Gender Framework

The guiding principle for Gender Framework will be to change mindset of every stakeholder in order to create an environment in every project intervention where women are able to access the project intervention in equal proportion as compared to men.

Converted to the practical tips, the Gender Framework will aim at the following-

1. Every project should specifically look into the special needs of women in terms of Capacity Building, awareness raising, skill up gradation, drudgery reduction and any other facilities which will ensure that both men and women are able to participate in equal proportion and on equal basis;

2. Every project should carefully analyze the specific constraints which women are likely to face in accessing the project and what specific inputs are being incorporated in the project to overcome these constraints.

3. The net result of the Gender Framework should be that at least 50 % of women participants in every project and also same proportion of women as compared to men are able to achieve project outcomes.

4. The Computerized Project Management System and Concurrent Monitoring and Evaluation of the program will look into the project achievements in a gender desegregated manner.

5. At the same time, GCSRA would encourage specific projects aimed at reducing gender related disparities.

6. While selecting the staff for project implementation, every project will ensure that women are encouraged to join at various levels. The project partners who do not adhere to these guidelines are liable to be penalized.

The penalty can be in way of a deduction of 20 % of the project cost or / and closure of project.

The framework which will be followed to ensure that participation of women is increased and their access to programme interventions is ensured will be as follows:

A. WOMEN FRIENDLY SPECIAL PROJECTS:

Emphasis will be given to promote projects that are aimed at improving living conditions of women by improvement in their education achievements health and hygiene and improving their nutritional status and providing quality basic infrastructure. Some of the Projects which can be taken up on priority are-

1. Production of low cost Sanitary Napkins;

2. Quality toilets

3. Girl- Child friendly schools and support structure in education sector

4. Maternity Centre.

5. Special coaching to women for various competitive exams.

6. Female focused co-curricular activities.

7. Increased E-learning among women.

B. MEASURES TO ENCOURAGE ACCESS TO PROJECTS:

Due to low literacy rate among women and various social barriers, women have low accesses to the government projects. Special efforts should be made to ensure at least 50 % participation of women. For this purpose-

1. Women headed households will be covered during the beginning of every project;

2. Every Project will have a separate component for capacity building of participating women to ensure equitable participation of women. This shall also include measures for their capacity building, awareness rising, and development of gender sensitive training modules and sensitization of men folks;

3. Project implementers right till the grass roots level will have to undertake gender sensitization course to appreciate the differential needs and expectations of women;

C. MEASURES TO ENSURE CONTROL TO THE ASSET CREATED THROUGH THE PROJECT:

It is seen that women have lesser control on the assets built up through development projects. Livelihood promotion projects under this programme will encourage at least 50% assets in the name of women, either jointly or individually.

D. INCREASED PARTICIPATION OF WOMEN IN PROJECTS AT EVERY LEVEL:

It is realized that women face resistance in participating in development programmes due to sharing of responsibilities at family level. They also face barriers due to bias and discriminatory behavior common in society. Arrangements will be made to encourage women to come out of house and to take their stands at different level of project implementation. For this purpose,

1. In Project Management- to ensure presence of women at every level, women will have equal chance in recruitment in the projects which will be funded under the programme; and

2. If need be, support to crèches can be an in built part of projects. Moreover, to encourage women to be able to fully participate in training programme, services of child minders will be engaged during training programmes involving women.

E. Monitoring and Evaluation:

While developing the monitoring and evaluation parameters, the gender framework will invariably be taken into consideration and gender desegregated data will be collated to assess the extent of implementation of the Framework.