Action Plan:

The State Government shall 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 shall specifically include the following: -

6.1.1.Measurable goals to be achieved by 2020

6.1.2.Identification and commitment of resources.

6.1.3. Responsibilities for implementation of action points.

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

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

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

6.1.7.In order to support better planning and programme formulation and adequate allocation of resources, Gender Development Indices (GDI)/Gender inequality index shall 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 shall also be undertaken alongside.

6.1.8.100 % vacancy shall be filled in service departments like-DWCD, police and health.

6.2. Gender Mainstreaming:

6.2.1. Mainstreaming and sensitizing gender concerns shall be initiated in various organs of state such as police, legislation, judiciary and trade unions. This is especially true of such schemes which have a strong element of protection or are rights based.

6.2.3. Mainstreaming shall also emphasise mainstreaming in all departments: based on a mandatory review of the respective policies and plans.

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

6.2. 5. Efforts shall be made to provide training facilities and support services so that women can compete along with men both at entry and able to break glass ceiling to facilitate upward mobility of women in these institutions.

6.2.6. Engendering the public domain shall be done through 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, and women drivers in Public transport.

6.3. Legislation and Enforcement:

6.3.1. All state legislation shall be reviewed so as to ensure gender equality. Those state legislations shall need to be reviewed, amended and reformed. 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.

6.3.2. 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 shall be undertaken, if necessary.

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

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

6.3.5. 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 shall be done. A mobile app shall be created for this purpose.

6.3.6. A social audit of the implementing mechanism, its efficiency and efficacy and scope for changes based on the audit findings shall be initiated.

6.4. Generation of Gender disaggregated Data:

6.4.1. Institutionalize generation, collection and compilation of gender disaggregated data through various mechanisms right from the grass root level and ensure that this shall be an inbuilt part of the programme/ scheme. This shall 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.

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

6.5. Gender Budgeting:

6.5.1. 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 shall, therefore, be vital and needs to be taken up on a priority basis. 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.

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

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

6.5.4. 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.

6.5.5. 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.

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

6.5.7. Gender budgeting shall be incorporated into standard budget processes and shall be fully institutionalized. It shall not be seen as something to be done in addition to the standard budget process. It shall 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.

6.5.8. The strategy of Gender Budgeting shall be encouraged in the private sector. There shall be 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.

6.6. Institutional Mechanism:

6.6.1. Institutional mechanisms, to promote the empowerment of women, which exist at the State level, shall be strengthened. These shall be done through interventions as may be appropriate and shall 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 shall be put in place for periodic, effective monitoring and evaluation of women related programmes and gender impact of all other programmes.

6.6.2. A State Gender Council shall be formed to oversee the operationalization of the Policy on a regular basis. The State Gender Council shall 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 shall review the progress made in implementing the Policy twice a year. The State Gender Council shall 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.

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

6.6.4. While institutions at the district level shall be strengthened, at the grass-roots, women shall 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 shall be helped to institutionalize themselves into registered societies and to join at the Panchayat/Municipal level. These societies shall 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.

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

6.6.6. State Government shall ensure to establish convergence & facilitation centre/ Helpline; Service Centre/Information hub up to the village level to bridge information gap among the women. State govt shall take imitative to create mobile based app for the said purpose.

6.6.7. Before formulating any policies/schemes related to women, the Departments shall consult the Department of Women and Child Development. Further Government Departments which are implementing schemes for women shall be instructed to display women's charter in the office premises so that women are kept well informed about these schemes. It shall be made mandatory for these Departments to submit the charter before 30th April of each year to Department of Women and Child Development. The Department of Women and Child Development shall publish charter received from all Departments in a Report form and also upload the same in the Department's website.