



सत्यमेव जयते
Ministry of Rural Development
Government of India



HANDBOOK

ON INSTITUTIONAL MECHANISMS FOR ADDRESSING GENDER ISSUES



MARCH 2022



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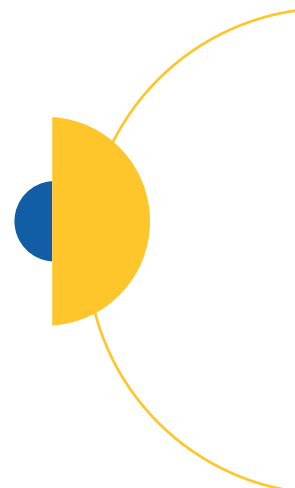
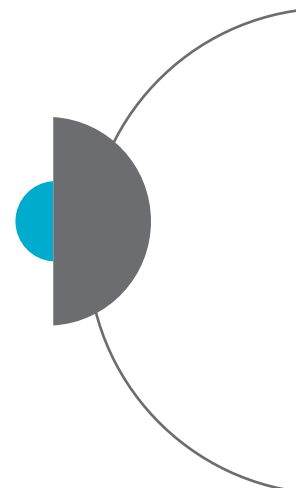




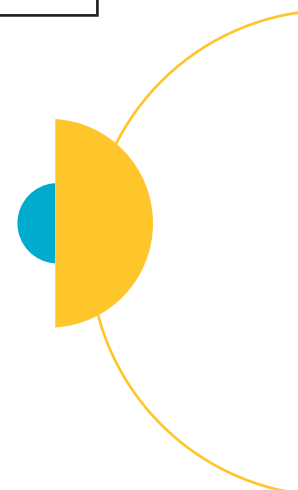
TABLE OF CONTENTS

LIST OF ABBREVIATIONS	08
FOREWORD	11
MESSAGE	13
INTRODUCTION	15
PART A	16
Framework and institutional architecture	16
Mainstreaming gender in the institutional architecture	18
(a) SHGs and the need for gender mainstreaming	18
(b) Institutional mechanisms for gender integration	19
i. Gender Point Person (GPP)	19
ii. Sakhi Manch (GPP Collective)	21
iii. VO SAC	21
iv. Gender Forum at Gram Panchayat-level	22
v. CLF SAC	23
vi. Gender Forum at Block-level	23
vii. Gender Justice Centre (GRC)	26
PART B	27
MPSRLM – ANANDI Gender Justice Programme	29
Bihan – Chaitanya Initiative	32
OLM – PCI Gender Transformative Model	35
Kudumbashree	39



LIST OF ABBREVIATIONS	
AAP	Annual Action Plan
ANM	Auxiliary Nurse Midwife
ASHA	Accredited Social Health Activist
BDO	Block Development Officer
BMMU	Block Mission Management Unit
CBO	Community Based Organisation
CDPO	Child Development Project Officer
CDS	Community Development Society
CIF	Community Investment Fund
CLF	Cluster-level Federation
CM	Community Mobilisation
DAY-NRLM	Deendayal Antyodaya Yojana - National Rural Livelihoods Mission
DLSA	District Legal Services Authority
DMMU	District Mission Management Unit
DPM	District Programme Manager
DV	Domestic Violence
DWCD	Department of Women and Child Development
EC	Executive Committee
GF	Gender Forum
GFC	Gender Facilitation Centre
GJC	Gender Justice Centre
GJP	Gender Justice Programme
GP	Gram Panchayat
GPDP	Gram Panchayat Development Plan
GPP	Gender Point Person
GRC	Gender Resource Centre
GS	Gram Sabha
GSLP	Gender Self Learning Programme
GTM	Gender Transformative Model
HIV	Human Immunodeficiency Virus
ICDS	Integrated Child Development Services
LAK	Lok Adhikar Kendra

MBK	Mobile Book-keeping
MGNREGA	Mahatma Gandhi National Rural Employment Guarantee Act
MPSRLM	Madhya Pradesh State Rural Livelihoods Mission
NGO	Non-Governmental Organisation
NHG	Neighbourhood Groups
OLM	Odisha Livelihoods Mission
PALS	Participatory Action Learning Systems
PCI	Project Concern International
PGN	Practical Gender Needs
PRI	Panchayati Raj Institution
RF	Revolving Fund
SAC	Social Action Committee
SDC	Social Development Committee
SGN	Strategic Gender Needs
SHG	Self-Help Group
SIRD	State Institute for Rural Development
SMMU	State Mission Management Unit
SOP	Standard Operating Procedure
SRLM	State Rural Livelihoods Mission
TOT	Training of Trainers
UT	Union Territory
VO	Village Organisation
VRF	Vulnerability Reduction Fund
WCD	Women and Child Development
WISE	Women's Integrated and Synergistic Empowerment



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FOREWORD

Deendayal Antyodaya Yojana- National Rural Livelihoods Mission (DAY NRLM) is a unique program of the Government of India that has mobilised the largest network of women's Self Help Groups (across the world). DAY- NRLM has multiple goals like poverty alleviation, access to livelihoods opportunities, financial inclusion, women empowerment and improving outcomes in health, food and nutrition and so on. As on February 2022, a total of about 74 lakh SHGs have been formed in India covering over 8 Cr. households.

Over the past few decades, these women led institutions have emerged as a strong platform for deepening women's access to various rights and entitlements and uptake of livelihoods interventions resulting in improved economic agency for women. SHGs at the village level are federated into higher order structures from Village to Gram Panchayat and above (block, district and state level) with the objective of addressing issues that impact the lives of women and girls in the community. Thus far, these women institutions also emerged as strong channels for effective public service delivery.

The institutional architectures under DAY NRLM have manifold advantages in addressing the different needs and concerns of women across various population segments cutting across multiple divisions. The handbook explores different institutional models developed for advancing women empowerment and gender equality. The States' experiences showcase the ability and confidence of women in establishing a dialogue with public institutions to address the range of issues that impact lives of women through the platform of Village Organization and Cluster Level Federations.

IWWAGE's efforts in developing the handbook is highly appreciated. This will be useful to SRLMs to learn processes and strategies from these models and implement them in their areas.

(Nagendra Nath Sinha)

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MESSAGE

DAY-NRLM is built on the core belief that nurturing and sustaining institutions of poor women is an important way to address poverty. The Mission has also focused on ensuring gender sensitivity in all its components and on developing mechanisms with the community structures for addressing gender related issues. A two pronged strategy has been adopted - gender integration across the verticals and formation and activation of institutional mechanism to address gender inequalities.

The institutional mechanism set up for addressing gender related issues of the SHG members includes gender point persons at SHG level and social action committees at VO level and cluster level federation level. In addition, Gender Justice Centres are being set up at the block level in many States. These institutions have proved to be a space for strengthening women's voice, choice and agency. These citizen spaces act as redressal platform to address multiple gender issue ranging from education, women's access and control over economic and productive resources, prevention of early marriages, gender based violence. This handbook is a testimony of the efforts and commitment in establishing the institutions particularly Gender Justice Centre at the block level /Panchayat level to constantly influence gender responsive planning, budgeting, building interface with Line Departments for expeditious interventions that ensures an equal and just society for women.

However, the progress of the States in forming and activating the institutional mechanism remains to be staggered. Therefore, the handbook is published at an opportune moment to provide impetus through State level experiences. These experiences reflect the advantages of women in establishing an organic linkages with the governance machinery and positioning women as 'citizens' and not as passive beneficiaries.

I congratulate the effort of IWWAGE team and the civil society partners for developing this handbook which will serve to be an important guide for the States in the coming time.

(NITA KEJREWAL)



INTRODUCTION

The Deendayal Antyodaya Yojana-National Rural Livelihoods Mission (DAY-NRLM) departs from an income or economic understanding of poverty to recognising poverty as multidimensional, and acknowledges women's intersectional vulnerabilities based on gender, caste, class, and ethnicity. It is built on the belief that mobilising, building and sustaining specialised institutions of the poor is a pre-requisite and core investment for large scale poverty reduction. A well-planned gender architecture has been put in place comprising platforms like Gender Forums (GF) and Social Action Committees (SAC), Village Organisation (VO) and Cluster-Level Federation (CLF) to create awareness on women's rights and address issues through linkages with the public institutions. These platforms are supported by Gender Point Persons (GPP) who are voluntarily performing this role. They raise gender issues in the SHGs and take a gender pledge. The issues are taken from the SHG to the VO SAC-level. However, in this endeavour, the progress of the States and UTs varies; some of the states have emerged as forerunners in creating these platforms for claiming rights and entitlements for women with innovative practices.

This handbook attempts to underscore the principles of establishing these institutions at the state, district, block and village levels and explain, through examples, the advantages achieved through these platforms which are sustainable and crucial in establishing a just and equitable society. The handbook is divided into two sections - Part A and Part B.

Part A lays out the importance of these institutions to strengthen women's position in society as citizens and elaborates the detailed institutional structures with their roles and responsibilities. Part B demonstrates different types of institutional models that have evolved over time in the country. However, all the models have adopted a transformative approach to address the causes of gender inequality through multi-pronged strategies including interjection of citizens spaces and governance machinery. These gender transformative models are platforms that enable better access to rights and entitlements and promote a strong state-citizen relationship.

The handbook amplifies the focus of DAY-NRLM coupled with state-level gender mainstreaming models that will motivate and encourage other state partners to invest in the gender transformation process for bringing about a positive impact in the lives of girls and women in the society.



PART A

FRAMEWORK AND INSTITUTIONAL ARCHITECTURE



Deendayal Antyodaya Yojana-National Rural Livelihoods Mission is a flagship scheme implemented by the Ministry of Rural Development to address multi-dimensional poverty through building strong institutions of poor and its federated structures. DAY-NRLM organises all poor households (women) into institutions of the poor that provide them with voice, space and resources. These platforms 'of the poor' and 'for the poor' would partner with local self-governments, public service providers, banks, and other mainstream institutions to facilitate delivery of social and economic services to the poor.

The existing institutional structures at the village-level like the Self-Help Groups, Gender Point Persons, *Sakhi Manchis*, Village Organisations, Gender Forums at block and Panchayat- levels, Cluster-level Federations offer a unique opportunity to address women's identity, access and control over economic and productive resources, technical knowledge, dignity and bodily integrity. These institutions serve as an effective fundamental structure for establishing a demand-supply relationship with other public offices/spaces like the Gram Panchayat/Village Council (specific to tribal areas), Gram Sabha, Anganwadi Centres, Public Health Centres, Public Distribution System, banks, schools, etc.

With a renewed focus towards a demand driven strategy for poverty alleviation and gender responsive implementation of DAY-NRLM, the differential needs of women are continuously being discussed at these institutional platforms, and integrated in the development planning process to achieve the objective of increased agency of women. The lived experiences of women using these platforms to challenge varied social issues ranging from child marriage to domestic violence, asset ownership, governance and financial inclusion suggest diverse range of solutions that can help women and girls to lead a dignified life. Using the lens of women's rights perspective, these institutional mechanisms show how a focus on developing and strengthening the collective identities of women by increasing their consciousness, understanding of the political economy and their position in the development process, can improve women's interface with the community and governance machinery. They can serve as a bottom-up approach to catalyze public cooperation for provision of public goods and other services for a decent living.



MAINSTREAMING GENDER IN THE INSTITUTIONAL ARCHITECTURE

(a) SHGs and the need for gender mainstreaming

SHG empowers women to engage in collective decision-making to address practical and strategic gender needs and issues through collective leadership and mutual discussion, and provide economic support as per norms decided by the group. It is a collective space for women to exercise agency for social, political, and cultural transformation of the community as well as the individual. It is also a means for women to share and address various issues that they are facing, including issues of gender-based violence and social exploitation.

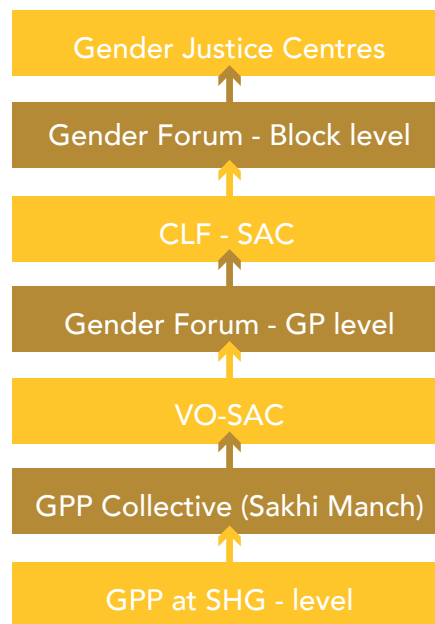
For women to achieve sustainable economic, social and political empowerment, it is imperative to have a special focus on gender within SHGs. Based on this understanding, DAY-NRLM developed protocols for gender mainstreaming within the SHG ecosystem in 2016 with the belief that gender sensitisation and social action should be mainstreamed in its framework, systems, institutions and processes to achieve sustainable social, economic and political development. In this regard, DAY-NRLM not only mobilises poor women in general but also undertakes special efforts for reaching out to women in exploitative situations/ occupations (such as single women, divorced/separated women, survivors of violence, trafficked women, devadasis, HIV +ve women, etc.).

Recognising that gender is a cross-cutting issue, DAY-NRLM's gender mainstreaming strategy stresses on the need for gender-specific policies and interventions with a focus on the rights-based approach as well as an increased need for gender sensitisation and capacity building. Communitisation and convergence with line-departments and other key stakeholders is another key focus area in this strategy.



b) Institutional mechanisms for gender integration

At the programme implementation-level, the institutional mechanisms available for gender integration start at the SHG-level and go up to the block-level (as represented in the chart below). CRPs play a critical role in capacity building of the institutions (i.e. GPP, VO SAC, CLF SAC, Gender Forum at the Panchayat and block-levels and Gender Justice Centres) on gender concepts, institutional mechanism, action and intervention. They also support institutions in addressing various issues.



i. Gender Point Person (GPP)

The Gender Point Person (GPP) is a self-motivated, sensitised, and pro-active member of the SHG who is willing to devote time to support SHG members in dealing with gender-related issues and help build their capacities to avail services, rights, and entitlements. GPP is the first point of contact at the village-level to support the women who are facing any gender/social issues. She is a key link between the community and its institutions in creating an enabling environment for women to address all issues around gender inequity.

Roles and responsibilities

To help women SHG members mitigate gender-related issues, a GPP is responsible for addressing such issues at the SHG-level and escalate to the next level. However, she does not hold any position in the SHG. There will be one GPP in each SHG and she is the agency for herself too.

The collective of GPPs at the village-level is Sakhi Manch. It is a solidarity forum and would ensure discussion and intervention. The GPP has a critical role to play in *Sakhi Manch* and the VO SAC. Two GPPs from a village are ex-officio members of the VO SAC. She is a catalyst in making the community safe for women by enabling social, legal and economic empowerment.

The GPP has a key role in initiating discussion and dialogue on gender issues and the continuous sensitisation process of women in SHGs. She is responsible for initiating discussions among SHG members on different gender issues as well as (a) initiating the gender pledge in her SHG; (b) incorporating an agenda on social development in the SHG; (c) training of SHGs; (d) mobilising women to participate in the Gram Sabha; and (e) taking issues to the *Sakhi Manch* or VO SAC/SDC which cannot be resolved at the SHG-level.

The GPP also plays a key role in engaging with systemic structures to create an enabling environment for women to access rights and entitlements, and collect gender funds and submit to the VO SAC in the monthly meetings. She has information and knowledge on rights, entitlements, and support services available in her locality and is responsible for handholding women in distress to avail those services.

Actions and interventions of GPP

- Incorporate social agenda in SHG meetings on a monthly basis and regularly initiate discussions
- Facilitate SHG members in taking gender pledge
- Intervene in any needs and issues faced by the SHG
- Take the needs and issues of the SHG to the *Sakhi Manch* (GPP collective) for discussion, and collective action
- Maintain information about children of members not attending school/dropped out
- Prevent child marriages through concerned authorities like ICDS supervisor, and Protection Officer
- Initiate asset creation through maintenance of register
- Ensure SHGs maintain gender enquiry register
- Empower women to talk about their issues by creating a conducive and safe environment
- Conduct awareness campaigns at village and Panchayat-level
- Reiterate in SHGs that if any women in the group or even in her neighbourhood is facing domestic violence, the matter should be brought to the notice of the SHG
- Maintain confidentiality of personal experiences shared by members. Members take an oath that any personal issue divulged by any member, will not be spoken outside the group
- Note any case of DV brought to the SHG meeting in detail in the minutes' book
- Share DV cases discussed in GPP collective meeting with all SHGs
- Escalate DV cases to VO SAC (2 GPP representatives)
- If any woman (SHG woman or otherwise) reports a case related to any kind of violence or violation of rights or any other related issues:
 - Register the case at the VO-level and support the woman to resolve the problem
 - Provide counselling to the survivor with the help of SAC
- Generate awareness within SHGs on Vulnerability Reduction Plans and Vulnerability

Reduction Funds (which can be utilised for gender issues, social action, intervention and collective action plan)

ii. Sakhi Manch (GPP Collective)

The *Sakhi Manch* is a solidarity forum which is a consolidation of GPPs at the village-level. Two to three members of the *Sakhi Manch* can also serve as ex-officio members of the SAC to look into social issues.

Roles and responsibilities

- Create spaces for discussion and deliberation on gender issues
- Facilitate discussions on social agenda in all meetings of their respective SHGs and also record the discussion and resolution in the minutes' book of SHG
- Facilitate Gender Pledge in every SHG meeting
- Meet monthly in the *Sakhi Manch* to discuss the issues and action taken at SHG-level
- Intervene in issues at SHG-level like retention of children in education, prevention of child marriages, access to entitlements through awareness building and creation of social pressure
- Intervene in issues of gender-based violence, if any woman (SHG woman or otherwise) reports a case related to any kind of violence, or violation of rights or any other related issues
- Escalate issues to the VO SAC if not resolved

iii. Village Organisation Social Action Committee (VO SAC)

VO SAC is formed within a month of VO formation with three to five members from VO EC and two GPPs from *Sakhi Manch* as ex-officio members. The VO SAC conducts meetings once a month before the VO meeting. Its role is mainly focused on developing gender action plans and intervening on gender and social issues.

Roles and responsibilities

- Develop a social agenda and gender pledge based on the gender action plan
- Facilitate gender pledge in every meeting of VO
- Facilitate discussion on social agenda and issues in all VO meetings
- Maintain records of discussions in the meetings, issues received and action taken at VO-level
- Provide counselling to the survivors of violence
- Resolve the cases received
- Refer cases to Gender Forum at the Panchayat-level and the CLF, if they cannot be resolved by the VO
- Work with village-level institutions and Panchayats to facilitate access to entitlements
- Intervene on issues of retention of children in school, prevention of early marriages, violence against women, and asset creation in the name of women
- Refer cases to CLF if they cannot be resolved by the VO
- If any woman (SHG woman or otherwise) reports a case related to any kind of violence or violation of rights or any other related issues:
 - Register the case at the VO-level and support the woman in resolving the problem
 - Provide counselling to the victim with the help of the SAC
 - Forward the case to CLF, if the case cannot be resolved at the VO-level

- Maintain register with details of issues undertaken and related follow-up clearly recorded
- Escalate issues to the VO SAC, if not resolved

iv. Gender Forum at Gram Panchayat-level

Gender Forum (GF) is a space for discussions, deliberations and resolution on issues such as gender inequalities, entitlements, needs, and issues related to PGN and SGN. It is at the village/GP-level comprising of key stakeholders like elected representatives, ASHA workers, ANMs, line departments, CBOs, other frontline workers, and the VO SAC members to address prioritised gender issues. GF works in convergence with frontline workers to access entitlements and rights, services and schemes of various departments, address issues of violation of rights, gender-based violence, etc.

The GF provides support and assistance for women empowerment and gender equality initiatives in local self-government areas and creates an engendered Panchayat by bringing more women into local economic development through convergent action.

Structure, roles and responsibilities

There is representation from the VO SAC and two GPPs in the VO/GP-level gender forum and the CLF SAC and two GPPs in the gender forum at the block-level.

The GF meets once a month to discuss the issues and actions taken up at the SHG-level. The cases which cannot be resolved at the VO/GP Gender Forum-level can be referred to CLF SAC and then to the block/mandal-level Gender Forum. VO SAC/CLF SAC chairs the Gender Forum and 2 GPPs from a VO SAC/CLF SAC will be members of the Gender Forum. The SAC convenes the meeting on a pre-fixed day of a month. The initial meeting is coordinated by the BMMU. A register is maintained for minutes and resolutions.

The major responsibilities of the Gender Forum are discussions and deliberations on gender issues in a pre-fixed monthly meeting, facilitating the discussion on action points which each stakeholder can take up, recording action points or action taken, and plans for intervention in issues and their resolution. Records of discussions in the meetings, issues received and action taken at VO-level are maintained.

Actions and interventions

- To work with village-level institutions and Panchayats to access entitlements
- Intervene on issues of retention of children in education, prevention of early marriages, violence against women, and asset creation in the name of women
- Convergent action on issues mentioned above

GENDER FORUM

- President of Village Council/GP
- Elected Representative
- Panchayat Secretary
- ASHA, ANM & Anganwadi Teacher
- School Principal
- Police Beat
- NGO Representative
- Sensitive & influential leaders/ elders in the village VO/GP SAC including 2 GPPs

v. Cluster-Level Federation Social Action Committees (CLF SAC)

At the cluster-level, it is proposed that Social Action Committees be formed within 3 months of the formation of CLF consisting of 3-5 members from the VO leadership. The SAC is composed of EC members and it meets once a month. The SAC members should also be members of the Gender Forum.

The CLF SAC can take up practical gender needs and strategic gender needs. CLF SAC can work with block-level officials like BDO, CDPO, ICDS supervisor, Police department, Education Officer on higher-order issues or issues which are escalated from the VO-level.

Roles and responsibilities

The role of CLF SAC is to review, support, and monitor the work of VO SACs; monitor the planning and implementation process of Gender Action Plan at VO-level; monitor the training programmes of community cadres and community; develop an action plan based on the Gender plan submitted by VO; intervene to facilitate access to entitlements, schemes, and services; maintain minutes of the meeting, issues received and action taken, and review of all the issues/interventions/cases on a monthly basis. CLF SAC can resolve the cases received with the support of Gender Point Persons and VO SACs. If some cases are not resolved, they should approach the police station and a lawyer at the cluster/block-level. If necessary, the case should be sent to the notice of the district administration depending on the nature and severity of the case.

vi. Gender Forum at block-level

The gender forum at the block-level comprises of elected representative of the Panchayat, Block Development Officer (BDO), CDPO, ICDS supervisor, health officials, education officials, police, etc. The forum meets once a month and resolve issues raised by the CLF SAC. CLF SAC and two GPPs can be represented in the gender forum. A register has to be maintained for minutes and resolutions.

Roles and responsibilities

The CLF SAC decides the agenda and takes up all practical and strategic issue which have not been resolved at the VO-level. Each issue can be raised and discussed in detail. The concerned official can respond with suggestions and action to be undertaken within a timeframe.

At the block-level, the gender forum and the DMMU can initiate the first session, followed by the CLF. The practical and strategic needs can be discussed with stakeholders at the gender forum.

GENDER FORUM

- Block/Mandal Development office
- CDPO
- ICDS Officer
- Department officials from Education, Health, Revenue, Agriculture, etc.
- Police Department
- NGO representative
- ICP
- Block/Mandal SAC including 2 GPPs

S. No.	Theme	VO and CLF SAC
1	Enrolment and retention of children	<ul style="list-style-type: none"> • Ensuring attendance and tracking dropouts • Identifying reasons for dropout <ul style="list-style-type: none"> ◦ Village poverty reduction plan and integration into GPDP for infrastructure, toilets, water, ramps, etc. ◦ Social Action Committee works with the school management committee • Fostering discussions in SAC and participation in School Management Committee • Fostering discussions with parents/guardians • Fostering discussions with children • Fostering discussions with school authorities around ensuring basic amenities in the school like mid-day meals, books, uniform, toilets, etc.
2	Prevention of early marriage	<ul style="list-style-type: none"> • Fostering discussions with and training of SHGs • Prevention of the marriages through concerned authorities – ICDS, Protection Officer • Conducting awareness campaigns in the village and the Panchayat • Promoting participation from traditional leaders and Gram Mukhiyas • Creating awareness through poster, wall painting, and sharing stories of girls who have succeeded despite all odds • Approaching child welfare committees, and child protection and child welfare officers • Fostering discussions with children, adolescent groups • Fostering discussions with the CDPO and ICDS supervisor • Contacting police, if required
3	Asset creation in the name of women	<ul style="list-style-type: none"> • Training and sensitisation of SHGs on the significance of asset creation • Engendering micro-credit and micro-level planning process, and ensuring decision making in the planning process • Reviewing access to DAY-NRLM products like RF, VRF and CIF, and ensuring asset creation in women's name • Reviewing access to bank linkages and ensuring asset creation in women's name • Promoting creation of assets in the name of women listed out through integration with Livelihood and FI sub-committees at VO and CLF-level and keeping it as an agenda in VO meetings • Developing comprehensive asset creation plans at VO for both individual and community-level needs • Integration with Livelihood and Financial sub-committees along with proper documentation in gender action plan (drudgery–women friendly tools, credit, market - details of all related activities under-financial institutions, livelihood, entitlement) • Liasoning with local self-government—GS and PRI, and presentation of plans in Gram-Sabha

		<ul style="list-style-type: none"> • Ensuring liaisoning with line departments-agriculture, animal husbandry, forestry and fisheries, and community institutions • Creating awareness on asset creation and ownership through slogans • Reviewing access to facilities like farmers' facilitation centre, custom hiring centre, and asset creation in women's names and including asset creation in the name of women as part of micro credit plan, livelihoods plan and GPDP • Including asset creation as part of Gender Pledge • Including asset creation as part of livelihoods and well-being indicators can be discussed- <ul style="list-style-type: none"> ◦ Livelihoods indicators -land, cash-crop, market, credit, agriculture tools etc. ◦ Wellbeing- smokeless <i>chulhas</i>, drinking water pipe line, toilets, kitchen garden etc. • Fostering discussions on different fund sources i.e., CIF, subsidies and benefits from agriculture department, MGNREGA, skill development and other departments • Fostering discussions on asset creation at the time of loan appraisal at SHG meetings • Ensuring utilisation of SHG funds for community asset creation at SHG-level
4	Violence against women	<ul style="list-style-type: none"> • Training SHGs to address various forms of gender-based violence: domestic violence, child sexual abuse, harassment at the workplace, etc. • Fostering discussions on gender-based violence as part of the agenda of the SHG and its institutions • Intervening in issues of violence by talking to the survivor, listening patiently, and with empathy without being judgmental, and maintaining confidentiality by VO SAC • Engaging with perpetrators, especially in cases of domestic violence, and encouraging them to stop such behaviour by VO SAC, GPPs • Engaging with children and women concerning issues of sexual abuse and referring them to the police station, NGOs, etc., if needed, by VO SAC, GPP • Supporting short-stay facilities • Conducting follow-ups and referring to CLF SAC for escalation • Conducting periodic Gender Forum meetings, in which two GPPs are present with frontline workers (ANM, and line departments, police, Gram Panchayat members) will be invited by VO SAC • Fostering discussions in GF regarding violence-related cases and drawing up action plans • Connecting survivors to identified NGO/CBO service provider, for handling of cases (process with Protection Officer remains the same) • Pressuring husbands, in case women do not want to take the legal recourse, to stop violent behaviour • Drawing up plans with VO-EC and GP members to maintain pressure • Engaging with husbands and counselling them to refrain from violence and cautioning of action, if they do not refrain from violent behaviour

vii. Gender Justice Centre (GJC)/Gender Resource Centre (GRC)

The Gender Justice Centre at the CLF/block level is managed by the Cluster-Level Federation in order to enable women to access their rights and get support in resolving the issues such as education, child/early marriages, violence, violation of rights, female infanticide and feticides, human trafficking, etc. They also work as information centres to provide information at the village-level and also help connect distant and far-off villages to the GJC/GRC.

The GJC/GRC is a huge gain both for the government as well as for the women collectives as it establishes the last mile connect with the women federations for claiming rights and entitlements. It helps government institutions to directly connect with women federations to hear their voices, and also brings women closer to government institutions, enabling them to know and access their rights and entitlements. This helps to crystallize gender issues ranging across wide sectors like violence, education, child/early marriages, female infanticide and feticides, human trafficking, etc. at a level which connects to the line departments for expeditious actions.

GJC/GRC also provides a parallel citizen space with the governance machinery to organically and systematically interject gender in the development planning process. Apart from this, at an individual level it helps women develop confidence to reach out to institutions and once they see that systems are working and addressing their needs, this creates a trickle-down effect boosting confidence of the other women in the community to reach out and use this mechanism.

The GJC/GRC shall be located in the CLF office having a separate room to deal cases confidentially. The GJC/GRC shall have necessary physical infrastructure like tables, chairs, almirahs, telephone, name board and registers for documentation. The GJC/GRC address and phone number shall be shared with all SHG members and displayed in the Village Organisation offices.

The CLF prepares a roster of CLF Social Action Committee members and Gender CRPs for attending cases in GJC/GRC on a rotation basis. At least 2 CLF SAC/Gender CRPs shall be available every day in the GJC/GRC from morning 10 am to evening 5 pm. The CLF shall pay the resource fee (as per the CRP policy of the state) to CLF SAC/Gender CRPs and review the performance. GJC/GRC shall coordinate with One Stop Centres/Women shelter homes and refer cases if required.

To meet the operational cost of management of GJCs/GRCs and provide required legal services at the doorstep of SHG members, CLFs shall mobilise funds in the following ways:

1. Collection of gender funds from the SHG members either on an annual basis or monthly basis,
2. SHGs, VOs and CLFs allocate some portion of their profit for addressing gender issues.



PART B

GENDER INTEGRATION MODELS: EXPERIENCES FROM STATES





MPSRLM – ANANDI GENDER JUSTICE PROGRAMME

Concept

The Gender Justice Programme (GJP) in Madhya Pradesh adopted a multi-pronged gender transformative approach comprised of systemic changes (gender mainstreaming), institutional changes (institutional strengthening) and building a cadre of strong women community leaders (feminist leadership development). At the core of the GJP were women community leaders i.e., *Samta Sakhis* (Gender CRPs), who are from the community institutions and work towards strengthening them. They support these institutions by conducting gender trainings, facilitating discussions on social and gender issues and translating them into action by challenging gender norms and leveraging various institutions to enable women's rights and entitlements. Through these efforts, the CLF/VO/SHG spaces have moved beyond platforms for financial transactions and emerged as collective spaces that raise and represent gender and social issues.

Approaches

- Building an understanding of nature, forms and processes, gender discrimination, women's rights and entitlements among primary members of women's collectives through participatory action learning tools.
- Creating gender responsive women's community institutions which can raise, represent and act on upholding gender equality and women's rights in their own forums and at the community-level.
- Facilitating greater convergence between women's community institutions and government departments for enabling women and vulnerable populations access rights and entitlements through the creation of institutional platforms such as Lok Adhikar Kendra (LAK) and Gender Forum at block-level.

Implementation design

In order to strengthen institutions, various interventions were undertaken. These included-

- Orientation to Gender Justice Programme and gender trainings with the State, district and block-level nodal persons through workshops, joint meetings and one-on-one discussions.
- Workshops and meetings on the Gender Justice Programme with the CLF leaders to identify *Samta Sakhis/Samanvayaks* from amongst their federation members based on criteria jointly evolved with MPSRLM.
- Continuous capacity building of selected *Samta Sakhis/ Samanvayaks* through training, exposure visit, review reflection meetings and mentoring by Master Trainers.
- Perspective building training of CLF/VO members on gender by the *Samta Sakhis*, using the cascading model of training through monthly inputs using different PALS training tools; capacity building not limited to trainings, but encouraging participants to gain capabilities, voice and visibility.
- Meshing training and action - *Samta Sakhis* were expected to translate their learnings into training others and facilitating social action through established processes. As a result, gender issues raised by members during training, and discussion at VO/CLF meetings were taken up for social action. Processes were established to carry out social action such as creating consensus, passing resolution, writing application, raising the demand at the relevant institutional platform (such as Panchayats) and escalating unresolved cases to block and district-level.



- Supporting block-level CLFs to take a lead in initiating dialogue with the Janpad officials to set up a Lok Adhikar Kendra at the block-level to serve as a bridge between the community and the government. It is run twice a week on scheduled days by the *Samta Sakhis*/ *Samavayaks* in rotation to facilitate community's access to their rights and entitlements. It also served as an escalation channel for cases unresolved at the Panchayat-level.
- Quarterly Gender Forum at the block-level at the Janpad office, comprising representatives from CLFs, MPSRLM, Janpad, *Samta Sakhis*, and various line departments such as WCD, hospitals, etc., was set up as a platform to discuss women's concerns coming through the LAK or the community institution platforms and resolve systemic issues.
- Accountability and ownership of the CLF towards gender work was enabled by anchoring the programme within the CLF. These *Samta Sakhis*/ *Samanvayaks* also reported their activities to the CLF on a monthly basis and planned the next month's activities collaboratively.

Strategies

- **Capacity building:** The initial 5-7 day immersive residential training of the *Samta Sakhis*/ *Samanvayaks* was done by the senior most ANANDI trainers. Continuous capacity building of *Samta Sakhis* through trainings, exposure visit, review reflection meeting and mentoring by Master Trainers. This was followed by cascading model of training wherein *Samta Sakhis* conducted training at CLF/VO/SHG-level using the same PALS tools that they were themselves trained in.
- **Human resources:** ANANDI employed three Master Trainers who supervised and mentored 24 *Samta Sakhis* on a day to day basis. Currently, there is a placement of one district trainer between 6 CLF in two blocks, mentoring and supporting one *Samanvayak* placed in each CLF. MPSRLM guidelines provides for 5 *Samta Sakhis* per identified GJP-CLF in each resource block.
- **Interface with public institutions/departments:** Training inputs translated into action by addressing women's concerns through social action by leveraging different government departments and institutions of governance (line departments, Janpad, Tehsil, police stations, hospitals, Panchayat, Gram Sabha etc.)

CHALLENGES

- Limited spaces for women's institutions to discuss social issues or develop structural understanding of gender inequality.
- Sporadic social action conducted by members of community institutions due to lack of investments in capacity building and training of animators/ social action committees.
- Lack of dedicated team at all levels to operationalise the gender policy and mechanisms envisaged in the DAY-NRLM.

- **Ownership by SRLM:** Through continuous dialogue and advocacy both formal and informal (telephonic, Whats app) at all three levels i.e., State, district and block MPSRLM had designated gender anchor appointed at the State-level to coordinate the roll out of the gender programme which is now currently been led by the State Programme Manager - Social Inclusion. MPSRLM brings out advisories on the roll out of the programme regularly as well as has made gender trainings/ modules part of several other trainings.

Sustainability plan

- Documenting the selection criteria, role and reimbursement of *Samta Sakhis* within CRP guidelines of MPSRLM,
- Establishing institutional platforms such as LAK and Gender Forum at block-level in consultation with CLF, Janpad and MPSRLM,
- Embedding all GJP operations including training and social action within existing structures and institutions of MPSRLM (CLF/VO),
- Building capacities of members of community institutions to raise and resolve issues of rights and entitlements by leveraging established institutional forums such as Gram Sabhas, Panchayats and Janpads,
- Creating a cadre of aware, gender sensitive and capable community leaders (*Samta Sakhis*) who are themselves members of SHG/VO/CLF and who can continue to steer gender work within their communities,
- Creating a cadre of state gender trainers from amongst the DMMU/BMMU teams.

Outputs

- **Geographical outreach:** Pilot in Niwas block of Mandla district and in Sheopur block and Karhal block of Sheopur district between 2019-2021. Expanded to 18 districts in the year 2021.
- **Achievements in terms of training:** Participatory trainings on basic gender concepts such as socialisation, gender division of labour & decision making, gender discrimination, forms of violence, women's rights and entitlements under various laws and policies, access, control and ownership over resources have been conducted with SHG, VO and CLF members by *Samta Sakhis* and Samanvayaks. It is here that SHG members commit to question, change and challenge discriminatory social norms starting with their own selves, families and the community.
- **Gender issues addressed and resolved:** Cases of gender discrimination, violence against women, gaps in access to rights and entitlements, public services and infrastructure are identified by the trainer/ animators who provide information, accompaniment support and collective action to resolve these cases at the community/ village-level or escalate to the block-level. Uptill November 2021, 1044 cases have been taken up in the three Lok Adhikar Kendra's of Niwas, Sheopur and Karahal block of which 601 (57per cent) have been resolved.
- **Developing institutional mechanisms:** LAK established and running in Karhal since June 2020 and in Sheopur since October 2020. Gender Forum at block-level established and meetings held in both the blocks (once in 2/3 months). Created space for training and discussions on gender issues during regular VO/CLF meetings.
- **On ground support:** The *Samta Sakhis* have been active on the ground actively supporting the communities through the different calamities such as flash floods and COVID-19 in relief work, compensations and building resilience through community education.

BIHAN – CHAITANYA INITIATIVE

Concept

For Chaitanya WISE, gender transformation goes beyond individual self-improvement towards transforming the power dynamics and structures within the household and community that serve to reinforce gender inequalities. Women's ability for income generation and control over resources are recognised as key levers in their decision-making power, agency, self-esteem and social esteem. Chaitanya WISE believes that gender equality and access to finance are mutually reinforcing and not mutually exclusive. Economic empowerment is the key to unlock the potential in women and gives them the confidence to challenge gender barriers. Empowerment is a phenomenon that involves behavioural change/transformation which includes four stages – desire for change; means for change; action for change; and acceptance for change.

Approaches

There is a need to look at systemic and structural gender-based interventions that are integrated with the mainstream and not separated as an independent vertical/cell. All the interventions (such as capacity building, financial inclusion, livelihoods, etc.) integrated with the women's empowerment collectives – viz., SHGs, Village Organisations and Cluster-Level Federations, need to ensure responsiveness to address gender inequality in a sustainable manner.

While there are many diverse ways to achieve this goal, the project aims to focus on three crucial aspects:

- 1. Increased economic empowerment of women through self-reliant and sustainable women's collectives/federations:** The success of DAY-NRLM has been in creation of an institutional fabric where women are meeting, saving, taking and repaying loans. Systems and processes that would contribute to long-term sustainability of these institutions while ensuring that the decision making and control remain in the hands of members need to be put in place for consensual, non-hierarchical decision making process. The goal is to implement systems and processes that integrate gender transformation into institution building and financial inclusion - the two main pillars of DAY-NRLM. In this measure, allowing women's collectives to have increased ownership of DAY-NRLM funds with limited/no support from SRLM mission staff could be a sustainable means to achieve this objective.
- 2. Violence-free environment and increased agency for women and girls over their bodies:** Violence and atrocities against women and girls, as well as human trafficking are issues that are best addressed by women's collectives. Developing a cadre of *Jaankars* - women with knowledge and abilities on legal rights, and skills in providing counselling and support services that can increase women's sense of security, reduce fear and prevent violence is one pathway to achieve a secure environment for women to thrive in. The *Jaankars* would operate the counselling centres supported by and accountable to the federation where cases of violence against women would be reported.

Concomitantly, investing in youth to change perspectives on gender that helps them reflect in the day-to-day behaviour and practices from a gender lens is another strategy that can help change the external, social environment where women have to operate. Information on masculinity, femininity and how specific gender roles are a product of socialisation that can change for both women and men would result in equality in relationships. This understanding of body integrity would chart a new path for the next generation devoid

of exclusion and seclusion of women, and give the confidence of stating “I am what I am”.

3. Access to non-financial resources through digital empowerment: The future of community-based institutions viz., SHG federations and their interaction with other members of the community is determined by the use of technology. It is relevant not only in the space of SHG federations where digitisation is relatively recent, but also to access rights and entitlements. A cadre of youth, empowered digitally with the skills to understand, analyse, and design, advocate, disseminate and implement changes, would increase accountability and transparency in institutions.

Implementation design

Chaitanya WISE operates on the fundamental understanding that establishing women's identity within the household is always the first step in facilitating gender equality and access to finance is an important tool for the same. Integrating gender empowering practices into the day-to-day activities of women's SHGs is a key factor in achieving a gender equitable community.

In order to design context-specific gender transformative capacity building interventions, the Chaitanya team undertook a needs assessment exercise in 20 CLFs in six blocks on three districts of Dhamtari, Kanker and Kondagaon of Chhattisgarh state. The capacity building programme was initially designed to be implemented at the district and the block-level. However, realising the need as well as the interest of women in becoming champions of Gender Justice Centres, the trainings were organised at the CLF level. The team also participated in the regular meetings of the CLF to provide additional support to discuss solutions to address the issues identified in the trainings.

A separate training session for the district-level staff in all the three districts of Chhattisgarh – Dhamtari, Kanker, and Kondagaon and an exposure visit for CLF managers and area coordinators in Maharashtra to get a perspective on Chaitanya's intervention model, were also organised which in turn helped garner support for the programme at the grass root level.

Outputs

- Chaitanya is currently implementing the intervention in 479 VOs and 7853 SHGs in 20 CLFs in six blocks of three districts (Dhamtari, Kanker and Kondagaon) in Chhattisgarh.
- In the capacity building phase, a total of 728 women *Jaankars* have been trained on gender and legal counselling, covering 82 per cent of total VOs, 403 *Jaankars* trained have also passed the examination - not all 728 *Jaankars* enrolled were able to complete all the eight modules, since the number of women who could gather for trainings was restricted to 20.
- A total of 90 office bearers of CLF and 690 office bearers of VO have been trained on eight modules on governance. Every month, one-day trainings are organised for the office bearers in the CLF office.

CHALLENGES

- Implementation delays resulting from COVID-19 related restrictions as well as change in staff were some of the significant challenges faced.
- Additionally, given Chaitanya also did not have any prior presence in the State, additional time had to be devoted to recruit and train staff, and then provide capacity building support to the women. One of the key interventions was to ensure that women who are suffering from abuse and domestic violence have a safe place to stay. The objective was to create safe centres that would be operated by CLF. However, the concern was regarding CLFs capacity to ensure protection for women.

- A total of 70 Avahan fellows were identified and 55 continued with the first three months of fellowship programme, after which the fellowship was discontinued due to the COVID-19 pandemic. All the fellows have been recommended by the Gram Panchayat which has issued a letter to nominate them for the fellowship. The modules for the fellowship programme have been finalised and the course is now approved by centre for social entrepreneurship of TISS, Mumbai.
- The intervention also aims to empower women so that they can access 'One Stop Sakhi Centres' for gender-related issues, which are currently being operated by the Department of Women and Child Development. A proposal has been submitted to the Department to create 'One Stop Sakhi Centres' at the block-level in order to make them more accessible to women. While the CLF is currently taking responsibility for women's safety and security, the intervention aims to make government institutions more proactive and responsive to women in distress.
- Regular meetings with the Assistant General of Police, Ms. Pooja Agrawal, at the State Police Headquarters, are underway to ensure adequate and timely support to women who are survivors of violence.
- Chhattisgarh's SRLM, Bihan, has requested for dedicated staff who would provide support to the State team in effective coordination of the intervention in the three districts.

Implementation pathways identified

Some of the key implementation pathways that have been identified through the pilot are as follows:

- **Capacity building:** Increased focus on building capacities of women at the CLF level so that there is significant change visible to the members and also the staff.
- **Support from the legal system:** Partnership with the police department through regular meetings is key to ensure women's distress calls pertaining to violence are acted upon with urgency.
- **Convergence with line-departments:** Partnership with line-departments such as the Department of Women and Child Development and the SRLM is essential to ensure a responsive supply-side.

KEY FINDINGS

- First, increased coordination within staff at the CLF, block, district and State-levels is key to the effective implementation of the intervention.
- Second, there is a need to develop consensus on interventions proposed across these levels and to ensure that the State directives are followed by an increased focus on additional capacity building interventions.

OLM – PCI GENDER TRANSFORMATIVE MODEL

Concept

Gender inequality is a lived experience. Lives of women are systematically conditioned by a host of social norms (and practices) resulting in limited access and control over rights and entitlement and restricted presence in the public affairs. Rural women are key agents *for achieving transformational economic, environmental and social changes required for sustainable development*. The use of the word, “*transformational*,” symbolises commitment to address the root causes of inequality, and not just the symptoms. The Gender Transformative Model (GTM, since 2019) of PCI is premised on three major approaches for activating the institutional mechanisms of Odisha Livelihood Mission (OLM) and the 3-tier structure of women collectives.

The two-pronged objectives of the GTM include:

- A well-defined system and process architecture at the cutting-edge level as an information exchange for women across different intersection and a responsive platform to address women’s issues, and
- Create a pool of local resources in the form of GPPs and Gender CRPs who can provide quality and timely support to women in need in their neighbourhood.

Approaches

- Targeted interventions towards creating women’s rights perspective within the SHG women through Gender Self Learning Programme (GSLP). The GSLP fundamentally aims at educating SHG women and raising their consciousness as citizens to claim rights and entitlements in personal and public spaces.
- Establishment of a system through Gender Facilitation Centres (GFCs) in the intervention areas where female counsellors (supported by PCI) have been appointed to provide tele-counselling and referral services to all women in distress either due to gender based violence or information relating to the schemes and services being offered by the government.
- Strengthening capacity of the Gender Point Persons (GPPs) cadres to respond to issues women face in their neighbourhoods, even at odd hours.

Implementation design

- **Training of the Trainers (TOT)** – The Community Resource Persons for Community Mobilisation (CRP-CMs) of the operational GPs are trained as per the GSLP modules which are developed based on the vulnerability mapping that covers areas like Universal Health Coverage, rights and entitlements of women, female feticide, child marriage etc. via tele-session during the pandemic and then in-person by trainers in SIRD, Bhubaneshwar.
- **Monthly (GSLP session)** – CRP-CMs transact module-based discussions and dissemination of information to SHG members monthly. This is also the platform to reflect on women’s status of vulnerabilities, possible steps to address it and linkages to GFC services.
- **Strengthening of the GPPs** - The GPPs are included in all the trainings, events, exposure visits to ensure that they develop confidence and encourage the women in managing challenging situation and develop the ability to take measures to combat the situation for the SHG members. Quarterly coemptions are organised to build their confidence to deal with this complex issues.



- **Gender forum meetings (GFM)-** The GFMs' are bimonthly meetings at cluster level federation (CLF) and Gram Panchayat Level Federation (GPLF) to discuss the gender- issues faced by the women in the community, and ways to mitigate the issues. The GFC counsellors facilitate these meetings and mentor the GPPs.

- **Strengthening of EC, SAC & PRI** - The EC, SAC & PRI members have been trained to identify and handle the gender issues in their communities by trying to resolve them in the CLF level. Few cases of GFC are now getting resolved with active involvement of CLFs and GPLFs.

- **Monthly review meeting-** Monthly review meeting is held from 3pm- 5pm on the 19th of every month. The participants include BMMU, DMMU, SMMU staff of OLM and all the members of the PCI team (state & field). Few survivors also shared their stories on how they have been supported by GFC/counsellors.

- **Positioning of Gender CRP-CMs** - The selection of Gender CRP-CMs have been completed for selected 61 GPLFs in 20 districts (scale up districts). The Gender CRPs shall be trained to handle all the gender related cases of their areas, provide base level counselling, refer /connect all the women who approach the GFC physically or via telephone with line departments.

CHALLENGES

- To build confidence among women to adopt 'tele-counselling' services during the pandemic, since physical sessions were not possible
- To allow women gain confidence that redressal is possible and there are systemic provisions for the same which is their right and they are entitled to the same
- To manage the threat faced by the GFC counsellors from the perpetrators of the cases especially for cases of the gender-based violence

Strategies

- **Capacity building:** The project builds the capacity of different actors as per their role, responsibilities, and accountabilities. Starting from SMMU to CRP-CM, the entire chain of OLM system goes through planned capacity building process like: The CRP – CMs and MBKs are trained on all the topics of GSLP. The GPPs are continuously refreshed on the GSLP topics during GFM and the BMMU/DMMU/SMMU staffs also attend the various orientations and planning exercises.
- **Human resource:** The project has a strong HR platform that comprises of the GPPs, CRP-CMs, block /district level OLM staff who provide support to women in distress, and for the last mile reach to continue to lead engagement on ground. The state level staffs of OLM closely monitor the programme, taking responsibility to manage extremely sensitive cases whenever it comes to the security of the GFC counsellors.
- **Interface with public department:** Block-level interface events are organised with DLSA, DWCD, Police for greater convergence. Regular networking with public departments in the form of exposure visits to the line departments, inclusion of staffs of line departments in monthly events and participation of GFC counsellors in events organised by line departments.
- **Ownership of SRLM:** Joint planning, regular review and collective redressal is one of the key components of the project. Increased resource allocation in AAP towards gender interventions is one of the examples along with creating a Gender CRP and allocating incentive for Gender related interventions.
- **Sustainability plan:** Some of the examples of plan are (a) Modules, resource materials, leaflets, posters, and short video clips created for each topic of the GSLP. The endeavour is towards building stronger institutional partnerships between PCI and OLM influencing planning process for higher order gender outcomes; (b) Capacity Building of Gender CRP-CMs; (c) Incentive of Gender CRP allocated to districts; (d) SOPs for all the interventions in the scale up areas; (e) functional GFC managed by Gender CRP.

Outputs

- The project started in 8 GPLF of 4 blocks in two district Jagatsinghpur and Deogarh which was selected in consultation with OLM in a pilot mode and faced the unprecedented challenges of COVID-19. However, it did not falter and managed its way through digital revolution.
- The trainings took place in a cascading approach via tele-session and the GFC counsellors managed the cases via telephone. Amid the pandemic, the GFCs have received a total 571 (387 closed) cases from June 24, 2020 till November 2021 out of which 137 (88 closed) are cases of violence against women, 374 (250 closed) are schemes/entitlement related cases and 60 (49 closed) other cases. Presently, 184 cases are active.
- 5 rounds of GFMs were conducted in both virtual and physical mode depending on the pandemic situation. The CRP-CMs were trained on 13 GSLP topics some of which are: 181 & Sakhi, Property Rights of Women, Protection of women from Domestic Violence, Cyber Crime and its prevention etc. 10 topics have already been rolled out among the SHG members. The EC, SAC and PRI committee have also been trained to identify gender issues in their community and mitigate them at CLF-level. From word of mouth the knowledge of the GSLP topics spread to nearby blocks of the operational area leading to request for same training from the OLM cadres. Overseeing the increased demand for the project by women, the project has now been scaled up to 61 GPLFs, 54 blocks in 20 districts. The project conducted various studies to design its interventions.



- Scoping study in Kerala and Odisha on Kudumbashree and OLM intervention: to examine strategies for gender mainstreaming and transformative processes.
- Vulnerability Mapping (1) focusing on Health, Education, Labour & Income and Employment Impact of COVID-19 on Rural SHG Women in Odisha; Vulnerability Mapping (2) focusing on VAW.

KUDUMBASHREE

Concept

Kerala's State Poverty Eradication Mission, Kudumbashree has been focused on women's livelihoods from the very beginning. From 2008 onwards, Kudumbashree brought an explicit gender analysis to its approach which led to programming reorientations focused on promoting gender equality - in recent years, a gender lens has been applied to all programmes at Kudumbashree.

Objectives and approaches

- To raise consciousness about gender inequality, patriarchy and the injustice women experience,
- To enable women to reflect on their lives and see how gender inequality and patriarchy have denied them freedom,
- To support women and children who are in distress by providing them mental health support, short stay facilities and other essential services needed,
- To encourage community level forums and institutions for marginalised sections and encourage the participation of women in development process,
- To bring more women in leadership, governance and decision making in general,
- To give opportunities for women in the field of art and literature and increase the visibility of women in those areas,
- To develop a community network that can work on preventing violence against women and children and thereby making a friendly locality for all.

TIMELINE – GENDER INNOVATIONS @ KUDUMBASHREE

2008	Gender Self Learning Program
2009	Gender Resource Pool
2010	Sthreeshakthi Portal
2011	Health Resource Mapping
2012	Pusthaka Yatra
2013	Crime Mapping
2013	Snehitha Gender Help Desks
2014	Anti-Human Trafficking Programs
2015	Community Counsellor Network
2015	Rangashree Community Theatre
2016	Vulnerability Mapping
2017	Vigilant Groups
2017	Literature, Art and Drama Fest
2017	Gender Resource Centres
2018	Pink Task Force
2018	Trained 2.5 lakhs NHG facilitators

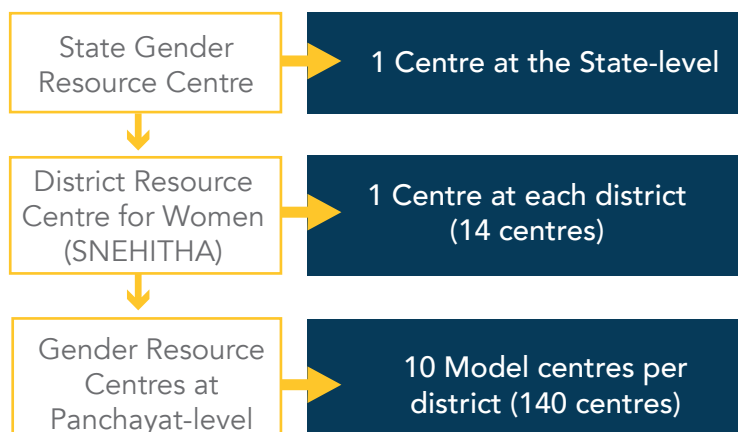
Strategies

Kudumbashree's gender development interventions are diversified into three major categories:

1. Preventive programmes
2. Supportive programmes
3. Transformative programmes

- The Gender self-learning programme (GSLP) has been the foundation for Kudumbashree's work on gender

justice. Structured as a community-based learning program, GSLP has sensitised 43 lakhs



women in Neighbourhood Groups (NHG) about their rights, equipped them with information and has challenged them to re-imagine the world they would like to see. GSLPs have been initiated, each focusing on a different theme: employment, health, mobility and gender equity.

- The **Gender resource pool** is a team of 2200 skilled gender facilitators who work at the grassroots.
- **Health mapping, crime mapping and vulnerability mapping** are participatory methods that enable communities to analyse their situation and provide vital information for planning at all levels.
- The **Snehitha gender help desk** is a 24 x 7 service that combines a temporary shelter for women experiencing violence with counselling services, legal support and connecting to other service providers.
- **Gender resource centers** serve as first level responders for gender issues at the Panchayat-level and also act as nodal points for integrating gender into the programme of the Panchayat. Ward-level **Vigilant groups** focus on preventing gender-based violence, especially in public spaces.
- **Gender sensitisation trainings:** Gender sensitisation refers to instilling empathy into the views about different genders and gender inequality concerns. It helps people in examining their personal attitudes and beliefs and questioning the realities of both sexes. Employees who work for Kudumbashree deal with the community women and their issues across state. Therefore, employees must be sensitised towards gender equality. Gender sensitivity helps to generate respect for individual, irrespective of sex at work place and in society. The need for gender sensitisation training has been given to all staffs and community cadre. This Gender sensitization training has been given to more than 500 Kudumbashree staff, including DPM, Block coordinators, Snehitha and state mission staff. All CDS chairpersons and support team members are also undergone the gender sensitisation trainings.

GENDER RESOURCE CENTRES

• SERVICES

1. Counselling
2. Legal aid
3. Referral

• EDUCATIONAL ACTIVITIES

1. Awareness classes
2. Skill development
3. Capacity building programme

• RESEARCH ACTIVITIES

1. Need identification
2. Project/programme formulation
3. Community implementation

Outputs

- Kudumbashree's gender interventions have been successfully rolled out across the entire state. Frequent training programmes at specific intervals have enhanced the performance of the mission staff. All NHG members are a part of at least one programme. The programmes have helped women participate in community activities as well as governing processes. The contribution of women in the development process has increased significantly.







IWWAGE

INITIATIVE FOR WHAT WORKS TO ADVANCE WOMEN AND GIRLS IN THE ECONOMY

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