
Suggested Indicators for Reporting

**Nari Gaurav Niti
(State Policy for Gender Equity)
2006**

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Preface

Nari Gaurav Niti- Gujarat State Policy for Gender Equity was formally adopted by the Government on 26th of August'2006. The Niti is a very comprehensive document, which looks into various spheres of a women's life and aims to deal with them for holistic development and empowerment of women. The Niti has mentioned time bound action plans for each sector while also allocating responsibilities to all state departments. Each department is required to further develop detailed action plans for the outputs to be delivered by them.

Gender Resource Centre (GRC) along with Department of Women and Child Development (DWCD), has been liasioning with all state departments on implementation and monitoring of the Nari Gaurav Niti. After completion of six months of implementation of the policy, a format was circulated to all departments for compilation of the report. In the process it was felt that many departments required more technical support to develop individual action plans. There were also suggestions from various departments (and nodal officers for GEP) that GRC supports them to further deliberate on the action plans and formulation of tasks and monitoring indicators.

GRC has been in touch with many civil society organizations and experts on the issue to develop a list of suggestive tasks under each action plan. However, since it's already a year of formulation of the policy, we need to also monitor the progress made therein by the departments. GRC has thus tried to develop a checklist for monitoring/reporting indicators for each action point. This is just a suggestive list and one may not be limited by this for reporting. Nevertheless it should help the departments articulate the actions taken by them and report accordingly.

We hope you find it useful.

**Director,
GRC**

NARI GAURAV NITI

| Sr. no. mentioned in GEP | Action Points | Responsible Dept./ Agency | Time frame For Action | Suggested Monitoring/ Reporting Indicators |
|--------------------------|---|--|-----------------------|--|
| 7.1 | ECONOMIC ENVIRONMENT | | | |
| 7.1.1 | To pursue the Central Government to include the measurement and evaluation of the work of women which is not counted under the present measurement systems in the Gross Domestic Product (GDP) | Finance Department | 2 Year | <ul style="list-style-type: none"> • If request letter has been sent Ministry of Finance, date of request letter • If any time use surveys are being conducted regularly, date of last survey and key findings. • Give in brief process initiated for alternative GSDP calculation in Gujarat. |
| 7.1.2 | Cover women under various beneficiary oriented programmes from existing 30 per cent to 50 per cent | All Departments Implementing beneficiary oriented programmes | 2 Year | <ul style="list-style-type: none"> • No. and details of beneficiary oriented programmes being implemented by the department • No. and %age coverage of women in each scheme last two years • Copy of GR if any to ensure more then 30 % women |
| 7.1.3 | <p>a) Active effort to increase women's control and ownership of land, property and other common property resources. Promote registration of land and property both in sole name of women as well as under joint ownership of wife and husband. Totally exempt from transfer fees and stamp duty if land/ properties are in name of women singly.</p> <p>b) A state regulation may be framed directing all village Panchayats to record the names of wives in the registration of houses.</p> | RD, UD & UHD | 6 Months | <ul style="list-style-type: none"> • Copy of GR for joint ownership in IAY, Sardar Awas Yojana, Urban housing schemes • No of House allotted in name of only women/ jointly in last two years • Copy of GR for tax exemption for property: land or house, in name of women • No of women owning property : land or house • Increase in no. of women house owners after announcing of registration fees exemption • Steps taken for dissemination of information on relief in registration fees for woman, giving houses/ land/ land lease on joint names • No. of women and women's groups allotted common land on short term/ long term lease for production activities • Support/ Subsidy provided to women's groups for development of CPRs (details of schemes and budget allocated) |

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| 7.1.4 | Strengthen and upgrade technical entrepreneurial and managerial skills of artisan and poor women and unskilled neo-literate young women through special training courses with the help of NGOs, cooperatives & private bodies. | PRH & RDD L & ED, I & MD | 1 Year | <ul style="list-style-type: none"> No of schemes/ programmes for training women on enterprise development No. of training programmes conducted in last two years especially for marketing and management skills No. of women trained in last two years No. of women/women's groups employed / started enterprise after getting trained No. of women/ women's groups provided marketing support |
| 7.1.5 | Create a database of all Economic and capacity building opportunities and extensively publicize it. | L & ED, W & CDD | 6 Months | <ul style="list-style-type: none"> Copy of compilation of schemes No of publications / website / centers of dissemination No of copies of publication distributed Effort made to disseminate information on economic/employment opportunities in corporate/ private sector Budget allocated and actual expenditure on IEC activities undertaken to publicize the above |
| 7.1.6 | Develop standards for certification of technical, entrepreneurial and managerial courses for women so that their acquired skills receive recognition and help for access employment opportunities | L & ED | 1 Year | <ul style="list-style-type: none"> No of certificate courses announced No of women awarded training certificates Any scheme /GR / study to convert it into employment opportunity |
| 7.1.7 | Promote institutions to equip girl students with information to seek employment. | ED & DWCD, L & ED | 1 Year | <ul style="list-style-type: none"> List of employment bureau/ centers for dissemination Data on new institutes established in last 3 years No of girls enrolled and got employment No. of private job consultants and laws for regulating them. |
| 7.1.8 | Setting up working women's hostel at all district HQs and major cities and make management more accountable | W & CDD | 2 Year | <ul style="list-style-type: none"> No of working women hostels with no. of accommodations available (district wise) No of women staying last 2 years (district wise) Any GR / Study to ensure quality management |
| 7.1.9 | Set up a fund to support SHGs and women's cooperatives and enable them to initiate economic activities | W & CDD | 6 Months | <ul style="list-style-type: none"> No of women SHGs & Co-operatives promoted by the department (district wise) No. of women members in the same (district wise) Credit/ fund disbursed to them by the state (also include data from RDD (Sakhi Mandal) / Agriculture Deptt (Milk Cooperatives) |

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| 7.1.10 | Provide incentives to Industry/Employers for providing facilities for women in work place including creches, flexi time, part time and safe and hygienic environment | L & ED, W & CDD, I & MD | 1 Year | <ul style="list-style-type: none"> Any GR/ law/ Rules which states special provisions for working women, like late night pickups / drops / shift working, maternal benefit etc. Any special incentive / tax relief to industries esp. for women employed in industries promoted under cluster approach %age of woman in employed in factories promoted under cluster approach |
| 7.1.11 | Encourage women SHGs to take up activities like contract farming, farm services, processing, marketing of dairy and poultry and agricultural product etc. | PRH & RDD, A & CD | 6 Months | <ul style="list-style-type: none"> Schemes / programmes targeted for the same (old and new schemes) No. of women benefited under SGSY, horticulture projects, etc No. of woman SHGs taking up such activities |
| 7.1.12 | Encourage cooperative and nationalized banks to provide credit to women SHGs for farm, forest and non farm income generating activities | FD, F&ED, PRH & RDD, W&CDD | 6 Months | <ul style="list-style-type: none"> Data on credit provided to woman SHGs in last 2 year by various nationalized bank (region wise if possible) Any schemes /GR/ circular to encourage lending to women like %age credit disbursal by bank or relief in stamp duty. Data/ case studies on exemplary work done by any SHGs (compiled, published and disseminated) |
| 7.1.13 | Ensure that at least half of the agricultural extension and training inputs shall target the women. | A & CD | 6 Months | <ul style="list-style-type: none"> Copy of GR for the same Details of any specific schemes introduced in place of TWA Budgets allocated in last two years for training of women in agriculture No. of training programmes organized for women by FTC (residential and village level) last year %age of women and men trained in FTC last year No. of Mahila Krishi Melas and no. of women participated last two years |
| 7.1.14 | Conduct review of the training programmes of agriculture universities for the farmers to determine how far they meet the specific needs of women farmers and recommend changes to make the trainings more gender sensitive | A & CD | 6 Months | <ul style="list-style-type: none"> Details of any study initiated/ conducted in last two years Report/ Key findings of the studies |

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| 7.1.15 | Develop statutory and procedural framework for registration of domestic and home based workers so that they can receive social security supports | L & ED | 2 Year | <ul style="list-style-type: none"> • Copy of GR/Circular/ Act to initiate the process |
| 7.1.16 | Provide infrastructure and market linkages and ensure competitiveness of services, handicrafts and industries run by women's groups | I & MD, W & CDD | 6 Months | <ul style="list-style-type: none"> • Details of old & new schemes initiated for the same (include gram haat details) • No. and %age of woman beneficiary / woman SHGs • Average sale (in Rs) by women in last year vs average sale by men |
| 7.1.17 | Membership of all village institutions/ management committees shall be made open to both men and women instead of household as a unit. | All Department | 6 Months | <ul style="list-style-type: none"> • No. of VHCs, VECs, Irrigation society, Co-operatives, Water shed committee, Pani samities, etc any committees formed by the deptt. • Copy of GR to ensure open membership or 33% women members • No. of woman headed committees and all women committees, |
| 7.1.18 | Encourage women's groups to market non timber forest produce | F&ED | 6 Months | <ul style="list-style-type: none"> • Copy of GR / schemes for the same • No. of woman SHGs marketing timber forest produce. |
| 7.1.19 | To Identify and take steps to introduce specific vocations and trades which are more women friendly | L & ED | 1 Year | <ul style="list-style-type: none"> • Any study initiated/conducted for the same • Report/ key finding of the study. • Data/ Information on any follow-up activities carried out after that |
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| 7.2 | GOVERNANCE AND DECISION MAKING | | | |
| 7.2.1 | Promote one third presence of women for quorum in gram panchayats and gram sabha | PRH & RDD, | 6 Months | <ul style="list-style-type: none"> No. of gram sabhas held in last year No. and %age of woman participating in the same GR on quorum for women in gram sabha |
| 7.2.2 | Initiate special awareness drive/campaign to promote women's effective participation in the elections of Panchayati Raj Institutions and Urban Local Bodies | PRH & RDD, UD & UHD | 1 Year | <ul style="list-style-type: none"> Details of IEC activates under taken for the same No. of campaigns/ publications etc. undertaken |
| 7.2.3 | Create information support centers enabling women to file nominations in the Panchayat and Nagarpalika election | Election Commission | 1 Year | <ul style="list-style-type: none"> Details of scheme if any for establishing/supporting the information support center No. of woman availing servicing |
| 7.2.4 | Develop Taluka level Governance Resource Centres (GRC) to provide regular training and information, support for the formulation of Panchayat and Nagarpalika level plan and budget and help conduct Gram Sabha. The same shall be responsible for gender sensitization of the concerned government officials to address Gender issues more effectively and sensitively. | PRH & RDD, UD & UHD | 6 Months | <ul style="list-style-type: none"> Details of scheme if initiated to develop Taluka level Governance Resource Centres. If not, then details of who correctly is providing such training etc & support for planning and budgeting to gram panchayats and Nagarpalika. Details/GR if Social Audit, Gender audit, Gender budgeting has been initiated at Panchayat or Nagarpalika level in any District. |
| 7.2.5 | Leadership development training modules and manuals shall be designed and developed to promote women participation in public decision making process like Gram Sabha, Panchayat and Nagarpalika Meetings, Planning and Budgeting and Governing Bodies of Public institutions. The training modules and manuals will draw from studies based on the experiences of women PRI members. Such trainings shall be implemented by | PRH & RDD, UD & UHD | 1 Year | <ul style="list-style-type: none"> Details of SIRD / SPIPA trainings for leadership level, planning & budgeting to local governing bodies (please give copy of training calendar and budget allocation) No. of trainings conducted in last year No. of Male and Female trainees No. of modules/ manuals developed/ compiled for these trainings If any contract for such training manuals developed has been given to NGO please give details |

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| | the proposed Taluka level Governance Resource Centre, and training programmes of Govt. Departments and NGO | | | |
| 7.2.6 | A women's empowerment fund shall be created which is accessible to elected representatives of PRIs to implement projects developed exclusively for women. | PRH & RDD | 1 Year | <ul style="list-style-type: none"> • Details of Women's Component Plan (WCP) allocation in district planning budget / Panchayat budget • An GR / Scheme to allocate separate budget /create fund woman representatives / woman related activity • Any study undertaken to monitor access of woman to budget / %age budget utilized for woman's development |
| 7.2.7 | Develop a consolidated database at the Taluka and District level of women empowerment programmes implemented by different government departments, NGOs and other public institutions. The database shall include women leadership development trainings, social security programmes etc. | PRH & RDD, W. & CDD | 1 Year | <ul style="list-style-type: none"> • What issues from above are included in MIS • Any effort to disseminate the information |
| 7.2.8 | (a) Promote women's participation and ensure mandatory and substantial membership of women in public decision making bodies, monitoring and vigilance bodies by amending all Acts and Rules pertaining to registration of Trusts, Societies, Associations, Financial Institutions, Cooperatives and others to include one third women in the Governing Board. In all decision making fora quorum shall be linked to the proportionate women membership b) Promote organising of separate All-Women Gram-Sabhas in Panchayats to address specific gender concerns | ALL DEPTs PRH & RDD | 1 Year | <ul style="list-style-type: none"> • Data on No. of woman in trusts/ institutions etc. • Copy of GR issued for reservation for women/ ensuring quorum of women • Process initiated for amendment of concerned Acts if required. • GR/ Schemes for promoting all women Gram Sabha/ Mahila Sabha. Budget allocated for the same. |

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| 7.3 | HEALTH AND QUALITY OF LIFE | | | |
| 7.3.1 | Formulate a charter of rights of patients | H&FWD | 6 Months | <ul style="list-style-type: none"> • Copy of charter • Date of last review of charter • Date of last Gender review of charter • No. of places Sub centre, PHC, CHC, Anganwadi, PRI office, etc where charter has been put up (if it is mandatory a copy of GR / Circular stating that) • No. of complaints/ cases registered under charter |
| 7.3.2 | Strengthen the PHCs, CHCs and higher levels to deal, with health and family welfare services, gynecological cases, adolescent sexual and reproductive health, occupational health, HIV-AIDS, RTI and STI and basic mental health. Provision to be made for counseling to be made along with basic health services at every PHC. | H&FWD | 1 Year | <ul style="list-style-type: none"> • No. of PHCs / CHCs with infrastructures / staff as per IIPS norms • No. of Resident doctors/medical officers • District wise no. of contractual doctors in CHCs (for kutch and tribal districts data to be had blockwise) • No. of 24 * 7 PHC /CHCs • No. of PHC/CHCs with labour rooms, Gynecological Facilities. • Talukawise wise no. of Chiranjiv cases & no. of institutional deliveries (last two years) • Details of mechanism for effective implementation of Chiranjiv/ Janani Suraksha • No. of CHCs with counseling services; no. of counselors (by subjects like HIV, ASRH, FP, etc) • No. of trainings to counselors/medical staff/ medical officers on gender issues • No. of women's health trainings and no. trained • No. and list of gender sensitive indicators included in HMIS |
| 7.3.3 | Create conditions for safe delivery by training local birth attendants, ensuring emergency obstetric care (EmOC) services at cluster levels and ensure regular supply of drugs and delivery kits. | H&FWD | 1 Year | <ul style="list-style-type: none"> • No. of Traditional Birth Attendants (TBAs) /TBA Sangathans • No. & %age of institutional deliveries and TBA assisted delivery • No. of CHCs with EMoC facilities • No. of PHCs with privacy facilities (labour room, separate dressing section, toilets) • Amount and %age of budget spent on IEC for Chiranjiv/ Janani Suraksha • Amount and %age of budget spent on drugs and delivery kits |

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| 7.3.4 | Ensure basic amenities at all PHCs like water, toilet for men and women separately. | H&FWD | 1 Year | <ul style="list-style-type: none"> No. of PHCs with electricity, drinking water, separate toilets, ramp for disabled Details of schemes for developing such facilities (copy of GR/scheme brochure) Amount of budget spent on the above schemes. |
| 7.3.5 | Create 24 hrs functioning PHC within a cluster of PHCs which could be accessed during emergency. | H&FWD | 1 Year | <ul style="list-style-type: none"> No. of Resident Medical Officers No. of 24x7 PHCs with location & per PHC population coverage |
| 7.3.6 | Conduct a mapping exercise of PHCs to rationalize coverage, location in terms of access through transportation system and staffing. | H&FWD | 1 Year | <ul style="list-style-type: none"> Block wise No. of PHCs, population served by PHCs, No. of staff in place, population served per M.O; Nurse, ANM No. of PHCs/CHCs having referral transportation system. Transport services initiated by VHCs especially for delivery services (budget allocated for the same) No. of mobile units functioning (block wise) No. & %age of cases of women taken up by mobile units in last 2 years |
| 7.3.7 | Ensure functioning of community based rehabilitation programmes for all kind of disabilities for both men and women at taluka level. | H&FWD / SJ & ED | 2 Year | <ul style="list-style-type: none"> No. of Rehabilitation centers (district/block wise) No. & %age of disabled women enrolled in the centers No. & %age of disabled women provided health checkup, health cards, basic kits, financial assistance. No. and %age of women having undergone cataract/polio operations in the year |
| 7.3.8 | Social audit of PHCs and other health care delivery mechanisms at the gram sabha level. | H&FWD , W & CDD | 1 Year | <ul style="list-style-type: none"> No. of social audit exercise initiated Any external study initiated & key findings of the study Grade wise No. of PHCs (block wise) Criteria for Gender sensitive ranking (copy of criteria) Steps undertaken to involve VECs in grading (copy of guidelines issued) |

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| 7.3.9 | Initiate public education campaign on nutritional needs by highlighting the relevance of breast feeding, disparity in food intake among boys and girls and men and women and attitudinal change towards general nutritional awareness. | H&FWD , W & CDD | 1 Year | <ul style="list-style-type: none"> No. of campaigns initiated in urban and rural areas Amount and %age of budget allocated for the same Steps undertaken to appreciate innovations in nutritional awareness No of women, men and families counseled for nutritional awareness. |
| 7.3.10 | Address micro- nutrient deficiency on priority basis among girls and boys through ICDS centers and public education systems. | H&FWD , W & CDD, ED | 1 Year | <ul style="list-style-type: none"> Details of schemes / programmes catering to the same (copy of GR/scheme brochure) Details of separate initiatives undertaken for tribal areas. No. of girls & boys benefited under each last year No. of men and women participated in Mamata divas I last one month %age of anemic girls and women per anganwadi (target and achievement) |
| 7.3.11 | Creation of systems for 100 per cent registration of birth, death and marriages with involvement of PRIs, ICDS functionaries and other functionaries involved in data collection with appropriate gender sensitization | H & FWD, W & CDD, PRH & RDD, RD | 1 Year | <ul style="list-style-type: none"> %age of registration of death, births and marriages and improvement over the previous year. Copy of GR/ circular to involve PRIs, ICDS, etc. Trainings to M.O./ Doctors for relevant certification of death causes especially for women |
| 7.3.12 | Create mass awareness on PNDT Act, Dowry act, age of marriage and registration of birth & death and the decline in sex ratio... | H&FWD, W & CDD | 6 Months | <ul style="list-style-type: none"> No. of campaigns / IEC for each issue Amount & %age of IEC budget allocated in last 2 years / coming year for each head separately Initiatives undertaken to involve other government department, civil society, corporate, etc to take forward the issues. No. of cases registered under PNDT, DVA and Dowry Act through efforts of HFWD. District wise yearly Sex ratio (taluka wise for particularly problematic areas) |

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| 7.3.13 | Ensure civil society action to register complaints for the violation of PNDT Act | H&FWD, | 1 Year | <ul style="list-style-type: none"> • IEC activities under taken to popularize PC-PNDT (not those targeted to improve sex ratio) • %age budget allocated for the same • Details of system developed to encourage complaints • No. of complaints from civil society and others • No. of cases/ offences registered • No. of centers penalized |
| 7.3.14 | To maintain the nutritional standards among the most vulnerable families special food provisions to accessed through PDS | FCS & A&CD | 1 Year | <ul style="list-style-type: none"> • Copy of GR / circular / scheme introduced for fortification • Any other scheme on the same especially for BPL families • State subsidy to BPL families for accessed food grains under PDS • Details of schemes for iron, deficit, iodine, deficiency & no .of women beneficiaries in last year |
| 7.3.15 | To regulate advertisements on baby food, tinned/processed food so that nutritional messages and healthy food habits are encouraged | H&FWD, W & CDD, I & BD | 6 Months | <ul style="list-style-type: none"> • Copy of GR / Act on the same • No. of complaints & action taken • No. of men and women participated in Mamata divas I last one month • No. of referral cases registered & no. of women/girls in the same • Budget allocated to Mamta dives calibration (last 2 years) • No. of Health workers trained on nutritional issues. • No. of cases of action taken on unsafe baby food products. |
| 7.3.16 | Women's group to be given responsibility for managing water resources from village to State level. | N&WRD | 1 Year | <ul style="list-style-type: none"> • No. of woman in state level water related Committees • No. and %age of women in Pani samities • No. of all women Pani samities • No .of women headed Pani samities (please give separate no. for women headed PS where the women are not Sarpanch) • No. and %age of women trained in last year on Drinking Water issues • No. of woman in CIS societies registered in the state especially SSNNL • No. of women in committee in CIS (PIM societies) especially under SSNNL • No. of trainings to women farmers on water management/ Irrigation management • No. of women in user groups/ all women user groups involved check dam management • Any special incentive given for women land owners in 60 : 40 check dam scheme |

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| 7.3.17 | School sanitation programme to cover all schools in the State. | ED | 2010 | <ul style="list-style-type: none"> • No. and %age of schools covered under TCS & WASMO • IEC activities taken with school students sanitation & budget for the same in last 2 years |
| 7.3.18 | Promote Community user groups and appropriate low cost technologies for water and sanitation services, specially among women and weaker sections | NWRWS & KD | 1 Year | <ul style="list-style-type: none"> • No. of water related user group (Pani Samitee / Canal Irrigation Society / Check dam user group/ Watershed Committees, etc) • No. of SCs, STs and women in the above • No. and %age of women benefited by drip irrigation/ sprinkler system's in last 2 year • Any special incentive given for women farmers. |
| 7.3.19 | Provide health insurance with modest premiums for women and vulnerable groups to cover basic health needs and childbirth. | H&FWD, W & CDD | 6 Months | <ul style="list-style-type: none"> • Details of health insurance schemes available for woman (No. of women beneficiaries) • Details of insurance for delivery coverage (No. of woman beneficiaries) • IEC initiatives to promote medical insurance among women. |
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| 7.4 | VIOLENCE | | | |
| 7.4.1 | <p>a) Intensive gender sensitization of the law enforcement agencies, members of bar council, judiciary, beginning from the course curriculum for pre-service and in-service training.</p> <p>b) Train a large pool of existing social workers to address the issue of violence against women and systematically handle such victims of violence.</p> | HD, LD | 1 Year | <ul style="list-style-type: none"> • No. of trainings/ workshops/ colloquiums conducted for different officials • No. of participates in the trainings • No. of Training of Trainers (ToTs) organised, • No. of trainers / counselors available (please give copy of publication if available) • Data on infrastructure/ faculty / Resource person available for in-service training • Date of review of curriculum from gender perspective and copy of report • No of woman staying in shelter homes and facilities provided to them including counseling |
| 7.4.2 | Devise the system of appointing a separate investigative officer of the rank of Dips to investigate unnatural deaths of women in each Commissioner ate / District where deaths of women number more than a hundred per year as per the average records of previous five years. | HD | 6 Months | <ul style="list-style-type: none"> • Copy of the circular issued • No. of cases registered and inquired in last years. • Name of districts where more than 100 cases of unnatural deaths of women registered in last year |
| 7.4.3 | Devise a system of monitoring of charge sheets filed in Magistrate's courts by Chief Public Prosecutors (Peps) with reference to police records and establish co-ordination between the Public prosecutor and the police officers investigating the complaints registered under sections 302, 304-b, 306 and 498-A. | HD | 6 Months | <ul style="list-style-type: none"> • Copy of circular based on which the system has been devised. • If any forum has been developed to record and review if consultations are being actually made • No of cases of crime against woman registered in 2005, 2006 & 2007 • No. of charge sheets filed • No. of judgments • No. of charge sheets filed |
| 7.4.4 | Directives to be issued so as not to allow the Police to counsel the complainant nor should it attempt to hold sessions of the complainant with other party for conciliation. | HD | 6 Months | <ul style="list-style-type: none"> • Copy of circular issued • %age of complaints registered last year where compromise has been made on initiation by police (if data not available on large scale, if any study has been conducted to review the same) |

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| 7.4.5 | Studies to be undertaken to study the socio-economic changes taking place in society and analysis on various issues such as unnatural deaths of women, role of police & suicides. | HD | 6 Months | <ul style="list-style-type: none"> • Details of studies initiated and with whom. (Has any NGO/ Research agency been involved in the same) • Report/ key findings of the study |
| 7.4.6 | The domestic violence cases filed under section 498-A of Indian Penal Code are directed to be heard within specific time limit. Such time limit to be fixed by the Chief Justice of Gujarat High Court. The Chief Justice shall specify limit on time and number of adjournments to be granted, during the hearing of complaint under section 498-A (IPC). | HD | 6 Months | <ul style="list-style-type: none"> • No. of cases registered under 498-A/ DVA in last year • No. of cases where final order has been issued under the above |
| 7.4.7 | Facility towards pre-registration counseling to be provided when the complainant wants to avail of it. The counseling center is to be attached to police stations but not located within police stations. It is proposed that in each commissionerate and each district police HQ (where registered crimes against women exceed 100) a Counseling Centre be established. Such counseling centers may if required take the help of informal community based organisation (CBOs)/ Samities/ Individuals of merit (appointed under B.P Act) | HD | 6 Months | <ul style="list-style-type: none"> • Copy of circular • No. of complainants provided counseling services last year • List of counselors (organizations) contacted in last year. If there is any approved list at state level) • Under DVA, POs and service providers are being appointed. Andhra Pradesh has issued circular on the same to all police stations to refer DVA cases to them. If something similar has been done in Gujarat, please give copy of the same. • If list of POs/ Service Providers is available/ displayed in all police stations |

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| 7.4.8 | Complaints under section 498-A be discussed with counselors before registration on request of the complainant. The system shall include counselors and officers of police of the rank of PSI or above along with a provision of mandatory counseling to the accused in complaints filed under Sec. 498-A (IPC) as a part of conditions of granting him bail. | HD | 6 Months | <ul style="list-style-type: none"> • Copy of instruction • No. of cases sent for counseling • No. of cases under 498-A where bail has been granted & No. where counseling has been a condition for granting bail |
| 7.4.9 | New formats to be designed for getting detailed reports of post mortem examination and injuries in Rape cases by medical officers, in line with recommendations of NHRC. | HD | 6 Months | <ul style="list-style-type: none"> • Copy of old / new formats • Changes introduced in new format • Problems faced if any in filling new format |
| 7.4.10 | Recording of a girl victim's statement in case of rape be recorded only once. The girl victim shall not be subjected to requirement of repeated statements. a) On the line of Criminal Injuries Compensation Board a similar compensation board for rape victims with adequate funds to support rehabilitation of women be established. | HD | 6 Months | <ul style="list-style-type: none"> • Copy of Instruction/ GR / circular issued on the same • Process initiated for formation of separate board • Data on any training on gender sensitization provided to MOs to sensitively deal with women |
| 7.4.11 | All-Women Police Stations (AWPS) to be established in all District Police HQs and Commissionrates to look after cases of women. Before establishing AWPS, the police women will undergo rigorous training and sensitization on gender issues and women specific crime. | HD | 2010 | <ul style="list-style-type: none"> • District wise No. of AWPS sanctioned, in position & vacant posts in the same • No. of Gender trainings for staff of AWPS • No. and type of cases registered by AWPS in last year |

| Sr. no. mentioned in GEP | Action Points | Responsible Dept./ Agency | Time frame For Action | Suggested Monitoring/ Reporting Indicators |
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| 7.4.12 | Government and voluntary women's organizations should partner to create awareness through campaigns and other mediums, on various issues of sexual crimes and behaviour of criminals in such crimes, consequences of female feticide and declining sex ratio & Sex determination tests. | HD | 6 Months | <ul style="list-style-type: none"> • Details of campaigns / IEC activates initiated in last year • No. of sting operations / raids conducted against sex determination centers • No. of cases filed with in courts • No. of arrests made • No. of judgments |
| 7.4.13 | Sensitivity to gender issues shall be part of the selection criteria for those who seek appointment as Public Prosecutors, Magistrates (Judicial and Executive), Medical Officers (Doctors esp.) Police Officers, Forensic Science Lab Officers, Educators, Textbook writers, Principals of Schools and Colleges. | HD, W & CDD, LD, ED | 6 Months | <ul style="list-style-type: none"> • Copy of circular / GR for inclusion of criteria in selection • Details of testing mechanisms introduced- test paper, gender expert on panel, etc |
| 7.4.14 | Devise a System to provide legal assistance to Women prisoners in custody. | HD / LD | 6 Months | <ul style="list-style-type: none"> • Copy of circular /GR on the same • No .of woman prisoners in custody in last year • No. and %age provided free legal assistance |
| 7.4.15 | Free Legal Aid Clinics to be encouraged to provide legal aid to women. Those who run such clinics be sensitized on gender issues. | HD / LD | 6 Months | <ul style="list-style-type: none"> • No. of Free Legal Aid Clinics (district wise) • No. of woman received free legal aid (last year) • No. of lawyers registered with Legal Aid Clinics (Male and Female) • No. of gender trainings/ workshops on Acts related to women conducted for Legal Aid Authority members |
| 7.4.16 | Facilitate and Monitor setting up of Committee against Sexual Harassment in all work places as per the directives by the Supreme Court. There is need to enact a separate Act either at state or central level in this respect. | W & CDD | 6 Months | <ul style="list-style-type: none"> • Copy of GR • No. of committees at state & district level • No. of cases registered in last 2 years • No. of final orders in last 2 years • No. of punishments in last 2 years |

| Sr. no. mentioned in GEP | Action Points | Responsible Dept./ Agency | Time frame For Action | Suggested Monitoring/ Reporting Indicators |
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| 7.5 | NATURAL RESOURCE MANAGEMENT | | | |
| 7.5.1 | Ensure equal (50%) participation of women in all stages of programme development and implementation with respect drinking water, irrigation and joint forest management. Consider granting exclusive responsibility like nursery raising, plantation, drinking water management to local women's groups. | N&WRD, PRH & RDD F&ED | 6 Months | <ul style="list-style-type: none"> • Copy of programme guidelines / GR issued under the same • Number of woman in committees decision making bodies (copy of any GR issued to ensure 30-50 % members) • Separate budgetary allocation for woman related activities (please give %age of actual expenditure) • No. of women beneficiaries of activities like nursery raising, plantation, drinking water management etc. • Copy of GR granting exclusive rights to women for stated activities and budgetary allocation for the same. • No & %age of woman in trainings last year |
| 7.5.2 | Amendments to be made in laws related to Agricultural, irrigation, watershed and other related societies to include both husband and wife as equal members with full voting rights. | N&WRD, PRH & RDD, F&ED, A & CD | 1 Year | <ul style="list-style-type: none"> • Copy of latest guideline / GR/ Act • List of proposed amendments (how & to whom have they been send) • List of various societies / committees formed under the above, this constitution & decision making power • No. of woman in the committees • Review of what restricts women's participation / voting |
| 7.5.3 | Provide training, management and technical support to women's groups for maintenance of water bodies, water channels including hand pumps, and higher subsidy for land development, irrigation, credit and schemes, if land is in the name of women solely | N&WRD,PRH & RDD,A&CD,R D | 6 Months | <ul style="list-style-type: none"> • No. and type of specific trainings for women under different programmes (%age of total training budget to that allocated for women) • Actual expenditures & achievement in budgets on trainings for women • No. of women trained on various subjects • Copy of GR / guidelines which mention separate / differential subsidy for woman (also if any effort has been made to publicize the same) |
| 7.5.4 | Local women's group shall be trained and shall be provided with simple kits to test the quality of water and link them with laboratories so that water quality is monitored locally. | N&WRD | 1 Year | <ul style="list-style-type: none"> • No of women groups provided simple kits • No. of decentralize water testing laboratories • No. of samples tested on a average block wise |
| 7.5.5 | Design water harvesting structures sensitive to women's drudgery in fetching water as well as create provisions for | PRH & RDD | 1 Year | <ul style="list-style-type: none"> • Provision for additional budget to provide each facilities in existing water harvesting structures • Copy of GR / guideline stating that all new structures created within 2 |

| Sr. no. mentioned in GEP | Action Points | Responsible Dept./ Agency | Time frame For Action | Suggested Monitoring/ Reporting Indicators |
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| | washing clothes and bathing. | | | kms of gramtaal to have such provisions with water supply. |
| 7.5.6 | Ensure gender balance within joint forest management programmes in particular reconstitute the State Level Working Group on JFM to include Gender representation. Forest Protection Committees to include 50% representation of women. | F&ED | 6 Months | <ul style="list-style-type: none"> No. of JFM executive committees No. and %age of women in JFM committees No. of specific trainings for women in JFM committees in last year No. of women trained in last year on JFM No. of all women's groups getting separate adikar patra for JFM Copy of GR to have 50% woman in State Level Working Group |
| 7.5.7 | Promote alternate fuel technology along with adequate service support so as to reduce the drudgery in rural areas. | E & PD S & TD | 1 Year | <ul style="list-style-type: none"> No. of women benefiting of alternative energy / fuel devices like biogas, smokeless chullas, etc. last 3 years Amount of subsidy given for the same in last 3 year (unit cost & total amount) Scheme / provision for repair & maintenance of such plants in future Details of any study conducted on domestic fuel requirements of women in Gujarat & impact of alternative devices |
| 7.5.8 | Remove all encroachments on Common Property Resources (CPR) and give priorities to women's group to develop and manage. | RD | 6 Months | <ul style="list-style-type: none"> No. of women's groups allotted land for developments Total land allotted in acre for short (1 year or less), medium (5 years) and long (15 years) terms |
| 7.5.9 | Develop a clear guideline on development and management of fodder bank, grasslands and mangroves with active involvement of women's groups and PRIs | RD F&ED PRH & RDD | 6 Months | <ul style="list-style-type: none"> Copy of fodder policy of Gujarat Guidelines issued to involve women /PRIs Details of schemes to promote fodder bank with women No. of women's groups managing fodder banks with state provided subsidy/ land |
| 7.5.10 | Review all policies related to NRM that is management of land, soil, water, forest, mines and mineral resources to identify gender gaps and access of landless and marginalized to the benefits of the programmes. | RD, N&WRD F&ED I&MD, | 6 Months | <ul style="list-style-type: none"> No. of policy reviews initiated No. of workshops conducted for policy reviews List of agencies involved in policy review Findings of the review and details of action taken |
| 7.5.11 | In all lands where women are also cultivating settlement survey should include women as occupants. | RD | 6 Months | <ul style="list-style-type: none"> No. of women land owners in the State. Copy of GR / circular issued instructing talatis to name women as cultivators during settlement survey / annual cultivation survey |

| Sr. no. mentioned in GEP | Action Points | Responsible Dept./ Agency | Time frame For Action | Suggested Monitoring/ Reporting Indicators |
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| 7.6 | EDUCATION | | | |
| 7.6.1 | Review and develop Gender sensitive curriculum and text books; teaching-learning pedagogy and classroom transactions. | ED | 2008 | <ul style="list-style-type: none"> • Data on study carried out if any from gender perspective to review textbooks • Changes made if any based on study • Copy of guideline for checking gender sensitive of text books at various level of education • Committee formed for review if any & recommendations made • Details of revision of textbooks under DPEP/SSA • Gender sensitive TLM material developed • No. of trainings organized for teachers on Gender Sensitization • No. of teacher trained on Gender issues in last year (Male and Female) |
| 7.6.2 | Introduce special curriculum on gender in all professional teachers' training courses like PTC, CP. Ed., B. Ed, ATD, etc. | ED | 2008 | <ul style="list-style-type: none"> • GR/ Circular on the same • Information on any study carried out to review curriculum • Introduction of any special subject/course and no. of students enrolled if its optional |
| 7.6.3 | Incorporate in-service teachers' training from a gender perspective. | ED | 2008 | <ul style="list-style-type: none"> • %age of existing teachers who have every received any training on gender issues • %age budget of GCERT/STTI for Gender trainings • No. of In-service trainings for teachers on gender organized last year • No. of Refresher courses for teachers organized last year • No. of teachers trained on gender issues last year |
| 7.6.4 | Conduct gender sensitization programmes for administrators, policy makers, educational planners and managers, principals and service providers emphasizing on changing the dominant mind sets in imparting education. | ED | 2007 | <ul style="list-style-type: none"> • List of training institutes with details of special trainings being provided by them • No. of In-service trainings for DEOs, CRC/ BRC co-coordinator, principal etc on gender organized last year • No. of Refresher courses for DEOs, CRC/ BRC co-coordinator, principal etc organized last year • No. of DEOs, CRC/ BRC co-coordinator, principal etc trained on gender issues last year • No. of TOTs organized on Gender Issues in last year |

| Sr. no. mentioned in GEP | Action Points | Responsible Dept./ Agency | Time frame For Action | Suggested Monitoring/ Reporting Indicators |
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| 7.6.5 | Enforce women friendly measures through flexible and need based timings of schools; adequate infrastructure and sanitation facilities that are friendly, safe and sensitive to the needs of girls | ED | 2008 | <ul style="list-style-type: none"> • No. of schools with separate girls toilets • No. of KGBVs established & No. of girls staying • Any GR to allow flexi timings especially in tribal areas • No. of girls provided with transport facilities, cycles, free bus passes • No. of girls escort facilities under SSA / NPEGEL • No. of sexual harassment committees in education. deptt. (are they extendable to teachers and principals particularly in girls secondary schools, hostels, KGBVs etc) • No. of counseling centers in secondary schools. |
| 7.6.6 | Alternative modes of imparting education for out-of-school adolescents at the village/ taluka, town and city levels. | ED | 2010 | <ul style="list-style-type: none"> • No. of out of schools girls in age groups 10-18 years • No. of girls enrolled in alternative schooling centers under SSA • No. of girls taken bridge course • No. of girls enrolled in mainstream • Copy of curriculum for girls under Alternative schooling/ Bridge Course |
| 7.6.7 | Utilize Gujarat State Wide Area Network (GSWAN) and RESECO networks for imparting gender sensitive education and monitoring. These networks to be used for PTA forums. Comprehensive and campaign oriented programmes for increasing enrolment and retention of girls in schools. | ED | 2007 | <ul style="list-style-type: none"> • No. of teleconference conducted for VEC/PTA/ MTA members • Topics of discussion • Participation of women in the same (please give topic wise No. of women) |
| 7.6.8 | At the village level, Parent-Teacher Association's (PTA) roles expanded and a special budget created for the same. | ED | 2008 | <ul style="list-style-type: none"> • Copy GR / Circular / Guidelines mentioning role of PTA and IEC activities undertaken to disseminate the same • Budget allocated & Expenditure made by PTAs in last 2 years • No. of PTA and No. of women & men members in the same • Key initiatives by PTA members • No. of trainings/workshops for PTA members held in last year • No. and %age of women participated in the same • No. of parent counseling center in KGBV |

| Sr. no. mentioned in GEP | Action Points | Responsible Dept./ Agency | Time frame For Action | Suggested Monitoring/ Reporting Indicators |
|--------------------------|--|---------------------------|-----------------------|--|
| 7.6.9 | Provide day care and crèches for children as part of the primary education system, through link up with the ICDS system involving anganwadi workers in these centers. | ED | 2010 | <ul style="list-style-type: none"> No. of day care center in schools No. of children enrolled Budget allocation for day care centers & utilization of the same |
| 7.6.10 | Ensure mid day meals system through Village Education Committees (VECs) to prevent drop outs and also impact upon the nutritional status of the children. | ED | 6 months | <ul style="list-style-type: none"> No. of mid day meal system by management viz; Govt, NGO, Contractors, VEC, SHGs, etc Guidelines for ensuring nutritional status in food served Any impact study initiated in nutrition status of girls District wise drop out rates of girls in last three years. |
| 7.6.11 | Introduce school improvement programs for improving quality of education and retention rates of girls. | ED | 2008 | <ul style="list-style-type: none"> No. of Adolescent counseling centers attached to schools No. of teacher trained on adolescent / girls issues last year PTA/MTA meetings and workshop on enrollment of girls TLM material used for girls Copy of TLM material promoting Gender justice. |
| 7.6.12 | Ensure availability of teachers in remote areas by admitting appropriate local candidates in PTC colleges and recruitment them on non transferable conditions under various schemes / programs like Gramin Vidhya Sahayak GR | ED | 2007 | <ul style="list-style-type: none"> No. of Vidhya Sahayak / teachers in remote villages (more than 10 kms away from taluka headquarters or more than 30 kms away from district headquarters)) recruited in last 2 years Teacher pupil ratio in last year in districts Dangs, Narmada, Dahod, Panchmahal, Kutch, Banaskantha and Sabarkantha Any addition including given to teacher vs in remote areas No. of schools having teacher quarters in remote areas block of Kutch, Dangs, Narmada, Dahod, Panchmahal, Banaskantha and Sabarkantha No. of teacher / V.S. staying in villages |
| | | | | |

| Sr. no. mentioned in GEP | Action Points | Responsible Dept./ Agency | Time frame For Action | Suggested Monitoring/ Reporting Indicators |
|--------------------------|---|--|-----------------------|---|
| 7.8 | ADVOCACY AND CAPACITY BUILDING | | | |
| 7.8.1 | Review and develop Gender sensitive curriculum and text books; teaching-learning pedagogy and classroom transactions. | ED | 2008 | <ul style="list-style-type: none"> • Data on study carried out if any from gender perspective to review textbooks • Changes made if any based on study • Copy of guideline for checking gender sensitive of text books at various level of education • Committee formed for review if any & recommendations made • Details of revision of textbooks under DPEP/SSA • Gender sensitive TLM material developed • No. of trainings organized for teachers on Gender Sensitization • No. of teacher trained on Gender issues in last year (Male and Female) |
| 7.8.2 | Incorporate gender as a central dimension in apex training institutes and various training programs organized by ongoing developmental programs in different inter-linked sectors for all levels of government. Functionaries | TRAINING INSTITUTES OF ALL DEPARTMENTS | 1 Year | <ul style="list-style-type: none"> • List of training institutions promoted/supported by the department • Subject wise No. of faculty in each institution. • List of resource persons contacted regularly for gender issues training • No. of gender training programmes announced last year • No. and type of gender trainings conducted last year. • No. of Govt. functionaries trained on gender issues last year (male and female) • Budget allocated for gender trainings in last year and actual expenditure on the same. • %age of total budget allocated for gender trainings |
| 7.8.3 | Mandatory gender sensitization programmes for all policy makers in all sectors such as the judiciary, police, rural development, health & education departments, DWCD, Social Justice etc. | ALL CONCERNED DEPARTMENTS | 2 Year | <ul style="list-style-type: none"> • Copy of GR issued on this • No. of gender trainings organized by the deptt • No. of persons at various levels trained. • No. of persons at various levels sent for gender trainings/workshops/seminars else where • No. of Staff, Gram mitras, etc trained at least once on gender issues. • No. received two or more trainings. |
| 7.8.4 | Ensure that gender sensitivity is an important criterion for promotion and performance appraisal. | GAD | 1 Year | <ul style="list-style-type: none"> • Copy of GR/ Circular / Instruction issued to announce that Gender Sensitization Training was compulsory for promotion like that C++ • Inclusion of gender sensitive indicators in CR (pls. give list of indicators) |

| Sr. no. mentioned in GEP | Action Points | Responsible Dept./ Agency | Time frame For Action | Suggested Monitoring/ Reporting Indicators |
|--------------------------|---|---------------------------|-----------------------|--|
| 7.8.5 | Develop a core group of gender trainers in the State | W & CDD | 6 Months | <ul style="list-style-type: none"> No. of TOTs on Gender organised in last year No. of persons trained in last year List of Gender trainers (Govt. and Civil society) approved and issued by DWCD |
| 7.8.6 | Promote a balanced portrayal of women and men in media. | I & BD | 1 Year | <ul style="list-style-type: none"> Copy of guideline developed/ rules formed if any by the Deptt. on the same System of complaints registration No. of complaints registration last years Action taken in last year |
| 7.8.7 | Effectively implement existing laws regarding portrayal of women in media. | I & BD, HD | 6 Months | <ul style="list-style-type: none"> Copy of laws with amendments No. of cases registered in last two years No. of cases where punitive action has been taken in last two years |
| 7.8.8 | Encourage media, both traditional and modern, to foster new values of gender justice. Conduct workshops, seminars, training programs on gender sensitization for men, women, students, professionals etc. | I & BD | 1 Year | <ul style="list-style-type: none"> No. of workshops organized with media on the issues No. of participants from media Case studies on best practices if any Review Gender sensitivity/ Promotion of Gender Just Values in IEC material developed by I & BD %age of budget IEC targeted for women's issues |
| 7.8.9 | Develop a communication strategy, which is locale specific, keeping in context the urban and rural realities for dissemination of information with respect to Gender concerns | I & BD | 1 Year | <ul style="list-style-type: none"> Meetings / consultations held for preparations for the same. Copy of communication strategy of deptt. for gender mainstreaming in Gujarat. |
| 7.8.10 | Establish media cell for adequate and timely flow of information to various media houses/newspapers. Fellowships/Scholarships for research purposes in gender advocacy through media. | I & BD | 1 Year | <ul style="list-style-type: none"> Details on progress made on media cell (Copy of GR / Constitution, Members, No. of Meetings held) No. of fellowship / scholarships given for gender advocacy |

ABBREVIATIONS

| | | | | | |
|---------|---|--|----------|---------------------------------------|--|
| | | I&BD | : | Information & Broadcasting Department | |
| A & CD | : | Agriculture and Co-operation Department | | | |
| Ads | : | Accidental deaths | ICDS | : | Integrated Child Development Schemes. |
| AIDS | : | Acquired Immuno Deficiency Syndrome | I & MD | : | Industry and Mining Department |
| AWPS | : | All-Women Police Stations | IPC | : | Indian Penal Code |
| B. Ed | : | Bachelors of Education | JFM | : | Joint Forest Management |
| CBOs | : | Community Based Organisation | LD | : | legal department |
| CEDAW | : | Convention On the Elimination of all forms of Discrimination Against Women | L & ED | : | Labour and Employment Department |
| CHCs | : | Community Health Centres | NGOs | : | Non Governmental Organisation |
| CP. Ed. | : | Certificate course in Physical education | NHRC | : | National Human Rights Commission |
| CPR | : | Common Property Resources | NRM | : | Natural Resource Management |
| Cr.P.C. | : | Criminal Procedure Court | N& WRD | : | Narmada Water Resource Water Supply and Kalpsar Department |
| CSB | : | Central Supervisory Board | PDS | : | Public Distribution System |
| DWCD | : | Department of Women & Child Development | PHCs | : | Primary Health Centres |
| DySP | : | Deputy Superintendent of Police | PNDT Act | : | Prenatal Diagnostic Technique Act |
| ED | : | Education Department | PPs | : | Public Prosecutors |
| EmOC | : | Emergency Obstetric Care | PRH | : | Panchayats, Rural Housing Department |
| E & PD | : | Energy and Petrochemicals Department | PRI | : | Panchayati Raj Institutions |
| FCS | : | Food and Civil Supplies Department | PTC | : | Primary Teachers Course |

| | | | | | |
|--------------|---|---|----------|---|---|
| F&ED | : | Forests and Environment Department | PTA | : | Parent Teacher Association |
| FSL Officers | : | Forensic Scientific Laboratory Officers | SHGs | : | Self Help Groups |
| GAD | : | General Administrative Department | SJ&ED | : | Social Justice and Empowerment Department |
| GDI | : | Gender Development Index | STI | : | Sexually Transmitted Infections |
| GDP | : | Gross Domestic Product | S & TD | : | Science and Technology Department |
| GEM | : | Gender Empowerment Measure | RD | : | Revenue Department |
| GEP | : | Gender Equity Policy | RDD | : | Rural Development Department |
| GRC | : | Gender Resource Centre | RESECO | : | Remote Sensing & Communication Centre |
| GSWAN | : | Gujarat State Wide Area Network | RTI | : | Reproductive Tract Infection |
| HD | : | Home Department | UD & UHD | : | Urban development and Urban Housing Development Department |
| HDI | : | Human development Indicator | ULB | : | Urban Local Bodies |
| HFWD | : | Health and Family Welfare Department | VECs | : | Village Education Committees |
| HIV | : | Human Immuno Deficiency Virus | WCP | : | Women Component Plan |
| HQ | : | Head Quarters | | | |