

India

India
Revision of Country Gender Profile
Final Report

March 09, 2015

Japan International Cooperation Agency
PricewaterhouseCoopersPrivate Limited (PwC)

ID
JR
15 -001

India

India
Revision of Country Gender Profile
Final Report

March 09, 2015

Japan International Cooperation Agency

PricewaterhouseCoopersPrivate Limited (PwC)

Table of Contents

List of Abbreviations	3
Introduction	5
Sector Report Cards	18
A. Education Sector	19
Sector Overview	19
Institutional Structure	22
Sector Policy Overview	24
Analysis of Key Indicators	29
Donor Activity in the Sector	36
Way forward	42
B. Health Sector	43
Sector Overview	43
Institutional Structure	45
Sector Policy Overview	48
Analysis of Key Indicators	54
Donor Activity in the Sector	62
Way Forward	70
C. Entrepreneurship and Employment Sectors	72
Sector Overview	72
Institutional Structure	76
Sector Policy Overview	77
Analysis of Key Indicators	79
Donor Activity in the Sector	88
Way Forward	96
D. Agriculture and Forestry Sectors	97
Sector Overview	97
Institutional Structure	104
Sector Policy Overview	108
Analysis of Key Indicators	115
Donor Activity in the Sector	119
Way forward	127
E. Urban Transport Sector	129
Sector Overview	129
Analysis of Key Indicators	130
Way forward	134
F. Water Sector	136
Sector Overview	136
Analysis of Key Indicators	137
Way forward	144
G. Critical Gender Issues	145
Sector Overview	145
Institutional Structure	147
Sector Policy Overview	151
Analysis of Key Indicators	156
Donor Activity in the Sector	160
Way forward	169
Conclusion	170
Annexures	172
Annexure 1: Framework of Analysis	172
Annexure 2: Minutes of the Stakeholder Discussions	182
Annexure 3: Bibliography	198

List of Abbreviations

Abbreviation	Full Form
ADB	Asian Development Bank
APO	Asian Productivity Organisation
BRT	Bus Rapid Transport
CARA	Central Adoption Resource Authority
CBO	Community Based Organizations
CEDAW	Committee/Convention on the Elimination of Discrimination against Women
CMRA	Child Marriage Restrain Act
CSWB	Central Social Welfare Board
CWSN	Children with Special Needs
DEVAW	Declaration on the Elimination of Violence against Women
DFID	Department for International Development
DPSP	Directive Principles of State Policies
DWCD	Department of Women and Child Development
FHH	Female Headed Households
FNB	Food and Nutrition Board
GDP	Gross Domestic Product
GER	Gross Enrolment Rate
GPI	Gender Parity Index
HLC	High Level Committee
ICAR	Indian Council of Agricultural Research
ICDS	Integrated Child Development Services (ICDS) Scheme
IGMSY	Indira Gandhi Matritva Sahyog Yojana
ILO	International Labour Organisation
IMR	Infant Mortality Ratio
IPC	Indian Penal Code
IPT	Intermediate Public Transport
ITPA	Immoral Traffic Prevention Act
JICA	Japan International Cooperation Agency
JSSK	Janani Shishu Suraksha Yojana
JSY	Janani Suraksha Yojana
KCC	Kisan Call Centre
KGBV	Kasturba Gandhi Balika Vidyalaya
KWH	Kilo Watt Hour
LFPR	Labour Force Participation Rate
MDG	Millennium Development Goals
MDM	Mid-day Meal
MFI	Micro Finance Groups
MHA	Ministry of Home Affairs
MHRD	Ministry of Human Resource Development
MMR	Maternal Mortality Ratio
MNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MoHFW	Ministry of Health and Family Welfare
MSME	Micro, Small and Medium Enterprises
MSY	Mahila Samakhya Yojana
MWCD	Ministry of Women and Child Development
NATC	Nodal Anti -Trafficking Cell
NCPCR	National Commission for Protection of Child Rights
NCRB	National Crime Records Bureau
NCW	National Commission for Women
NER	Net Enrolment Rate

Abbreviation	Full Form
NFHS	National Family Health Survey
NGO	Non-Governmental Organisation
NHRC	National Human Rights Commission
NIPCCD	National Institute of Public Cooperation and Child Development
NPEGEL	National Programme for Education of Girls at Elementary Level
NPEW	National Policy on the Empowerment of Women
NREGA	National Rural Employment Guarantee Act
NRHM	National Rural Health Mission
NRLM	National Rural Livelihood Mission
NSDM	National Skill Development Mission
NSIGSE	National Scheme of Incentives to Girls for Secondary Education
NSS	National Sample Survey
NSSO	National Sample Survey Office
NUHM	National Urban Health Mission
PCPNDT	Pre-Conception and Pre-Natal Diagnostic Techniques
PLWHA	People Living With HIV/AIDS
PRIs	Panchayati Raj Institutions
PTR	Pupil-Teacher Ratio
PWDVA	Protection of Women from Domestic Violence Act
RGSEAG	Rajiv Gandhi Scheme for Empowerment of Adolescent Girls
RMK	Rashtriya Mahila Kosh
RMNCHA	Reproductive, Maternal, Newborn, Child and Adolescent Health
RMSA	Rashtriya Madhyamik Siksha Abhiyan
RRB	Regional Rural Bank
RTE	Right to Education (Act)
RTI/STI	Reproductively Transmitted Infections/ Sexually Transmitted Infections
RUSA	Rashtriya Ucchatar Shiksha Abhiyan
SC	Schedule Caste
SCW	State Commissions for Women
SHG	Self-Help Group
SSA	Sarva Shiksha Abhiyan
ST	Scheduled Tribes
TFR	Total Fertility Rate
U5MR	Under 5 Mortality Rate
UNDAF	United Nation Development Assistance Framework
UNDP	United Nations Development Fund
UNEP	United Nations Environment Program
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
UT	Union Territories
VAW	Violence Against Women
VO	Voluntary Organisation
WB	World Bank
WHO	World Health Organization
WPR	Worker Participation Rate

Introduction

Context

Japan International Cooperation Agency (JICA) launched a vision for promoting “Inclusive and Dynamic development” in 2008. The vision embraces the basic idea that “all people, regardless of ethnicity, religion, gender, or age, would recognize the development issues they face, participate in addressing them, and enjoy the fruits of such endeavours”. JICA promotes gender mainstreaming as an essential tool to promote inclusive and dynamic development¹. The agency in accordance with the development of Japan’s ODA charter has strengthened its efforts in this regard and has been promoting gender mainstreaming as a comprehensive approach. In order to effectively mainstream gender into policy planning and measures, JICA’s current initiative focusses on developing Gender Profiles in all countries where its programs are currently in operation. The profile further will support in formulating its assistance plans, programs and projects in a gender responsive manner. Similar findings were also compiled for India in 2007.

Developments over the last seven years raised the requirement to review India’s Gender profile created by JICA in 2007. In this context, PricewaterhouseCoopers Pvt. Ltd (PwC) has been appointed as the consultant by JICA to support the Japanese Consultant to undertake ‘*The Revision of Country Gender Profile*’ study.

The project consists of three phases, Inception, Desk Review and Field Work that have been further elaborated in the methodology section. During the Inception Phase of the assignment the project team has been undertaking a preliminary desk review. This was done in discussion with JICA India and the Japanese Consultant while planning the assignment. Subsequently desk review was undertaken to collate the sector wise Draft Report Cards viz. education, health and HIV/AIDS, Agriculture and Forestry, Employment/Entrepreneurship/SME and emerging issues of violence against women and trafficking. Additionally, the report also provides information on the structure and role of the Ministry of Women and Child Development, an overview of the National level policies, the institutional mechanism including details on the Five Year Plans and the Policy on Empowerment of Women. Field Work was conducted only to support the Japanese Consultant to review in the Gender focused activities in the JICA projects.

This Report has been structured as below:

- Introduction to the assignment and a Gender Policy Overview
- **Sector Report Cards including** highlights the scope and the objectives of the study and methodology

¹ Gender Mainstreaming, Inclusive and Dynamic Development, JICA, 2011

Gender Policy- A historical overview

The goal of achieving gender equality is enshrined in important ways in the very foundation of the Indian Polity, the Indian constitution, Articles on Fundamental Rights and Duties as well as Directive Principles of State Policy (Articles 14, 15, 15(3), 16, 39(a), 39(b), 39(c) and 42) explicitly prohibit discrimination including gender based discrimination and entrust the Indian state to pursue affirmative action programs for Indian women to actualize gender equality.

Till 2001, gender issues in India were predominantly addressed within the Five Year Plans which provided a framework for policy making and provided a direction to the Indian economy. Independent policy-making on gender issues was not very prominent within the national arena. At the international level however, gender discrimination became increasingly prominent part of the global agenda and India became a signatory to path-breaking legislations including human rights instruments and action plans of the four conferences convened by the United Nations on Women's issues.

Over a span of 20 years (1975-1995), UN conferences (details are available in Table 1²) transformed the basic conceptual understanding about Gender issues. They began with taking a sector based view of the challenges faced by women in the 1975 Mexico conference and identified areas such as education to address the discrimination faced by women. But in later conferences, the conceptual underpinnings of the understanding of women's issues were re-examined at these conferences. By the last UN conference in Beijing (1995), Gender mainstreaming, i.e. a fundamental restructuring the society and its institutions from the perspective of Gender equality, was being called for.

Table 1: UN Conferences on Women

	<i>Mexico Conference (1975)</i>	<i>Copenhagen Conference (1980)</i>	<i>Nairobi Conference (1985)</i>	<i>Beijing Conference (1995)</i>
<i>Focus Areas</i>	<i>Education , Employment, Political participation, Health services , Housing and Nutrition and family planning</i>	<i>Women's ownership and control of property, Inheritance, child custody and nationality</i>	<i>All issues are women's issues and Women's participation in decision making is a social and political necessity</i>	<i>Poverty among women, Education, Health, Violence against women, Women and armed conflict, Economy, Power and decision-making, Institutional mechanisms, Human rights, Media, Environment, The girl child</i>

The Beijing Declaration and the Platform for Action is considered the key global policy document on gender equality. It sets strategic objectives and actions in 12 critical areas of concern and was unanimously adopted by 189 states including India. The UN has reviewed the implementation of the Beijing Declaration every five years and participating states in these review sessions have reiterated their commitment to achieving its goals.

- 2000: 5+ review at 23rd Special UN Session, New York
- 2005: 10+year review at 49th session of the Commission on the Status of Women
- 2010: 15+year review at the 54th session of the Commission on the Status of Women
- 2013: 20+ year Review of the Beijing Declaration by UN Commission on the Status of Women

The world conferences succeeded in galvanizing the international community, transforming the conceptual understandings of women's issues and widening the ambit of the areas in which concerted action needs to be

² Source: 'The four global women's conference', available at: <http://www.un.org/womenwatch/daw/followup/session/presskit/hist.htm>, accessed on- 17th November, 2014.

directed. However, legally binding obligations for actualising Gender Equality on ratifying states were created by the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) ratifying countries³ to address inequality and discrimination against women** within political, civil, cultural, economic and social spheres. CEDAW, also known as the 'Women's Convention' was adopted by the General Assembly in December 1979. **India ratified the convention in 1993 and legally committed itself to incorporate the principles enunciated in the convention.**

Principles of the CEDAW Convention⁴

- **Substantive Equality:** Substantive approach to gender equality ensures that there is not just equality of opportunities and in access to the opportunities but equality in results i.e. the outcomes of laws, policies and programme are equal for men and women
- **Non-discrimination:** CEDAW is the first treaty to define discrimination. It obligates State Parties⁵ to ensure that their policies, programmes and interventions do not discriminate against women. This principle applies not only to the actions of the *governments*, but also to range of non-state actions (e.g. *individuals, families, communities and religious institutions*)
- **State Obligation:** CEDAW obligates its State Parties to identify, prevent and prohibit discrimination. The Parties have an obligation to promote women rights through proactive measures and ensure not only de jure but de facto equality as well.

Policy Profile on Gender issues in India

Gender equality and empowerment of women is essential not just for welfare of women but for the overall social, political and economic development of the country. The **World Development Report: Gender Equality and Development (2012)** of the World Bank argues that gender equality is essential for development smart. It can enhance productivity, improve development outcomes for the next generation and make institutions more representative⁶.

Policy-making on gender equality at the national level has evolved in India from the early days of the Republic. The **Five Year Plans are one of the most prominent and consistent arenas of policy making on gender issues.** From emphasizing the restrictive understanding of gender equality as '**female welfare**' in the First Five Year Plan (1951-1956), policy development on gender in India by the Sixth Five Year Plan (1980-1985) embraced the more expansive **understanding of gender equality as 'development'**. From the Eighth Five Year Plan (1992-1997) ideas on gender in India moved significantly beyond the top-down and procedural understanding of 'welfare' to the encompassing and substantive concept of 'empowerment' of women. **This understanding emphasizes that gender equality, which various policies, institutional machineries and schemes aim to achieve in India must enable women to become 'agents' and 'actors' along with men rather than remain 'beneficiaries' and 'recipients' of government-aid.**

In the Eleventh Five Year Plan (2007-2012), the approach towards gender issues reflects the position of the Beijing conference 1995 which declared that gender challenges underline all sectors and areas of society. **Gender mainstreaming therefore is a prominent aim of the Eleventh Plan.** The plan launched specific programs targeting women such as *Ujjawala* for combating trafficking, *Dhanalakshmi* for addressing

³ There of course is a difference between being a signatory country and ratification of the convention. Those who ratify the convention accept the legally binding conditionalities.

⁴ Source 'Convention on the Elimination of All Forms of Discrimination Against Women: Overview', available at <http://www.un.org/womenwatch/daw/cedaw/>, accessed on 17th Nov. 2014

⁵ State parties here refer to the countries which have ratified the convention and have to report within a year after the Convention comes into force and thereafter at least every four years or whenever the Committee so requests (article 18) on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the present Convention and on the progress made in this respect (See <http://www.un.org/womenwatch/daw/cedaw/text/econvention.htm#article18>, accessed on 21.11.2014)

⁶ Source: World Bank Website, available at

<http://econ.worldbank.org/WBSITE/EXTERNAL/EXTDEC/EXTRESEARCH/EXTWDRS/EXTWDR2012/0,,contentMDK:22999750~menuPK:8154981~pagePK:64167689~piPK:64167673~theSitePK:7778063,00.html>, accessed on 21st Nov. 2014.

declining sex ratio and policies such as **National Mission for the Empowerment of Women 2010** which aims to enable women to access all Government schemes and programs by strengthening inter-sector convergence at the central, state, district and lower levels of governance. More importantly, **the Plan attempts to mainstream women in prominent non-gender focused programs and policies** such as the MNREGA, the Right to Free & Compulsory Education, National Rural Health Mission, National Rural Livelihood Mission and National, Skill Development Mission. The actions taken under the Eleventh Plan also led to development of gender related schemes in gender-neutral sectors like Department of Telecommunications and Ministry of Petroleum and Natural Gas. **Table 2** highlights the select plans that included a specialised focus on gender.

Gender is prominent on the agenda for the Twelfth Five Year Plan. The plan focuses on addressing the causes and consequences of social, economic and political exclusion on all women especially the *Dalits*⁷, tribals, minorities, women with disability, migrant, displaced and trafficked women, women in the unorganized workforce, women infected and affected by HIV/AIDS, single and excluded women especially widows and women in conflict zones. The Plan aims to take a ‘multi-dimensional’ approach to poverty and wellbeing among women. The Multidimensional Poverty Index (MPI) factors in deprivations in the field of education, health and living standard faced by women.

Table 2: Select Five Year Plans with a focus on Gender

<i>Five Year Plan</i>	<i>Area of Focus</i>
First Plan (1951-56)	• Emphasised ‘female welfare’ and focused on education, Social Welfare and Health ⁸
Sixth Plan (1980-1985)	• Women’s issues came to occupy special position in the plan. Multi-sector approach to education, health and employment ⁹ .
Eighth Plan (1992-1997)	• Empowerment of women was accepted as a distinct strategy for the first time ¹⁰
Eleventh Plan (2007-12)	• Takes a holistic, integrated approach against the three pronged approach of the Tenth plan to gender issues • Focused on nutrition, health, vulnerable, victims of suicide by farmers, globalisation, transformation of Self Help Groups (SHGs) to Community Based Organizations (CBOs), Regulation of micro-credit ¹¹
Twelfth Plan (2013-18)	• Takes a ‘multi-dimensional’ approach to poverty and well-being among women • Focuses on <i>Dalits</i> , tribals, minorities, women with disability, migrant, displaced and trafficked women, women in the unorganized workforce, women infected and affected by HIV/AIDS, single and excluded women especially widows and women in conflict zones ¹²

The National Policy on the Empowerment of Women (NPEW) is a coherent vision statement on addressing gender discrimination in India. Drawing from the Indian Constitution, prominent national reports such as “Towards Equality” (1974), National Perspective Plan for Women (1988-2000), the *Shramshakti* report (1988) as well as the four world conferences on women, the NPEW policy details clear objectives, institutional structures and operational strategies. Its policy objectives address legal, economic, decision-making, political and social issues as well as those relating to the international community. The main components of NPEW are illustrated in Figure 1.

⁷ A group of people regarded as untouchable and traditionally placed at the bottom of the Hindu caste hierarchy

⁸ Source: ‘Chapter-2 Programs for Women’, Available at <http://wcd.nic.in/ar0708/English/Chapter-2.pdf>: Accessed on 21Nov. 2014

⁹ Source: ‘Chapter-2 Programs for Women’, Available at <http://wcd.nic.in/ar0708/English/Chapter-2.pdf>: Accessed on 21Nov. 2014

¹⁰ Source: ‘Chapter-2 Programs for Women’, Available at <http://wcd.nic.in/ar0708/English/Chapter-2.pdf>: Accessed on 21Nov. 2014

¹¹ Source- ‘Report of the working group on empowerment of women’, Available at http://planningcommission.nic.in/aboutus/committee/wrkgrp11/wg11_rpwoman.pdf, Accessed on 21 Nov. 2014

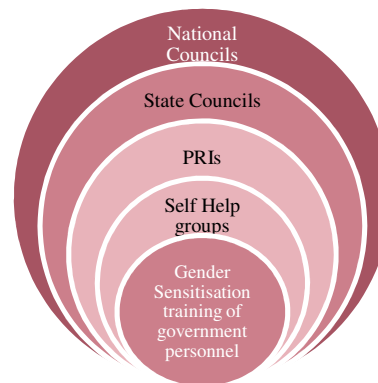
¹² Source: ‘XIIth Five Year Plan: Report of the Working Group on the Women’s Agency and Empowerment’, Available at http://planningcommission.nic.in/aboutus/committee/wrkgrp11/wg11_rpwoman.pdf, Accessed on 21, Nov, 2014

As part of its operational strategies, NPEW states that all central and state ministries must draw up detailed action plans with timely targets. It also emphasizes the construction of institutional mechanisms such as the national and state councils formed to oversee the operationalization of the policy and resources centres as well as strengthening existing mechanisms such as Self-Help groups (SHG). It further details ways for effective management of resources between various ministries and departments dealing with women's issues. NPEW highlights the need to sensitize personnel of executive, legislative and judicial arms of the state on gender

issues. It also states that *Panchayati Raj Institutions* (PRIs)¹³ should be actively involved in addressing gender challenges, and partnerships should be formed with organisations from the voluntary sector and international obligations/commitments in all sectors on empowerment of women should be implemented.

Additionally, India has instituted some landmark legislations to address gender challenges in the areas of health, education, employment and skill development, agriculture, women's agency and child rights. **Table 3** provides the key highlights of these policies. **These policies have further been elaborated in the Sector Report Cards in the subsequent sections of the report.**

Figure 1: Components of the National Policy for the Emowerment of Women



¹³ Panchayati Raj Institutions are part of the local government in the political system in India. The word "panchayat" literally means "assembly" (ayat) of five (panch) wise and respected elders chosen and accepted by the local community. However, there are different forms of assemblies. Traditionally, these assemblies settled disputes between individuals and villages. Modern Indian government has decentralized several administrative functions to the local level, empowering elected gram panchayats.

Table 3: Important gender related legislation in prime areas of intervention

Sectors	Key Policies	Key Areas Addressed
Health	The National Health Policy (2002)	<ul style="list-style-type: none"> Poor state of women's health High maternal and child mortality rates Skewed child sex ratio Violence against women.
	National Population Policy (2000) Medical Termination of Pregnancy (2003) Amendment	<ul style="list-style-type: none"> Reproductive and child health needs of women To facilitate better implementation and increase access for women especially in the private health sector particularly with regard to unsafe abortions¹⁴
Agriculture	National Agricultural Policy (2000)	<ul style="list-style-type: none"> Structural, functional and institutional measures to empower women Capacity building Increasing women's access to agricultural inputs
	Hindu Inheritance Law (2005)	<ul style="list-style-type: none"> Brings women at par with men in ownership of agricultural land
Employment	Minimum Wages Act (1948) Equal Remuneration Act 1987	<ul style="list-style-type: none"> Institutes equal pay for equal work for women
Education	National Policy on Education (1992) and Review Committee Report (2012)	<ul style="list-style-type: none"> Improved gender sensitive syllabus Increase in women friendly school facilities Teacher training
	Right to Education Act (2009)	<ul style="list-style-type: none"> Making access to education compulsory for women Initiated crucial women centred schemes such as the National Program for the Education of Elementary Girls
Violence Against Women	The Domestic Violence Act (2005) ¹⁵	<ul style="list-style-type: none"> Protects wife or female live-in partner, mother, sisters, adopted-sisters from violence at the hands of the husband, male live-in partner, son or brother or his relatives¹⁶
	Prevention of Sexual Harassment of Women at Workplace Act, 2013	<ul style="list-style-type: none"> Protects women irrespective of age or employment status, from sexual harassment at all work places which could be formal or informal in nature
	Criminal Law Amendment Act, 1983	<ul style="list-style-type: none"> Amends Indian Penal Code and lays down severe punishment for custodial rape and lays burden of proof on the rapist¹⁷ Widens the ambit of sexual violence committed against women by focussing on 'sexual assault' and

¹⁴ Source: Available at <http://www.thehindu.com/sci-tech/health/policy-and-issues/a-strong-case-for-amending-mtp-act/article5142398.ece>, accessed on 24.11.2014

¹⁵ Source: Available at Department of Women and Child Development, <http://wcdde.in/pwdv.html>, accessed on 24.11.2014

¹⁶ Source: Available at <http://wcdde.in/pwdv.html>, accessed on 24.11.2014

¹⁷ Source: Majumdar, 2007, Encyclopedia of Gender Equality Through Women Empowerment (Vol.2), Sarup and Sons, New Delhi

Sectors	Key Policies	Key Areas Addressed
		not 'rape' ¹⁸
	The Criminal Law (Amendment) Act, 2013	<ul style="list-style-type: none"> Covers varied forms of sexual violence such as acid attacks, stalking Increases the consent age from 16 to 18 years Penalises public servants for failing to record an FIR in cases of sexual violence
	Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989 Dalit women	<ul style="list-style-type: none"> Redefines the definition of 'atrocities' against SC/ST to include gender violence
	Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Amendment Ordinance 2014	<ul style="list-style-type: none"> Redefines the nature and widens ambit of sexual violence committed against SC/ST women which are punishable by law¹⁹
	Unorganised Workers' Social Security Act, 2008	<ul style="list-style-type: none"> Covers domestic workers from sexual harassment at work place
	Dowry Prohibition Act 1971	<ul style="list-style-type: none"> Prohibits the giving and taking of dowry
	Prohibition of Child Marriage Act, 2006	<ul style="list-style-type: none"> Repeals the earlier act, Child Marriage Restraint act (1929) which was limited to restraining Child marriages. This act prohibits child marriage. Prescribes higher punishment for male marrying a child
	Commission of Sati (prevention) Act, 1987 ²⁰	<ul style="list-style-type: none"> Prevents commission of Sati and its glorification
	Indecent Representation of Women (Prohibition) Act, 1986 Amendments (2012)	<ul style="list-style-type: none"> Prohibits indecent representation of women in advertisement and publication Broadens the scope of the law to cover the audio-visual media and material in electronic form Provides stringent punishment for violations of the act
	Preconception and Prenatal Diagnostic Techniques Act, 1994 Amendments, 2003	<ul style="list-style-type: none"> Prohibits sex selection before and after conception²¹ Widens the ambit to include pre-conception sex selection, use of ultrasound machines The Central Supervisory Board (CSB) has been constituted under the Chairmanship of Minister of Health and Family Welfare and has been further empowered to monitor the implementation of the Act²²
Trafficking	Immoral Traffic (Prevention) Act,	<ul style="list-style-type: none"> Provides punishment for trafficking and sexual exploitation for commercial purposes

¹⁸ Source: Available at <http://www.prsindia.org/billtrack/the-scheduled-castes-and-the-scheduled-tribes-prevention-of-atrocities-amendment-bill-2014-3327/>, Accessed on 24.11.2014

¹⁹ Source: Available at <http://www.prsindia.org/billtrack/the-scheduled-castes-and-the-scheduled-tribes-prevention-of-atrocities-amendment-bill-2014-3327/>, accessed on 24.11.2014

²⁰ Source: Available at <http://www.keralawomen.gov.in/images/TheCommissionofSatiPreventionAct1987-of1988.pdf>, Accessed on 24.11.2014

²¹ Source: Available at http://www.ncpcr.gov.in/view_file.php?fid=434, Accessed on 24.11.2014

²² Source: Available at <http://www.mohfw.nic.in/WriteReadData/1892s/5772615131Annual%20Report%20part-6.pdf>, Accessed on 24.11.2014

Sectors	Key Policies	Key Areas Addressed
	1956 ²³ Criminal Law (Amendment) Act, 2013	<ul style="list-style-type: none"> Provides stringent punishment for trafficking²⁴
	Prohibition of Child Marriage Act, 2006 ²⁵ Juvenile Justice Act (2000)	<ul style="list-style-type: none"> Child Marriage void if after that the child is sold or trafficked, or otherwise used for commercial purposes A child in need of care and protection includes one who is vulnerable and likely to be trafficked. Procuring juveniles for hazardous employment or bonded labour is punishable.
	Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989 ²⁶ Child Labour (Prohibition and Regulation) Act, 1986	<ul style="list-style-type: none"> Using a position of dominance to sexually exploit a Scheduled Caste or Scheduled Tribe woman Prohibits child work in certain employments
	Indian Penal Code, 1860	<ul style="list-style-type: none"> Provides a comprehensive and detailed definition of trafficking and its punishment²⁷
Climate Change	No specific Policies but a number of important reports such as Gender and Climate Change Framework for Analysis, Policy and Action ²⁸ and Gender and Climate Change: (Brief, Institute for Development Studies) ²⁹	

Commitments to CEDAW: After ratifying to the CEDAW convention in 1993 and legally committed itself to incorporate the principles enunciated in the convention. Thus, it has taken measure to ensure that the National Policies are aligned with the convention requirements. Table 4 provides additional information on this.

²³ There is a growing demand for amendments to this act. A bill for amendment was introduced in the Lok Sabha in 2006 and it lapsed. The National Commission of Women has proposed a list of amendments prominent among which are a) the term 'person' with regards to trafficking should be changed to 'man and 'woman' as women bear a disproportionate amount of burden of responsibility for trafficking, b) in place of commercial 'sex worker', 'prostitute' should be used. (See- <http://ncw.nic.in/frmReportLaws03.aspx>)

²⁴ Source: Available at <http://indiacode.nic.in/acts-in-pdf/132013.pdf>, accessed on 24.11.2014

²⁵ Source: Available at http://www.unodc.org/documents/human-trafficking/2011/Responses_to_Human_Trafficking_in_Bangladesh_India_Nepal_and_Sri_Lanka.pdf, accessed on 24.11.2014

²⁶ Source: Available at http://www.unodc.org/documents/human-trafficking/2011/Responses_to_Human_Trafficking_in_Bangladesh_India_Nepal_and_Sri_Lanka.pdf, accessed on 24.11.2014

²⁷ Source: Available at http://www.unodc.org/documents/human-trafficking/India_Training_material/Handbook_for_Law_Enforcement_Agencies_in_India.pdf, accessed on 24.11.2014

²⁸ Available at http://www.in.undp.org/content/dam/india/docs/gnder_cc.pdf, accessed on 24.11.2014

²⁹ Available at <http://www.bridge.ids.ac.uk/vfile/upload/4/document/1201/InBrief22-ClimateChange-ForWeb.pdf>, accessed on 24.11.2014

Table 4: Alignment to CEDAW Convention requirements

CEDAW Convention Requirements	Policy measures taken by India	Policy Details
Registration of Marriages (Para 62, 63 of the concluding comments)	National Population Policy 2000	Aims to achieve 100% registration of birth by 2010
	Registration of Births and Deaths Act, 1969	Provides a comprehensive system of registration of birth
	The Special Marriage Act, 1956	Provides for compulsory registration of marriages where irrespective of religion, marriages have to be registered.
	The Indian Christian Marriage Act, 1936	Requires registration of marriage that is done in the Church
The Parsees Marriage and Divorce Act, 1936	Provides for registration of marriages	
Prohibition of Discrimination (Para 66, 67 of the concluding comments)	Minimum Wages Act, 1926,	Ensures minimum rates of wages to the unskilled and semi-skilled workers and other categories of employees employed in scheduled employment
	The Equal Remuneration Act, 1976	Ensures equal wages for equal work including women
Violence against Women (Para 68, 69, 70 of the concluding comments)	National Policy for the Empowerment of Women, 2001	Commits to address all forms of violence against women, physical and mental, at domestic and societal levels, including those arising from customs, traditions or accepted practices, with a view to eliminating its incidence
Caste based discrimination, including violence, suffered by women of Dalit community (Para 74, 75 of the concluding comments)	Protection of Civil Rights Act (PCRA), 1955	To enable <i>Dalits</i> to enjoy human rights on par with other sections of Indian society and empower them in their struggle for their rights
Prevention of Atrocities against Scheduled Caste/Tribe Act, 1989		
Rural women's access to land and credit (Para 83 of the concluding comments)	<ul style="list-style-type: none"> • Hindu Succession (Amendment) Act, 2005 • While redistributing land to the landless after land reforms the Government has been issuing Joint Pattas (title deeds) in the names of both the husband and wife, thereby making women joint-owners of the land • Efforts are being made on a pilot basis to improve 	Provide women equal rights to ancestral property

CEDAW Convention Requirements	Policy measures taken by India	Policy Details
	women's access to land by providing community wasteland, fallow land, surplus land for 'collective action' to women's Self Help Groups on long-term lease basis and to promote joint pattas	
Holistic health policy for women, maternal mortality rates, infant mortality rates, sex ratio, sex selective abortion and family planning targeted at women (Para 78, 79)	National Population Policy, 2000	<ul style="list-style-type: none"> • Brought in an inter-sectoral agenda for holistic, integrated reproductive health care to address the concerns of maternal mortality and infant mortality. • The Government has also adopted a life cycle approach to women's health
Trafficking (Para 76, 77 of the concluding comments)	National Plan of Action to combat trafficking (2002)	Aims to combat trafficking against women and children

Institutional Arrangements for addressing Gender Equality

Various institutional mechanisms have been instituted in India to address gender issues. Among the earliest of these was the **Central Social Welfare Board (CSWB)** which was instituted during the First Five Year Plan (1951-56) and one of its most prominent achievements was the organization of women into *Mahila Mandals* or women's clubs that organize women in rural areas for undertaking development activities and awareness generation³⁰.

In 1985, the **Department of Women and Child Development (DWCD)** was established as part of the Human Resource Development Ministry. In 2006, it became an independent ministry and was entrusted with the nodal responsibility to advance the rights and concerns of women.

The Ministry has four autonomous organizations under its aegis (represented in Figure 2), the **National Institute of Public Cooperation and Child**

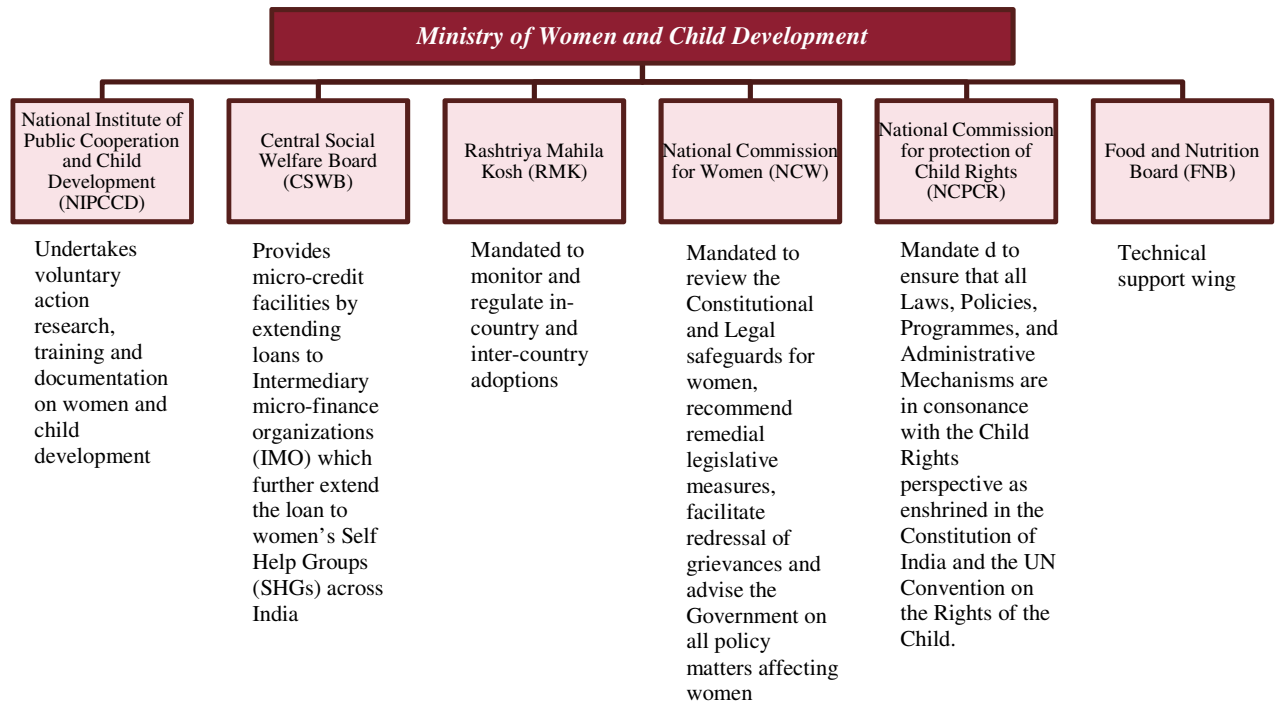
Development (NIPCCD), Central Social Welfare Board (CSWB), Rashtriya Mahila Kosh (RMK) and Central Adoption Resource Authority (CARA). In addition to this, two statutory commissions, **National Commission for Women (NCW) and National Commission for Protection of Child Rights (NCPCR)** are also under the purview of the Ministry. The **Food and Nutrition Board (FNB)** is an attached office of the Ministry. The Ministry guides and coordinates the activities of these organizations. It also implements innovative programs which cover welfare, support services, training for employment and income generation, awareness generation and gender sensitization for women and children. NCW and RMK are solely focussed on gender issues but other organisations such as the NIPCCD and FNB have a wider mandate of which gender issues are a subset.

Mandate of the Ministry of Women and Child Development

- Women' empowerment and gender equity;
- Overseeing the National Commission of Women and *Rashtriya Mahila Kosh*;
- Implementation of various acts focusing on women such as Dowry Prohibition Act, Indecent Representation of Women Act;
- Planning research, evaluation, monitoring, project formulations, statistics and training relating to the welfare and development of women and children, including development of gender sensitive data base

³⁰ One of the key objectives of the National Policy for the Empowerment of Women is "Building and strengthening partnerships with civil society, particularly women's organizations". Source: available at <http://wcd.nic.in/empwomen.htm>

Figure 2: Structure of the Ministry of Women and Child Development



Source: Based on information provided on the Ministry of Women and Child Development website <http://wcd.nic.in/>, accessed on 21.11.2014)

At the state level, the **Department of Women and Child Development** and the **State Commissions for Women (SCW)** form part of the national institution to address women's issues. The SCW is set-up in 18 states and union territories and it acts as a statutory ombudsperson. Additionally, **Gender Focal Points Cells or Women's Cells** have been formed in the Ministries focussed on the development sector, including Education, Rural Development, Labour and Agriculture.

In addition to these institutions which are specifically mandated to address gender issues, institutions with a wider mandate also focus their efforts in tackling gender based discrimination. The **Panchayati Raj System** and **Urban local self-government** actively facilitate gender equality by providing avenues for women's political participation and decision-making. The 73rd and the 74th Amendments (1993³¹) to the Constitution of India which instituted local self-governance bodies where they were absent and strengthened the existing ones where they had a long-standing history reserved 1/3rd of the seats in village panchayats and urban local self-government for women.

India has also formed institutional mechanisms within the legislature to address gender discrimination. The **Parliamentary Committee on Empowerment of Women** was constituted by the *Lok Sabha*³² in 1997 to review the effectiveness of measures taken by the central government for empowerment of women. The apex policy planning body in India, the **Planning commission** has also carried out periodic reviews of programs and policies impacting women. To coordinate the various activities and programs on Gender issues across different ministries, the government launched the **National Mission for the Empowerment of Women (NMEW) in 2010**. Its mandate is to strengthen inter-sectoral

³¹ The acts were passed in 1992 (See <http://indiacode.nic.in/coiweb/amend/amend73.htm>, accessed on 21.11.2014) but came into force in 1993 (See http://www.tn.gov.in/tsfc/amendment_acts.htm, accessed on 21.11.2014)

³² The Lok Sabha (Assembly of the People) is the lower house of India's bicameral-parliament, with the higher house being the Rajya Sabha. It is composed of representatives of the people from 543 constituencies, chosen by direct election on the basis of adult suffrage

convergence and coordinate all programmes and activities related to women's welfare and socio economic development across Ministries and Departments.

To gain a comprehensive understanding of gender issues, Government of India set up a **High Level Committee (HLC)** in 2012 to understand the impact of policy and legislations since 1989 and evolve appropriate policy interventions. The Committee consists of the Chairperson, Member Secretary and 17 Members. The HLC is funded by the Ministry of Women and Child Development and reports to it, though the Ministry and its activities also fall within its ambit of review.

The current, High Level Committee on Status of Women has been entrusted with the task of preparing a report on the current socio-economic, political and legal status of women in India and to recommend measures for the holistic empowerment of women. The key tasks entrusted to the High Level Committee on Status of Women (HLCW) include the following:

- a. To undertake an intensive literature survey on the status of women in India.
- b. To examine the overall status of women, including the socio-economic, health and nutritional, legal and political status disaggregated by their geographic, economic and social position including their minority status where relevant. In the analysis cross-regional differences and inequalities both within and outside the household are to be focused on.
- c. To assess the impact made by existing policies and legislative changes on equality, security and holistic empowerment of women and to identify inequalities in policy and legislation as well as gaps in implementation.
- d. To prepare an integrated report on the current socio-economic, political and legal status of women in India that captures the interconnectedness of these issues and their impact on women.
- e. To recommend measures for the holistic empowerment of women.

The Committee identified three key issues namely, violence against women, declining sex ratio and economic disempowerment.

In line with the increasing global emphasis on the allocation of public resources along gender priorities, India has taken important steps in incorporating Gender budgeting programs. **Gender budget cells have been set up in various Ministries to align the priorities of the Ministry with gender issues.** The budget cells comprise a cohesive group of senior/middle level officers from the Plan, Policy, Coordination, Budget and Accounts Division of the Ministry concerned. The cell is headed by an officer with the rank of Joint Secretary or higher and is mandated to set up targets in eight areas. Prominent among these areas are evaluations of government programs on gender issues, organizing consultations between gender cells of different ministries and organizations at the grass-root level such as NGOs, organizing gender sensitization workshops for government officials and disseminate best practices related to gender of ministries. Gender budgeting has also been encouraged at the state-level by the Government of India and State Governments like Rajasthan, Gujarat, Madhya Pradesh, Karnataka, Orissa, Kerala, Assam, Bihar, Chhattisgarh, Tripura, Nagaland, Uttar Pradesh and Uttarakhand have adopted Gender Budgeting.

Sector Report Cards

Context and Rationale

The overall objective of the *Revision of Gender Country Profile* is to **understand the changing characteristics and challenges of women in India and to bridge the gender gap through various policy and programmatic interventions.**

A major component of the Scope of Work is to **collect quantitative and qualitative information across target sectors and issues.** These sectors are Education, Health and HIV/AIDS, Agriculture and Forestry, Employment/Entrepreneurship/SME and emerging issues of violence against women and trafficking.

Structure of the Draft Report Card

The Draft Report Card on the various sectors have been structured as follows:

1. **Sector overview:** is a snapshot of female participation in the sector. It comprises of a summary table on select gender based indicators and a note of the national status of women in the sector.
2. **Institutional Structure:** is an overview of the relevant Ministry, its inception and evolution over the years and its primary roles and responsibilities.
3. **Sector Policy Overview:** details out all the key national legislations and schemes relevant to women and minority groups. The section elaborates on the objectives and implementation of each scheme. Challenges and gaps in the implementation of these reports are also presented.
4. **Analysis of key indicators:** comprises of data tables on key indicators as defined in the Framework of Analysis provided in the Inception Report.
5. **Donor Activity in the Sector:** provides information on donor funded projects in the sector. It includes information on donors such as UN (UNICEF), ILO, World Bank, DFID, USAID and ADB.
6. **Key highlights:** presents major concerns and challenges to attaining gender parity in the sector in India. A summary of key suggestions is put forward along with areas of opportunities for intervention from global partners like JICA.

Methodology

The **purpose** of preparing this Draft Report Card on the various sectors is **‘to summarize the condition of men and women in various sectors in India with the updated descriptive analysis and statistical data disaggregated by sex, province, rural/urban area, tribes/caste, etc.’**

These Draft Report Cards aims at addressing the **research question ‘What kinds of relevant policies are available in the sector? How is the progress of those policies? What are key challenges?’**

The compilation of these report cards involved a detailed study of all available secondary data on the sectors in India. The process began with a review of statistical indicators and a **selection of those which are most pertinent to the issue of gender based regional and socio-economic analysis of the sectors.** These had broadly been defined earlier in the Framework of Analysis in the Inception Report and have been elaborated here. The Framework listed out a repository of resources related to the

sectors, research questions and key focus points as defined by the Japanese Consultant. It also plotted the key parameters of analysis and relevant schemes to be reviewed. This served as the guide to developing the sector report cards.

The relevant documents chosen for analysis included government reports, government websites, census data and State and district survey reports pertaining to each sector. A detailed list of references has been provided as an annexure to this document. Where ever possible and relevant data has been disaggregated by sex, place (rural/urban), age and state. The Parameters of Analysis presented in this report help us to visualize the change quantitatively for the sector in India. For selection of related schemes, government annual reports and data available of Government websites were primarily used. **The main focus for selection of schemes was to highlight the manner in which each scheme address gender disparity.** Relevance to economically disadvantaged sections and the provisions made for SC, ST and other minority groups was also considered as criteria for selection. Schemes that focused on eliminating infrastructural, regional disparities in access were also chosen.

The attempt has been to provide an accurate insight into:

- The degree to which the relevant MDGs have been achieved and reasons for delay in full achievement, if any
- Gender gap between girls/ women based on region (rural/urban), state, religion, caste and tribe
- Reasons for the disparity between sexes and among girls/women as well as constraints from certain groups

The next sections present the individual report cards on Education, Health and HIV/AIDS, Agriculture and Forestry, Employment/Entrepreneurship/SME and emerging issues of violence against women and trafficking.

A. Education Sector

Sector Overview

Education is the essential foundation for socio-economic and political development of any country. Government of India has maintained a relentless focus on the expansion of education and improving access and equity for all sections of the Indian society. **During the Eleventh Five Year Plan, the aggregated spending on education for both Centre and State is estimated at Rs. 12,44,797 crore³³.** A variety of schemes and legislations have been initiated and implemented to make education accessible to each and every member of society and simultaneously meet national and international commitments to improvement of education.

In line with the Governments' commitment to the Millennium Development Goals, the focus of the Ministry of Human Resource Development is on:

- Education for All with an inclusive approach, universal access and retention
- Bridging gender and social gaps
- Promotion of girls education
- Encourage skill development to enhance individual employability
- Promotion of Adult and Adolescent Education, particularly female literacy

³³ (Twelfth Five Year Plan (2012-2017) Social Sectors Volume III, 2013)

As far as female literacy and education is concerned, the sector demonstrates considerable growth for almost all relevant indicators mentioned above. However, a regional (rural versus urban) and societal (SC/ST/OBC/Muslims/Children with special needs and others) classification of these indicators reveals disparities that still plague the field of education. **Female literacy in rural areas has improved during the 2001-11 period but it remains far below the corresponding figure for urban areas in the country.** Girls and women from SC, ST and other socially disadvantaged communities form a small share of total enrolments at all levels of education. A summary table of main indicators of analysis is presented in Table 5.

Table 5: Summary table of indicators in the education sector

Indicators/ Parameters of Analysis	(%)
Percentage of Literate Females (2011)	65.46
Percentage of Literate Females (Rural-2011)	58.75
Percentage of Literate Females (Urban-2011)	79.92
Female Adult Literacy Rate (2006)	50.8
Female Gross Enrolment Ratio in Higher Education (2011-12)	19.4
Female Gross Enrolment Ratio in Higher Education (SC 2011-12)	13.9
Female Gross Enrolment Ratio in Higher Education (ST 2011-12)	9.7

Source: (All India Survey on Higher Education 2011-2012, 2014) (Gross enrolment ratio, 2014) (Huebler, 2013) (Office of the Registrar General & Census Commissioner, Provisional Population Totals Paper 1 of 2011 India Series 1, 2013) (U-DISE 2013-14 School Education in India, 2013)

A few states have shown commendable improvement in female literacy. These are Kerala – 91.98%, Mizoram – 89.90%, and Lakshadweep – 88.25%. However, states like Rajasthan, Bihar and Jharkhand fare poorly in terms of gender equity with levels of female literacy just managing to scrape past the 50% mark. Furthermore the scenario successively worsens as students move from Primary to Secondary to Higher Education.

Specifically with respect to MDG 2 and 3, significant progress has been made.

Progress against Millennium Development Goal (MDG) 2

MDG 2 necessitates that ‘Children everywhere, boys and girls alike, will be able to complete a full course of primary schooling’³⁴.

- In 2007-08, the Net Enrolment Ratio³⁵ (NER) in primary education in India succeeded in crossing the 95% cut-off mark which is regarded as the marker value for achieving the 2015 target.
- The District Information System for Education (DISE) for 2010-11 has shown 99.89% enrolment (NER) in primary school education³⁶.

Progress against Millennium Development Goal 3

MDG 3 aims to ‘Eliminate gender disparity in primary and secondary education, preferably by 2005 and in all levels of education no later than 2015’³⁷.

- In this respect, the Gender Parity Index (GPI) of Gross Enrolment Rate³⁸ (GER) in primary education has increased from 0.76 in 1990-91 to 1.01 in 2010-11 and in secondary education from 0.60 in 1990-91 to 0.88 in 2010-11³⁹.
- In GPI of GER in Higher Education has shown significant improvement. It has increased from 0.54 in 1990-91 to 0.88 in 2011-12⁴⁰.

³⁴ (Goal 2: ACHIEVE UNIVERSAL PRIMARY EDUCATION, 2014)

³⁵ Net Enrolment Ratio is defined as the enrolment of the official age-group for a given education level as a percentage of the total corresponding population in that age group (UNESCO, 2014)

³⁶ (Millennium Development Goals India Country Report 2014, 2014)

³⁷ (Goal 3: PROMOTE GENDER EQUALITY AND EMPOWER WOMEN, 2014)

³⁸ Gross Enrolment Ratio (GER) is the number of students enrolled in a given level of education, regardless of age, expressed as a percentage of the official school age population corresponding to the same level of education (Gross enrolment ratio, 2014)

³⁹ (Millennium Development Goals India Country Report 2014, 2014)

For the Education sector, the major concerns pertain to **improving access, enhancing equity and providing high quality education at all levels. A few major areas of focus can be summarized as follows:**

- **Regular attendance and Retention of students** – Even as levels of enrolment remain high, special attention is needed to improve regular attendance. This is especially low in educationally backward states of Uttar Pradesh, Bihar, Madhya Pradesh, and Jharkhand where student attendance rates are below 60 percent⁴¹.
- **Lack of basic infrastructure and resources** – The unavailability of basic facilities like desks and chairs, electricity, drinking water, toilets, black boards, teaching aids becomes a major roadblock in delivering quality education especially in rural areas.
- **Very high Pupil-Teacher Ratio (PTR)** – If all teacher posts sanctioned under *Sarva Shiksha Abhiyan* (SSA) and State budget are filled, the PTR would be around 27:1. However a number of schools do not comply with this RTE norm
- **Poor Learning outcomes** – The level of learning outcomes for Indian children remain below those in other countries for both scholastic and co-curricular learning.
- **Suboptimal teaching processes** – The interaction between students and teachers is not conducive to a child friendly learning environment. There is dearth of institutions offering training to teachers in catering to children with special needs and other related special focus areas. Consequently there is a lack of special educators who could support and counsel children with special needs.
- **Convergence** – The MHRD makes commendable effort towards improving equity for all categories of children, especially girl children from marginalized communities, below poverty line families and differently abled children as well. However different schemes sometimes cater to similar beneficiaries causing considerable overlap of activities and resources. There is a need to better synergize efforts in this direction.
- **Innovation in curriculum and teaching methods** – Increasingly there is a focus on use of ICT in education in the country. However, at present the sector lacks a comprehensive guideline on norms and guidelines pertaining to ICT facilities. States are constrained in proposing innovations in teaching and curriculum development due to lack of provisions for untied funds for the same⁴².
- **Disaster management strategies** – Active intervention is needed to develop strategies for disaster management. None of the present schemes make provisions for safety concerns⁴³.

Major Concerns pertaining to girls and women:

- **Out of school girls** – The dropout rate for girls at all levels of education is extremely high. This is especially true for girls from rural areas and from poorer households. Most of these girls belong to poor, migrant families who drop out of school to earn a living¹.
- **Marginalized sections** – Girls belonging to socio-economically disadvantaged sections are doubly marginalized in accessing education as is revealed from the key enrolment indicators. The dropout rates for SC and ST students in general are higher than the national average.

The next section provides an overview of the institutional structure in the sector

⁴⁰ (All India Survey on Higher Education 2011-2012, 2014)

⁴¹ (Twelfth Five Year Plan (2012-2017) Social Sectors Volume III, 2013)

⁴² (Working Group Report on Secondary and Vocational Education 12th Five Year Plan 2012-2017, 2014)

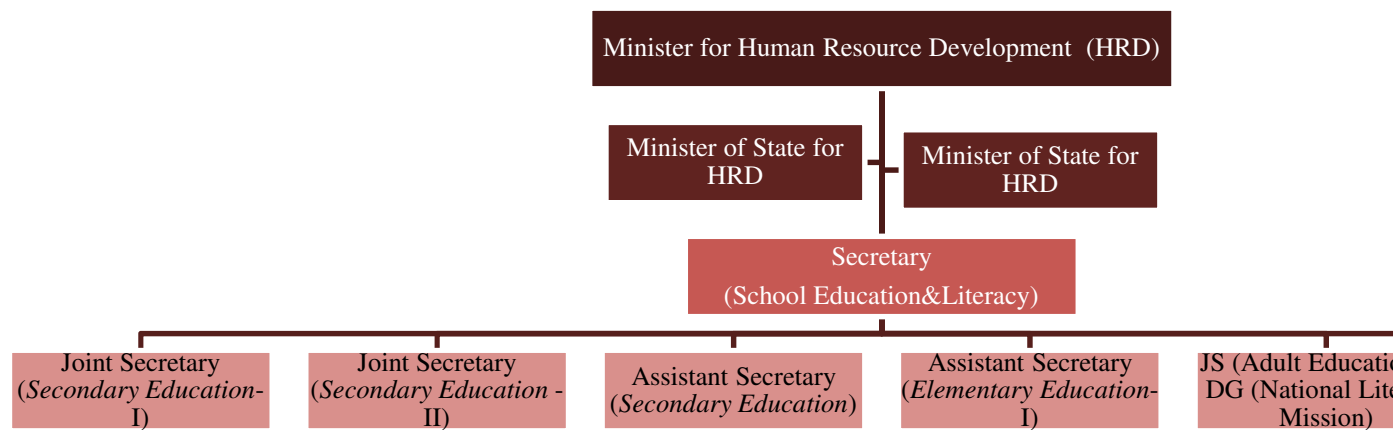
⁴³ (Working Group Report on Secondary and Vocational Education 12th Five Year Plan 2012-2017, 2014)

Institutional Structure: Ministry of Human Resource Development

The erstwhile Ministry of Education was reconstituted on 26th September 1985 as the Ministry of Human Resource Development. The essential role of building strong foundations in education for all citizens of the country. At present the MHRD has several departments which are:

1. **Department of School Education & Literacy** – aims to ensure education of equitable quality in order to fulfil the needs of the population. The department looks after development of school education and literacy. A major objective for the department is the achievement of universal education across the country. Figure 3 provides the Institutional Structure for the Department of School Education & Literacy

Figure 3: Institutional Structure for the Department of School Education & Literacy

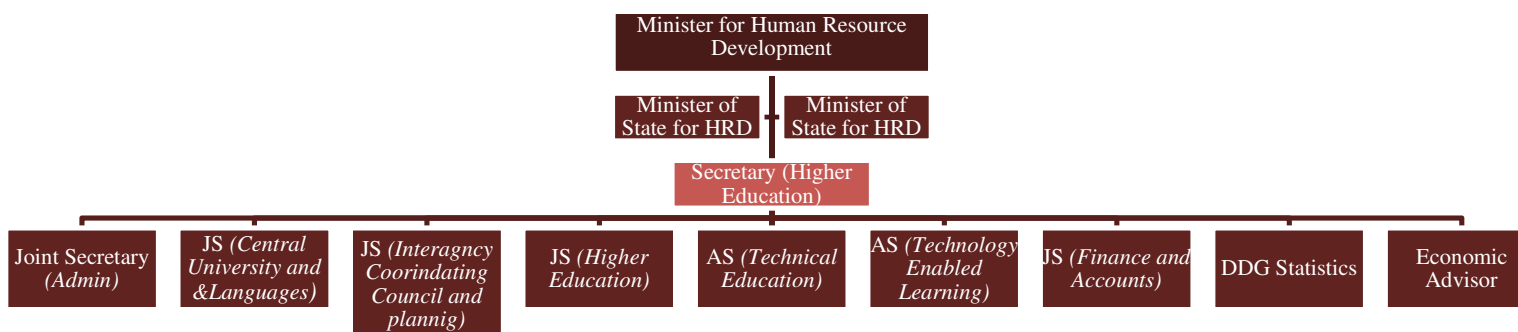


Source: MHRD Website

⁴⁴ (MHRD, 2014)

2. **Department of Higher Education** – envisages complete realization of India’s human resource potential with equity and excellence. **The department is responsible for the country’s higher education system and looks into acquiring high quality opportunities of higher education and research for Indian students.** The department is also responsible for granting ‘deemed university’ status (allowing full autonomy in planning courses, syllabus, admissions and fee structures) to academic institutions in the country on the advice of the University Grants Commission (UGC). The figure provides the Institutional Structure for this Department.

Figure 4: Institutional Structure for the Department of Higher Education



Source: MHRD Website

MHRD defines its main objectives as follows⁴⁵:

1. Formulation and implementation of the National Policy on Education
2. Planned development, expanding access and improving quality of the educational institutions throughout the country, especially regions where people do not have easy access to education
3. Paying special attention to disadvantaged groups like the poor, females and the minorities
4. Providing financial help in the form of scholarships, loan subsidy, etc. to deserving students from deprived sections of the society
5. Encouraging international cooperation in the field of education, including working closely with the UNESCO and foreign governments as well as Universities, to enhance the educational opportunities in the country

⁴⁵ (MHRD, 2014)

Sector Policy Overview

“Education will be used as an agent of basic change in the status of woman. In order to neutralise the accumulated distortions of the past, there will be a well-conceived edge in favour of women. The National Education System will play a positive, interventionist role in the empowerment of women”

(National Policy on Education 1986, 2013)

The Government of India has taken a number of policy interventions in the Education sector. This section provides an overview of the relevant policies as well as tabulates some of the most recent schemes relevant to the education sector.

National Policy on Education (1986)

The National Policy on Education was revised in 1986 necessitating elimination of glaring disparities and equalizing educational opportunities with key focus on women, SC and ST communities.

Strategies pertaining to education of women are summarized as follows⁴⁶:

- In terms of priority, eliminating obstacles relating to access to primary education for women and improving retention rates of girl students at this level was given precedence
- Emphasis will be laid on women’s participation in vocational, technical, professional education as well as non-traditional occupations
- Women’s empowerment was stated as the indispensable condition to improving education of girls which in turn feeds into the improvement of women’s participation in socio-economic activities in the country
- Spread of literacy in women was also seen as instrumental in reducing growth in population

Right to Education (2009)

The Right of Children to Free and Compulsory Education (RTE) Act was brought into force in 2009 with the objective to strengthen the foundational years of education in India i.e. elementary education and to work towards the attainment of universal access to quality education.

- The Act provides for, as a Fundamental right, free and compulsory education of all children in the age group of 6-14 years⁴⁷.
- RTE also lays down norms and standards of Pupil Teacher Ratio, infrastructure, teaching hours, working days as well as duties and responsibilities of government and local bodies
- By virtue of its legislative mandate, the Act makes elementary education compulsory for women
- RTE became the stepping stone for initiatives towards women centric schemes. Some of these have been discussed in this Draft Report Card.

The national policies and schemes on education chosen for this sectoral analysis are initiated to address glaring gender based and socio-economic disparities, thereby adhering to CEDAW principles of ‘substantive equity, Non-discrimination and State obligation’⁴⁸. Summary Table on the policies chosen for analysis is presented below and the key focus areas and outcomes of the schemes are elaborated after the table.

⁴⁶ (National Policy on Education 1986, 2013)

⁴⁷ (Annual Report 2013-14, 2014)

⁴⁸ (What is CEDAW?, 2014)

Table 6: Overview of Government schemes on Education

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
Sarva Shiksha Abhiyan (SSA) <i>2001</i>	Universalization of elementary education in a time bound manner	<ul style="list-style-type: none"> • Opening of new schools in areas lacking school facilities • Strengthening of existing school infrastructure through provision of toilets, drinking water, maintenance and school improvement grants, capacity building and training of teachers and provision of additional class rooms • SSA maintains a special focus on education of girls and children with special needs⁴⁹ such as free textbooks for all girls up to class VIII, separate toilets, back to school camps for out of school girls, recruitment of 50% female teachers, early childhood care and education centers near or within schools in convergence with the Integrated Child Development Service (ICDS) Scheme, sensitization of teachers to promote equitable learning opportunities, gender sensitive learning materials including text books, intensive community mobilization efforts and ‘Innovation Fund’ per district for need based interventions to ensure girl’s attendance and retention 	<ul style="list-style-type: none"> • SSA is a flagship programme for the country also because it directly addresses the MDG of ‘Achieving Universal Primary Education’
Kasturba Gandhi Balika Vidyalaya (KGBV) <i>August, 2004</i>	Ensure access to and delivery of quality education to girls from disadvantaged groups of society by setting up residential upper primary schools	<ul style="list-style-type: none"> • Set up in areas of scattered habitation where schools are located at considerable distances. Since the journey poses a security threat to girls, it poses a great constraint for them to continue their education. KGBV addresses this constraint by setting up residential schools within the Block itself. • 75% of the seats are reserved for girls from SC, ST, OBC and minority communities whereas the rest 25% is reserved for girls from Below Poverty Line (BPL) families 	<ul style="list-style-type: none"> • As of 2013-14, a total of 3609 KGBVs have been sanctioned across the country and 3602 have been made operational • From a total of 347725 girl students enrolled at these KGBVs, 30.46% belong to SC category, 24.67% to ST and 31.29% are from OBC⁵⁰. • In the eleventh Five Year Plan, the scheme was merged with Sarva Shiksha Abhiyan starting from 1st April 2007.
National Programme	Reach the “hardest to	<ul style="list-style-type: none"> • Includes all educationally backward blocks • Focus on intense community mobilization, developing model schools in 	<ul style="list-style-type: none"> • NPEGEL is integrated into the Sarva Shiksha Abhiyan but

⁴⁹ (Sarva Shiksha Abhiyan, 2014)

⁵⁰ (Revised Guidelines for Implementation of Kasturba Gandhi Balika Vidyalaya (KGBVs), 2012)

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
for Education of Girls for Elementary Level (NPEGEL) <i>September 2003</i>	reach” girls, especially those not in school, through intense and focused intervention in educationally backward blocks	clusters, developing gender sensitive learning material, gender sensitization of teachers, early child care and education facilities. <ul style="list-style-type: none"> • Provides for need-based incentives like escorts, stationery, books, uniforms and the like for girls • Vocational education is also provided to help enhance the self-esteem and confidence of girls⁵¹ 	remains a distinct component.
National Scheme of Incentive to Girls for Secondary Education (NSIGSE) <i>May 2008</i>	Promote enrolment of girl child in the age group of 14-18, especially those who passed class VIII, and to encourage the secondary education of such girls	<ul style="list-style-type: none"> • Covers all SC/ST girls who pass class VIII and all girls who pass VIII from KGBVs and enrol in class IX in State or UT Government or Government aided or local body schools. Girls should be below the age of 16 on joining class IX. The scheme does not cover married girls or girls enrolled in private un-aided schools or in Central Government schools. • The eligible girls get a sum of Rs 3000/- as fixed deposit which they are entitled to withdraw upon reaching 18 years of age and on passing class X examination⁵². 	--
Mahila Samakhya Yojana (MSY) <i>1989</i>	Launched to achieve the goals of New Education Policy (1986) to educate and empower women in rural areas, especially girls from socio-economically disadvantaged sections of	<ul style="list-style-type: none"> • Enhancing self-esteem and self-confidence of women • Developing decision making and action through collective processes, • Enabling women to make informed choices pertaining to education, employment, and health • Fostering equal participation in development processes 	--

⁵¹ (Girls' Education in India: Strategies, Interventions and Programmes, 2014)

⁵² (Incentives To Girls For Secondary Education, 2014)

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
	society		
Mid-Day Meal (MDM) 2001	Provision of hot cooked meal to children of primary and upper primary classes	<ul style="list-style-type: none"> A Supreme Court order of 2001 provided for the basic entitlement of prepared mid-Day Meal containing 300 calories and 8-12 grams of protein for a minimum of 200 days⁵³. At present, the calorific norms and nutritional value norms for food is 450 calories for each primary class child and 700 calories for each upper primary child⁵⁴. 	<ul style="list-style-type: none"> Limited cross-state studies under the <i>Desk Review of Mid-Day Meals Programme</i> by World Food Programme indicate improvement in enrolment of girls in Chhattisgarh, Karnataka, Rajasthan and West Bengal that can be attributed in part to the scheme⁵⁵
Saakshar Bharat <i>September 2009</i>	Raise literacy rate, reduce gender gap and minimize regional and social disparities, with focus on women, SCs, STs, minorities and other disadvantaged groups	<ul style="list-style-type: none"> Women are identified as the key participants in the programme The teaching learning programmes designed under the programme take into consideration the socio-cultural barriers faced by women. Saakshar Bharat plans on incorporating gender in conjunction with caste, ethnicity, religion, disability etc. Special priority is to be given to women belonging to SC, ST, minority and other disadvantaged groups in rural areas⁵⁶ Women are also engaged as instructors and volunteers to encourage participation from women learners. 	<ul style="list-style-type: none"> Saakshar Bharat succeeds the National Literacy Mission (NLM) launched in 1988 to impart functional literacy to non-literate adult population⁵⁷. The programme aims to raise literacy rate to 80% (by 2012), reduce gender gap to 10% and minimize regional and social disparities, with focus on women, SCs, STs, minorities and other disadvantaged groups such as Left Wing Extremism affected districts and all districts reporting female literacy below 50%.
Rashtriya Madhyamik Shiksha Abhiyan	Enhance access to and improve quality of secondary	<ul style="list-style-type: none"> Improving physical facilities: Additional classrooms, laboratories, libraries, toilet blocks, drinking water, residential hostels Quality interventions: appointing additional teachers to reduce Pupil to Teacher Ratio (PTR), ICT enabled education, curriculum reforms, focus on 	--

⁵³ (Supreme Court Order of November 28, 2001, 2006)

⁵⁴ (Frequently Asked Questions on Mid Day Meal Scheme, 2012)

⁵⁵ (India - A desk review of the Mid-Day Meals Programme July 2007, 2009)

⁵⁶ (Centrally Sponsored Scheme Saakshar Bharat, 2013)

⁵⁷ (Saakshar Bharat Mission, 2014)

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
(RMSA) <i>March 2009</i>	education by making all secondary schools conform to prescribed norms and removing gender, socio-economic disability based barriers	science, math and English education <ul style="list-style-type: none"> Equity interventions: focus on micro planning, preference to Ashram schools, priority on opening schools in areas with high SC/ST/minority population, special enrolment of weaker section, more female teachers in schools, separate toilet blocks for girls⁵⁸ 	
Scheme for Construction and Running of Girls' Hostel for Students of Secondary and Higher Secondary Schools <i>2009</i>	Improve access to and retention of girls in secondary and higher secondary classes	<ul style="list-style-type: none"> Aims to set up 100 bedded girls' hostels in every Educationally Backward Block (EBB) in the country (3479 blocks in total) The target group under the scheme is girl students in the 14-18 age group, studying in classes IX to XII and belonging to SC, ST, OBC and other minority communities and BPL families Preference is given to students passing out from KGBVs and there is a 50% reservation for girls from SC, ST, OBC and minority communities. 	--
Rashtriya Uchhatar Shiksha Abhiyan (RUSA) <i>2013</i>	Achieve higher levels of access, equity and excellence in State higher education institutions with greater	<ul style="list-style-type: none"> Ensuring conformity to prescribed norms and standards Correcting regional imbalances in access through high quality institutions in rural and semi urban areas; Improve equity by providing adequate opportunities to women, minorities, SC/ST/OBCs and differently abled persons Establishing higher education institutions in unserved and underserved areas Ensure availability of high quality teaching staff and capacity building of 	

⁵⁸ (Rashtriya Madhyamik Shiksha Abhiyan (RMSA), 2014)

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
	efficiency, transparency, accountability and responsiveness	faculty at all levels <ul style="list-style-type: none"> • Integrate skill development activities within the conventional higher education system⁵⁹ • Proposed financial norms for this programme make provision for construction of women’s hostels in 500 existing AICTE (All India Council for Technical Education) approved government and government aided Polytechnics⁶⁰. 	

Source: Compiled by PwC from various sources referenced in Annexure 1

A major problem plaguing nearly all schemes as well as the RTE Act pertains to limitations of finance and other resources⁶¹. Implementation of even the most well-structured plans faces obstacle due to shortfalls of teachers’ capacity, infrastructural weaknesses and budget crunches. The next chapter elaborates further on all these interrelated aspects by presenting an analysis of key education indicators.

Analysis of Key Indicators

This section presents the key data tables on Parameters of Analysis defined under the Framework of Analysis. In the compilation of these data tables, primacy has been given to **higher education indicators namely Literacy Rate, Adult Literacy Rate, Gross Enrolment Ratio, Enrolment Rate in Higher Education, number of private and government colleges in the country**. Enrolment indicators pertaining to Elementary and Secondary School enrolments have also been provided.

Each indicator is segregated based on gender, age group, social group and region except where data is not available.

⁵⁹ (Rashtriya Uchchatar Shiksha Abhiyan for reforming state higher education system , 2014)

⁶⁰ (Rashtriya Uchchatar Shiksha Abhiyan (RUSA) Draft Guidelines for Consultation, 2013)

⁶¹ (Education For All Towards Quality with Equity - India, 2014)

Key data tables

1. Effective Literacy Rate

The Literacy Rate⁶² in 2011 and its comparison with the same in 2001 are presented in the table 7 below:

The Literacy Rate for females **increased by 11.79 percent whereas that of males increased by 6.88 percent between 2001 and 2011** (Inclusive of all age group). The Planning Commission has envisaged reducing the gap between male and female literacy rate to 10 percent for the year 2011-12. Although this was not achieved, the gap has reduced from 21.59 percent in 2001 to 16.68 percent in 2011.

	Overall Literacy Rate	Male Literacy Rate	Female Literacy Rate
2011 (%)	74.04	82.14	65.46
2001 (%)	64.83	75.26	53.67

Source: (Office of the Registrar General & Census Commissioner, Provisional Population Totals Paper 1 of 2011 India Series 1, 2013)

In the 2001-11 period, there is been a considerable improvement in female literacy rate both in urban and rural regions. **In rural India, female literacy rate has improved from being 46.13% in 2001 to 58.75% in 2011.** Urban regions have also shown slight improvement⁶³:

Table 8: Region based literacy rates for men and women

Indicator		Total	Rural	Urban
Literacy Rate (%)	2011	74.04	68.91	84.98
	2001	64.83	58.74	79.92
Literates (Males, %)	2011	82.14	78.57	89.67
	2001	75.26	70.70	86.27
Literates (Females, %)	2011	65.46	58.75	79.92
	2001	53.67	46.13	72.86

Source: (Office of the Registrar General & Census Commissioner, Provisional Population Totals Paper 1 of 2011 India Series 1, 2013)

Another noteworthy achievement was that **during the period of 2001-11, a total of 21,77,00,941 literates were added out of which the number of literate females (11,00,69,001) exceeded the number of males (10,76,31,940).** A detailed tabulation of this increase is presented in Table 9:

⁶² A **literate** is understood to be any person aged seven and above, who can both read and write with understanding in any language. A person need not have received any formal education or attained any minimum educational standard to be treated as literate. Since 1991, literacy rate has been calculated by excluding the age group of 0-6 from total population and calculating literacy for the population seven years and above. This has been defined as **Effective Literacy Rate** and the formula for computing the same is as follows:

$$\text{Effective Literacy Rate} = \frac{\text{Number of Literate Persons aged 7 and above} \times 100}{\text{Population aged 7 and above}}$$

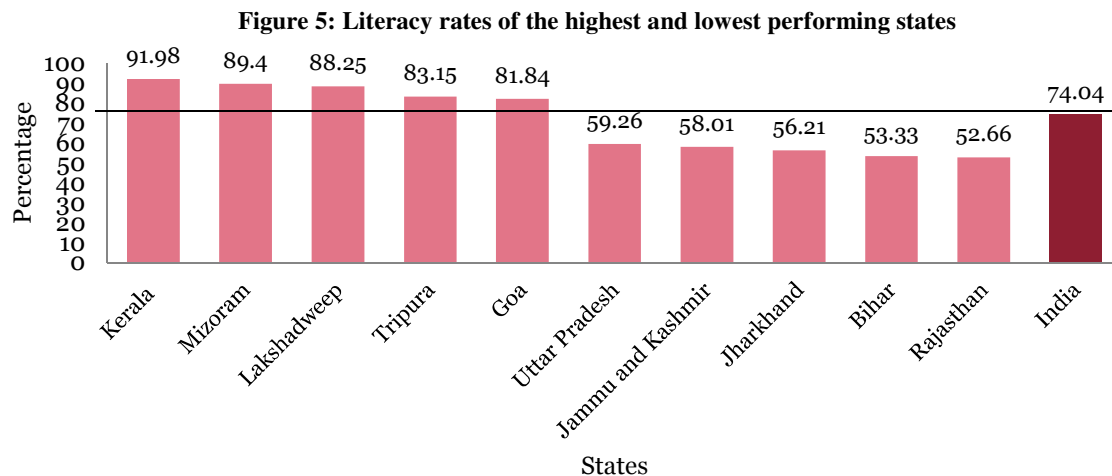
Effective Literacy Rate and Literacy Rate have been used interchangeably

⁶³ (Office of the Registrar General & Census Commissioner, Provisional Population Totals Paper 2 of 2011 India, Series 1, 2013)

	2011			2001		
	Total	Males	Females	Total	Males	Females
Population (aged 7 and above)	100.00	100.00	100.00	100.00	100.00	100.00
Literates	74.04	82.14	65.46	64.83	75.26	53.67
Illiterates	25.96	17.86	34.54	35.17	24.74	46.33

Source: (Office of the Registrar General & Census Commissioner, Provisional Population Totals Paper 1 of 2011 India Series 1, 2013)

Among all States and Union Territories, **Kerala** ranked first with a literacy rate of 93.91 percent. It was followed closely by Lakshadweep (92.28%), Mizoram (91.58%) and Tripura (87.75%). **Rajasthan** (67.06%), Arunachal Pradesh (66.95%) and Bihar (63.82%) ranked lowest in literacy rate. **Kerala also ranked first in female literacy (91.98%)**. Details of the 5 highest performing and 5 lowest performing states in female literacy rate are tabulated in Figure 5:



Source: (Office of the Registrar General & Census Commissioner, Provisional Population Totals Paper 1 of 2011 India Series 1, 2013)

2. Adult Literacy Rate

The total adult literacy rate⁶⁴ for data available from 2006 stood at 62.8 %⁶⁵. This has been tabulated in detail as follows:

Adult Literacy Rate (15 years and older), 2006	
Total	62.8
Male	75.2
Female	50.8

Source: (Huebler, 2013)

The same report also placed India among countries that are likely to be more than 5 % below the target adult literacy rate in 2015. India still accounts for the highest number of illiterate adult population in the world i.e. 287 million for the period of 2005-2011⁶⁶.

⁶⁴ UNICEF defines adult literacy rate as the percentage of persons aged 15 and over who can read and write (Basic Indicators, 2014)

⁶⁵ (Huebler, 2013)

3. Gross Enrolment Ratio and Total Enrolment - Higher Education

The GER in higher education calculated for the 18-23 years age group is 20.8. The bifurcated GER based on gender and social groups is presented below:

Table 11: Gross Enrolment Ratio in Higher Education

GER (18-23 years)	Male	Female	Total
All	22.1	19.4	20.8
SC	15.8	13.9	14.9
ST	12.4	9.7	11.0

Source: (Huebler, 2013)

Female GER remains lower than that of males across different groups. It is also disturbingly low for girls from ST (9.7%). The gender profile for higher education can be better understood by taking into account the Gender Parity Index (GPI) for this level of education. **The GPI in higher education for SC and ST population is 0.88 and 0.78 respectively compared to the national GPI of 0.88⁶⁷ for all categories.** Target 4 - MDG 3 aims at eliminating gender disparity at all levels of education by 2015, GPI being one of the core indicators. In this regard, the country is slowly moving towards narrowing the gender disparity.

Total enrolment in higher education in India is estimated to be **29.2 million** comprising of 16.2 million boys and 13 million girls. A comprehensive picture of the same is presented as follows:

Table 12: Percentage enrolment in Higher Education for various social groups

Estimated Enrolment	Male	Female	Both Sexes
All	100.00	100.00	100.00
SC	12.25	12.23	12.24
ST	4.50	4.47	4.49
OBC	29.56	30.67	30.06
Persons with disability	0.23	0.22	0.22
Muslims	3.77	4.13	3.93
Other Minority Communities	1.55	2.27	1.87

Source: (All India Survey on Higher Education 2011-2012, 2014)

Persons from disadvantaged sections of the population have relatively lower enrolment at the level of higher education. These figures are even lower for female students. Female students from ST, Muslim and other minority communities comprise of the smallest part of the total enrolment. The enrolment figure is far lesser for men and women with disabilities.

On an average, there are about **25 colleges per lakh population** in India. The **average enrolment** per college is **703 students** only. The table below provides details on the number of colleges across the country:

⁶⁶ (Teaching and Learning: Achieving Equality for all Summary, 2014)

⁶⁷ GPI between 0 and 1 indicates disparity in the favour of men whereas GPI greater than 1 indicates disparity in favour of females (Millennium Development Goals India Country Report 2014, 2014)

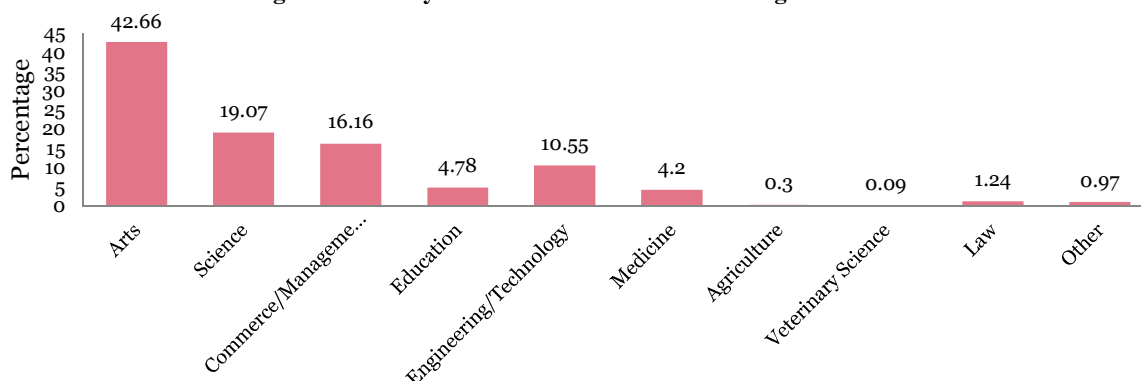
Table 13: Percentage enrolment in colleges across the country

S.no.	Type	Number of Colleges	% Enrolment in Colleges
1.	Total Private	17013	62.06
	a. Private Unaided	13515	(61.76)
	b. Private Aided	3498	(38.24)
2.	Government	6190	37.94
	Total	23203	100.00

Source: (All India Survey on Higher Education 2011-2012, 2014)

Enrolment in private institutions clearly remains above that in government institutions. It is also useful to glance at **faculty wise women enrolment in higher education** to understand where majority of women students are concentrated:

Figure 6: Faculty wise enrolment of women in Higher Education



Source: (Annual Report 2013-14, 2014)

Majority of female students continue to be enrolled in the Arts faculty followed by Science and Commerce. **Female participation in the fields of medicine, law and engineering remains low.**

4. Gross Enrolment Ratio and Total Enrolment – Primary and Secondary Education

The GER for Elementary (class 1 to 8), Secondary (class 9-19) and Higher Secondary (class 11-12) levels of school education is summarized below:

Elementary			
	Boys	Girls	Total
Overall	95.11	99.09	97.00
SC	105.88	109.73	107.71
ST	105.89	105.02	105.47

Source: (U-DISE 2013-14 School Education in India, 2013)

Secondary			
	Boys	Girls	Total
Overall	76.80	76.47	76.64
SC	78.16	79.38	78.73
ST	70.29	70.11	70.20

Source: (U-DISE 2013-14 School Education in India, 2013)

At the Elementary school level, the overall GER is very high for both boys and girls. However this high GER exceeding 100% can be attributed to the presence of overage and underage children at this level of education. Very often children are enrolled early or much later. Repetition of class also

contributes to this escalated figure⁶⁸. In spite of this, **the GER for girls has shown positive trend at this level of education.**

GER at the level of Secondary School education is nearly the same for both boys and girls. Moreover, the level of disparity across social groups is also low although ST enrolment continues to trail behind other groups. At the level of Higher Secondary Education, however, there is a sizeable fall in enrolment across social groups. **Only 51.58% of girls in the country are enrolled at the level of Higher Education.**

Table 16: Gross Enrolment Ratio at Higher Secondary level

Higher Secondary			
	Boys	Girls	Total
Overall	52.77	51.58	52.21
SC	49.98	51.11	50.51
ST	36.72	34.08	35.44

Source: (U-DISE 2013-14 School Education in India, 2013)

Total enrolment at various levels of school education is presented in the table below:

Table 17: Total enrolment at Elementary, Secondary and Higher Secondary level of education

Level of education	Boys (% of total)	Girls (% of total)	Total
Primary (1-5)	51.80	48.20	132428440
Upper Primary (6-8)	51.34	48.66	66471219
Secondary (9-10)	52.71	47.29	37296683
Higher Secondary (11-12)	53.01	46.99	22314314

Source: (U-DISE 2013-14 School Education in India, 2013)

Table 18: Ratio of girl to boy enrolment at Elementary, Secondary and Higher Secondary level of education

Level of education	Girls to Boys Enrolment Ratio
Elementary	0.94
Secondary	0.90
Higher Secondary	0.89

Source: (U-DISE 2013-14 School Education in India, 2013)

There is a glaring downward trend in the total enrolment for both boys and girl student. A similar trend exists for the percentage enrolment of disadvantaged groups (as part of total enrolment). Possible reasons for decline in enrolment at secondary and higher education level is that availability of such institutions is few and far in between⁶⁹. Accessing secondary education and above by travelling greater distances involves greater time and effort is a difficult task for girl students, especially those belonging to economically weaker families.

Table 19: Percentage share of different social groups in school education

	Primary	Upper Primary	Secondary	Higher Secondary
SC	19.88	19.41	18.42	17.38
ST	11.09	9.73	8.58	6.25
Muslim	14.34	12.52	9.87	8.27
Children with special needs (CWSN)	1.30	1.18	0.61	0.27

Source: (U-DISE 2013-14 School Education in India, 2013)

⁶⁸ (Working Group Report on Elementary Education and Literacy - 12th Five Year Plan 2012-2017, 2014)

⁶⁹ (Education For All Towards Quality with Equity - India, 2014)

A further classification of disadvantaged social groups based on gender is presented in the table below:

Table 20: Percentage share of girls belonging to different social groups in school education

Level of schooling	General	SC	ST	OBC	Muslim
Elementary	47.82	48.46	48.46	48.59	49.81
Secondary	47.55	47.39	48.13	46.92	51.21
Higher Secondary	46.84	47.15	46.45	47.12	50.24

Source: (U-DISE 2013-14 School Education in India, 2013)

5. Dropout Rate at Secondary School Level

The average promotion rate at the Secondary school level for boys is 81.98% and for girls 82.10% (total 82.04%)⁷⁰. At Secondary school level, a total of 14.54% students dropped out⁷¹, the percentage points being the same for both girls and boys. The corresponding figure for Higher Secondary school level was not available.

In the period of 2001-2010, the number of out-of-school children in the age group of 6-14 years has declined. The number of out of school girls declined from 6.69 million in 2005 to 4.04 million in 2009.

Table 21: Out of school children - a comparison between 2005-06 and 2009-10 period

Year	Number of out-of-school children (in Millions)	Percentage of out-of-school children to total population in the age group of 6-14 years (%)
2005-06	13.45	6.94
2009-10	8.15	4.28

Source: (U-DISE 2013-14 School Education in India, 2013)

⁷⁰ (U-DISE 2013-14 School Education in India, 2013)

⁷¹ U-DISE calculates the rate of dropouts by subtracting sum of promotion and repetition rate from 100 in a given school year

Donor Activity in the Sector

India maintains Educational Exchange Programmes (EEPs) or Memorandum of Understandings (MoUs) or Joint Statements with 51 countries including New Zealand, Canada, Russia, Germany, USA, United Kingdom, Thailand, Armenia, South Africa, Norway, France, Portugal, China. These initiatives are seen as facilitating exchange of students and researchers, sharing of information, organizing joint events and working towards mutual cooperation and developing institutional linkages⁷².

This section presents a summary of select programs undertaken by the UN agencies, the World Bank, DFID and ADB. These development partners have been working with the Government of India, in the capacity of technical experts and donors. The tables below is a snapshot of some of their recent undertakings focusing on gender equity in education at the level of particular states or nationally.

1. United Nations

The UN focuses on 6 major outcomes to be achieved in India namely Inclusive Growth, Food and Nutrition Security, Gender Equality, Equitable Access to Quality Based Services (Health, Education, HIV/AIDS, Water, Sanitation and Hygiene), Governance, and Sustainable Development⁷³. Some of the education related UN projects with focus on underprivileged sections and the girl child are as follows:

Project	Objective	Description	Progress Update
<i>Awaaz Do digital campaign, (2010-Present), UNICEF</i> ⁷⁴	Mobilize support for currently out of school children in India	<i>Awaaz Do</i> ('Speak Up' in Hindi) Primarily an online social campaign, <i>Awaaz Do</i> focuses on garnering active involvement and initiative from citizens towards rights of children to formal education. The attempt is to generate awareness about the Right of Children to Free and Compulsory Education Act 2009, (also known as the RTE Act). A special focus is on improving conditions of about 8 million children who are out of school	The campaign has received more than 250 thousand registrations on the <i>Awaaz Do</i> website. Governments, corporates, media houses and celebrities are contributing through partnerships with UNICEF
<i>Deepshikha Programme/ Building Young</i>	Empowerment of women and strengthening of	(Maharashtra) Under this programme, young women in the country receive peer to peer support in developing entrepreneurial and financial abilities and life skills to	Entrepreneurial skills, financial education and leadership training has been imparted to 65,000 girls

⁷² (Annual Report 2013-14, 2014)

⁷³ (India UNDAF - United Nations Development Action Framework 2013-2017, 2013)

⁷⁴ (Awaaz Do digital campaign urges Indians to speak up for the eight million children out-of-school, 2014)

Project	Objective	Description	Progress Update
Futures, (2008 - Present), UNICEF & Barclays ⁷⁵⁷⁶	adolescent and young women's groups through imparting life skills, entrepreneurial skills. The global 'Building Young Futures' programme aims at enhancing potential of young individuals from socially and economically disadvantaged societies	emerge as strong, confident and financially independent women who can participate as active change agents in society	and young women in Maharashtra. About 25,000 women have joined 1,200 collective bank accounts which allowed them to save 30 lakhs (approximately) for investment in income generating activities. By 2015, Building Young Futures aims to enhance the lives of 100,000 young women directly and also empower 200,000 other women when the programme is scaled up by Maharashtra Human Development Commissionerate
Navjyoti/ Girl Star Project, (2006), UNICEF ⁷⁷	Improve access and uptake of education for girls, enhance retention of girls in school, and generate demand within the community for quality education	The project is a series of films that document stories of girls belonging to the most disadvantaged communities from 5 Northern States who have succeeded in defeating socio-economic barriers by attaining education. Selection of female characters for these films was from ordinary rural regions, making it easier for people to identify with them.	--
National Child Labour Projects Scheme (NCLP), (1987) ⁷⁸	Suitable rehabilitation of children withdrawn from employment	The scheme involves a survey of child labour engaged in hazardous occupations or processes and the subsequent withdrawal of such children from work. The children are then admitted into special schools which enables them to be mainstreamed into the formal school system	400,200 child labourers have been covered under the scheme and 308,000 have been admitted into formal school system

⁷⁵ (Adolescent girls in Mumbai interact with UNICEF Ambassador Priyanka Chopra, 2014)

⁷⁶ (Bollywood Actress and International Recording Artist Priyanka Chopra inspires teenage girls to aim high with UNICEF, 2014)

⁷⁷ (Girl Star Project, 2011)

⁷⁸ (Developing a tracking system to follow up children in the National Child Labour Projects Scheme (NCLP), 2011)

2. World Bank

The World Bank plans to support India in the goal of attaining rapid, sustainable and inclusive growth and development. Support is provided by way of finance, knowledge and advisory services. For the period of 2013-17, World Bank plans on adopting the tripartite strategy of Integration, Transformation and Inclusion with prime focus on infrastructural development, effective management of cities and enhanced human development.⁷⁹

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Third Elementary Education Project (SSA III), (May, 2014 – Present) ⁸⁰	Improve education outcomes of elementary school children.	The project focuses on improving the quality of education and enhancing learning outcomes by addressing issues of equity and access. Secondly, it plans on strengthening monitoring and evaluation to improve accountability Thirdly, it aims at improving access and retention level of children from disadvantaged backgrounds.	1006.20 USD	
Secondary Education Project, (March, 2012) ⁸¹	Increased and equitable access to good quality secondary education	The project provides support to the government's ongoing program ' <i>Rashtriya Madhyamik Shiksha Abhiyan</i> ' (RMSA)	500.00 USD	GER in class IX and X raised from 28.30% (2009) to 37.30% (2013), target - 40.30% by 2017 GPI in enrolment in schools covered by RMSA raised from 94% (2010) to 98% (2013), target – 98% by 2017
Technical Engineering Educational Quality Improvement II,	Institutional Strengthening and addressing faculty shortages	Strengthen selected institutions to produce more employable and higher quality engineers and prepare more post-graduate students to reduce faculty shortage	300.00 USD	Percentage of institutions with academic autonomy raised from 30%(2009) to 61%(2014), target – 65% by December 2014

⁷⁹ (New World Bank Group Strategy to Help India Achieve Its Vision, 2014)

⁸⁰ (India: Elementary Education III, 2014)

⁸¹ (India: Secondary Education Project, 2014)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
(March, 2010 - Present) ⁸²				<p>Percentage Faculty with at least an M.Tech raised from 45% (2009) to 87.3% (2014), target – 60% by December 2014</p> <p>Total number of Master and PhD students raised from 30000 (2009) to 37086 (2014), target – 34000 by December 2014</p>

3. Asia Development Bank

Recognizing the national focus on skill development, ADB's strategy towards education sector in India is to support and strengthen the current setup in enhancing skill development. With a core focus on infrastructure, priority will be given to provide assistance in skill development oriented towards transport, construction, energy, urban development etc. In a few states, they will also lend financial support to human capital development towards strengthening secondary education⁸³.

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Rural Education Project (2014 – Present) ⁸⁴	Increase access to affordable kindergarten and after-school programs for children aged 3-11 years in rural Karnataka and Tamil Nadu.	<p>Project sponsor Hippocampus Learning Centres (HLC) operates preschool and after school coaching programs for children ages 3-12 years in rural India.</p> <p>Each of these centres is run by female teachers chosen from within the local community</p>	2000 USD	--

⁸² (India: Technical Engineering Educational Quality Improvement II, 2014)

⁸³ (ADB, 2014)

⁸⁴ (47922-014: Rural Education Project, 2014)

4. Department for International Development

To “improve the lives of over 10 million poor women and girls” in India is defined as one of the four strategic objectives in DFID’s role as development partner in India. In the period of 2011-2015, United Kingdom plans on investing in girl’s education as well as improving access to skill training and finance. Other strategies under this objective include safe birth, family planning options, reduction of violence against women and sanitation.⁸⁵

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Support To Govt. Of India National Secondary Education Programme(Rashtriya Madhyamik Shiksha Abhiyaan) (2011- Present)⁸⁶	To support education reform with targeted support to lagging states	The project aims to improve access to secondary schools for socio-economically disadvantaged groups, especially girl students.	81,999,995 GBP	There has been a 7% increase in enrolment of girls in secondary education from 34.7 million in 2012-13 to 37.3 million in 2013-14.
MAHILA SAMAKHYA Education for Women's Equality Programme (2007 – 2014)⁸⁷	To promote women and girl's education and empowerment	Mobilize women into forming <i>Sanghas</i> (collectives) to enable them to articulate their problems and take collective action. With support from DFID, the program can expand its coverage and enhance approach.	34,999,996 GBP	--
Disadvantaged Girls Incentive Programme for Secondary Education in	To develop a cost-effective incentive scheme to improve secondary school enrolment attendance	DFID is assisting the State government in implementing large scale scholarship programmes. This includes the identification of beneficiaries, timely transfer of cash to the beneficiaries, improving monitoring systems. Experiments to improve participation of children are also	20,426,898 GBP	Status of SC girl’s enrolment in secondary school improved from 82.68% at baseline (2012-13) to 84.9% in November 2013.

⁸⁵ (DFID, 2013)

⁸⁶ (Support To Govt Of India National Secondary Education Programme(Rashtriya Madhyamik Shiksha Abhiyaan), 2014)

⁸⁷ (DFID, 2014)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Odisha (2012 - present) ⁸⁸	and completion rates for 650000 <i>Dalit</i> and tribal female students in Odisha	undertaken e.g. safe school transport, toll free number and grievance redress system.		Similarly, ST girl's enrolment improved from 80.29% to 92.3% in the same period.

JICA – IITH Project: During the Eleventh Five Year Plan period (2007-2012), Government of Japan and India worked on the establishment of a new Indian Institute of Technology (IIT⁸⁹) in Hyderabad, Telangana. Further core areas of academic collaboration were also identified **namely Nano-technology, Nano-science, Digital Communication, Design and Manufacturing, Civil Engineering, and Environment and Energy**⁹⁰. JICA's 'Collaboration with Indian Institute of Technology, Hyderabad (IIT-H)' was initiated to offer comprehensive assistance in research and development, human resource development and infrastructural improvements through Official Development Assistance (ODA) i.e. SATREPS⁹¹, technical cooperation and loans. As part of this collaboration, "the Project for Future Researchers at IIT-H to Enhance Network Development with Scholarship of Japan" (FRIENDSHIP) is presently being implemented for the purpose of academic and research exchanges. FRIENDSHIP currently offers scholarships to IIT-H students for pursuing post graduate education in Japanese universities.

Key Highlights

Major Concerns

In the Draft Report Card on Education, the attempt has been to provide an overview of the status and participation of Indian women in the education sector. To pave the way forward and bridge the gender gap in education, the following highlights are put forth:

- **Poor retention of girl students** – As indicated through the parameters of analysis, enrolment rate of girls and boys at the Primary school level begins at par. However, the gender gap in enrolment widens as one reaches the Secondary and Higher education levels.
- **Out of school girls** – The dropout rate for girls at all levels of education is extremely high. This is especially true for girls from rural areas and from poorer households. Most of these girls belong to poor, migrant families who drop out of school to earn a living⁹². Also, very often, in rural regions young girls are married off early and thereby leave their education midway.

⁸⁸ (DFID, 2014)

⁸⁹ IITs are one of India's top higher education institutes for science and engineering offering a top ranking studying environment and developing the finest human resources.

⁹⁰ (JICA, 2014), (IITH-Japan Collaboration, 2013)

⁹¹ Science and Technology Research Partnership for Sustainable Development – a scheme to facilitate joint research between Japan and other countries. (JICA, 2014)

⁹² (NCERT, 2010)

- **Marginalized sections** – Girls belonging to socio-economically disadvantaged sections are doubly marginalized in accessing education as is revealed from the key enrolment indicators. The dropout rates for SC and ST students in general are higher than the national average⁹³ and more so for SC and ST girls
- **Poor infrastructural facilities** – Long distances to school, lack of separate toilet facilities and generally intimidating environment to learning due to unfriendly attitude of teachers, and prove to be major roadblocks in keeping girls in schools.
- **Lack of awareness on gender mainstreaming** – Largely, teaching staff do not have adequate training in addressing sensitive issues pertaining to gender or for that matter special needs of children with disabilities. There is dearth of institutions offering relevant training

Way forward

- **Retention of girl students at Secondary Level of Education and Beyond:** Lack of interest in studies, lack of student friendly environment and adequate facilities prevent girls from pursuing school education at secondary school level and beyond. Given resource constraints, difficulty of access, and safety concerns, families have great doubts about the time a girl would invest in school. This is doubly true for girl students with learning disabilities, with special needs, and from marginalized sections of society.
- **Strengthening vocational skills:** Women need to be provided better opportunities to improve their vocational knowledge and skills to make them more employable. This could be undertaken at the senior secondary or secondary school level. Availability of such avenues of education may make pursuing higher education more lucrative.
- **Need assessment:** A practical assessment about the needs and challenges of marginalized girls and women to better enable them to pursue higher education in its entirety. National and state level interventions are present, but there are quite a number of gaps as far as implementation, monitoring and evaluation of schemes is concerned. This needs to be addressed expeditiously by understanding the situation of girls at higher education level and in accessing formal educational institutions at higher secondary level and beyond.
- **Sharing of best practices:** It would be beneficial to conduct documentation of best practices as far as education of the girl child is concerned. Raising awareness and enshrining such case studies would help motivate other families.

⁹³ (Twelfth Five Year Plan (2012-2017) Social Sectors Volume III, 2013)

B. Health Sector

Sector Overview

“Health should be viewed as not merely the absence of disease but as a state of complete physical, mental and social well-being”

(Planning Commission, 2013)

Ill health in women is doubly problematic due to the fact that they constitute one half of the population and are also the primary caregivers for new-borns and children in every family. To enable women to overcome barriers to good health and wellbeing, they need to be adequately educated and motivated to accept and adopt ideal health behaviour. Issues of mortality and morbidity and general ill health in Indian women can be traced to:

- Poor nutrition due to gender based discrimination since birth
- Low age at marriage
- Risk factors during pregnancy
- Unsafe deliveries, unplanned and multiple pregnancies
- Lack of access to family planning methods and
- Unsafe abortion services

Through its flagship **National Health Mission**, the government has sought to prioritize action on the health care needs of the men and women, especially the most vulnerable members of the population. Majority of health care schemes and services are geared to address the needs of children, especially the girl child; adolescents, pregnant women and lactating mothers.

Universal Health Coverage is proposed for every citizen of the country by 2022, wherein they will be entitled to basic primary, secondary and tertiary health care services. In proposing a system of Universal Health Coverage for the country, India’s Planning Commission had envisaged “affordable, accountable, appropriate health services of assured quality”⁹⁴ for the entire population irrespective of income level, social status, gender, caste or religion.

For the 12th Five Year Plan period, the National Health Mission (MoHFW) lays out the following objectives:

- Reduce Maternal Mortality Ratio (MMR) from 1.78 to 1 per 1000 births
- Reduce Infant Mortality Ratio (IMR) from 42 to 25 per 1000 births
- Reduce Total Fertility Rate (TFR) from 2.4 to 2.1
- Prevent and reduce incidence of anaemia in women aged 15-49 years
- Prevent and reduce mortality and morbidity from communicable and non-communicable diseases, injuries and emerging diseases
- Reduce household out-of-pocket expenses on total health care
- Increase public spending on health as a proportion of GDP to 1.87% from the 1.04% at present⁹⁵

A summary table of main indicators of analysis is presented in Table 22.

⁹⁴ (Planning Commission, 2011)

⁹⁵ (MoHFW, 2014)

Table 22: Summary table of key indicators in the health sector

Indicators/ Parameters of Analysis	(%)
Sex Ratio (2011)	940
Female Life Expectancy at Birth (2014)	69
Female Infant Mortality Ratio (2014)	42
Female Under 5 Mortality Rate (2011)	59
Fertility Rate (2011)	2.4
Maternal Mortality Ratio (2011)	178

Source: (Office of the Registrar General & Census Commissioner, India, 2011) (WHO, 2014) (Registrar General, India, 2014) (Registrar General, India, 2013)

Detailed presentation of the above mentioned indicators as well as performance over the years has been offered in the section titled ‘Analysis of Key Indicators’. Broadly all health related indicators have witnessed consistent improvement as can be seen in the above mentioned section. However, the progress still remains limited and slow, especially for female health indicators. It is amply clear from the table above that **despite a better life expectancy at birth (male life expectancy at birth being 64), women’s health remains worse off than that of men**. Keeping the 2015 deadline in mind, India still has a long way to go in achieving Millennium Development Goals. The progress of the health sector vis-à-vis the relevant Millennium Development Goal is highlighted below:

<p>Progress against Millennium Development Goal 4</p> <p><i>MDG 4 aims to ‘Reduce Child Mortality by two thirds and under-five rate’</i></p> <ul style="list-style-type: none"> By 2015, India has to reach the target IMR of 27. In the year 2014, this figure stands at 44. This hints at a substantial gap in the actual and target IMR figure India is required to reduce U5MR to 42 per 1000 live births by 2015. At present, the figure stands at 55 and at this rate, India will reach the U5MR figure of 49 by 2015 MDG 4 also necessitates that India achieve universal (measles) immunization of 1 year olds by 2015. At the present rate of increase, this figure will stand at only 89% 	<p>Progress against Millennium Development Goal 5</p> <p><i>MDG 5 aims at ‘improved maternal health by way of reducing MMR and by achieving universal access to reproductive health by 2015’</i></p> <ul style="list-style-type: none"> India has a target of reducing MMR to 109 per 1, 00,000 live births by 2015 Presently the MMR stands at 178 and at this pace of decrease, the country will reach MMR of 140 per 1, 00,000 live births by 2015, falling short by 31 points 	<p>Progress against Millennium Development Goal 6</p> <p><i>MDG 6 aims to ‘combat HIV/AIDS, Malaria and other diseases’</i></p> <ul style="list-style-type: none"> The prevalence of HIV among pregnant women in the age group of 15-24 years has reduced from 0.89% in 2005 to 0.39% in 2011 For the same age group, the use of condom remains at a low 5.2% in the country 59.6% of women possess comprehensive knowledge of HIV/AIDS The prevalence of Malaria has gone down from 2.57 per 1000 (1990) to 0.88 per 1000 in 2012. The Malaria death rate stands at 0.04 deaths per lakh population in 2012 The prevalence of TB has reduced from 465 per lakh population in 1990 to 249 per lakh population in 2011. Deaths due to TB have reduced from 38 per lakh population (1990) to 24 in 2011
---	--	---

Source: (IIPS, 2010) (Millennium Development Goals India Country Report 2014, 2014) (Registrar General, India, 2014) (United Nations, 2014) (United Nations, 2015) (United Nations, 2014) (United Nations, 2015) (UNESCO, 2014)

In light of the 2015 target, the reduction in MMR has been considerable yet sluggish. Substantial improvement was made due to the focus on **promoting institutional deliveries**. However, a web of interrelated factors has largely been ignored. These include **access to safe abortion services, contraceptives, nutrition during pregnancy and beyond. Social practices such as early marriage and early pregnancy that have a direct bearing on women health indicators have largely been ignored.** Issues of Anaemia, information of sexuality, sexual violence and women with mental disorders are only beginning to be identified and addressed.

For the Health sector, the major identifiable gaps pertain to:

- **Weaknesses in availability of health care services:** Both public and private sector are limited in catering to the needs of the population. For instance, the number of doctors serving per lakh of population is 45 as compared to the desired number of 85 per lakh population. Staunchly conservative family norms and traditions, feeling of shame and discomfort also deprive women from openly availing health facilities.
- **Poor quality of healthcare:** There are several issues pertaining to the qualification of doctors and quality of care available in both the public and the private sector.
- **Large out of pocket expenses:** Large majority of the population still cannot afford health care and lack of adequate public expenditure on health means greater out of pocket expenses for the people. Management of disease and illnesses translates into a serious financial stress for families and those in a financial crunch may also choose to ignore seeking treatment for female family members.
- **Inadequate governmental spending on health:** Spending on health has consistently been low even though the country has better capacity to spend. In the year 2009, government spending on health was 4.1% of the GDP, lowest among all the BRICS group of countries. The average for BRICS stands at around 9.22%.
- **Knowledge gap in health functionaries:** At every level, there is a general lack of knowledge and skills in understanding the needs and perspective of people from socio-economically marginalized groups. This translates into an apathetic approach to service delivery.
- **Gender gap:** Health policy and schemes in India have so far primarily focused on maternal and new-born care. And significant progress has been achieved in this regard. However, health care services need to be made readily available for women of all ages⁹⁶. Women of all age groups should take an active part in community processes.

The next section provides an overview of the Instructional structure in the sector.

Institutional Structure

The Ministry of Health and Family Welfare is the nodal agency within the government for the Health Sector. However, other Ministries such as the Ministry of Women and Child Development also provide some support.

Ministry of Women and Child Development

The **Ministry of Women and Child Development (MWCD)** also looks into matters of women and child welfare, including taking initiatives towards their health and nutrition wellbeing at all stages of life⁹⁷. The National Policy for the Empowerment of Women (2001), envisages a holistic approach towards women's health. The ministry's autonomous organization called the Central Social Welfare

⁹⁶ (Planning Commission, 2011)

⁹⁷ (Ministry of Women and Child Development, 2013)

Board (CSWB) works towards developing an “articulate woman and a health and protected girl child”⁹⁸.

Ministry of Health and Family Welfare

As of 7th August 2014, the Ministry of Health and Family Welfare (MoHFW) consists of 2 departments namely:

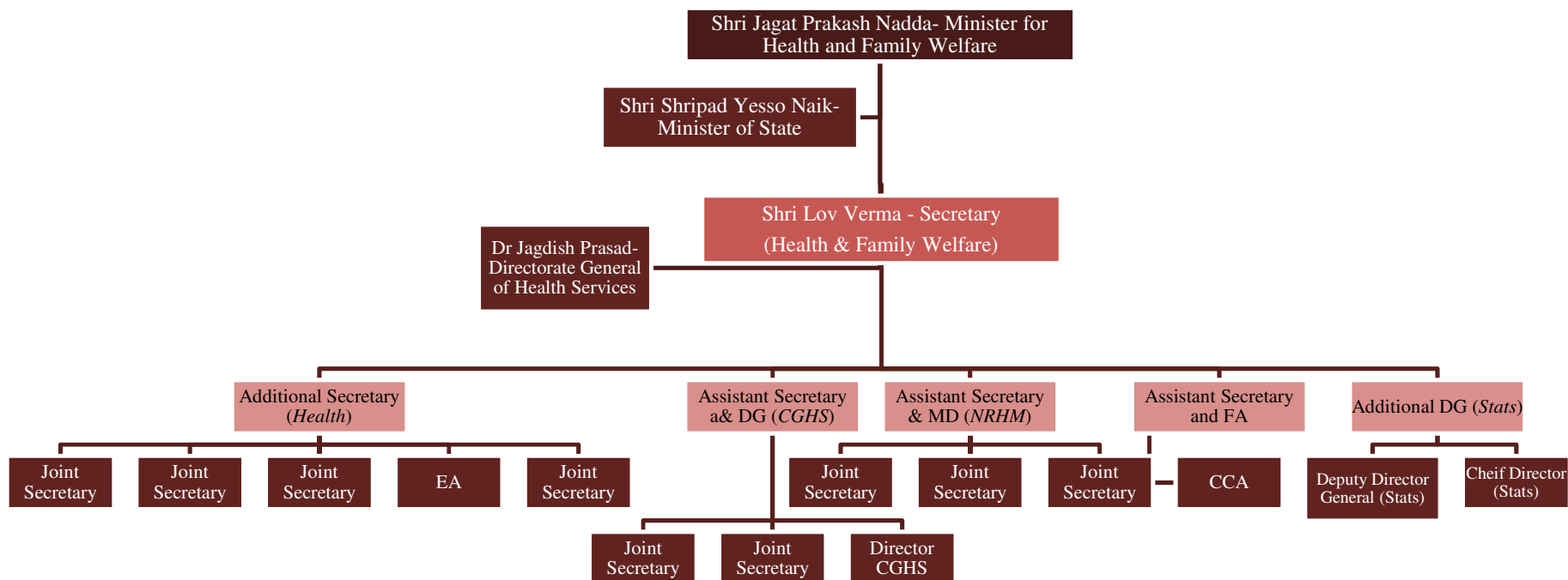
- i. **Department of Health & Family welfare:** focuses on matters of blindness control, bureau of planning, cancer control programme, chief controller of accounts, central design bureau, community health services, drugs food quality control division, emergency medical relief, immunization and international cooperation in health
- ii. **Department of Health Research:** is allocated tasks of promoting and coordinating clinical trials, operational research in medical, health, biomedical and education related fields; provide guidance on ethical issues in medical and health research, intersectoral coordination, advanced training and international cooperation in medical and health research

Erstwhile department of AIDS Control has been merged with Department of Health and Family Welfare and is now known as National AIDS Control Organization (NACO). Similarly Department of AYUSH has been made Ministry of Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homeopathy (AYUSH)

⁹⁸ (Ministry of Women and Child Development, 2013)

The organogram for MoHFW is presented below:

Figure 7: Institutional Structure for the Ministry of Health and Family Welfare



Source: MoHFW, 2014

Sector Policy Overview

Through Ministry of Health and Family Welfare, Government of India has initiated a number of policy interventions in the Health sector. This section provides an overview of relevant policies as well as presents a table on the most recent health schemes, especially those pertaining to women.

National Health Policy, 1983

This was the first health policy framed in the country post- independence and aimed to achieve ‘Health for All’ by the year 2000 through provision of primary healthcare services, improved infrastructure and coordination with other health related services such as nutrition, drinking water supply and sanitation⁹⁹.

National Nutrition Policy, 1993

Under the Ministry of Women and Child Development, the Government of India adopted the National Nutrition Policy in 1993. The policy takes into account the widespread challenges of malnutrition and the existing mechanisms to address it. The policy strives to achieve a multi-sectoral strategy to eradicate the problem of malnutrition and to achieve optimum nutrition for all. The Integrated Child Development Scheme (ICDS)¹⁰⁰ was sought to be expanded to cover all children in the country. Counselling of and support to pregnant women, mothers as well as taking young girls into the purview of nutrition programmes was highlighted as immediate policy initiatives. As a long term structural reform, the policy called for establishment of food security reserves¹⁰¹. As part of the National Nutrition Policy, the Food and Nutrition Board (Ministry of Women and Child Development) developed posters, audio jingles and video clips for generating awareness about breastfeeding and complementary feeding¹⁰².

Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994

The PCPNDT Act prohibits sex selection before or after conception. It also regulates prenatal diagnostic techniques for detecting genetic abnormalities, metabolic disorders, chromosomal abnormalities or certain congenital malformations or sex-linked disorders. The regulation was done in light of the misuse of these diagnostic techniques for sex determination leading to sex selective abortions and female foeticide¹⁰³.

As per the Act, all diagnostic laboratories, ultrasound clinics, counselling centres need to be registered. In 2003, the 1994 Act was amended as ‘The Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act for the purpose of improving regulation of sex selection technology. The amendment provided for a more severe punishment for defying the regulation, constituting state level supervisory boards, regulating sale of ultrasound machines among other implications¹⁰⁴.

Child Survival and Safe Motherhood Programme (CSSM) 1991-95

The CSSM project was supported by the World Bank and UNICEF to enable Government of India to expand the Maternal and Child Health (MCH) programme. The overall focus was to enhance child survival, prevent maternal mortality and morbidity and increase effectiveness of health service delivery¹⁰⁵. The key elements of the programme were as follows¹⁰⁶:

⁹⁹ (Health - Trends in Policy Development, 2015)

¹⁰⁰ ICDS was launched in 1975 with the objective of reduction and management of malnutrition and health related issues in children below 6 years, pregnant women, lactating mothers and adolescent girls

¹⁰¹ (Ministry of Human Resource Development, 2007)

¹⁰² (Government of India, 2015)

¹⁰³ (Government of India, 2009)

¹⁰⁴ (Gupta, 2015), (Ministry of Health and Family Welfare, 2015)

¹⁰⁵ (The World Bank, 2015)

¹⁰⁶ (Ministry of Health and Family Welfare, 2014)

- Training of Traditional Birth Attendants (TBAs)
- Provision of aseptic delivery kits
- Strengthening of first referral unit to cater to high risk and obstetric emergencies
- Sustain high coverage in Universal Immunization Programme (UIP)
- Augmenting Oral Rehydration Therapy (ORT) programme
- Universalizing prophylaxis schemes for control of anaemia in pregnant women and blindness in children
- Initiating programme for control of acute respiratory infection (ARI) in children

The programme led to notable improvement in the health status of pregnant women, infants and children and improving trends maternal and child health indicators. In the Ninth Five Year Plan period, CSSM was integrated into the Reproductive and Child Health programme.

Reproductive and Child Health Programme (RCH) 1997

The RCH programme was launched in October 1997 with the aim of enabling women to regulate their fertility and undergo pregnancy and child birth safely; achieve successful pregnancy outcomes and overall wellbeing of the mother and the child. Focus is also laid on alleviating fears of unwanted pregnancies and contracting sexually transmitted diseases. RCH approach is a need-based, client-oriented, demand driven and high quality integrated services which are as follows¹⁰⁷:

- Maternal health services
- Child health services
- Prevention of unwanted pregnancies
- Prevention and management of Reproductive Tract Infections (RTI)/ Sexually Transmitted Infections (STI)
- Adolescent health services

The programme sought to integrate CSSM programme with other health and family welfare services. RCH received funding from the World Bank, UNICEF, UNFPA, European Commission and others. RCH Phase II commenced from 2005 and continued to work towards improving indicators on fertility, maternal and child mortality.

RMNCH+A (*Reproductive, Maternal, Newborn, Child and Adolescent Health*) was launched in 2013 in succession to RCH II. RMNCH+A embodies the vision for comprehensive, integrated high quality health services along the continuum of care in various life stages including adolescence, pre-pregnancy, child birth, post natal period and childhood. The programme aims to make services available at all points of contact i.e. home, community, and health facility. The key features and outcomes of the programme have been tabulated below.

National Health Policy, 2002

The National Health Policy, 1983¹⁰⁸ was revised in 2002 and geared towards an **improved equitable access to health facilities through organizational restructuring and enhanced funding**. The significant features of the National Health Policy are as follows:

- It highlights the poor state of women's health and draws attention various forms of discrimination and inequities against them

¹⁰⁷ (Indian Public Health Association, 2011)

¹⁰⁸ (MoHFW, 2014)

- The policy calls for a focus on diseases like TB, Malaria, HIV/AIDS and blindness which contribute significantly to the disease burden
- Enhance access to and benefits from public health system to the most vulnerable sections of society – women, children and socially disadvantaged sections
- Development of a more compassionate and committed attitude in health service providers along with increased financial and infrastructural investment

National Population Policy, 2000

With reference to India’s rapidly expanding population, the National Population Policy was formulated with the following objectives¹⁰⁹:

- Bring Total Fertility Rate (TFR) to replacement levels by 2010 and a stable and sustainable population by 2045
- Address contraception and health care needs of the people
- Provide integrated service delivery for basic reproductive and child health care

Medical Termination of Pregnancy (2003) Amendment

The MTP Act of 1971¹¹⁰ was amended in 2003 to combat large number of unsafe abortion cases that contribute significantly to the burden of maternal mortality in the country. The Act codifies the various conditions under which a woman can get her pregnancy terminated by qualified health professionals at a health facility. Pregnancies can be terminated in case of

- women whose physical and/or mental health is in danger by the pregnancy
- potentially malformed baby
- pregnancy resulting from rape
- pregnancy resulting from failed sterilization
- unmarried pregnant girls (below 18 years), with guardian’s consent
- pregnancy in lunatics, with guardian’s consent

The national policies and schemes on health chosen for this sectoral analysis are initiated to address gender based and socio-economic disparities, thereby adhering to CEDAW principles of ‘substantive equity, non-discrimination and state obligation’¹¹¹. Summary Table 23 on the policies chosen for analysis is presented below and the key focus areas and outcomes of the schemes are elaborated after the table.

Table 23: Overview of Government Schemes on Health

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
<i>National Rural Health Mission 2005</i>	Provision of accessible, affordable and quality health care to the rural population, especially vulnerable groups	<ul style="list-style-type: none"> • Strengthening human resource, quality standards, community support and participation • Increasing public expenditure on health • Enhancing physical infrastructure and its maintenance • Training and capacity building of PRIs to own, 	<ul style="list-style-type: none"> • Improvement in population served per facility • JSSK made operational in all states, reduction in out of pocket expenses • Increase in number of institutional deliveries • Establishment of

¹⁰⁹ (National Population Policy (2000), 2014)

¹¹⁰ (MoHFW, 2014)

¹¹¹ (What is CEDAW?, 2014)

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
		control and manage public health service <ul style="list-style-type: none"> Promote access to improved healthcare at household level through the female health activist (ASHA)¹¹² 	various services and practices- Effective Referral Transport system, home delivery of contraceptives, adolescent friendly health clinics, health workers trained in Home Based Newborn Care ¹¹³
<i>National Urban Health Mission 2013</i>	Address health concerns of the urban poor especially slum dwellers, homeless, rag-pickers, street children, rickshaw pullers, sex workers and temporary migrants	<ul style="list-style-type: none"> Strengthening urban public health system especially existing government primary health care facilities Capacity building of service providers and community members Establishment of one urban PHC per 50,000 people located in the vicinity of a slum; one urban CHC in cities with over 5,00,000 people Creating community based groups 'Mahila Arogya Samitis' for promoting access to improved health care at the household level Improving access and monitoring through IT enabled services¹¹⁴ 	<ul style="list-style-type: none"> Work in progress on identification of slums, gaps in HR and facilities Development of Programme Implementation Plans
<i>Reproductive and Child Health Programme (RCH), Reproductive, Maternal, Newborn, Child and Adolescent Health (RMNCHA) 2013</i>	Address major causes of mortality among women and children as well as recognize delays in accessing health care services	<ul style="list-style-type: none"> Reducing Total Fertility Rate (TFR) to 2.1 by 2017 Reducing Infant Mortality Rate (IMR) to 25 per 1000 births by 2017 Reducing Maternal Mortality Rate to 100 per 100,000 live births by 2017¹¹⁵ 	<ul style="list-style-type: none"> More 'hands on' management of reproductive and child health through active and intense engagement with states Reduction of out-of-pocket expenses incurred by pregnant women and families Improved care for mother and new-born through various maternal health

¹¹² (National Rural Health Mission - Framework for Implementation, 2013)

¹¹³ (7th Common Review Mission, 2014)

¹¹⁴ (National Urban Health Mission - Framework for Implementation, 2014)

¹¹⁵ (Reproductive, Maternal, Newborn, Child and Adolescent Health, 2014)

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
			<p>guidelines, training of frontline workers and implementation of Mother and Child Protection Card (MCPC)</p> <ul style="list-style-type: none"> Improved awareness and access to contraceptives, ASHA delivers contraceptives at the doorstep of beneficiaries¹¹⁶
<i>Janani Suraksha Yojana (JSY) 2005</i>	Reduction of maternal and neonatal mortality by promoting institutional delivery among poor women	<ul style="list-style-type: none"> Core focus on poor women especially in states where institutional deliveries remain low Tracking each pregnancy through registration of beneficiary under JSY and establishing linkage with ASHA, ANM and other frontline health worker Effective monitoring of antenatal check-ups, institutional delivery and post-delivery care Cash based assistance to women delivering in government health facilities¹¹⁷ 	<ul style="list-style-type: none"> JSY, under NRHM, has benefited over 7.04 crore women since its inception¹¹⁸
<i>Janani Shishu Suraksha Karyakram (JSSK) 2011</i>	Improvement of mother and child health facilities through a variety of free entitlements	<ul style="list-style-type: none"> Cashless services to pregnant women including normal and caesarean deliveries and sick newborn up to 30 days of birth Entitlements to pregnant women and sick new born (till 30 days after birth) include: free drugs, diagnostics, diet during stay at health facility, provision of blood, transport to and between health facilities¹¹⁹ 	<ul style="list-style-type: none"> Scheme has been implemented in all States and Union Territories In 2012-14, over Rs. 4000 crore has been provided to states for implementing entitlements under JSSK¹²⁰
<i>Indira Gandhi</i>	Provision of safe	<ul style="list-style-type: none"> Promoting antenatal care 	<ul style="list-style-type: none"> In the year 2011-12,

¹¹⁶ (Reproductive & Child Health Programme Phase II, 2014)

¹¹⁷ (Janani Suraksha Yojana - Background, 2014)

¹¹⁸ (MoHFW, 2014)

¹¹⁹ (Janani Shishu Suraksha Karyakram - Background, 2014)

¹²⁰ (MoHFW, 2014)

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
<i>Matritva Sahyog Yojana (IGMSY)</i> 2010	deliveries and good nutrition and feeding practices and compensation of wage-loss to women due to childbirth and care of children (Ministry of Women and Child Development)	and service utilization followed by safe delivery and lactation <ul style="list-style-type: none"> • Encouraging adoption of optimal IYCF practices especially early and exclusive breastfeeding for first 6 months • Creating enabling environment through cash transfer for improved health and nutrition to pregnant and lactating mothers¹²¹ 	3.05 lakh people were benefitted under the scheme. The number of beneficiaries in 2012-13 increased to 3.76 lakh ¹²²
<i>Menstrual Hygiene Scheme</i> 2011	Promotion of menstrual hygiene in adolescent girls in the age group of 10-19 years in rural areas – launched under Adolescent Reproductive and Sexual Health (ARSH) component under RCH	<ul style="list-style-type: none"> • Improving knowledge and information about menstrual hygiene and the use of sanitary napkins • Providing sanitary napkins under National Health Mission brand ‘Freedays’ at the rate of Rs 6 per pack of six napkins 	<ul style="list-style-type: none"> • The scheme is implemented as a pilot in 152 districts across 20 states in the country¹²³
<i>Integrated Child Development Scheme (ICDS)</i> 1975	Reduction and management of malnutrition and health related issues in children below 6 years, pregnant women, lactating mothers and adolescent girls (Ministry of Women and Child Development)	<ul style="list-style-type: none"> • Raising health and nutritional levels of poor children below 6 years of age • Laying the foundation of proper psychological, physical and social development of children • Reducing mortality, morbidity, malnutrition and school dropouts • Enhancing capabilities of mothers to take care of health and nutritional needs of the children • Services under ICDS: Supplementary nutrition, immunization, health checkups, referral services, preschool education and 	<ul style="list-style-type: none"> • As of January 2013, 7025 ICDS projects and 13,31,076 AWCs are operational across all States and Union Territories covering 927.66 lakh beneficiaries under supplementary nutrition and 346.66 lakh 3-6 year old children under pre-school component¹²⁵

¹²¹ (Indira Gandhi Matritva Sahyog Yojana (IGMSY) - A Conditional Maternity Benefit Scheme, 2013)

¹²² (Government Schemes to Fight Malnutrition, 2014)

¹²³ (Scheme for Promotion of Menstrual Hygiene among Adolescent Girls in Rural India, 2014)

Scheme & Date Initiated	Objective	Focus Areas	Outcomes
		nutrition and health education ¹²⁴	
<i>National Policy on HIV/AIDS and the World of Work 2010</i>	Reduction and management of the impact of HIV/AIDS in the world of work (Ministry of Labour and Employment)	Key Focus Areas <ul style="list-style-type: none"> • Preventing transmission of HIV infection among workers and their families • Protecting rights of those who are infected and providing access to available care, support and treatment • Protecting from stigma and discrimination related to HIV/AIDS • Ensure safe migration and mobility with access to information services on HIV/AIDS¹²⁶ 	

Source: Compiled by PwC from various sources

The next chapter presents an analysis of key health indicators through tables and visual representation. It will help draw a quantifiable connection between the above stated schemes.

Analysis of Key Indicators

This section presents the key data tables on Parameters of Analysis defined under the Framework of Analysis. In the compilation of these data tables, primacy has been given to indicators related to maternal and child health such as Maternal Mortality Ratio, Fertility Rate, Sex Ratio, Infant Mortality Ratio etc. Each indicator is segregated based on gender, age group, social group and state. The publicly available and published information has been reviewed and presented except in cases where data is not available.

Key data tables

1. Sex ratio

Sex ratio of India has always been the most glaring and disturbing indicator of the health of gender equity in the country. Since 1901, the national sex ratio has demonstrated a consistent decline and only began to unremarkably pick up in the last 2 decades. **For the year 2011, it was 940, a marginal improvement from the 933 mark recorded in 2001.** Comparison can be made at a global scale with nine other most populous countries as follows:

¹²⁵ (Annual Report 2013-14, 2014)

¹²⁴ (Integrated Child Development Services (ICDS) Scheme, 2014)

¹²⁶ (National Policy on HIV/AIDS and the World of Work, 2010)

Table 24: Sex Ratio across countries - A comparison between 2001 and 2011

S. No.	Country	2001	2011
1.	Russian Fed.	1140	1167
2.	Japan	1041	1055
3.	Brazil	1025	1042
4.	USA	1029	1025
5.	Indonesia	1004	988
6.	Nigeria	1016	987
7.	Bangladesh	958	978
8.	Pakistan	938	943
9.	India	933	940
10.	China	944	926
	World	986	984

Source: (Chapter 5 Gender Composition of the Population, 2011)

When it comes to sex ratio, India ranks below countries like Nigeria, Bangladesh and Pakistan.

Within the country, a widely heterogeneous trend is observed across states. **Majority of the southern states depict a comparatively healthy sex ratio whereas in the northern states, it has been found to be alarmingly low.**

Table 25: Sex Ratio across Northern and Southern States, across age groups

S. No.	State	Total		Sex Ratio in the age group of 0-6 yrs.		Sex Ratio in the age group of 7 and above	
		2001	2011	2001	2011	2001	2011
<i>Northern States</i>							
1.	Uttar Pradesh	898	908	916	899	894	910
2.	Punjab	876	893	798	846	888	899
3.	Jammu and Kashmir	892	883	941	859	884	887
4.	Haryana	861	877	819	830	869	885
5.	NCT * Delhi	821	866	868	866	813	866
<i>Southern States</i>							
1.	Kerala	1058	1084	960	959	1072	1099
2.	Tamil Nadu	987	995	942	946	993	1000
3.	Andhra Pradesh	978	992	961	943	981	997
4.	Chhattisgarh	989	991	975	964	992	995
5.	Orissa	972	978	953	934	976	985
	National	933	940	927	914	934	944

Source: (Office of the Registrar General & Census Commissioner, India, 2011)

The top three states with highest sex ratio are Kerala (1084), Tamil Nadu (995) and Andhra Pradesh (992) whereas the lowest sex ratio was recorded in the states of Haryana (877), Jammu and Kashmir (883) and Sikkim (889). Among the Union Territories, Puducherry (1038), Lakshadweep (946) and Andaman & Nicobar Islands (878) recorded the highest sex ratio and Daman & Diu (618), Dadra & Nagar Haveli (775) and Chandigarh (818) had the lowest¹²⁷.

The low levels of sex ratio across rural regions in various states can be attributed to preference for sons, female foeticide, neglect of the girl child starting from birth, female infanticide and

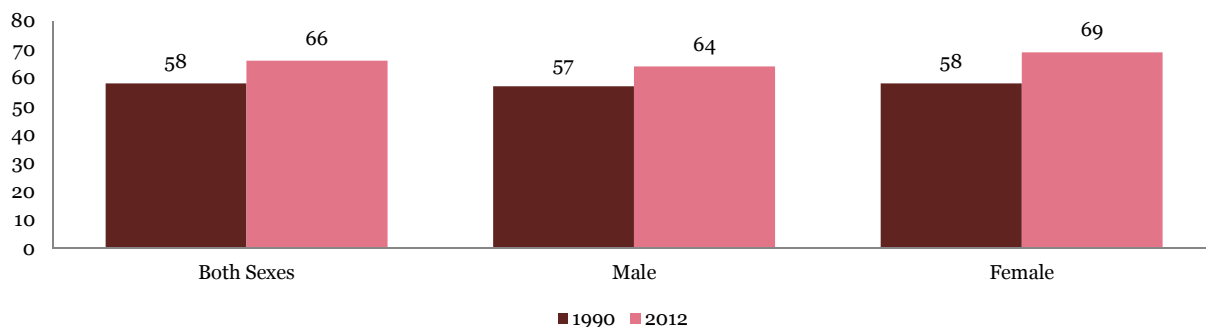
¹²⁷ (Office of the Registrar General & Census Commissioner, India, 2011)

high maternal mortality rate. Prenatal sex determination technology was also used to the detriment of female foetuses.

2. Life Expectancy at Birth

Life Expectancy at Birth¹²⁸ for both the sexes is 66; it is 64 for men and 68 for women. The trend in Life Expectancy at Birth over the past two decades can be presented as follows:

Figure 8: Life expectancy at birth

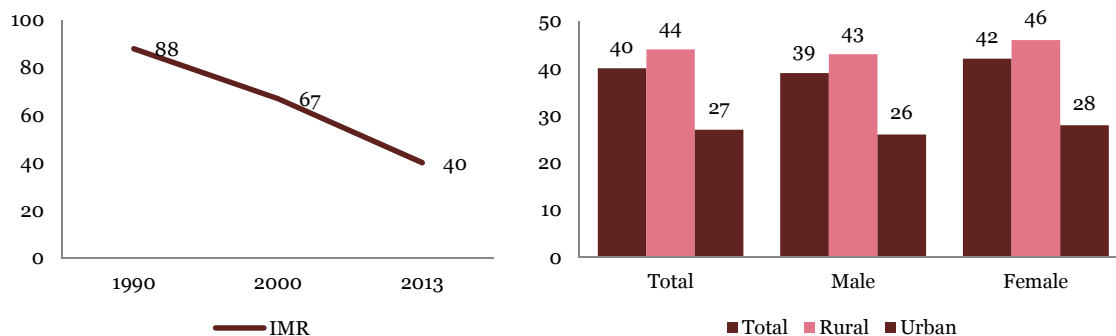


Source: (WHO, 2014)

3. Infant Mortality Rate

IMR¹²⁹ has been successfully reduced from 88 in 1990 to 40 in 2012.

Figure 9: Fall in Infant Mortality Rate



Source: (WHO, 2014), (Registrar General, India, 2014)

Regionally, it is clear that the **IMR in rural areas is higher than that in urban areas. In both rural and urban setups, female new-borns are worse off in terms of IMR.** Infant girls born in rural areas of the country are doubly disadvantaged in this regard and least likely to survive.

States with the highest IMR confirm this trend:

¹²⁸ Number of years a newborn infant would live if prevailing patterns of mortality at the time of birth were to stay the same throughout its life (Life expectancy at birth, total (years), 2014)

¹²⁹ Probability of dying between birth and exactly one year of age expressed per 1000 live births (Basic Indicators, 2014)

Table 26: State wise status of IMR in rural and urban areas segregated by gender

	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Uttar Pradesh	50	49	52	53	51	54	38	36	40
Rajasthan	47	45	49	51	50	53	30	29	32
Odisha	51	50	52	53	51	54	38	37	39
Madhya Pradesh	54	52	55	57	55	59	37	35	38
Haryana	41	40	42	44	43	45	32	31	33
Chhattisgarh	46	45	47	47	46	48	38	36	39
Bihar	42	40	43	42	41	44	33	32	34
Assam	54	53	55	56	55	58	32	31	32
India	40	39	42	44	43	46	27	26	28

Source: (Registrar General, India, 2014)

It is to be noted that across states, the IMR for females is higher than IMR for males.

4. Under 5 Mortality Rate

U5MR¹³⁰ has also witnessed a substantial decline with can be presented in the table as follows:

Table 27: Under 5 Mortality Rate across Rural and Urban areas

	Total	Male	Female
Total	55	51	59
Rural	61	56	66
Urban	35	32	37

Source: (Registrar General, India, 2013)

States with the highest U5MR are presented below:

Table 28: Indian states with the highest Under 5 Mortality Rate

	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Assam	78	75	82	83	78	88	39	39	38
Madhya Pradesh	77	72	82	82	77	89	50	48	48
Uttar Pradesh	73	67	81	77	69	85	54	52	55
Odisha	72	70	74	76	74	77	43	41	45
Rajasthan	64	57	72	70	63	79	38	32	44
Bihar	59	56	62	61	57	64	41	42	41
Chhattisgarh	57	49	66	59	50	68	46	43	50
Jharkhand	54	45	63	57	48	67	32	29	36
India	55	51	59	61	56	66	35	32	37

Source: (Registrar General, India, 2013)

Following the trend of IMR, U5MR is higher for the rural population and higher for girl children across all states. It can be surmised that unequal treatment in care begins at birth and continues in a similar pattern as the girl child grows.

¹³⁰ Probability of dying between birth and exactly five years of age expressed per 1000 live births (Basic Indicators, 2014)

5. Fertility Rate

i. Age Specific Fertility Rate (ASFR)¹³¹

Table 29: Age Specific Fertility Rate across Rural and Urban areas

Age Group	Total	Rural	Urban
15-19	30.7	35.3	16.5
20-24	196.7	216.8	143.8
25-29	153.4	163.7	129.6
30-34	69.8	74.6	58.8
35-39	26.4	30.2	16.8
40-44	8.7	10.7	3.6
45-49	2.8	3.6	1.0

Source: (Registrar General, India, 2013)

Majority of births registered annually can be attributed to women in the age groups of 20-24 and 25-29. **ASFR is higher for rural women in that age group compared to their urban counterparts. The ASFR for young women (aged 15-19 years) in rural areas is more than double than that in urban areas.** This is directly linked to early marriage and triggers poor health status for life.

ii. Total Fertility Rate¹³²

Table 30: Total Fertility Rate across Rural and Urban Areas

	Total	Rural	Urban
Bihar	3.6	3.7	2.6
Uttar Pradesh	3.4	3.6	2.6
Madhya Pradesh	3.1	3.3	2.1
Rajasthan	3.0	3.2	2.4
Jharkhand	2.9	3.2	2.1
Chhattisgarh	2.7	2.9	1.9
India	2.4	2.7	1.9

Source: (Registrar General, India, 2013)

Bihar and Uttar Pradesh account for the highest fertility rate in the country. High fertility rate in rural regions is a pervasive trend across all states. Furthermore, **the fertility rate for illiterate women is much higher than that of women who can be classified as literate. A literate Indian female, on an average, will give birth to 2.1 babies in her life span. This number is 3.3 babies for an illiterate Indian woman¹³³.** Education proves to have a huge impact on reducing the fertility rate in a country.

Table 31: Fertility Rate and Education Level of Women

State	Illiterate	Literate
Bihar	4.7	2.5
Uttar Pradesh	4.0	3.1
Assam	3.7	2.1
Jharkhand	3.7	2.4
Madhya Pradesh	3.7	2.8
India	3.3	2.1

Source: (Registrar General, India, 2013)

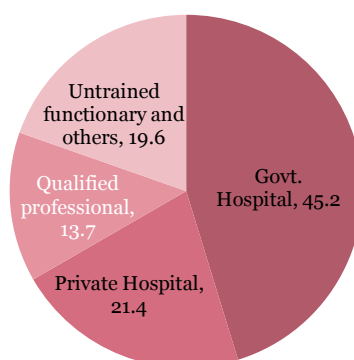
¹³¹ Number of live births per 1000 women in a specific age group for a specified geographical area and specific point in time (The World Factbook, 2014)

¹³² Average number of children that would be born to a woman over her lifetime (The World Factbook, 2014)

¹³³ (Registrar General, India, 2013)

6. Percentage of Births attended by Skilled Health Professional

Figure 10: Type of medical attention received at the national level



Source: (Registrar General, India, 2013)

In this respect, the difference between rural and urban areas can be highlighted in the table below”

Table 32: Medical Attention Received by Pregnant Women

Type of medical attention received	Rural	Urban
Govt. Hospital	43.2	52.4
Private Hospital	17.5	35.5
Qualified professional	15.1	9.0
Untrained functionary and others	24.2	3.1

Source: (Registrar General, India, 2013)

For 24.2% of women in rural areas, deliveries are conducted by traditional birth attendants, family members, relatives etc. (untrained functionary and others). These persons are not skilled in management of pregnancy related complications and often unaware of correct hygiene practices leading to high risk of morbidity and mortality for both mothers and new-borns.

7. Maternal Mortality Ratio¹³⁴

MMR in India declined from 212 in 2007-09 to 178 in 2010-12. The Maternal Mortality Rate for the year 2010-12 was 12.4; it was lowest for southern states (5.9) and highest for Assam and Empowered Action Group¹³⁵ (EAG) states (23.3). EAG states and Assam account for 61.5% of the total maternal deaths in the country.

¹³⁴ Ratio of number of maternal deaths during a given period per 1,00,000 live births

¹³⁵ Bihar, Jharkhand, MP, Chhattisgarh, Orissa, Rajasthan, UP and Uttaranchal have been identified as Empowered Action Group (EAG) states. These states witnessed significant lag in controlling population growth and thus need to strengthen system of governance and monitoring (Government of India, 2001)

Table 33: Maternal Mortality in India

Region	MMR	Maternal Mortality Rate ¹³⁶	% of total maternal deaths
India	178	12.4	100.0
EAG and Assam	257	23.3	61.5
South	105	5.9	11.3
Other	127	7.8	27.1

Source: (Registrar General, India, 2014)

Among the southern states, Kerala has the minimum MMR at 66 and Karnataka the maximum at 144. Among the EAG states and Assam, Bihar has the minimum MMR at 219 and Assam the maximum at 328¹³⁷.

8. Age at Marriage

Even as the legal marriageable age for women in India is 18 years¹³⁸, **about 52.2 % of all women in the country marry after the age of 21**. In rural areas, the majority of women get married between the ages of 18-20. Although the national average for women getting married before attaining the age of 18 is low¹³⁹ (3.7%), it is as high as 7.8% (9.95 in rural areas and 1.8% in urban areas) in West Bengal. Early marriage, usually before the age of 20, is a common phenomenon in rural parts of the country. The trend has been on a decline in urban regions where 68.7 % women get married after the age of 21¹⁴⁰.

Table 34: Percentage of Females by Age at Effective Marriage

Age Group	Total	Rural	Urban
<18	3.7	4.4	1.7
18-20	44.2	49.5	29.6
21+	52.2	46.1	68.7
All Ages	100.0	100.0	100.0

Source: (Registrar General, India, 2013)

9. Access to Health and Hygiene Facilities

- i. Access to improved drinking water:** 93% of the total population (2012) uses improved drinking water sources¹⁴¹ as compared to 70% in 1990¹⁴².
- ii. Access to improved sanitation:** 36% of the population (2012) uses improved sanitation¹⁴³ as compared to 18% in 1990¹⁴⁴.
- iii. Density of Health Workforce:** As per the WHO Health Statistics, there are about 7 physicians and 17.1 Nursing & Midwifery personnel per 10,000 populations in India in the year 2012¹⁴⁵. This is the lowest among all the BRICS countries, the average for which stands at 18.28

¹³⁶ Refers to the number of women who die as a result of complications of pregnancy or childbearing in a given year per 100,000 live births in that year (Basic Indicators, 2014)

¹³⁷ (Registrar General, India, 2014)

¹³⁸ The Child Marriage Restraint Act (CMRA) 1929 prohibits marriages of girls below the age of 15 years and boys below the age of 18 years. In 1979, the law was amended to revise marriageable age – 18 years for girls and 21 for boys. Recently, the Prohibition of Child Marriage Act 2006 further enforces stringent prohibition of child marriages. (UNICEF, 2014)

¹³⁹ Census India lists age at “effective marriage” which is considered to be the time when a woman starts living with her husband

¹⁴⁰ (Registrar General, India, 2013)

¹⁴¹ For the purpose of MDG monitoring, WHO and UNICEF define improved drinking water source as one that, by nature of its construction or through active intervention, is protected from outside contamination, in particular from contamination with faecal matter (WHO/UNICEF, 2015)

¹⁴² (WHO, 2014)

¹⁴³ For the purpose of MDG monitoring, WHO and UNICEF define improved sanitation facility as one that hygienically separates human excreta from human contact (WHO/UNICEF, 2015)

¹⁴⁴ (WHO, 2014)

¹⁴⁵ (WHO, 2014)

physicians and 48.48 nursing and midwife personnel.

- iv. Availing antenatal coverage:** As per DLHS-3 (2007-08), 75.2% of mothers received at least 1 antenatal check-up (70.6% in rural areas and 87.1% in urban areas). In urban areas, 70.5% deliveries were conducted at a health facility. However in rural areas, institutional deliveries were far lower (37.9%)¹⁴⁶. Overall, 47% of the deliveries were conducted institutionally.
- v. Contraceptive Prevalence:** In the period of 2006-10, 23% men and 12% women in the age group of 15-49 years used condoms.¹⁴⁷ Table 35 presents detailed information on the extent of knowledge and use of contraceptives in the rural and urban population.

Table 35: Knowledge and Use of Contraceptives

	Total	Rural	Urban
Married non-users who ever received counselling by health personnel to adopt family planning methods (%)	15.9	16.2	15.4
Current users ever told about side effects of family planning methods (%)	17.6	18.3	16.4
Users who received follow-up services for IUD/sterilization within 48 hours (%)	76.4	75.3	78.6

Source: (IIPS, 2010)

10. Current Epidemiological Scenario of HIV/AIDS

Table 36: Knowledge of HIV/AIDS and utilization of Services

	Total	Rural	Urban
Women who have heard of RTI/STI (%)	33.3	28.6	43.6
Women who have heard of HIV/AIDS (%)	59.6	50.1	80.2
Women who have any symptoms of RTI/STI (%)	18.2	19.6	15.0
Women who know the place to go for testing of HIV/AIDS (%)	61.7	56.5	68.9
Women underwent test for detecting HIV/AIDS (%)	11.5	8.9	14.9

Source: (IIPS, 2010)

For the 12th Five Year Plan, National Aids Control Organization (NACO) plans on intensifying interventions for high risk groups. Moreover, it envisages integration of prevention, testing, counselling and treatment services with the routine RCH programme through linkages with National Health Mission at the State and District levels.

¹⁴⁶ (IIPS, 2010)

¹⁴⁷ (WHO, 2014)

Donor Activity in the Sector

National initiatives on health and family welfare are supported by a number of international organizations and UN agencies. Among these World Health Organization (WHO) collaborates with the Ministry of Health and Family Welfare by providing technical and material support. This section presents a summary of select programs undertaken by the UN agencies, the World Bank, ILO and ADB.

United Nations

UN maintains a prime focus increasing effort to ensure reduction in maternal, infant and young child mortality. UNICEF is also assisting the government in **reduction of HIV transmission from mothers to their children and increasing access to treatment through supply of drugs and commodities, improving human resource capacity, developing innovative communication strategies and better monitoring and reporting systems. UNICEF also supports efforts to reduce stigma and discrimination associated with individuals affected by HIV and dispelling misconceptions about the disease.**¹⁴⁸

Project	Objective	Description
Support to Village Health and Sanitation Days (VHND) (2007-present), UNICEF ¹⁴⁹	An effective platform for providing first contact primary health care to the community and intersectoral convergence	UNICEF supports VHND ¹⁵⁰ to reach pregnant women from poor and vulnerable communities in rural areas, ensuring utilization of 3 antenatal check-ups and raising awareness about importance of institutional deliveries
Support to Integrated Management of Newborn and Childhood Illnesses (IMNCI) (2005-present) UNICEF ¹⁵¹	Home based care of all new-borns through simple interventions that can improve new-born survival	The program imparts essential skills to frontline workers. Post-delivery, frontline worker visits new-born's household 3 times in the first week of life to assess health; promote healthy practices; referral of serious illnesses
Support to ICDS UNICEF ¹⁵²	Reduction and management of malnutrition and health related issues in children below 6 years, pregnant women, lactating mothers and adolescent girls	UNICEF supports the government to improve the quality of ICDS by improving training of <i>anganwadi</i> ¹⁵³ workers, developing innovative communication approaches with beneficiaries, providing essential

¹⁴⁸ (UNICEF, 2014)

¹⁴⁹ (UNICEF, 2014)

¹⁵⁰ Village Health and Nutrition Day (VHND) is a primary health care strategy under NRHM of periodically organized days in the village community to deliver integrated health and nutrition services and information for children under five years and their mothers (MoHFW, 2015)

¹⁵¹ (UNICEF, 2014)

¹⁵² (UNICEF, 2014)

Project	Objective	Description
		supplies and developing early childcare interventions UNICEF also supports iron supplementation for adolescent girls.

World Bank

The World Bank plans to support India in the goal of attaining rapid, sustainable and inclusive growth and development. Support is provided by way of finance, knowledge and advisory services. For the period of 2013-17, World Bank plans on adopting the tripartite strategy of Integration, Transformation and Inclusion with prime focus on infrastructural development, effective management of cities and enhanced human development.¹⁵⁴

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Karnataka Health System Development and Reform Project (2006 – Present) ¹⁵⁵	Improving health outcomes	Enhance utilization of essential health services – preventive, curative and public health especially for vulnerable groups and unserved regions	206.48 million USD	% of facility based births increased from 65% (2006) to 86% (2009), target being 90% in 2016. 87% of the population receiving outpatient care in government health facilities in 7 less developed districts. Target being 78% in 2016.
Accelerating Universal Access to Early and Effective Tuberculosis Care (2014 – Present) ¹⁵⁶	Expand provision and utilization of quality diagnosis and treatment services for tuberculosis patients.	The project envisions newer strategies to reach more TB patients. Secondly, scale up and improve diagnosis of drug resistant TB and treatment of the same. Lastly, integrate TB services with the government primary	532 million USD	--

¹⁵³ Designated female frontline worker under the ICDS scheme – to promote optimal nutrition and health care behaviour in the community

¹⁵⁴ (New World Bank Group Strategy to Help India Achieve Its Vision, 2014)

¹⁵⁵ (World Bank, 2014)

¹⁵⁶ (World Bank, 2014)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
		health care systems		
ICDS Systems Strengthening & Nutrition Improvement Programme (ISSNIP) (2012 – Present) ¹⁵⁷	Strengthen ICDS policy framework, systems and capacities	Facilitate review and strengthening of ICDS; facilitate community engagement, ensure greater focus on children under 3; strengthen convergent action for improved nutrition outcomes	151.50 million USD	26% of project books reporting information using revised ICDS management information system(August 2014); target being 80% by end of 2015
Uttar Pradesh Health Systems Strengthening Project (UPHSSP) (2011 – Present) ¹⁵⁸	Improve the efficiency, quality and accountability of health service delivery in Uttar Pradesh	Focus is on strengthening the state health department’s management and systems capacity. Department of health’s quality assurance role is sought to be improved through effective engagement of the private sector	170 million USD	--

Asia Development Bank

With a core focus on infrastructure, ADB gives priority to provide assistance in skill development oriented towards transport, construction, energy, urban development etc. In a few states, they will also lend financial support to human capital development towards strengthening secondary education¹⁵⁹. In recent years, ADB has taken the following initiatives towards the health sector in India.

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Supporting National Urban Health Mission (2012 – Present)	Assessing NUHM’s relevance, rationale, and linkages with Government of India’s development goals and sector strategy for urban health	Examining the effectiveness, efficiency and economy and sustainability of NUHM.	825000 USD	--

¹⁵⁷ (The World Bank, 2014)

¹⁵⁸ (The World Bank, 2014)

¹⁵⁹ (ADB, 2014)

Department for International Development (DFID)

To “improve the lives of over 10 million poor women and girls” in India is defined as one of the four strategic objectives in DFID’s role as development partner in India. In the period of 2011-2015, United Kingdom has planned several strategies under this objective including safe birth, family planning options, reduction of violence against women and sanitation.¹⁶⁰. DFID also plans on investing in girl’s education as well as improving access to skill training and finance.

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Improved Family Planning and Reproductive Health Services in India (2012 – Present)	To increase use of family planning methods to reduce maternal deaths, improve birth spacing practices and prevent unsafe abortion in Bihar and Odisha.	The project aims at increasing contraceptive prevalence rates and provides women with safe reproductive health services.	0 GBP ¹⁶¹	In 2014, contraceptive prevalence in Bihar and Odisha stood at 38% and 47% respectively. The target for 2015 is 42% in Bihar and 48% in Odisha. In June 2014, 23,004 women were provided safe reproductive health services like medical abortion, post abortion care and services. The target figure for 2015 is 300,000
National Assessment of the Incidence of Unintended Pregnancy and Induced Abortion in India ¹⁶² (2013 – Present)	To generate up-to date and rigorous evidence on the incidence of abortion and unintended pregnancy in India and widely disseminating this to policy makers.	By estimating national cases of induced abortions and unintended pregnancies in the country, the project aims to fill a massive evidence gap on reproductive health in India. The attempt is to inform and	2,449,998 GBP	

¹⁶⁰ (DFID, 2013)

¹⁶¹ (DFID, 2014)

¹⁶² (DFID, 2014)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
		improve reproductive health policies and programs in India and thereby contribute to the achievement on MDGs on improving women's health.		
Madhya Pradesh Health sector reform programme ¹⁶³ (2008 – Present)	To enable increased use of quality health, nutrition and sanitation services by the poorest in under-serviced areas in Madhya Pradesh.	DFID provides government of Madhya Pradesh with technical and financial assistance to better enable them in delivery of maternal, child health and nutrition services to the most marginalized sections of society.	119,999,995 GBP	In the year 2012, MMR in the state stood at 230, the target for 2015 is 250 IMR was 56, the target for 2015 is 47 Contraceptive prevalence rate was 59.3% which nearly reaches the 2015 target of 60%.
Sector Wide Approach to Strengthening Health (SWASTH) in Bihar ¹⁶⁴ (2008 – Present)	To increase the use of quality nutrition, essential health, water and sanitation services, especially by the poorest and most excluded groups.	The project aims to increase the scale and functionality of nutrition, health, water and sanitation services as well as improve quality and use of monitoring and evaluation systems A similar DFID project is being undertaken in Odisha titled 'Orissa Health Sector Nutrition Programme (OHSNP)	146,509,994 GBP	In 2012-13, 7.8% women received antenatal care (The 2015-16 target is 19%) 55.4% deliveries took place in health facilities (The target mark is 65% for 2015-16) 69.9% of children aged 12-23 months were fully immunized (Target is 72% by 2015-16) 37% children were breastfed within one hour of birth. (Target is 60% by 2015-16)

¹⁶³ (DFID, 2014)

¹⁶⁴ (DFID, 2014)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
				56.8 million people had sustainable access to clean drinking water sources (Target is 66.8 million by 2015-16) 26.6 million people had sustainable access to an improved sanitation facility (Target is 40 million by 2015-16)
National Family Health Survey 4 (NFHS 4)¹⁶⁵ (2014 – Present)	To improve planning, delivery and monitoring of policies and programmes for Health , nutrition and sanitation	The project will help the Indian government, donors, UN and civil society have access to, and to use, recent and reliable data on these issues.	3,000,000 GBP	

USAID

USAID provides support to India in building capacity of national and state level health institutions. The aim is to demonstrate best practices in reproductive, maternal, newborn and child health; HIV/AIDS; polio and tuberculosis. USAID aims to contribute to the improvement of health systems and to enhance the quality of health care. Assistance has been given to National Rural Health Mission (NRHM), National AIDS Control Program, Revised National TB Control Program and polio eradication program¹⁶⁶.

¹⁶⁵ (DFID, 2014)

¹⁶⁶ (USAID, 2015)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Maternal and Child Health Integrated Program (MCHIP)¹⁶⁷ (2009-14)	Reducing maternal, neonatal and child mortality; supporting progress towards Millennium Development Goals 4 & 5	<p>MCHIP aimed to make strategic use of Village Health and Nutrition Days for issues of family planning, immunization and other evidence based interventions in the post-partum period.</p> <p>Other approaches under MCHIP include strengthening Nurse Education and ANM centre, postpartum family planning, testing RAPID approach (multi-partner district immunization reviews with supportive supervision) for newborn health advocacy and quality improvement</p>	17,000,000 USD ¹⁶⁸	<p>Provided technical support to revise national program implementation plan (PIP) guidelines under NRHM; routine immunization PIPs of 6 states and developed strategy documents, operational guidelines, job aids and training packages</p> <p>Training of over 1000 health workers in immunization in Jharkhand and Uttar Pradesh</p> <p>Roll out of National Newborn Care Resuscitation Initiative (NSSK) in 15 districts of Uttar Pradesh and 24 districts of Jharkhand</p> <p>108 medical officers, 22 nurses and 21 auxiliary nurse-midwives (ANMs) were trained in Uttar Pradesh. 75 medical officers, 5 nurses and 55 ANMs were trained in Jharkhand</p> <p>15,222 postpartum intrauterine contraceptive devices (PPIUD) insertions were performed in 65 facilities across 18 states as a</p>

¹⁶⁷ (USAID, 2015)

¹⁶⁸ (Meeta Parti, 2014)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
				result of the program's advocacy and technical assistance
U.S. President's Emergency Plan for AIDS Relief (PEPFAR) – India ¹⁶⁹ (2004 – 2011)	Provision of strategic, targeted support to strengthen quality and impact of Indian government's strong response to HIV/AIDS	Services are not provided directly under PEPFAR. Support is provided in the form of technical assistance, development of innovative program approaches, guidelines, policy and advocacy.	233,000,000 USD	With the support of PEPFAR, the following results were achieved in India (2010-11) ¹⁷⁰ : Recipients of antiretroviral treatment – 2,400 HIV positive individuals who received care and support – 85,700 Orphans and vulnerable children receiving support – 22,300 Individuals receiving counselling and testing – 175,000 Infant HIV infections averted - 66 New country strategy for India developed for 2011-2015 period to continue existing technical support
Grand Challenges in TB Control ¹⁷¹	Support Indian innovators to improve TB treatment adherence through out-of-	The seed fund and sustained mentoring under this grant was aimed to enable	30,000 USD + 100,000 USD per team	Selected teams were to demonstrate prototype that would be evaluated after 6

¹⁶⁹ (USAID, 2015)

¹⁷⁰ (USAID, 2015)

¹⁷¹ (USAID, 2015)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
(2013)	the-box innovations	scientists, researchers, entrepreneurs to develop new solutions. The initiative involved IKP Knowledge Park (Hyderabad, India), USAID and Bill and Melinda Gates Foundation in partnership.		months. 4 teams would receive additional funding of 100,000 USD

Key Highlights

Major Concerns

In the Draft Report Card on Health, the attempt has been to provide an overview of the sector and assess the coverage of and care received by Indian women through the health sector. To pave the way forward and bridge the gender gap in health, the following highlights are put forth:

- **Low sex ratio:** Despite considerable measures being initiated, India continues to have an abysmally low sex ratio for all age groups. The sex ratio is as low as 866 for the year 2011 in the National Capital Region. This remains a matter of great shame and concern. The infant mortality rate also remains much higher for girls especially those in rural regions of India. The traditional social status of women, illiteracy and prevailing social and religious norms further constrain women's ability to live a health life.
- **Low utilization of family planning services:** For a country that is already grappling with the overload of population growth, India has a high total fertility rate of 2.4. The number is even higher for rural regions of Bihar and Uttar Pradesh where it stands at 3.7 and 3.6 respectively. At this rate, India will not be able to keep its population in control and fail to meet national and international commitments on the matter of population control. Use of condoms by men and women in the country is also very low, despite a large number of awareness generation campaigns. The rights of women in availing abortion facilities also need to be expanded.
- **Poor reach to adolescent population:** Even as some initiatives have been taken in matters of improving menstrual hygiene and imparting knowledge of healthy sexual behaviour, it continues to be done in a lethargic manner. A more dynamic and attractive approach needs to be employed to reach out to young girls and boys to better prepare them in matters of sexual and reproductive health as well as general hygiene
- **Poor health status of women:** The analysis of key indicators clearly indicates that women of all age groups are worse off in terms of their health and wellbeing. Gender based discrimination begins right from birth and continues to plague the health and nutrition status of women throughout their lives.

- **Availability of health care services:** As highlighted through the analysis of key indicators, there exists a significant gap in the availability of adequate health functionaries. Poor, rural population still depends heavily on government health facilities but the number of doctors and nursing staff nowhere near matches the needs of the beneficiaries. This needs immediate attention.

Way forward

- **Assistance in strengthening human resources:** To ensure that the limited resources available are utilized in an optimum manner, HR devoted to health needs to be strategically employed. Health care functionaries should also be sensitized on needs of differently abled, women and other marginalized groups.
- **Addressing issues of access:** Access to health care services is a major issue in far flung regions, difficult terrain and for women and socially vulnerable groups such as SCs and STs. In general, health facilities should be equipped to cater to women, children and differently abled patients.
- **Special care for survivors of sexual and physical violence:** The country needs better provisioning for girls and women who have undergone mental and physical trauma caused by sexual and physical violence
- **Representation of women's issues and needs:** At the levels of health facility and community, there have to be strong forums wherein the female population can voice their concerns about their health and demand adequate care and services

C. Entrepreneurship and Employment Sectors

Sector Overview

With a large working-age population, India is on the cusp of reaping benefits of the demographic dividends provided it is able to skill the population and provide opportunities for productive work. This report card on employment and entrepreneurship in India aims to provide an overview of this sector particularly focusing on the position and challenges faced by women. It will begin with highlighting the distinctive features of the sector and discuss the role of women. It will then briefly discuss the policy focus of government of India in this sector and conclude the section with a discussion of the key challenges facing this sector. Table-37 highlights some of the distinguishing features of the Indian labour market.

Table 37 Distinctive aspects of Indian Labour Market¹⁷²

Features	Figures
Occupation providing maximum employment (2011-12) ¹⁷³	Self-Employment- 52%
Labour Force Participation Rate (2011-12) ¹⁷⁴	40%
All India Unemployment Rate (2011-12) ¹⁷⁵	3%
Share of Organised Sector in employment (2011-12) ¹⁷⁶	28%
Share of Unorganised sector in employment (2011-12) ¹⁷⁷	72%
Migration Rate (2001) ¹⁷⁸	30%

Sources: *Key Indicators of Employment and Unemployment in India 2013*

India has been experiencing jobless growth i.e. growth in the economy has not entirely translated into growth in employment opportunities particularly for the unskilled and semi-skilled workers.¹⁷⁹

Though recent analysis of National Sample Survey Organization for Employment and Unemployment during 2010-11 however is indicating reversal in this trend¹⁸⁰ however, growth in employment still needs to match the demands of Indian demography. Despite the enactment of a number of employment generation and skill development schemes during the 1980s and 1990s employment opportunities could not kept pace with growth of the economy¹⁸¹. Between 1999-2000 and 2004-05 while the Indian economy grew job creation lagged behind¹⁸². Particularly worrying aspect of this trend is the rise in unemployment among educated workers¹⁸³.

The Indian economy is predominantly unorganized and a significant section of Indian workers are involved in informal activities in the agriculture sector and in home based activities such as incense stick making. Labour productivity in India displays a contradicting trend. On the one hand, overall labour productivity in India is the highest after China (Asian Productivity Organization statistics¹⁸⁴). However, productivity level per person per hour in India is among the lowest in Asia.

¹⁷² All figures are for the period 2010-11.

¹⁷³ Source: (National Sample Survey Office, 2013)

¹⁷⁴ Source: Ibid

¹⁷⁵ Source: Ibid

¹⁷⁶ Source: Ibid

¹⁷⁷ Source: Ibid

¹⁷⁸ Source: (Census, 2001)

¹⁷⁹ Source: (Government of India, Labour, Employment, Manpower Division, Planning Commission, 2011)

¹⁸⁰ Source: (Mehrotra, 2014)

¹⁸¹ Source: (Government of India, Labour, Employment, Manpower Division, Planning Commission, 2011)

¹⁸² Source: According to analysis of National Sample Survey data, between 1999-2000 and 2004-05 nearly 12 million joined the labour force. However, the number of non-agricultural jobs created per annum was much lower — 7.5 million per annum (Mehrotra, 2014)

¹⁸³ Source: (Government of India, Labour, Employment, Manpower Division, Planning Commission, 2011)

¹⁸⁴ Source: (Annual Report Ministry of Labour and Employment 2012-13, 2013)

Entrepreneurship has become prominent in the Indian economy. The software industry is a prime example of the role of entrepreneurial activities in driving economic growth in India. The industry was led by first generation, middle-class Indian entrepreneurs and **grew from a small industry to over USD 88 billion within two decades. It created 10 million jobs and contributes to 26% of total exports in India¹⁸⁵. Micro, Small, Medium Enterprises (MSME) is one of the prime and one of the most vibrant sectors of entrepreneurial activity the Indian economy.** Given the importance of MSME sector, its growth provides a glimpse into the entrepreneurial activities in India. MSME sector has grown rapidly between 2001 and 2006¹⁸⁶. Growth rate in enterprises in MSME during the year 2001-02 to 2006-07 was 15.30%¹⁸⁷. **Of the 361.76 lakh enterprises, 7.36% are led by women entrepreneurs¹⁸⁸. With regards to inclusion of socially backward communities, 7.83% of the enterprises were owned by Scheduled Caste entrepreneurs, 5.76% by Scheduled Tribe entrepreneurs and 41.94% by entrepreneurs of Other Backward Classes¹⁸⁹.**

The position of women in both employment and entrepreneurship sectors has increasingly become prominent. Table- 38 briefly highlights some of the key indicators of the position of women in the employment and entrepreneurship sector. These are discussed in greater detail in the section on analysis of key indicators below.

Table 38 Key Indicators of Women in Employment and Entrepreneurship in India 2011-12

Indicator	Figures
Occupation employing maximum women (all-India level) ¹⁹⁰ - Self Employment	56.1%
Percentage of Women Job-Seekers ¹⁹¹	34.1%
Proportion of Educated women job-seekers to total women job seekers ¹⁹²	85.3%
Share of Female employment in Organised Sector ¹⁹³	20.4%
Share of women's employment in the unorganized sector ¹⁹⁴	69%
Female Wages (Salaried employees All India level) ¹⁹⁵	307.72 INR
Women Owned Enterprises in Total MSME in India ¹⁹⁶	10%

Sources: *Employment Exchange Statistics 2012-13,*

Statistical Profile on Women Labour 2012-13

Employment Exchange Statistics 2012-13

Improving Access to Finance for Women Oriented Enterprise in India 2014

According to the **2011 census, female workers constituted 25.51% to the total population¹⁹⁷. While women's Work Participation Rate (WPR) has improved from that of 1991 (22.27%) and 1981 (19.67%), however it is lesser than that of men 2011 (53.3%).** Women's WPR in rural areas (30.79%) is higher than in urban areas (15.4%). The share of casual labour among women between 2009-10 and 2011-12 has decreased. Figures below highlight the share of male and female casual labour in rural and urban areas in 2011-12¹⁹⁸.

¹⁸⁵ Source: (NASSCOM India, 2010-2013)

¹⁸⁶ 2006-07 is the most recent data on MSME based on the fourth all India census on MSME according to the Annual Report of MSME ministry 2013-14 (Ministry of Micro, Small and Medium Enterprises, 2014)

¹⁸⁷ Source: (Ministry of Micro, Small and Medium Enterprises, 2014)

¹⁸⁸ Source: (National Sample Survey Office, 2014 July)

¹⁸⁹ Source: Ibid

¹⁹⁰ Source: (National Sample Survey Office, 2014 July)

¹⁹¹ Source: Ibid

¹⁹² Source: (Labour Bureau, 2012-13)

¹⁹³ Source: (Directorate General of Employment and Training, 2013)

¹⁹⁴ Source: Ibid

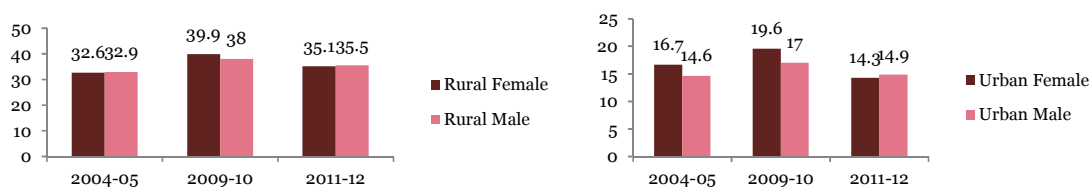
¹⁹⁵ Source: (National Sample Survey Office, 2013)

¹⁹⁶ Source: (International Finance Corporation, 2014)

¹⁹⁷ Source: (Labour Bureau, 2012-13)

¹⁹⁸ Source: (Annual Report Ministry of Labour and Employment 2012-13, 2013)

Figure 11 Share of Male and Female casual labourers from 2004-05 to 2011-12



Source: (Annual Report Ministry of Labour and Employment 2012-13, 2013)

Minimum wages in India are set by the state and the central government in line with the Minimum Wages act. Wages in the organised sector are settled through negotiations between employer and employee. Wages in the unorganized sector however are relatively unpredictable and often exploitative. Due to illiteracy and the lack of bargaining power, workers in the unorganized sector, particularly women are unable to negotiate a fair wage.

According to the Indian constitution, both central and state government enacts legislation on labour related issues, barring a few issues on which on the central government alone can legislate.

The central government is actively involved in various aspects related to labour, employment and entrepreneurship. It is promoting entrepreneurship in India. Finance minister, in his maiden budget speech in July 2014 declared that to create a conducive eco-system for venture capital in the MSME sector a **INR 10,000 crore fund will be established to act as a catalyst for attracting private capital¹⁹⁹**. Moreover, the government has simplified the processes for the setting up new enterprises in India and aims to provide assistance of specialists to emerging micro, small & medium enterprises in their day-to-day functioning.

With regards to labour and employment, India does not have a uniform and comprehensive labour policy for all sectors. But, the welfare of workers in the unorganized sector and those belonging to vulnerable groups such as SC, ST and women is the prime focus of the Indian government²⁰⁰. Consequently, Government of India has initiated a number of important schemes to address problems related to wages, social security benefits such as maternity leave, health, skill development and access to capital among unorganized workers. Many of the social security legislations derive their spirit from the Directive Principles of State Policy (DPSP) given in the Indian constitution²⁰¹. Some of the prominent challenges facing the labour sector in India are summarised below:

- 1. Lack of employment opportunities:** As discussed above, until 2010-11, India was frequently experiencing jobless growth. The trends seems to show signs of reversing but consistent efforts needs to be made to ensure that growth in employment opportunities are provided to increasing numbers of job seekers. Further, with a 72% share of the unorganised sector in the economy, transforming this sector into a formal organised one is another one of the challenges faced by the Indian economy. Introducing flexibility in labour laws is an important step which needs to be initiated to incentivise conversion of informal economic activity into an organised formal one.
- 2. Lack of Social Security Benefits to Workers in Informal sector:** Among the major drawbacks of a large section of workers in the unorganised sector is that they lack social security benefits and face exploitation.

¹⁹⁹ Source: (Chaudhary, 2014)

²⁰⁰ Source: (Annual Report Ministry of Labour and Employment 2012-13, 2013)

²⁰¹ Source: DPSP are guidelines/principles outlined in the Indian constitution which the central and state governments of India should keep in mind while framing laws and policies.

- 3. Labour Force Productivity:** As discussed above, labour force productivity in India per person, per hour is among the lowest in Asia. Innovative means are urgently needed to improve this. Growth in productive employment which can increase real income in the economy is required.

Challenges to Female Employment and Entrepreneurship in India

- Nature of work available to women is poor in quality and low in productivity
- Lack of social security benefits
- Skills and training needed for a large cohort of educated girls entering the labour force during 12th Five Year Plan period (2012-17)
- Credit and Financial Assistance required for the large number of women working in home-based work such as bangle making, handloom and textiles.

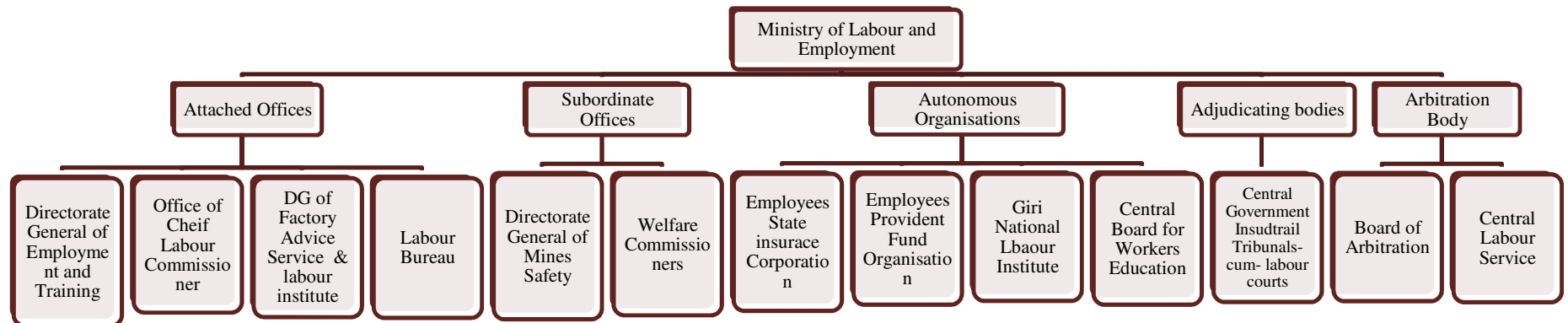
Institutional Structure

The **Ministry of Labour and Employment is the nodal agency** within the government for this sector. Its main roles are:

1. To protect and safeguard the interests of all workers with particular focuses on vulnerable sections of the society.
2. To create a healthy work environment for higher production and productivity
3. Coordinate vocational and skill training and employment services.
4. Promotion of welfare and providing social security to the labour force in organized and unorganized sectors, in tandem with the process of liberalisation

Figure- 12 highlights the structure of the ministry. The ministry has four attached offices, two subordinate offices, four autonomous organisations, one adjudicating body and two arbitration bodies.

Figure 12: Structure of Ministry of Labour and Employment



Source: (Annual Report Ministry of Labour and Employment 2012-13, 2013)

Personnel heading the Ministry

The ministry is headed by the Minister with independent charge and is assisted the secretary. A large body of joint secretaries, directors and additional secretaries assist the minister and the secretary in smooth operation of this ministry.

Gender Mainstreaming in the Ministry

A separate cell for Women Labour was set up in the ministry in 1975 with the intention of focussing on the condition of working women²⁰². Main functions of the cell are:

1. Formulation and coordination of policies and programs for female workers
2. Liaisoning with other government agencies to ensure implementation of programs for women workers
3. Monitoring the implementation of Equal Remuneration Act, 1976
4. Setting up an advisory committee under the Equal Remuneration Act, 1976
5. Giving grants-in-aid to NGO/VO to formulate and execute action oriented projects for women workers

In 2013-14, the funds allocated by the cell in 2013-14 and 2012-13 are provided in Table-39 below.

Table 39 Funds allocated and spent by the Women's Cell in Ministry of Labour²⁰³

Year	Funds Allocated	Expenditure	No. of NGOs	No. of Women
2012-13	75.00 lakhs	12.46 lakhs	13	18600
2013-14	75.00 lakhs	13.3 lakh	10	14,700

Source: Ministry of Labour and Employment Website

Sector Policy Overview

According to the Indian constitution, Labour which encompasses employment and entrepreneurship as sectors, is a subject on the concurrent list. Both State and Central Governments can enact legislations on it, though some subjects are reserved for the centre. This report card focusses on policies and schemes enacted by the central government.

Government of India has focussed on a range of issues related to employment and entrepreneurship. **It has enacted 44 statues and has legislated on minimum wages, accidental and social security benefits, occupational safety and health, conditions of employment, disciplinary action, formation of trade unions and industrial relations²⁰⁴**. Table-40 highlights select acts in this sector. Selected acts are those which have either been enacted for women or and which have provisions pertaining to women.

Table 40 Important Acts initiated by the Ministry of Labour

Policy	Specific Provisions Related to Women
Factories Act, 1945	<ul style="list-style-type: none"> • Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed • Employment of women in factories are prohibited except between the hours of 6:00 am and 7:00 pm • Employment of women is also prohibited in certain factories involving dangerous manufacturing process or operations
The Maternity Benefit Act, 1961	<ul style="list-style-type: none"> • Maternity benefits provided on completion of 80 days of work working • Women not required to work during six weeks immediately following the day of delivery or miscarriage
The Equal Remuneration Act,1976	<ul style="list-style-type: none"> • Payment of equal remuneration to men and women workers for same or similar nature of work • No discrimination is permissible in recruitment and service conditions except where employment of women is prohibited or restricted

²⁰² Source: Ibid

²⁰³ Source: (Ministry of Labour and Employment, 2015)

²⁰⁴ Source: (Annual Report Ministry of Labour and Employment 2012-13, 2013)

The Building and other construction workers (Regulation of Employment and Conditions of Service) Act, 1996	<ul style="list-style-type: none"> • Representation of a women member on building and other construction worker welfare boards • Provisions for maternity benefit to female beneficiaries of the welfare fund • Provisions for crèches where more than 50 female construction workers are ordinarily employed
The Industrial Employment (Standing orders) Act, 1946	<ul style="list-style-type: none"> • Provisions regarding safeguards against sexual harassment of women workers at their work places

Table- 41 highlights select ongoing schemes initiated by various ministries such as Rural Development, Women and Child Development in this sector. Selected schemes are one which have either been enacted for women or and which have provisions pertaining to women. All these schemes are ongoing.

Table 41 Select Schemes initiated by the Ministry of Labour

Schemes	Objective	Date Initiated
Rashtriya Mahila Kosh (Scheme run by Ministry of Women and Child Development)	<ul style="list-style-type: none"> • Promotion of credit as an instrument of socio-economic change • Provision of financial and social development services • To promote and support experiments in the voluntary and formal sector using innovative methodologies • To promote and support the expansion of entrepreneurship skills among women 	1993
Mahila Samkhya Yojana ²⁰⁵ (Scheme run by Human Resource Development Ministry)	<ul style="list-style-type: none"> • Enabling women to make informed choices in areas like education, employment and health (especially reproductive health) • Ensuring equal participation in developmental processes 	1988
Swadhar ²⁰⁶ (Scheme run by Ministry of Women and Child Development)	<ul style="list-style-type: none"> • Focuses on women in difficult circumstance like widows, destitute and deserted women, women ex-prisoners, victims of sexual abuse and crimes, including those trafficked and rescued from brothels, migrant or refugee women who have been rendered homeless due to natural calamities like flood, cyclone, earthquake, mentally challenged women, women victims of terrorist violence • To rehabilitate vulnerable women through education, awareness, skill up gradation and personality development through behavioural training 	2002
Skill Development Initiative Scheme ²⁰⁷ (Directorate General of Employment and Training, Ministry of Labor and Employment)	<ul style="list-style-type: none"> • To provide vocational training to school leavers, existing workers, ITI graduates • To improve their employability by optimally utilizing the infrastructure available in Government, private institutions and the Industry. Existing skills of the persons can also be tested and certified under this scheme 	2007
Mahatma Rural Employment Guarantee Scheme ²⁰⁸	<ul style="list-style-type: none"> • Providing at least one hundred days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do un-skilled manual work 	2005

²⁰⁵ Source: (Ministry of Human Resource Development, 2014)

²⁰⁶ Source: (Ministry of Women and Child Development, 2014)

²⁰⁷ Source: (Skill Development Initiative Scheme, 2014)

²⁰⁸ Source: (The Mahatama Gandhi National Rural Employment Guarantee Act 2005)

Schemes	Objective	Date Initiated
<i>(Scheme run by Ministry of Rural Development)</i>		
National Rural Livelihood²⁰⁹ Mission <i>(Scheme run by Ministry of Rural Development)</i>	<ul style="list-style-type: none"> To create efficient and effective institutional platforms of the rural poor to enable them to increase household income through sustainable livelihood enhancements and improved access to financial services To ensure increased access of the poor to their rights, entitlements and public services, diversify risk. 	2011
Support to training and employment program for women²¹⁰ <i>(Scheme run by Ministry of Women and Child Development)</i>	<ul style="list-style-type: none"> To mobilise women in small viable groups and make facilities available and provide access to credit To provide training for skill upgradation To enable groups of women to take up employment-cum-income generation programs by providing backward and forward linkages To provide support services for further improving training and employment conditions for women 	2005
Rashtriya Swasthya Bima Yojana (RSBY) <i>(Scheme run by Ministry of Labor and Employment)</i>	<ul style="list-style-type: none"> Smart Card based cashless health insurance cover of Rs 30,000 per annum on family floater basis to individual BPL families in the unorganised sector 	2008
Aam Admi Bima Yojana <i>(Scheme run by Ministry of Finance)</i>	<ul style="list-style-type: none"> Insurance cover to the head of the family or one earning member of rural landless household between the age of 18 years and 59 years 	2007

Sources: Compiled by PwC from data from Ministry of Women and Child Development, Ministry of Human Resource Development, Ministry of Rural Development and Ministry of Labour and Employment

Analysis of Key Indicators

This section discusses data on key indicators of Employment and Entrepreneurship in India. **The indicators include employment rate, unemployment rate, Labour Force Participation Rate (LFPR), organised sector, unorganised sector, wages and migration rate in India. Given the focus of this report, data on women's participation** has been discussed with regards to each of the indicators, but, all-India, male, rural/urban figures have also been included where available.

Key data tables

a. Employment Rate

Figures-13²¹¹ highlights employment rates for each of these categories at the all India level, Figure-14 highlights employment data by gender and Figure 15 highlights the same by urban and rural areas. These figure use one year as a reference period to measure employment (*usual status*)²¹².

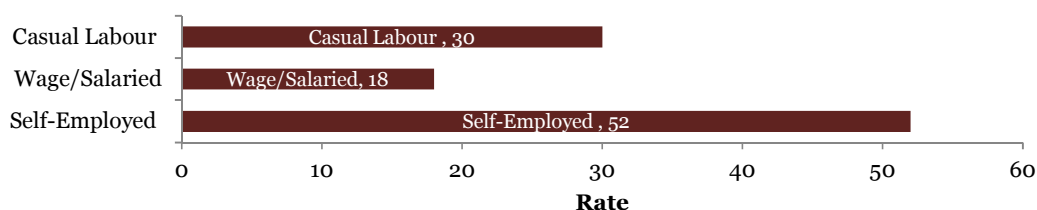
²⁰⁹ Source: (Aajeevika , 26th)

²¹⁰ Source: (Ministry of Women and Child Development , 2014)

²¹¹ Source: (National Sample Survey Office, 2013)

²¹² The data on a range of employment parameters such as employment rate, unemployment rate is gathered on three indices. The first index is the Usual Status which has a reference period of one year. The second index is Current Weekly Status (CWS) which refers to employment status during a weekly period. The third index is Current Daily Status (CDS) which details employment status on a daily basis. The figures detailed above refer to the Usual Status data.

Figure 13: Rate of Employment All-India Level²¹³ 2011-12



Source: Key Indicators of Employment and Unemployment in India 2011-12

Figure 15 Male/Female Employment Rates 2011-2012

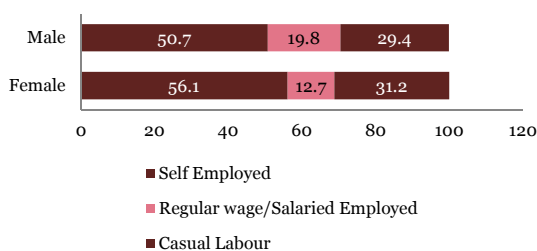
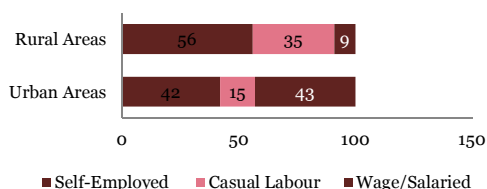


Figure 14 Employment rates in Rural and Urban Areas 2011-12



Source: Key Indicators of Employment and Unemployment in India 2011-12

Employment Rate according to Gender²¹⁴: The figures below detail share of women’s and men’s employment in urban and rural areas for period 2011-12 in self-employment, casual labour and wage/salary occupational categories.

Figure 17: Female Employment in Urban and rural Areas

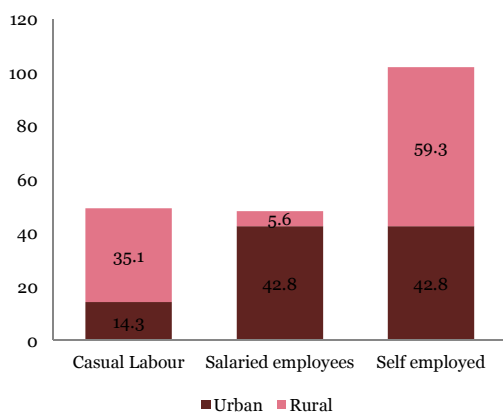
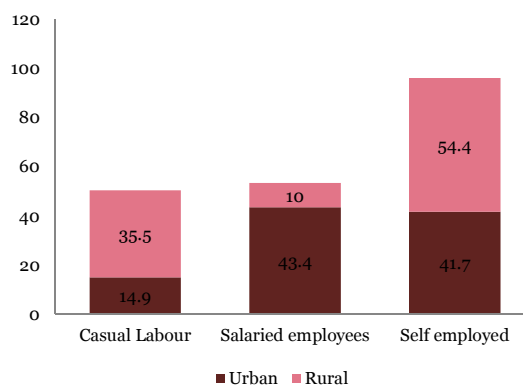


Figure 16 Male Employment Rate in Urban and Rural Areas



Source: Key Indicators of Employment and Unemployment in India 2011-12

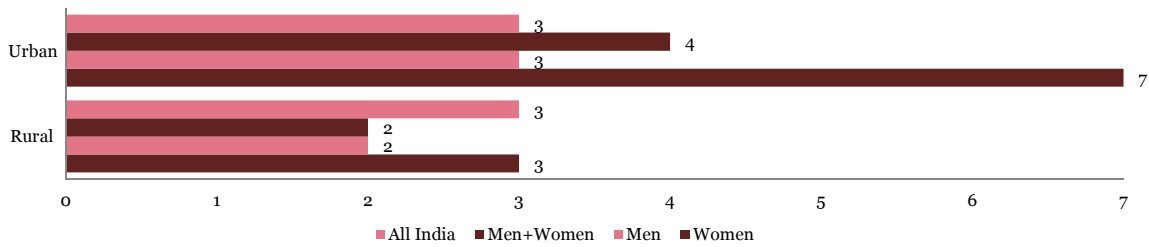
²¹³ Source: (National Sample Survey Office, 2013)

²¹⁴ Source: Ibid

b. Unemployment Rate

Figure-18 highlights the unemployment rate in India²¹⁵ during 2011-12. **All-India unemployment rate²¹⁶ during this period in India was 3%.**

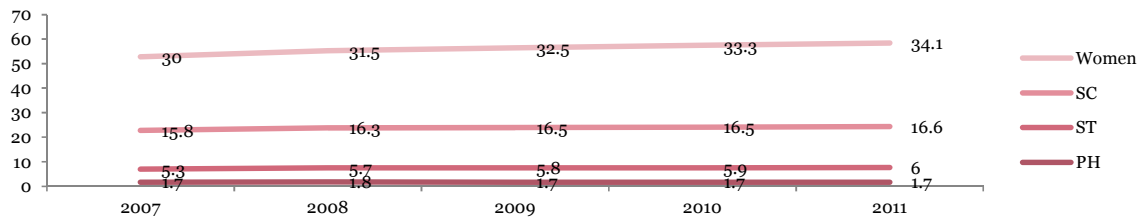
Figure 18: Unemployment Rate 2011-2012²¹⁷



Source: Key Indicators of Employment and Unemployment in India 2011-12

Unemployment Rate among Women, Schedule Castes, Schedule Tribes and Physically Handicapped (PH): Unemployment rates among Women, SC, ST and PH communities are collected by the Employment Exchange of India as part of the Live Job seeker’s registers²¹⁸. Figure-19 provides details.

Figure 19: Trends in Unemployment Rate of Women, SC, ST and PH (2007-2011)²¹⁹



Source: Employment Exchange Statistics

c. Labour Force Participation Rate

Figure-20²²⁰ highlights the Labour Force Participation Rate (LFPR)²²¹ in India during 2011-12. **The total LFPR in India is 40%.** LFPR has not increased significantly when compared with data from 2009-10²²². During this period total LFPR in India was also 40%. In rural areas (Male + Female)

²¹⁵ (National Sample Survey Office, 2013)

²¹⁶ As discussed above, the data on Unemployment Rate (UR) is gathered on three indices. The Usual Status which has a reference period of one year. The second index is Current Weekly Status (CWS) which refers to employment status during a weekly period. The third index is Current Daily Status (CDS) which details employment status on a daily basis. The figures detailed above refer to the Usual Status data.

²¹⁷ Source: (National Sample Survey Office, 2013)

²¹⁸ Source: (Directorate General of Employment and Training , 2013)

²¹⁹ Source: Ibid

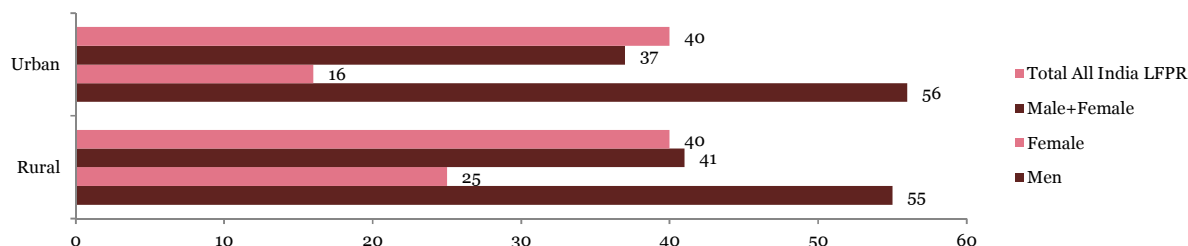
²²⁰ Source: (National Sample Survey Office, 2013)

²²¹ LFPR, like the Unemployment Rate is also tabulated along three indicators, Usual Status, Current Weekly Status (CWS) and Current Daily Status (CDS). In case of LFPR US indicator has two sub-indicators- Usual Principal Status (ps) which refers to employment in principal activity and usual Subsidiary Status (ss) which includes subsidiary activity also. The figures detailed above refer to the Usual Status data.

²²² Source: (Ministry of Statistics and Program Implementation, 2011)

LFPR was 41% and in urban areas it was 36%. LFPR for women in rural areas was 27% and for women in urban areas was 15%.

Figure 20: Labour Force Participation Rate 2011-12²²³



Source: Key Indicators of Employment and Unemployment in India 2011-12

d. Organised Sector in India²²⁴

The organised sector registered an overall increase of 1.71% during the period 2010-11²²⁵. The sector had 3.28 lakh establishments (March, 2011)²²⁶. Of these, 1.78 lakh were in the Public Sector and remaining 1.50 lakh was in the Private Sector. The number of establishments in the Public sector recorded a marginal decline over the previous year. The increase in establishments in the Private sector was 4.06%.

Employment in the organised sector: Employment in this sector registered an overall increase of 1.9%²²⁷ (2010-11) from the previous year. Public Sector employment declined marginally (1.8%) whereas Private Sector recorded an increase of 5.6% during 2011 over previous year²²⁸.

Employment in Select Industries in the Organised Sector: The organised sector is divided into primary, secondary and tertiary sectors. Table-42 details the number of employed workers in various industries in these three sectors.

Table 42 Employment in the Organized Sector 2010-2011²²⁹

S.No.	Industries/Services	Employment (in lakh) as on 31 st March		Percentage Change
		2010	2011	
Primary Sector		26.65	26.16	-1.84
1.	Agriculture, Hunting, Forestry and Fishing	14.01	13.94	-0.50
2.	Missing and Quarrying	12.64	12.22	-3.36
Secondary Sector		80.99	82.63	2.02
1.	Manufacturing	62.50	64.13	2.62
2.	Electricity, Gas and Water	8.99	9.02	0.31
3.	Construction	9.50	9.43	-0.21
Tertiary Sector		175.27	178.14	1.64

²²³ Source: (National Sample Survey Office, 2013)

²²⁴ Organized Sector in the source document for the data discussed in this section is defined as the sector which covers all establishments in the Public sector, irrespective of their size and non-agricultural establishments in the Private sector employing 10 or more persons.

²²⁵ Source: (Directorate General of Employment and Training, 2013)

²²⁶ Source: Ibid

²²⁷ Source: Ibid

²²⁸ Source: Ibid

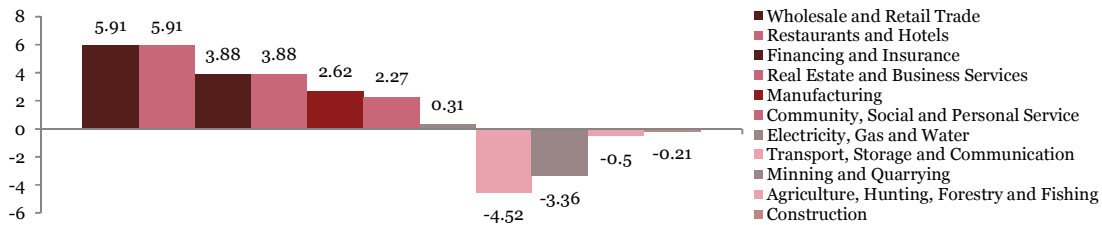
²²⁹ Source: (Directorate General of Employment and Training, 2013)

S.No.	Industries/Services	Employment (in lakh) as on 31 st March		Percentage Change
		2010	2011	
1.	Wholesale and Retail Trade and Restaurants and Hotels	6.77	7.17	5.91
2.	Transport, Storage and Communication	26.95	25.73	-4.52
3.	Financing, Insurance, Real Estates and Business Services	29.64	30.79	3.88
4.	Community, Social and Personal Services	111.91	114.45	2.27
Total		282.91	286.93	1.42

Source: Employment Review 2011

Growth in Employment in the organised sector: Employment Review for 2010-11 details the growth in employment in select industries in the organised sector as highlighted in Figure-21²³⁰.

Figure 21: Growth Rates across Select Industries in the Organized Sector 2010-11



Women's Employment in the Organised Sector: **Female employment has increased in the organized sector over the last ten years. It comprises 20.4% of the total employment in the organized sector in the country as on 31st March, 2010.** An overview of women's employment in the organized sector is given in Table-43.

Table 43 Patterns of Women's Employment in the Organized Sector 2008-2010

Year	Women Employment (in lakhs)	Percentage Change (over the last year)	Total Employment (in lakhs)	Percentage of women Employment to Total Employment
2008	55.12	3.8	275.48	20.0
2009	55.80	1.23	280.98	19.9
2010	58.59	5.00	287.08	20.4

Source: Employment Review 2011

e. Unorganised Sector in India

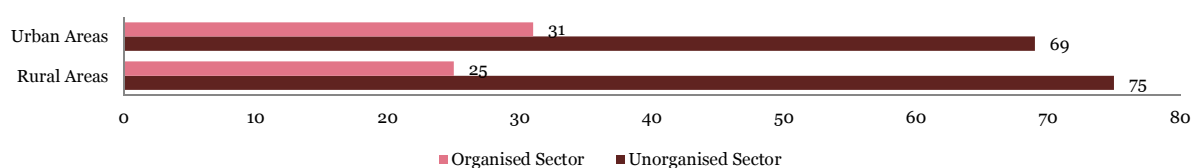
According to the 68th round of National Sample Survey of Employment in India (2011-12)²³¹, **72 % of total employment was in the informal sector.** Within in the informal sector, female employment was 69% and male employment 73%²³². Figure- 22 highlights the share of the informal sector in rural (75%) and urban (69%) areas in 2011.

²³⁰ Source: (Directorate General of Employment and Training, 2013)

²³¹ Source: (National Sample Survey Office, 2014 July)

²³² Source: Ibid (p.50)

Figure 22: share of Organized/Unorganized Sectors in Rural and Urban Areas 2011-12²³³



Source: Informal Sector and condition of Employment NSS 68th round July 2011-June 2012

Table-44 highlights the occupational share in Rural and Urban areas during 2011-12.

Table 44: Occupation Status for Person (Men+Women) in Informal Sector 2011-12²³⁴

Rural Areas	Informal Sector	
	Self-Employed	57%
Regular Wage/Salaried	11%	
Casual Laborers	32%	
Urban Areas	Informal Sector	
	Self-Employed	58%
	Regular Wage/Salaried Employees	27%
	Casual Laborers	16%

Source: Informal Sector and condition of Employment NSS 68th round July 2011-June 2012

Workforce Participation Rate in the informal sector: In usual status, i.e. for a period of one year, the WPR in the informal sector for men in rural areas was 54 (in proportion of 100) and for women it was 22 (in proportion of 100). In urban areas this figure was 55 (in proportion of 100) for men and 15 (in proportion of 100) for women²³⁵.

Women in the informal sector: According to the 68th round of National Sample Survey²³⁶ 73% women in rural areas (as compared to 76% men) and 64% of women in urban areas (as compared to 70% men) were employed in the informal sector.

Women Owned Enterprises in India: Micro, Small and Medium Enterprises (MSME) in India are predominantly part of the informal sector. 94%²³⁷ of MSME operate without licenses or formal registration. Women-owned enterprises constitute 10% of the total MSME in India²³⁸. MSME contribute 3.09% of industrial output in India and employ over 8 million people²³⁹. Approximately, 78% of women enterprises belong to the services sector. Women entrepreneurship is largely skewed towards smaller sized firms, as almost 98% of women-owned businesses are micro-enterprises²⁴⁰.

f. Wages

This section discusses wages rate in India and focusses on salaried employees and casual labour. Wage rates discussed refer to daily wages for ages 15-59.

²³³ Source: Ibid

²³⁴ Source: Ibid

²³⁵ Source: Ibid

²³⁶ Source: Ibid

²³⁷ Source: (International Finance Corporation, 2014)

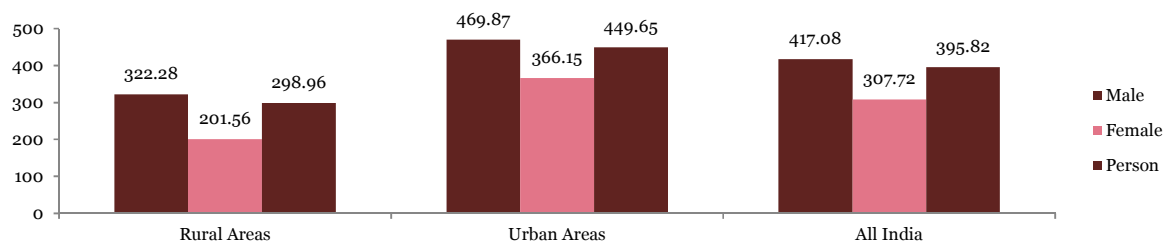
²³⁸ Source: Ibid

²³⁹ Source: Ibid

²⁴⁰ Source: Ibid

*Salaried Employees*²⁴¹: Figure-23 shows the wages for male and female salaried employees at all India level and for rural, urban areas.

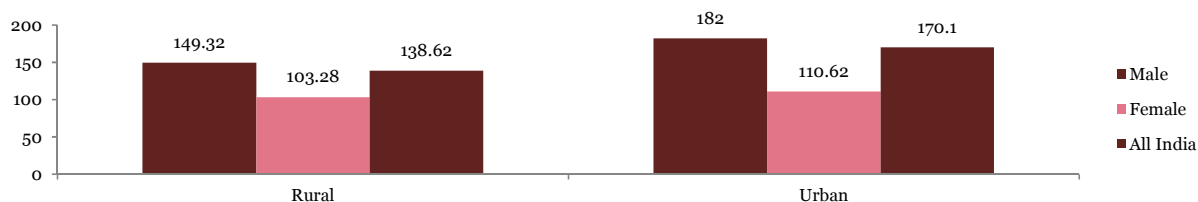
Figure 23: Wage Rates for Salaried Employees 2011-12²⁴² (All figures in INR)



Source: Key Indicators of Employment and Unemployment in India 2011-12

Casual Labour: Data on wage rate for casual labour is collected for three types of casual labour: a) casual labour undertaken for public works b) casual labour undertaken for work other than public works c) casual labour undertaken for Mahatma Gandhi National Rural Employment Guarantee Scheme (MNREGA)²⁴³. However, casual labour for public work and that for MNREGA is undertaken only in rural areas. Thus, for easier comparison between wage rates for casual labour (men/women) across rural and urban areas, only data on casual labour *other than* public work has been represented below. Figure 24 highlights male and female wages for casual labour at all-India level and for rural and urban areas.

Figure 24: Wages rates 2011-12²⁴⁴ (All figures are in INR)



Source: Key Indicators of Employment and Unemployment in India 2011-12

g. Migration Rates in India

According to the 2001 census of India, migration rates have increased in India. However, the increase is not a drastic one. Out of a total Indian population of 1.02 billion people, 307 million (or 30%) were reported as migrants by place of birth. **Migration rate according to the 1991 census was 27.4%**. However, most interestingly, for the purposes of this report, 70.7% of migrants in India are women²⁴⁵.

h. Self-Help Groups (SHG) in India

According to the Ministry of Statistics and Program Implementation, **total number of Self-Help groups²⁴⁶ in India in 2013-14 (across all states) to whom income generating are provided are 178937²⁴⁷**. The World Bank²⁴⁸ has undertaken a prominent study of the impact of SHGs and the

²⁴¹ Source: (National Sample Survey Office, 2013)

²⁴² Source: Ibid

²⁴³ MNREGA (2005) act aims at enhancing livelihood security of people in rural areas by guaranteeing 100 days of wage employment in a financial year to a rural household whose adult members volunteer to do manual unskilled work. Casual labour work under MNREGA refers to public work such as digging a well, building a road in rural areas.

²⁴⁴ Source: (National Sample Survey Office, 2013)

²⁴⁵ Source: (UNICEF, India, 2012)

²⁴⁶ SHGs are primarily women oriented groups.

²⁴⁷ Source: (Ministry of Statistics and Program Implementation, 2015)

²⁴⁸ Source: (Dininger & Yanyan, 2009)

challenges they face. The study focusses on a large Community Driven Development program in Andhra Pradesh which uses SHGs for micro-finance intervention and social empowerment. While the impact assessment of SHGs uses research done on one state, it highlights the important successes achieved by SHGs. The findings suggest that the program had positive effects on female empowerment, nutritional status and consumption.

i. Micro-Finance Institutions (MFI)²⁴⁹

While MFI are a powerful tool for poverty alleviation in India, there are important gaps in functioning of MFIs. Among the prominent challenges facing MFIs are:

1. **Low Outreach:** In India, MFI outreach is very low. There are only 8% as compared to 65% in Bangladesh.
2. **High Interest Rates:** The interest rates charged by MFIs are very high which make them unaffordable for the poor. This often explained on grounds that MFIs are private bodies and need to be financially viable due which they need to charge high interest rates. However, such rates negate the very purpose of MFIs.
3. **Neglect of Urban Poor:** MFIs commonly focus on rural poor due to which they are not able to tackle poverty in urban areas.
4. **High Loan Default Rate:** Loan default rate is very high at 73% in MFIs. A prominent cause of this is lack of understanding among clients about loan management and thus a number of them are unable to repay the loan.

j. Vocational Training²⁵⁰

With more than 50% of the population in the working age group, India stands on the cusp of reaping huge demographic dividend which can make it the skill capital of the world. **It is estimated that by 2020, the average Indian will be 29 years of age compared to average age of 37 years in China and US and 45 years in Europe and 48 years in Japan.** However, to reap this demographic dividend, providing adequate skills training to the youth is a major challenge facing India, particularly since a large portion of employment in India is still in the informal sector. Currently there is no mechanism to validate and estimate the training needs of different units in the unorganised sector. The workers are either not aware or deliberately avoid training for loss of income. The 12th Five Year Plan in has identified certain issues for the skill development of the people in the unorganised sector. Prominent among them are:

1. Skill up-gradation and certification.
2. Expanding the outreach of skill development activities throughout the country particularly in the backward areas by setting Skill Development Centres (SDCs)
3. Provision of literacy and basic education.
4. Use of ICT and mobile vans for expanding outreach

Government of India has initiated several measures to address the skill gap in India. **Prominent among them is setting up of National Skill Development Agency (NSDA), in June 2013, which is an autonomous body focusing on coordinating and harmonizing skill development activities in the country so as to meet skilling targets and to ensure that the skilling needs of the disadvantaged and the marginalized groups like SCs, STs, OBCs, Minorities, Women and differently-abled persons are met.**

The NSDA started **the Skills Development Initiative** under which a committee has been set up. This committee examines proposals and presentations made by innovators to the National Skill

²⁴⁹ Source: (Nasir, 2013)

²⁵⁰ Source: (Sanghi & Kuntal, 2014)

Development Agency. In addition to NSDA, skill development in India is also supported by the **National Skill Development Corporation (NSDC)**. NSDC is a not-for-profit company set up by the Ministry of Finance, under Section 25 of the Companies Act²⁵¹. It is a one of its kind Public Private partnership whose objective is to “contribute significantly (30 per cent) to the overall target of skilling / up-skilling 500 million people in India by 2022, mainly by fostering private sector initiatives in skill development programmes and to provide funding”²⁵². NSDC funds enterprises, companies and organisations that provide skill training. Additionally, NSDC implements the **National Skill Certification and Monetary Reward Scheme (2013)**. Further, in 2014, the Indian government created the **Ministry of Skill Development and Entrepreneurship** to oversee the skilling and upskilling of Indian youth. This ministry now implements the **Aajeevika Skill Development Scheme**, which was earlier implemented by the Ministry of Rural Development. The scheme focuses on skilling youth in rural India from poor background and providing them with placements in the organised sector. The scheme has now been renamed *Deen Dayal Upadhyaya Gram Jyoti Yojana*. However, while women are among the beneficiaries of the activities of NSDA, NSDC as well as the national skill certification and monetary reward scheme and *Deen Dayal Upadhaya* scheme, they are not the focus group.

²⁵¹ It has an equity base of Rs. 10 crore, of which the Government of India holds for 49%, while the private sector has the balance 51%.

²⁵² Source: (National Skill Development Corporation, 2015)

Donor Activity in the Sector

Many international and multilateral organisations are addressing challenges related to labour and employment in India. For the purposes of this report card, project activities of United Nations, World Bank, International Labour Organisation and Asian Development Bank have been discussed in the following section. Also, where available, projects focusing on gender issues and challenges have been selected for analysis.

United Nations

The United Nations has focused its efforts on nine states in India: Assam, Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Maharashtra, Odisha, Rajasthan and Uttar Pradesh as part of the United Nations Development Action Framework (UNDAF) for 2013-17. UNDP is one of the most important agencies working on a range of development issues such as poverty reduction, democratic governance, environment and energy, crisis prevention and recovery and HIV in one or more of the UNDAF states. While employment and livelihood is not a separate project area for UNDP, a range of UNDP projects have focussed on these issues. Table-45 lists some important UNDP projects related to employment and livelihood.

Table 45 List of UNDP Projects related to Livelihood and Employment²⁵³

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
State-Level Support to Livelihood Promotion Strategies Jharkhand (2009-2012)	To mobilize disadvantaged groups to generate greater awareness and access entitlements and economic opportunities	The project particularly focusses on strengthening the Jharkhand state government's capacity to effectively deliver livelihood schemes and programmes, and actively mobilize disadvantaged groups to generate greater awareness of and access to entitlements	2,678,783 USD	<ol style="list-style-type: none"> 1. More than 2,000 women SHGs have received financial support under the Swarnjayanti Gram Swarozgar Yojana (SGSY) by enabling these groups to develop livelihood proposals 2. Support to self-help groups in establishing and managing a poly nursery for growing improved varieties of vegetable seedlings has enabled women members to generate an additional revenue stream
Innovation Support for Social Protection (2009-2012)	To increase financial inclusion of the poor in select districts and blocks in Bihar, Chhattisgarh, Jharkhand, Madhya	<ol style="list-style-type: none"> 1. To develop financial products appropriate for the poor 2. Increasing awareness about available financial services 3. Strengthening financial literacy, particularly amongst women 	23,00,000 USD	<ol style="list-style-type: none"> 1. 5,000 households better linked to financial services and products in Pakur district in Jharkhand 2. 10,000 poor men and women benefited from customized financial literacy packages that include information on

²⁵³ Source: (UNDP India, 2011)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
	Pradesh, Odisha, Rajasthan and Uttar Pradesh			available financial products
State-Level Support to Livelihood Promotion Strategies in Rajasthan (2008-2012)	To promote sustainable livelihoods for poor and other vulnerable groups such as women, Scheduled Castes and Scheduled Tribes in the state of Rajasthan	Design innovative livelihood promotion strategies in the state by identifying demand-supply gaps in sectors, social groups, agro-ecological zones and key growth areas.	2,611,718 USD	<ol style="list-style-type: none"> 450,000 livelihoods have been supported through a range of activities including: Pilots in dairy, fishery, sheep rearing Capacity of institutions such as the Indian School of Microfinance enhanced to train 10,000 women in Tonk district
Financial Inclusion (2009-2012)	In partnership with the National Bank for Agriculture and Rural Development the project aims to increase financial inclusion of the poor	<ol style="list-style-type: none"> Develop appropriate financial products for poor Increase awareness of available financial services Strengthen financial literacy particularly amongst women 	23,00,000 USD	<ol style="list-style-type: none"> Community-based model established to improve access of more than one million poor households to health-related information and services available under the national flagship Rashtriya Swasthya Bima Yojana 5,000 households linked to financial services and products in Pattur district, Jharkhand 10,000 poor men and women benefited from customized financial literacy programs

World Bank

To achieve faster, sustainable, and more inclusive growth as detailed in the 12th five year plan, the World Bank has developed a Partnership Strategy (2013-2017) to support India with an integrated package of financing, advisory services, and knowledge. During July 2013-June 2014, World Bank funding for India was 5.2 billion USD (2.0 billion USD in International Bank for Reconstruction and Development (IBRD), 3.1 billion USD in International Development Association and 0.1 billion USD in CTF or Clean Technology Fund) across 16 projects²⁵⁴. Table- 46 details a list of select projects in India. Projects focussing on livelihood issues facing women or those elements of projects which have impacted women's livelihoods have been emphasised.

²⁵⁴ Source: (World Bank, 2014)

Table 46 Select World Bank Projects in India²⁵⁵

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Friends of Women's World Banking (FWWB) (2002-present)	FWWB was founded by Ms. Ela Bhatt and initially started to lend money directly to women. FWWB then moved on to providing finance to micro-finance institutions (MFIs) ²⁵⁶ .	Focused on: Livelihood Enterprise Development (LEAD) which provides low cost working capital and institutional capacity building (ICB)	1 million USD	Not Available
National Rural Livelihoods Project (2011-17)	To establish efficient and effective institutional platforms of the rural poor that enables them to increase household income through sustainable livelihood enhancements and improved access to financial and selected public services. Project covers 2.86 million households in 13 states and 280,519 Self Help Groups (SHGs) of rural women.	There are four components to this project: 1. Institutional and human capacity development 2. State livelihood support 3. Innovation and partnership support 4. Project implementation support	1000 million USD	1. INR 417 crores saved by households 2. SHGs mobilized INR 516 crores in credit cumulatively from the commercial banks 3. 93% of the poor households, as compared to end project targets mobilized till 2014 4. Increased progress made in blocks and states with high population of SC
Economic Empowerment	To help improve livelihoods of women	Provide IT-enabled microenterprise support services to poor and vulnerable	1.82 million USD	1. 126,769 households were provided services, trainings and outreach programs,

²⁵⁵ Source: (World Bank, 2014)

²⁵⁶ Source: (Dasra, 2014)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Project for Women (SEWA) (2010-2015)	and reduce their vulnerability	women in rural India (specifically in Gujarat, Rajasthan, Bihar and some North-Eastern states, with Gujarat as the main focus)		<ol style="list-style-type: none"> 13 Community Learning Business Resource Centers (CLBRC) created by this project 70,000 women have been linked by the centres to livelihood opportunities Increased reach of 24116 women to markets, trade inputs and microfinance 430 women-owned microenterprises were provided handholding support
Bihar Rural Livelihoods Project - "Jeevika" (2007-2015)	To enhance social and economic empowerment of the rural poor in Bihar	<ol style="list-style-type: none"> 1. Community Institution Development will build and strengthen primary and federated social and economic community institutions 2. Community Investment Fund involves transfer of financial and technical resources to the Community Based Organizations on a demand driven basis for use as a catalyst to improve their livelihoods 3. Technical Assistance Fund will improve quantity and quality of service provision by public, cooperative, community and private service providers 	63.00 million USD	<ol style="list-style-type: none"> 1. Mobilized 1,220,000 households into 102,000 self -help groups and federations 2. Households have mobilized 10 million USD of savings and 60 million USD of financing from commercial banks

International Labour Organization

The International Labour Organisation (ILO) was founded in 1919. Its goal is to bring governments, employers and workers together for social justice and better living conditions. The ILO Decent Work Technical Support Team (DWT) for South Asia and Country Office for India aim to realize decent work for sustainable social and economic development in South Asia. The Office provides knowledge-based, high quality technical and advisory services to tripartite constituents in Member States on a wide range of issues and builds partnerships to effectively promote ILO values and principles. Some key areas of ILO's work in South Asia are Employment Strategies, Skills and employability, Micro and small enterprise development, Inclusive growth, Gender Equality and Extending social protection. Table- 47 details select ILO projects particularly those focusing on Gender issues.

Table 47 Select employment related ILO-Projects²⁵⁷

Project	Objective	Description
Gender Equality in the World of Work (1 January- 30 September)	An inter-regional project with Norwegian funding which has been designed to support constituents on ILO efforts in the field of gender equality in employment in five countries of Angola, Brazil, China, India and South Africa	<ol style="list-style-type: none"> 1. Strengthening systems for providing sex-disaggregated data in areas related to discrimination, labour market participation rates, childcare and dependent care provision 2. Mapping policy options to help promote formalization of women workers in the informal economy 3. Supporting efforts for more effective policy development for specific vulnerable groups of women, e.g. indigenous women
Sub-regional Program on Quality and Decent Work Promotion for Women in South Asia through Prevention of Human Trafficking, Skills Development of Domestic Workers and Gender Capacity Building (2009-2010)	This is a regional project for Asia and the Pacific. It responds to the cross-cutting priority of gender equality promotion and gender mainstreaming in relation to management of labour migration.	<ol style="list-style-type: none"> 1. To eliminate abuse and promote decent work for this largely female, uneducated and disadvantaged labour force 2. To contribute to the establishment of effective equal employment opportunity mechanisms between ILO constituents and women's machineries 3. To provide decent work to women and their families in poverty
Action Program on Improvement of Work Opportunities for Women Beedi Workers (2001-2003)	This programme has been undertaken by the ILO Area Office for India in association with the Gender Promotion Program in ILO Geneva. Project aim is to promote decent work opportunities for women workers in the beedi industry. Selected areas are Mangalore (Karnataka), Vellore (Tamil Nadu) and Sagar (Madhya Pradesh)	<ol style="list-style-type: none"> 1. To assist social partners in their efforts to improve the conditions of work of the home-based women beedi workers 2. To promote alternatives for these women
Decent Work for Domestic Workers: Organizing, Skills Upgradation and Advocacy (2009-2010)	The project would pilot test domestic workers' organization for socio-economic empowerment of domestic workers in slum areas of Bangalore city in partnership with trade unions and other stakeholders	<ol style="list-style-type: none"> 1. Improving the working and living conditions of domestic workers on a sustainable basis 2. Enhancing capacities in project areas through organizing, skill upgradation and training and advocacy 3. To strengthen the capacities of implementing partner unions by organizing unorganized domestic workers 4. Networking with various stakeholders

²⁵⁷ Source: (International Labour Organisation, 2014)

*Asian Development Bank*²⁵⁸

Asian Development Bank (ADB) in India has focussed on poverty reduction and infrastructure-led growth. Core areas of its project activities have been energy, transport and urban services. However, now ADB is also engaged in finance, water resources management, agri-business and skills development. Table-48 details important employment related projects in India.

Table 48 Select Employment Related Projects by ADB in India

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Micro, Small, and Medium Enterprise Development Project (2010-present)	To help Small Industries Development Bank of India (SIDBI) in reaching out to small borrowers or micro-enterprises. Twelve states will be eligible for loan - Andhra Pradesh, Assam, Bihar, Jharkhand, Karnataka, Madhya Pradesh, Maharashtra, Orissa, Rajasthan, Tamil Nadu, Uttar Pradesh, and West Bengal	At least 30% of the Project loan will be used by SIDBI for direct financing of deserving micro-enterprises. SIDBI will ensure that at least 30% of the sub-borrowers are qualified women MSME entrepreneurs	50 million USD	Not available
Skills Development for Inclusive Growth (2011-present)	To assist the National Skill Development Council (established by the National Skills Development policy, 2009) in establishing one sector skills council (SSC) each in the service sector (such as health care) and infrastructure sector (such as transport and logistics or construction).	Main activities include 1. Identifying focus areas for skills development based on market analysis and stakeholder consultations by the SSCs 2. Scoping the functions of the SSC 3. Firming up the constitution and governance system of the SSC	1100 USD	1. Two pilot sector skills councils established 2. Improved linkage between the skills development missions of two (pilot) states with national skills development initiatives. 3. Policy makers informed about best practices in skills development. 4. Project activities

²⁵⁸ Source: (Asian Development Bank, 2014)

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
				undertaken in a timely manner and within budget.
Pension Reforms for the Un-organized Sector (2003-2007)	Development of a pension scheme, which may be voluntary or involuntary in nature to be contributed by the members of the unorganized sector and capable of absorbing all others who wish to participate.	<ol style="list-style-type: none"> 1. To prepare a pension reform plan that will address the requirements of the unorganized sector 2. Establish a social safety net system that provides access to the poor, either as a separate pension plan, or to the extent feasible, integrated or linked with the present system 	1000 USD	Not available
Supporting Micro-entrepreneurship for Women's Empowerment (2010-2014)	To help low-income women entrepreneurs access financial resources, services, and market opportunities in selected Indian states	<ol style="list-style-type: none"> 1. Assess existing gender policies, strategies and practices 2. Organize training targeting the specific needs of women entrepreneurs 3. Monitor and evaluate system to assess the results of financed activities under this grant 	3000 USD	<ol style="list-style-type: none"> 1. Gender-related policies, strategies, and programs institutionalized 2. Stakeholders involved in female entrepreneurship were trained 3. Financial services for low-income female micro entrepreneurs developed 4. Effective monitoring and evaluation of results

Department for International Development (DFID)

DFIP operations in India have focussed on areas such a growth, trade and investment, skills and health or on making investments in private sector projects which create opportunities for the poor while generating a return. DFID also aims to strengthen its partnership with India on global development issues like food security and climate change. Table 49 lists prominent employment related projects by DFID in India.

Table 49 Employment-related DFID projects in India²⁵⁹

Project	Objectives	Description	Budgetary Allocation	Outcomes (if any)
Skills for Jobs	To increase employment or self-employment opportunities for the poor by improving access to quality skills training.	<p>The key components of the program include:</p> <ul style="list-style-type: none"> • Facilitate the development and provision of loan products that directly benefits trainees • Strengthen 2 sector skills councils in sectors that has greater impact on women and poor • Strengthen National Skill Develop Corporation (NSDC) and training providers with business models commercially viable in reaching the poor 	4,500,000 USD	<ol style="list-style-type: none"> 1. Strengthened skills missions in Low Income States such as Jharkhand and MP with increased trainees linked to jobs <ul style="list-style-type: none"> • The Management agency and DFID visited low income states' skills missions/ corporations and assessed the SSDM for capacity building support 2. Provide innovative business development solutions to NSDC and their partners to ensure the poor are trained and employed <ul style="list-style-type: none"> • Possible areas of support have been identified

²⁵⁹ Source: (DFID, 2014)

Key Highlights

Major Concerns

- **Limited employment for educated individuals:** Urban areas have the highest number of unemployed workers in India, particularly, educated unemployed and women. Job creation efforts need to focus on this segment of the population.
- **Low share of Organised Sector in India:** Overall employment increased in the organised sector during 2011 with the private sector recording an increase of 5.6%. This is a positive trend but the reach of organised sector needs to increase and at much faster pace. In the organised sector, the tertiary sector, which is predominantly service oriented, employs the maximum number of people. For long term economic and job growth, the share of manufacturing needs to be larger and increasing in the organised sector. Female employment has increased in the organized sector over the last ten years. An expansion of the organized sector will be beneficial for women as jobs in these sectors tend to offer decent work conditions and social security which most women workers in India at present as they are predominantly employed in the unorganized sector.
- **Poor implementation of the Equal Remuneration Act:** Female wages are significantly lower than male wages. Women also make up the maximum number of migrants in India. Steps are needed to ensure that the Equal Remuneration Act which legislates that there should be equal pay for equal work is implemented effectively.
- **Patterns of Female Unemployment:** Unemployment among women in urban area is the highest and targeted efforts are needed to provide skills and jobs to them.
- **Women as Entrepreneurs:** Women enterprises predominantly belong to the services sector (78%) and are small sized firms. 98% of women-owned businesses are micro-enterprises. Women entrepreneurs need access to credit and training so that their productivity and returns from their enterprises improve.

Way forward

1. **Employment Generation:** Livelihood creation in India is urgently needed particularly in rural areas which employs a large number of workers (particularly women) and is largely unorganised in nature.
2. **Skills training and access to credit:** Women workers lack skills and training both for gaining employment or starting their own enterprises. A large pool of educated women is entering the job market and need training in employability skills and knowledge base. Additionally, women entrepreneurs in the unorganised sector, who largely run micro and small enterprises, require timely and adequate training and credit facilities to expand their enterprises and enhance productivity.
3. **Social Security Benefits:** Providing access to social security benefits such as pensions, health insurance is also an important area which could benefit from JICA project interventions.
4. **Access to financial information and resources:** In rural areas, access to information about relevant financial resources is limited and enabling smooth dissemination of information would be an important avenue for future projects.

D. Agriculture and Forestry Sectors

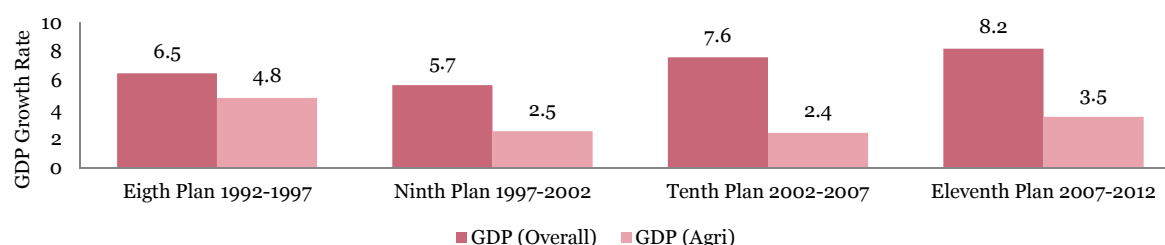
Sector Overview

Agriculture is an important component of Indian economy. **While its share in the GDP slipped down to 15.2% during the eleventh plan and is estimated to be only 13.9% for 2013-14 (provisional estimates)²⁶⁰ it employs 54.6%²⁶¹ of the total employed citizens in India²⁶².** Figure 25 highlights the rate of growth in agriculture and allied sector over the years. Agricultural Growth has declined both relative to the GDP and in its absolute percentage from 1992-2007. Though it began to regain momentum since 2007, it dipped again in 2012-2013 to 1.8% which is starkly lower than the 3.6% growth rate during 2011-2012²⁶³.

India is....

- The highest producer of Milk
- Second largest producer of fish
- Second largest producer and consumer of rice

Figure 25 Growth Rates: GDP (overall) and GDP (Agriculture and allied sectors)



Source: State of Indian Agriculture, 2012-13

Given the importance of agriculture both in terms of number of livelihoods dependent on the sector as well as for food and nutritional security, stagnant growth in this sector is a key area of concern for the country.

Women play an important though a somewhat less recognised role in the agriculture sector in India. They constitute 46% of total labourers employed in agriculture sector and 32% of total cultivators (2011 Census of India). Their encompassing role in agriculture sector particularly emerges when the range of the activities undertaken by women is examined. Women are employed in almost every aspect of the agriculture value chain from sowing of seeds to harvesting of crops (see section on analysis of key indicators for a detailed list of activities undertaken by women in agriculture). The role of women in livestock sector is more dominant than that of agriculture. **73% of livestock related work is carried out by women as against 37% in crop agriculture²⁶⁴.** However, despite the high dependence of agriculture activity on female labour and involvement, women face a number of important challenges in the agriculture sector.

²⁶⁰ Source: Economic Survey of India 2013-2014, available at <http://indiabudget.nic.in/es2013-14/echap-08.pdf>

²⁶¹ Ibid

²⁶² Source: 'Employment in Agriculture in India', World Bank Statistics, available at <http://data.worldbank.org/indicator/SL.AGR.EMPL.ZS>, accessed on 3.12.14

²⁶³ Source: 'State of Indian agriculture 2012-13' available at <http://164.100.47.132/paperlaidfiles/AGRICULTURE/State%20of%20Indian%20Agriculture%202012-13%20%28English%29%20with%20cover.pdf>, accessed on 6.12.2014

²⁶⁴ Source: (Jarial & Bhatt, 2013)

Firstly, culturally, **agriculture is understood as a male activity** and the idea of female farmers has still not taken root despite increasing feminisation of agriculture, i.e. increasing involvement of women in agriculture as more men move to cities or to non-farm employment. Further, **women lack land ownership in India. Only 12.78%²⁶⁵ of agricultural landholdings are held by women.** More disturbingly, women frequently lack control of the land under their ownership. Further, the increasing realisation that agricultural marketing is most important to increase farm incomes has brought to light the particularly disadvantaged position of women farmers hold with regards to access to agricultural markets, skills, knowledge and confidence to participate in them.

The Indian government has taken important steps to improve the agriculture sector. The focus of the government has been on ensuring timely and adequate availability of essential inputs such as seeds, fertilizer and electricity, initiating major and minor irrigation projects, agricultural research, education and extension services²⁶⁶. The government of India is also increasingly focussing on marketing aspect of agricultural products as its been realised that this is crucial to improve farm income. Small and marginal farmers in India lack adequate access to marketing facilities even within the country due to lack of access to basic infrastructure like market yards, within a reasonable distance, roads and transportation, storage, cool chains etc. and therefore, depend heavily on unscrupulous middleman. Regulatory barriers have constrained investments in development of storage and processing, hampered the development of effective market institutions, and lowered the capacity of agricultural producers to be internationally competitive. India, for example, is the world's largest producer of fruit and vegetables but inadequate post- harvest storage and transportation cause losses of around 30-40 per cent, only 7 per cent value addition takes place, and only about 2 per cent of production is processed commercially²⁶⁷. In the twelfth five year plan the government has focussed on providing training in agricultural marketing, enhancing capacity to link farmers to markets and providing effective and timely market information to farmers with regards to their agricultural produce²⁶⁸.

With regard to women, the focus of the Indian government has been on implementation of laws which call for equitable distribution of land, providing access to training facilities, support services such as crèches and financial credit (see the section on sector policy overview for a detailed discussion of women oriented schemes and policies) and providing training to women in agricultural marketing. In the budget allocation for 2014-15 for the Department of Agricultural Research and Cooperation, research on Gender mainstreaming in ministries is among the key budget head. The budget outlay for the department is 3715.00 crore²⁶⁹. Table 50 details some of the key indicators of the agriculture sector.

²⁶⁵ Source: (Agriculture Census of India 2010-2011: All India Report on Number and Area of Operational Holdings, 2014)

²⁶⁶ Source: National Policy for Farmers 2007 p.1, available at <http://agricoop.nic.in/NPF/npff2007.pdf>, accessed on 6.12.14

²⁶⁷ Source: 'Report of the Working Group on Agriculture Marketing and Infrastructure, secondary agriculture and policy required for internal and external trade for the XII five year plan 2012-17', available at http://planningcommission.gov.in/aboutus/committee/wrkgrp12/agri/weg_rep_market.pdf, accessed on 8th January, 2015

²⁶⁸ Source: Ibid

²⁶⁹ Source: 'Plan Outlay 2014-15', Expenditure Budget, Vol-1, available at <http://indiabudget.nic.in/ub2014-15/eb/po.pdf> accessed on 8th January 2015

Table 50 Key Statistical Indicators of Indian Agriculture 2010-11

Indicator	Figure
Geographical Area of India	328.7 million hectares
Net Sown Area ²⁷⁰	141.6 million hectares (43%)
Gross Cropped area ²⁷¹	198.9 million hectares (60.5%)
Net irrigated area	63.6 million hectares (45% of the net cropped area and 19% of the total geographical area)
Cropping Intensity	140.5%

Source: Annual Report-2013-14, Department of Agriculture

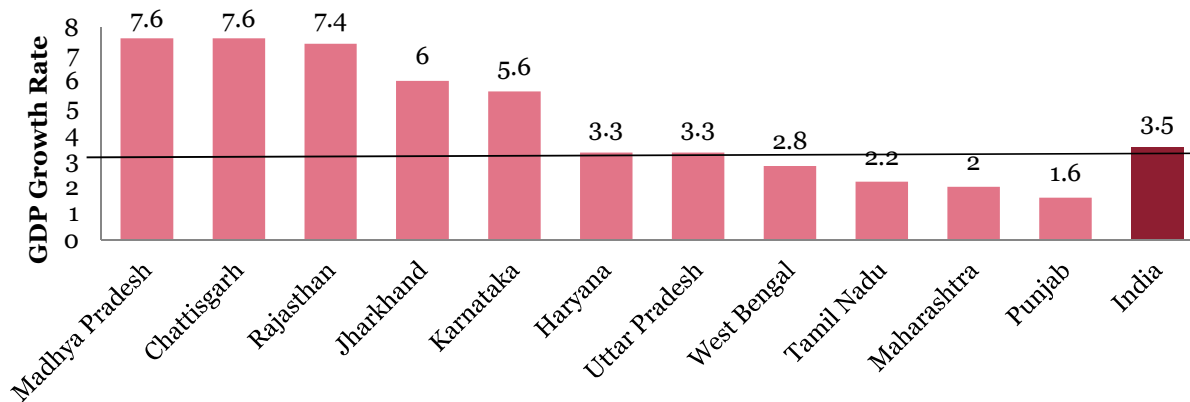
Agriculture in India takes place during two cropping seasons, *Kharif* and *Rabi*. *Kharif* crops are cultivated and harvested during the rainy season which lasts between April and October depending on the area. *Rabi* crops are grown between mid-November to April. Figure 26 details major food and cash crops of India.

Figure 26 Major Food and Cash Crops in India²⁷²

Food Grains	Corase Cereals	Pulses	Oil Seeds	Others
<ul style="list-style-type: none"> • Rice • Wheat 	<ul style="list-style-type: none"> • Maize • Bajra 	<ul style="list-style-type: none"> • Gram • Tuar 	<ul style="list-style-type: none"> • Rapeseed • Mustard 	<ul style="list-style-type: none"> • Cotton • Sugarcane

There is wide variation in growth of agriculture GDP at the state-level. During the Eleventh plan (2007-2012) states like Madhya Pradesh and Chhattisgarh recorded high growth of 7.6% while Punjab which had been at one point the leader of Green Revolution in India recorded a growth rate of only 1.6%²⁷³.

Figure 27: State wise growth of the agriculture sector (2007-12)



Source: Eleventh Plan Document, 2007-08 to 2011-12

India is part of a mixed crop-livestock farming system and agriculture sector therefore also includes livestock, in addition to forestry and fisheries.

²⁷⁰ The area sown with crops and orchids

²⁷¹ The area is counted as many times as there are sowings in a year

²⁷² Source: Economic Survey of India 2013-14 p. 138, available at <http://indiabudget.nic.in/survey.asp>, accessed on 5.12.2014

²⁷³ Source: State of Indian Agriculture 2012-2013, available at <http://agricoop.nic.in/Annual%20report2012-13/ARE2012-13.pdf> accessed on 5.12.2014

- **Livestock Sector**²⁷⁴: Livestock sector supplements farmer incomes, provides employment, draught power and manure. The rate of growth in the livestock sector has been higher than that of the crop sector in recent years²⁷⁵. Some of the key indicators of livestock sector in India are provide in Table 51.

Table 51 Important indicators of Livestock sector (2012-13)

Indicator	Number/Percentage
Total Livestock Population	512.05 million
Contribution to Agri. GDP	4.11%

Source: eleventh Plan Document

As detailed out in Table 52, **cattle, buffaloes and goats are the main livestock in India and comprise a total of 84.91 % of all livestock.**

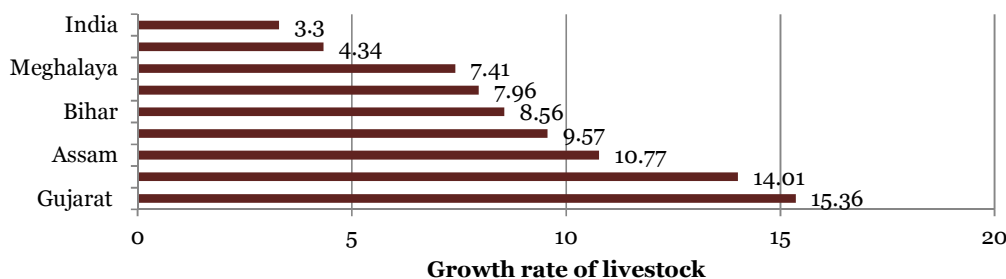
Table 52: Components of Livestock in India (2012-13)

Livestock	Population 2012-13 (in percentages)
Cattle	37.28
Buffaloes	21.23
Goats	26.4
Sheep	12.71
Pigs	2.01

Source: Basic Animal husbandry Statistics-2013

While recording a higher growth than the crop sector growth, the livestock sector as a whole, has declined since 2007 (last) livestock census. The sector at the national level has declined (decline in total livestock population) by 3.3% from 2007 to 2012²⁷⁶. However, at the state level there were some states that recorded high growth as detailed in Figure 28.

Figure 28 States recording high growth in Livestock (2012-13)



Source: Basic Animal husbandry Statistics-2013

²⁷⁴ Data on average number of livestock per household is not available. The information closest to this indicator is data on number of livestock per landholding for 2006-07 which is available in Animal Husbandry Statistics, on the Department of Animal Husbandry, Fisheries and Dairying Website. See 'Basic Animal husbandry Statistics-2013: Part-3 p. 154' <http://dahd.nic.in/dahd/statistics/animal-husbandry-statistics.aspx>, accessed on

²⁷⁵ Source: Livestock Census 2012, available at <http://www.dahd.nic.in/dahd/WriteReadData/Livestock.pdf>, accessed on 3.12.2014

²⁷⁶ Ibid

- **Forest Sector: In India, an estimated 147 million people residing in 170,000 villages around forests and another 275 million villagers depend heavily on forests for their livelihoods²⁷⁷.** India is one of the 17 mega-diverse countries and has 4 global biodiversity hotspots²⁷⁸ and has one of the most advanced forest mapping programmes in the world. India enacted a Forest Rights Act, 2006 to provide traditional forest dwelling communities with forest rights and titles. Table- 53 details key statistics of the forest sector in India.

Table 53: Key Statistics of the Forest Sector in India

Indicator	Figure
Forest Cover	More than 70 million hectares
Increase in Forest Cover	3 million hectares
Population dependent on Forest	200 million
Area maintained under protected forest cover	20%

Source: Forest Sector Report, 2010

Pattern of landholdings

Agricultural land in India is primarily organized around small and marginal landholdings. The data on landholdings used for agriculture (also called operated area, see Table 54) highlights that despite the large amount of area with Marginal farmers agriculture takes place only on 35.4 million ha. This constitutes only 22.25% of the total area under agriculture. Also, the distribution of operated landholdings between Marginal and Medium holdings is gradual with no one particular group occupying disproportionately high or low operated landholdings. However, Marginal and Small holdings have 44% of the total operated area. Thus, **agriculture is taking place on Marginal and Small Holdings in India.**

Table 54: Pattern of Landholdings in India

Size Groups of holdings	Size of holding	Number of Holdings (in millions)	Percentage of holdings to total holdings	Area Operated (In million ha.)	Percentage of area operated to total area ²⁷⁹
Marginal	Below 1 ha	92.4	67.04	35.4	22.25
Small	1.00-2.00 ha	24.7	17.93	35.1	22.07
Semi-Medium	2.00-4.00 ha	13.8	10.05	37.5	23.59
Medium	4.00-10.00 ha	5.9	4.25	33.7	21.18
Large	Above 10.00 ha	1.0	0.73	17.4	10.92
TOTAL		137.8	100.00	159.2	100.00

Source: State of Agriculture report 2012-13

Agricultural land is increasingly getting fragmented. The average size of holdings for all operational classes (small, marginal, medium and large) has declined over the years as detailed in Figure 29. It has come down to 1.16 hectares in 2010-11 from 2.82 hectares in 1970-71²⁸⁰.

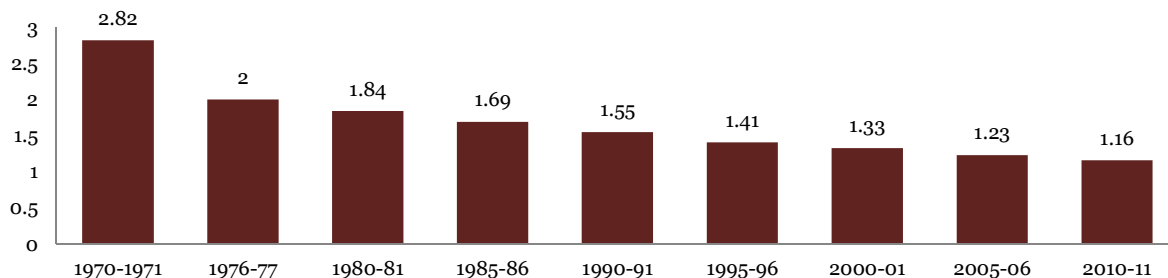
²⁷⁷ Source: 'Forest Sector Report', 2010, available at http://www.icfre.org/FSRI-REPORT_English.pdf, accessed on 12.7.14

²⁷⁸ Ibid

²⁷⁹ Area operated refers to area on which agriculture is being conducted.

²⁸⁰ Ibid

Figure 29 Average Size of Operational holdings 1970-2010



Source: State of Agriculture report 2012-13

State Level distribution of Landholdings in India: According to the latest Agriculture census (2010-11), operational holdings in India are primarily concentrated (91%) among 13 States/UTs (out of a total of 35). These states are Andhra Pradesh, Bihar, Chhattisgarh, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Odisha, Rajasthan, Tamil Nadu, Uttar Pradesh and West Bengal. These states constitute a staggering 88% of the operated area of all agricultural holdings. Rajasthan has the maximum area in the total agricultural area in India (2010-11) (see figure 30) and Uttar Pradesh has the maximum operational holdings in India (see figure 31).

Figure 31: State wise distribution of operated areas (all figures in percentages)

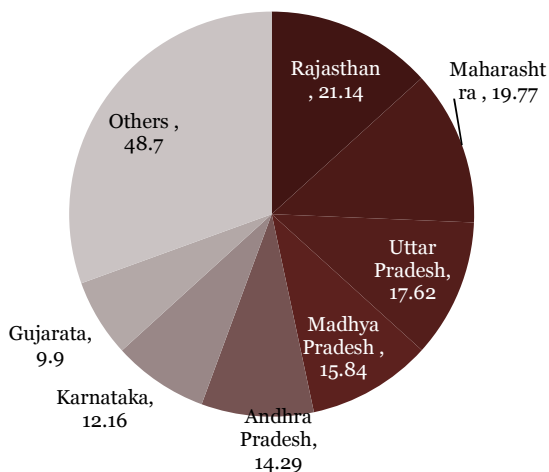
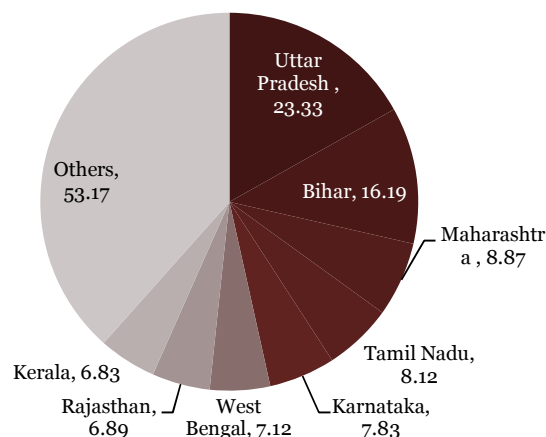


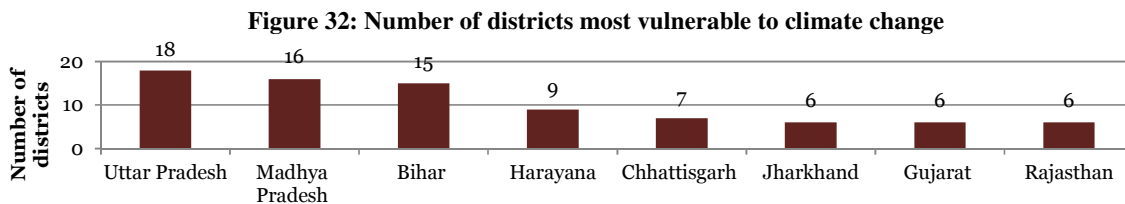
Figure 30: State wise distribution of number of operated landholdings (all figures in percentages)



Source: Agriculture census (2010-11)

Impact of Climate Change

While district-level data on the impact of climate change on agriculture is unavailable, there is data on the number of Indian states which have the highest number of districts vulnerable to climate change. This data highlights those regions of India which are most affected by climate change. ICAR Annual report 2013-14²⁸¹ states that there are 115 highly vulnerable districts in India and seven Indian states as depicted in Figure 32 have a high concentration of these districts.



Source: ICAR Annual report, 2013-14

Institutional Structure

This section highlights the structure of the Government Institutional Mechanism in the agriculture and forestry sector, details its administrative set-up and the personnel heading it. It also briefly details the institutional mechanisms undertaken by the government to mainstream Gender in their departments.

Agriculture sector is covered by three government ministries: Ministry of Agriculture, Ministry of Rural Development and Ministry of Food Processing Industries. While Ministry of agriculture is the nodal ministry for agriculture section, both Ministry of Rural development and Ministry of Food Processing are entrusted with responsibilities related to agriculture sector and have departments and schemes for it.

Forestry Sector is covered by the Ministry of Environment, Forest and Climate Change. Below is a brief discussion of these ministries.

Ministry of Agriculture

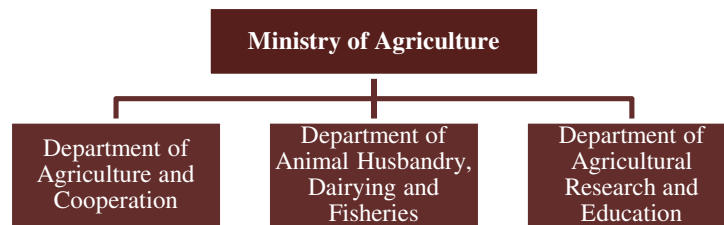
Institutional structure

The Ministry of Agriculture is the fulcrum of the government machinery in the agriculture sector. It is composed of the **Department of Agriculture and Cooperation (DAC), the Department of Animal Husbandry, Dairying & Fisheries (DAHD&F) and the Department of Agricultural Research and Education (DARE)**²⁸² as depicted in Figure 33 below.

²⁸¹ Source: ICAR Annual Report 2013-13, available at <http://agricoop.nic.in/Annualreport2013-14/artp13-14ENG.pdf>

²⁸² Source: 'Annual Report 2013-2014', 2014, Department of Agriculture, p.6, available at <http://agricoop.nic.in/Annualreport2013-14/artp13-14ENG.pdf>, accessed on 6.12.2014.

Figure 33: Structure of Ministry of Agriculture



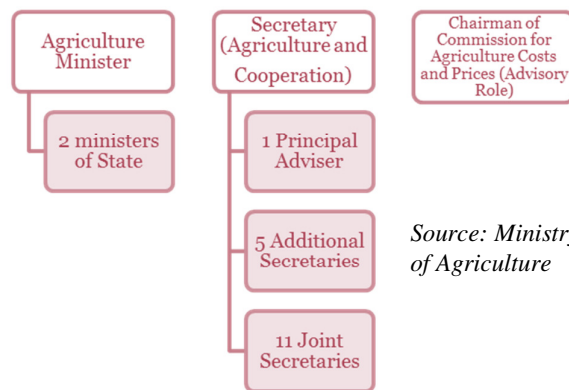
Source: Ministry of Agriculture

The Department of Agriculture and Cooperation is organized into **27 divisions at the national level**. Below the national level, it mimics the federal structure of Indian polity. **It has five attached offices and twenty-two subordinate offices which are spread across the country for coordination with the state-level agencies and implementation of its schemes. The department also extends its administrative control over to two Public Sector Undertakings, nine autonomous bodies, ten national-level cooperative organizations and one authority.** During the 12th Five Year Plan, the 51 missions and schemes operated by the Department of Agriculture have been reorganized into 5 missions²⁸³, 5 central sector schemes²⁸⁴ and one state scheme²⁸⁵.

The **Department of Animal Husbandry, Dairying and Fisheries is responsible for matters relating to livestock production, preservation, protection from disease and improvement of stocks and dairy development and also for matters relating to the Delhi Milk Scheme and the National Dairy Development Board.** It also looks after all matters pertaining to fishing and fisheries, inland and marine.

The Department of Agricultural Research and Education (DARE) coordinates and promotes agricultural research & education in the country.

Figure 34 Personnel heading the Department of Agriculture



Source: Ministry of Agriculture

Personnel

Figure 34 above details the personnel working in the Department of Agriculture. The department is headed by the Agriculture Minister who is assisted by two Ministers of State²⁸⁶. Secretary (Agriculture & Cooperation) is the administrative head of the Department and is assisted by one Principal Adviser and five Additional Secretaries which include one Financial Adviser, Agriculture Commissioner, 11 Joint Secretaries including Mission Director, Mission for Integrated Development of Horticulture & Mission Director (National Food Security Mission), Horticulture Commissioner, Horticulture Advisor, Marketing Advisor and

²⁸³ National Food Security Mission, Mission for Integrated Development of Horticulture Mission, National Mission on Oil Seeds and Oil Palm, National Mission for Sustainable Agriculture, National Mission on Agricultural Extension & Technology

²⁸⁴ Central Sector schemes include National Crop Insurance Programme Integrated Scheme of Agriculture Marketing, Integrated Scheme of Agriculture Cooperation Secretariat Economic Service

²⁸⁵ State Plan Scheme is Rashtriya Krishi Vikas Yojana

²⁸⁶ Source: Ibid

two Deputy Director Generals. In addition, Chairman of Commission for Agriculture Costs and Prices (CACP) advises the Department on pricing policies for selected agricultural crops

Gender mainstreaming in Institutional Arrangements in Government of India

There are two important institutional mechanisms in the Department of Agriculture to address Gender challenges²⁸⁷.

- **A National Gender Resource Centre in Agriculture (NGRCA)** which was set up in the Department in the year 2004-05. The Centre acts as a focal point to converge all gender related activities & issues in agriculture & allied sectors within and outside the Department of Agriculture & Cooperation. Further, it aims to add gender dimension to agriculture policies & programmes, render advocacy / advisory services to the States/ UTs to internalize gender specific interventions.
- Main activities of National Gender Resource Centre**

 - Focusses on farm women from small and marginal farm families
 - Provides training, extension services, managerial, entrepreneurial and other support services
 - Functional linkages with other agencies and institutions
- **A Gender Budgeting Cell (GBC)** has been constituted in the Department. The cell looks into the budgetary commitments of various schemes of DAC and brings gender concerns on to the centre stage in all aspects of public expenditure and policy. Its aim is to ensure that women farmers receive a proportionate flow of the public expenditure.

Ministry of Rural Development

The Ministry of Rural Development is the **nodal ministry for development and welfare activities in rural areas**. The Ministry focuses on eradicating poverty by increasing livelihoods opportunities, providing social safety net and developing infrastructure for growth in rural areas. As part of these responsibilities, the work of Rural Development ministry in the agriculture sector in rural areas includes **ensuring better enforcement of land reforms and providing improved access to credit**.

Two important schemes run by **Ministry of Rural Development** are **Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) for providing wage employment and National Rural Livelihoods Mission (NRLM) for self-employment and skill development**. These schemes are analysed in the section on agriculture sector schemes and policies below.

Ministry of Food Processing Industries

Ministry of Food Processing Industries **formulates and implements policies & plans for food processing industries**. It **engages with the agriculture sector as part of its responsibilities to increase farmer incomes through improved provision of post-harvest facilities such as storage, transportation and processing**. The main responsibilities of the Food Processing industry are:

- Increase farmer's income through better utilization and value addition of agricultural produce
- Minimizing wastage at all stages in the food processing chain by the development of infrastructure for storage, transportation and processing of agro-food produce
- Induction of modern technology into the food processing industries from both domestic and external sources

²⁸⁷ Source: Ibid

- Encouraging R&D in food processing for product and process development and improved packaging
- Providing policy support, and support for creation of Infrastructure, capacity expansion/ Upgradation and other supportive measures form the growth of this sectors
- Promote export of processed food products.

With regards to mainstreaming of Gender issues in its activities, a **Gender Budget Cell under the chairmanship of a Joint Secretary has been set up in the Ministry to ensure that its policies and programmes address gender imbalances and promote gender equality and development.** Further as part of its efforts to understand the gender implications of food processing industries, and its potential for improving the livelihoods of women, the ministry commissioned a survey-cum-study report on Gender Action Plan. The report made recommendations on various gender issues such as monitoring system on assessing gender mainstreaming efforts, and how to encourage women to start their own food processing industries²⁸⁸.

Ministry of Environment, Forests and Climate Change (MoEF) The Ministry of Environment & Forests (MoEF) is the nodal agency which plans, promotes, co-ordinates and oversees the implementation of India's environmental and forestry policies and programmes²⁸⁹. The main objectives of the Ministry²⁹⁰ are:

1. Conservation and survey of flora, fauna, forests and wildlife
2. Prevention and control of pollution
3. Afforestation and regeneration of degraded areas
4. Protection of the environment and
5. Ensuring the welfare of animals

The ministry also serves as the nodal agency for the United Nations Environment Programme (UNEP), South Asia Co-operative Environment Programme (SACEP), International Centre for Integrated Mountain Development (ICIMOD) and for the follow-up of the United Nations Conference on Environment and Development (UNCED)²⁹¹. The ministry has two wings, namely, the environmental wing and the forest and wildlife wing. Figure-35 below highlights the organisational structure of the forest and wildlife wing of the ministry.

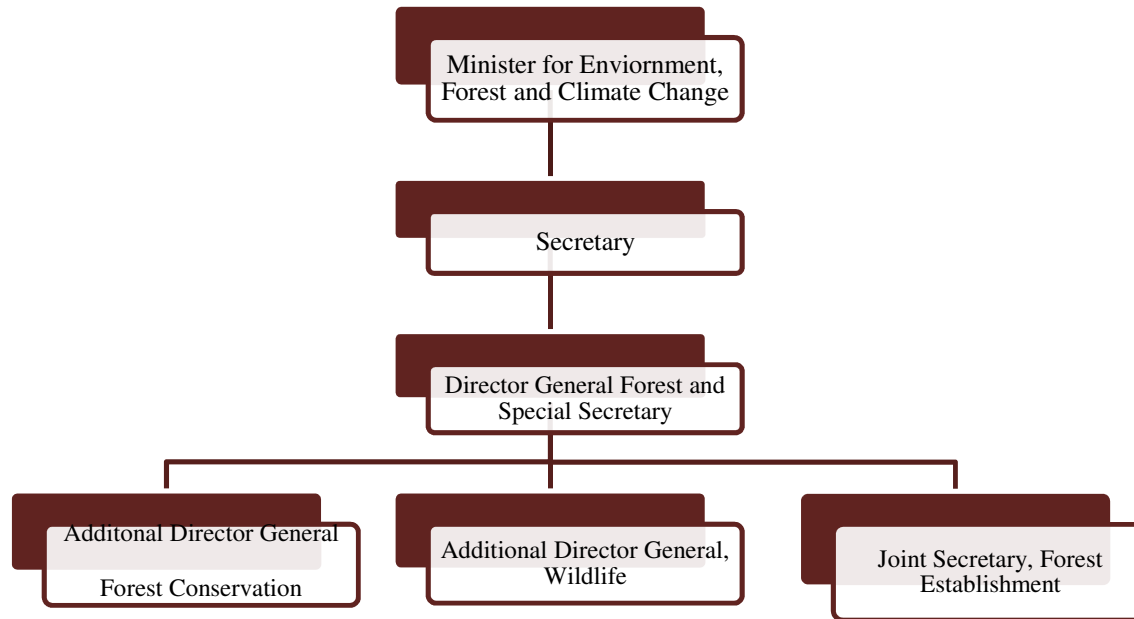
²⁸⁸ Source: Annual Report, Ministry of Food Processing Industries- 2013-14 available at http://www.mofpi.nic.in/H_Dwld.aspx?KYEwmOL+HGpoo8DlNeKVV3fE4aW5+awTGdnZC9kP6Bhp7nsZwxLmTQ accessed on 4th January, 2015

²⁸⁹ Source: (Ministry of Environment, Forests and Climate Change, 2013)

²⁹⁰ Source: Ibid

²⁹¹ Source: Ibid

Figure 35 Structure of the Ministry of Environment, Forest and Climate Change



Source: (Ministry of Environment, Forests and Climate Change, 2013)

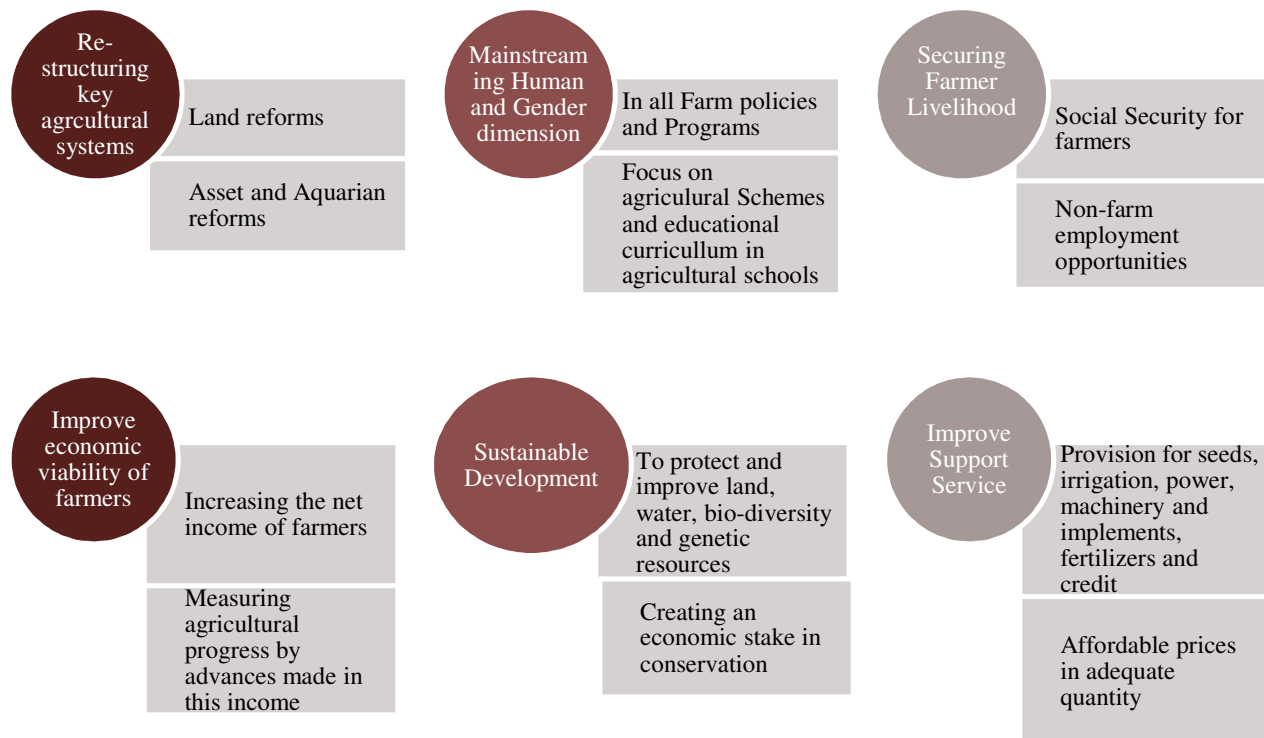
Sector Policy Overview

Government of India has taken a number of policy interventions in the agriculture and the forest sector. This section will review key policy legislations in India, The National Agriculture Policy (2000), National Policy on Farmers (2007), Five Year Plans, National Policy for the Promotion of Farmer Producer Organisation (2013), National Forest Policy and important agriculture and forest related schemes.

- **National Agriculture Policy (2000):** was the first agriculture policy in India. It aimed to achieve annual growth of more than 4 per cent in the agriculture sector on a sustainable basis through efficient use of natural resources and combination of other measures. While being an important policy document, it did not focus specifically on women farmers and their needs²⁹².

The policy was revised in 2002. However; it was not entirely successful in achieving its targeted rate of growth. Additionally, farmers continued to suffer low income in comparison with other occupational groups. In addition, rural areas in general and farm households in particular lacked employment opportunities - necessitating accelerated development of the rural non-farm sector. These policy lacunas were addressed by the **National Policy on Farmers (2007)** which focuses more on the economic well-being of farmers rather than agricultural production alone. The policy defines agricultural progress as improvement in the income of farm families and increase in their capacity to invest in farm related activities (see figure 36).

Figure 36: Key aspects of National Policy on Farmers



Source: National Policy for Farmers 2007

²⁹² Policy Document and Overview as provided on the Department of Agriculture and Cooperation does not include any reference to women. See <http://agricoop.nic.in/agpolicy02.htm> accessed on 12.08.2014

In addition to its overall orientation towards Gender issues, the policy called for a number of interventions on behalf of women in the agriculture sector:

1. Joint pattas²⁹³ for both homestead and agricultural land as they are essential for empowering women to access credit and other services
2. Support to women in livestock, fisheries sectors
3. Documentation of traditional knowledge of forest and agriculture held by women in bio-diversity registers
4. Involving women in seed technology and storage as traditionally they have been the main agents storing and preserving seeds.
5. Support services for women farmers like crèches, child care centres, nutrition, health and training

The policy further states that for funding such activities, existing schemes of the Ministry of Panchayati Raj, the Ministry of Rural Development and the Ministry of Agriculture would be augmented and utilised and new schemes would be introduced, if required.

- **Five-Year Plans:** The annual Five Year Plans form another important arena of policy making in the agriculture sector. The 12th plan has focused on addressing some key challenges facing agricultural sector based on the improvements and limitations of the eleventh plan. These include a shrinking land base, dwindling water resources, the adverse impact of climate change, shortage of farm labor and increasing costs and uncertainties associated with volatility in international markets. Target areas for the 12th Plan include:
 - Ensuring viability of farm enterprise and returns to investment
 - Availability and dissemination of appropriate technologies
 - Extend 'Green Revolution' to areas of low productivity in the eastern region where there is ample ground water
 - Plan expenditure to improve functioning of markets, efficient use of natural resources and governance

Interventions with regards to women²⁹⁴

1. Government land distribution should be to groups of landless and women farmers rather than to individuals
2. Preference to women in extension services
3. Design and manufacture of Gender Friendly implements
4. Key government schemes such as Rajeev Gandhi Grameen Vikas Yojana should focus on livelihood activities of women and on their concerns of safety, security such as street lighting, healthcare, education

The plan **particularly details the provision of extension services for women.** To achieve this it aims to involve Mahila Kisan Sashaktikaran Pariyojana (Strengthening Women Farmers Scheme) component of the National Rural Livelihood Mission (NRLM) under Ministry of Rural Development, the Project Directorate for Women in Agriculture of Indian Council on Agricultural Research and National Gender Resource Centre in Agriculture (NGRCA) of Ministry of Agriculture (MoA).

²⁹³ Pattas-Landownership. Can refer to a document that signifies landownership as well as the status of landownership

²⁹⁴ Source: 12th Five Year Plan, Economic Sectors, available at

http://planningcommission.gov.in/plans/planrel/12thplan/pdf/12fyp_vol2.pdf, accessed on 5.12.2014

Other measures undertaken by the government to address the needs of women in the agriculture sector

- Recent revisions to the National Agriculture Extension Policy framework²⁹⁵ mandates that appropriate structural, functional & institutional measures would be initiated to empower women and build their capacities and improve their access to inputs, technology and other farming resources
- Earmarking 30% of funds for women under various major schemes/programs and development interventions
- Emphasis on the formation of Women's Self Help Groups (SHGs), capacity building interventions, linking women micro credit, enhancing their access to information and ensuring their representation in decision-making bodies at various levels
- Gender sensitization of extension functionaries is being undertaken to ensure that the inclusion of gender dimensions in policy and program for bringing women into the mainstream of agriculture development

National Policy for the Promotion of Farmer Producer Organisation²⁹⁶: This policy focusses on building the capacity of farmers with regards to production and marketing of agricultural products through Farmer Producer Organisation (FPO) as an institutional form. An FPO is a group of agricultural producers who can register themselves under the Indian Companies Act. FPOs can be created both at State, cluster, and village levels. The role of FPOs is to engage farmer groups to procure agricultural products and sell them²⁹⁷. The aim of National Policy on Farmers is to promote economically viable, democratic, and self-governing Farmer Producer Organisations and to remove hurdles in farmers' access to the markets through FPOs, both as buyers and sellers. Important provisions in this policy focus on involving women. For example, among the indicators of a democratically run FPO as outlined in the policy, is that of the position of women as elected representatives in FPOs. Further, prominent project outcomes include improved gender relations and decision making among women farmers in FPOs due to provisions of providing them board member positions²⁹⁸.

The National Forest Policy (1988) aims to ensure environment stability and maintenance of ecological balance in including atmospheric equilibrium²⁹⁹. Among the essentials listed out in the policy for the management of forests are:

- Protection of Existing forests and efforts to increase their productivity
- Provision of sufficient fodder, fuel and pasture, especially in areas adjoining forest, to prevent depletion of forests beyond the sustainable limit.
- Protection of Minor forest produce as it provides sustenance to tribal population and to other communities living near forests.

To achieve the above goals of forest management the policy lists out a number of strategies. Some of these are highlighted in figure- 37 below. National Forest policy includes two specific provisions for women. Firstly, **encouraging active involvement of women in creating a people's movement which seeks to achieve the objectives of the forest policy** and secondly, **vesting women with ownership rights over trees.**

²⁹⁵ The program began as Public sector extension in the early 1950s and has undergone several changes in its focus and name since then.

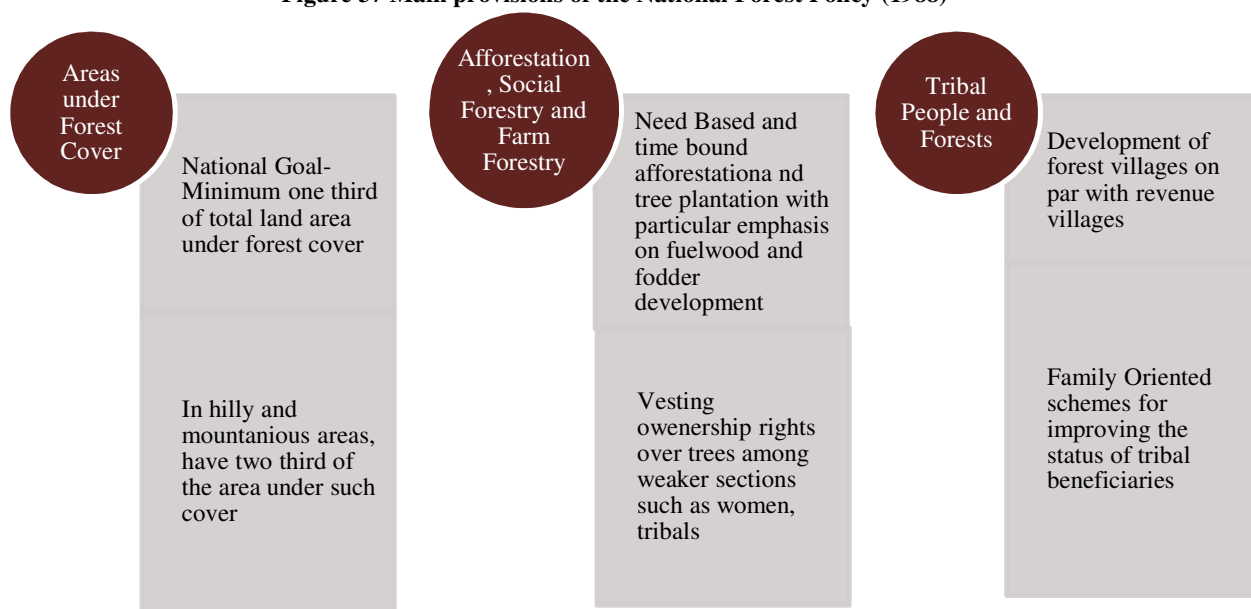
²⁹⁶ Source: 'Policy and Process Organization for Farmer Producer Organization- 2013' available at <http://nhm.nic.in/Archive/FPO-Policy&Process-GuidelinesDAC2013.pdf>, accessed on January 8th, 2015

²⁹⁷ Source: Jaishanker, 2014, 'Farmer Producer Organization concept yet to catch up in T.N.', available at <http://www.thehindu.com/todays-paper/tp-national/tp-tamilnadu/farmer-producer-organisation-concept-yet-to-catch-up-in-tn/article6187772.ece>, accessed on 8th January, 2015

²⁹⁸ Ibid

²⁹⁹ Source: (Government of India, Ministry of Environment and Forest, 1988)

Figure 37 Main provisions of the National Forest Policy (1988)³⁰⁰



Important Schemes and Acts targeting the Agriculture and Forest Sector³⁰¹

There are 51 missions and schemes³⁰² focusing on the agriculture sector. These address various aspects of the agricultural lifecycle and attempt to strengthen farmer’s livelihoods and income in a sustainable manner. In the forest sector, the Forest Rights act (2006) and Joint Forest Management program (1990) are two important pieces of legislations particularly from the perspective of women. Table-55 lists out some of the important schemes and their provisions focussing on women.

³⁰⁰ Source: Ibid

³⁰¹ Source: National Policy for Farmers 2007 p. 2, available at <http://agricoop.nic.in/NPF/npff2007.pdf>, accessed on 6.12.14

³⁰² Source: Annual Report 2013-14, Department of Agriculture p.6

Table 55: Important Schemes and acts focusing on the Agriculture and Forest sector

Scheme and Acts	Key Provisions	Impact on Women
Gramin Bhandaran Yojana (2002)	<ul style="list-style-type: none"> • Creation of scientific storage capacity with allied facilities in rural areas 	<ul style="list-style-type: none"> • Women get special rates on loans
Mahatma Gandhi National Rural Employment Guarantee Program (MNREGA) (2005)	<ul style="list-style-type: none"> • Guarantees 100 days of wage employment a year to one member of a rural family • Ensures payment of minimum wages 	<ul style="list-style-type: none"> • At least one-third of the beneficiaries have to be women who have registered and requested for work under this Act • When more than five children below the age of six years accompany women working at any site, provisions are to be made to depute one of such women worker to look after the children • Central Employment Guarantee Council which monitors the act, will not have less than one-third of non-official women members
National Mission on Extension and Technology Management (2014)	<ul style="list-style-type: none"> • Establishes Agriculture technology Management Agencies (ATMA) which disseminate appropriate agricultural technologies and agro-management practices 	<ul style="list-style-type: none"> • At least 30% of beneficiaries should be women farmers • Minimum 30% of resources meant for the program and activities are required to be allocated to women farmers • Women farmers are to be involved in different decision making bodies at district and block level such as Agriculture Technology Management Agency (ATMA) Governing Board and ATMA Management Committee at district level
Establishment of Agri-Clinics & Agri-Business Centres (ACABC) (2002)	<ul style="list-style-type: none"> • Aims to supplement the efforts of public extension, support agricultural development and create gainful self-employment opportunities to unemployed youths 	<ul style="list-style-type: none"> • Focus on women as part of unemployed youth and budding entrepreneurs
National Rural Health Mission (2005)	<ul style="list-style-type: none"> • Targets reducing maternal mortality, infant mortality, anaemia 	<ul style="list-style-type: none"> • Focuses on health and nutrition issues of rural women
National Food Security Mission (2007)	<ul style="list-style-type: none"> • Targets production of 10 million tons of rice, 8 million tons of wheat, 4 million tons of pulses and 3 million tons of coarse cereals by the end of 12th Five Year Plan 	<ul style="list-style-type: none"> • Beneficiaries of the Mission include women farmers • States have been advised to set aside at least 33% of the total allocation for small and marginal farmers, including women

Scheme and Acts	Key Provisions	Impact on Women
Rashtriya Krishi Vikas Yojana (2007)	<ul style="list-style-type: none"> • Aims to incentivize states to invest more in agriculture taking agro-climatic conditions, natural resource issues and technology into account 	<p>farmers</p> <ul style="list-style-type: none"> • Process of selection, planning approval and execution of the Scheme has been entrusted with the States with significant flexibility to target women
Integrated Watershed Development Program (2009)	<ul style="list-style-type: none"> • Targets the rain fed areas and aims to improve rural livelihoods through participatory watershed development • Focuses on integrated farming systems for enhancing income, program productivity and livelihood security in a sustainable manner 	<ul style="list-style-type: none"> • Women are benefited through formation of Self Help Groups and User Groups
Promotion and Strengthening of Agricultural Mechanization through Training, Testing and Demonstration	<ul style="list-style-type: none"> • Outsourcing of training and demonstration of newly developed agricultural equipment at Farmers' Fields 	<ul style="list-style-type: none"> • 30% of funds have been allocated for women farmers and separate physical targets have also been fixed • State Governments have been directed to earmark 10% of the total funds allocated for training to women farmers
National Rural Livelihoods Mission (2011)³⁰³	<ul style="list-style-type: none"> • Aims to reduce poverty by enabling poor households to access gainful self-employment and skilled wage employment opportunities, resulting in appreciable improvement in their livelihoods on a sustainable basis, through building strong grassroots institutions of the poor • Reaches out to 7 Crore rural poor households, across 600 districts, 6000 blocks, 2.5 lakh Gram Panchayats and 6 lakh villages in the country through self-managed Self Help Groups (SHGs) and federated institutions and support them for livelihoods collectives in a period of 8-10 years • Also focusses on facilitating increased access to rights, entitlements and public services, diversified risk and better social indicators of empowerment among the poor 	<ul style="list-style-type: none"> • NRLM particularly focusing on altering power relationships in the villages, particularly gender issues and contribute to women empowerment. • Building gender sensitive CBOs • Focusing on providing market access to poor farmers, including women • Mobilizing communities in an inclusive manner with particular focus on women • Universal mobilization of poor households into affinity based thrift and credit groups of women

³⁰³ This scheme is implemented by Ministry of Rural Development

Scheme and Acts	Key Provisions	Impact on Women
Forest Rights Act (2006)	<ul style="list-style-type: none"> Grants legal recognition to the rights of traditional forest dwelling communities 	<ul style="list-style-type: none"> Unrestricted participation of women in Gram Sabhas which has powers to determine the nature and extent of individual or community forest rights
Joint Forest Management (JFM) Program (1990)	<ul style="list-style-type: none"> Aims to create a people's movement as per the provisions of National Forest Policy 1988 Joint Forest Management (JFM) committees to be set up by State government at the villages level through which forest department and village communities enter into an agreement to jointly protect and manage state forests 	<ul style="list-style-type: none"> At least 50% members of the JFM general body should be women. For the general body meeting, the presence of at least 50% women members should be a prerequisite for holding the general body meeting At least 33% of the membership in the JFM Executive Committee/ Management Committee should be filled from amongst the women members.

Source: Compiled from 12th Five-Year Plan Document, Department of Agriculture, Annual Report 2013-14, ICAR, Annual report 2012-13, National Rural Livelihoods Mission, Program Implementation Plan, Ministry of Environment, Forest and Climate Change³⁰⁴ and National Forest Policy, 1998.

³⁰⁴ Source: (Ministry of Environment, Forest and Climate Change)

Analysis of Key Indicators

This section provides an overview of the Gender indicators in the agriculture sector. It focusses on three main aspects of women's role in the agriculture sector as detailed in the inception report- labour input, participation rate and the roles and activities of women in the agriculture sector, patterns of landholding and agricultural wages for women.

Each indicator is segregated based on gender, age group, social group and region except where data is not available.

Key data tables

1. Labour Input, Participation Rate and Role of Women in Indian Agriculture

The labour input of women in agriculture and allied sectors is as high as 66%³⁰⁶. In Hilly areas such as the Himalayas, a UN Commission on Women report states that these figures are much higher. The report states that a pair of bullocks works 1064 hours, a man 1212 hours and a woman 3485 hours in a year on a one hectare farm³⁰⁷.

Women in rural areas are predominantly employed in agriculture. When compared with men fewer rural women are employed in non-farm sector.

Women constitute 46% of the total labourers employed in agriculture and 32% of total cultivators (2011 Census)³⁰⁸.

Further with increasing migration of men to urban areas and into non-farm sectors in response to both the distress in agriculture and better job opportunities, the responsibilities of women as workers and as farmers are increasing³⁰⁹.

Roles and responsibilities of women in agriculture³⁰⁵

- Production of major grains and millets
- Land preparation
- Seed selection and seedling production
- Sowing
- Applying Manure
- Collection of Non-timber forest produce
- Cleaning of animal sheds
- Weeding
- Transplanting
- Threshing
- Winnowing
- Harvesting
- Animal care, crazing,
- Fodder collection

³⁰⁵ Ibid

³⁰⁶ Source: 'Agriculture in India: A Report' available at <http://new.nic.in/pdfreports/impact%20of%20wto%20women%20in%20agriculture.pdf>, accessed on 2.12.2014

³⁰⁷ Source: 'Agriculture in India: A Report' available at <http://new.nic.in/pdfreports/impact%20of%20wto%20women%20in%20agriculture.pdf>, accessed on 2.12.2014

³⁰⁸ Source: Census of India 2011, available at [http://censusindia.gov.in/\(S\(zwn1dm45oiej3gfr1bsso2e\)\)/Census_And_You/economic_activity.aspx](http://censusindia.gov.in/(S(zwn1dm45oiej3gfr1bsso2e))/Census_And_You/economic_activity.aspx), accessed on 4.12.2014

Total employed in agriculture as labourers are- 106,957,000 and women constitute 49,446,000.

³⁰⁹ Source: 'Women: Land and Agriculture in Rural India', UN Women South Asia, available at <http://www.unwomensouthasia.org/2012/women-land-and-agriculture-in-rural-india/>, accessed on 3.12.2014

2. Wages

There is a marked difference in agricultural wages of men and women. According to Ministry of Labour and Employment data³¹⁰ the difference in the average wages of men and women for harvesting in 2012 (Table 56) has increased from the 1999 figure.

Table 56 Female Wages for Harvesting 1999-2013 (In Indian Rupees)

Source: Ministry of Labour and Employment

3. Pattern of land-holding

Year	Male	Female	Percentage difference between male-female wages
1999-2000	58.7	48	16.29%
2009-2011	101	83	17.7%
2012-2013	168	138	17.6%

The patterns of agricultural landholding among women further highlight the position of women in agriculture sector in India. Table 57 highlights that **female landholdings in India are predominantly individually held**. Approximately **90.37% of total operated landholdings (15981 million) and 86.6% of total operated area (14313 million hectares) is held individually by women**. Women are mostly marginal and small farmers. Of the total landholdings held individually by women 72% are marginal holdings and of the total individually operated agricultural area by women 55.2% are marginal and small holdings.

Table 57: Size of Operated Landholding and Operated Area held by women (2010-11)

Size of holding	Number of Holding ³¹¹ (in Million)		Area of Operated holdings (In Million Hectares)	
	Joint	Individual	Joint	Individual
Marginal	1102	11554	431	4118
Small	296	2714	419	3800
Semi Medium	195	1256	541	3323
Medium	93	406	541	2292
Large	16	50	265	780
Total	1702	15981	2197	14313
Total (M+F)	19518	118592	27196	130854

Source: Agriculture Census 2010-11

Additionally, the percentage of operational landholdings with women has increased from 11.70% (2005-06) to 12.78% (2010-2011) but when contextualized in the total operated landholdings and operated area in India, women have only 12.78% of landholdings (2010-11) and 10.3% of the total operated area (2010-11)³¹². Figures discussed highlight only a small aspect of the status of women's landholding in India. More disturbingly however, women who do own land tend to have limited actual control over land and/or the assets which flow from it. While a range of laws and policies have been enacted by the government which ban gender discrimination related to land as well as a revision in

³¹⁰Source: <http://www.indiastat.com/table/labourandworkforce/380987/wageratesforagriculturaloccupations19952014/209143/844543/dat a.aspx>, accessed on 10.12.14

³¹¹ Joint holdings refer to holdings in which ownership rights of women are share with others (eg. husbands/family members). Individual holdings are ones in which ownership rights are with women individually

³¹² Source: Agriculture Census 2010-11, available at <http://agcensus.nic.in/document/agcensus2010/completereport.pdf>, accessed on 6.12.2014

inheritance law, these enactments have not been entirely successful in transforming the skewed access to land resources among women.

Pattern of Landholdings among SC/ST: The distribution of operational landholdings and the area under agricultural operation with SC and ST reveals the extent to which these marginalized groups have access to land. As these groups predominantly reside in rural areas, land is a major source of food security and livelihood for them. Landholdings among SC/ST also highlight the extent to which land reforms have succeeded in India. SC and ST constitute 16.2%³¹³ and 8.2% of the Indian population respectively. **SC holds 12% of operational landholdings and 10.6% of total operated area while ST holds 8.6% of operational landholdings and 11.4% of total operated area.** Landholdings with SC groups are predominantly marginal and small in nature as Table 58 shows.

Table 58: Distribution of SC and ST Landholdings 2010-11

Type of land holding	Landholdings of SCs				Landholdings of STs			
	Operated landholdings (in Millions)		Area (In million hectares)		Operated landholdings (in Millions)		Area (in Million hectares)	
	<i>Total of 17 million landholdings</i>		<i>Total of 14 million hectares</i>		<i>Total of 12 million landholdings</i>		<i>Total of 18.2 million hectares</i>	
Marginal	13.2	78%	5	36%	6.4	53%	3.1	17%
Small	2.4	14.11%	3.4	24.2%	3	25%	4.1	22.5%
Semi-Medium	1	5.8%	3	21.4%	2	14.1%	5	27.47%
Medium	0.33	1.9%	2	14.2%	1	6.3%	4.3	23.6%
Large	0.052	0.30%	0.836	6%	0.11	0.91%	2	9.3%
Total	17	100	14	100	12.5	100	18.5	100

Source: Agriculture Census 2010-11 (Slight mismatch in total numbers is because of rounding off)

Table-59 highlights the patterns of landholding among female members of SC and ST groups. **Women among SCs are predominantly marginal landowners.** As Table-57 shows, maximum number of operated landholdings is marginal in nature (1691 million). However, in terms of area under operation for agriculture by SC women, maximum area is under semi-medium landholdings (2678 million hectares). ST women also predominantly have marginal landholdings (772 million) and maximum area under agriculture operation consist of semi-medium landholdings (496 million hectares).

Table 59 Landholding Patterns among Female Members of SC and ST Groups

Type of Landholding	Landholdings Female SCs		Landholdings Female STs	
	Operated Landholdings (In Millions)	Area Operated (In Million Hectares)	Operated Landholdings (In Millions)	Area Operated (In Million Hectares)
Marginal	1691	582	772	358
Small	277	382	325	457
Semi-Medium	1005	2678	186	496
Medium	27	153	67	380
Large	3	54	111	1763

Source: Agriculture Census 2010-11

³¹³ Source: 2011 Census of India. This excludes the population of Mao Maram, Paomata and Purul sub-divisions of Senapati district of Manipur.

4. Livestock

Women play an indispensable role in the livestock sector in India. **Over 73% of livestock related work is carried out by women as compared with 37% in cropping agriculture**³¹⁴. A greater proportion of women are employed in the livestock sector. According to a UN report³¹⁵, 16% women were involved in livestock sector as against 3% men. Quoting a range of studies the report also highlights that women have a higher stake in dairying and account for 93% of total employment.

In rural areas, self-employed women spend 22% of their person days on manual work related to animal farming. However, the role of women in the livestock sector has not been sufficiently recognised. Women played an important role in the dairy revolution in India which significantly raised the country's milk production levels. Women are also leaders in livestock breeding. They have a long tradition of playing an active role in breeding of indigenous stocks. They often use sophisticated breeding techniques to develop indigenous breeds which can adapt to local climate and are disease resistant. However, the knowledge and skills of women farmers in livestock breeding lacks proper documentation or adequate recognition. **Given the prominent role played by women in the livestock sector, their livelihoods are significantly vulnerable to livestock diseases, market trends and shocks and external environmental factors.**

5. Forest sector

Women in rural areas heavily depend on forests. However, detailed quantitative and qualitative data on the role of women in the Forest sector is not available in the public domain easily and could not be accessed for this report card. Below is a brief discussion of the role of women based on the available information.

Rural women from poorer backgrounds play the role of forest produce gatherers. In addition to firewood, the poor women collect minor forest products (MFPs) or non-timber forest produce (NTFP) such as fodder and grasses; raw materials like bamboo, canes and Bhabbar grass for artisan based activities; leaves, gums, waxes, dyes and resins; and many forms of food, including nuts, wild fruits, honey, and game³¹⁶. As men focus on activities such as cutting timber, men and women have different understandings of the forest. Women are credited with more extensive knowledge about forests. Among the most prominent challenges facing the agriculture sector in India is deforestation and commercial plantations. Due to the dependence of women on the forest sector they are the first victims of any environmental degradation. For example, deforestation results in a fuel-wood crisis which forces village women to travel long distances in search of wood. Deforestation can also result in fodder scarcity which further affects women because the care of livestock is their responsibility. This burden can also have painful ramification on the girl child. When mothers are busy fetching fuel wood, girl children are kept at home for doing housework and discouraged from attending schools.

³¹⁴ Source: (Jarial & Bhatt, 2013)

³¹⁵ Source: 'Women, Land and Agriculture in India', 2012, UNWomen, available at <http://www.unwomensouthasia.org/2012/women-land-and-agriculture-in-rural-india/>, accessed on 4.12.2014

³¹⁶ Source: 'Women's rights to Forest Spaces', 2014, available at http://www.unwomensouthasia.org/assets/Womens_Rights_to_Forest_Spaces_Resources.pdf, accessed on 8.12.2014

Donor Activity in the Sector

This section details the activities of four main international donors in the Agriculture sector in India, World Bank, International Fund for Agriculture Development, Asian Development Bank and United States Agency for International Development. These organisations undertake multiple projects, therefore only projects focussing on Gender issues or ones having a multi-region, multi-sectoral focus have been selected for detailed discussion.

The World Bank

The World Bank's activity in agriculture and rural development in India is by far the Bank's largest such program worldwide in absolute dollar terms³¹⁷. It has invested 5.5 billion USD in net commitments from both International Development Association (IDA) and International Bank for Re-construction and Development (IBRD) and has 24 ongoing projects³¹⁸. The focus of World Bank's assistance in agriculture and rural development is on providing state-level support but some assistance is also provided at the national level.

The Bank's Agricultural and Rural Development portfolio is clustered across three broad themes namely

- Agriculture, watershed and natural resource management
- Water and irrigated agriculture
- Rural livelihood development

Some key World Bank projects from 2002-2012 are detailed in Table-60. These projects were selected from a list of 86 projects (which include completed, dropped and in the pipeline projects) available on the World Bank India website. The projects selected for a detailed discussion are ones that have a Gender component or have a macro-level multi-area, multi-sectoral focus.

Table 60: Key World Bank projects in Agriculture Sector in India

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Rajasthan Agricultural Competitiveness Project (Ongoing)	To establish the feasibility of sustainably increasing agricultural productivity and farmer incomes in Rajasthan.	There are four components to the project. a) Climate resilience. b) Markets and value chains. c) Farmer's organizations and capacity building. d) Project management, Monitoring and Evaluation (M and E), learning.	166.50 million USD	Not yet detailed

³¹⁷ Source: 'India: Issues and Priorities for Agriculture', 2012, available at <http://www.worldbank.org/en/news/feature/2012/05/17/india-agriculture-issues-priorities>, accessed on 5.12.2014

³¹⁸ Ibid

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
National Agricultural Innovation Project (closed)	To contribute to the sustainable transformation of Indian agricultural sector from an orientation of primarily food self-sufficiency to one in which a market orientation is equally important for poverty alleviation and income generation	Project sectors include agricultural extension and research, Central government administration and General information and communications sector and project themes include rural policies and institutions, rural services and infrastructure, administrative and civil services reform, technology diffusion and Gender	250.00 million USD	Achieved targeted increase of 50 in agriculture innovations (institutional) by end project (number)
India: Economic Empowerment Project for Women (SEWA)	Provide IT-enabled microenterprise support services to poor and vulnerable women in rural India (specifically in Gujarat, Rajasthan, Bihar and some North-Eastern states, with Gujarat as the main focus) to help improve their livelihoods and reduce their vulnerability.	The project has three components – Component 1 Transforming Community Learning Centers into Business Development Centers in Gujarat Component 2 Launching Business Development Centers in other states Component 3: Program Administration, Monitoring, Evaluation and Learning	1.82 million USD	9 Community Learning Centres have been upgraded to Community Learning Business Resource Centres, 4 new CLBRCs have been launched in other states. The 13 CLBRCs have reached, with their services, trainings and outreach programs, a total of 126,769 households. Project also resulted in at least 10% increase in annual incomes of 41% of the targeted beneficiaries
Diversified Agricultural Support Project (DASP)	To increase agricultural productivity, to promote private sector development, and to improve rural infrastructure	The project has six components- a) Support for technology development b) establishing a demand-driven technology dissemination system through rationalizing, reorienting, and strengthening line departments c) Increasing participation by the private sector in input supply and support services d) Supporting increased private sector	160.50 million USD	<ul style="list-style-type: none"> • Over 10% increase in crop productivity • 25% increase in Milk productivity • 169% baseline to 203% at ICR- Agricultural extension • Significant

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
		involvement and public/private partnerships in agri-business development e) Rural infrastructure development f) Project management and enhanced capacity for economic policy analysis.		diversification of area out of cereals into vegetables and other higher-value crops
Rural Women's Development and Empowerment Project (closed)	To strengthen processes which promote economic development of women and create an environment for social change.	The specific objectives are to: a) establish women's self-help groups (SHGs); b) sensitize and strengthen the institutional capacity of support agencies to proactively address women's needs; c) increase the incomes of poor women; d) develop linkages between SHGs and lending institutions and e) improve access to better health care, education and drudgery reduction facilities.	53.50 million USD	<ul style="list-style-type: none"> • Creation of 17,647 against an original target of 7,400 SHGs with a membership of 240,000 women with 79% belonging to vulnerable population groups • 90% women members could freely articulate their thoughts • 90 % women reported access to and control over domestic resources like land, house and livestock • 77% women participated in decision making regarding sale or purchase of movable assets • 9% of SHGs had their members elected to the Gram Panchayats • Average annual incomes of women increased by as much as 100% in nominal terms and 60% in real terms • Dependence on wage

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
				labor reduced from 64% to 33% with greater reliance on owner cultivation, animal husbandry and allied activities and enterprises as livelihood options

International Fund for Agriculture Development (IFAD)

IFAD has financed 24 projects and programs in the country from 1979-2012. IFAD projects mainly target the rural poor defined as those living below the poverty line. More specifically, the projects focus on women living below the poverty line and scheduled tribes, and also include scheduled castes to some extent and focuses on three major project areas:

- Institution building and capacity development
- Rural finance
- Livelihoods promotion

Table-61 below highlights select development projects undertaken by IFAD.

Table 61 Key IFAD Projects in Agriculture Section in India

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Women's Empowerment and Livelihoods Programme in the Mid-Gangetic Plains (2014-present)	To achieve increased productivity and improve household incomes.	To accomplish the project objective the project will: a) Introduce market-linked enterprises and form sustainable grass-roots institutions b) Support increased participation by women in local government c) Build the capacity of civil society organizations	52.5 million USD	Not available

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
		d) Enhance the capacity of financial institutions and the private sector to operate in the targeted areas		
Tejaswini Rural Women's Empowerment Programme (2005-present)	To enable poor women to have a wider range of choices and opportunities in the economic, social and political spheres so they can improve their own well-being and that of their households	The programme supports and strengthens women's self-help groups and their apex organizations, and provides them with access to financial services, fostering linkages with banks and supporting microfinance institutions.	228.3 million USD	Not available
Rural Women's Development and Empowerment Project (1996-2002)	To promote women's economic development, while creating an environment favourable to social change as a way of improving women's living conditions.	Focuses on 35 districts in Bihar, Gujarat, Haryana, Karnataka, Madhya Pradesh and Uttar Pradesh states and supports project activities that establish self-help groups and improve their access to and control over resources.	53.5 million USD	<ul style="list-style-type: none"> • 100% of the women participating in the project reported increased access to resources like land, house and livestock and 90% women stated control over these domestic resources • Average annual incomes of women increased by as much as 100% in nominal terms and 60% in real terms; • Dependence on wage labour reduced from 64% to 33% with greater reliance on owner cultivation, animal husbandry and

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
				<p>allied activities and enterprises as livelihood options</p> <ul style="list-style-type: none"> • SHGs: creation of 17,647 against an original target of 7,400 SHGs with a membership of 240,000 women with 79% belonging to vulnerable population groups
<p>Tamil Nadu Women's Development Project (1989-1998)</p>	<p>To bring about the economic and social betterment of women to improve the welfare of their families and their status both within the family and in the community</p>	<p>The project was designed to achieve its objectives through the following components: (a) income-generation activities (b) institutional credit (c) informal credit and savings mobilization (d) group development (e) institutional support (f) training was provided to women on a variety of subjects (g) NGO involvement</p>	<p>30.6 million USD</p>	<ul style="list-style-type: none"> • 64% of all project beneficiaries crossed the poverty line during implementation • Beneficiary families saw a 70% rise in their incomes during implementation • 69% of the women beneficiaries who were previously unskilled labourers have either become fully self-employed or are less dependent on wage labour

Asian Development Bank

ADB runs a number of projects in the area of agriculture even though its core operational areas are infrastructure, environment, regional cooperation and integration (RCI), finance sector development and education³¹⁹. Some of its key projects in the agriculture sector are highlighted in Table-62 below. These projects have been selected from a list 66 projects listed on its India website³²⁰.

Table 62 Key ADB Projects in Agriculture Sector in India

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Improving Small Farmers' Access to Market in Bihar and Maharashtra (2010-2013)	Increased income of small scale farmers in Bihar and Maharashtra through access to alternative higher-return markets. The outcome will be the enhanced integration of small-scale fresh fruit and vegetable (FF&V) farmers, including female and scheduled caste (SC) and scheduled tribe (ST) farmers, into the horticulture value chains in those states	The outputs of the Project aimed at (i) 2,000 small-scale farmers organized into 20 effective farmer groups (ii) 4 well-performing farmer groups are developed into producer companies (iii) 20 farmer groups and 4 producer companies are trained in business, technical and organizational management skills and (iv) Farmer groups and producer companies establish long-term mutually beneficial agreements with buyers.	3,000 USD	Enhanced integration of small-scale Fresh Food & Vegetable farmers into high-value horticulture value chains in the target sites of Bihar and Maharashtra.
Agribusiness Infrastructure Development Investment Program (2010-2018)	Diversify and increase value addition in India's agriculture, generate employment, raise farm and non-farm incomes, and thereby alleviate poverty.	To prepare (i) economically and financially viable investments in market facilities and infrastructure, and (ii) support services for agribusiness development and commercialized farming. The project aims to encourage private sector investment in all stages of the value chain in agriculture. States to be covered are Chhattisgarh, Himachal Pradesh, Jammu & Kashmir, Punjab, and Sikkim	67,600 USD	Not available

³¹⁹ Source: See, 'Policies and Strategies', Asian Development Bank Website, available at <http://www.adb.org/about/policies-and-strategies>, accessed on 5.12.2014

³²⁰ Source: 'Project Records', Asian Development Bank Website, <http://adb.org/projects/search/513%2C21268>, accessed on 9.12.2014

Project	Objective	Description	Budgetary Allocation	Outcomes (if any)
Karnataka Integrated and Sustainable Water Resources Management Investment Program (2014-2021)	To improve water availability to meet competing water demands in selected river basins in the State of Karnataka (the state) by implementing integrated water resources management (IWRM)	Along with the project aim to improve water use efficiency the project has important Gender milestones as well. For example for in the project work in Gondi Subproject one of the objective is to build awareness of women's equal rights and participation in water resources management and livelihood improvement.	225,000 USD	Not available
Livelihood Improvement for River Erosion Victims in Assam (2012-2015)	Increased livelihood opportunities and incomes of river erosion victims in 3 subproject sites in Assam, including women.	Project output includes- (1) Improved skills in spinning and increased market access; (2) Improved weaving skills and increased market access. (3) Improved vegetable production skills and market access. (4) Educated youth learn new employable skills, and (5) Youth learn to set up microenterprises (6) Increased capacities of project management and implementation of NGOs	2,500 USD	Not available

United States Agency for International Development (USAID) ³²¹

USAID has an active agriculture program in India which seeks to address agricultural development challenges. USAID approaches these challenges by forming partnership and alliances with public and private institutions in India and providing institutional, technological and human capacity inputs towards agricultural enterprises. Table- 63 highlights the key partnerships formed by USAID in the agriculture section in India.

³²¹ Source: (USAID, 2015)

Table 63 Key agriculture related USAID projects in India³²²

S no.	Project/Partner Organisation	Focus Area
1	Confederation of Indian Industries' Rural Business Hubs Project	Connecting farmers to products, markets, information and advisory services
2	Agriculture Innovations Partnerships	Trains agricultural university faculty to modernize agricultural curricula at Indian State Agricultural universities
3	US Department of Agriculture	Developing forecasting capacity of Indian Ministry of Agriculture

Key Highlights

Major Concerns

This report began with examining the agriculture sector particularly focusing on women and challenges faced by them. It began with a statistical outline of the sector and focussed on key indicators of the position of women in Indian agriculture, key policy interventions undertaken by the government of India and their impact on women, governmental institutions in the agriculture sector and the extent of gender mainstreaming in them and lastly it provided a brief snapshot of activities of important donor agencies. This comprehensive study revealed the following key issues regarding the role and status of women in agriculture sector.

- **Agriculture Growth in India:** Agricultural Growth has declined both relative to the GDP and in its absolute percentage from 1992-2007. The rate of growth in the livestock sector has been higher than that of the crop sector in recent years.
- **Position of women in the Agriculture Sector:** Agriculture is labour intensive and women contribute more than 60% of the labour. With regards to patterns of landholding, women are primarily marginal and small farmers and their landholdings are predominantly individually held.
- **Work Participation:** Rural women are primarily involved in agricultural occupation. Very few rural women undertake activities in non-farm sector. Livestock is a prominent area of their activity where they account for 93% of total employment. They are also heavily dependent on forests and are the first victims of any environmental degradation. Women's responsibilities as workers and as farmers are increasing as more men are migrating to urban areas and to non-farm sectors in response to both the distress in agriculture and better job opportunities elsewhere³²³
- **Challenges facing women:** Increasing mechanisation of agricultural activities undertaken by women is affecting their livelihood. Similarly, increasing use of chemical processes in agriculture is causing prominent health concerns for women. Women cultivators are also at the disadvantage in comparison to men as they lack the skills to undertake non-farm activities and also commonly lack access to latest information and technology pertaining to agriculture.

Way forward

- **Improving resources, Strengthening skills and opportunities for agricultural women:** Women own smaller farms and have lower productivity of their farming operations primarily because they lack access to inputs such as quality seeds, farm implements and fertilizers. Access to these inputs can dramatically increase farm productivity. Providing effective and timely credit lines is one

³²² Source: (USAID, 2015)

³²³ Source: UN women report on agriculture

important way in which these inputs can be provided to women so they can purchase agriculture related machines and implements. Women also require tailor-made extension services to provide them with latest information about technologies to improve farm productivity, agricultural produce storing and marketing. Women working in the farms also need appropriate support services like crèches, child care centres, nutrition, health and training.

- **Building on the extensive knowledge base of rural women:** Women have in-depth knowledge about forest resources, agriculture, forest, livestock and food crops. This information needs to be drawn out and used in building programs and schemes for sustainable development. For example, women need to be involved in organised efforts to improve seed quality and their timely availability.
- **Extension services in non-farm activities-** Women are predominantly employed in agriculture related farm activities and lack the skills and training in non-farm activities. Extension services which can impart such skills are urgently needed in rural areas.
- **Gender Friendly implements:** Women Farmers are tasked with the responsibilities of running their households in addition to the demands of their farms. However, implements and technological innovations that would reduce time and effort in fulfilling their responsibilities effectively are not available to women. Research and Development towards developing such implements and technology, assisting companies working to develop such product would have a long standing impact on the position of women in rural areas and their role in agriculture.

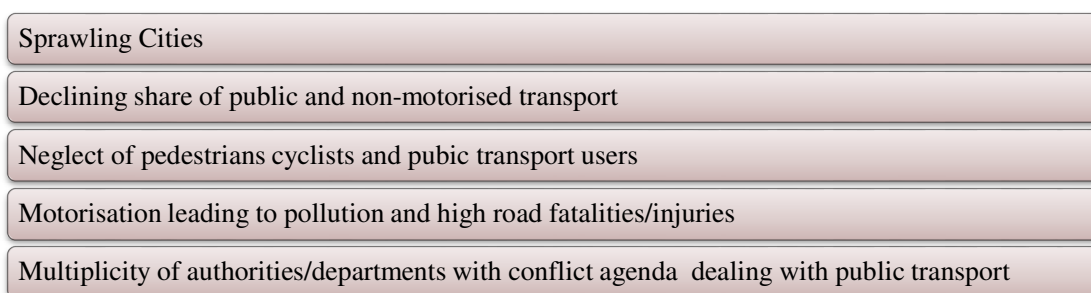
E. Urban Transport Sector

Sector Overview

This section provides a brief overview of the Urban Transport sector. It discusses projected estimates of urbanisation in India, main challenges facing Public Transport in India, particularly those related to women.

According to a study by McKinsey and Company (2010) discussed in a report on Sustainable Urban Transport, by Mani, Rishi and Madhav (2012) **the population of Indian cities will grow from 340 million in 2008 to 590 million by 2030³²⁴. Reliable and safe public transport is therefore an urgent need in India.** Effective transport could facilitate job-related and market transactions, increasing the efficiency and productivity of both home-based and market work³²⁵. Working group on the 12th Five year plan³²⁶ details a number of challenges facing urban transport across India as highlighted by Figure 38.

Figure 38 Main Challenges of the Transport Sector



Source: (Planning Commission , 2011)

In addition to the larger problems facing the transport sector, there are specific challenges particularly for women as discussed in the text box below³²⁷.

Challenges Facing Women with regards to Transport Sector

- **Transport System favours Long travel:** Women take frequent and short trips as they must balance household and income-generating activities. However safe modes of public transport for travel of short distances are not easily available
- **Poor accessibility to Public Transport:** Women particularly poor women, have higher demands on their time than men and need easier access to public transport
- **Poor facilities to pedestrians: Several women pedestrians are unable to walk freely due to limited space**
- **Safety on Public Transport:** Existing public transport facilities are not perceived as safe

³²⁴ Source: (Mani, Rishi, & Madhav, 2012)

³²⁵ Source: (World Bank, 2014)

³²⁶ Source: (Planning Commission , 2011)

³²⁷ Source: (Babinard, 2010; Asian Development Bank, 2013, Ministry of Urban Development. Wilbur Smith Associates, 2008)

Transport is a state subject in India. There was no national policy on the transport planning in India³²⁸ till 2006. Municipal Authorities and Metropolitan Bodies addressed transport crises as isolated road improvement projects. **The National Urban Transport Policy was introduced in 2006** and oriented policy making in India towards **better transport planning as part of urban development**. The share of transport sector in the 2014 Union budget was INR **116,202 Crore** and INR **100 crores** have been set aside for **Metro Projects in Lucknow and Ahemdabad**. With regards to women in the transport sector, the 12th Five Year Plan³²⁹ focuses on two areas:

- Incentivising public transport for women by introducing user-friendly features
- Enhanced safety measures for women

Report of the Working Group on Empowerment of Women³³⁰ (2006) also focusses on the needs of women with regards to the public transport. Some of its key recommendations include:

- Ensuring that **women are represented in the planning and design** of transport investments, including on user panels and fund boards
- Improving the dissemination of information on transport investments and related employment opportunities
- **Considering 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

The next section details the key indicators of analysis. The indicators include both general indicators related to the transport sector and those particularly focusing on needs of women.

Analysis of Key Indicators

This section discusses key data tables related to the Transport Sector. The focus has been on highlighting data related to Gender. Transport sector has very limited gender-segregated national-level quantitative data. Data is largely collected at the level of cities and most studies are qualitative. In the compilation of these data tables, therefore, primacy has been given to **all-India level quantitative data which provides a glimpse of the sector and where available, on the status of women with respect to the sector**. In the following section, **data has been provided along five indicators: Modal Share in Indian Cities, Public Transport in India, Public Transport Accessibility, Projected Urban Transport Demand in 2021 and 2031, Purpose of Travel among Men and Women, Preferred Mode of Transport among Men and Women and Women's Safety and Transportation**.

Key data tables

1. Modal Share in Indian Cities

A report on Bus Rapid Transit System (BRTS) in Pune, Jaipur, Delhi and Indore by United Nations Environment Program (UNEP) (2013) highlights that **walking and cycling constituted 42% of the trips in these cities in 2007**. Table-64 highlights the modal share³³¹ in these cities.

³²⁸ Source: (Tiwari, 2007)

³²⁹ Source: (Twelfth Five Year Plan (2012-2017), 2013)

³³⁰ Source: (Report of the Working Group on Empowerment of Women for the XI Plan, 2006)

³³¹ Modal Share: A modal share (also called mode split, mode-share, or modal split) is the percentage of travelers using a particular type of transportation or number of trips using said type.

Table 64 Modal Share in Cities of India 2007

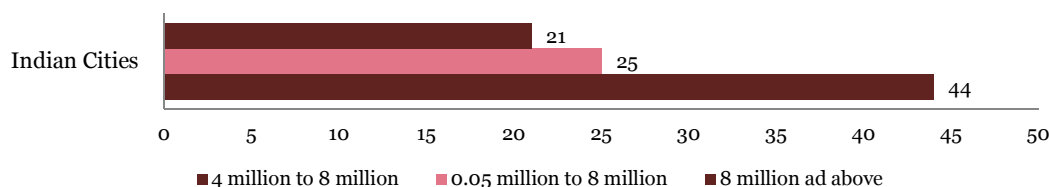
City Category according to Population	Mode of transport (%)					
	Walk	Cycle	2 W ³³²	Public Transport	Car	IPT ³³³
Category 1a (<0.5 million, Plain Terrain)	34	3	26	5	27	5
Category 1b (<0.5 million, Hilly Terrain)	57	1	6	8	28	0
Category 2 (0.5-1.0 million)	32	20	24	9	12	3
Category 3 (1.0-2.0 million)	24	19	24	13	12	8
Category 4 (2.0-4.0 million)	25	18	29	10	12	6
Category 5 (4.0-8.0 million)	25	11	26	21	10	7
Category 6 (above 8 million)	22	8	9	44	10	7
Total	31	11	21	16	16	5

Source: (Mahadevia, Joshi, & Datey, 2013)

2. Public Transport in India

A study on the State of Transportation in urban areas in India conducted by the Ministry of Urban Development and Wilbur Smith Associates in 2008 in 30 cities³³⁴ is the most recent data on trends on transportation in urban India. Analysing this data, a report on Promoting Low-Carbon Transport in India³³⁵ by UNEP states that **public transport systems in Indian cities have not been able to keep pace with the rapid and substantial increases in demand. Bus services in particular have deteriorated and their modal share has further reduced as passengers have turned to personalised modes and intermediate public transport (such as three-wheelers and taxis), adding to traffic congestion, which in turn has adversely impacted bus operation.** The State of Transport study³³⁶ highlights the share of Public Transport in Indian in 2007 (see figure 39) and states that only large cities with a population of 8 million and above have a substantial share of public transport (44%).

Figure 39 Share of Public Transport in Indian Cities 2007 (All figures in percentages)



Source: (Mahadevia, Joshi, & Datey, 2013)

3. Public Transport Accessibility

The study on State of Transport in India³³⁷ developed a **Public Transport Accessibility Index. The index is the inverse of the average distance (in km) to the nearest bus stop/railway station.** Put in other words, if the distance from airport to nearest bus depot in city A is 10 kilometre and in city B it is 3 kilometre, the Public Transport Accessibility index will be lower in city A and higher in city B and city B has a better Public Transport Accessibility Index. Figure-40 highlights the best and the worst cities according to the Public Transport Accessibility Index. Among 30 cities selected as part of the study, Chandigarh followed by Delhi has the best access to public transport. Panaji followed by Shimla has the worst access to public transport.

³³² 2W- Two Wheeler Transportation such as scooters

³³³ IPT- Intermediate Public Transit. This mainly refers to auto-rickshaws.

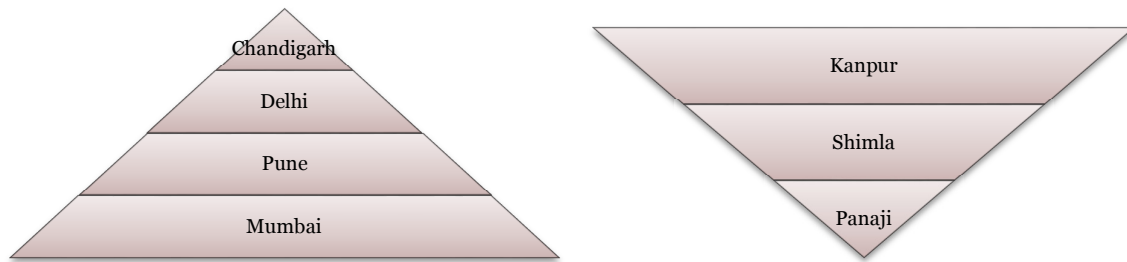
³³⁴ State capitals and cities with population above 0.5 million

³³⁵ Source: (Mahadevia, Joshi, & Datey, 2013)

³³⁶ Source: (Ministry of Urban Development, Wilbur Smith Associates, 2008)

³³⁷ Source: (Ministry of Urban Development, Wilbur Smith Associates, 2008)

Figure 40 Best and Worst Cities in terms of Public Transport Accesibility (2007)



Source: (Ministry of Urban Development, Wilbur Smith Associates , 2008)

4. Projected Urban Transport Demand

The State of Transport Study also estimates transport demand in the 30 cities where research was conducted. Table-65 details these projections. As the table represents, between 2021 and 2031, cities in category-6 are projected to witness the largest increase in demand for Urban Transport.

Table 65 Projected Demand of Urban Transport in 30 cities (in Lakhs) in 2021 and 2031

City Category	2021	2031
Category-1 a 1a (<0.5 million, Plain Terrain)	1.2	1.6
Category-1 b (<0.5 million, Hilly Terrain)	4	5
Category-2 (0.5-1.0 million)	94	139
Category-3 (1.0-2.0 million)	272	354
Category-4 (2.0-4.0 million)	258	368
Category-5 (4.0-8.0 million)	678	871
Category-6 (above 8 million)	1543	2044

Source: (Ministry of Urban Development, Wilbur Smith Associates , 2008)

5. Growth in Private Motor Vehicles

The number of private motor vehicles is increasing rapidly India. Between 1987 -2007, motor vehicles grew in Indian cities by 12% per annum³³⁸.

6. Purpose of Travel: Women

The social and economic roles of women in urban³³⁹ and rural areas³⁴⁰ define their transportation needs³⁴¹. A large share of travel undertaken by women are to **cater to household and family needs, including journeys to collect water and fuel wood, taking children to school, visits to health centres and visits to family members**. Female commuters make relatively **shorter/local and more frequent travel** with multiple stops to meet their multiple domestic responsibilities³⁴².

Urban Areas: A study on female workforce and transportation related challenges, in Sanjay Camp, an urban slum in Delhi, (2006) particularly highlights the disproportionate share of domestic/reproductive responsibilities shouldered by women. Figure-41 highlights the share of productive, reproductive and leisure activities in a typical day of men and women in Sanjar Camp.

³³⁸ Source: (Mahadevia, Joshi, & Datey, 2013)

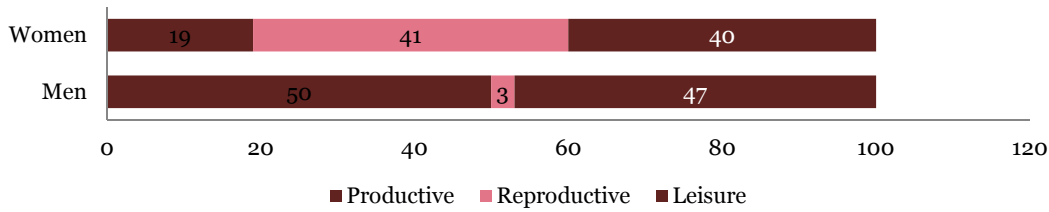
³³⁹ Source: Based on study of travel patterns of women in a Delhi slum by Anand & Geetam (2006)

³⁴⁰ Source: (Asian Development Bank, 2013)

³⁴¹ Source: (Babinard, 2010)

³⁴² Source: (Anand & Geetam, 2006)

Figure 41 Division of time according to responsibilities Men/Women in Sanjay Camp, Delhi (All figures in percentages)

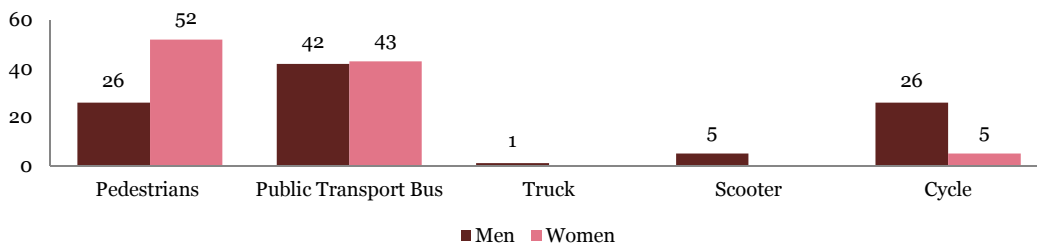


Source: (Anand & Geetam, 2006)

7. Preferred Mode of Transport

Women tend to use slower and cheaper modes of transportation, more commonly, public transport than men³⁴³. Most transport services incentivise long distance travel which is usually undertaken by men. Due to this particular structure of bus fares and routes, low income women restrict their opportunities to jobs or work that is located close to their homes³⁴⁴. The study of Sanjay camp (an urban slum) in Delhi discussed earlier highlights the modes of transport used by male and female travellers. Figure-41 represents different modes of transport used by men and women in Sanjay camp. The figure-42 underscores the fact that **women constitute a large section of pedestrian travellers.** Another study of preferred mode of transportation in Pune also highlights that **female walking trips were higher than that of men³⁴⁵.** A similar finding was reported by a study on the current status and the progress of the Bus Rapid Transit (BRT) in five Indian cities, Ahmedabad, Indore, Jaipur, Pune and Delhi³⁴⁶. The study also highlights that **poor women in urban areas do not use transport and prefer walking to save money.**

Figure 42 Different Modes of Transportation used by Men and Women in Sanjay Camp, Delhi (All figures in percentages)



Source: (Anand & Geetam, 2006)

8. Women’s Safety and Transportation

In a Global survey on issues affecting women conducted in 2008, **safety in public spaces including public transportation was identified as among the most common form of Gender based violence against women** various parts of the world³⁴⁷.

³⁴³ Source: (Asian Development Bank, 2013)

³⁴⁴ Source: (Asian Development Bank, 2013)

³⁴⁵ Source: (Babinard, 2010)

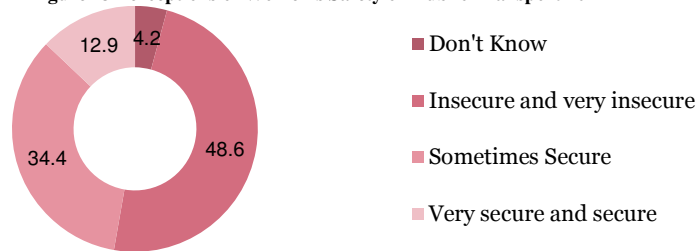
³⁴⁶ Source: (Mahadevia, Joshi, & Datey, 2013)

³⁴⁷ Source: (UN Habitat , 2008)

The study on Sanjay Camp³⁴⁸ highlights that women constitute an important share of the pedestrian traffic. However, **pedestrian traffic in general and women pedestrians in particular are at risk because transport planning in India privileges vehicle flow**. The needs of pedestrians, cyclists, and users of non-motorized vehicles are frequently ignored. **The absence of footpaths on roads, badly designed pedestrian crossings (on surface and underpasses), the poor location of bus shelters and the high steps of public buses all contribute to hostile infrastructure for women. Further, women are also targets of sexual harassment on the road or in public transport.**

According to the Delhi Human Development report³⁴⁹, public transport is not viewed as safe for women (see figure 43). **Only 0.4% of respondents considered the public transport in Delhi very secure and only 12.5% of respondents considered the public transport secure**. The respondents also stated that **buses were the most unsafe. But interestingly, illiterate and the less educated respondents perceived the public transport to be safer than those who were educated up to the graduate level and above.**

Figure 43 Perceptions of Women's Safety on Public Transport 2012



Source: (Planning Department , 2013)

³⁴⁸ Source: (Anand & Geetam, 2006)

³⁴⁹ Source: (Institute for Human Development, 2013)

Key Highlights

Major Concerns

The overview of urban transport sector presented in the preceding section highlights that the sector presents a number of challenges for women.

- **Lack of gender segregated data:** There is limited gender segregated data on the transport sector and this reflects lack of recognition of specific transport needs of women.
- **Long-distance travel is incentivised:** Fares charged penalize short journeys or multiple stops which are typically undertaken by women.
- **Costs of transport:** For many women with limited personal incomes or claims on household resources, public transport is expensive.
- **Pedestrians are ignored in Transport Planning:** Focus of transport planning is on vehicle flow and mass transport projects. However, for many women, due to their poor income backgrounds, walking is still the most preferred mode of transport. Their transport needs as a pedestrian are largely ignored; this includes appropriate infrastructure such as walk-ways and safety measure such as lighting.
- **Accessing Public Transport:** Public transport is often at a long distance from habitation and it creates a disincentive for women to use it.

Way forward

- **Incentivising Shorter and Frequent Travel:** Public Transport needs to develop incentives for shorter and frequent travel.
- **Improving Public Transport Accessibility:** Accessibility to public transport is important to incentivise it for women by providing more bus stops, feeder buses, intermediate transport such as rickshaws
- **Safety on Public Transport:** Improved safety measures such as better lighting on bus stops, tracking systems, improved policing are essential to address the transport needs of women.
- **Improving Facilities for Pedestrians:** Women make-up a large chunk of pedestrians in India and improvements in side-walks, crossings, street lighting and traffic flow is urgently required for them.

F. Water Sector

Sector Overview

“A scarce natural resource, water is fundamental to life, livelihood, food security and sustainable development. India has more than 18 % of the world’s population, but has only 4% of world’s renewable water resources and 2.4% of world’s land area. There are further limits on utilizable quantities of water owing to uneven distribution over time and space.”

(National Water Policy 2002, 2014)

Access to safe water is vital for the existence and functioning of human civilization. It has a diverse range of uses for domestic, agricultural, industrial, power generation and navigational purposes. Water is an indispensable resource, but it is also a scarce one. **India has over 18% of the world’s population but only 4% of the world’s renewable water resources**³⁵⁰. Ensuring even the most minimal access to safe drinking water for the entire population is an immense challenge.

The 12th Five Year Plan calls for a ‘paradigm shift’ in the management of water resources and supply of water to urban and rural areas of the country. The core features of this strategy can be summarised as follows³⁵¹:

- A multidisciplinary, **participatory management approach to irrigation projects** and a sustained effort at improving water use efficiency
- A **participatory approach to sustainable management of groundwater**
- A new approach to **rural drinking water** and sanitation
- All urban water supply projects to necessarily **integrate sewage systems**
- Definite targets for recycling and reuse of water by Indian industry in conformity with international standards
- Renewed focus on non-structural mechanisms for flood management
- Vastly improved and **transparent systems of water-related data collection** and management
- Adaptation strategies to mitigate the likely impact of climate change
- A renewed thrust to inland waterways transport as an environment friendly economical mode of transport
- A new legal and institutional framework for water based on broader consensus among the States

Nirmal Bharat Abhiyan³⁵² is a community-led total sanitation program initiated by the Ministry of Drinking Water and Sanitation. It aims to achieve **safe sanitation for 50% rural households by 2017 and to all rural households by 2022**³⁵³. Similarly, the rural water supply programme and guideline was revised as **National Rural Drinking Water Programme (NRDWP) to address challenges pertaining to sustainability, water availability and supply, poor water quality**, centralized vs. decentralized approaches, ensuring equity in regard to gender, socially and economically weaker sections of society, school children, socially vulnerable groups, disabled senior citizens etc.³⁵⁴

Quality of water being supplied to the population is also monitored through **Water Quality Monitoring & Surveillance (WQM&S) which was launched in February 2005 and has since then been merged with the NRDWP**. Under the programme, the basic strategies are stated as follows³⁵⁵:

³⁵⁰ (National Water Policy 2012, 2015)

³⁵¹ (Planning Commission, 2013)

³⁵² Earlier called the Total Sanitation Campaign (TSC)

³⁵³ (Annual Report 2013-14, 2014)

³⁵⁴ (National Rural Drinking Water Programme, 2011)

³⁵⁵ (Water Quality Monitoring & Surveillance (WQM&S), 2015)

- all drinking water sources should be tested at least twice a year for bacteriological contamination and once a year for chemical contamination
- states may establish water testing laboratories at the sub-division level
- the existing Field Testing Kits (FTK) may continue to be used for primary detection of chemical and biological contamination of all the drinking water sources in the village
- The services of five GP level persons who have been trained under National Rural Drinking Water Quality Monitoring & Surveillance programme since February 2006 i.e. ASHA, Anganwadi Workers, School Teachers, GP members, Social Workers etc. will continue to be utilized for the surveillance programme
- Monitoring is to be done by entering the test results of all sources tested by the designated labs on the IMIS of DDWS. The habitation and household data must be collected by two village level members

A summary table of main indicators of analysis is presented in Table 66.

Table 66: Summary table of key indicators in the water supply sector

Indicators/ Parameters of Analysis	(%)
Access to drinking water within premises	39
Households spending 30 minutes or longer to obtain water	14.4
Access to Improved Drinking Water	93
Female Headed Households with drainage facility	51.2
Female Headed Households with toilet facility within premises	48.3

Source: (Registrar General, 2015) (NFHS, 2012) (WHO, 2014) (Registrar General, 2015)

The quality and quantity of water as well as ease of access are not the same across the length and breadth of the country. **The health and wellbeing of women bears a strong linkage with the availability of water for a number of reasons:**

- **Female members of a family are generally responsible for collecting water** that is not readily available. A considerable amount of time and energy is devoted to this task.
- Since **toilet facilities are not available within the house, women, especially those belonging to socio-economically disadvantaged classes, face serious hardships in searching for appropriate spaces.** They are severely restricted to defecate at only certain times of the day (before sunrise or after sunset). This also makes them **vulnerable to sexual and physical abuse.**
- **Unsanitary surroundings** exacerbated by lack of adequate toilet or drainage facilities put both men and women at **risk of infections and diseases.**
- Households headed by women and those belonging to the fringe groups in society are doubly disadvantaged since they lack the knowledge or resources for accessing better water supply
- Lack of water for hand washing and bathing prevents households from practicing optimum hygiene related behaviours

The next section presents an analysis of key water supply indicators especially those relevant to women and female headed households in urban and rural regions of India. These are presented through tables and visual representation. **Only the indicators relevant to JICAs Hogenakkal Water Supply project have been included in this report card.**

Analysis of Key Indicators

This section presents the key data tables on parameters of analysis on the water supply sector. In the compilation of these data tables, **primacy has been given to indicators relevant to access of women to water sources, distance to water sources, access to improved sanitation, bathing and drainage**

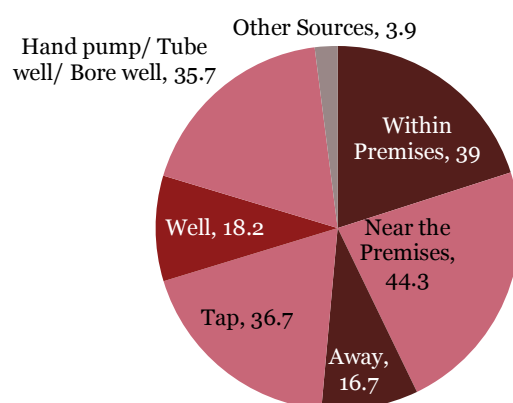
facility. With reference to published information, segregation based on region and social groups has been presented. A comparison between statistics available for the state of Tamil Nadu³⁵⁶ and those at national level is also offered for a few indicators.

Key data tables

1. Drinking Water Source and Location:

It is important to ascertain the location and source of drinking water supply for households in rural and urban regions as it helps one to determine the ease with which water is available to users. For this purpose, location of water source has been classified as ‘within premises’, ‘near the premises’ and ‘away’ as presented in figure 44 below:

Figure 44: Source and location of drinking water in India (2011)



Source: (Registrar General, 2015)

In the period of 2001-11, there has been a modicum of improvement in the location of drinking water for the population i.e. **46.6% of households in 2011 reported that drinking water was available ‘within premises’ as compared to 39% in 2001.** Tap users also increased from **36.7% to 43.5%** during this period whereas users of water sourced from wells came down. Table 67 below details the sources of drinking water in urban and rural areas:

Table 67: Location of drinking water source in urban and rural areas

S.no.	Location of drinking water source	Rural (%)		Urban (%)	
		2001	2011	2001	2011
1.	Within Premises	28.7	35	65.4	71.2
2.	Near the Premises	51.7	42.9	25.2	20.7
3.	Away	19.5	22.1	9.4	8
4.	Tap	24.3	30.8	68.6	70.6
5.	Well	22.2	13.3	7.7	6.2
6.	Hand pump/ Tube well/ Bore well	43.2	51.9	16.3	20.8
7.	Other Sources	4.5	4	2.3	2.5

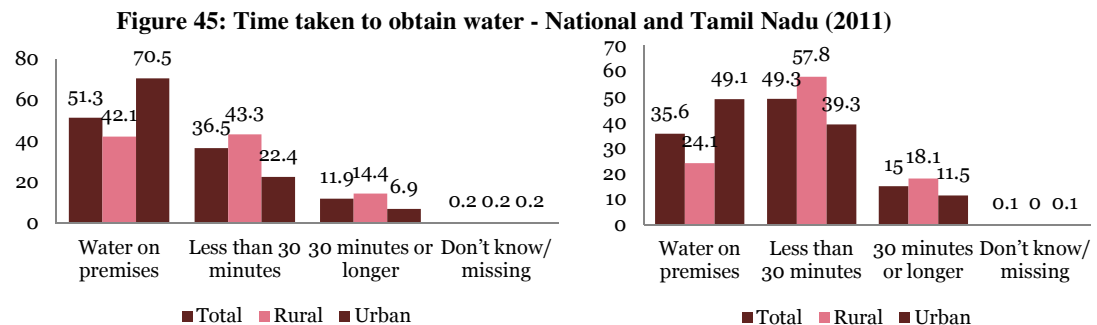
Source: (Registrar General, 2015)

³⁵⁶ Data for the state of Tamil Nadu has been included with a purpose of supplementing the Japanese Consultant’s field visit experience at JICAs Hoggenakkal Water Supply project site.

Availability of water within premises is much higher for urban households as compared to rural households. The same also holds true for the percentage of tap users in urban and rural areas. Dependency on hand pump/ tube wells/ bore wells is also much higher in rural areas.

2. Time Taken to Obtain Drinking Water (Roundtrip):

This section illustrates the amount of time spent by rural and urban households in obtaining drinking water. National level data is set in comparison with that available for the state of Tamil Nadu. **In rural areas of the country, 14.4% of households spend 30 minutes or longer to obtain water. In urban areas, this number is 6.9%. Further, a much higher number of urban households enjoy the facility of water on premises (70.5%) than rural households (42.1%).**

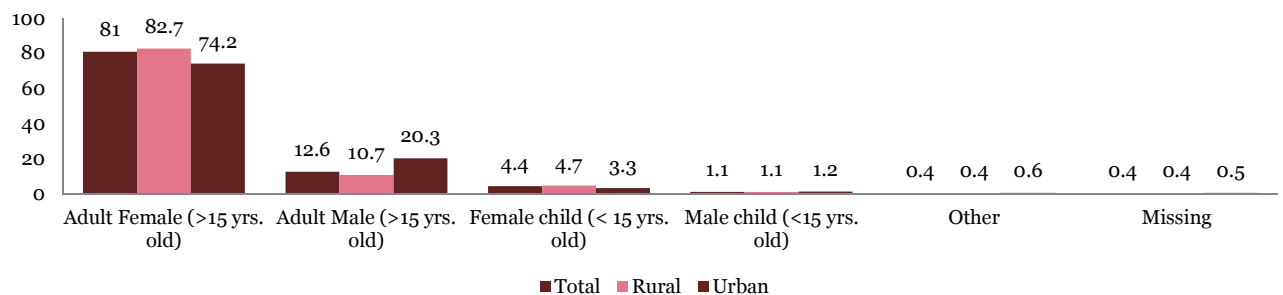


Source: (NFHS, 2012)

In the state of Tamil Nadu, much less than 50% of households have water available on premises. 24.1% of rural households and 49.1% of urban households have water on premises. 57.8% of rural households in Tamil Nadu take about 30 minutes to obtain water.

3. Person Responsible for Collecting Water:

Figure 46: Persons responsible for collecting water (2011)



Source: (NFHS, 2012)

Across the country, **the responsibility of collecting water falls primarily on the adult female members of the household (81%)**. Considering this information in combination with the indicators mentioned above, it can be surmised that the adult female member spends a considerable amount of time and energy in fetching water from sources away from the household.

4. Distance to Water Source for Female Headed Households:

There are about 2,68,84,345 female headed households³⁵⁷ (FHH) in India, 64.9% of which are located in rural regions of the country³⁵⁸. The following set of tables presents information on the

³⁵⁷ Female headed households are the number of households with a female head.

³⁵⁸ (Registrar General, 2015)

level of access to water source for FHH. The data has been organized based on region and social group classification.

Table 68: Distance to water for total FHH (2011)

	Total	Rural	Urban
Within Premises	45.0	33.1	67.1
Near Premises	37.2	44.4	23.9
Away	17.8	22.6	9.0
Total FHH	100	100	100

Source: (Registrar General, 2015)

Table 69: Distance to water for SC & ST FHH (2011)

	SC			ST		
	Total	Rural	Urban	Total	Rural	Urban
Within Premises	34.3	26.3	52.8	20.5	14.1	64.8
Near Premises	44.7	49.4	34.0	47.2	50.4	26.5
Away	20.9	24.3	13.2	32.3	35.5	8.7
Total FHH	100	100	100	100	100	100

Source: (Registrar General, 2015);

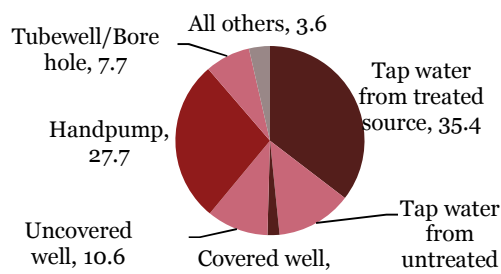
45% of all FHH in the country have access to water within their premises. This figure is higher for FHH located in urban areas (67.1%) and significantly lesser for FHH in rural areas (33.1%)³⁵⁹. A significantly less number of FHH from Scheduled Castes or Scheduled Tribes have water available within premises. In rural regions, a considerable number of **FHH belonging to Scheduled Tribes have to obtained water from sources located far away from their premises (35.5%). This is higher than the corresponding figure for FHH belonging to Scheduled Castes and the overall population³⁶⁰.**

³⁵⁹ (Registrar General, 2015)

³⁶⁰ (Registrar General, 2015)

5. Drinking Water Source for Female Headed Households:

Figure 47: Distance to water source for FHH (2011)



Source: (Registrar General, 2015)

As illustrated above, the primary source of water for FHH in the country is tap water from treated source (35.4%) followed by hand pump (27.7%). The table below presents further level of detail on source of water for FHH in urban and rural areas segregated by social group:

Table 70: Distance to water source for FHHs - variation by region and social group (2011)

	Rural FHH			Urban FHH		
	Total	SC	ST	Total	SC	ST
Tap water from treated source	21.6	23.3	10.6	61.0	60.6	53.0
Tap water from untreated source	15.3	15.8	11.5	8.9	9.7	11.5
Covered well	1.9	1.2	2.1	2.2	1.2	2.3
Uncovered well	12.4	8.8	19.4	7.2	4.6	7.8
Hand pump	36.7	39.9	40.6	10.9	14.3	13.3
Tube well/Borehole	8.0	7.7	8.1	7.2	6.7	6.8
All others	4.1	3.4	7.7	2.5	3.0	5.3
All sources	100	100	100	100	100	100

Source: (Registrar General, 2015)

In rural India, a disturbingly low number of FHH have access to tap water from treated sources. This is particularly low for FHH belonging to ST group (10.6%). The situation in urban areas is significantly better with 61% FHHs availing tap water from treated source. A large number of rural FHHs rely on hand pumps and uncovered wells as a source of drinking water.

6. Female Headed Households with drainage facility:

FHH in rural areas are relatively disadvantaged in terms of drainage facility. Only 36.3% of such households reported having an open or close drain in the house. The number is even lower for rural FHH from among SC and ST groups – 36% and 17.3% respectively³⁶¹.

³⁶¹ (Registrar General, 2015)

Table 71: FHHs with drainage facility (2011)

	Drainage Facility		
	Total	Rural	Urban
% Total FHH	51.2	36.3	78.8
% SC FHH	47.5	36.0	73.7
% ST FHH	26.2	17.3	67.0

Source: (Registrar General, 2015)

7. Female Headed Households with toilet facility within premises:

The type of toilet facility ranges from flush/pour flush latrines connected to some form of piped system; pit latrine with or without slabs; night soil disposed into open drains; and service latrines³⁶². **In urban areas, 78% of all FHHs have access to a toilet facility. However, less than 50% of all FHHs across the country have access to any form of toilet facility within premises.** As with other indicators pertaining to water supply stated above, female ST population in rural areas have the poorest accessibility to toilets within premises.

Table 72: FHHs with toilet facility (2011)

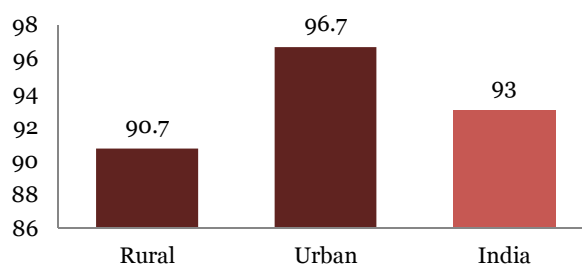
	Total	Rural	Urban
% Total FHH	48.3	32.2	78.0
% SC FHH	35.5	23.8	62.1
% ST FHH	25.5	17.6	62.2

Source: (Registrar General, 2015)

8. Access to Improved Drinking Water:

As per World Health Statistics, **93% of the total population in India (2012) uses improved drinking water sources³⁶³ as compared to 70% in 1990³⁶⁴.** The graph below presents the percentage of population with access to improved water source:

Figure 48: Access to improved drinking water (2012)



Source: (WHO, 2014) (Improved Water Source, 2015)

The National Family Health Survey – III provides further evidence on the types of improved and non-improved drinking water sources that are in use in rural and urban regions of India. This is presented in the table below:

³⁶² (Registrar General, 2015)

³⁶³ For the purpose of MDG monitoring, WHO and UNICEF define improved drinking water source as one that, by nature of its construction or through active intervention, is protected from outside contamination, in particular from contamination with faecal matter. These include piped water on premises (house/yard/plot), public taps, tube wells/boreholes, protected dug wells, protected springs, rainwater collection (Improved Water Source, 2015)

³⁶⁴ (WHO, 2014)

Table 73: Type of water source - Rural & Urban India (2011)

Type of water source	Total	Rural	Urban
Improved Sources	87.9	84.5	95.0
• Piped Water into dwelling/plot/yard	24.5	11.8	50.7
• Public tap/ standpipe	17.5	16.1	20.3
• Tube well/ bore well	42.8	53.2	21.3
• Protected dug well	2.5	2.8	1.8
• Protected spring	0.2	0.3	0.1
• Rainwater	0.1	0.2	0.0
• Bottled water, improved source for cooking, hand washing	0.3	0.1	0.8
Non Improved Sources	11.9	15.4	4.8
• Unprotected dug well	9.3	12.4	2.9
• Unprotected spring	0.6	0.8	0.1
• Tanker truck/ cart with small tank	0.5	0.3	0.9
• Surface water	1.5	1.8	0.8
• Bottled water, non-improved source for cooking, hand washing	0.0	0.0	0.1
Other Sources	0.2	0.1	0.2
Total	100.0	100.0	100.0

Source: (NFHS, 2012)

In the state of Tamil Nadu, the situation in terms of access to improved water sources is better than the national average – 93.8% of the households in Tamil Nadu have access to improved water sources as compared to 87.9% at the national level.

Table 74: Type of water source - Rural & Urban Tamil Nadu

Type of water source	Total	Rural	Urban
Improved Sources	93.8	93.8	93.7
• Piped Water into dwelling/plot/yard	25.2	14.8	37.5
• Public tap/ standpipe	59.0	70.3	45.6
• Tube well/ bore well	6.2	7.1	5.1
• Other improved	3.4	1.6	5.5
Non Improved Sources	6.2	6.1	6.3
Other Sources	0.1	0.1	0.0
Total	100.0	100.0	100.0

Source: (NFHS, 2012)

9. Access to Improved Sanitation Facilities:

36% of the population (2012) uses improved sanitation as compared to 18% in 1990³⁶⁵. For the purpose of MDG monitoring, WHO and UNICEF define improved sanitation facility as one that hygienically separates human excreta from human contact. These include flush toilet, connection to piped sewer system, connection to septic system, flush/ pour-flush to a pit latrine, composting toilet etc.

³⁶⁵ (WHO, 2014)

Key Highlights

Major Concerns

In the Draft Mini Report Card on Water Supply, the attempt has been to provide an overview of the sector and understand the access to improved water by women. To pave the way forward and enable better gender outcomes in the water supply sector, the following highlights are put forth:

- ***Women and the water burden:*** In 81% of the households across India, women are responsible for collecting water. Since the water source is often located away from the household, this translates into a **large amount of a woman's time and energy being invested in this activity**. It prevents them from engaging in more productive activities.
- ***Inadequate water supply and health hazards:*** Female members of the household are also responsible for cleaning the house. **Improper hygiene and lack of adequate water puts women's health at risk while undertaking cleaning and maintenance of the house.**
- ***Dignity, privacy and wellbeing:*** Without proper toilet and drainage facilities, women are denied the basic rights of maintaining dignity and privacy during defecation and menstruation. Having to control their basic bodily functions leads to perpetual discomfort and severe health hazards such as gastro-intestinal infections, urinary tract infections.
- ***Hindrance to empowerment:*** The burden of fetching water and the lack of water within premises **impacts the productivity and health of women**. It ties them down to the house and affects their ability to participate in more fruitful pursuits such as attending school, taking up an occupation and participating in the community.
- ***Dependency on unsafe water sources:*** A considerable number of rural households, Scheduled Tribe households and Female Headed Households still rely on un-improved sources of water supply. This makes them susceptible to innumerable infections and water-borne diseases. Ill health adds to the burden of these marginalized groups.
- ***Water and Female Headed Households:*** Through a variety of indicators presented in the previous section, it is clear that Female Headed Households are worse-off in their access to safe and improved water supply. **More than 50% of all such households do not have a water source within their premises**. A considerable number still rely on hand pumps and untreated sources for water. Such households also have limited access to drainage and toilet facilities.
- ***Lack of a gender sensitive policy:*** National level policies on drinking water and sanitation do not adequately adopt a gender sensitive approach. **Issues of hygiene, toilet facilities for women often do not get acknowledged in the discourse on water supply.**

Way forward

- ***Increasing awareness:*** The sustained lack of adequate water supply is perpetuated by lack of adequate knowledge. The people, especially women, need to be made aware of their rights to safe drinking water, adequate toilets and drainage facility. Increased awareness would generate demand for high quality water supply services throughout the country.
- ***Improving access to safe water sources:*** Wider availability of improved water sources such as piped water on premises (house/yard/plot), public taps, tube wells/boreholes etc. would reduce the population's dependency on unsafe, uncovered and untreated water sources.
- ***Developing high quality waste disposal system:*** Proper waste disposal and cleanliness is closely linked with water supply. An efficient system of waste management will directly impact the health and wellbeing of men and women, especially in rural areas

G. Critical Gender Issues

Sector Overview

“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 in private life.”

United Nations Declaration on the Elimination of Violence against Women (DEVAW), Article 1

Violence Against Women (VAW) has been called "the most pervasive yet least recognized human rights abuse in the world." Accordingly, the Vienna Human Rights Conference and the Fourth World Conference on Women gave priority to this issue, which jeopardizes women's lives, bodies, psychological integrity and freedom. It violates and impairs the enjoyment of women's human rights and fundamental freedoms. **VAW originates from unequal power equation between men and women and is a result of gender discrimination that is faced by a woman throughout her life.** Table 75 below provides details of the type of discrimination faced throughout her life.

Table 75: Gender discrimination throughout a woman's life³⁶⁶

Phase	Type
Prenatal	• Prenatal sex selection, battering during pregnancy, Coerced pregnancy
Infancy	• Female infanticide, emotional and physical abuse, differential access to food and medical care
Childhood	• Genital cutting; incest and sexual abuse; differential access to food, medical care, and education; child prostitution
Adolescence	• Dating and courtship violence, economically coerced sex, sexual abuse in the workplace, rape, sexual harassment, forced prostitution
Reproductive	• Abuse of women by intimate partners, marital rape, dowry abuse and murders, partner homicide, psychological abuse, sexual abuse in the workplace, sexual harassment, rape, abuse of women with disabilities
Old Age	• Abuse of widows, elder abuse (which affects mostly women)

As evident, the cycle of violence in a woman's life starts even before her birth. **According to the 2011 census the sex ratio between men and women indicates 940 women to a 1000 men which is a definite improvement over the 2001 census where the ratio was 933:1000.³⁶⁷ However, India still has one of the lowest sex ratios on the world with approximately 35 million women "missing". Research indicates that 12% of this gap is found at birth which increases to 25% in childhood.³⁶⁸** Gender discrimination and inequalities emanates from the entrenched patriarchal systems and biases. Such discrimination is visible in different forms across women's life spans for instance as per 2011 census, the gender gap in literacy remains at 16.25 percent points, despite all the intensive inputs. As reflected in Table 76, the situation worsens for women on the margins viz. SC/ST and Muslim women, in different developmental sector – health, education, livelihood, political participation etc.

³⁶⁶ Source: Heise, L. 1994. Violence Against Women: The Hidden Health Burden. World Bank Discussion Paper. Washington. D.C. World Bank

³⁶⁷ India: Violence Against Women. Current Challenges and Future Trends; Nr. 26 / 2013 IBy Dona John, Omaid Ahmad & Maria Schneider <http://www.freiheit.org/Aktuelle-Berichte/1804c27055i1p/index.html>

³⁶⁸ The Age Distribution of Missing Women in India; S. Anderson & D. Ray; Economics & Political Weekly; Dec 2012 Issue

Table 76 : Impact of Gender Discrimination on Women's literacy

Indicator	% for Women	% for Men
Percentage of literate persons	64.64%	80.89%
Percentage of literate SCs	56.46%	75.17%
Percentage of literate STs	49.35%	68.53%
Percentage of literate persons in rural areas	57.93%	77.15%
Percentage of literate persons in urban areas	79.11%	88.76%
Gender gap in the literacy rate 16.25 percent points		

Source: Directorate of Adult Education, Ministry of Human Resource Development (mhrd.gov.in/adult-education)

Impact of Gender Discrimination on Women's Political Participation

- Percentage of women members the 16th Lok Sabha (Parliament, lower house) was 11.23 % in 2014. Though this is a marginal increase compared to the 2009 elections (61 women members in 2014 as against 59 in 2009) it is almost half the world average of 22.2%³⁶⁹
- Percentage of women members in Rajya Sabha (Parliament, Upper House) was 11.5 % in 2013 compared to the world average of 20.2%³⁷⁰
- Percentage of women representation in 3-tier Panchayati Raj (Village, Intermediate and District level Panchayats) was 26.87% in 2008³⁷¹

The Constitution of India guarantees gender based equality and non-discrimination and it also empower the State to adopt affirmative measures to address the disadvantages faced by women. Within this framework India's policies, laws, plans and programmes aim at overall empowerment of women addressing critical challenges being faced by women including VAW. As reflected in table 77, crimes against women (cases reported to Police) have also seen increase in recent years. Such Crimes included rape, kidnapping, sexual harassment (at work, in public places), trafficking, molestation and cruelty by husbands and relatives. **There are also increasing number of cases where women have to face violence in name of honour of their community/family crimes against in the honour and these are primarily in cases where women choose their own partners. There has been rise in cases of acid attacks on women. However, there is also a positive element to the rise in reported crimes against women. As literacy levels among women are increasing, there is also an increase in the number of crimes against women being reported to the police.**

Table 77 : Key Indicators of Violence against Women in India

Indicator	2012	2013
Crimes against women reported to the police	244,314	309,546
Rape cases reported	24,931	33,707
Child rape reported	8,543	12,363

Source: National Crime Records Bureau (NCRB), 2013

Key Indicators of Violence against Women in India³⁷²

- 39% of currently married women (15-49 age group) have experienced violence in marriage *
- 47% of Women (20-24 age group) married before the legal age i.e.18 years*
- 70,739 cases of assault on women to outrage their modesty
- 51,881 Incidences of Kidnapping & Abduction of Women (Sec.363-369,371-373 IPC) reported in 2013
- 8,083 Dowry Deaths (Sec.304B IPC) reported in 2013

³⁶⁹ Reference : <http://www.downtoearth.org.in/content/61-women-make-it-lok-sabha-2014-against-59-2009> and Inter-Parliamentary Union (<http://www.ipu.org/wmn-e/world.htm>)

³⁷⁰ Reference : www.delhipolicygroup.com

³⁷¹ Reference : Ministry of Panchayati Raj

³⁷² Data Source : NCRB and for * National Family Health Survey (NFHS) 3rd round

- 118,866 Incidences of Cruelty on Women By Husband or his Relatives (Sec.498A IPC) (Cases reported under Section 498A IPC has various socio-economic and familial linkages and hence should be construed as heinous crime against women)
- 83,328 Assault on Women with intent to outrage her modesty / Insult to the modesty of Women (Sec.354 IPC, Sec.509 IPC)
- 1896 women victims (above 19 years age) reported trafficked under ITPA in 2013
- 2579 Cases reported under Immoral Traffic (P) Act, 1956
- 4566 victims being reported as trafficked in 2013 (Source Anti Human Trafficking Unit)

Defining moments of VAW in India are from the decades of 70's and 80's when with mass movements and protests, VAW was brought to the forefront of 'burning issues' and also defined a new in India Women's movement. The G20 Survey (2012) by Thomson Reuters Foundation, places India amongst the worst performing countries in terms of women's safety (19th out of 20 countries surveyed).

Institutional Structure

There are 3 Central Ministries that play critical role in directly addressing violence against women through multidimensional strategies viz. **Ministry of Women and Child Development, Ministry of Home Affairs and Ministry of Law and Justice**

A. Ministry of Women and Child Development

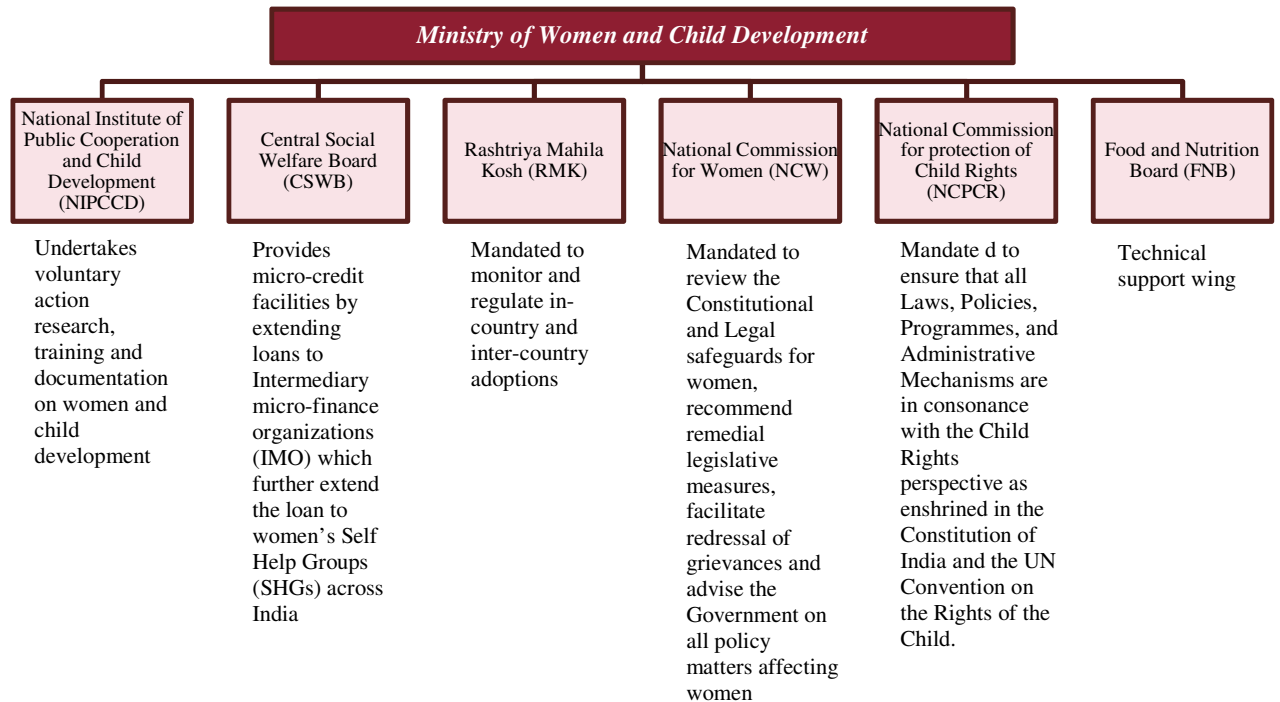
The Ministry of Women and Child Development is the **nodal agency to guide, co-ordinate and review the efforts of the Government and NGOs**. Established in 1985 as a Department which was part of the Human Resource Development Ministry, in 2006, it became an independent ministry and was entrusted with **the nodal responsibility to advance the rights and concerns of women**.

Mandate of the Ministry of Women and Child Development

- Women' empowerment and gender equity
- Overseeing the National Commission of Women and *Rashtriya Mahila Kosh*
- Implementation of various acts focusing on women such as dowry prohibition act, indecent representation of women act
- Planning research, evaluation, monitoring, project formulations , statistics and training relating to the welfare and development of women and children, including development of gender sensitive data base

The Ministry has four autonomous organizations under its aegis, the **National Institute of Public Cooperation and Child Development (NIPCCD), Central Social Welfare Board (CSWB), Rashtriya Mahila Kosh (RMK) and Central Adoption Resource Authority (CARA)**. In addition to this, two statutory commissions **National Commission for Women (NCW) and National Commission for Protection of Child Rights (NCPCR)** are also under the purview of the Ministry. The **Food and Nutrition Board (FNB)** is an attached office of the ministry. The structure of MWCD is highlighted in Figure-49 below.

Figure 49: Structure of the Ministry of Women and Child Development



Source: Based on information provided on the Ministry of Women and Child Development website <http://wcd.nic.in/>, 2014

The NCW and RMK focus mainly on women. Amongst these, NCW plays critical role in fact finding, redressal and advocating for measures against VAW. **The objective of the NCW is to represent the rights of women in India and to provide a voice for their issues and concerns. The subjects of their campaigns have included dowry, politics, religion, equal representation for women in jobs, and the exploitation of women for labour. They have also discussed police abuses against women.** The RMK is responsible for socio-economic empowerment of women. It acts as a **facilitating agency and provides loans to NGO-MFIs termed as Intermediary Organizations (IMO) which on-lend to Self Help Groups (SHGs) of women.** RMK extends micro-credit to the women in the informal sector through a client friendly, without collateral and in a hassle-free manner for income generation activities. RMK has taken a number of promotional measures to popularize the concept of micro financing, enterprise development, thrift and credit, formation and strengthening of Women-SHG through intermediary organizations.

At the state level **the State Commissions for Women (SCW)** form part of the national institutions on addressing cases of VAW. The SCW is set-up in 18 states and union territories and it acts as a statutory ombudsperson. Additionally, **Gender Focal Points Cells or Women's Cells** have been formed in the ministries in the development sector, including Education, Rural Development, Labour and Agriculture. Given that gender discrimination is root cause for VAW, in addition to these institutions which are specifically mandated to address gender issues, Institutions with a wider mandate also focus their efforts in tackling gender based discrimination. The **Panchayati Raj System** and **Urban local self-government** actively facilitate gender equality by providing avenues for women's political participation and decision-making. The 73rd and the 74th amendments (1993) to the constitution of India which instituted local self-governance bodies where they were absent (Bihar) and strengthened

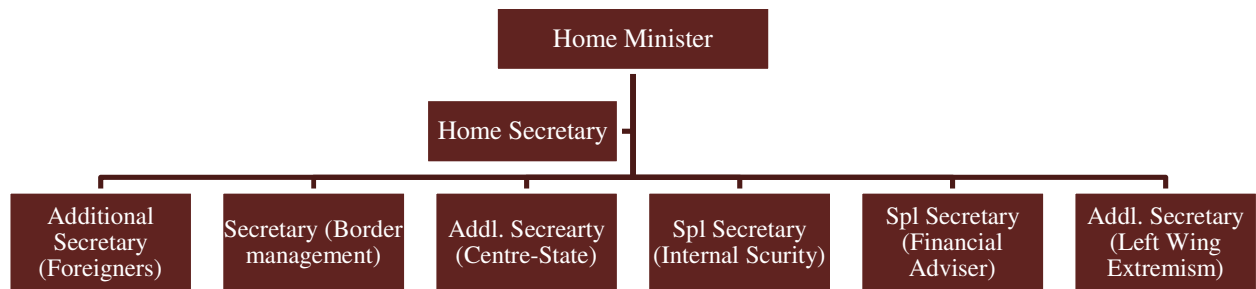
the existing ones where they had a long-standing history (Rajasthan), reserved 1/3rd of the seats in village panchayats and urban local self-government for women. India has also formed institutional mechanisms within the legislature to address gender discrimination. The **Parliamentary Committee on Empowerment of Women** was constituted by the Lok Sabha³⁷³ in 1997 to review the effectiveness of measures taken by the central government for the empowerment of women.

To gain a recent and comprehensive understanding of gender issues, Government of India set up a **High Level Committee (HLC)** in 2012 to understand the impact of policy and legislations since 1989 and evolve appropriate policy interventions. The committee consists of the Chairperson, Member Secretary and seventeen Members. **The HLC is funded by the Ministry of Women and Child Development and reports to it, though the Ministry and its activities also fall within its ambit of review. Ministry of Women and Child Development has a total budget of INR 21,100 crore of which HLC is allotted INR 5 crore.** In February 2014, the HLC submitted its preliminary report to the Minister of Women and Child Development wherein **it identified Violence against Women, Declining Sex Ratio and Economic Disempowerment of Women as three key burning issues which require immediate attention of the nation, and action by the government.**

B. Ministry of Home Affairs

The Ministry of Home Affairs (MHA) has multifarious responsibilities, important among them being internal security, management of para-military forces, border management, Centre-State relations, administration of Union territories, disaster management, etc. **Ministry of Home Affairs extends manpower and financial support, guidance and expertise to the State Governments for maintenance of security, peace and harmony without encroaching upon the constitutional rights of the States.** Under the Government of India (Allocation of Business) Rules, 1961, the Ministry of Home Affairs has various constituent Departments (see figure 50 below).

Figure 50 Constituent Departments of Ministry of Home Affairs



Source: Ministry of Home Affairs, [http://mha.nic.in/sites/upload_files/mha/files/OrganizationalChart\(E\).pdf](http://mha.nic.in/sites/upload_files/mha/files/OrganizationalChart(E).pdf), 2014

There are different Divisions of the Ministry of Home Affairs viz. Administrative Division, Border Management Division, Coordination Division, Disaster Management, Finance, Internal Security, J&K, North East, Foreigner Division, Freedom Fighter Rehabilitation, Left Wing Extremism, Judicial, Centre-State Division, Police and Human Rights Division. Out of these the critical ones (with regards to VAW) are Centre-State Division, Police, Judicial and HR Division.

Additionally, the Ministry has also established the **Nodal Anti -Trafficking Cell (NATC), a National Crime Records Bureau.** Additionally, several other Commission/Committees such as **National**

³⁷³ The Lok Sabha (Assembly of the People) is the lower house of India's bicameral-parliament, with the higher house being the Rajya Sabha. It is composed of representatives of the people from 543 constituencies, chosen by direct election on the basis of adult suffrage

Human Rights Commission and the Justice Varma committee are appointed from time to time by MHA to affirm and support its mandate.

The Ministry of Home Affairs set up a **Nodal Anti -Trafficking Cell (NATC) in 2006** for dealing with matters relating to trafficking in human beings.

- Responsibilities include **collecting and analysing the data related to trafficking from the State Governments/UT Administrations, identifying problem areas and analysing causes for their source/transit/destination areas, monitoring action taken by the State Governments/UT Administrations for combating the crime and organizing co-ordination meetings with the nodal Police Officers of States/UTs.**
- NATC acts as a focal point for communicating various decisions and follow up on action taken by the State Governments. It also interfaces with other Ministries, International organizations, countries and other stakeholders in the collation and dissemination of information relating to human trafficking. All the States/ UT Administrations have nominated Anti Trafficking Nodal Officers who coordinate amongst themselves in inter-state trafficking cases.
- Anti-Trafficking nodal cells have been created at district level headed by Superintendents of Police of the District. To improve the effectiveness in tackling the crime of human trafficking and to increase the responsiveness of the law enforcement machinery, exhaustive and consolidated advisories are issued to all States/UTs from time to time.

The **National Crime Records Bureau (NCRB)** was set up in 1986 vide MHA Resolution with the objective to **function as a clearing house of information on crime and criminals including those operating at national and international level so as to assist investigators and others by linking crime to the perpetrators, collection and processing of crime statistics** The other objectives which have been supplemented over the years are to prepare an enabling Information Technology.

National Human Rights Commission (NHRC) is an autonomous body constituted in 1993 under the Protection of Human Rights Ordinance of 28 September 1993. **The NHRC is the national human rights institution, responsible for the protection and promotion of human rights, defined by the Act as "rights relating to life, liberty, equality and dignity of the individual guaranteed by the Constitution or embodied in the International Covenants"**. NHRC also looks into cases of violence against women along with other human rights violation cases.

The Ministry of Home Affairs in collaboration with the Ministry of Women and Child Development is working on several areas concerning women and children. Number of NGOs and non-Government affiliated women welfare organizations are directly involved in any project being implemented by MHA.

C. Ministry of Law and Justice

Ministry of Law and Justice also plays an important role in addressing VAW. **It deals with the management of the legal affairs, legislative activities and administration of justice in India through its three departments namely the legislative department and the department of legal affairs and department of justice respectively.**

- **The Legislative Department** is mainly concerned with **drafting of all principal legislation for the Central Government viz, Bills to be introduced in Parliament, Ordinances to be promulgated by the President** etc. The responsibility of maintaining upto date the statutes enacted by Parliament is also with this Department
- **Department of Legal Affairs is mandated to give** advice to Ministries on legal matters including interpretation of the Constitution and the laws and engagement of counsel to appear on behalf of the Union of India in the High Courts and subordinate courts where the Union of India is a party.

Sector Policy Overview

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. Within the framework of a democratic polity, Indian laws, development policies, Plans and programmes have aimed at women's advancement in different spheres. **India has also ratified various international conventions and human rights instruments committing to secure equal rights of women. Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1993.**

As reported by Govt. of India in the recent CEDAW Session `India is committed to preventing trafficking of women. **A three-pronged strategy has been adopted to prevent trafficking and exploitation of women. Legislative measures that focus on prevention of trafficking and penal action against those involved in trafficking, the support services to the victims of trafficking and with preventive measures in the source area including education, employment and empowerment of women.**

India has ratified the United Nations Convention against Transnational Organized Crime and its two protocols, including the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, in May 2011. India has made significant efforts on the issue of human trafficking. The Government has, inter alia, already set up 104 local anti-trafficking units and increased the numbers of convictions of people involved in human trafficking for forced labour. **Project of the United Nations Office on Drugs and Crime (UNODC) is a joint initiative of UNODC and the Government and launched in April 2006. This project is focused on “Strengthening the law enforcement response in India against trafficking in persons, through training and capacity building”.** It is proposed to establish 330 Anti-Human Trafficking Units throughout the country and impart training to 10,000 police officers through a Training of Trainers (TOTs) component in three years.

Provided below are details on constitutional provisions, special initiatives for women and legal provisions in India.

- a. **Constitutional Provisions:** The Constitution not only grants equality to women, but also empowers the State to adopt measures of affirmative action in favour of women for neutralizing the cumulative socio economic, education and political disadvantages faced by them.

Fundamental Rights, among others, ensure equality before the law and equal protection of law; prohibits discrimination against any citizen on grounds of religion, race, caste, sex or place of birth, and guarantee equality of opportunity to all citizens in matters relating to employment. Articles 14, 15, 15(3), 16, 39(a), 39(b), 39(c) and 42 of the Constitution are of specific importance in this regard and Article 23 of the Constitution prohibits traffic in human beings and forced labour.

- b. **Special Initiatives for women:** Recently in June 2014, the President of India announced that India has adopted `Zero Tolerance Policy' on violence against women will strengthen the criminal justice system for its effective implementation.

On 5th Jan 2015, The Centre proposed setting up of 150 investigative units to probe crimes against women like rape, dowry harassment and acid attacks. The Investigative Units on Crimes Against Women (IUCAW) will be set up on a pilot basis in most crime-prone districts of each state. The initial plan is to cover 20 per cent of districts of each state at an annual expenditure of INR 84 crore (50% to be borne by the Centre). It is seen as a step towards strengthening various elements of the criminal justice system — investigation, prosecution and trials by courts — to deal with the issue of rise in the number of crimes against women. According to the Home Ministry plan, these units may consist of 15 personnel each, preferably five of them women. The states will have “full flexibility” on whether to create new posts or to designate from the existing strength. Each unit will be headed by an officer of the rank of Additional Superintendent of Police and assisted by two DSPs. Of the total 2,250 personnel required for the 150 IUCAWs, 750 will be women.”

c. Legal provisions: To uphold the Constitutional mandate, the State has enacted various legislative measures intended to ensure equal rights, to counter social discrimination and various forms of violence and atrocities and to provide support services especially to working women. Along with new legislations have been brought and amendments have been made in existing laws with a view to handle these crimes effectively.

Key legal provisions with regards to VAW are as under:

Act	Objectives
Indian Penal Code	<ul style="list-style-type: none"> • Section 354 and 509 safeguards the interests of women against the crimes, which are directed specifically against women and thus characterized as ‘Crime against Women’. These are addressed by following provisions <ul style="list-style-type: none"> ○ Rape (Section 376 IPC) ○ Kidnapping & Abduction (Sec. 363-373 IPC) ○ Dowry Death (Sec.302, 304B IPC) and Dowry Prohibition Act, 1961 ○ Torture (Cruelty by Husband & Relatives) (Sec.498-A IPC) ○ Molestation (Sec.354 IPC) ○ Sexual Harassment (Sec.509 IPC) • Other relevant Indian Penal Code viz. Sections 372 and 373 penalize buying and selling of minor girls for purposes of prostitution. Other related provisions in IPC, viz., Section 361- kidnapping from legal guardian, Section 366 - kidnapping, abduction or inducing women to compel her to marry, Section 366-A - procurement of a minor girl, 366- B - importation of girl from foreign country, etc., have a bearing on curbing conditions which may lead towards trafficking and prostitution
The Immoral Traffic Prevention Act, 1956 ³⁷⁴	<ul style="list-style-type: none"> • The Immoral Traffic (Prevention) Act, 1956 (ITPA), which has been amended in 1978 and 1986. It deals exclusively with trafficking and child sexual abuse Crimes related to women trafficking include kidnapping, abducting or inducing a woman for marriage, procuring a minor girl, importing a girl below 21 for sexual exploitation, kidnapping or abducting a person to grievous hurt, buying or disposing of person as slave, habitually dealing in slaves, selling minor for prostitution or compelling a person to forced labour. • In the year 2013, India passed the Criminal Law (Amendment) Ordinance

³⁷⁴ In 1956 India passed the Suppression of Immoral Traffic in Women and Girls Act, 1956 (SITA). The act was further amended and changed in 1986, resulting in the Immoral Traffic Prevention Act also known as PITA. PITA only discusses trafficking in relation to prostitution and not in relation to other purposes of trafficking such as domestic work, child labour, organ harvesting, etc. The following is an outline of the provisions in this law that pertains to children below the age of 18.

Act	Objectives
	introducing the section 370A criminalizing trafficking in Persons according to the UN Trafficking Protocol. Trafficking for forced labour is prosecuted under other offences, including the Child Labour Prohibition Act and the laws prohibiting bonded labour.
Dowry Prohibition Act, 1961	<ul style="list-style-type: none"> Under the provisions of this Act demand of dowry either before marriage, during marriage and or after the marriage is an offence
Child Marriage Restrain Act of 1976	This act raises the age for marriage of a girl to 18 years from 15 years and that of a boy to 21 years
Medical Termination of Pregnancy Act of 1971	<ul style="list-style-type: none"> The Act safeguards women from unnecessary and compulsory abortions
Amendments to Criminal Law 1983	<ul style="list-style-type: none"> Provides for a punishment of 7 years in ordinary cases and 10 years for custodial rape cases
Indecent Representation of Women (Prohibition) Act, 1986	<ul style="list-style-type: none"> An Act to prohibit indecent representation of women through advertisements or in publications, writings, paintings, figures or in any other manner and for matters connected therewith or incidental thereto.
Commission of Sati (Prevention) Act, 1987	<ul style="list-style-type: none"> To provide for the more effective prevention of the commission of widow immolation and its glorification and for matters connected therewith or incidental thereto.
National Commission for Women (NCW) Act, 1990	<ul style="list-style-type: none"> To safeguard the rights and interests of women by ensuring Constitutional guarantees of equal status to women, review the existing legislations and monitor their effects on women, recommend suitable amendments and provide a forum for women for redressal of their grievances. The Parliamentary Committee on the Empowerment of Women, reviewing the powers of NCW in February 2003, has recommended amendments to the National Commission of Women Act, to confer more powers while investigating cases of violations of constitutional right on par with the powers enjoyed by the National Human Rights Commission, including powers for penal action and appointment of a Commissioner of Women's Rights for conducting investigations and tackling specific complaints of atrocities against women. The recommendations made by the Parliamentary Committee on the Empowerment of Women on the powers of the NCW and also the CEDAW Committee in the Concluding Comments are receiving active consideration of the Government.
Pre-Conception and Pre-Natal Diagnostic Techniques (PCPNDT) Act, 1994	<ul style="list-style-type: none"> To stop female foeticides and arrest the declining sex ratio in India. The act banned prenatal sex determination.
National Policy For Women (2001)	<ul style="list-style-type: none"> To address all forms of violence against women, physical and mental, at domestic and societal levels, including those arising from customs, traditions or accepted practices, with a view to eliminating its incidence. It further commits to create and strengthen the existing institutions and mechanisms for prevention of such violence including sexual harassment at the work place, customs like dowry, and rehabilitation of the victims of violence and for effective action against the perpetrators of such violence and special measures to tackle trafficking in women and girls.
Protection of Women from Domestic Violence Act, 2005	<ul style="list-style-type: none"> This Act protects women from any act/conduct/omission/commission that harms, injures or potential to harm is to be considered as domestic violence. It protects the women from physical, sexual, emotional, verbal, psychological, economic abuse
Criminal Law (Amendment) Act 2013	<ul style="list-style-type: none"> The Act provides for amendment of Indian Penal Code, Indian Evidence Act, and Code of Criminal Procedure, 1973 on laws related to sexual

Act	Objectives
	<p>offences.</p> <ul style="list-style-type: none"> It also adds new offences like, acid attack, sexual harassment, voyeurism, stalking into the Indian Penal Code
Protection of Women against Sexual Harassment at Workplace (Prevention, Protection and Redressal) Act, 2013	<ul style="list-style-type: none"> Aims at protecting the women at workplace not only to women employee but also to female clients, customer, and students.

The Immoral Traffic Prevention Act, 1956

While not defining the term trafficking, the Act deals exclusively with trafficking and child sexual abuse. A child is termed to be below sixteen years while a minor is defined as between sixteen to eighteen years and higher degree of criminality is attached to sexual exploiters of children. **The sexual exploitation and abuse of children for commercial purposes become an offence under this statute.** The degree of presumption in the case of offences against children shifts on the defence. If a child is found in a brothel under suspicious circumstances in the custody of a person other than a parent or a guardian the person is presumed to have procured the child unless the child's presence can be explained. **Under the Act running or keeping a brothel is an offence.** However since living off the earnings of prostitution by others is an offence there are instances of the trafficked woman living with another person being charged under this proviso. Moreover the age of maturity is eighteen in India and a child of eighteen years who would have completed her secondary education if living with her mother, a sex worker, could be charged under this section. **Procuring, inducing or taking a person for prostitution, detaining a person in premises where prostitution is carried on are offences under this law.** Soliciting as an offence is very problematic as it is used only against the woman even though the object of the statute is not to punish the victim.

The Act completely conflates trafficking with commercial sexual exploitation, thereby limiting its usability for those whose rights have been violated due to domestic slavery, exploitative labour practises and servitude. Currently there are various moves to amend this law.

This law also provides for separate enforcement machinery and rescue and rehabilitation of prostitutes. Besides legal provisions there are also directives from courts for providing rehabilitative homes for Devadasis, Jogins, children of prostitutes and also with regard to the administration and facilities provided at the Government institutions and remand homes.

Source : Moving Women : A critical overview of international and regional normative standards and frameworks in trafficking of women in Bangladesh, India and Nepal, by South Asia Women's Fund (SAWF)

A list of some relevant schemes is presented below:

Scheme	Objective
Nirbhaya Fund, 2013	<ul style="list-style-type: none"> • In the memory of the 16 December 2013, Delhi Rape victim, Government of India announced the setting up of a special Nirbhaya fund for women's safety with a corpus of Rs1,000 crore (Rs10 billion). • This Nirbhaya Fund is being administered by the Department of Economic Affairs, Ministry of Finance. The progress on operationalization of the Nirbhaya Fund for which an amount of Rs.1000 crore has been earmarked is being reviewed at the level of Finance Minister. Notably as of July 2014 Funds were not appropriated and allocated under the appropriate head to initiate expenditure. Hence no project activities could take place. However, preparatory activities have been initiated. • As per the 2014-15 budgets, a sum of Rs 150 crore will also be spent by the Ministry of Home Affairs on a scheme to increase the safety of women in large cities. • The government will also set up “Crisis Management Centres” in all the districts of NCT of Delhi in all government and private hospitals. The funding will be provided from the Nirbhaya Fund. There are also proposals on installing CCTV camera in DTC buses, developing mobile based emergency call applications (Himmat) for women in distress
Ujjawala Scheme,2007	<ul style="list-style-type: none"> • Is a comprehensive scheme for prevention of trafficking and rescue, rehabilitation, re-integration and repatriation of victims of trafficking for commercial sexual exploitation • It comprises 86 rehabilitative homes which can accommodate nearly 4000 women victims. It involves active partnership with civil society.
Short Stay Homes	<ul style="list-style-type: none"> • MWCD runs Short Stay Homes and Swadhar Homes (merged as Swadhar Greh in 2011) to support women in difficult circumstances. These cater to trafficked women/girl rescued or runaways from brothels or other places, to women/girls victims of sexual crimes who are disowned by their families or who do not want to go back to respective families for various reasons. 331 Swadhar Homes and more than 342 Short Stay Homes are being run in different parts of the country

Efforts at the UN : Intensification of efforts to eliminate all forms of violence against women

General Recommendations 12 and 19 of the Women’s Treaty - the 1979 Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) includes violence against women and makes detailed recommendations to States parties.

In addition, other international instruments have been adopted which create obligations for States parties to enact legislation addressing violence against women. These instruments include the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (the Palermo Protocol), and the Rome Statute of the International Criminal Court.

The 1993 World Conference on Human Rights recognized violence against women as a human rights violation and called for the **appointment of a Special Rapporteur on violence against women in the Vienna Declaration and Programme of Action.**

The **1993 Declaration on the Elimination of Violence against Women** became the first international instrument explicitly addressing violence against women, providing a framework for national and international action.

The **1994 International Conference on Population and Development** drew links between violence against women and reproductive health and rights. Its Programme of Action calls on Governments to take legal and policy measures to respond to and prevent violence against women and girls.

The **1995 Beijing Platform for Action** identifies specific actions for Governments to take to prevent and respond to violence against women and girls. Ending violence is one of 12 areas for priority action. The platform includes an expansive definition of forms of violence.

In 2006 the Secretary-General's In-Depth Study on All Forms of Violence against Women was released, the first comprehensive report on the issue.

The 2011 Council of Europe Convention on preventing and combating violence against women and domestic violence became the second legally binding regional instrument on violence against women and girls but, unlike other regional agreements, it can be signed and ratified by any State.

The UN General Assembly adopts bi-annual resolutions on the issue of violence against women. The most recent resolutions adopted in 2012 include **the intensification of efforts to eliminate all forms of violence against women and trafficking in women and girls**.

The UN Human Rights Council adopts annual resolutions on accelerating efforts to eliminate all forms of violence against women, the most recent being in 2012.

In 2013, the Commission on the Status of Women (CSW) adopted, by consensus, Agreed **Conclusions on the elimination and prevention of all forms of violence against women and girls** (a historic outcome as there had been no agreed conclusions on this issue when it was last considered by CSW in 2003)

source : www.unwomen.org

Analysis of Key Indicators

This section presents brief analysis of selected key parameters of VAW particularly trafficking of women. The analysis also attempts to look into the socio-cultural institutions, practices or gender ideology that perpetuate discrimination and hinder women from participating in economic activities and decision-making processes.

Despite several measures that have been taken by the State (policy, law makers and the judiciary) to combat women, there has been increase VAW in in India. **Reporting of crimes against women is a key indicator to assess the intensity and prevalence of VAW.**

Table 78: Reporting of crime against women (2005-2012)

	2005	2012
Total crimes against women reported (57% increase from 2005 to 2012)	155,553	244,270

Source : NCRB, 2013

The National Crime Records Bureau (NCRB) states there were 309,546 crimes against women reported to the police in 2013 against 244,270 in 2012. Crimes included rape, kidnapping, sexual harassment, trafficking, molestation and cruelty by husbands and relatives. They also include crimes in which a woman was driven to suicide as a result of demands for a dowry from her husband or in-laws. 50% of physically abused Indian women report violence during pregnancy.³⁷⁵

Violence against Dalit Women: Missing Data and Statistics³⁷⁶

According to the Violence Against Dalit Women; Input to the UN Special Rapporteur on Violence Against Women disaggregated data on violence against Dalit women are not widely collected, so a picture of their critical conditions are available by looking at fragmented information, mainly collected at local, nongovernmental level, or as a result of independent studies. **Dalit women's experience of violence across four Indian states shows that the majority of Dalit women report having faced one or more incidents of verbal abuse (62.4%), physical assault (54.8%), sexual harassment and assault (46.8%), domestic violence (43.0%) and rape (23.2%).**

- In less than 1% of cases were the perpetrators convicted by the courts
- In 17.4% of instances of violence, police obstructed the women from attaining justice
- In 26.5% of instances of violence, the perpetrators and their supporters, and/or the community at large, prevented the women from obtaining justice.
- In 40.2% of instances of violence, the women did not attempt to obtain legal or community remedies for the violence primarily out of fear of the perpetrators or social dishonour if (sexual) violence was revealed, or ignorance of the law, or the belief that they would not get justice

a. Sex Selective Abortion

According to 2011 census sex ratio indicates 940 women to a 1000 men which is a definite improvement over the 2001 census where the ratio was 933:1000.³⁷⁷ However, India still has one of the lowest sex ratios on the world with approximately **35 million women "missing"**. Research indicates that 12% of this gap is found at birth which increased to 25% in childhood.³⁷⁸ Sex-selective abortion may be contributing to the declining sex ratio in the 0-6 age-group in India. More girls than boys die under age 5.

Table 79: Under 5 Mortality Rate (by sex), 2009

TOTAL			RURAL			URBAN		
Total	Male	Female	Total	Male	Female	Total	Male	Female
55	51	59	61	56	66	35	32	37

Source: (Registrar General, India, 2013)

b. Child Marriage³⁷⁹

Child marriage is a widespread practice in all the states of India with varying degrees of intensity, and **approximately 23 million girls in India face this reality**. Despite child marriage being illegal in India, the social acceptance of this practice is obvious from the fact that only 766 cases of such marriages were registered with the police during 2005–2012. Although the national average for

³⁷⁵ <http://www.unric.org/en/uk-a-ireland-news-archive/28258-key-statistics-on-violence-against-women-and-girls->

³⁷⁶ Source : Violence Against Dalit Women; Input to the UN Special Rapporteur on Violence Against Women Page 3 http://idsn.org/fileadmin/user_folder/pdf/New_files/India/2013/India_submission_on_Violence_against_Dalit_Women_-_SR_on_VAW_India_2013.pdf

³⁷⁷ India: Violence Against Women. Current Challenges and Future Trends; Nr. 26 / 2013 IBy Dona John, Omair Ahmad & Maria Schneider <http://www.freiheit.org/Aktuelle-Berichte/1804c27055i1p/index.html>

³⁷⁸ The Age Distribution of Missing Women in India; S. Anderson & D. Ray; Economics & Political Weekly; Dec 2012 Issue

³⁷⁹ Reference : NGO Submission to CEDAW Committee, 58 Session 2014

women getting married before attaining the age of 18 is low (3.7%), it is as high as 7.8% (9.95 in rural areas and 1.8% in urban areas) in West Bengal. Early marriage, usually before the age of 20, is a common phenomenon in rural parts of the country. The trend has been on a decline in urban regions where 68.7 % women get married after the age of 21³⁸⁰.

c. Domestic Violence

National Family Health Survey-III, carried out in 29 states during 2005-06, has found that a substantial proportion of married women have been physically or sexually abused by their husbands at some time in their lives. The survey indicated that, nationwide, **37.2% of women “experienced violence” after marriage. United Nation Population Fund report also revealed that around two-thirds of married women in India were victims of domestic violence.**³⁸¹

Analysis of data from third National Family Health Survey (NFHS-3) and NCRB indicates that for the most part, instances of domestic violence reported by women in national surveys never make it to the police or the courts. **Nationally, 8% of married women have been subject to sexual violence, such as forced sex, 31% of married women have been physically abused in a way defined as ‘less severe’, such as slapping or punching, while 10% have suffered ‘severe domestic violence’,** such as burning or attack with a weapon.

Also, 12% of those who report being physically abused also report at least one of the following injuries as a result of the violence: bruises, injury, sprains, dislocation or burns, wounds, broken bones or broken teeth and/or severe burns. With regard to emotional abuse, 14% of Indian women will have experienced this at some point in their live³⁸².

Over a period of eight years, **2005-2012, torture of married women by their husband and his relatives increased by 83%. However, conviction rates for this stood at a mere 15% in 2012, even lower than the 19.2% in 2011.** In 2012, 106,527 married women were tortured by their husband and his relativesⁱ. Further, the percentage of married women murdered due to dowry (including dowry death, murder and culpable homicide due to dowry violence) increased by 24%³⁸³.

Table 80: Number/Percentage increase in Domestic Violence and Wife Murder between 2005-2012 and Conviction rates in 2012

Crime Head	2005	2012	% Increase between 2005-2012
Torture by husband & his family members (Sec 498A)	58,319	106,527	83%
Dowry Death (Murder) (u/s 304 B IPC)	6,787	8,233	21%
Murder (u/s 302B) (due to Dowry)	1038	1458	40%
Culpable Homicide (u/s 304/308) Motive Dowry	33	68	106
Total number of women murdered for dowry	7858	9759	24%

Source: NCRB, 2013

³⁸⁰ (Registrar General, India, 2013)

³⁸¹ Source : : <http://www.ptinews.com> [last cited on 2005 Oct 13], [last updated on 2007 Mar 5]

³⁸²Reference : Violence against married women in India—can the data tell us anything?, *livemint*, Wall Street Journal, 11th February 2013

³⁸³ NGO Submission to CEDAW Committee, 58th Session, 2014

d. Sexual harassment and violence

The NCRB said the number of **rapes in the country rose by 35.2 percent to 33,707 in 2013**. Of the 24,923 rape incidences in India in 2012 (as per NCRB), **98% of the offenders were known to the victim (Rapists known to the victims were parents/close family members (1.6%), relatives (6.4%), neighbours (34.7%) and other known persons (57.2%), which is higher than the global average of approximately 90%.**³⁸⁴

Incest rape increased by 46.8% from 267 cases in 2011 to 392 cases in 2012 as compared to 3.0% increase in overall rape cases.

As per MWCD, the numbers of complaints of sexual harassment of women at work places registered with National Commission of Women (NCW) during the last two years and current year (2014) shows an increasing trend. As per the data provided for the current year, 336 complaints of sexual harassment at workplace were registered in NCW till December 12, 2014. There were 249 such cases registered in 2013, 167 in 2012 and 170 in 2011 with the NCW.

e. Violence faced by women for choosing their partners/honour killings/acid attacks

Data for the period 2010-2013 reveals that 377 women, who wanted to marry as per their choice, lost their lives. A recent Law Commission sponsored study revealed that over a period of four years out of the 560 couples who were threatened and sought state protection, 121 individuals were killed.³⁸⁵

As per NCRB data in 2012 more than four times number of females (38,667) were kidnapped compared to the numbers of males (9,552) accounting for 80.2% during the year. ‘Marriage’ was the main cause of kidnapping & abduction of females accounting for 63.2% (24,456 out of 38,667 persons) of the total females kidnapped & abducted.

According to NCRB data there have been 225 reported cases of acid attacks on women from 2010 to 2012. **Acid violence is a form of gender-based violence as defined by the Convention on Elimination of Discrimination Against Women (CEDAW) and has been on the increase in India. The Indian Crime Bureau does not maintain any separate statistics on acid attacks as there has been no law to deal with these attacks. Only recently, the Criminal Law Amendment Act passed in 2013 has added sections to deal with acid related violence.**

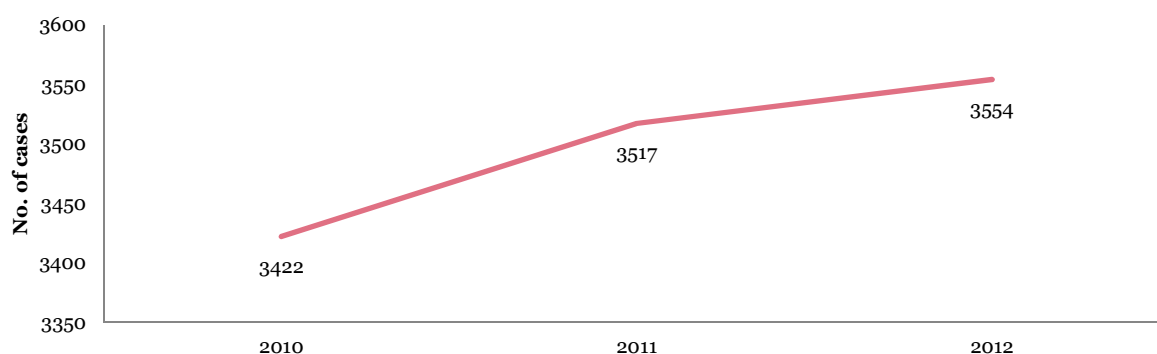
f. Trafficking of Women

India is a source, destination, and transit country for men, women, and children who are subjected to forced labor and sex trafficking. 90 percent of trafficking, however, takes place within the national borders.

³⁸⁴ India: Violence Against Women. Current Challenges and Future Trends; Nr. 26 / 2013 | By Dona John, Omair Ahmad & Maria Schneider <http://www.freiheit.org/Aktuelle-Berichte/1804c27055i1p/index.html>

³⁸⁵Reference: Rape and Honour Crimes: The NCRB Report 2012

Figure 51: Cases of trafficking for sexual exploitation in India



Source: UNODC, 2012

It is estimated that up to one million women and children are affected by sex trade in India. This number rises by around 200 new victims every day. Around 80 percent of the women and children affected by sex trade are being trafficked.³⁸⁶

Table 81 : Reported cases of women trafficking

Total nos. of victims being reported as trafficked in 2013 (source Anti Human Trafficking Unit)	4566
Cases reported under Immoral Traffic (P) Act, 1956	2579
Nos. of women victims (above 19 yrs age) reported trafficked under ITPA in 2013	1896
Source : NCRB, 2013	

Donor Activity in the Sector

Among Bilateral donors, **the UN Agencies and DFID have committed a substantial part of their resources to women's rights through their support for activities to reduce VAW.** This section contains details of the ongoing projects from the project information that is available online for each donor.

United Nations

Given its global mandate to eliminate VAW, UN has been actively involved in supporting initiatives (both State, non-state) on addressing VAW in India, the same is reflected in the last two United Nations Development Action Framework (UNDAF 2008-12 and 2013-17) for India³⁸⁷.

³⁸⁶ Baseline Study of UN Women's Anti-Human Trafficking Programme, UN Women, 2013

³⁸⁷ The UNDAF is the strategic programme framework which describes the collective response of the UN country team in the national development framework.

<i>UNDAF India – 2008-12 : Country Plan Outcome 1.6</i>		Partners	Resources (USD)
Reduce gender based violence (GBV) that includes trafficking, domestic violence and female foeticide.		ILO	50,000
		UNDP	1 m
		UNESCO	0.1 m
		UNFPA	10 m
		UNICEF	10 m
		UNIFEM	2.9 m
		UNODC	7.5 m
Country Plan Output			
1.6.1 Policies in place at national and state levels to address violence against women including trafficking, domestic violence and female foeticide			
1.6.2 Systems, capacities and budgets developed in state agencies such as support and shelter institutions, police, health, prosecution, and judiciary to better enforce legislations and address violence against women			
1.6.3 Women's groups, Self Help Groups and NGOs effectively advocate against GBV and for convergence in sectoral programmes to address and seek protection against violence			
1.6.4 Policies, programmes and budgets at state and national level informed by innovative approaches at the community levels to eliminate violence against women			
1.6.5 Systems developed to monitor levels and trends of gender-based violence at national and state level			

Some of the Key Intervention made by UN agencies in India for ending Violence Against Women is given as under:

A. UN Women

UN Women supports the Government to prevent trafficking in districts that are the sources of trafficking. The strategy focuses on greater community action at the Panchayat (village council) level to prevent trafficking. Working with survivors of trafficking and communities at source, transit and final destinations, UN Women helps to identify and deal with the underlying causes for trafficking.

Project	Objective	Description	Outcomes (if any)
Safe Delhi Campaign (Part of the Global Safe Cities Campaign) 2010-2015	To make public spaces safer for women as part of the Global Safe Cities programme. The goal of the initiative is “ <i>Cities where women and girls are able to move around freely without the fear of harassment and violence at all times and enjoy what the city has to offer</i> ”.	Each city is developing a model to stop violence against women and girls, and this will be adapted by other cities around the world. A baseline survey done by the Government of Delhi, JAGORI and New Concept showed that in the absence of support, women commuters are troubled even more if they confront the harassers	<ul style="list-style-type: none"> • Better data available on safety, and seven safety audits in New Delhi have helped women to underline their own safety issues • It is on the basis of this, a Strategic Framework for Safer and Violence Free City for Women and Girls was also

Project	Objective	Description	Outcomes (if any)
			designed
Anti-Human Trafficking Programme 2013	To reduce the number of internally trafficked women and children through the enhancement of Government protection and prevention mechanisms that focus on source areas, as well as through community action and participation	<p>The Programme is a pilot initiative to address the issue of trafficking of women and girls at the source level through involvement of local governance at the <i>panchayat</i> level.</p> <p>It is being implemented in six <i>panchayats</i> across six states of India viz. Andhra Pradesh, Bihar, Jharkhand, West Bengal, Odisha, and Rajasthan</p>	<ul style="list-style-type: none"> 75 peer educators trained in community leadership to prevent trafficking of women and girls. 60 Vigilance Committees have been established in 6 panchayats across 6 states
UNiTE to End Violence against Women campaign 2008	To raise public awareness and increase political will and resources for preventing and ending all forms of violence against women and girls in all parts of the world.	<p>UNiTE campaign is working to mobilize individuals and communities. In addition to supporting the longstanding efforts of women's and civil society organizations, the campaign is actively engaging with men, young people, celebrities, artists, sports personalities, private sector and many more.</p> <p>In support of the Secretary General's campaign, the United Nations in India supports the Government of India's efforts to end violence and discrimination against women, including by increasing political and social commitment to end discrimination.</p>	<ul style="list-style-type: none"> In November 2013, the UNCT in India launched the UN Joint India Advocacy and Communications Campaign to end violence against women and girls. This year the UNCT joined forces again to initiate both awareness generating campaigns and advocacy initiatives with over 6,300 participants. The use of social media enabled the UNCT to reach 1.6 million people globally. Major newspapers in India and around the world published over 175 articles covering a number of events which took place in November and during the 16 Days of Activism.

B. United Nations Office on Drugs and Crime

UNODC is mandated to assist Member States in their struggle against illicit drugs, crime and terrorism. While doing this, UNODC makes every effort to integrate and mainstream the gender perspective, particularly in its projects for the provision of alternative livelihoods, as well as those against human trafficking. Some of their key projects in India are highlighted below:

Project	Objective	Description	Outcomes (if any)
Strengthening the law enforcement response in India against trafficking in persons, through training and capacity building 2006	Strengthening the criminal justice response by helping countries to develop legislation, institutions and effective law enforcement	Under a partnership with the Indian Ministry of Home Affairs, capacity building activities in five states of the country included training of police officials and prosecutors, setting up of Anti-Human Trafficking Units (AHTUs), establishment of networks among law enforcement agencies and civil society partners as well as development of resource tools and training aids that were used by law enforcement officers throughout the country. Under this joint partnership, the launch of 9 AHTUs and training of over 14,000 law enforcement officials contributed to an increased awareness of the issue, skill enhancement, better inter agency coordination and victim – witness protection	Considering the efficacy of AHTUs in addressing human trafficking in a holistic manner, the Government of India replicated this model under their anti-human trafficking scheme and has now set up more than 220 AHTUs with the aim to reach 335 across the country. As a result, a 20 per cent increase was recorded in registered human trafficking cases between 2009 and 2010
Policy review of responses to human trafficking 2011	To analyze legislation on human trafficking and identified gaps in the light of UNTOC and the UN Trafficking Protocol.	UNODC, in collaboration with UN Women, conducted a review in SA	The review laid the basis for a joint Regional Programme of UNODC with the International Organization for Migration (IOM) on strengthening the criminal justice responses to human trafficking in Bangladesh, India, Nepal and Sri Lanka.
“Code of Conduct for Safe and Honorable Tourism” 2010	Aimed at preventing sexual exploitation, pornography, human trafficking, drug use and trafficking in connection with tourism.	The Government has now introduced a requirement that all gatherings by the hospitality and tourism industry must include a session on safe and honourable tourism. UNODC is also working with India to develop suitable modules targeting hotel and tour operators.	N.A

Project	Objective	Description	Outcomes (if any)
Delhi Declaration <i>(Part of the Global Initiative to Fight Human Trafficking (UN-GIFT))</i> 2007	To contribute to achieving the UN Millennium Development Goals of empowering women, improving maternal health, combating HIV/AIDS, eradicating poverty, improving education and developing a global partnership for development.	The Declaration calls on all authorities dealing with the illegal activity, including the police, prosecutors and the judiciary, to undertake concerted action in law enforcement so that traffickers are punished quickly and severely. It aims to carry out training and capacity-building of all stakeholders and strengthen legal processes wherever required, including protection of victims. It also aims at reducing demand for prostitution, use of child labour and forced labour and strengthening the collaborative efforts of NGOs, local government and other institutions in order to prevent all forms of trafficking	N.A

C. UNICEF

UNICEF's goal is to advance the rights of children, adolescents and women to survival, growth, development, participation and protection by reducing inequities based on caste, ethnicity, gender, poverty, region or religion. UNICEF utilises a multi-pronged approach to addressing pressing issues of health, nutrition, sanitation, education and child protection. While UNICEF runs a number of programs in Indian, the 'Time to Sound the Red Siren' specifically focuses on tackling violence against children and places a special focus on sexual violence against girls. Further details are provided below:

Project	Objective	Description
Time to Sound the Red Siren 2013	To tackle violence against children and places a special focus on sexual violence against girls	The Time to Sound the Red Siren (#ENDviolence) initiative is the first in the series of activities that UNICEF will implement in partnership with the Press Club of India in order to facilitate positive and meaningful media discourse on issues concerning children and women in India.

D. UNFPA

UNFPA is helping India in supporting the strategy endorsed by the 1994 International Conference on Population and Development (ICPD), which emphasised the inseparability of population and development and focused on meeting individuals' needs rather than demographic targets. The key to this new approach is empowering women and expanding access to education, health services and employment opportunities through programmes such as Support to strengthening implementation of the PCPNDT Act in India

Project	Objective	Description
Support to strengthening implementation of the PCPNDT Act at national and state Levels 2013	Strengthening the implementation of the Pre-conception and Pre-natal Diagnostic Techniques Act (governing use of diagnostic technologies)	This entails support for human resources and for capacity building at national and state levels for effective implementation and monitoring of the Act

E. International Labour Organization (ILO)

ILOs overarching over-arching goal is Decent Work, i.e., promoting equal opportunities for all women and men to obtain decent and productive work in conditions of freedom, equity, security and dignity. ILO has been in India since 1928. Currently, their interventions in India are focused on eliminating gender-based discrimination at work.

Project	Description	Outcomes (if any)
Interventions to enhance capacities of the constituents to develop and implement policy, legal and other measures to eliminate gender-based discrimination at work 2012	The ILO activities comprised, among others, the formulation of step-by-step Guidelines on preventing and addressing sexual harassment at the workplace for Labour Commissioners of the Ministry of Labour and various private enterprises. These guidelines were based on new legislation, The Sexual Harassment against Women at Workplace - Prevention, Prohibition and Redressal – Act, passed by parliament in 2013.	The passing of the Sexual Harassment against Women at Workplace - Prevention, Prohibition and Redressal - Act, 2013 by the Indian parliament represents a major positive change in combatting violence against women at work.

F. Department For International Development (DFID)

DFID supports the GoI’s flagship program on women’s empowerment that includes a focus on violence against women. Preventing violence against women is an important agenda that is supported with Government and Non-Government partners through health, urban and civil society programmes.

Project	Objective	Description	Outcomes (if any)
Safe and Inclusive Cities 2013	To help developing country and international researchers and institutions strengthen their understanding of the relationship between urban inequalities, poverty and violence, as well as the most effective strategies for tackling these challenges	This baseline study aims to help inform the design and scope of the Safe and Inclusive Cities research initiative. This report: <ul style="list-style-type: none"> •Documents what is known about the connections between violence, inequalities, and poverty in urban centres and assesses the strength of the knowledge base •Describes the state of theory on violence, urbanization, and poverty reduction •Identifies key evidence gaps that require further investigation 	N.A

Key Highlights

Major Concerns

Given below are some of the key concerns regarding redressing VAW. The entire scenario highlights the inability of the government to create a holistic and unequivocal legal framework for prosecution, redress and compensation for violence against women. Though laws and policies to address issues of violence against women have been passed, their formulation and implementation on the ground pose the greatest hurdles.

- **Limited access to information:** Women lack access to information regarding their rights and remedies to violation, as the State does not take proactive initiative to create widespread public awareness about the laws and policies in place.
- **Insufficient budgetary allocations for implementation:** The budgetary allocation for implementation of laws, policies and compensation schemes is highly insufficient. Hence, in actual practice policies and services related to women seldom translate to effective implementation as they remain mainly on paper.
- **Lengthy process for justice:** The process of getting justice through the legal system is extremely lengthy and very expensive. **Lawyers and court personnel are by and large insensitive to women's needs and lawyers** most often neither explain the progress of the case to women, nor give them copies of their petitions. Hence women are mostly unaware of the progress of their case and have to rely totally on their lawyers. **Attitudes of judges are also patriarchal** and women are encouraged to forgive and forget especially in cases of domestic violence. Family court counsellors and judges subscribe to the view that the family must be saved at all costs. The Family Court Act also states this and women are pressured to go back to violent situations and homes. The police play a vital role in determining the outcome of cases of violence against women. By and large, complaints by women are not taken seriously by police officers and crimes against women are viewed as less important than other crimes. Women are disbelieved and blamed for the violence they face. Women are discouraged from lodging complaints and are encouraged to put up with violence and try and sort the matter 'amicably'. This attitude is reflected in the way cases are handled and more often than not, women do not get justice.
- **Violence against women still is not considered a public health issue:** Despite the fact that the first place a woman subjected to violence will access is the closest health centre or hospital, the health services response is probably the weakest link in the chain of services to women. There is no attempt to find out if the injuries or complications a woman is facing is due to violence or not. Health professionals are also not trained to properly record the medical history of a woman facing violence. In our experience, they are even reluctant to take the dying declaration of women with burn injuries.
- **Lack of sufficient and quality Shelter homes:** Shelter homes are also few and far between and the quality of services provided by these homes leave much to be desired. As a result many women choose not to go to the homes. Furthermore, numerous government policies make it nearly impossible for certain women to take shelter. These include: government rules prohibiting married women from staying in working women's hostels; rules prohibiting women from keeping their children with them; prohibitions in short stay homes preventing women from working; government policies of informing husbands that their wives are residing in shelter homes, creating a major security problem for women. Furthermore, single women in crisis situations, whether unmarried, separated, widowed or divorced with or without children find it impossible to rent accommodation. There are presently 631 shelter homes for the entire country and many of them do not exist except on paper.
- **Lack of Coordination between Government agencies:** Women subjected to violence need a coordinated set of services to help them regain control over their lives. These include counselling, police intervention, legal support, health services, shelter, vocational/entrepreneurship training and employment. However, there is no coordination between these services and women lack information and access to them.³⁸⁸

³⁸⁸ Reference : NGO Submission to CEDAW Committee, 58th Session, 2014

Given the emphasis on VAW laid by various submissions to the CEDAW Committee for the recent 58th Session (July, 2014) the Committee has given comprehensive concluding observations related to VAW (including trafficking) which highlight the concern areas and also recommend the way forward.

Concluding observations related to VAW and Trafficking by CEDAW Committee on the combined fourth and fifth report by India (2014)

Area of Concern	Recommendation
<i>Violence Against Women</i>	
<ul style="list-style-type: none"> Stark increase in violent crimes against women, especially rape and abduction, dowry-related deaths, persistence of so-called “honour crimes” and increasing number of acid attacks against women 	<ul style="list-style-type: none"> To establish, without delay, one-stop crisis centres providing women and girls who are victims of violence and rape with free and immediate access to medical attention, psychological counselling, legal aid, shelters and other support services; To provide systematic training on women’s rights to all law enforcement personnel, medical staff and judicial officials; To put in place an effective system to monitor and evaluate the implementation, effectiveness and impact of legislation to combat sexual violence
<i>Institutional Arrangements at the national level for the advancement of women</i>	
<ul style="list-style-type: none"> Limited operational and financial independence of the National Commission for Women and the state commissions and at the lack of a transparent system for nominating the members and Chair of the Commission Budgets allocated for women’s empowerment in the Ministry of Women and Child Development and under the gender budget statements of ministries are insufficient 	<ul style="list-style-type: none"> Strengthen the independent status, capacity and resources of the National Commission for Women in line with the principles relating to the status of national institutions for the promotion and protection of human rights (the Paris Principles) Ensure that the composition and activities of the Commission are gender sensitive and increase the budget for the empowerment of women in the Ministry of Women and Child Development and under the gender budget statements.
<i>Stereotypes and harmful practices</i>	
<ul style="list-style-type: none"> Insufficient sustained and systematic action to modify or eliminate stereotypes and harmful practices. 	<ul style="list-style-type: none"> To put in place without delay a comprehensive national campaign and strategy, with specific goals and timelines, to eliminate patriarchal attitudes and stereotypes that discriminate against women, in accordance with article 2 (f) of the Convention;
<i>Trafficking in women and exploitation of prostitution</i>	
<ul style="list-style-type: none"> Lack of protection and services available to women and girls who are victims of trafficking and sexual exploitation and the lack of efforts to tackle the root causes 	<ul style="list-style-type: none"> Review the Immoral Traffic (Prevention) Act and include provisions addressing the prevention of trafficking in women and girls and the economic and emotional rehabilitation of victims; Address the root causes of trafficking by promoting alternative income-generating activities; Ensure that traffickers are effectively investigated, prosecuted and punished; Ensure that trafficked women and girls have access to victim and witness protection shelters, high-quality medical care, counselling and support programmes for alternative income-generation activities.

Way forward

- **Advocacy with State for sufficient Budgetary Allocations for implementation of Laws must be made.** Besides, sufficient resources both human and financial must be allocated to provide sufficient and quality support services to women.
- **Capacity Building of stakeholders** (police judiciary and service providers at all level) on gender sensitization, disability, sexuality and human rights training and protocols for behaviour must be provided for all state officials and stakeholders
- **Support for ensuing holistic, quality, sufficient and co-ordinated support services:** The state must ensure sufficient and quality support services for women including counselling, legal aid, police intervention, shelter, vocational/entrepreneurship training, employment and ensure coordination between all the stakeholders involved. A convergence of all government services must be ensured. A wider range of choices based on women's needs and interests offered to the survivor of violence (other than reconciliation).
- **Knowledge Management and Awareness generation: Women's access to justice must be enhanced through public campaigns highlighting women's rights under laws and schemes.** The State must make conscious efforts to make more women aware not only of their rights but also different laws, government policies, schemes and programmes so that they can enjoy benefits of the same. It must ensure greater access to justice for all survivors of violence, including those who are currently excluded because they are perceived to be breaking existing norms related to gender and sexuality.
- **Advocacy/Awareness and direct action with regards to shelter homes for survivors of VAW (including trafficking) including Setting up of additional shelter homes and to ensure effective functioning of current ones.**
- **A 24 hour National helpline for Women** that provides immediate response and refers women to the different stakeholders under the Act must be set up
- **Instituting police reforms:** By developing Standard operating protocols for the police when dealing with cases of violence against women must be outlined including Behavioural protocols and recording/Investigation/Medical protocols
- **Legal Interventions: Legal Services Authorities across the country must be made accessible, effective and accountable to provide quality free legal aid** for women facing violence. Competent lawyers, who are well paid, must represent women. **The State must ensure all vacant court positions are filled. The number of courts must be increased particularly at sub divisional levels** to reduce delays and increase access so that women are able to get speedy justice. **Time bound trials must be ensured.** Courts must give quick dates and restrict the number of times the other party can ask for a date. **Victim Witness protection programmes** must be initiated

Improvement in health sector response to women survivors of violence and treat violence against women as a public health issue with Free medical treatment for survivors of violence. Role of medical facilities and health professionals under the PWDVA, 2005 should be taught as part of the medical curriculum

Conclusion

Over the last seven years, there has been an increasing demand for legislation to address Gender discrimination in India. India continues to be ranked low on the Global Gender Gap Index (114 out of 142 countries) and instances of violence against women continue to be on the rise.

While India has been instituting a range of policies, institutional mechanisms and schemes to address gender discrimination, recent developments and statistics highlight that a lot still needs to be accomplished. Some steps have been taken by the Government of India in addressing this. In light of recent events, Justice Verma Committee was instituted and it has recommended important changes to make Criminal Law in India more stringent in cases of sexual assault against women. An in-depth study of the status of women in India is therefore imperative to understand success stories and best practices as well as areas where focussed intervention is urgently needed.

This report card focuses on the existing concerns and the potential way forward for the 7 focus sectors that would provide critical inputs for JICA programming and also in designing a detailed study on the issue.

In the **education sector**, retention and out of school girls remains a major issue. Enhancing gender equity in education in India is a complex task given the highly diverse socio-economic setup of the country. A practical assessment about the needs and challenges of marginalized girls and women to better enable them to pursue higher education in its entirety is required. National and state level interventions are present, but there is significant scope of strengthening in the area of implementation, monitoring and evaluation of the schemes and flagship programmes. This needs to be addressed expeditiously by understanding the situation of girls at higher education level and in accessing formal educational institutions at higher secondary level and beyond.

In the **health sector**, the biggest issue continues to remain the low sex ratio and poor access of health facilities to women and marginalised groups. Despite considerable measures being initiated, India continues to have an abysmally low sex ratio for all age groups. Thus, gender based discrimination begins right from birth and continues to plague the health and nutrition status of women throughout their lives. In general, health facilities need to be equipped to cater to women, children and differently abled patients. Further, the country needs better provisioning for girls and women who have undergone mental and physical trauma caused by sexual and physical violence. At the levels of health facility and community, there have to be strong forums wherein the female population can voice their concerns about their health and demand adequate care and services.

In the **employment and entrepreneurship sectors**, unemployment among urban women is the highest and targeted efforts are needed to provide skills and jobs. Further, female wages are significantly lower than the male counterparts. Women are also the main the migrants in India. Steps are needed to ensure that the Equal Remuneration Act which legislates there should be equal pay for equal work is implemented effectively. Women workers lack skills and training both for gaining employment or starting their own enterprises. A large pool of educated women is entering the job market and need training in employability skills and knowledge base. Additionally, women entrepreneurs in the unorganised sector, who largely run micro and small enterprises, require timely and adequate training and credit facilities to expand their enterprises and enhance productivity.

In the **agriculture sector**, the increasing mechanisation of agricultural activities undertaken by women is affecting their livelihood. Similarly, increasing use of chemical processes in agriculture is causing prominent health concerns for women. Women cultivators are also at the disadvantage in comparison to men as they lack the skills to undertake non-farm activities and also commonly lack access to latest information and technology pertaining to agriculture. There is a need to improve resources, skills and opportunities available to women.

In the **urban transport sector**, access to public transport for short distances is limited. Improved safety measures such as better lighting on bus stops, tracking systems, improved policing are essential to address the transport needs of women. Further, women make-up a large chunk of pedestrians in India and improvements in side-walks, crossings, street lighting and traffic flow is urgently required for them.

In the **water supply sector**, national level policies on drinking water and sanitation do not adequately adopt a gender sensitive approach. Issues of hygiene, toilet facilities for women often do not get acknowledged in the discourse on water supply. Further, the burden of fetching water and the lack of water within premises **impacts the productivity and health of women**. It ties them down to the house and affects their ability to participate in more fruitful pursuits such as attending school, taking up an occupation and participating in the community.

One of the most serious concern is that **Violence against women still is not considered a public health issue**. Despite the fact that the first place a woman subjected to violence will access is the closest health centre or hospital, the health services response is probably the weakest link in the chain of services to women. Further, Shelter homes are also few and far between and the quality of services provided by these homes leave much to be desired. As a result many women choose not to go to these Shelter Homes. Finally, Women subjected to violence need a coordinated set of services to help them regain control over their lives. These include counselling, police intervention, legal support, health services, shelter, vocational/entrepreneurship training and employment. The state needs to ensure sufficient and quality support services for women including counselling, legal aid, police intervention, shelter, vocational/entrepreneurship training, employment and ensure coordination between all the stakeholders involved achieved through convergence of all relevant government departments. A wider range of choices based on women's needs and interests offered to the survivor of violence (other than reconciliation).

Annexures

Annexure 1: Framework of Analysis

In order to develop a revised Gender Profile for India, we present the following Analysis Framework based on the defined scope of work. This Framework will drive the entire process of analysis and will serve as the foundation for the Desk Review and analysis phase. The Framework is presented separately for each of the four purposes as defined by JICA and has been prepared by triangulating the reference questions against:

- **The sector and focus points**
- **Parameters of analysis**
- **Relevant Schemes**
- **Research questions and sub-questions**
- **Reference documents**

The Framework is structured as a thorough repository of resources organized in line with the key focus points as defined in the Survey Grid for India developed by the Japanese Consultant. While the ‘Parameters of Analysis’ will help us visualize the change quantitatively for each sector, this will be supplemented with detailed descriptive analysis of relevant policies, access to resources/facilities, key constraints, identifiable reasons for disparity between sexes, social groups, and regions. A review of relevant government schemes will shed light on any effective measures undertaken to combat that disparity. For each sector, the analysis will also attempt to capture changes that have occurred in the past 5-6 years. This would better enable us to provide a deeper understanding of the present scenario. Apart from an overarching gender perspective, the study will also explore other kinds of socio-economic inequalities pertaining to minority social groups, regions, religions etc.

For JICA projects, relevant documents will be analysed keeping in mind the larger objective of promoting women’s employment, enhancing women’s role in decision-making processes and undertaking interventions for women’s empowerment and gender mainstreaming in future projects.

Purpose 1: To summarize the condition of women and men in key sectors with updated data, descriptive analysis and statistical data disaggregated by sex, districts, rural/urban area, tribes/caste etc.

<i>Sector based focus points</i>	<i>Research questions and sub-questions</i>	<i>Indicators/Parameters of analysis</i>	<i>Relevant schemes to be reviewed</i>	<i>Reference documents</i>
Education <ul style="list-style-type: none"> • <i>The degree to which the relevant MDGs have been achieved and if far from the full achievement, reasons for it</i> • <i>Disparity in the enrolment rate at the higher education</i> 	<ul style="list-style-type: none"> • What kinds of relevant policies are available in each sector? How is the progress of those policies? What are key challenges? 	<ul style="list-style-type: none"> • Adult Literacy Rate • Effective Literacy Rate • Gross Enrolment Rate (GER) in Higher Education • Category wise Enrolment in University level institutions 	<ul style="list-style-type: none"> • Centrally Sponsored Scheme of Vocationalisation of Secondary and Higher Secondary Education (CSS of VSHSE) • <i>Rashtriya Uchchatar Shiksha Abhiyan</i> 	<ul style="list-style-type: none"> • Chapter 6: State of Literacy Provisional Population Totals Paper1 of 2011 India , Census 2011 • Paper 2: Rural Urban Distribution of Literacy, Provisional Population Totals Paper 2 of 2011 India, Census 2011 • Annual Report - Ministry of Human

Sector based focus points	Research questions and sub-questions	Indicators/Parameters of analysis	Relevant schemes to be reviewed	Reference documents
<p><i>level and literacy rate between girls/women and boys/men</i></p> <ul style="list-style-type: none"> • <i>Gender Gap even among girls/women by province/region, place (urban/rural), caste, tribe, religion</i> • <i>reasons for the disparities between sexes and between girls/women as well as constraints from certain groups of girls' schooling</i> 		<ul style="list-style-type: none"> • Enrolment rate at Primary School level (Class 8) • School leavers' rate at Secondary School level • Pass out rate at Primary School level (Class 8) • Rate of drop-out at Secondary School level 	<p>(RUSA) - Department of Higher Education (MHRD)</p> <ul style="list-style-type: none"> • <i>Sarva Shiksha Abhiyaan</i> • Mid-Day Meal • <i>Mahila Samakhya Yojana</i> • <i>Rashtriya Madhyamik Shiksha Abhiyan (RMSA)</i> • 	<p>Resource Development (MRHD)</p> <ul style="list-style-type: none"> • Gross Enrolment Ratio, www.data.gov.in (Open Government Data (OGD) Platform India) • Evaluation Report on <i>Sarva Shiksha Abhiyaan</i> • Survey for Assessment of Dropout Rates at Elementary Level in 21 States • Executive Summary of the IV & V Alternative Report on CEDAW, 2014 • All India Survey on Higher Education – Pilot Report 2011 • UDISE data • National Assessment Study • Census 2011
<p>Health and HIV/AIDS</p> <ul style="list-style-type: none"> • <i>The degree to which the relevant MDGs have been achieved and if far from the full achievement, reasons for it</i> • <i>Differences in the accessibility of women to hospitals/health clinics and reasons for it</i> • <i>The rate of prevalence of HIV, the situation of people living with HIV/AIDS (PLWHAs) and their vulnerability</i> 	<ul style="list-style-type: none"> • What kinds of relevant policies are available in each sector? How is the progress of those policies? What are key challenges? 	<ul style="list-style-type: none"> • Life Expectancy at Birth • Infant Mortality Rate • Under Five Mortality Rate • Maternal Mortality Rate • Sex Ratio • Age at marriage • Fertility rate • Infant and Young Child feeding indicators – National profile • % of population using improved drinking water sources • % of population using improved sanitation • Density of health workforce • % of Antenatal care coverage 	<ul style="list-style-type: none"> • National Rural Health Mission • Integrated Child Development Scheme (ICDS) • Reproductive and Child Health Programme • <i>Indira Gandhi Matritva Sahyog Yojana (IGMSY)</i> • Nutrition Programme for Adolescent Girls • National Policy on HIV/AIDS and the World of Work 	<ul style="list-style-type: none"> • Chapter 5 Gender Composition of the Population, Provisional Population Totals Paper 1 of 2011 India, Census 2011 • Maternal & Child Mortality and Total Fertility Rates, Sample Registration System (SRS), Office of Registrar General, India (2011) • Annual Report – Ministry of Health and Family Welfare (MoHFW) • Annual Report- Ministry of Women and Child Development (MWCD) • Framework for Implementation – National Health Mission (2012-17) • Annual Report to the People on Health 2011 – MoHFW • Gender Equality and Women's Empowerment in India NFHS-3, 2005-06 • National Policy on HIV/AIDS and the World of Work – Ministry of Labour

Sector based focus points	Research questions and sub-questions	Indicators/Parameters of analysis	Relevant schemes to be reviewed	Reference documents
		<ul style="list-style-type: none"> • % of Births attended by skilled health personnel • Contraceptive Prevalence • Current Epidemiological Scenario of HIV/AIDS 		<ul style="list-style-type: none"> and Employment (2010) • Annual Reports – National AIDS Control Organisation (NACO) 2013-14 • RMNCH+A Strategy document by UNICEF • IGMSY Implementation Guidelines (2011) • Indicators for assessing infant and young child feeding practices, Part 3 Country Profiles, WHO (2010) • World Health Statistics 2014, WHO
<p>Agriculture and Forestry</p> <ul style="list-style-type: none"> • <i>Main crops (food and cash crops)</i> • <i>Average of land-holding size and the average number of livestock per household</i> • <i>In general, what kinds of productive resources (land, land with irrigation, kitchen garden, livestock, fertilizer, seeds) women and men have and do not have in terms of access to and control over</i> • <i>Extension service available for women and men, including training opportunity, extension services, micro credits</i> • <i>Gender-based divisional labour/responsibilities in productive (farming, taking care of livestock, collecting</i> 	<ul style="list-style-type: none"> • What kinds of critical gender points are embedded in the areas and the sectors of agriculture, water-supply, forestry, and transportation in which that target JICA loan projects are implemented? • What groups/categories of women are involved (exist) in the sectors (forestry, agriculture, water-supply, and transportation) in which the target JICA projects have been implemented? What groups of women could be the most efficient and effective to be targeted for the new project aimed at the 	<ul style="list-style-type: none"> • % of rural population • % distribution of workers in primary sector • Average Land holdings disaggregated by size, social groups, types of holding, gender • Average number of households owning animals • Vulnerability to climate change (district wise) • Participation rate in agriculture sector 	<ul style="list-style-type: none"> • Rural Godown Scheme or <i>Gramin Bhandaran Yojana</i> • <i>Rashtriya Krishi Vikas Yojana</i> • <i>Sampoorna Grameen Rozgar Yojana</i> • National Rural Livelihood Mission (NRLM) • Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) • National Agriculture Policy 	<ul style="list-style-type: none"> • DARE/ICAR Annual Report • Annual Report, Department of Agriculture and Cooperation – Ministry of Agriculture • New Agriculture Policy • Agriculture Census 2010-11 Provisional Results (Phase II), Department of Agriculture & Cooperation, Ministry of Agriculture, New Delhi 2014 • Rural Urban Distribution of Population, Provisional Population Totals, Census 2011 • Statistical Profile on Women Labour 2009-11, Labour Bureau, Ministry of Labour & Employment, Govt. of India • Impact of WTO on Women in Agriculture (2005) • Twelfth Plan Working Group on Disadvantaged Farmers, Including Women – Final Report, 2011 • 19th Livestock Census-2012, All India Report, Ministry of Agriculture, Department of Animal Husbandry,

<i>Sector based focus points</i>	<i>Research questions and sub-questions</i>	<i>Indicators/Parameters of analysis</i>	<i>Relevant schemes to be reviewed</i>	<i>Reference documents</i>
<p><i>forest resources, etc.) and re-productive activities</i></p> <ul style="list-style-type: none"> • <i>Projected adverse effects of climate variability (unpredictable rainfall patterns, shortfall of rain, etc.) on the productivity of agricultural crops and livelihood especially on women</i> • <i>Extreme climate events, such as flood and drought</i> • <i>Differences in vulnerability and adaptive capacity between women (including socially disadvantaged people of SC, ST) and men</i> <p>Diversification of crops</p> <ul style="list-style-type: none"> • <i>Women farmers' participation in decision-making on how to farm and how to use income at the household level and decision-making on how to manage irrigations at the community level</i> • <i>Improvement of women and SC/ST's income (economic empowerment)</i> <p>Afforestation (Tamil Nadu)</p> <ul style="list-style-type: none"> • <i>Women and SC/ST's participation in decision-making process</i> • <i>The improvement of women</i> 	<p>empowerment of women?</p> <ul style="list-style-type: none"> • What kinds of relevant policies are available in each sector? How is the progress of those policies? What are key challenges? 			<p>Dairy and Fisheries</p> <ul style="list-style-type: none"> • Agriculture Gateway to India – Gender Issues (www.naarm.ernet.in) • State sponsored schemes, budget, land use patterns – Department of Agriculture, Himachal Pradesh • Himachal Pradesh State Development Report – with focus on Agriculture, Gender Empowerment • Annual Report – Ministry of Environment, Forests and Climate Change • Report of the Advisory Committee to Promote the Involvement of Women in the Forestry Sector (1996) – Ford Foundation

<i>Sector based focus points</i>	<i>Research questions and sub-questions</i>	<i>Indicators/Parameters of analysis</i>	<i>Relevant schemes to be reviewed</i>	<i>Reference documents</i>
<i>and SC/ST's income (economic empowerment)</i>				<ul style="list-style-type: none"> National Forest Policy 1988 – Ministry of Environment, Forests and Climate Change National Forest Commission Report 2006
Employment/ Entrepreneurship/ SME <ul style="list-style-type: none"> <i>The workforce/labor force in formal and informal sectors</i> <i>Disparity in employment rate by gender, age, educational level, and place (urban/rural)</i> <i>Entrepreneurship or SME run by women (including popular/easier sector/subject of entrepreneurship and reasons for it)</i> <i>The effectiveness and ineffectiveness of SFGs, vocational training, micro-finance, etc. and reasons for it</i> 	<ul style="list-style-type: none"> What kinds of measures can drive women to generate more income and actively participate in decision-making process, take a leadership in undertaking group activities and lead to their empowerment? Otherwise, how can women be excluded from such an opportunity in the process of the project? What kinds of relevant policies are available in each sector? How is the progress of those policies? What are key challenges? 	<ul style="list-style-type: none"> Unemployment Rate Labour force participation rate % of women in organized and unorganized sector Long term unemployment rate Employment by selected industries Rate of migration rates Wage rates – salaried employees and casual labourers Work force participation rate Self-employed workers vs. Salaried/Regular wage employees Employment trends for vulnerable groups Vulnerable employment 	<ul style="list-style-type: none"> Safety, Health and Environment at Work Place <i>Rashtriya Mahila Kosh</i> <i>Mahila Samakhya Yojana</i> Swadhar Scheme Skill Development Initiative Scheme Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) National Rural Livelihood Mission (NRLM) National Policy for the Empowerment of Women Support to Training and Employment Programme for Women (STEP) Grant in Aid on Women Labour <i>Rashtriya Swasthya Bima Yojana</i> 	<ul style="list-style-type: none"> Annual Reports– Ministry of Labour and Employment Report of the NSC Committee on Periodic Labour Force Survey – National Statistical Commission The Equal Remuneration Act, 1976 Labour Statistics, http://labourbureau.gov.in/schemes.html Key Indicators of Employment and Unemployment India, Ministry of Statistical and Programme Implementation, NSSO Report of the Working Group on Employment, Planning & Policy for the Twelfth Five Year Plan (2012-2017)

Purpose 2: To summarize the overview of actual conditions of emerging critical issues and trafficking in human in India

<i>Focus points</i>	<i>Research questions and sub-questions</i>	<i>Indicators/Parameters of analysis</i>	<i>Relevant Acts (legislation) to be reviewed</i>	<i>Reference documents</i>
<p>Critical types of violence against women</p> <ul style="list-style-type: none"> • <i>Domestic Violence including Dowry-related violence</i> • <i>Sexual harassment</i> • <i>sexual Violence</i> • <i>Crimes in the name of Honour</i> • <i>Sex selective Abortions etc.</i> 	<ul style="list-style-type: none"> • What kinds of traditional and socio-cultural institutions or gender ideology to hinder women from participating in economic activities and decision-making processes and what are possible measures to combat against or eliminate such constraints? 	<ul style="list-style-type: none"> • Reported Rapes • Reported dowry deaths • Rate of sex selective abortions • Reported cruelty by a husband or relative • Reported honour killings • Reported abductions • Reported Child Marriages 	<ul style="list-style-type: none"> • Dowry Prohibition Act, 1961 • Prohibition of Child Marriage Act, 2006 • Criminal Law Amendment Act, 1983 • The Indian Evidence (Amendment) Act, 2002 • Criminal Law Amendment Bill, 2010 • The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 • Protection of Women from Domestic Violence Act, 2005 • Pre-Conception and Pre-Natal Diagnostic Technique Act(PCPNDT), 1994 • Medical Termination of Pregnancy Act, 1971 	<ul style="list-style-type: none"> • Executive Summary of the IV & V Alternative Report on CEDAW – 2014 • Annual Reports– Ministry of Women and Child Development (MWCD) • Study Report by High Level Committee on the Status of Women – MWCD • Chapter 5 – Crime against Women, Crime in India 2013, National Crime Records Bureau – Ministry of Home Affairs
<p>Tariffing in human (the outline of whole actual situation)</p> <ul style="list-style-type: none"> • <i>The characteristics of victims and rough number of the victims</i> • <i>India as a destination country (from what countries/places to what places are victims are taken and sold)</i> • <i>Main reasons/causes</i> • <i>The mechanism of this organizational crime</i> • <i>Legislative and the Police’s intervention</i> • <i>Relationship with HIV/AIDS and the situation of rescuing and rehabilitating the victims</i> 		<ul style="list-style-type: none"> • Reported import of girls from foreign countries • Reported violation of the Immoral Traffic Act 	<ul style="list-style-type: none"> • Immoral Traffic (Prevention) Act, 1956 	<ul style="list-style-type: none"> • Executive Summary of the IV and V Alternative Report on CEDAW – 2014 • Annual Reports– Ministry of Environment, Forests and Climate Change • National Action Plan on Climate Change (NAPCC) – Govt. of India

Purpose 3: To summarize the relevant policy of the government and the activities of relevant donors as well as the progress and challenges

<i>Sector based focus points</i>	<i>Research questions and sub-questions</i>	<i>Reference documents</i>
<p>Institutional Mechanism – MWCD and HLC on status of women</p> <ul style="list-style-type: none"> <i>The structure of Ministry of Women and Children Development</i> <i>Mandates of Ministry of Women (especially toward Departments of Women at the provincial level and other line-Ministries) and power relations to/ corroborative relationship with the Departments and other line-Ministries</i> <i>The demarcation of mandates and power and budget distribution between Ministry of Women and National High Committee on the Status for Women</i> <i>Gender Responsive Budget, focused on the sectors of health, education, production, and economic activities</i> 	<ul style="list-style-type: none"> How is the organizational awareness of gender mainstreaming and organizational capacity of the relevant governmental organizations to implement the policies and address the overall goal of women’s empowerment? What kind of budget is available to promote women’s SHG activities? Is any gender-responsive budget allocated for the promotion of women’s self-employment/entrepreneurship? What kinds of traditional and socio-cultural institutions or gender ideology to hinder women from participating in economic activities and decision-making processes and what are possible measures to combat against or eliminate such constraints? 	<ul style="list-style-type: none"> Annual Report of MWCD Website of Ministry of Women and Child Development Annual Report of MWCD Website of Ministry of Women and Child Development Government orders Gender Budgeting Handbook and Manual (MWCD) Charter of Gender Budget Cells (MoF) Gender Budget Union Budget allocations towards gender mainstreaming Mission Statement, National Mission on the Empowerment of Women 2010 Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG) – SABLA, Implementation Guidelines (2010), MWCD Academic Journeys such as Economic and Political Weekly (EPW), JStor etc. for relevant articles such as: <ul style="list-style-type: none"> ‘Sieving Budget for Gender’, Nirmala Banerjee and Maithreyi Krishnaraj, EPW Vol. 39, No. 44 (Oct 30-Nov 5, 2004), pp. 4788-4791 ‘Gender Budgeting Statement: Misleading and Patriarchal Assumptions, EPW Vol. 41, No. 30 (Jul 29 – Aug 4, 2006), pp. 3285-3288 ‘Gender Responsive Budgeting in India: What Has Gone Wrong?’, Navanita Sinha and Yamini Mishra, EPW Vol. 48, No. 17 (Apr 28, 2012) 50-57
<p>Institutional Mechanism – Policy on the Empowerment of Women</p> <ul style="list-style-type: none"> <i>To review the Policy on the Empowerment of Women and summarize the outline of the Policy and the outline of Mission for the Empowerment of Women</i> <i>The prioritized areas/sectors and issues to be addressed</i> <i>Constraints from combatting against such gender issues</i> <i>Major strategies or measures to alleviate/mitigate such constraints</i> <i>Key challenges</i> <i>Main mandate/mission, activities, and structure of the</i> 	<ul style="list-style-type: none"> What kinds of measures can drive women to generate more income and actively participate in decision-making process, take a leadership in undertaking group activities and lead to their empowerment? Otherwise, how can women be excluded from such an opportunity in the process of the project? How is the organizational awareness of gender mainstreaming and organizational capacity of the relevant governmental organizations to implement the policies and address the overall 	<ul style="list-style-type: none"> National Policy for the Empowerment of Women, 2001

<i>Sector based focus points</i>	<i>Research questions and sub-questions</i>	<i>Reference documents</i>
<p><i>Mission for the Empowerment of Women</i></p>	<p>goal of women’s empowerment? What budgets are available to promote women’s SHG activities? Is any gender-responsive budget allocated for the promotion of women’s self-employment/entrepreneurship?</p> <ul style="list-style-type: none"> • What kinds of traditional and socio-cultural institutions or gender ideology to hinder women from participating in economic activities and decision-making processes and what are possible measures to combat against or eliminate such constraints? 	
<p>Institutional Mechanism – FYPs</p> <ul style="list-style-type: none"> • <i>To summarize the gender issues stated in the 11th Five Year Plan and 12th Five Year Plan</i> • <i>Prioritized gender issues and main strategies to combat against such problems</i> • <i>Shortcomings in spite of the efforts made under the 11th Five Year Plan and key challenges to be addressed in the 12th Five Year Plan</i> • <i>Major comments given by Gender Working Groups for the 12th Five Year Plan</i> 	<ul style="list-style-type: none"> • What kinds of measures can drive women to generate more income and actively participate in decision-making process, take a leadership in undertaking group activities and lead to their empowerment? Otherwise, how can women be excluded from such an opportunity in the process of the project? • How is the organizational awareness of gender mainstreaming and organizational capacity of the relevant governmental organizations to implement the policies and address the overall goal of women’s empowerment? What kind of budget is available to promote women’s SHG activities? Is any gender-responsive budget allocated for the promotion of women’s self-employment/entrepreneurship? 	<ul style="list-style-type: none"> • 11th FYP and 12th FYP document strategies for: Health, Education, Employment and Skill Development, Agriculture, Women’s Agency and Child Rights • 12th FYP Report of the Working Group on Women’s Agency and Empowerment, MWCD
<p>CEDAW</p> <ul style="list-style-type: none"> • <i>The summary of the Progress Report (2007) for CEDAW, especially shortcoming issues and critical issues</i> 	<ul style="list-style-type: none"> • What kinds of measures can drive women to generate more income and actively participate in decision-making process, take a leadership in undertaking group activities and lead to their empowerment? Otherwise, how can women be excluded from such an opportunity in the process of the project? • How is the organizational awareness of gender mainstreaming and organizational capacity of the relevant governmental organizations to implement the policies and address the overall goal of women’s empowerment? What kind of budget is available to promote women’s SHG activities? Is any gender-responsive budget 	<ul style="list-style-type: none"> • CEDAW India Report (2006) – combined second and third periodic reports of States parties • UN Women Website • Combined IV and V combined periodic report • Concluding observations by CEDAW Committee (2007,2014) • UN Women Website

<i>Sector based focus points</i>	<i>Research questions and sub-questions</i>	<i>Reference documents</i>
	<p>allocated for the promotion of women's self-employment/entrepreneurship?</p> <ul style="list-style-type: none"> • What kinds of traditional and socio-cultural institutions or gender ideology to hinder women from participating in economic activities and decision-making processes and what are possible measures to combat against or eliminate such constraints? 	
<p>UN Women³⁸⁹</p> <ul style="list-style-type: none"> • <i>The summary of the overview/comments given by UN Women in the latest Session) if there are any critical matters (Outline of gender issues and challenges for gender equality and gender mainstreaming; Need of how gender activities are coordinated/demarcated among donors)</i> 	<ul style="list-style-type: none"> • What kinds of measures can drive women to generate more income and actively participate in decision-making process, take a leadership in undertaking group activities and lead to their empowerment? Otherwise, how can women be excluded from such an opportunity in the process of the project? • Are there any similar projects undertaken by any international organizations or donor agencies? What are the lessons learnt by them in terms of effective measures? 	<ul style="list-style-type: none"> • UN Women session (latest edition)
<p>RF</p> <p><i>(Activities, challenges, needs, etc.; understanding of the present situation and key challenges and needs)</i></p>	<ul style="list-style-type: none"> • Are there any similar projects undertaken by any international organizations or donor agencies? What are the lessons learnt by them in terms of effective measures? • What kinds of traditional and socio-cultural institutions or gender ideology to hinder women from participating in economic activities and decision-making processes and what are possible measures to combat against or eliminate such constraints? 	
<p>World Bank/ADB</p> <p><i>(Gender mainstreaming into loan projects; strategy/measures for mainstreaming gender into projects)</i></p>	<ul style="list-style-type: none"> • Are there any similar projects undertaken by any international organizations or donor agencies? What are the lessons learnt by them in terms of effective measures? 	
<p>ILO</p> <p><i>(Outline of women's employment/entrepreneurship, constraints/needs, etc.; confirm about key constraints/needs for women's entrepreneurship)</i></p>		

³⁸⁹ This will be drawn from primary data. UN Women Session report will be analyzed as part of the various strategies undertaken by different development partners on gender in India.

Purpose 4: To make key recommendations on how to mainstream gender into future JICA Project based on the assessment of the ongoing/ prospective projects³⁹⁰

<i>Relevant Sector</i>	<i>Research questions and sub-questions</i>	<i>Reference documents</i>
<p>Transport</p> <ul style="list-style-type: none"> • <i>Increase in women's employment for construction work and for the implementing organization</i> • <i>Reflection of women passengers' needs into planning, increase in the number of women passengers</i> 	<ul style="list-style-type: none"> • What kinds of critical gender points are embedded in the areas and the sectors of agriculture, water-supply, forestry, and transportation in which that target JICA loan projects are implemented? • How should the points found out be integrated into the planning and evaluation processes of future JICA projects in order to promote women's empowerment? • What groups/categories of women are involved (exist) in the sectors (forestry, agriculture, water-supply, and transportation) in which the target JICA projects have been implemented? What groups of women could be the most efficient and effective to be targeted for the new project aimed at the empowerment of women? • What kinds of measures can drive women to generate more income and actively participate in decision-making process, take a leadership in undertaking group activities and lead to their empowerment? Otherwise, how can women be excluded from such an opportunity in the process of the project? • What kinds of relevant policies are available in each sector? How is the progress of those policies? What are key challenges? • What kinds of traditional and socio-cultural institutions or gender ideology to hinder women from participating in economic activities and decision-making processes and what are possible measures to combat against or eliminate such constraints? 	<ul style="list-style-type: none"> • Annual Report – Ministry of Road Transport and Highways • Private Space in Public Transport: Locating Gender in the Delhi Metro – Shelly Tara 2011 (Economic and Political Weekly) • Addressing Gender Concerns in India's Urban Renewal Mission • Gender and Urban Transport: the Mumbai experience – The World Bank resources • Inclusive Urban Transport planning for Development, Gender Equity and Economic Empowerment (2010) – The World Bank
<p>Water Supply</p> <ul style="list-style-type: none"> • <i>Women and SC/ST's participation in decision-making process</i> • <i>Decrease in the number of hours women/girls spend for fetching water, improved access to water for SC/ST, improvement of health condition</i> 	<ul style="list-style-type: none"> • What kinds of measures can drive women to generate more income and actively participate in decision-making process, take a leadership in undertaking group activities and lead to their empowerment? Otherwise, how can women be excluded from such an opportunity in the process of the project? • What kinds of relevant policies are available in each sector? How is the progress of those policies? What are key challenges? • What kinds of traditional and socio-cultural institutions or gender ideology to hinder women from participating in economic activities and decision-making processes and what are possible measures to combat against or eliminate such constraints? 	<ul style="list-style-type: none"> • National Rural Drinking Water Programme (NRDWP)– Framework for Implementation, Ministry of Rural Development • Towards Gender Budgeting in Tamil Nadu – Social Watch – Tamil Nadu 2008 • Equity in Drinking Water and Sanitation in India – UNICEF India

³⁹⁰ This table states the Framework of Analysis for Transport and Water Supply only. Analysis of Forestry and Crop Diversification will be undertaken along with the sectoral analysis of Agriculture and therefore, has been collated with it.

Annexure 2: Minutes of the Stakeholder Discussions

MEETING ON NOVEMBER 29, 2014: KEY DISCUSSION POINTS

Meeting with: Mrs. N T Abroo, Director, ICDS, Department of Women and Child Development, (DWCD) Bangalore

Date and time: 29th November, 2014 Saturday at 11 am

Meeting attendees: Bhupendra Prabhakar, Sana Kazi

SUMMARY OF THE DISCUSSION

- The agenda of the meeting was to understand the gender issues faced in the state and the steps taken to overcome these issues. Also, to understand the trafficking situation and the mitigation measures taken
- The role of the Department of Women and Child Development (DWCD) is to implement schemes at the State level. Currently the DWCD is implementing 22 schemes in Karnataka
- The State Commission is a statutory body that looks at the adequacy of the law and provides policy support to the State. It also has the power of a civil court and can make investigations/enquiries.
- The DWCD plays three major roles with respect to trafficking namely;
 - Creating awareness,
 - Sensitizing the population and
 - Providing shelters for women and children.

Additionally, the Department also coordinates with the police to report and provide them support in tracking missing children

- The Department has taken several initiatives such as *Santhawana* homes and the *Stree Shakti* programme
 - *Santhawana homes*: provide support to women subjected to atrocities such as domestic violence and rape. It provides counselling, legal assistance, financial aid, temporary shelter and some training. The homes also help facilitate school/college admissions, pay fees and provide them clothes etc
 - *Stree Shakti program*: focuses on economic empowerment of rural women by helping them form Self Help Groups (SHG) to encourage habits of saving and thrift
- Some the issues that the Department faces while implementing these initiatives are:
 - *Services provided in the homes*: while the homes provide a safe environment for women, they also need to provide some sort of vocational courses or skill development courses so that these women are provided with some alternate means of earning their livelihood. Just tying up with NGOs for vocational training courses is not a sustainable option. It can be used in the short run but after a few years, the NGOs also end the programs, so in-house training schemes need to be developed. Some homes are training women on rope making and tailoring etc but these are not standardised across the state. Without these vocational/skilling courses, the homes function more like retirement homes where the women stay on or some women also run away and go back to their old lives as they have other means of being economically independent
 - *Monitoring*: Currently, there is no measure of awareness of these initiatives or any standardised monitoring of the homes. Also, there are too many overlapping schemes. These need to be streamlined to ensure that each scheme is targeted at a unique purpose.

**MEETING ON NOVEMBER 29, 2014:
KEY DISCUSSION POINTS**

Meeting with: Mr. Muniappa Project Director, *Stree Shakti*, Department of Women and Child Development, (DWCD) Bangalore

Date and time: 29th November, 2014 Saturday at 12 pm

Meeting attendees: Bhupendra Prabhakar, Sana Kazi

SUMMARY OF THE DISCUSSION

- The agenda of the meeting was to understand the gender issues faced in the state and the steps taken to overcome these issues. Also, to understand the trafficking situation and the mitigation measures taken
- The *Stree Shakti program* focuses on economic empowerment of rural women by helping them form Self Help Groups (SHG) to encourage habits of saving and thrift. Till date 140,000 SHGs in the State have been formed under the scheme.
 - The scheme provides training to the groups on basic accounting and bookkeeping. It also provides them with an initial investment in the form of a revolving fund of INR 5,000 and a basic kit containing stationery and a register to start.
 - SHGs formed under the scheme can also avail of any of the training programs that are organised by the DWCD.
 - Once the groups start functioning on their own, the program provides them with financial support of INR 5,000 a year for a maximum of 4 years.
 - The members of these groups are engaged mainly in agriculture based activities.
 - The Department has also developed *Stree Shakti bhawans* at the Taluk level. These bhawans act as marketing and training centres for the SHGs
 - 10-15 SHGs form a cluster, the clusters in turn form 'Block societies' at the Taluk level
 - From the Department, the District Programme Officers (DPOs) and supervisors help facilitate and work as the secretary of the Block societies.
 - The schemes also provide incentives to encourage the groups to undertake income generating activities and to increase their savings. Additionally, they recognize the best performing groups on International Women's Day
- The outcomes of the programme has been encouraging as now, women are socially and economically able to participate in public life. The groups collectively have a saving of INR 1500 crores. Additionally, a recent evaluation study noted that the women that were part of these groups contributed to the decision making in their houses
- However, there are some suggestions/recommendations that can improve the outcomes from the schemes
 - Bringing all SHGs under 1 umbrella as currently, SHG formation is being encouraged under different departments and is being facilitated by different banks. This leads to too much duplication in the support that these SHGs take from the various sources
 - Providing skill development trainings to SHGs: to improve the quality of the product and help them diversify their products
 - Provide marketing avenues to the SHGs: so that they can improve their branding and packaging and thus also reach more markets and improve their competitiveness
 - Provide basic literacy classes to the illiterate members of the groups
 - At a broader level, the awareness levels of the population (including men) needs to be increased. Even women need to be made more aware of these schemes
 - Coordination/convergence with other departments is an issue. Since gender is a cross cutting element, the education, health and ICDS departments have to work together
 - Though there are several committees that are in place to help reduce trafficking, there needs to be continuous monitoring of these committees
 - Also, there needs to be a mechanism in place to prevent trafficking (In addition to providing rehabilitation services). If some sort of tracking mechanism can be implemented, it will be helpful to prevent trafficking and will also ensure the child is enrolled in school at the right age and can also be used to prevent drop outs etc. However, this requires convergence between the departments
- The State has also implemented gender budgeting for all Departments. All Departments have to allocate atleast 33% of their budget for women with a special focus on beneficiary oriented schemes in all Departments. But just allocating funds is not sufficient. Awareness and adequate measures need to be taken

FIELD VISIT TO HOSUR ON DECEMBER 1, 2014:

Meeting with: Mr. Senguttavan (Assistant Executive Engineer), Mr Krishna (Engineer), Mr Venkateshwaran (member CCDU), Mr. Sonasundaram (member CCDU)

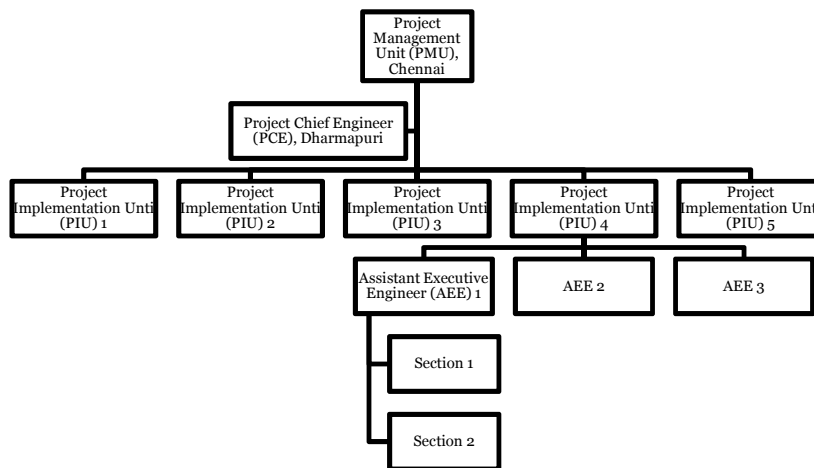
Date and time: 1st December 2014, Monday,

Location: Hosur

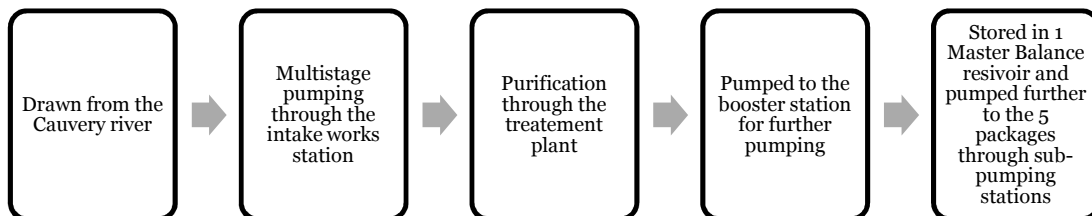
Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC), Hafiz

SUMMARY OF THE DISCUSSION

- The Hogenakkal project (JICA project) covers ~35 lakh people (Female to male ratio is 0.98) in 2 Districts of Krishnagiri and Dharmapuri
 - For administrative purposes, the project is divided into 5 packages. 3 packages are in Dharmapuri and 2 packages are in Krishnagiri
 - The areas targeted under the project are those where the Fluoride content is more than 1.5ppm
 - The project was sanctioned in 2009 and started in 2010. The duration of the project is 3 years plus a 2 year extension.
 - The implementation structure is as below:



- The process of water flow is as below:



- Currently, the community is not yet involved in running of the project. The user groups have not yet been formed in the districts but are in the process of being formed
- The Community and Capacity Development Unit (CCDU) is headed by the Chief Engineer and is supported by 2 Assistant executive engineers. The work of the CCDU is focused in rural areas as urban areas have local governing bodies to support them in the capacity building.
 - One of the main responsibilities of the CCDU is to help in the formation of Village Water Sanitation Committees under the project. The Committee comprises 6-12 members of which 33% are female and 33% are either ST or SC
 - An additional responsibility is to develop the training and IEC material

FIELD VISIT TO HOSUR ON DECEMBER 1, 2014:

Village name: Achettipalli, Hosur

Meeting with: Ms. Anita (Panchayat President), Mr. Muniraj (Panchayat member), Ms. Uma Maheshwari (BDO), Ms. Anita Radhakrishna (Panchayat member), Ms. Manjula Venkatesh (Panchayat member)

Date and time: 1st December 2014, Monday,

Location: Hosur

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC) , Hafiz

SUMMARY OF THE DISCUSSION

- Village profile: 30% SC, 20% Most backward Classes (MBC), 30% Backward classes, 10% OC, 10% others
- The village is mainly involved in agricultural activities such as cultivation of ragi and vegetables. 30% of the population owns some land (2-3 acres) and the remaining 70% work as agricultural labourers. The vegetables that are grown are sold in Hosur market directly by the farmer
 - Women also work in the fields (as helpers) and earn ~ INR 150/day .Men do more manual work and heavy lifting and thus earn ~INR 250/day
 - Women spend ~3 hours in the morning on household work and then 3 hours in the evening as well (washing clothes, utensils, cooking, cleaning) and ~8 hours in the fields
- The panchayat comprises of 9 elected members for a term of 5 years. The current panchayat has 3 women (of which 1 is a SC) and 6 males (of which 1 is a ST). The last election was in 2012. The next election is scheduled for 2017.
 - There is a reservation clause for women for the position of gram panchayat president. The State Election Commission decides which panchayats will be headed by women and the District Collectors help implement this
 - Currently Anita (president) wanted to become the president as she wanted to be of public service
- The issues faced include- water supply, lack of road connectivity, lack of adequate public transport, poor drainage and lack of housing for the poor
- Before the Hogenakkal water supply project, the village used to rely on borewells (ground water) and used to purchase water tankers as well (payment for the tankers used to be made out of panchayat funds).
 - The village used to order 30-40 tankers of water per month during the 4 summer months. This costs them ~ INR 40,000. For the rest of the year, the used to only rely on the ground water
- Under the Hogenakkal project, the villages receive water in the public taps between 6 am and 10 am. If there is a festival or a function, then there is water for a few hours in the evening as well
 - People of all castes have equal access to the water
 - They have not been facing any problems with the water supply. The only problem occurs when the pump breaks but then, they call the engineer to repair it
 - While each house does not have a private tap, 1 tap serves 2 households and has been placed equi-distant between the 2 houses for ease of access. Under the project, this village has ~600 taps for 1150 households.
 - The users are satisfied with the quantity and quality of water that they are receiving under the project
 - Clothes are washed using tanker water as the project water is used only for drinking and cooking
 - Each household makes 15-20 trips to the taps to collect water for drinking/cooking. The water is collected mainly by the women in the house but sometimes men also collect the water
- The user committee has not yet been formed in the village. The proposal for developing this committee was initiated in August 2014 but it needs to be placed in front of the *gram sabah* for final approval. This will be done shortly. The role of this committee will be to undertake water maintenance activities.
- Additionally, a group of 9 members has been formed. This group will undertake minor repairs on any of the equipment under the project. Currently the gram panchayat funds are being used to pay for these repairs (each gram panchayat receives ~INR 70,000 per month from the State Government for water maintenance)
- Going forward, one area of additional support is in the form of financial support for running the committees. Currently, each user is expected to provide a deposit of INR 1000 plus INR 30 (if there is a direct tap in their house) or INR 20 if the tap is public. However, most villagers cannot afford to pay this amount.

FIELD VISIT TO HOSUR ON DECEMBER 1, 2014:

Village name: Mallasandram, Hosur

Meeting with: Ms. Manjula (Panchayat President),

Date and time: 1st December 2014, Monday,

Location: Hosur

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC) , Hafiz

SUMMARY OF THE DISCUSSION

- Village profile: 30% SC, 20% Most backward Classes (MBC), 30% Backward classes, 10% OC, 10% others
- The village is mainly involved in agricultural activities such as cultivation of ragi and vegetables. 40% of the population owns some land (2-3 acres), 30% work as agricultural labourers and the remaining 20% own small business or work in factories.
 - Women also work in the fields or as construction workers
- The panchayat comprises of 9 elected members for a term of 5 years. The current panchayat has 3 women and 6 males (of which 1 is a SC).
- Before the Hogenakkal water supply project, the village used to rely on borewells (ground water) and used to purchase water tankers as well (payment for the tankers used to be made out of panchayat funds). Additionally, there were traces of fluoride in the water. In 1996, the ground water started drying up as a result, there were a lot of issues.
 - The village used to order 30-40 tankers of water per month during the 4 summer months. This costs them ~ INR 40,000. For the rest of the year, they used to only rely on the ground water
 - This issue of poor water supply was brought up by the villages during the public meetings with the collectors for the last 4 years and in 2009 they were informed about the Hogenakkal project. Work on the project started in 2011 and the village started receiving water in 2013
- Under the project, 2 Hogenakkal tanks supply 10 Overhead Tanks which in turn supply the village with water
- Under the project, the villages receive water between 6 am and 11 am. If there is a festival or a function, then there is water for a few hours in the evening as well
 - People of all castes have equal access to the water
 - They have not been facing any problems with the water supply. The only problem occurs when the pump breaks. But in this case, the problem just needs to be reported to the Assistant engineer for the area who in turn will inform the contractor who will fix the problem. This arrangement can be carried on till 2018. After that the committee and user fee will have to pay for any repairs
 - Each house does not have a private tap. However, 1 tap serves 2 households and has been placed equi-distant between the 2 houses. Under the project, this village has ~1500 taps for 3000 households. The president does not want to provide each household with a tap as she feels the wastage will be higher as currently, there are no meters attached to the taps
 - The users are satisfied with the quantity and quality of water that they are receiving under the project
 - Clothes are washed using tanker water as the project water is used only for drinking and cooking
 - Each household makes 20-25 trips to the taps to collect water for drinking/cooking. The water is collected mainly by the women in the house but sometimes men also collect the water
 - Before the project, each household spent ~1/2 hour waiting for the tanker and then 1 hour to fill water. After the project, the waiting time has been eliminated and it takes ~1/2 hour to fill the water. The time saved however is not used by all households to work more. Some households still work the same and spend an extra hour on leisure.
- Village water sanitation committees were formed in 2009 as per the government order but have not been functional. During the 26th Jan 2015 meeting, the president will announce the formation of a new committee as per the project norms. The norms have currently been provided in Tamil but the language locally spoken in Telgu and so the CCDU will be providing a copy of the norms in Telgu so that they can be implemented
- The President plans to collect a user fee from the public. The fee will vary depending on the income of the user (INR 10 for low income users, INR 20 for middle income and INR 50 for high income households). The president has already started making people aware about the implementation of the user fee and people have agreed in principle to pay this fee. This was done in June/July as the funds being received from the State Government were insufficient to keep up with the growing population.

FIELD VISIT TO KRISHNAGRI ON DECEMBER 2, 2014:

Village name: Devasamudram, Krishnagiri

Meeting with: Ms. Anadi Munirathnam (Panchayat president), Jai kumar (panchayat secretary)

Date and time: 2nd December 2014, Tuesday

Location: Krishnagiri

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC) , Hafiz

SUMMARY OF THE DISCUSSION

- Village profile: 110 households are SC, 230 households are Most backward Classes (MBC), 220 households are Backward classes
 - The village is mainly involved in agricultural activities. 200 household owns some land (2-3 acres) and the remaining 360 households work as agricultural labourers.
 - Average income in the village is between INR 7,000 and 9,000 per month
- The panchayat comprises of 6 elected members for a term of 5 years. The current panchayat has 2 women (of which 1 is a SC) and 4 males
 - There is a reservation clause for women for the position of gram panchayat president. The State Election Commission decides which panchayats will be headed by women and the District Collectors help implement this
 - Ms. Anandi has spent 3 year as president this term. She was elected in 2011 and will serve a term of 5 years totally. She decided to run for president as she wanted to serve the public
- The village faces 3 main problems- water, drainage and road (lack of). Out of 3000 people, 1000 people do not have access to sufficient water.
 - In 2010, 2011 and 2012, the president along with 6 ward members approached the District Collectors (DC) office and raised the issue of the water supply (limited quantity and poor quality as the water was salty). The DC authorised 5 additional bore wells in 2012. With this, their issue of less water was solved however, the water was still of poor quality.
 - Since the bore well water was salty, they used to use the water from the nearby for drinking. However, the quality of this was also poor and so they had to use chlorine to clean the water in the Balancing reservoir
 - In 2013, they started receiving water under the Hogenakkal project. However they were informed about the project in 2011-12 during the public meeting in Dharmapuri
- Under the Hogenakkal project, they receive water from 6:30 am – 7:30 am
 - On average, people make 5-10 trips to collect water and spend 30 minutes collecting water. People have learnt to conserve water as they had a severe shortage at 1 point in time
 - The public taps are approximately 10 meters away from the houses.
 - Totally there are 75 public taps. Each tap serves 8-10 households. All households was equal access.
 - The decision on the number of taps is taken by the local municipality
 - The project also has 5 overhead tanks with varying capacities of 10,000 to 60,000 litres. These are old tanks that had been constructed before the project but are now being used exclusively for the project
 - The project also has 1 Balancing reservoir with a capacity of 30,000 litres. The balancing reservoir was constructed under the project. The location was chosen by the PIU depending on the ground elevation.
- A committee has been formed by the village in 2012 (but not under the Hogenakkal project)
 - The main responsibility of the committee is to monitor water supply and undertake minor repairs. The committee also looks into other issue such as street light etc.
 - The current committee comprises 1 headmaster (male), the panchayat president (female), and 6 ward members (4 male and 2 female)
- User fee is not yet being collected. The panchayat budget is being used to pay for water and repair/maintenance etc
- There are also 6 operators (1 per tank). The permanent operators are paid INR 2400 per month and the temporary operators are paid INR 450 per month

FIELD VISIT TO KRISHNAGRI ON DECEMBER 2, 2014:

Village name: Timmapuram, Krishnagiri

Meeting with: Ms. Uma Devi (Panchayat president)

Date and time: 2nd December 2014, Tuesday

Location: Krishnagiri

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC), Hafiz

SUMMARY OF THE DISCUSSION

- Village profile: 30% are SC, 70% are Most backward Classes (MBC)
 - The village is mainly involved in agricultural activities. 95% of the population works in the farm sector (40% own their own land and 60% work as agricultural labour) and remaining 5% own small businesses.
 - The main crops are rice and jasmine flower. Jasmine flower can be produced for only 6 months a year. Rice is cultivated twice a year
 - The households can earn upto INR 1000 for 1kg of jasmine flower
 - Average income in the village is between INR 3,000 and 5,000 per month
- The panchayat comprises of 9 elected members for a term of 5 years. The current panchayat has 6 women (all MBCs) and 3 males (2SCs + 1 MBC)
- There are issues with both, the quantity of water available and the quality of the available water.
 - There is an irregular water supply in the summer months (May and June).

Additionally, the water is salty and so consumption of this water leads to health and dental problems

- Before the Hogenakkal project, the only sources of water were bore wells and surface wells. The village had 20 bore wells with motors and 22 hand pumps to draw water.
- The village has 1390 households. Of these, 1140 are covered under the Hogenakkal project. 75% of the Hogenakkal project has been completed in May 2013. However, 25% still remains to be completed. This will be completed in the next month.
 - The infrastructure (pipes etc) for the remaining 25% were also laid out in 2013 however because of some road construction (unrelated to the Hogenakkal project), some of the pipes were damaged. The reconstruction of these pipes could take place only after the completion of the road. Now, the pipes have been replaced and only the interconnection remains
- Under the Hogenakkal project, they receive water from 5 am – 9 am
 - 50 taps and 13 overhead tanks have been established under the project. Additionally, 16 sintex tanks (High density poly ethelene tanks) have been set up. Each sintex tank supplies water to 4 taps. So totally 114 taps are available under the project
 - The taps are located at a maximum distance of 15 metres away from each house
 - On average, people make 3 trips to collect water. During each trip, they collect 30 litres. Each household spends approximately 1 hour to collect water
 - Both males and females fill and carry water
 - The project water is used only for drinking and cooking. The borewell water is used to bathing. Clothes are carried to the dam and washed there
- On average, a woman spends 2 hours washing clothes at the dam (200 meters away), 1 hour collecting drinking water and 30 minutes cooking (breakfast and dinner. Both gas stoves and fire food are used), 3 hours collecting fodder.
- The village has a SHG but for savings only. No business is carried out by the group.
- Women also supply milk to the National Dairy. They sell approximately 18 litres a day and can earn upto INR 26 per litre.
- There is a vet close by. The vet visits the village once in 2 months. In case an animal is sick, the villagers have to go to the vet and bring him back to the sick animal in the village
- Women also attend public meetings. Most public meeting have ~250 attendees. Of this, 100 are men and 150 are women.
 - Women talk about issues such as water, old age pension, road facilities and drainage. While, men talk about issues such as cement roads.
 - 10 men and 10 women talk on behalf of all present
- A water committee has been formed (not under the Hogenakkal project) in 2011.
 - The committee comprises 5 members (3 women, 2 men)
 - The committee meets once in 3 months and looks into issues such as new pipelines and repairs and damages
- User fees are currently not being collected. This matter has not been discussed with the users. Currently panchayat funds are being used for repairs and maintenance. The panchayat can use upto INR 60,000 per year for repairs
- The water tariff is INR 45,000 per month
- The village currently has 9 operators. The permanent operators earn INR 2250 per month and temporary operators earn INR 250 a month

- If there are small repairs to be made, the labourers are called to make them. If the repairs are larger, then the supervisor/AEE is informed
- A visit was also made to MGR nagar in the village
 - The tanks/taps were constructed in 2009 but they have been receiving water under the project since 2013
 - Before the Hogenakkal project, women used to spend 2 hours a day and walk ½ a KM to get water
 - Under the Hogenakkal project, water is supplied for 45mins- 60 mins a day
 - There are 6 households per tap and the water is sufficient
 - The households found out about the Hogenakkal project in 2012 when the pipe was being laid
 - In case of issues with the Hogenakkal water supply, individuals complain to ward councillor who in turn complains to the AEE/project supervisor for the area

FIELD VISIT TO KRISHNAGIRI ON DECEMBER 2, 2014:

Meeting with: Mr. Manimohan (Assistant Executive Engineer), Mr Venkateshwaran (member CCDU), Mr. Sonasundaram (member CCDU)

Date and time: 2nd December 2014, Tuesday

Location: Krishnagiri

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC), Hafiz

SUMMARY OF THE DISCUSSION

- Krishnagiri is covered under package of the project
 - 1 municipality, 6 out of 7 town panchayats and 135 out of 170 panchayats are receiving water under the project. The remaining will also come under the project over the next few months
 - Of the 6 unions, Krishnagiri, Bargur, Kaveripatnam come under package 5. While the remaining 3 unions are partially covered by packages 2,4 and 5. This coverage plan has been determined based on the location of these places.
- The main problem in the area is the fluoride content in the ground water. Though the river Pennar River is close by, only 20% of the water supply is provided by the river. The remaining 80% of the needs are met through the ground water
- The water tariff in the area is INR 7.5 per 1000 litres. The local people pay the local body (panchayat/municipality) and the local body in turn pays the PIU for this
- With respect to maintenance, the contractor appointed under the project will be responsible to all repairs (for any issues in the pipes/distribution upto the local overhead tanks). However any issues that are more localised (issues relating to the pipes/distribution between the overhead tanks and houses is the responsibility of the local body (panchayat/municipality)
- The CCDU unit was only established in early 2014 (January) i.e. after the completion of construction of the project. The unit then advertised for a consultant for developing training materials in March 2014.
- A visit was made to a municipal school in Srinivasan colony. The school has 325 students from Class 1-5. The school has been receiving water under the Hogenakkal project since 2013
- Srinivasan colony has 33 wards and 6 tanks. 2 new tanks have been constructed under the project and 4 old tanks are also being used.
 - The water supply from Hogenakkal is available from 5:30am-8am everyday.
 - Each house has an individual tap and pays INR 234 every 3 months for the water that they use from Hogenakkal
 - The maximum capacity that each household is allowed to use is 500 Litres/day
 - Water from Hogenakkal is used only for drinking/cooking. Water from the bore well is used for cleaning/washing clothes.

FIELD VISIT TO FOREST DEPARTMENT, DHARMAPURI ON DECEMBER 3, 2014:

Meeting with: Mr. Vloganathan (Conservator of Forests)

Date and time: 3rd December 2014, Wednesday

Location: Dharmapuri

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC)

SUMMARY OF THE DISCUSSION

- Prior to the project, the area was particularly male dominated. Women were mainly in charge of house work and looking after children. Some women used to go outside the house to work as agricultural labourers for 3-4 months of the year (during the monsoons). But, within 1 km of their houses. For this work, they earned between INR 35 and INR 50 a day (Between 1990 and 2000)
 - Women had to go outside the home for work because the income earned by the male members was not sufficient especially for medical help. However, working outside the house is very difficult for the women and they preferred taking up additional work that they could do within the house during the non-agricultural period (9 months)
- 206 people (Of which, 108 were women) were enrolled in the VFM in 2007 (before the project). The VFM meets every 3 months. During this meeting, the agenda is protection from fire, stopping wild life poaching and avoiding tree felling
- There is also a District Level Jt Forest meeting that is held. This is attended by various line departments such as Agriculture, Women and Child Development, Pnachayati Raj etc. The VFC member attend these on a rotation basis
- 66 villages are targeted under the project. Of these, 10 villages are in Tribal areas (Integrated Tribal Development Villages). These villages are spread over 6 blocks
- The main source of income for the tribal population is collecting and selling tamarind. Fire is not sold. It is only used domestically
 - Irla is a tribal group. There are 14,000-17,000 Irla currently. They use to forest for food (10%) , fruit (40-50%) and broomstick (5%)
- Under the project, 2600 families have saved ~INR 50,00,000
- As a part of the project, the Forest Department provided the women with training on *agarbatti* making. Approximately 40 women attended this training
 - The women also formed 2 SHGs- *Anna* and *Aginar Anna*
 - Between 2007 and 2013, women earned between INR 125 and INR 150 a day making agarbattis. The factory owner from Bangalore provided them with the raw materials and then collected the finished product from them, they received labour wages
 - However, after 7 years, the chemical from the agarbattis caused skin infection and some health problems among the women and so they have stopped manufacturing agarbattis (since the past 3 months).
 - As an alternative, there is a machine that is also available to help produce the agarbatti. This costs ~INR 1,50,000. The women plan on buying the machine (2 of them can share 1 machine). They will take a loan to purchase the machine and will repay the loan over 20 monthly instalments.
 - Additionally, both SHGs want training in tailoring (cutting, sewing) as there is a flourishing garment industry close by (in Bangalore)
 - As a pilot, the Forest Department officials have introduced a training programme for 40 women. This training programme will be held for 3 months. Soft loans to purchase 6 machines have been provided under the scheme
- The project has also taught people what to do in case of forest fires
 - Earlier they used to call the Forest Department immediately. Now they are able to put out the fires on their own and only call the Department later to measure the damaged area.
 - There are no naturally occurring fires in the area. Fires are caused mainly by cigarettes and cooking fires not extinguished properly. (The village is near the highway and so there are many truck drivers that started cooking fires)
- The budget for income generating activities is a revolving fund of INR 7,50,000. This can be used for buying machines, attending training courses etc.
- Women SHGS engaged as labour in the nurseries earn ~INR 150 a day while men earn ~INR 300 a day. This difference is due to the type of work undertaken.
- The types of saplings planted are decided in the micro plan by each VFM. Then the forest department works with the village to finally select the plants that will be appropriate for the area (given the soil ad rainfall) and provided these are income generating plants/trees
 - The villages plant mainly Tamarind, Amla
 - The Department, helps in the planting and then the maintenance for 2 years
- Compensation provided by the Department:
 - INR 25000 per acre of elephant damage
 - INR 3,00,000 per life lost due to elephant
- After the project, both women and men are more confident to speakup

FIELD VISIT TO ANNANAGAR, DHARMAPURI ON DECEMBER 3, 2014:

Village name: Annanagar, Dharmapuri

Meeting with: Mr Panneer Selvam (District Forest Officer) and members of 2 SHGs - *Anna* (20 women) and *Aginar Anna* (20 members)

Date and time: 3rd December 2014, Wednesday

Location: Dharmapuri

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC) , Hafiz

SUMMARY OF THE DISCUSSION

- Project activities started in the village in 2007
- The villagers were informed about the project through a meeting with the Forest Department officials. Both men and women attend the meetings
- Prior to this, there were no other schemes in the area
- No specific gender sensitization activities were undertaken in the area during the launch of the project
- There are no ST/SC in this village
- There are 9 panchayat members. Of these, 3 are women (under quota for women) and 1 of these 3 women is from the SHG
- There are 2 SHGs that have been formed- *Anna* (20 women) and *Aginar Anna* (20 women)
 - The purpose of the SHG has been to maintain their family through savings
 - Loan from private individuals have very high interest (5%-10% per month). Loans from the SHG charge only .50 paise for INR 100 per month
 - Before the SHGs, women were isolated now through this group, they have some coordination
 -
 - The SHGs meeting monthly (on the 16th of every month at 7pm)
 - Most of their families have been supportive as the women will now be able to undertake some activity and contribute to the family income. Some families were unsupportive as they thought the women will become independent. Husbands have been helpful – they fetch water, cut vegetables, make tea, take children to school so that the women have time to undertake SHG activities
 - Activities undertaken by the SHGs include agarbatti making and sheep farming as there is local demand for these products and they can be undertaken at home
 - Earlier only 1 woman knew how to make agarbattis. She then taught everyone else. But it was formalised for the SHG as an activity by the Forest officials
 - The factory owner from Bangalore provided them with the raw materials and then collected the finished product from them; they received labour wages for the agarbattis. They have tried going to other suppliers also but the quality of the raw materials is very bad and so the output produced is still the same.
 - There is no systematic process to bargain for additional wages. They usually form a group and ask the supplier for more wages
 - As a result of the agarbatti making, women are facing health issues such as skin allergies. Also the earnings are still comparatively low. However, after 7 years, the chemical from the agarbattis caused skin infection and some health problems among the women and so they have stopped manufacturing agarbattis (since the past 3 months).
 - As an alternative, there is a machine that is also available to help produce the agarbatti. This costs ~INR 1,50,000. The women plan on buying the machine (2 of them can share 1 machine). They will take a loan to purchase the machine and will repay the loan over 20 monthly instalments. The supplier is not in a position to pay for half the machine
 - Their future plan includes tailoring and agarbatti making on the machines (15 women want to continue making agarbattis. 5 women want to do both, agarbattis and tailoring
 - 2 women have been trained on business and booking keeping. They will teach the others in exchange.
 - Currently, they are making individual work/business plans. No group plans have been developed
- Formation of SHGs
 - First 10 women came together to form a SHG
 - Some women were scared to join as they weren't sure about the future of the group
 - The forest dept. visited each house and helped build their awareness
 - Since the women were aware of the dept officials they were willing to join the group. Additionally, the loans that were being provided were through government banks and so the trust was more
- After joining SHGs, the women have become more self-confident, can travel independently (earlier would not leave the village on their own. Now can travel between 100kms and 250 kms alone). Their husbands have also been supportive. Earlier, they had to be home by 6pm now, there is no specific time. They are also now invited to gram panchayat meetings

FIELD VISIT TO K PUDUR, VELLUR ON DECEMBER 3, 2014:

Village name: K Pudur, Vellur

Meeting with: Mr Dinkar Kumar (Conservator of Forests), Mr Panneer Selvam (District Forest Officer) and SHG and committee members

Date and time: 3rd December 2014, Wednesday

Location: Vellur

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC), Hafiz

SUMMARY OF THE DISCUSSION

- The village has 3 SHGs for women and 1 SHG for men
 - Vaigai (for women) does cow rearing
 - Paavai (for women) has a flower business
 - Deepam (for women) has 3 businesses, cow rearing, making thatched roof and agarbattis
 - Thiruvaluvar angu (for male) does cow rearing
- The Committee has 14 people totally. Of this 10 are male and 4 are female. If divided by caste, the committee has 3SC members (all 3 are male). The committee meets once a month
- The village totally has 38 households of which 20 are SC households
- The village came under the TAP project in 2006. Trees planted under the project include Alma, Bamboo and soap nut. Totally 250 hectares have been planted
- Cow rearing has been chosen because they have traditionally been doing this; it's easy to look after and provides a continuous source of revenue. Sheep and goats were not chosen as if one of them falls sick, the whole herd falls sick and then it is a very big loss
- For fodder, the people depend on agricultural waste. Some have to buy fodder as well. They do not prefer to enter the forest due to the snakes and other wild animals
- The village sells the milk to 2 companies Aarogya and Government of Tamil Nadu
 - The 2 companies come and collect the milk from the village twice a day and provide payment of ~INR 21 per litre (now it is INR 22/litre) every 15 days
 - Of the money earned by selling milk, ¼ is the profit as ¾ is spent on expenses
 - Each cow gives ~4-5 litres of milk and each family has 2-3 cows
 - In 2006, each cow used to cost ~INR 20,000 now however, the cost for a good cow is ~INR 40,000. In 2006, people used a loan of INR 10,000 and contributed their own funds of INR 10,000 to buy a cow.
 - Any cows that are bought by undertaking a loan under the program are insured. The insured value is based on the assessment done by the veterinarian
- There is no training organised under the scheme. However, the Department organises training camps for vaccination once in 6 months
- After forming SHGs under the program, women now earn their own money but still find it difficult to buy additional cows as the cost of living has gone up and also cows are more expensive now (the INR 10,000 loan limit was fixed in 2006 and perhaps needs revision)
 - Women also feel more independent/self-reliant
 - Men are happy than women are contributing to the family income
- Decisions are taken jointly in the family between husband and wife
- The committee does not have regular meetings with the DC. Only 1 women member has so far attended this meeting with the DC

FIELD VISIT TO ANNANAGAR, DHARMAPURI ON DECEMBER 3, 2014:

Village name: Annanagar, Dharmapuri

Meeting with: Mr Panneer Selvam (District Forest Officer) and committee members

Date and time: 3rd December 2014, Wednesday

Location: Dharmapuri

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC), Hafiz

SUMMARY OF THE DISCUSSION

- Issues faced prior to the scheme was that rain water entered the village from the forest and also cause soil erosion
- Prior to the scheme, the villagers used tamarind, grass to make broom stick, alma, zizipus and custard apple
- The committee totally has 11 members of which 4 are women
- It was started in 2007 and meets once a month
 - During the meetings, they discuss how to safe guard the forest, loan recovery, fire protection activities, selling price of minor forest goods etc.

- The villagers were informed about the project through a meeting with the Forest Department officials. Both men and women attend the meetings
- The program has 2 main activities
 - Soil Moisture Conservation (40% of activities) and Afforestation (60% of activities)
 - Plantation was undertaken only once in 2007. After that no new plantation has taken place. Only the saplings that were spoiled were replaced in subsequent years. 15,000 saplings were planted (5000 tamarind, 1000 Alma and the remaining were mixed- neem, berries etc. For soil conservation grass seeds were sown. The method of sowing depends on the area- higher up, they are dibbled, lower regions they are sown), of which 60% survived and 40% had to be replaced. The sapling were spoiled as there has been a drought in this area for the last 7-10 years and the ground water is very low and so is difficult to reach
 - The forest rangers undertook the initial planting activities. The villagers watched and learnt
 - Some training was provided on soil mixing, placing the seed, transportation of the sapling etc.
- The decision on what to plant was taken jointly by the villagers and the Dept. The women wanted to plant Alma (good for eyes/skin but can't withstand drought) and the men wanted to plant tamarind (can withstand drought, generates income and needs less water)
- The community participated through
 - Construction of the check dam (work undertaken by men only)
 - Planting the saplings (Men dug the pits and built the road, women planted to saplings). For this, men earned INR 150 a day and women earned INR 100 a day
- The income generated from the forest is ~INR 2000-3000 per year
- Advice provided by the Dept includes
 - Not to graze wildlife in the forest. There is a fine for illegal cattle grazing (IR 1000/cattle)
 - VFC members only undertake the monitoring
- Training provided by the department
 - 1 day training in Hosur (attended by both men and women)
 - 3 day training in Coimbatore (attended only by men as it was difficult for women to leave the house for 3 days at a stretch)
- Of the trees planted in 2007, only the amla has started yielding. However monkeys consume most of the fruit so there is very little left. This is mainly used by the households and is not sufficient to sell. The tamarind will take 5-6 more years to yield.
- The sale for the tamarind is made through an open auction. The village earns ~INR 5000 from this annually. Labour costs for plucking the fruit is high
- The decision making process in the village is joint.
 - Depending on the majority and there is no role for gender
- After the project, the community has become more cooperative and also has a better access to finance through the SHGs and committees. Additionally, they can meet the District Collector regularly (at least once a month). The members take turns (including the women) to meet with the district collector

MEETING WITH TAMIL NADU WATER SUPPLY AND DRAINAGE BOARD (TWAD) ON DECEMBER 4, 2014:

Meeting with: Mr Vijayaraj Kumar (Director) Mr. Manivannan (Project Chief Engineer), Mr. K.Muthukumaraswamy (Finance) Ms. Vasanti Lawrence (PMU), Mr Swaminathan (PMU), Mr. Bhaskaran (PMU), Ms. Mariyam (PMU)

Date and time: 4th December 2014, Thursday

Location: Chennai

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC)

SUMMARY OF THE DISCUSSION

- The agenda of the meeting was to understand the gender issues faced in the project and the steps taken to overcome these issues.
- Yes, women's needs have been accounted for in the project since the major aim of the project is to provide drinking water close to the home. It aims to impact and empower women in 2 ways
 - Reduce the time spent on water collection
 - Improve health by fluorosis mitigation
- The project also has a component of medical intervention. This will be taken up going forward. Thus the project has taken both, preventive and curative measures.
- The project does not discriminate against ST/SC as it covers all habitations
- However, the State policy of 1980 has a positive discrimination for SC/ST. For an 'others' population, there is a requirement of 150 households in a habitation for water supply. However in a ST habitation, only 50 household are sufficient for a water connection.
- In the State, water supply and sanitation is entrusted to the local bodies, TWAD is a technical/engineering/executing body. Thus, the responsibility of setting up the VWSCs is with the local
-

panchayats. The CCDU under the project will provide education to the VWSCs on water management, quality and maintenance of the equipment etc.

- The CCDU unit has 2 main responsibilities
 - Awareness generation activities: through TV advertisements, video on wheels, and exhibitions
 - Capacity building: both, internal for the TWAD staff and external for the local body representatives. The CCDU has also developed a field testing kit provided free of cost to the VSWC
- There is also SCSP (Schedule Caste Sub Plan) and TSP (Tribal Sub Plan) with special budget allocations for SC/ST
- At the State and District level, budgets proportionate to the population have been allocated to the SC and STs
- The staff is aware of social issues due to the training and also, the board also has a reservation policy for women and SC/ST
- In Tamil Nadu, the women from the marginalised communities are more vocal because they are not dependent on their husbands as they work alongside with them and contribute to the family income
- With respect to user fee, water has not yet been commoditized in India in the rural areas. Water is still supplied by the Government and though the panchayat pays, they pay for it by the funds provided by the Government

MEETING WITH TAMIL NADU BIO DIVERSITY CONSERVATION AND GREENING PROJECT ON DECEMBER 4, 2014:

Meeting with: Mr. Rama Kant Ojha, I.F.S. (Principal Chief Conservator of Forests & Chief Project Director), Mr. Rakesh Kumar Dogra (Chief Conservator of Forests), Mr. Sanjay Srivastava (Addl. Principal Chief Conservator of Forests and Project Director), Mr. Kalyana Moorthy (Asst. Forest Conservator of Forest), Mr. Raghunathan (Project officer), Mr. Ramprasad (Project Officer), Ms. Vijayalakshmi (Statistician), Mr. Kalyan (M&E)

Date and time: 4th December 2014, Thursday

Location: Chennai

Meeting attendees: Nonoguchi Atsuko (JICA), Sana Kazi (PwC)

SUMMARY OF THE DISCUSSION

- The agenda of the meeting was to understand the gender issues faced in the project and the steps taken to overcome these issues.
- The Forest Department has been implementing JICA schemes since 1997-98 (TAP 1, TAP 2 and TBCG)
- NGOs are working with the department for community mobilisation at the grassroots level. Specifically, NGOs participate in the following activities
 - Community mobilisation
 - Support in the development of micro plans
 - Providing micro finance
 - Spreading the importance of gender equality in the villages
 - Linkage to training institutes/resource persons for skill development of the community
- The scheme has focused on targeted villages called project villages and through the project has income generating activities on INR 4,20,000 in TAP1 and INR 7,20,000 in TAP2
- Selection of villages is based on the following criteria
 - Strong NGO presence
 - Proximity to the industry
 - Willingness of the farmers to participate
- Each village has to develop a microplan for 5 years however these can be revised in between to meet the needs of the village
- In TAP, the basic unit of implementation was the household and as per the MOD, 1 male and 1 female representative from each household will participate in the project. Thus providing equal opportunity for both genders

MEETING WITH TAMILNADU CORPORATION FOR DEVELOPMENT OF WOMEN ON DECEMBER 5, 2014:

Meeting with: Ms. V.Amuthavalli I.A.S (Managing Director)

Date and time: 5th December 2014, Friday

Location: Chennai

Meeting attendees: Nonoguchi Atsuko (JICA), S. Johnny Edward (PwC), Sana Kazi (PwC)

SUMMARY OF THE DISCUSSION

- The agenda of the meeting was to understand the gender issues faced in the state and the steps taken to overcome these issues.
- The Tamil Nadu Corporation for Development of women (TNCDW) was established in 1983 with the prime objective of bringing about socio-economic development and empowerment of women.
- The Corporation implements
 - The State-sponsored 'Mahalir Thittam', IFAD assisted Post Tsunami Sustainable Livelihoods Programme and
 - The National Rural Livelihood Mission (NRLM) under the Ministry of Rural Development, a major anti-poverty programme meant for self-employment of rural poor.
 - Under NRLM, over 5,56,311 SHGs have been formed with approximately 85 lakh members. Of these, ~60% are from rural areas. Together, the groups have savings of approximately INR 4,162 crores
 - Aajeevika skills programme where 33% of the beneficiaries are women
 - Interest subvention to SHGs where they provide loans at subsidised rates
- The corporation also has a State and District marketing society. The Managing Director of the corporation is the chairperson of the society. A Chairperson, her main role is to provide policy inputs.
- The corporation also publishes a monthly magazine called "Mutran" that is circulated among the SHGs in the states and provides them with inputs on changes in government schemes and shares good practice across the state.
- In Tamil Nadu, the Department of Social Welfare works with the Ministry of Women and Child Development. The Home Department works on trafficking issues and also to meet CEDAW commitments.
- The biggest issue in livelihoods generation for women is marketability

DECEMBER 5, 2014: MEETING WITH UNITED WAY OF CHENNAI

Meeting with: Shyamala Ashok, Executive Director – United Way of Chennai

Date and time: 5th December 2014, Friday

Location: Chennai

Meeting attendees: Nonoguchi Atsuko (JICA), S. Johnny Edward (PwC), Sana Kazi (PwC)

SUMMARY OF THE DISCUSSION

- The agenda of the meeting was to understand the trafficking issues in India with a specific focus on Tamil Nadu
- Generally, the relationship between women's education levels and their power is not proportionate
- Caste-ism is still a big issue in India. Generally the low caste and the high caste live in different areas but each village gets only 1 facility such as an anganwadi (day care centre) which is usually located in the area where the low caste lives and so the people from the high caste don't use these facilities and thus suffer from a lack of facilities. So very often, the issue in accessing services is not a lack of money but non-willingness to use the facilities
- Tamil Nadu is both a sending and receiving area with respect to trafficking. Women are initially forced into trafficking for economic reasons but are usually unable to leave as there is a stigma attached to it and so they are unable to find alternate employment opportunities
- SHGs have worked in countries like Bangladesh to help rehabilitate these women but in India it has just started and needs some more time to take off
- In 1950 the Government of India ratified the International Convention for the Suppression of Immoral Traffic in Persons and the Exploitation of the Prostitution of others. In 1956 India passed the Suppression of Immoral Traffic in Women and Girls Act, 1956 (SITA). The act was further amended and changed in 1986, resulting in the Immoral Traffic Prevention Act also known as PITA. PITA discusses trafficking in relation to prostitution and not in relation to other purposes of trafficking such as domestic work, child labour, organ harvesting, etc
- All interventions need to be designed in such a way that they involve the entire community and not just women or men separately.

MEETING WITH RESCUE FOUNDATION (RF) ON DECEMBER 11, 2014:

Meeting with: Ms. Triveni Archarya, Mr. Santosh, Ms Usha

Date and time: 11th December 2014, Thursday

Location: Delhi

Meeting attendees: Nonoguchi Atsuko (JICA), Shoko Uehara (JICA), Sana Kazi (PwC)

SUMMARY OF THE DISCUSSION

- The agenda of the meeting was to understand the trafficking issues in India
- Rescue Foundation (RF) was set up in 1993 to help rescue, rehabilitate and repatriate trafficked women. RF has 3 shelter homes in Maharashtra and is trying to set up a home in Delhi also.
- Over the last 3 years, RF has rescued ~300 trafficked girls and women, some from Nepal and Bangladesh. Of these, ~80% are minors
- Currently, girls/women are trafficked out of countries like Bangladesh and Nepal and are brought to India and are finally sold to the gulf countries. Thus large cities like Mumbai and Delhi act as transition points for trafficking
 - The demand for Nepali girls/women is more in the gulf countries due to their comparatively fair skin and features
 - Also traffickers prefer sending girls to the Gulf as their earning are higher
- Trafficking is an organised crime and upto 4-5 individuals are involved:
 - The first individual is at the local (village level). This individual is very often a woman who is known to the family/girl. She convinces the parents that she will find their daughter a good job in the city as the village does not offer too many opportunities.
 - From here the 2nd individual takes the girls to Gorakhpur (In Uttar Pradesh)
 - The 3rd individual takes the girls from Gorakhpur to Dehi/Mumbai
 - The 4th individual finally sells them to the final buyer
 - The 2nd-4th individuals are usually men
- The money earned from the trafficking is shared equally among the 4-5 people involved. In some cases, if the money is not divided, the person who has received less money (or not received any money at all) turns into an informant and calls NGOs/the police and informs them about the location of the trafficked girls
- The conviction for trafficking varies from 1 year, 3 years or 5 years
- Even when NGOs and the police reach the brothel to rescue the girls, their ability to rescue the girls is dependent on the willingness of the girl to be rescued. If she claims that she is happy and is not being forced into sexual activities for money, they cannot forcefully rescue her
- Once the girls are rescued they are appointed under the care of either a private shelter home (like those run by RF) or a Government shelter home. At the RF shelter home, they are provided with counselling and rehabilitation and are also offered skill and vocational courses such as embroidery, painting, karate, and tailoring and beauty parlour courses. They are also offered formal (Through the National Institute of Open Schooling) and non-formal literacy courses.
- RF also offers the girls legal counselling and trains them on how to behave in court (not get intimidated by the defence lawyers questions etc). They also hold mock trials so that the girls are familiarised with the type of questions they will be asked etc
- Most girls get to live in the shelter homes a year. After which they are either sent back home (if it is safe) or they are sent to group houses where they can live and work.
 - Girls trafficked from Nepal can stay on in the country due to a treaty signed between the 2 countries
 - Girls trafficked from Bangladesh have to be sent back to Bangladesh as they are illegal immigrants (they can stay on for a year for rehabilitation as they are victims of trafficking)
 - RF has partner NGOs in Bangladesh and Nepal and work with them to get the girls back to their homes
 - In-case the girl is a minor and cannot be sent back home either because her family sold her into prostitution or they are not willing to accept her due to the social stigma she can stay in the shelter home until she turns 18 after which she can move to the group houses and work
- There are several government departments that are involved in the repatriation of girls. These include Social welfare, women and child development, home and external affairs
- All the counsellors at RF have attended training courses at National Institute of Public Cooperation and Child Development (NIPCCD) under the Ministry of Women and Child Development. All RF staff has to have a Masters in Social Work degree
- While the support to each girl provided varies depending on the trauma she has undergone some areas like health, nutrition, education, skill development etc remain constant. A potential area of support for JICA could be any of these.
- It is difficult to change the mind-set of people with respect to the social stigma attached to human trafficking. However, RF is holding awareness camps in villages (educating the parents not to send their daughters with known/unknown people, encouraging them to get an education etc) and with college kids in urban areas (discouraging the use of sex workers with the idea that if the demand for sex workers decreases, the supply will also automatically be impacted)

- Lately, large MNCs and hotels have been approaching NGOs like RF to recruit some rehabilitated girls to work as housekeeping staff in the hotels. RF invests in a 6 month hotel management course for the girls and then helps them get placed. The history and background of the girls is known only to the HR staff in the hotel/MNC
- The Government has recently set up Anti Human Trafficking Cells (set up by the Home Ministry). Eventually there will be 1 cell in each District.
- Funding sources:
 - Government provide a grant of INR 550/girl. It does not provide any funding for skill development however the NGOs are required to submit monthly progress reports on the learning and progress of each girl
 - The Government has also started 'Manodhairya Yojana' aimed at providing financial, medical and legal aid, rehabilitation and counselling to victims of rape and child abuse. It was started on 2 Oct 2014 and so far 7 girls have received benefits under the scheme
 - Individual sponsors through facebook and the RF website
- Issues faced:
 - Funding/donations: people prefer funding orphanages or old age homes as there is still a stigma attached to trafficking
 - Lack of staff
 - Cooperation from the Government and police – there are several approvals/forms and permissions that are needed for the rescues and rehabilitation of the girls. There is no one window system
- Thus far, RF has received funding from UNODC, the EC and Plan International
 - UNODC provided a grant in 2010 for training
 - EC provided a grant for 3 year which covered 33% of the running costs for RF from rescuing to rehabilitating girls

Annexure 3: Bibliography

Water Supply

- Annual Report 2013-14*. (2014, November 20). Retrieved January 15, 2015, from Ministry of Water Resources: http://wrmin.nic.in/writereaddata/AR_2013-14.pdf
- Annual Report 2013-14*. (2014, September 05). Retrieved January 15, 2015, from Ministry of Drinking Water and Sanitation: http://www.mdws.gov.in/sites/upload_files/ddws/files/pdf/Drinking_Water_Annual_Report_2013_14_English.pdf
- Country Files*. (2015, January 15). Retrieved January 15, 2015, from WHO/ UNICEF Joint Monitoring Programme (JMP) for Water Supply and Sanitation: http://www.wssinfo.org/documents/?tx_displaycontroller%5Btype%5D=country_files
- Economic Impacts of Inadequate Sanitation in India*. (2011, December 13). Retrieved January 15, 2015, from Water and Sanitation Program: <http://www.wsp.org/sites/wsp.org/files/publications/WSP-esi-india.pdf>
- Gender Issues in WASH Sector*. (2014, March 05). Retrieved January 15, 2015, from United Nations: http://www.in.one.un.org/img/uploads/WASH_Equity_Gender_snapshot.pdf
- Improved Water Source*. (2015, January 15). Retrieved January 15, 2015, from The World Bank: <http://data.worldbank.org/indicator/SH.H2O.SAFE.UR.ZS/countries/IW-IN?display=graph>
- Khanna, P., & Bisht, B. (2013, August 15). *Participatory Water Governance through Gender Sensitisation in the Indian Context*. Retrieved January 15, 2015, from India Water Portal: http://www.indiawaterportal.org/sites/indiawaterportal.org/files/participatory_water_governance_through_gender_sensitisation_in_the_indian_context-1_1.pdf
- National Rural Drinking Water Programme - An Outline*. (2011, September 22). Retrieved January 15, 2015, from Ministry of Drinking Water and Sanitation: http://www.mdws.gov.in/sites/upload_files/ddws/files/pdf/NRDWP-Anoutline.pdf
- National Rural Drinking Water Programme (NRDWP)*. (2015, January 15). Retrieved January 15, 2015, from Ministry of Drinking Water and Sanitation: <http://www.mdws.gov.in/NRDWP>
- National Water Policy 2002*. (2014, June 13). Retrieved January 15, 2015, from Ministry of Water Resources: <http://wrmin.nic.in/writereaddata/NationalWaterPolicy/nwp20025617515534.pdf>
- National Water Policy 2012*. (2015, June 13). Retrieved January 15, 2015, from Ministry of Water Resources: <http://wrmin.nic.in/writereaddata/NationalWaterPolicy/NWP2012Eng6495132651.pdf>
- NFHS. (2012, July 24). *National Family Health Survey (NFHS-3)*. Retrieved January 15, 2015, from District Level Household & Facility: http://www.rchiips.org/nfhs/NFHS-3%20Data/VOL-1/India_volume_I_corrected_17oct08.pdf
- NFHS. (2012, July 24). *Tamil Nadu - National Family Health Survey (NFHS - 3)*. Retrieved January 16, 2015, from District Level Household and Facility Survey: http://www.rchiips.org/nfhs/NFHS-3%20Data/TamilNadu_report.pdf
- Planning Commission. (2003, September 15). *Water Supply & Sanitation*. Retrieved January 15, 2015, from Planning Commission: <http://planningcommission.nic.in/reports/genrep/wtrsani.pdf>
- Planning Commission. (2013, September 05). *Twelfth Five Year Plan (2012-2017) Social Sectors*. Retrieved December 22, 2014, from Planning Commission : http://planningcommission.gov.in/plans/planrel/12thplan/pdf/12fyp_vol3.pdf
- Planning Commission. (2013, September 05). *Twelfth Five Year Plan (2012-2017) Volume I*. Retrieved January 05, 2015, from Planning Commission: http://planningcommission.nic.in/plans/planrel/fiveyr/12th/pdf/12fyp_vol1.pdf
- Registrar General. (2015, January 15). *Drinking Water*. Retrieved January 15, 2015, from CensusInfo India 2011: http://www.devinfohive.info/censusinfodashboard/website/index.php/pages/drinking_water/total/nearthepremises/IND
- Registrar General. (2015, January 15). *Female Headed Households by Availability of Bathing Facility and Type of Drainage Connectivity*. Retrieved January 15, 2015, from Census India: http://www.censusindia.gov.in/2011census/hlo/hlo_table/data_files/india/DDW-FHH-TAB05-0000.pdf
- Registrar General. (2015, January 15). *Female Headed Households by Availability of type of latrine*. Retrieved January 15, 2015, from Census India: http://www.censusindia.gov.in/2011census/hlo/hlo_table/data_files/india/DDW-FHH-TAB07-0000.pdf
- Registrar General. (2015, January 15). *Scheduled Caste Female Headed Households by Availability of Bathing Facility and Drainage Facility*. Retrieved January 15, 2015, from Census India: http://www.censusindia.gov.in/2011census/hlo/hlo_table/data_files/india/DDW-FHH-TAB05C-0000.pdf
- Registrar General. (2015, January 15). *Scheduled Caste Female Headed Households Classified by Source and Location of Drinking Water and Availability of Electricity and Latrine*. Retrieved January 15, 2015, from Census India: http://www.censusindia.gov.in/2011census/hlo/hlo_table/data_files/india/DDW-FHH-TAB04C-0000.pdf
- Registrar General. (2015, January 15). *Scheduled Tribe Female Headed Households by Availability of Bathing Facility and Type of Drainage Connectivity*. Retrieved January 15, 2015, from Census India: http://www.censusindia.gov.in/2011census/hlo/hlo_table/data_files/india/DDW-FHH-TAB05T-0000.pdf
- Registrar General. (2015, January 15). *Scheduled Tribe Female Headed Households by Availability of Latrines*. Retrieved January 15, 2015, from Census India: http://www.censusindia.gov.in/2011census/hlo/hlo_table/data_files/india/DDW-FHH-TAB07T-0000.pdf

- Registrar General. (2015, January 15). *Scheduled Tribe Female Headed Households Classified By Source and Location of Drinking Water and Availability of Electricity and Latrine*. Retrieved January 15, 2015, from Census India: http://www.censusindia.gov.in/2011census/hlo/hlo_table/data_files/india/DDW-FHH-TAB04T-0000.pdf
- Registrar General. (2015, January 15). *Table - 7 Scheduled Caste Female Headed Households by availability of type of latrine facility*. Retrieved January 15, 2015, from Census 2011: http://www.censusindia.gov.in/2011census/hlo/hlo_table/data_files/india/DDW-FHH-TAB07C-0000.pdf
- Registrar General. (2015, January 15). *Female Headed Households Classified by Source and Location of Drinking Water and Availability of Electricity and Latrine*. Retrieved January 15, 2015, from Census India: http://www.censusindia.gov.in/2011census/hlo/hlo_table/data_files/india/DDW-FHH-TAB04-0000.pdf
- The Hindu. (2015, January 15). *Hogenakkal water for Krishnagiri, Dharmapuri districts from tomorrow*. Retrieved January 15, 2015, from The Hindu: <http://www.thehindu.com/news/national/tamil-nadu/hogenakkal-water-for-krishnagiri-dharmapuri-districts-from-tomorrow/article4756971.ece>
- Towards Gender Budgeting in Tamil Nadu*. (2010, August 04). Retrieved January 15, 2015, from Social Watch Tamil Nadu: http://swtn.org/publications/Towards_Gender_Budgeting_in_Tamilnadu__2008.pdf
- UNDP. (2015, January 15). *Addressing Gender Concerns in India's Urban Renewal Mission*. Retrieved January 15, 2015, from UNDP: <http://www.undp.org/content/dam/india/docs/addressinggenderconcerns.pdf>
- UNICEF. (2014, July 23). *Water in India: Situation and Prospects*. Retrieved January 15, 2015, from UNICEF: http://www.unicef.org/india/Final_Report.pdf
- Water Supply - An Introduction*. (2011, September 22). Retrieved January 15, 2015, from Ministry of Drinking Water and Sanitation: http://www.mdws.gov.in/sites/upload_files/ddws/files/pdf/WaterSupplyAnintroduction.pdf
- WHO. (2014, May 19). *World Health Statistics 2014*. Retrieved December 18, 2014, from WHO: http://apps.who.int/iris/bitstream/10665/112739/1/WHO_HIS_HSI_14.1_eng.pdf?ua=1
- World Development Indicators: Freshwater*. (2015, January 15). Retrieved January 15, 2015, from The World Bank: <http://wdi.worldbank.org/table/3>

Urban Transport

- Institute for Human Development. (2013). *Delhi Human Development Report*. New Delhi: Academic Foundation.
- Anand, A., & Geetam, T. (2006). A Gendered Perspective of the Shelter–Transport–. *Transport Review*, 63-80.
- Asian Development Bank. (2013). *India: Gender Equality Diagnostic of Selected Sectors*. Philippines: Asian Development Bank
- Babinard, J. (2010). Inclusive Urban Transport Planning for Development, Gender Equity and Economic Empowerment. *Urban Mobility India 2010 Conference*. New Delhi: World Bank.
- Deike, P. (2001, January 10-12). *Gender and Transport in Less Developed Countries: A background paper in preparation for CSD-9*. Retrieved January 16, 2015, from Earth Summit 2002 : <http://www.earthsummit2002.org/workshop/btransport%20s.html#4>. Gender and Urban Transport
- Mahadevia, D., Joshi, R., & Datey, A. (2013). *Promoting Low-Carbon Transport in India*. New Delhi: United Nations Environment Program.
- Mahila Samakhya*. (2013, June 27). Retrieved December 03, 2014, from UNICEF: http://www.unicef.org/india/media_2650.htm
- Mani, A., Rishi, A., & Madhav, P. (2012). *Sustainable Urban Transport in India: The role of Auto Rickshaw*. New Delhi: World Research Institute.
- Ministry of Urban Development, Wilbur Smith Associates . (2008). *Study on Traffic and Transportation for Policies and Strategies in Urban Areas in India*. New Delhi: Ministry of Urban Development.
- Ministry of Women and Child Development. (n.d.). *National Policy for Empowerment of Women 2001*. Retrieved January 17, 2015, from Ministry of Women and Child Development: <http://wcd.nic.in/empwomen.htm>
- Planning Commission . (2011). *Recommendations of Working Group on Urban Transport for 12th Five Year Plan*. New Delhi: Planning Commission, India.
- Planning Department . (2013). *Delhi Human Development report*. New Delhi: Planning Department, Government of Delhi.
- (2013). *Twelfth Five Year Plan (2012-2017)*. New Delhi: Sage Publications.
- UN Habitat . (2008). *The Global Assessment on Women's Safety*. Kenya: United Nations Human Settlement Program.
- World Bank. (2014). *India: Women, Work and Employment*. World Bank.

Crimes Against Women

- A brief history of the battle against sexual harassment at the workplace, by Vibhuti Patel, Infochange
- Acid attacks: A scar on India, Aljazeera, 24 January 2014
- Baseline Study of UN Women's Anti-Human Trafficking Programme, UN Women, 2013
- Concluding observations related to VAW and Trafficking by CEDAW Committee on the combined fourth and fifth report by India (2014)
- http://www2.ohchr.org/english/bodies/cedaw/docs/CEDAW.C.IND.4-5_en.pdf

Crimes Against Women, National Crime Records Bureau
 Directorate of Adult Education, Ministry of Human Resource Development (mhrd.gov.in/adult-education)
 Down to Earth, 61-women-make-it-lok-sabha-2014-against-59-2009
<http://www.downtoearth.org.in/content/61-women-make-it-lok-sabha-2014-against-59-2009>
 Facts and Figures: Ending Violence against Women (<http://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures#sthash.DHmC7W03.dpuf>)
 Heise, L. 1994. Violence Against Women: The Hidden Health Burden. World Bank Discussion Paper. Washington, D.C. The World Bank
 India Country Report, Global Report on Trafficking in Persons, UNODC, 2012
 India: Violence Against Women. Current Challenges and Future Trends; Nr. 26 / 2013 |By Dona John, Omair Ahmad & Maria Schneider
<http://www.freiheit.org/Aktuelle-Berichte/1804c27055i1p/index.html>
 Inter-Parliamentary Union (<http://www.ipu.org/wmn-e/world.htm>)
 Key statistics on violence against women and girls
<http://www.unric.org/en/uk-a-ireland-newsarchive/28258-key-statistics-on-violence-against-women-and-girls>
 Moving Women : A critical overview of international and regional normative standards and frameworks in trafficking of women in Bangladesh, India and Nepal, by South Asia Women's Fund (SAWF)
 National Family Health Survey (NFHS) 3rd round
 NGO Submission for CEDAW 58th Session, 2014 (<http://nawoindia.org/NAWO-CEDAW-Interventions.html>)
 Rape and Honour Crimes: The NCRB Report 2012
 The Age Distribution of Missing Women in India; S. Anderson & D. Ray; Economics & Political Weekly; Dec 2012 Issue
 The Age Distribution of Missing Women in India; S. Anderson & D. Ray; Economics & Political Weekly; Dec 2012 Issue
 Two- third married Indian women victims of domestic violence. <http://www.ptinews.com> [last cited on 2005 Oct 13], [last updated on 2007 Mar 5]
 UNDAF 2008-12, 2013-17
 Violence Against Dalit Women; Input to the UN Special Rapporteur on Violence Against Women
http://idsn.org/fileadmin/user_folder/pdf/New_files/India/2013/India_submission_on_Violence_against_Dalit_Women_-_SR_on_VAW_India_2013.pdf
 Violence against married women in India—can the data tell us anything? livemint, Wall Street Journal, 11th February 2013
 Women's political participation and representation in India (www.delhipolicygroup.com)
 World Health Organization and UNAIDS, 16 Ideas for addressing violence against women in the context of the HIV epidemic
http://apps.who.int/iris/bitstream/10665/95156/1/9789241506533_eng.pdf?ua= , p.1
 Websites of relevant Ministries
www.wcd.nic.in
www.mha.nic.in
www.lawmin.nic.in

Employment and Entrepreneurship

Aajeevika . (26th, December 2014). Retrieved December 26th, 2014, from Aajeevika: <http://aajeevika.gov.in/>
 (2013). *Annual Report Ministry of Labour and Employment 2012-13*. New Delhi: Ministry of Labour and Employment.
 Asian Development Bank. (2014, December 26th). *Project Records*. Retrieved December 26th, 2014, from Asian Development Bank: <http://adb.org/projects/search/21271%2C513>
 Chaudhary, D. (2014, July 8th). India Budget 2014: Promoting entrepreneurship top on govt agenda. *The Hindu*.
 Dasra. (2014). *Friends of Women's World of Banking*. New Delhi: Dasra.
 Dininger, K., & Yanyan, L. (2009). *Economic and Social Impacts of Social Groups in India*. The World Bank, Development Research Group.
 Directorate General of Employment and Training . (2013). *Employment Exchange Statistics 2012-13*. Directorate General of Employment and Training. New Delhi: Ministry of Labour and Employment.
 Directorate General of Employment and Training. (2013). *Employment Review 2011*. New Delhi: Ministry of Labour and Employment.
 Directorate General of Training and Employment. (2013). *Employment Review*. New Delhi: Ministry of Labour and Employment.

- Government of India, Labour, Employment, Manpower Division, Planning Commission. (2011). *The report of the working group on employment, planning and policy for the twelfth five year plan (2012-17)*. New Delhi: Government of India, Labour, Employment, Manpower Division, Planning Commission.
- IFAD. (2010). *Empowering Women through Self-Help Groups*. IFAD.
- International Finance Corporation. (2014). *Improving Access to Finance for Women Owned Enterprises in India*. New Delhi: International Finance Corporation .
- International Labour Organisation. (2014, December 26th). *Resources on employment promotion*. Retrieved December 26th, 2014, from International Labour Organisation: http://www.ilo.org/newdelhi/areasofwork/employment-promotion/facet/lang--en/index.htm?facetcriteria=TYP=Project&facetdynlist=UWCMS_139812
- Labour Bureau, M. o. (2012-13). *Statistical Profile on Women Labour 2012-13*. Chandigarh/Shimla: Labour Bureau, Ministry of Labour and Employment.
- Mehrotra, S. (2014, April 17). Comment: 'Jobless Growth No More'. *The Hindu*.
- Ministry of Human Resource Development. (2014). *Mahila Samkhya Program*. Retrieved December 26th, 2014, from Ministry of Human Resource Development : <http://mhrd.gov.in/mahila-samakhya-programme>
- Ministry of Labour and Employment. (2015, January 8). *Fund Released*. Retrieved January 9, 2015, from Ministry of Labour and Employment: <http://www.labour.nic.in/content/division/fund-released.php>
- Ministry of Micro, Small and Medium Enterprises. (2014). *Annual report 2013-14*. New Delhi: Government of India, Ministry of Micro, Small and Medium Enterprises.
- Ministry of Statistics and Program Implementation. (2011). *Key Indicators of Employment and Unemployment in India 2009-10*. New Delhi: Ministry of Statistics and Program Implementation.
- Ministry of Statistics and Program Implementation. (2015, January 9th). *State-wise number of Self-Help Groups (To whom income generating activities provided) in India 2013-14*. Retrieved January 9, 2015, from Indiastat: <http://www.indiastat.com/table/socialandwelfareschemes/27/selfhelpgroups/18063/775355/data.aspx>
- Ministry of Women and Child Development . (2014, December 2014). *Support to Training and Employment Program* . Retrieved December 26th , 2014, from Ministry of Women and Child Development : http://www.wcd.nic.in/rti_step.pdf
- Ministry of Women and Child Development. (2014). *Swadhar: A Scheme for Women in Difficult Circumstances*. Retrieved Decemeber 25, 2014, from Ministry of Women and Child Development: <http://wcd.nic.in/revisedswadhar.htm>
- Mohan, N. C. (2011, October 24). Shortages in a Labour Surplus Economy . *Business Standard*.
- Nasir, S. (2013). Microfinance in India: Contemporary Issues and Challenges. *Middle-East Journal of Scientific Research* , 191-199.
- NASSCOM India. (2010-2013). *Entrepreneureship in India*. Retrieved January 7, 2015, from NASSCOM India: <http://www.nasscom.in/entrepreneurship-and-india?fg=138885>
- National Sample Survey Office. (2013). *Key Indicators of Employment and Unemployment in India*. New Delhi: Ministry of Statistics and Programme Implementation.
- National Sample Survey Office. (2014 July). *Informal Sector and Condition of Employment NSS 68th round July 2011- June 2012*. New Delhi: Ministry of Statistice and Program Implementation.
- Sanghi, S., & Kuntal, S.-S. (2014). *Skill Challenges of Informal Sector in India*. India: CII.
- Skill Development Initiative Scheme*. (2014, Decemeber 24). Retrieved December 26, 2014, from Directorate General of Employment and Training : <http://dget.nic.in/content/innerpage/introduction-sdis.php>
- The Mahatama Gandhi National Rural Employment Guarantee Act 2005*. (n.d.). Retrieved December 26th, 2014, from National Rural Employment Gaurantee Act : <http://www.nrega.nic.in/netnrega/home.aspx>
- UNDP India. (2011). *Our Projects*. Retrieved December 26, 2014, from UNDP India: <http://www.in.undp.org/content/india/en/home/operations/projects/overview.html>
- UNICEF, India. (2012). *Overview of Internal Migration in India*. New Delhi: UNICEF.
- Voluntary Operation in Community and Empowerment . (2009). *A report on the Success and Failure of SHGs in India: Impediments and Paradigm of Success*. New Delhi: Voluntary Operation in Community and Empowerment.
- World Bank. (2014). *Friends of Women's World Banking*. Retrieved December 27th, 2014, from World Bank: <http://www.worldbank.org/projects/P081026/cgap-friends-womens-world-banking?lang=en>
- World Bank. (2014). *India Projects and Programs* . Retrieved December 27th, 2014, from World Bank: <http://www.worldbank.org/en/country/india/projects>

Health

- 7th Common Review Mission*. (2014, December 21). Retrieved December 21, 2014, from National Health Mission: <http://nrhm.gov.in/monitoring/common-review-mission/7th-common-review-mission.html>
- ADB. (2014, October 03). *Sector Assessment (Summary): Education*. Retrieved December 11, 2014, from ADB: <http://www.adb.org/sites/default/files/linked-documents/cps-ind-2013-2017-ssa-07.pdf>
- Annual Report 2013-14*. (2014, August 19). Retrieved December 21, 2014, from Ministry of Women and Child Development: <http://wcd.nic.in/publication/wcdar2013/Hindi/FINAL%20BOOK.pdf>

Annual Report 2013-14. (2014, December 21). Retrieved December 21, 2014, from Ministry of Health and Family Welfare: <http://mohfw.nic.in/WriteReadData/l892s/Chapter215.pdf>

Basic Indicators. (2014, December 22). Retrieved December 22, 2014, from UNICEF: http://www.unicef.org/infobycountry/stats_popup1.html

Basic Indicators. (2014). Retrieved December 01, 2014, from UNICEF: http://www.unicef.org/infobycountry/stats_popup1.html

CEDAW. (2014, June 13). *Executive Summary of the IV & V NGO Alternative Report on CEDAW - 2014*. Retrieved December 21, 2014, from UNHCR: http://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/Ind/INT_CEDAW_NGO_Ind_17400_E.pdf

DFID. (2014, December 02). *Improved Family Planning and Reproductive Health Services in India*. Retrieved January 05, 2015, from UK AID: <http://devtracker.dfid.gov.uk/projects/GB-1-203455/>

DFID. (2014, December 02). *Madhya Pradesh Health sector reform programme*. Retrieved January 05, 2015, from UKAID: <http://devtracker.dfid.gov.uk/projects/GB-1-113707/>

DFID. (2014, December 02). *MAHILA SAMAKHYA Education for Women's Equality Programme*. Retrieved December 02, 2014, from UK Aid: <http://devtracker.dfid.gov.uk/projects/GB-1-114177/documents/>

DFID. (2014, December 02). *National Assessment of the Incidence of Unintended Pregnancy and Induced Abortion in India*. Retrieved January 05, 2015, from UKAID: <http://devtracker.dfid.gov.uk/projects/GB-1-204356/>

DFID. (2014, December 02). *National Family Health Survey 4 (NFHS 4)*. Retrieved January 05, 2015, from UKAID: <http://devtracker.dfid.gov.uk/projects/GB-1-204169/>

DFID. (2014, December 02). *Sector Wide Approach to Strengthening Health (SWASTH) in Bihar*. Retrieved January 05, 2015, from UKAID: <http://devtracker.dfid.gov.uk/projects/GB-1-114506/>

Frequently Asked Questions on Mid Day Meal Scheme. (2012, December 05). Retrieved December 04, 2014, from Mid-day Meal Scheme: http://mdm.nic.in/Files/Right%20to%20information/Frequently_Asked_Questions_on_MDM.pdf

Goal 3: PROMOTE GENDER EQUALITY AND EMPOWER WOMEN. (2014, December 06). Retrieved December 06, 2014, from United Nations: <http://www.un.org/millenniumgoals/gender.shtml>

Government of India. (2001, June 06). *Empowered Action Group on Population Stabilization to Focus on Bihar and U.P.* Retrieved January 03, 2015, from Press Information Bureau: <http://pib.nic.in/archieve/lreleng/ljr2001/rjun2001/20062001/r200620011.html>

Government Schemes to Fight Malnutrition. (2014, December 21). Retrieved December 21, 2014, from Press Information Bureau, Government of India: <http://pib.nic.in/newsite/erelease.aspx?relid=92392>

Health - Trends in Policy Development. (2015, January 05). Retrieved January 05, 2015, from Core Centre: http://www.ccindia.co/corecentre/guest/health/article_1.asp

IIPS. (2010, July 28). *District Level Household and Facility Survey 2007-08*. Retrieved December 18, 2014, from RCHIIPS: <http://www.rchiips.org/pdf/rch3/state/India.pdf>

India - A desk review of the Mid-Day Meals Programme July 2007. (2009, September 10). Retrieved December 4, 2014, from World Food Programme: <http://home.wfp.org/stellent/groups/public/documents/newsroom/wfp207424.pdf>

Indira Gandhi Matritva Sahyog Yojana (IGMSY) - A Conditional Maternity Benefit Scheme. (2013, October 08). Retrieved December 21, 2014, from Ministry of Women and Child Development: <http://wcd.nic.in/SchemeIgmSY/IGMSYScheme.pdf>

Integrated Child Development Services (ICDS) Scheme. (2014, December 21). Retrieved December 21, 2014, from Integrated Child Development Services (ICDS) Scheme: <http://wcd.nic.in/icds/icds.aspx>

Janani Shishu Suraksha Karyakram - Background. (2014, December 21). Retrieved December 21, 2014, from National Health Mission: <http://nrhm.gov.in/nrhm-components/rmnch-a/maternal-health/janani-shishu-suraksha-karyakram/background.html>

Janani Suraksha Yojana - Background. (2014, December 21). Retrieved December 21, 2014, from National Health Mission: <http://nrhm.gov.in/nrhm-components/rmnch-a/maternal-health/janani-suraksha-yojana/background.html>

Life expectancy at birth, total (years). (2014, December 22). Retrieved December 22, 2014, from World Bank: <http://data.worldbank.org/indicator/SP.DYN.LE00.IN>

Millennium Development Goals India Country Report 2014. (2014, January 29). Retrieved December 05, 2014, from India Environment Portal: http://www.indiaenvironmentportal.org.in/files/file/mdg_2014%20India%20country%20report.pdf

Ministry of Women and Child Development. (2013, October 24). *About Us*. Retrieved January 05, 2015, from Ministry of Women and Child Development: <http://wcd.nic.in/>

Ministry of Women and Child Development. (2013, October 23). *National Policy for the Empowerment of Women 2001*. Retrieved January 05, 2015, from Ministry of Women and Child Development: <http://wcd.nic.in/WomanDevelopment/empwomen.htm>

MoHFW. (2014, December 21). *Annual Report 2013-14*. Retrieved December 21, 2014, from Ministry of Health and Family Welfare: <http://mohfw.nic.in/WriteReadData/l892s/Chapter215.pdf>

MoHFW. (2014, May 06). *Medical Termination of Pregnancy Regulation*. Retrieved December 18, 2014, from Bombay High Court: <http://bombayhighcourt.nic.in/libweb/reglc/MedicalTerminationofPregnancyRegu,2003.pdf>

MoHFW. (2014, December 18). *National Health Policy 2002*. Retrieved December 18, 2014, from Ministry of Health and Family Welfare: <http://mohfw.nic.in/showfile.php?lid=2325>

MoHFW. (2015, January 03). *Village Health and Nutrition Day*. Retrieved January 03, 2015, from National Health Mission: <http://nrhm.gov.in/communitisation/village-health-nutrition-day.html>

National Policy on HIV/AIDS and the World of Work. (2010, February 01). Retrieved December 21, 2014, from Ministry of Labour and Employment: <http://naco.gov.in/upload/Policies%20&%20Guidelines/15,%20NationalPolicy-on-HIV-AIDS.pdf>

National Population Policy (2000). (2014, December 18). Retrieved December 18, 2014, from National Health Portal: <http://www.nhp.gov.in/national-population-policy-2000>

National Rural Health Mission - Framework for Implementation. (2013, January 03). Retrieved December 21, 2014, from National Health Mission: <http://nrhm.gov.in/images/pdf/about-nrhm/nrhm-framework-implementation/nrhm-framework-latest.pdf>

National Urban Health Mission - Framework for Implementation. (2014, February 26). Retrieved December 21, 2014, from National Health Mission: http://nrhm.gov.in/images/pdf/NUHM/Implementation_Framework_NUHM.pdf

New World Bank Group Strategy to Help India Achieve Its Vision. (2014, December 10). Retrieved December 10, 2014, from The World Bank: <http://www.worldbank.org/en/news/feature/2013/04/12/new-world-bank-group-strategy-to-help-india-achieve-its-vision>

Office of the Registrar General & Census Commissioner, I. (2013, May 23). *Provisional Population Totals Paper 1 of 2011 India Series 1*. Retrieved November 13, 2014, from Census India: http://www.censusindia.gov.in/2011-prov-results/data_files/india/Final_PPT_2011_chapter6.pdf

Office of the Registrar General & Census Commissioner, I. (2013, March 13). *Provisional Population Totals Paper 2 of 2011 India, Series 1*. Retrieved November 3, 2014, from Census India: http://www.censusindia.gov.in/2011-prov-results/paper2/prov_results_paper2_india.html

Office of the Registrar General & Census Commissioner, India. (2011, April 26). *Chapter 5 Gender Composition of the Population*. Retrieved December 17, 2014, from Census India: http://www.censusindia.gov.in/2011-prov-results/data_files/india/Final_PPT_2011_chapter5.pdf

Planning Commission. (2011, December 09). *High Level Expert Group Report on Universal Health Coverage for India*. Retrieved December 22, 2014, from Planning Commission: http://planningcommission.nic.in/reports/genrep/rep_uhc0812.pdf

Planning Commission. (2013, September 05). *Twelfth Five Year Plan (2012-2017) Social Sectors*. Retrieved December 22, 2014, from Planning Commission : http://planningcommission.gov.in/plans/planrel/12thplan/pdf/12fyp_vol3.pdf

Registrar General, India. (2013, March 14). *Estimates of Fertility Indicators*. Retrieved December 18, 2014, from Census India: http://www.censusindia.gov.in/vital_statistics/SRS_Report/10Chap%203%20-%202011.pdf

Registrar General, India. (2013, March 14). *Estimates of Mortality Indicators*. Retrieved December 18, 2014, from Census India: http://www.censusindia.gov.in/vital_statistics/SRS_Report/11Chap%204%20-%202011.pdf

Registrar General, India. (2013, March 14). *Population Composition*. Retrieved December 18, 2014, from Census India: http://www.censusindia.gov.in/vital_statistics/SRS_Report/9Chap%202%20-%202011.pdf

Registrar General, India. (2014, December 18). *A Presentatin on Maternal Mortality Levels (2010-12)*. Retrieved December 18, 2014, from Sample Registration System: http://www.censusindia.gov.in/2011-common/Sample_Registration_System.html

Registrar General, India. (2014, September 26). *SRS Bulletin*. Retrieved December 18, 2014, from Census India: http://censusindia.gov.in/vital_statistics/SRS_Bulletins/SRS%20Bulletin%20-September%202014.pdf

Reproductive & Child Health Programme Phase II. (2014, April 11). Retrieved December 21, 2014, from Ministry of Health and Family Welfare: <http://mohfw.nic.in/WriteReadData/1892s/6352431912JRM-8%20Aide%20Memoire.pdf>

Reproductive, Maternal, Newborn, Child and Adolescent Health. (2014, December 21). Retrieved December 21, 2014, from Natinal Health Mission: <http://nrhm.gov.in/nrhm-components/rmnch-a/reproductive-maternal-newborn-child-and-adolescent-health.html>

Scheme for Promotion of Menstrual Hygiene among Adolescent Girls in Rural India. (2014, December 21). Retrieved December 21, 2014, from National Health Mission: <http://nrhm.gov.in/nrhm-components/rmnch-a/adolescent-health/menstrual-hygiene-scheme-mhs/schemes.html>

Supreme Court Order of November 28, 2001. (2006, July 08). Retrieved December 04, 2014, from Right to Food Campaign: <http://www.righttofoodindia.org/orders/nov28.html>

The World Bank. (2014, December 21). *ICDS Systems Strengthening & Nutrition Improvement Programme (ISSNIP)*. Retrieved December 21, 2014, from The World Bank: <http://www.worldbank.org/projects/P121731/icds-systems-strengthening-nutrition-improvement-program-issnip?lang=en>

The World Bank. (2014, December 21). *Uttar Pradesh Health Systems Strengthening Project (UPHSSP)*. Retrieved December 21, 2014, from The World Bank: <http://www.worldbank.org/projects/P100304/second-uttar-pradesh-health-systems-strengthening-project-uphssp?lang=en>

The World Factbook. (2014, June 24). Retrieved December 22, 2014, from Central Intelligence Agency: <https://www.cia.gov/library/publications/the-world-factbook/docs/notesanddefs.html?countryName=France&countryCode=fr®ionCode=eu#2127>

Twelfth Five Year Plan (2012-2017) Social Sectors Volume III. (2013, September 05). Retrieved December 05, 2014, from Planning Commission: http://planningcommission.gov.in/plans/planrel/12thplan/pdf/12fyp_vol3.pdf

UNICEF. (2014, December 21). *Health*. Retrieved December 21, 2014, from Unicef India: <http://www.unicef.org/india/health.html>

UNICEF. (2014, December 21). *HIV/AIDS*. Retrieved December 21, 2014, from Unicef India: http://www.unicef.org/india/hiv_aids.html

UNICEF. (2014, December 21). *Nutrition*. Retrieved December 21, 2014, from Unicef India: <http://www.unicef.org/india/nutrition.html>

United Nations. (2014, December 06). *Goal 3: PROMOTE GENDER EQUALITY AND EMPOWER WOMEN*. Retrieved December 06, 2014, from United Nations: <http://www.un.org/millenniumgoals/gender.shtml>

United Nations. (2014, December 22). *GOAL 5: IMPROVE MATERNAL HEALTH*. Retrieved December 22, 2014, from United Nations: <http://www.un.org/millenniumgoals/maternal.shtml>

United Nations. (2015, January 02). *Goal 4: Reduce Child Mortality*. Retrieved January 02, 2015, from United Nations: <http://www.un.org/millenniumgoals/childhealth.shtml>

United Nations. (2015, January 03). *Goal 6: Combat HIV/AIDS, Malaria and Other Diseases*. Retrieved January 03, 2015, from United Nations: <http://www.un.org/millenniumgoals/aids.shtml>

What is CEDAW? (2014, June 06). Retrieved December 04, 2014, from UN Women: http://unwomen-asiapacific.org/docs/cedaw/archive/general/CEDAW_Briefing_Kit.pdf

WHO. (2014, May 19). *World Health Statistics 2014*. Retrieved December 18, 2014, from WHO: http://apps.who.int/iris/bitstream/10665/112739/1/WHO_HIS_HSI_14.1_eng.pdf?ua=1

WHO/UNICEF. (2015, January 03). *Joint Monitoring Programme*. Retrieved January 03, 2015, from WSSInfo: <http://www.wssinfo.org/definitions-methods/>

World Bank. (2014, December 21). *Accelerating Universal Access to Early and Effective Tuberculosis Care*. Retrieved December 21, 2014, from World Bank: <http://www.worldbank.org/projects/P148604?lang=en>

World Bank. (2014, December 21). *India - India: Karnataka Health Systems : P071160*. Retrieved December 21, 2014, from World Bank: <http://documents.worldbank.org/curated/en/2014/08/19908059/india-india-karnataka-health-systems-p071160-implementation-status-results-report-sequence-16>

Education

47922-014: *Rural Education Project*. (2014, December 05). Retrieved December 05, 2014, from ADB: http://adb.org/projects/details?page=details&proj_id=47922-014

ADB. (2014, October 03). *Sector Assessment (Summary): Education*. Retrieved December 11, 2014, from ADB: <http://www.adb.org/sites/default/files/linked-documents/cps-ind-2013-2017-ssa-07.pdf>

Adolescent girls in Mumbai interact with UNICEF Ambassador Priyanka Chopra. (2014, December 04). Retrieved December 05, 2014, from UNICEF India: http://www.unicef.org/india/media_8903.htm

All India Survey on Higher Education 2011-2012. (2014, December 2). Retrieved December 2, 2014, from AISHE: <http://aishe.nic.in/aishe/viewDocument.action?documentId=163java>

Annual Report 2013-14. (2014, September 18). Retrieved December 5, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/sites/upload_files/mhrd/files/document-reports/AR2013-14.pdf

Awaaz Do digital campaign urges Indians to speak up for the eight million children out-of-school. (2014, December 05). Retrieved December 05, 2014, from UNICEF: http://www.unicef.org/infobycountry/media_56572.html

Basic Indicators. (2014). Retrieved December 01, 2014, from UNICEF: http://www.unicef.org/infobycountry/stats_popup1.html

Bollywood Actress and International Recording Artist Priyanka Chopra inspires teenage girls to aim high with UNICEF. (2014, December 04). Retrieved December 05, 2014, from UNICEF India: http://www.unicef.org/india/media_8972.htm

Centrally Sponsored Scheme Saakshar Bharat. (2013, October 31). Retrieved December 03, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/sites/upload_files/mhrd/files/upload_document/SaaksharBharat_December.pdf

Developing a tracking system to follow up children in the National Child Labour Projects Scheme (NCLP). (2011, July 08). Retrieved December 05, 2014, from UNICEF: http://www.unicef.org/india/child_protection_2900.htm

DFID. (2013, January 22). *Operation Plan 2011-2015 DFID India*. Retrieved December 03, 2014, from UK Aid: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/67379/india-2011.pdf

DFID. (2014, December 02). *Disadvantaged Girls Incentive Programme for Secondary Education in Odisha*. Retrieved December 11, 2014, from UK Aid: <http://devtracker.dfid.gov.uk/projects/GB-1-203217/documents/>

DFID. (2014, December 02). *MAHILA SAMAKHYA Education for Women's Equality Programme*. Retrieved December 02, 2014, from UK Aid: <http://devtracker.dfid.gov.uk/projects/GB-1-114177/documents/>

Education For All Towards Quality with Equity - India. (2014, September 17). Retrieved December 05, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/sites/upload_files/mhrd/files/upload_document/EFA%20Review%20Report%20final.pdf

Fourth Joint Review Mission of Mahila Samakhya (12th to 21st March, 2013) Aide Memoire. (2014, September 10). Retrieved December 03, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/sites/upload_files/mhrd/files/upload_document/4th_Joint_Review_Mission-2013.pdf

Frequently Asked Questions on Mid Day Meal Scheme. (2012, December 05). Retrieved December 04, 2014, from Mid-day Meal Scheme: http://mdm.nic.in/Files/Right%20to%20information/Frequently_Asked_Questions_on_MDM.pdf

Girl Star Project. (2011, March 08). Retrieved December 05, 2014, from UNICEF India: http://www.unicef.org/india/media_2673.htm

Girls' Education in India: Strategies, Interventions and Programmes. (2014, December 03). Retrieved December 03, 2014, from Press Information Bureau, Government of India: <http://pib.nic.in/newsite/erelease.aspx?relid=34892>

Goal 2: ACHIEVE UNIVERSAL PRIMARY EDUCATION. (2014, December 06). Retrieved December 06, 2014, from United Nations: <http://www.un.org/millenniumgoals/education.shtml>

Goal 3: PROMOTE GENDER EQUALITY AND EMPOWER WOMEN. (2014, December 06). Retrieved December 06, 2014, from United Nations: <http://www.un.org/millenniumgoals/gender.shtml>

Gross enrolment ratio. (2014, December 2). Retrieved December 2, 2014, from Glossary UIS UNESCO: <http://glossary.uis.unesco.org/glossary/en/term/2048/en>

Huebler, F. (2013). *Adult and Youth Literacy - National, regional and global trends, 1985-2015.* Montreal, Canada: UNESCO Institute for Statistics.

Incentives To Girls For Secondary Education. (2014, December 3). Retrieved December 3, 2014, from Ministry of Human Resource Development: <http://mhrd.gov.in/incentivesja>

India - A desk review of the Mid-Day Meals Programme July 2007. (2009, September 10). Retrieved December 4, 2014, from World Food Programme: <http://home.wfp.org/stellent/groups/public/documents/newsroom/wfp207424.pdf>

India UNDAF - United Nations Development Action Framework 2013-2017. (2013, September 19). Retrieved December 05, 2014, from United Nations in India: http://www.in.one.un.org/img/uploads/India_UNDAF%202013-17_9Jul2012.pdf

India: Elementary Education III. (2014, December 04). Retrieved December 04, 2014, from The World Bank: <http://www.worldbank.org/projects/P144447?lang=en>

India: Secondary Education Project. (2014, December 05). Retrieved December 05, 2014, from The World Bank: <http://www.worldbank.org/projects/P118445/secondary-education-project?lang=en>

India: Technical Engineering Educational Quality Improvement II. (2014, December 05). Retrieved December 05, 2014, from The World Bank: <http://www.worldbank.org/projects/P102549/tech-engr-educ-quality-improvement-ii?lang=en>

Mahila Samakhya. (2013, June 27). Retrieved December 03, 2014, from UNICEF: http://www.unicef.org/india/media_2650.htm

MHRD. (2014, December 04). *About MHRD.* Retrieved December 04, 2014, from Ministry of Human Resource Development: <http://mhrd.gov.in/about-mhrd>

Millennium Development Goals India Country Report 2014. (2014, January 29). Retrieved December 05, 2014, from India Environment Portal: http://www.indiaenvironmentportal.org.in/files/file/mdg_2014%20India%20country%20report.pdf

MSY Expansion and Coverage. (2014, September 10). Retrieved December 03, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/sites/upload_files/mhrd/files/upload_document/Expansion_and_coverage.pdf

National Policy on Education 1986. (2013, October 25). Retrieved December 04, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/sites/upload_files/mhrd/files/document-reports/NPE86-mod92.pdf

NCERT. (2010, September 09). *Position Paper - National Focus Group on Gender Issues in Education.* Retrieved December 06, 2014, from NCERT: http://www.ncert.nic.in/rightside/links/pdf/focus_group/gender_issues_in_education.pdf

New World Bank Group Strategy to Help India Achieve Its Vision. (2014, December 10). Retrieved December 10, 2014, from The World Bank: <http://www.worldbank.org/en/news/feature/2013/04/12/new-world-bank-group-strategy-to-help-india-achieve-its-vision>

Office of the Registrar General & Census Commissioner, I. (2013, May 23). *Provisional Population Totals Paper 1 of 2011 India Series 1.* Retrieved November 13, 2014, from Census India: http://www.censusindia.gov.in/2011-prov-results/data_files/india/Final_PPT_2011_chapter6.pdf

Office of the Registrar General & Census Commissioner, I. (2013, March 13). *Provisional Population Totals Paper 2 of 2011 India, Series 1.* Retrieved November 3, 2014, from Census India: http://www.censusindia.gov.in/2011-prov-results/paper2/prov_results_paper2_india.html

Rashtriya Madhyamik Shiksha Abhiyan (RMSA). (2014, December 03). Retrieved December 03, 2014, from Ministry of Human Resource Development: <http://mhrd.gov.in/rmsa>

Rashtriya Madhyamik Shiksha Abhiyan (RMSA) Overview. (2014, December 03). Retrieved December 03, 2014, from Ministry of Human Resource Development: <http://mhrd.gov.in/rmsa>

Rashtriya Uchchatar Shiksha Abhiyan (RUSA) Draft Guidelines for Consultation. (2013, December 09). Retrieved December 04, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/sites/upload_files/mhrd/files/upload_document/RUSAguidelines30102013.pdf

Rashtriya Uchchatar Shiksha Abhiyan for reforming state higher education system . (2014, December 04). Retrieved December 04, 2014, from Press Information Bureau, Government of India: <http://pib.nic.in/newsite/erelease.aspx?relid=99841>

Revised Guidelines for Implementation of Kasturba Gandhi Balika Vidyalaya (KGBVs). (2012, March 04). Retrieved December 02, 2014, from India Development Gateway: <http://www.indg.in/primary-education/women-and-education/guidelines-for-implementation-of-kasturba-gandhi-balika-vidyalaya/>

Saakshar Bharat. (2014, December 03). Retrieved December 03, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/saakshar_bharat

Saakshar Bharat Mission. (2014, December 03). Retrieved December 03, 2014, from Saakshar Bharat Mission: <http://saaksharbharat.nic.in/saaksharbharat/aboutPage.action?reqToken=4MRzfvJKE3MWSxeflRK8D5Srw>

Sarva Shiksha Abhiyan. (2014, December 03). Retrieved December 03, 2014, from Sarva Shiksha Abhiyan: <http://ssa.nic.in/>

Scheme For Construction And Running Of Girls' Hostel For Students Of Secondary And Higher Secondary Schools. (2014, December 04). Retrieved December 04, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/girls_hostel

Support To Govt Of India National Secondary Education Programme(Rashtriya Madhyamik Shiksha Abhiyaan). (2014, December 02). Retrieved December 11, 2014, from UK aid: <http://devtracker.dfid.gov.uk/projects/GB-1-201388/documents/>

Supreme Court Order of November 28, 2001. (2006, July 08). Retrieved December 04, 2014, from Right to Food Campaign: <http://www.righttofoodindia.org/orders/nov28.html>

Teaching and Learning: Achieving Equality for all Summary. (2014, October 22). Retrieved December 2, 2014, from UNESCO: <http://unesdoc.unesco.org/images/0022/002256/225654e.pdf>

Twelfth Five Year Plan (2012-2017) Social Sectors Volume III. (2013, September 05). Retrieved December 05, 2014, from Planning Commission: http://planningcommission.gov.in/plans/planrel/12thplan/pdf/12fyp_vol3.pdf

(2013). *U-DISE 2013-14 School Education in India*. New Delhi: National University of Educational Planning and Administration.

UNESCO. (2014, December 09). *Net Enrolment Rate*. Retrieved December 09, 2014, from UNESCO Glossary: <http://glossary.uis.unesco.org/glossary/en/home>

What is CEDAW? (2014, June 06). Retrieved December 04, 2014, from UN Women: http://unwomen-asiapacific.org/docs/cedaw/archive/general/CEDAW_Briefing_Kit.pdf

Working Group Report on Elementary Education and Literacy - 12th Five Year Plan 2012-2017. (2014, November 03). Retrieved December 05, 2014, from Planning Commission: http://planningcommission.gov.in/aboutus/committee/wrkgrp12/hrd/wg_elementary1708.pdf

Working Group Report on Secondary and Vocational Education 12th Five Year Plan 2012-2017. (2014, November 03). Retrieved December 04, 2014, from Planning Commission: http://planningcommission.gov.in/aboutus/committee/wrkgrp12/hrd/wg_seconvoc1708.pdf

Agriculture and Forestry

(2012). *19th Livestock Census 2012: All India report*. New Delhi: Ministry of Agriculture, Department of Animal Husbandry, Dairying and Fisheries .

(2014). *Agriculture Census of India 2010-2011: All India Report on Number and Area of Operational Holdings*. Agriculture Census Division, Department of Agriculture and Cooperation, Ministry of Agriculture, Government of India.

Annual Report 2013-14. (2014, September 18). Retrieved December 5, 2014, from Ministry of Human Resource Development: http://mhrd.gov.in/sites/upload_files/mhrd/files/document-reports/AR2013-14.pdf

(n.d.). *Annual Report 2013-2014*. Department of Agriculture and Cooperation, Ministry of Agriculture, Government of India.

Balakrishna, P., Golait, R., & Kumar, P. (2008). *Agriculture Growth in India Since 1991*. Mumbai: Department of Economic Policy and Analysis.

Berg, E., Bhattacharya, S., Durgem, R., & Ramchandra, M. (2012). *Can Rural Public Works Affect Agricultural Wages? Evidence from India. CSAE Working Paper WPS/2012-05*.

Census and You: Economic Activity. (n.d.). Retrieved December 2, 2014, from Census India : [http://censusindia.gov.in/\(S\(zwn1dm45oiej3gfr1bsso2e\)\)/Census_And_You/economic_activity.aspx](http://censusindia.gov.in/(S(zwn1dm45oiej3gfr1bsso2e))/Census_And_You/economic_activity.aspx)

Concepts and Definitions . (n.d.). Retrieved from Directorate of : http://eands.dacnet.nic.in/PDF_LUS/Concepts_&_Definitions.pdf

Concepts and Definitions . (n.d.). Retrieved December 3, 2014, from Directorate of Economics and Statistics: http://eands.dacnet.nic.in/PDF_LUS/Concepts_&_Definitions.pdf

(2010). *Country Program Evaluation: Republic of India*. IFAD. Department of Agriculture and Cooperation. (2013). *Policy and Process Guidelines for Farmer Producer Organisation* . New Delhi: Department of Agriculture and Cooperation, Ministry of Agriculture .

(2014). *Department of Forest: Annual Report 2013-14*. New Delhi: Ministry of Environment, Forests and Climate Change.

(2014). *Economic Survey of India 2013-2014*. New Delhi: Ministry of Finance, Government of India .

Employment in Agriculture % of total Employment . (n.d.). Retrieved December 5, 2014, from www.worldbank.org: <http://data.worldbank.org/indicator/SL.AGR.EMPL.ZS>

IFAD Operations in India. (n.d.). Retrieved December 07, 2014, from IFAD: <http://operations.ifad.org/web/ifad/operations/country/projects/tags/india>

(2005). *Impact of WTO on Women in Agriculture* . New Delhi: National Commission of Women.

- India Budget. (n.d.). *Plan Outlay 2014-15*. Retrieved January 8, 2015, from India Budget: <http://indiabudget.nic.in/ub2014-15/eb/po.pdf>
- India UNDAF - United Nations Development Action Framework 2013-2017. (2013, September 19). Retrieved December 05, 2014, from United Nations in India: http://www.in.one.un.org/img/uploads/India_UNDAF%202013-17_9Jul2012.pdf
- Indian Agriculture: Issues and priorities. (2012, May 17). Retrieved December 2014, 2014, from World Bank: <http://www.worldbank.org/en/news/feature/2012/05/17/india-agriculture-issues-priorities>
- (2012). *Indian Agriculture: Performance and Challenges*. Press Information Bureau, Government of India. New Delhi: Press Information Bureau, Government of India.
- Jaishankar, C. (2014, July). Farmer Producer Organisation concept yet to catch up in T.N. *The Hindu*.
- Jarial, S., & Bhatt, P. (2013, March). Reminding women's contribution in livestock sector. *Agriculture Today*.
- Mahajan, K. (2012, November 05). *Agricultural wages and NREGA: Exploring the myth*. Retrieved December 05, 2014, from Live Mint: http://www.livemint.com/Opinion/tv3TkQeVfEpOia7eeVENfJ/Agricultural-wages-and-NREGA-Exploring-the-myth.html?utm_source=copy
- Pawar, S. (2007). *National Policy for Farmers*. New Delhi: Department of Agriculture & Cooperation, Ministry of Agriculture, Government of India.
- Planning Commission of India. (2011, December). *Report of the Working Group on Agriculture Marketing and Infrastructure, secondary agriculture and policy required for internal and external trade for the XII five year plan 2012-17*. Retrieved January 8, 2015, from Planning Commission: http://planningcommission.gov.in/aboutus/committee/wrkgrp12/agri/weg_rep_market.pdf
- Policies and Strategies: Strategy 2020*. (n.d.). Retrieved December 06, 2014, from Asian Development Bank: <http://www.adb.org/about/policies-and-strategies>
- Project Records*. (n.d.). Retrieved December 2014, 2014, from Asian Development Bank: <http://adb.org/projects/search/513,21268>
- Saxena, D. N. (2012). *Women, Land and Agriculture in Rural India*. New Delhi: UN Women.
- Saxena, N. (2011). *Women's Right to Forest Spaces and Resources*. New Delhi: UN Women.
- (2013). *State of Indian Agriculture 2012-2013*. New Delhi: Department of Agriculture, Ministry of Agriculture, Government of India.
- Supreme Court Order of November 28, 2001*. (2006, July 08). Retrieved December 04, 2014, from Right to Food Campaign: <http://www.righttofoodindia.org/orders/nov28.html>
- Swaminathan, M., Singh, R., Sinha, A., Pradhan, J., Chanda, N., Nanda, Y., et al. (2006). *National Commission on Farmers*. New Delhi: Ministry of Agriculture and Cooperation, Government of India.
- Teaching and Learning: Achieving Equality for all Summary*. (2014, October 22). Retrieved December 2, 2014, from UNESCO: <http://unesdoc.unesco.org/images/0022/002256/225654e.pdf>
- Thomas, A. (2013). *The Truth about women in Agriculture: Experts at Recent IFPRI Policy Seminar Debunk 'Gender Myths'*. IFPRI Blogs.
- Twelfth Five Year Plan (2012-2017) Social Sectors Volume III*. (2013, September 05). Retrieved December 05, 2014, from Planning Commission: http://planningcommission.gov.in/plans/planrel/12thplan/pdf/12fyp_vol3.pdf