

BACKGROUND AND OBJECTIVES OF WORKSHOP

Background

The State of Gujarat has enacted the State policy for gender equity – the Nari Gaurav Niti in 2006. Department of Women and Child Development (DWCD) is the nodal department for coordinating the efforts made by all departments under the same.

GRC has been providing technical support to the Department of Women and Child Development as well as other concerned departments, for the implementation of the Nari Gaurav Niti. Various initiatives have been taken in this regard. In the course of discussing the action points proposed under Nari Gaurav Niti with various departments, it became evident that those who have the responsibility to implement the policy within the department need more support about the possible actions. Requests have been made by them to organize department wise workshop/meeting in order to have in-depth discussions on action areas of the concerned Department.

To facilitate the process of implementation by the departments, GRC has been in the process of organizing a series of meetings; wherein the experts and senior government officers would finalize the roadmap to effective implementation of the Nari Gaurav Niti. GRC has already organized one workshop with Health and Family Welfare Department on action area of Health and Nutrition.

This was the second workshop organized to have a dialogue between the DWCD and various NGOs working with women. **The workshop began with a warm welcome to all participants by Ms. U.D. Patel, Director, GRC.**

The proceedings begun with a presentation by Ms. Jigna Surkar, Programme Officer, GRC on the background of the Nari Gaurav Niti (henceforth also referred to as GEP). She briefed the participants on the formulation process, other important aspects of the GEP, various stakeholders, implementation mechanisms and the achievable from GEP. The major highlights of the presentation were:

Objectives of Gender Equity Policy (GEP)

- Women need power, capacities and capabilities to change their own lives, improve their own communities and influence their own destiny.
- To ensure that these objectives are met the state government felt the need to have a gender equity policy.

Goals of Nari Gaurav Niti

Creating an enabling environment for enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres-personal, political, economic, social, cultural and civil. This includes right to life, right to health care and quality life, right to quality education, right to employment, equal remuneration, social security and right to decision making.

- a) Shared responsibility for children and the home.
- b) Mainstreaming gender perspective in the development processes, policies, programs.
- c) Strengthening participation of civil society, in particular women's groups, networks and organisations.
- d) Eradicate all forms of violence against women and girl child.
- e) Strengthening legal systems to eliminate all forms of discrimination against women.
- f) Eliminate, step by step, prejudices as well as customary and other practices that are gender discriminatory by active participation of and involvement of both men and women.

Institutional Mechanisms

- A policy review committee has been formed to assess the progress of policy implementation and provide guidance with Hon'ble Chief Minister of Gujarat as Chairperson and Minister of WCD and Secretaries of all related departments as Members.
- Concerned departments to implement and submit reports every three months to responsible department and every six months to nodal department (DWCD).
- DWCD would be the nodal department.
- Gender Resource Centre (GRC) to provide technical support.

Operational Strategies

The State Government shall:

- Address cross cutting issues that are common to all the departments.
- Promote inter sectoral partnerships and coalitions between various departments, state institutes, professional bodies, national and international agencies, and voluntary organizations so as to mainstream gender concerns into all programs/schemes, capacity building and awareness generation.
- Adopt decentralized and innovative approaches from a gender perspective for changing the mindsets of the people and the system.
- Promote a gender analysis of proposed or existing programs/schemes and ensure that gender issues are considered at all stages of the program cycle.
- Support various departments and stakeholders in their effort to implement commitments made by the National Policy for Empowerment of Women 2001 and state Gender Equity Policy

Individual Departments shall:

- Prepare a detailed plan for mainstreaming gender issues in their programs/schemes
- Coordinate with DWCD and convergence wherever necessary

- Ensure equal representation of both women and men in all departmental policy making committees and decision-making management boards as envisaged in the policy
- Maintain beneficiary database for all programs contributing towards women's development

Proposed Action Points for DWCD

- Increase coverage of women in Beneficiary Oriented Programmes.
- Database of Economic/Capacity Building Opportunities.
- Institutions for Girl Students to seek Employment.
- Safe access to stay (working women's hostels) for working women in urban areas.
- Incentives to Industry for safe working environment.
- Fund creation to support SHGs/Women's Cooperatives & Institutional Credit to Women SHGs.
- Infrastructure and Market Linkages to women artisans.
- Membership of Village Institutions
- Women's participation in public decision making bodies
- Trainings for women in governance through Taluka Level Governance Resource Centre (TLGRC)
- Public campaign on Nutritional Needs of Mother and Child
- Regulate advertisements on baby foods
- Addressing issue of Micro Nutrient Deficiency
- 100% registration of Birth, Death and Marriages
- Mass awareness of Dowry Act, PWDVA, etc
- Gender trainings in institutes
- Gender sensitization for policy makers
- Develop core group of gender trainers
- Consolidated database on women's empowerment programmes
- Committees to monitor sexual harassment at workplace

Monitoring Indicators for DWCD

- Increased proportion of women beneficiaries
- In state schemes
- In training and capacity building programs
- In income generating activities
- In development programs
- In village level committees
- In advisory boards, empowered bodies
- Improved Nutritional Status of Girls and Women
- Reduction in gender based violence
- Increased access to social security services for women
- Increased coverage of gender trainings – department functionaries and elected representatives for sensitive planning
- Advocacy efforts made by state.

Objectives of Workshop:

The workshop with DWCD aimed at

- Deliberating on the action points and providing options for taking forward each issue.
- Prioritization of the activities for DWCD and developing an action plan.
- Proposing a system for regular review and monitoring of progress within the sector.

DELIBERATION ON ACTION PLAN

A detailed presentation was made by Ms. Dharmistha Chauhan, Research and Policy Analyst Officer, GRC on the Action Plan under the Nari Gaurav Niti - 2006. The presentation started with a comparative analysis of the various indicators of Gujarat in relation to other major states in India. It also gave details of the available institutional services in Gujarat (see annexure 1 for details).

The Action Plan under GEP was discussed in detail. This was a compilation of suggestions from BSC, Chetna, CSJ, AWAG and GRC.

Proposed Activities for DWCD under Gender Equity Policy

Economic Empowerment (General)

1. Increase Coverage of Women in Beneficiary Oriented Programmes -

- Compile all available individual benefit oriented schemes of Government and check status of current coverage of women.
- Issuance of GR on the same (One common which could be applicable to all departments)
- Publish regular statistics on women specific and pro-women schemes, with recommendations for future.
- Increase number of schemes for women. Review the available schemes for women and the issues of women in Gujarat. The niche area needs to be filled by DWCD.
- *Kunvarbai nu mameru* scheme should be extended to all, not only SC and STs.
- Establish linkages with NGOs, SHGs, women cooperatives and spread awareness of the existing programmes and ensure enrollment of women through these institutions. Such linkages will also ensure the follow up and accountability of the services, programmes beings utilized by the beneficiaries.

- Schools and colleges can have a Cell where in it can involve adolescent girls in the programme of different departments.
- At the village level place information boards to provide information of various schemes or can be written on walls.
- In SHG meetings, Panchayat meetings, Village Health and Sanitation Committee meetings, Milk Cooperatives, Farmers Cooperatives and during MAMTA day discuss with women/men and relevant stakeholders about the various scheme, its procedures and whom to contact.

2. Database of Economic/Capacity Building Opportunities

- Hire a consultant to identify all existing sources in Gujarat wherein new economic/training opportunities can be made available
- Develop a database/system for linking up with those agencies and come up with regular updates for women
 - Rural women may be targeted by bring in updates in printed form through pamphlets, etc
- Collaborate with print and electronic media, NGOs, Colleges, etc to publicize the same
- Organize Information Melas or develop permanent stalls to be put up in regular functions and mahila sammellans.
- Develop pamphlets/booklets on Government Services and disseminate in various forums (not only for schemes but also for vacancies, training programmes, etc)
- Instruct all District/Taluka level Government Training Institutes to circulate training information (calendar) to all NGOs, MPWWCs, Secondary Schools and Colleges in the area.

3. Institutions for Girl Students to seek Employment

- Review Status of MPWWCs and the newly formed Information Centres in providing the information to girls and if necessary set up vocations guidance centres at cluster level and ensure provision of complete information about different vocational courses and careers irrespective of being gender specific.

- There are Adolescent Centers run by DWCD and Tribal dept. These centers should also be utilized to provide this information.
- Have special Vocational camps targeting girls in vacation period, especially in secondary schools and general colleges.
- Publish a guide on employment opportunities for various educational backgrounds available with Gujarat every year.

4. Working Women's Hostels

- Review status of working women's hostel and explore possibility of public- private partnerships to improve quality.
- Women security personnel can also be appointed in women's hostel. It may provide employment to women and hostel girls may also be comfortable.
- Explore possibilities of renewal of contract of hostels every 11 months and if girls should not be allowed to stay there for more than three years.
- Explore for having separate section within college hostels for smaller cities.

5. Incentives to Industry for safe working environment

- Have an industry wise record of men and women employed at different levels.
- Titles like 'Women Friendly Industry' award etc can be given to those employers providing such facilities.
- Role models of best employers providing such facilities should can be created for encouraging other industries and employers
- Ensure awareness and implementation of Welfare laws mentioned in Companies Act, which covers all the facilities for women at workplace.
- Also legal and counseling cell should be set up in workplace to deal with cases of Sexual Harassment and other kinds of violence against women.
- Provide facility for rest intervals to pregnant women at work place and care should be taken by employers for providing safe, smoke free and clean working environment.
- Ensure strict implementation of Maternity Benefit Act at work places.

- Basic toilets and sanitation facilities should be provided. Provision of bins for throwing sanitary napkins.
- Consultation with industries for their contribution for women's well being.

Economic Empowerment (SHGs-Based Approach)

1. Fund Creation to Support SHGs/Women's Cooperatives

- Sakhimandal has already been initiated in this line, but DWCD needs to be proactively involved in the process, especially since it is being done through ICDS workers.
- Explore possibilities for collaboration for such a fund under Sakhi Mandal with NABARD and RDD.
- GWEDC should link up more with Sakhi Mandal groups.
- Provide them with certified business development and management trainings at regular intervals and empower them to sustain in the mainstream business and market activities by establishing linkages with corporates, business schools and financial institutions.
- Vocational trainings need not be stereotyped gender specific roles like trainings need not be provided only in agarbatti, soap, garments makings etc but women can be trained as Rickshaw drivers, Taxi Driving, carpentry, leather work, electronic repairing, motor mechanics, petrol pump job, security personnel for example.
- Collaborate with various government departments to facilitate and ensure smooth implementation of the various programmes so developed for empowering women.
- District Cooperative Banks/ should disseminate information about support schemes so that women SHG and women cooperatives can have access to support fund.
- The district registrar should allocate matching share capital to women credit cooperative societies to start off credit activity. This is not happening because of the law-“any primary level credit cooperative society has to have one lac share capital to start credit activity”. This is hindering the formation of organization, having strength of numbers and scope for transformation.

2. Institutional Credit to Women SHGs

- Create a strong Client system wherein the co-operatives and banks can provide Credits at low rate of interest to women entrepreneurs in farm forest and allied industries and also ensure providing complete information about the loan and credits offered in simple local language.
- In India, most of the times, the land is on either on father's name or husbands which becomes an hindrance in getting loans and financial credit. Hence banks should understand this socio cultural system and make their norms flexible for women.

3. Infrastructure and Market Linkages

- Establish linkages with NGOs and Handicraft industries for exchange and Networking for business development.
- Register such industries with international Business and Trade organizations like Fair Trade organization for example to promote such industries at international level and provide market for their goods and services at global level. It shall also ensure global identity and the Platform to prove and display the potential of women in such industries at international level.
- Organize and conduct Exposure visits to various industries and share exchange programmes and adopt new strategies and technologies.
- Organize and sponsor exhibition and handicraft mela's across the country to provide exposure, business development opportunities to the women artisans.
- Provide related business trainings in market management, marketing, sales and financial management to become self independent and self reliable and they will no more be only producers but owners of the business.

Governance

1. Membership of Village Institutions

- Promote all women gram sabhas by issue of GR for the same. Have specific agendas for the same.

- Activate formation of Village level Women's Development Committees (VWDC) in each village and ensure that 50% members are women in this committee. Ensure women participation in decision-making processes in these committees.
- Facilitate the process of Gender Sensitive '*Village Action Plan*' through these committees. Give importance to women's issues and have separate budget for them to be decided in women gram sabhas.
- Community monitoring committee should be formed with 50% women and they should be equipped with role of social and gender audit.
- Collect data on number of village level committees, number of men and women participating in these committees and number of all women and women headed committees. Have special incentives for the latter ones.

2. Women's Participation in Public Decision Making Bodies

- Letter through respective government departments to all the decision-making bodies to ensure at least 30% women's active participation in these bodies.
- By legislative action by moving bills for amendment based on the suggestions of the legal group to the policy. CSJ will be helpful in the same.
- During the State, district, block, village level meetings propagate and ensure women's active participation in decision-making process.

3. Training for Women in Governance through Taluka Level Governance Resource Centres

- NGOs and GOs have developed many training modules. Set up a core group to compile existing material.
- Develop a standard format for module and then outsource for designing new modules.
- Publish a compilation of available and new training modules.

Health and Nutrition

1. Health Insurance to Vulnerable Groups

- Linkages with the Life Insurance Corporation and other private insurance agency to introduce packages for women and disadvantage community along with Health Departments.

2. Social Audit of PHCs/CHCs

- Take up the same for schematic analysis under GRB.

3. Public Campaign on Nutritional Needs

- By implementing the GR which talks setting up 3 level committee.
- Encourage use of iron-folic acid fortified atta, which is now available in AW for supplementary feeding.
- During mela, religious function distribution of 'Prasad' is common especially this consist of Sakaria (Sugar balls), Pendha, and Barafi. Initiate nutritional 'Prasad' such as germinated legumes, fruits, groundnuts and jaggery etc and communicate the importance before/ during distribution of Prasad.
- Rally with a collaborative efforts of ANM, VHC members, AWW, gram-mitra and schools (Teachers and children). Developing slogans and writing on the walls and developing banners with such slogans.
- Information board in every village to give one new message everyday/weekly. This can be maintained by VHC in collaboration with Gram-Mitra, ANM/AW.

4. Regulate Advertisements on Baby Foods

- IEC department to develop jingles on home-based weaning food rather than tinned baby food (some of them are already developed). Coordination with the Radio, Television channels, Akashwani and Doordarshan.
- Encourage articles by NGOs on low-cost, locally available food for weaning and publish them in local leading newspaper.

- Provide case studies/data base and encourage to journalist to prepare article on importance of home cooked weaning food verses tinned baby food, (nutrition and cost) to publish in daily News Papers/magazine.
- Organize press conference and media advocacy workshop.
- Provide forums for journalist, NGO and civil society for discussion and debate

5. Address Micro Nutrient Deficiency

- By following Supreme Court guide lines on right to food refer website of Anna Suraksha Abhiyan
- Create awareness through schools for girls and boys and adolescent for the provision of iron folic acid for them especially for girls at the Anganwadi as well as balance diet in low cost and locally available foods.
- Establish adolescent clubs/mandals for boy & girls and awareness to school dropout by these clubs. These clubs can have their meetings in Panchayat building where IEC/BCC material for them can be kept and school going children who have learned through teachers/AW can create awareness in school drop out children especially girls.

6. 100% Registration of Birth, Deaths and Marriages

- Social Justice Committee Chair person of the gram panchayat should be given the power to create system for 100% registration of birth, death and marriages.
- Task to be allocated to ASHAs and anganwadi workers instead of talatis. Gram-mitra (Health) can keep the record in coordination with ANM/AW and provide this information to Panchayat to compile the information.
- In many Panchayat computer is available the data should be computerized. For this purpose training to Gram-mitra's should be given. The gram-mitra are youth and enthusiastic and from the same village.
- Data to be collated at block level with involvement of BHOs. Soft ware should be developed to compile and report the data.
- Developing IEC/BCC strategy based on this data.

- At village level there can be a provision wherein every quarter this information (on registered births and deaths) is read in Gram Sabha
- Conducting block level committee meetings for data sharing in standard format to avoid disparity in data collection.
- Have camps for registration of birth, deaths and marriages at regular intervals.
- More systematic registration of death causes, especially for women

7. Mass Awareness on Dowry Act, PWDVA, etc

- Convergence with the line department at state as well as district level for creates mass awareness
- Partnership with NGOs, corporate houses, civil society, doctors to create awareness on these Acts.
- Linkages with other departments such as, Tribal Development, Rural Development, Education. Social Justice and Empowerment to create awareness and ensure to provide information on these Acts during their activities/events.
- Linkages with National Service Scheme (NSS) and youth/college groups and Mandals to create awareness on these Acts and Issues at village and urban.
- Small clippings in mass media (electronics and print) and broadcast them during prime time.
- Information board in every village (at a prime place) giving information of these Acts.
- In urban area in every society now a days corporate companies are providing tin boards to the societies 'Do not park in front of the gate'. In this way motivate/encourage companies to showcase boards '*Sex selection is a crime and sin*', "*Domestic Violence is a Crime*" etc to all the Societies.

Advocacy and Capacity Building

1. Gender Trainings in Institutes

- Call for a meeting of all Training institute and develop an action plan
- Review of training curricula of State, regional and district training institutes and issue GR to add atleast one session on Gender in all trainings.

- Review the utilization of budget allocated to SPIPA for Gender Trainings and quality of trainings. Revise the strategy for the scheme accordingly.
- All training Institutes to be mandated to issue Certificate Courses on Gender.

2. Gender Sensitization for Policy Makers

- Mandatory gender sensitization programmes should create interest and concern for the issues that are being addressed. Participatory approach should be used while conducting the programmes for all the stakeholders.
- The programmes should address conceptual clarity of gender and gender related issues and the role of each stakeholder in addressing or handling the issue at hand.
- Compulsory certificate course on Gender (minimum three days) required for promotion.
- Gender trainings for gram mitras to be organized at taluka levels.
- Have at least one gender expert on panel while selecting medical officers especially when on mass scale. Alternatively there can also be a sensitization test paper developed while selection.

3. Develop Core Group of Gender Trainers

- GRC has already done efforts to compile the data of gender trainers this should be updated and a core group should be formed.
- A Committee should be formed consisting of pioneers from the field of gender education, NGO Representatives, Social Workers pioneered in the field of Women & Gender Empowerment, to provide theoretical knowledge to Grass root trainers.
- Training modules should be prepared keeping in mind the specific gender issues of the state and the potential issues as well.
- A Scheme for Trainings to be provided at the grass root should be developed accordingly.

4. Consolidated Database on Women's Empowerment Programmes

- GRC has already initiated action on the same.
- Social Justice and Empowerment department are also working on this issue. Linkages need to be established with them.

5. Committees to monitor Sexual Harassment at Workplace

- Encourage women to report such cases right in the beginning without delaying.
- Formation of sexual harassment committees at work place as it is mandatory.
- Address their concerns of taking such a step through maintaining their anonymity, suggestion box method, or with consent dialogue
- Provide counseling and emotional support to the victims of such crime. Create support groups within the staff and ensure victim's physical safety and self esteem.
- After enrollment of employees, orientation and Awareness should be given regarding Sexual Harassment at work place to both men and women and create awareness about the crime, and organization's, and state's policy to deal with the such cases.

PRIORITIZATION OF ACTIVITIES

Prioritization of activities: Discussions/Suggestions Shared by Participants

The State of Gujarat is committed to some national and international directives as far as women's rights are concerned. This needs to be taken forward in full force. What is discussed here is the blue print to reach the goals envisioned in these commitments. However it is also an ideal situation or can be called the wish list. The need of the hour is to prioritize what needs to be done. There was a feeling that DWCD should identify 3 to 4 priority areas for the next year and try to work towards achieving those goals. Efforts should also be made to find out how various stakeholders can contribute.

Based on the discussions in the meeting, we have tried to bring forth herewith what emerged like key concerns and issues which need to be taken up on priority.

Working Women's Hostel

1. Most of the participants were of the opinion that the facilities of working women's hostels should be improved.
2. Currently they have a high maintenance cost involved but still do not even provide basic facilities like food service. There are many other issues also involved.
3. It should be seen that the facilities (working women's hostels) which already exist should be upgraded to provide quality facilities. They should have accountability, quality and respect. Management Orientation training for management is required to be organized.
4. Such hostels should also be open for the traveling women executives. They should make available paid but quality short-term services and should also provide custodial care.
5. Two to three hostels can be targeted every year to ensure that at the end of five years there is atleast one quality working women's hostel in each district.

Promote Infrastructure and Market Linkages for SHGs: Shift to Economic Empowerment Approach

1. The feeling shared by the participants was that most of the schemes of the department are beneficiary oriented and it's high time to shift the focus on an empowerment approach. One of the participants opined that focus should not only be empowerment but also should ensure that the process towards it is participatory.
2. Like there is a need to probe into the details regarding the purpose for which the loan is acquired by the women from SHG and its actual usage and benefit, to have a better knowledge about the priorities of women as well as to see whether is it actually benefiting them rather than only number of women. We should also look into who really uses the loan money that women get from the SHGs. It will also give us the picture that assets acquired through loan whether are beneficial for women and are in their name.
3. It was also felt that attention should also be given for providing a means of livelihood to the women, which are self sustaining as well as market oriented. For example, if women are being trained in handicrafts, or clothing then they should be guided by a trained designer in aspects of market trends, acceptable design, colour schemes, etc.
4. Infrastructure should be built for market linkages, to construct godowns or storage houses the availability of a land is always difficult, the department can coordinate for ensuring the availability of land on lease or sale.
5. More vocational courses need to be identified in which women and girls can be trained. The need of the hour is to look beyond the traditional vocations like embroidery, achar and papad making etc. Girls can be trained in other areas like mechanics, audio-video repair, mobile repair etc.
6. Industries as part of CSR (Community Social Responsibility) are taking up development initiatives in various rural communities. Linkages with industry should be established and strengthened. Responsibility to train the human power could be effectively taken up by the industry.

7. There was a feeling that on one hand the laws declare giving or taking dowry as illegal, but on other hand the department has schemes like “*Kuwarbhai nu mameru*”. We have the resources to encourage such practices by sustaining this scheme but we are fine with abolishing really helpful schemes like the “Widow Pension Scheme”. This misunderstanding was sorted out by DS (DWCD). It was made clear that this scheme is in fact in the process of being upgraded.

Women in Governance

1. There are too many committees at the village level. Steps need to be taken to activate them.
2. Firstly there needs to be a study conducted to get a comprehensive list of all the different committees existing at village level as well as list of people who are the members of these committees. Stock taking on village level committees and women’s participation therein needs to be done.
3. Efforts should then be made to ensure that the members especially women are vocal and are able to have a say/ stand on relevant issues and are not merely token appointments
4. DWCD can encourage capacity building and watchdog mechanisms in collaboration with GRC and NGOs to encourage women’s participation within these committees.
5. There is also a need to emphasize involvement of women SHG members in decision making forums at village level especially for issues like water etc.

Advocacy and Capacity Building

1. Capacity building is an issue, which cannot be ignored. Budget needs to be allocated for it.
2. The training modules should be standardized as NGOs tend to use different types of modules for the same subject trainings.
3. A concept paper on basic understanding of the term ‘gender’ needs to be prepared and given as resource material in all trainings.

4. Computer training at the Panchayat level is needed to have a good MIS particularly for getting sex segregated data.
5. GRC needs to take up the process of collection and compilation of sex segregated data. Here it was shared that GRC has already put up a proposal to UNFPA for setting up a gender MIS in five districts. If it comes through it would be a great achievement in this direction.
6. It is also very important that PHC doctors receive gender sensitization training particularly in context of their role in the implementation of the Domestic Violence Act.

Prevention of Domestic Violence

1. It is found that Violence is not focused in this policy. It was shared that this would be a part of another workshop wherein the home department would also need to be present.
2. The general public needs to be made aware about the Domestic Violence Act. It is also found that the Protection Officers are appointed on a part time basis.
3. It was shared herewith that new positions have been created and will be in place soon. Also that GRC will soon be organizing a Judicial Colloquium with Magistrates and is also developing communication material on DVA.
4. It is also very important to motivate lawyers to take up free legal aid cases; their consultation that was fixed to Rs 250 requires revision. Government of Andhra Pradesh has already raised it to Rs. 1500.
5. There was a discussion on the progress in registration of service providers; It was acknowledged that file has already been put up to the Minister WCD for approval.
6. In line with the same, there was discussion regarding the notification of shelter homes under DVA. A concern was shared that currently they are stigmatized; hence women might not like to stay there. Efforts are required to improve their quality at the earliest, so that they are looked upon more as a part of the care and shelter facilities provided under PWDVA 2005.

Incentives to Industry for Safe Working Environment

1. It was pointed out that while suggesting that there should be a counseling cell in Industry for Sexual harassment, we also need to be careful in our demands so as not to antagonize industry in resisting hiring women employees or workers. Focus needs to be more on ensuring that the Supreme Court Guidelines on Prevention of Sexual harassment are implemented in the state. This was clarified from GRC that the suggestion was that DWCD should set up such a cell or equip its MPWWCs to provided counseling on the issue.
2. There should be made mandatory that facilities like crèche, drinking water, sanitation and toilet facilities are made available to women workers.
3. It was also felt herewith that before going to industry one needs to check whether NGOs themselves follow the norms prescribed for maternity leave and other regulations for women.

Other Comments/Suggestions

1. It was pointed out by one of the Government officials that there are six help lines (not three as mentioned in the presentation)

MONITORING AND REVIEW MECHANISMS

Monitoring and Review Mechanisms: Discussions/ Suggestions from participants

Since a lot was said on quality of services provided by DWCD, it was essential that there be better monitoring and review mechanisms developed. In this line, some of the suggestions emerged like the need to do Gender audit, social audit, have gender segregated data, etc.

It was suggested that a social audit of all activities promoted by DWCD needs to be done with a fresh approach and on that basis design training of implementers. DWCD then in consultation with experts find out what it can contribute and put it up in the public accountability domain. This would help evolve a new management system which can be openly reviewed.

Regarding the monitoring on the progress on GEP, it was suggested that DWCD needs to develop its own monitoring indicators and review the progress accordingly. GRC should take the lead in developing the indicators and formats for this monitoring. This could also be developed into a database.

There was also a suggestion that there should be a round table meeting between DWCD-GRC and all the concerned department and a MOU is signed for effective implementation of the Policy. This could bring in more accountability from the departments side.