

State Gender Equity Policy for Gujarat
State level Consulting Workshop
February 20, 2003

Department of Women and Child Development
Government of Gujarat

Supported by
United Nations Population Fund (UNFPA)

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Workshop Report

The State Gender Equity Policy for Gujarat State level Consulting Workshop was held at Gandhi Labour Institute Ahmedabad on February 20, 2003. The workshop was organized by the Department of Women and Child Development (WCD) and supported by the United Nations Population Fund (UNFPA). The workshop was attended by chairpersons and members of the nine working groups and special invitees from around the country.

Inaugural Session

The Workshop was inaugurated by traditional lighting of the lamp by Smt. Anandiben Patel, Minister Women and Child Welfare. In her inaugural speech, the Honorable Minister stressed that a key issue of gender equity was the "mindset" of people that needed to be changed. She recounted a case in a village in Kachchh, which had severe water scarcity. The women had organized themselves and represented their case to the Taluka Development Officer, prevailed upon him and got funds sanctioned for a well. Upon hearing this, rather than rejoicing, the men went to the TDO office and represented against it, to get it cancelled because "they were not willing to drink water that was obtained by women!!" It is this mindset; she urged that needed to be addressed. She highlighted the efforts made by the Government of Gujarat and outlined the various schemes benefiting women, children and the needy. She concluded by saying that gender equity was a human issue and cannot be addressed by the government alone. The whole society needed to be sensitized and involved. She urged the members to take it beyond meetings and writings to practicing it. She prophesized that by the year 2025, India would be one of the most developed and forward looking nations of the world and this could be attained only by taking the women of the country along and bringing them center stage from their marginalized positions. She concluded by lauding the efforts made by the WCD in involving a cross section of experts, practitioners, academics and taking everyone together to come up with a comprehensive policy.

Delivering the keynote address, Ms Rita Teotia, Secretary WCD pointed out the paradoxes in Gujarat. On the one hand were a string of achievements to be proud of like infrastructure development including roads, transportation, pipe lines, primary schools within a distance of one km in most parts of the state; industrial development and internationally respected business acumen. On the other hand, were matters of grave concern like its declining sex ratio, more so in the 0-6 age group alarming school drop out rate of girl children; early age at which girls get married, matters where the state compared adversely with other progressive states. In this context, she observed that it was an opportune time to articulate a GEP, particularly in the light of the national policy 2001. The formulation process for Gujarat was started, keeping in view the policies prepared by the governments of Maharashtra and Madhya Pradesh, and keeping National Vision 2010 in mind. In contrast with the other states, which have called it "Women's Empowerment Policy", she observed that the Gujarat policy was called "Gender Equity Policy", going beyond tokenism and making gender an integral part of the entire development process. She explained the guiding principles behind the group formulation and structuring, which was to involve the sectoral departments and ensure a feeling of ownership for the policy. The main objective of the consultative workshop was to identify the cross cutting issues, identify specific short and long term goals and the time frame for achieving these. Further, she observed that the core action points needed to be identified and the economics of implementation needed to be worked out. Funding sources and monitoring mechanisms also needed to be identified.

Expanding further on the theme, Mr. Raj Kishore, Secretary, Information and Technology, reiterated that the end result of the consultative workshop was develop a fine policy, that gives a good sense of direction in the public space. He observed the uniqueness of the draft formulation process in Gujarat. Ultimately gender equity must look at societal practices and help build coalitions. The measure of success would not be targets and coverage, rather the qualitative changes to life style at the family and societal level. He observed that the way forward was to regroup and redraft, taking into account the consultative workshop deliberations, a path breaking gender policy.

Setting the tone for discussing the GEP, MR. Francois Farha, Country Representative, UNFPA, elaborated on the essential difference between “empowerment” and “gender equity” perspective. Empowerment perspective, he observed was very commendable and employed worldwide. Conceptually, it was meant to redress inequality situations whether at home or work place, at societal and national levels. It was the inevitable transitory stage for questioning discriminating practicing in every sphere of life. However, it did so, without questioning the premises of the women’s roles and status. It focused more on practical needs of women, equal access to services. He drew attention to the number of institutions that are discriminatory, and highly discriminatory practices that women suffered, including even a ‘right to be born” indicated by the growing number of Pre Natal Sex Determination Tests (PNDT).

Gender equity on the other hand, questions the basis of inequality, and talks about equality as a premise for social policies and programmes. It challenges values and practices that are discriminatory and aims at reaching out to both men and women in a shared value system. Gender equity is a whole notion of rights as opposed to women’s empowerment that attempts to redress an existing situation, to provide solution. Gender equity aims to remove the very seed of discrimination and respond to needs of women, “before the damage is done”. A gender equity policy ensures the rights of a person regardless of the characteristics at birth. He appreciated the tremendous and remarkable job that the working group had done in a short period and commended the inter sectoral approach. He saw the consultation workshop as a dialogue and debate, which would ultimately translate into a policy and action.

Technical Sessions

Expert Panel

Dr. Sarla Gopalan	Former Secretary, GOI	New Delhi
Ms Lakshmi Lingam	Reader, Women's Studies, TISS, Mumbai	
Mr Francois Ferha	Country Representative, UNFPA	
Mr . V K Madhavan	Senior Programme Officer, The Hunger Project, New Delhi	
Ms Ena Singh	Facilitator	

Group – I

Women, Health, Nutrition, Sanitation and Drinking Water

Chairperson	Mr. Amarjit Singh, IAS Secretary, Industries Department
Presenter	Ms. Jyoti Gade CHETNA

Panel Observations

The objectives read like a wish list that articulates all the concerns, including service delivery issues like 24 hour emergency centers. The presentation has identified groups like the elderly, who have not been covered so far. The patients' charter of rights has been compiled exhaustively.

Some points that need to be included in the overall health perspective are::

- ⇒ the issue of growing loss of livelihood and employment that is undercutting food security and also increasing the number of people getting into sex work
- ⇒ How migration is linked as a health issue as the migrant persons are both potential carriers and victims of diseases
- ⇒ The goal in terms of morbidity rate reduction is indicated as 100 percent institutional births. The document should state that in the interim, safe homebirths need to be strengthened as RCH surveys have indicated the high proportion of homebirths
- ⇒ The action points i.e. the translation of policy to action needs to address ground realities i.e. PHCs are not linked to proper transportation system
- ⇒ The percapita spending of State vis-à-vis private spending, private health care utilization needs to be examined. Issues of private healthcare systems are equally important as more people access these
- ⇒ The policy's position on the first care giver (the first person a sick woman approaches) who also provides referral has not been touched upon.
- ⇒ Health programmes are generally vertical –how are the policy issues to be dealt with at the Panchayat level is not discussed. The document does not provide a perspective on decentralization. E.g. Like a decentralized perspective on Public Distribution System. Whether ICDS also be dealt with in a similar manner may be considered.
- ⇒ How to make the Anganwadi worker, Multipurpose Male Worker more responsible and gender sensitive, mechanisms for monitoring them may be included..

House Response

- ⇒ Healthcare policy may go beyond medical service aspects and look at providing health insurance (e.g. Jana Arogya Policy for modest premiums or Rs. 70 going up to Rs 5000) may be included
- ⇒ Like taking stringent measures against PNMT, indiscriminate use of labour inducing drugs oxotocine by doctors should also be arrested
- ⇒ Policy should address the issue of mapping out PHCs and rationalize their location
- ⇒ Input monitoring mechanisms for assuring quality care issues need to be included
- ⇒ Occupational health issues to be included

- ⇒ Gujarat has one of the highest suicide rates in the country. Issues of mental health care and counseling need to be given more focus
- ⇒ The list of issues is very long. It needs to keep in touch with the budget, prioritize and arrive at strategies for increasing efficiency and accountability of public spending
- ⇒ The concept of social health insurance could be explored further along the lines of cooperative management to ensure that private money/spending can also buy better health
- ⇒ Participation of women in water committees ideally could be 100%! Increase the participation suggestion to 50% from the proposed 30 %
- ⇒ Gender perspective in medical research needs to be included

Committee Response

- ⇒ Training of health workers for better referral practices is already being included in RCH with a proposal to link training to medical colleges
- ⇒ Policy for decentralization at local level also under consideration
- ⇒ Mental health issues will be included
- ⇒ Once the health structures are in place, issues of accountability will be addressed
- ⇒ The group will work further on insurance related aspects
- ⇒ The group will also look into impact assessment and quality assessment. The same group could convene every quarter or half year to take note of what is actually happening at the ground level
- ⇒ Private sector participation is also under consideration. The state is exploring the possibility of handing over running of PHC/CHC to Private Organizations involved in healthcare

Suggestions emerging out of the discussion

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Group – II

Economic Empowerment of Women

Chairperson	Mr. Rajesh Kishore, IAS Secretary, Information Technology
Presenter	Dr. P.V. Desai, PLACON Management Service

Panel Observations

- ⇒ Both monetised as well as the non-monetised economy are gender biased. Technology is also gender biased. Most new tools, equipments are also male centered and used more by men. Likewise, most provisions in acts are gender biased. The concept of sharing is not evident. The policy should reemphasize the sharing perspective that is men and women need to involve themselves equally in economic activity and should reap equal benefits.
- ⇒ Minimum wage fixation and enforcement issues have to be addressed
- ⇒ Recommendations on issues relating to agriculture overlap with natural resources group as also issues of training and education. These need to be rationalized
- ⇒ Wording needs to be more gender sensitive e.g. “*women with domestic responsibilities*” should read as “***men and women with domestic responsibilities***”
- ⇒ Rights of women working in free trade zones, migratory women workers can be looked at along with the legal group and included in the document
- ⇒ The policy needs to take a closer look at home based workers

House Response

- ⇒ Opportunities for physically challenged men and women need to be included
- ⇒ Conditions in government units should act as a role model
- ⇒ Occupational health issues of home based income generating activities need to be looked at
- ⇒ Flexi time for women, part time jobs may be considered
- ⇒ The policy does not address the issue of Husband’s/man’s role in household work
- ⇒ Economic valuation of household and childcare activities would be desirable. How household resources are utilized and women’s control on those also need to be articulated
- ⇒ Business Counseling Centres at Taluka level may be considered. Enhancing marketing skills though training also need to be addressed.
- ⇒ A sexual harassment cell (to redress) should be set up at work places

Committee Response

- ⇒ Issue of non -monetised economy, though important has not yet been addressed at the macro level and it is difficult for a state policy to come up with a satisfactory solution. Minimum wages is also a national issue
- ⇒ Rights of migratory workers will be looked at based on Maharashtra and Kerela models in a wider context
- ⇒ Sexual harassment cell issue will be included
- ⇒ Enhancement of marketing skills, training etc will be looked into
- ⇒ Issue of handicapped women will be added
- ⇒ Taluka level resource centers, SHG skill development could be looked into

Suggestions emerging out of the discussion

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Group III Literacy And Education

Chairperson	-	Mr. Varesh Sinha, IAS Secretary Education, Department of Education,
Presenter	-	Ms. Jayanti Ravi, IAS

Panel Observations

- ⇒ Suggestions for enforcing punitive action against those not sending their children to primary schools is not a comfortable thought. It sounds more like a double punishment for the parents who are already paying a penalty by not being able to send their children to school and are faced with the issue of paying a fine again!
- ⇒ The document needs to lay more stress on curriculum. Education being a major tool that changes mindsets, a more sensitive look at the curriculum is called for. Portrayals of men and women need to be paid close attention to.
- ⇒ Curriculum must necessarily include health and nutrition issues, life skills, so that at least the next generation would be more aware and have better lives.
- ⇒ Issue of adolescent girls being pulled out schools needs to be more ruinously addressed. This might also help postponement of marriage till the girls complete school. The other linkages and coordination between different aspects that may impact on keeping girls in school like infrastructure (including separate toilets for girls), transport , teachers need to be looked at in the policy.
- ⇒ Desegregated data must be made available at the taluka level
- ⇒ Policy must also address post literacy and continuing education issues
- ⇒ A plan to make programmes like “Mahila Smakhya” universal could be thought of.
- ⇒ Primary schools must show the way forward to the community. Linking these with parents is necessary to ensure a good supporting system. Sometimes children come across contradictory information because of the difference between what is said in schools and what is practiced at home. Hence, a joint parent-teacher sensitization mechanism needs to be thought of.

House Response

- ⇒ Often reasons for non enrolment lie outside the school system. Many communities do not send their daughters to schools bound by certain social customs. Policy should articulate a way to work outside the schools system to work with parents, community and media.
- ⇒ Programmes run through school systems like should be monitored very strictly and closely (for e.g. distributing iron/folic acid tablets while had good results in towns, in villages they led to many girls reacting adversely like vomiting, headache because they were taking it on empty stomachs)
- ⇒ Textbooks need to be very gender sensitive as these are the primary tools of changing mindsets. The books must be thoroughly whetted to ensure that they impart the right understanding of gender issues.
- ⇒ Teachers’ curriculum should also include gender issues.
- ⇒ Panchayat should be allowed to participate in the Parent-Teacher Association
- ⇒ Specialized areas like management education need a clear focus about the objectives.
- ⇒ Early education needs not be job focused, as it is not relevant at that stage. Adult education needs to be addressed separately.
- ⇒ The focus needs to be on education at all levels, not just primary
- ⇒ Primary school teachers are expected to do many jobs. The burden on them needs to be reduced.
- ⇒ The policy needs to look at reasons for school dropouts.

- ⇒ PTA should also be made to participate in support services like transport, crèches and address issues like involvement of boys in household activities.
- ⇒ The policy must also include the young child i.e. in the age group on 0-6 years as these are very sensitive and formative years, where much damage can be done
- ⇒ Although there is a provision for including a crèche/daycare centre along with primary schools, this has not been actualized. This needs to be reinforced as it can arrest dropouts rate to some extent.
- ⇒ Emotional aspects of the children, increasing stress on children and coping mechanisms need to be addressed.
- ⇒ The document mentions Mother-Teacher Association (MTA) which one again reinforces the mother's role alone in child welfare. This should be enlarged to PTA where both mother and father assume responsibility and participate.
- ⇒ The mind sets of teachers and the 4 stereo types propagated by them, which tend to push girls into pursuing Arts and boys into Science streams needs to be addressed
- ⇒ Sex education should be made part of the curriculum

Committee Response

- ⇒ The committee agreed with all the views and said that the government was also sensitive to most of these issues.
- ⇒ The committee will look at how to restructure the primary education provision act. Though not operational, a provision for a fine of 50 paise does exist.
- ⇒ The community approach to education, linking home and family is a pertinent point. "Sarva Shiksha Abhyan" is already on the cards
- ⇒ The government is already in the process of text book revision and is considering following NCERT guidelines exactly
- ⇒ In preprimary education for 0-6 years, the government is trying to work out a policy along the lines of Maharashtra Government who have taken a bold decision to integrate all the anganwadis and sishuvatikas in their department.

Suggestions emerging out of the discussion

- ⇒ Punitive action against parents for not sending children to school is not a comfortable idea. This may be reconsidered
- ⇒ More emphasis on the curricula needs to be placed, as this is a basic area that informs perceptions. Portrayals of men and women in text books need to very carefully reviewed for gender sensitivity
- ⇒ Better health, nutrition, life skills should be included in the curricula
- ⇒ Issue of how to prevent adolescent girls from being pulled out of schools needs to be addressed. Day care and crèches for children should be a part of primary education/schooling so that older siblings can take care of the young children. Linked issues like adequate teachers, safe transportation, infrastructure (like private toilet facilities etc) need to be addressed.
- ⇒ Emotional aspects of growing up need to included as part of curricula
- ⇒ Mindsets of teachers, along with parents, that tend to push girls into non-science subjects and boys into non-arts subjects should be discouraged. Children should have freedom to decide based on their interest.
- ⇒ Strict enforcement of marriageable age norm to discourage drop-out rate due to marriage
- ⇒ Issues of post literacy, continuing education need to be included
- ⇒ Desegregate data at taluka level should be made available to give policy maker a correct view of the situation.
- ⇒ A mechanism should be developed to link primary school teacher and parents forum. The document should include the concept of Parent –Teacher, rather than Mother

Teacher association, placing the responsibility on the woman alone. Panchayat may also be allowed to participate in the PTA

- ⇒ Job obtainability and education should be related.
- ⇒ Children below 6 years of age have not been addressed. These being very formative years, this group is very important group for imparting gender equity values.
- ⇒ Emotional aspect of children should given top priority and adequately addressed to.

Group - IV

Political Participation by Women in Decision-making

Chairperson	Mr. P. K. Laheri, IAS, Principal Secretary, Rural Development Department
Presenter	Ms. Alice Morris, UNNATI

Panel Response

- ⇒ If decentralization is the main concern, then the policy document should look at everything else on that perspective and convergence should be around PRI rather than issue based
- ⇒ The taluka level association can have wider scope and raise all developmental issues rather than women's issues alone.
- ⇒ The issues of reservation and political participation at all other levels needs to be looked into, rather than only PRI and nagarpalikas
- ⇒ The women's representatives can participate in making plans for all development activity rather than make separated budgets for "women issues"

House Response

- ⇒ The first priority should be to train women and then expect them to participate effectively in development issues
- ⇒ Men too need to be included in any training process
- ⇒ Concerns of safety and security inhibit women's participation. Structural barriers, mechanisms for complaint redressal needs to be looked into
- ⇒ Women should participate in the budget making process for all development activity at their panchayat level also
- ⇒ There should be a budgetary provision for a small honorarium for the sarpanch to attend meetings etc. Concessions like free bus passes may be considered as this would facilitate participation in meetings
- ⇒ While increasing participation is a good objective, the thrust should be on effective participation, as opposed to mere presence. This areas needs to be strengthened through capacity building and training

Committee Response

- ⇒ The 73 rd and 74 th amendment list 29 basic functions of PRA. A Resource centre is being planned by the government at taluka level which will provide both a platform and modest fund where women can meet and get exposure. The PRI will be the nodal point at panchayat level for convergence .
- ⇒ Issues of security, corruption and complaints redressal will be incorporated in the policy document.

Suggestions emerging out of the discussion

- ⇒ Issues could be seen in the light of decentralization. Thus taluka level organization can have wider scope, rather than looking at only women's issues. Development, health, education etc could be included in the scope.

- ⇒ Although the presentation showed decreasing crime rates, this has not been the experience of NGOs/ groups working in this area. Misreporting and under reporting of such crimes seemed the more probable cause for lower rates
- ⇒ Serious action against police authorities perpetrating crimes against women need to be taken
- ⇒ Group gender training for political, judicial and medical professionals need to be organized so that they all can be sensitized to the issue and certification
- ⇒ However much advocacy, social education inputs are provided, there would always be a lag effect, unless law enforcement improves. Mechanisms for these need to be addressed

Committee Response

- ⇒ The focus has been on domestic violence, the silent killer and violence behind closed doors of people who apparently appear to lead happy married lives. The figures often do not reflect the true picture because of social and family stigma attached to seeking police help.
- ⇒ There are problems in registering such complaints and need to be paid more attention Police force needs to be especially sensitized so that they do not regard such crimes as another routine complaint
- ⇒ The term 'eve teasing' has already been deleted and replaced by 'sexual harassment'.
- ⇒ Stringent punishment to those indulging in crimes against women has already been effected by awarding "enhanced and exemplary" punishment to those in charge of homes (like prisons, juvenile homes etc)

Suggestions emerging from the discussion

- ⇒ The overarching assumption that police and judiciary is the protector needs to be supplemented with role of other social institutions
- ⇒ Violence at the household level has been covered by at the community/societal levels has to be also looked into (e.g. parading of women naked)
- ⇒ Appropriate language for certification needs to be developed as many crimes get recorded as accidental deaths. Wording of ICD may be studied
- ⇒ Women are not a homogenous group. Issues of Caste, class and religion should be cut across in the policy.
- ⇒ Along with PNDT, the issue of abandoned child, specially, girls should be given proper attention.
- ⇒ Quicker settlement of pending cases on a priority basis
- ⇒ Gender perspective to be included in child abuse, including male child abuse should also be addressed.
- ⇒ Legal literacy is of great importance and should be used and customized to educate women of their right Widespread awareness about Free legal clinics should be created
- ⇒ Self defense education i.e. Martial art, Judo, Karate etc. should be targeted/ training should be imparted to women to fight crime and protect them.
- ⇒ Separate women's police stations should be increased in number and a woman S.I. should be available in these. Police officers also need a gender perspective so as not to treat crimes against women as "routine cases".
- ⇒ Group training of police, judiciary and doctors need to be organized so that each can be sensitized to the others' work concerns
- ⇒ Stringent measure to be initiated against police perpetrating crimes
- ⇒ The group could look at all the groups' recommendations, identify issues with legal implications and articulate a combined policy
- ⇒ Internet /cyber crimes need to be addressed with appropriate laws
- ⇒ Right to divorce if one of the partners has HIV/AIDS and laws relating to mental health need to be looked at

Group VI Legislative Actions

Chairperson	Ms. Hemangini Jhaveri Member, Gujarat Law Commission
Presenter	Ms. Nupur, Centre for Social Justice

Panel Response

- ⇒ This group could look at all the groups where there are items with legal implications and bring all these under one section
- ⇒ Women's right to know if her partner is HIV positive, right to divorce if one partner is HIV positive need to be studied. Laws relating to mental health also need to be looked into

House Response

Clarification offered by Commissioner WCD:

- State commission for women has already been constituted . So also issue of membership in statutory bodies where government nominates members.
 - The Department has already drafted coparcenary, succession, registration, adoption rights and are in the process of discussing the same with the law minister.
 - Some issues which are already being debated in the parliament like definition of rape, provisions under maintenance act have deliberately been excluded from this document
- ⇒ Type of laws needed to address internet obscenity, sex crimes and pornography need to be deliberated upon
 - ⇒ The group could study the National Commission for Women Ordinance, look at the lacunae and try to address those in the concurrent list

Suggestions emerging from the discussion (incorporated in the section on crimes against women)

Group - VII Capacity Building

Chairperson	Mr. A.M. Tiwari Commissioner, Rural Development
Presenter	Ms. Preeti Bhatt

Panel Response

- ⇒ Gender sensitivity should be part of every training. Sometimes when a training has a special focus on gender sensitivity, men simply don't turn up for the training!
- ⇒ Opinion makers should be especially trained in gender issues (e.g. recently a team of supreme court judges were trained with very positive results)
- ⇒ True capacity building can only take place in a favourable demand-supply context. Unless a demand is created, there will not be supply. And unless there is awareness, facilities will not be in demand. Hence widespread awareness is crucial

House Comments

- ⇒ When we undertake capacity building, the deliverables, whom, what and when need to be firmly addressed
- ⇒ The tenure of administrative officers should be at least two years so that they can initiate programmes, sustain momentum and be effective
- ⇒ The task force should meet periodically to track progress
- ⇒ Capacity building requires continuous follow-up training support both on technical and emotional issues

- ⇒ Appropriate, field tested IEC materials need to be employed
- ⇒ Skill development and training is an important aspect not adequately addressed
- ⇒ Motivating women to form SHG for entrepreneurial development and counseling centers are missing in the document
- ⇒ Gender training for men, an equally important area has not been adequately spelt out
- ⇒ Role of Apex training institutes needs to be highlighted. So also, the very image of training and image of these institutes needs to be enhanced
- ⇒ Media advocacy needs to propagate positive role models of gender sensitive men

Committee Response

- ⇒ The document has placed little emphasis on separate programmes for men and women
- ⇒ SHG as a power capacity building tool will be considered
- ⇒ The budgetary mechanisms worked out has been that every department will earmark a separate fund for gender training. If it fails to use it, then the fund can be redirected to the Gender Resource Centre
- ⇒ The Apex Institute has not been successful in training, this task is best left to experts
- ⇒ The deliverables in the capacity building exercise will be worked out
- ⇒ The motivational aspect for enterprise has been overlooked and will be reconsidered. So also, counseling centres
- ⇒ Field tested IEC material is indeed very essential
- ⇒ Issues on men's training will also be relooked at

Group - VIII

Advocacy for Gender Equity Through Media

Chairperson	Mr. Vasant Gadhvi Director, Information
Presenter	Ms. Malti Mehta, CDC, Gujarat University

Panel Response

- ⇒ Rather than gender equity through media, the title could be reframed as “**advocacy for gender equity**”, as advocacy informs all groups and media is one of the tools for bringing about gender equity
- ⇒ The extent to which the administration itself is engendered is also an issue
- ⇒ A major role for the advocacy group is “policy watch”. The group should ensure that all policies are gendered adequately

Suggestions emerging out of the discussion (for Groups VII & VIII)

- ⇒ The title may be reframed to “Advocacy for gender equity” to broaden the scope, rather than advocacy through media, which basically is one of the tools, a powerful one though.
- ⇒ Gender sensitization should be part of every program for often men do not show interest (or turn up) for special gender perspective training programmes.
- ⇒ Opinion makers have to be especially gender sensitized (like the recent very successful training for judges)
- ⇒ Widespread awareness of facilities for women is needed; otherwise, they will not be used. Likewise, a demand has to be created for gender sensitive services. Unless there is a strong demand, services will not be up to the mark.
- ⇒ Engendering the administrative structure itself needs to be considered
- ⇒ The major role of an advocacy group is “policy watch”. The group should ensure that all policy recommendations are engendered adequately

Committee Response

- ⇒ The multiple groups proposed could be a source of potential conflicts, which can only be managed up to a scale at the village level. These need to be looked into very carefully
- ⇒ Technology to reduce drudgery in women's work could be addressed
- ⇒ Building and managing resources sustainable in the context of gender need to be worked out, not just access to livelihood and rights. Decentralized management and power at local level cannot be separated from the larger issues nested in the economic system
- ⇒ Gender equity is not to be looked at only from the household perspective but must also look at what happens in the natural resource bureaucracy like the water control board, pollution control board, forests management etc where participation of women is near zero. It cannot be isolated at the household, community levels alone as it is a much larger political issue.

Suggestions emerging out of the discussion

- ⇒ Correlation studies indicate less use of and implements where women are involved in agriculture. Improved technology should be introduced to lessen the burden on women working on agricultural livelihood. Technology transfer to women has to be focused on.
- ⇒ Role of women in natural resource management at grass root level needs to be emphasized. Forest rehabilitation programmes need to involve women
- ⇒ Women are not seen as "producers". Some action points need to be incorporated in the policy to create a favourable environment for doing so.
- ⇒ The multiple institutional system proposed may also create a conflict as there is a scale where the local groups can manage conflicts.. A convenient institutional system should replace multiple institutional system.
- ⇒ Inefficient use of land should be discouraged and proper efficient use of available land be encouraged.
- ⇒ Separate land use and water use policies should be evolved with a gender perspective
- ⇒ Representation of women in all forums at village may be proposed
- ⇒ Gender perspective needs to be incorporated also into urban structures
- ⇒ Equity is not only at the household or community level but also "gender bureaucracy". Women's representation at PCB, WCB, Forest Departments in near zero

Cross Cutting Issues

General Comments

- ⇒ Putting the issue of gender equity in the public realm itself is a strong advocacy for gender equity
- ⇒ How the macro environment impinges upon gender equity is to be integrated into a holistic perspective
- ⇒ Gender equity itself should have a strong preamble," up-front" perspective rather than an apologetic, redressal voice. That is, it would adopt a rights perspective rather than an empowerment or welfare perspective
- ⇒ The immediate task is to prioritize, identify crucial areas like adverse sex ration, crimes against women and propose concrete steps to arrest these

Panel Comments

- ⇒ Tremendous amount of thinking and commendable work has gone into the document. As a next step, some more work needs to be done. The large number of cross cutting issues need to be identified and articulated in a unified policy

- ⇒ Issues have to be delineated for short, mid and long term action
- ⇒ For each group, strategies, indicators and different mechanisms for monitoring have to be articulated
- ⇒ There is a desperate need to prioritize, identify the most vulnerable groups, where they are located and how to identify these etc need to be worked out. E.g. a vulnerable group like women headed household, opportunities that they have could be taken and demonstrated
- ⇒ On the issue of convergence all the aspects, who, what, when where have to be spelt out
- ⇒ If decentralization is considered as the best option and if PRI is not the suitable institution, viable alternatives need to be thought of
- ⇒ The policy also needs to address migratory persons, seasonal labour, distress migrants also
- ⇒ Coping mechanisms for disaster with a gender perspective need to be incorporated
- ⇒ The policy must look at both immediate actions and subsequent actions
- ⇒ The next step is to get whatever is missing (based on the workshop), delete repetitions, reconcile seeming and real contradictions and spruce up the document
- ⇒ The Group should identify ten most important things that the Women and Child Development Department will do, propose budgets, mechanisms for implementation, plans at district and taluka levels, identify mechanisms for monitoring
- ⇒ The document speaks in three voices, development, welfare and rights. A strong unified gender equity perspective needs to be worked out
- ⇒ The document should be widely disseminated in Gujarat, brainstormed, comments, that are serious and with substance should be incorporated. The philosophy of the policy is intersectorality, which aims at the hub level. Sectorial ingredients have to be identified, indicators worked out
- ⇒ The policy should ensure that gender is everywhere and that every policy is gender equal, gender friendly and gender sensitive

Cross Cutting Issues Summary

- ⇒ A rights perspective rather than an empowerment perspective must inform all aspects of the policy
 - ⇒ Indicators for monitoring have to be identified and built into all aspects
 - ⇒ The larger cross cutting issues need to be identified and a unified policy articulated
 - ⇒ There is a desperate need to prioritize the core issues that have to be addressed across groups
 - ⇒ Women headed households need to be addressed as a group in policy concerns
 - ⇒ If decentralization is the best bet, then an alternative to PRI, if it is not adequate needs to be thought of.
 - ⇒ The entire document needs to be re-looked at, augmented with missing points, delete repetitions and a next draft made
 - ⇒ Ten most important things could be identified, with budgets, mechanisms for implementing and monitoring
- Inter sectorality is the key word for entire gender policy. There should be greater coordination and transparency in implementing gender policy across various sectors to ensure nothing is left out of various issues contained in the policy

Concluding Remarks from Secretary & Commissioner, Women and Child Development

The purpose of the workshop was to get everybody's voices in. The policy is not separate from other things that are already happening in the state. The philosophy behind the intersectoral approach was to create ownership of different departments as gender informs all areas of life and work. That is the focus of the policy and the proposed gender resource centre, which will be the monitoring agency.

The next step would be to shape up the policy. A drafting group will be formed. Issues will be prioritized, monetary and budgetary resources which are already there will be indicated and built into the policy. Once the draft is ready, it will be shared at the state level, and comments will be invited from anybody who cares to reflect on the policy.

Before the drafting exercise, the chairpersons must meet again redraft their sections and then the broad based drafting committee would take it forward.