

# **Rajasthan State Policy for Women**

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## **Chapter 1- Introduction**

Gender equitable society, is where every woman and man is treated with equal dignity and respect, which is an essential element for sustainable and constructive development of the society. Gender equality and women empowerment are universally recognized as core development objectives, fundamental for the realization of human rights, and key to effective and sustainable development outcomes. In India, many states' progress in development is hampered by the prevalent gender discrimination and gender inequality in the society.

It is a well assured fact that no society can develop sustainably without increasing and transforming the distribution of opportunities, resources, and choices for males and females so that they have equal power to shape their own lives and contribute to their communities. To actualize this India has ratified several International Conventions and treaties as Universal Declaration of Human Rights, The Convention of elimination of all forms of discrimination against women, Convention of Rights of the Child Rights, Beijing platform for Action.

The Constitution of India expresses its utmost priority for Women Empowerment in its Preamble, Fundamental rights and duties. The Constitution empowers the States to take adequate steps and directions to uphold the rights of the women in the society and provide them equitable opportunities to realise their aspirations and play an active role in the development of the State. India has been signatory to a number of global commitments to protect and empower its women and girls as Convention on elimination of all forms of discrimination against Women (CEDAW), Beijing Platform for Action and Convention on rights of Child. Among the most recent, India is a signatory of achieving the SDGs by 2030, is taking critical steps in integrating the SDG goals in the national and state planning processes of the country and states respectively.. Transforming our World: the 2030 Agenda for Sustainable Development consists of 17 Global Goals of which the fifth Goal focuses on achieving Gender equality. The goal indicates the Global commitment in ensuring a gender equitable society across the various countries. The SDG 5 states "Achieve gender equality and empower all women and girls" which further concretizes the role of women s empowerment in the 2030 agenda. Gender equality figures prominently and is integrated through the 17 Sustainable Development Goals and 169 targets.

The Government of Rajasthan recognizes the importance of equality and empowerment of women in overall development of the society. Engaging women as successful and rightful participant in development is not only important for the empowerment of girls and women but also the overall socio- economic development of the society. Rajasthan has for long been acknowledged to be one of the states' where women's low status is a cause of concern and successive State Governments have sought women's advancement in different spheres through legislation, development policies, plans and programmes. Cognizant of the need to ensure gender equality and equity, the Government of Rajasthan formulated and promulgated the State Policy for Women, 2000.

Yet, gender equality and equity nonetheless remain major concerns for the State and society due to the deeply embedded norms of patriarchy in the social ethos, which continue to hinder efforts to mitigate women's marginalization and to secure their entitlements in both private as well as public domains. Albeit the State has made strides in several spheres of development during the last few decades, the share of women in development has not been equitable. An objective analysis of gender-disaggregated human development indicators shows that women experience discrimination at every stage of their life and the lack of equitable access to quality healthcare, nutrition, education and other services contributes to their subordination and marginalization.

Based on a holistic analysis of women's issues and articulation of the State's response, the emphasis of the State Policy for Women, 2018 is on strengthening the agency and autonomy of women and creating an enabling and protective environment.

## Chapter 2- Situational Analysis

A Gender differential analysis of the various indicators related to socio economic development in the State clearly highlights the disadvantages that women faces in Rajasthan. Rajasthan has a total population of 68,548,437<sup>1</sup> . A substantial propotion of the population i.e. 32,997,440 are women, which is 48% of the total population of the State. This section captures gender differentials and develops a case on the importance of addressing this to create a gender equitable society.

In the State of Rajasthan the overall sex ratio has shown a slight improvement ,however the child sex ratio (CSR) in the 0-6 year age group continues to show a decline. The CSR has fallen from 916 in 1991 to 909 in 2001 to a dismal 888 in 2011 in the age group of 0-6 years . Census 2011 has indicated that Rajasthan has 32 percent girls married under the age of 18 years in comparison to the national average of 17 percent (0-4 years prior to census 2011).

Women's health and well-being throughout their life cycle remains a major concern. The under-five mortality rate (U5MR) and infant mortality rate (IMR) among females has shown a decline but due to neglect during infancy and early childhood it continues to be more in comparison with males. More females in rural as well as urban areas die in infancy and before reaching the age of five years than males. SRS, 2015 reported IMR of 47 per 1,000 live births among females in comparison to IMR of 40 among males and Under five Mortality Rate (U5MR ) of 56 per 1,000 live births among females in comparison to U5MR of 44 among males. The gender differentials have been evident consistently in both rural and urban areas.

Proper nutrition and timely healthcare can go a long way in improving the overall well being of women. Though improvement in terms of women's reproductive health indicators has been noted but persistently high Maternal Mortality Ratio (MMR), 244 per 100,000 live births (MMR Bulletin, 2011-13), reflects gaps in the access and availability of quality health care services for women throughout their life cycle. 63 percent mothers had ante-natal care (ANC) check-up in the first trimester of pregnancy, however only 9.7 percent mothers had received full antenatal care and only 17.3 percent mothers had consumed iron folic acid for 100 days or more when they were pregnant (NFHS-4, 2015-16). 27% women in the age group of 15-49 years had below normal Body Mass Index (BMI). 46.8% of women in the age group of 15-49 were found anemic in comparison to 17.2% of men who are anemic in the same age group (NFHS-4). This very well reflects on the lack of proper nutrition and timely health care for women in Rajasthan.

Rajasthan ranked the lowest among all the states of India in the Census 2011 in terms of the female literacy rate (52.1 percent) with significant differences among the districts (ranging from 32 % in Jalore to 57 % in Kota).Compared with the all India average of 64.6 percent, the State recorded 52.1 percent overall and below 50 per cent in 17 districts. Although female literacy levels have improved over the years, the gender gap persists with significant

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<sup>1</sup> Census 2011

differences among the districts and sub-populations. The trend can be noticed in the early years of the women. It is evident that girls are more likely to enter school than before they are still out-numbered by boys. As per the Elementary Education Report Card, 2015-16, the girls' enrolment has increased to 46.1%. Also, Annual Status of Higher Education in States and UT in India, 2016, points out that in terms of gender, the enrolment is skewed as 57.4% comprises males while 42.6 percent of females are enrolled indicating gender disparity.

There has been decline in work participation among females in comparisons to previous census. The work participation rate for Rajasthan stands at 43.6% overall and 51.5% and 35.1% for males and females respectively as per Census 2011. According to NFHS-4, percentage of women who worked in the last 12 months and were paid in cash, has reduced from 27.2% (NFHS-3) to 18.6% which is a matter of concern.

Women have been subjected to violence within and outside homes, a reflection of the gender based discrimination they bear throughout their life cycle. With social change and articulation of their identity, they have had to contend with newer and often more violent forms of subjugation. In the context of violence, the National bureau of crime records, 2014, states that the rate of crime against women during 2014 was 91.4. The State bureau of crime records, 2015 mentions that among the reported incidences of crime against women around 3,644 cases of rape, 463 dowry deaths, 4,813 cases on assault on women with intent to outrage her modesty, 14,383 cases of cruelty by husbands and relatives and 4,167 cases of kidnapping and abduction of women and girls. The alarming part is that these are the cases that have been reported, there might be many other instances where the crime was not reported. According to NFHS 4, 25.1 percent of ever married women had experienced spousal violence. These indicators are more pronounced among vulnerable women as elderly, disabled, women with physical and mental disabilities etc.

### **Chapter 3 - Efforts in the area of Women empowerment**

Rajasthan has in the past decades implemented various programmes and schemes to promote women empowerment and accelerate the state's progress towards gender equity. The pioneering work under the Women Development programme initiated in the eighties, Policy level work in the area of Women's policy and Girl Child Policy, creation of a separate Directorate of Women Empowerment under the Women and Child Development Department, drafting legislations for addressing Witch hunting and developing strategic action plan to make Rajasthan Child Marriage Free.

Health - National Health Mission implemented in the State of Rajasthan in the last decade has led to increase in the percentage of institutional deliveries, reduction in maternal and infant mortality rate and enhancing the access of family planning methods for the eligible couples. In terms of education, Government has initiated several scholarships at different levels and also has provided bicycles for girls to increase the access to higher education. Innovative schemes like transport vouchers were initiated to overcome economic hurdles in accessing education. Various National level programmes like Sarva Shiksha Abhiyan, Madhyamik Shiksha Abhiyan have been implemented strongly in the area of education to achieve the primary and secondary education objectives. Rastriya Kishor Swasthya Karayakram launched under the National Health Mission envisages to address the Health, Nutritional, reproductive health and mental needs through provision of adolescent health services through identified clinics and through development of peer educators network is implemented in ten identified high priority districts. Schemes like Weekly Iron and Folic Acid Supplementation Program (WIFS) and Menstrual Hygiene scheme (MHS) implemented across the state addresses the nutritional and reproductive health aspects of the adolescents.

Social Security - The Bhamasha Scheme aims at making the women independent and generate a sense of security that empowers the women to access various schemes and programmes of the Government without any hurdle. The Bhamasha Insurance scheme helps women and family members to tide over the economic hurdles caused by illness and diseases.

Empowering Adolescent girls In empowering girls and addressing gender based discrimination, schemes like SABLA and Kishori Shakti Yojana to reach out to out of school adolescent girls and providing them an avenue to access information related to health, nutrition, life skills and opportunities for non formal and vocational education is being implemented.

Addressing declining childsex ratio - To address sex selection and girls' education Directorate of women empowerment has spearheaded the implementation of Beti Bachao Beti Pado Scheme in 14 districts of the State. The landmark scheme of Rajshree Yojana was launched to enhance the value of the girl child survival, health and education was implemented from 2016 onwards. The scheme provides financial assistance to the girls at clear cut intervals linked to the critical milestones in the area of health education.

Child Protection - Protecting the Rights of a child is an important factor in ensuring an holistic growth of the child. The Integrated Child Protection Scheme (ICPS) aims to create a protective environment for children and contribute to the improvement in the well-being of children in difficult circumstances, as well as to the reduction of vulnerabilities, situations and actions that lead to abuse, neglect, exploitation, abandonment and separation of children. Aapki Beti Yojana, a Rajasthan Government Scheme provides cash incentive to girls enrolled in class 1-12 of BPL households who are orphans or have one surviving parent. Mukhya Mantri Hunar Vikash Yojana” started in 2011-12 focuses on providing higher education/skill building programme to beneficiaries of Palanhar Yojana and children staying in Institutional Home (Government and Non Government running Institutional Home). The State is providing skill development programmes for the children 17 years to 21 years. Several welfare schemes have been initiated by the Department of Social Justice and Empowerment for young women who want to work and widow like Financial assistance for marriage of daughters of widows, Financial assistance for widow remarriage etc. In order to make them economically independent, several skill development trainings by Department of Women and child development, Rajasthan State Livelihoods Development Corporation have been initiated.

Women Protection - Rajasthan in order to address the violence against women has established Mahila Suraksha Evam Salah Kendra (MSSK) in every police district to address cases related to gender based discrimination and violence against women. At the District level institutional mechanisms has been strengthened to discuss and deliberate the actions taken to address the violence against women through the constitution of Zila Mahila Sahayata Samiti chaired by Zila Pramukh. Aparajita , one stop crisis center, which was initiated in one hospital in Jaipur has been now scaled up to 14 District hospitals to provide counselling and rehabilitation for victims of violence against women.

Apart from strongly implementing the various Gender related legislations , Rajasthan State also has taken the initiative in passing of landmark legislations to address harmful practices like Witch hunting called “ The Rajasthan Prevention of Witch Hunting Act, 2015” Apart from the Act , the Rules for the Act was also framed by the Government. Further in order to execute the strategy of community partnership, "CHIRALI: Friends Forever" - a scheme to constitute Community Action Groups encouraging community involvement in curbing violence against women was launched in 2017.

Rajasthan is one of the early states which had attested and started the process of Gender Budgeting in its planning stage. The government of Rajasthan produces Gender Budget Statement (GBS) with its annual budget on part of GRB in the state. Women and Child Development Department is the nodal department that anchors the process of Gender Responsive Budgeting and co-ordinates with all the departments that the Gender Based Planning is undertaken in the Budget process of each of the Department.

Many initiatives have been undertaken to empower the girls and women in the State in the area of education , health , economic and legal rights. Yet the age long patriarchy and traditional mindset fuels the State to take a fresh look at the implementation of the various



programmes and ensure that Gender equality is achieved in all domains. A vicious circle of poverty, patriarchy and lack of adequate awareness have resulted in exclusion of women from social, political and economic spheres. In addition, neo-liberal globalization driven economic scenario has presented new challenges for the realization of the goal of gender equality. Therefore, this is an opportune time to relook at the existing policy (including programmes/schemes) initiatives, as the major state efforts to reduce gender gaps have hitherto met only partial success. The State Policy for Women is an instrument to hasten the process of women empowerment through a renewed policy framework and stronger implementation steps to achieve gender equality.

## **Chapter 4- State Policy for Women**

### **Vision**

Envision a society , where all women, girls, men and boys are treated with equal dignity and respect, have equal oppurtunities in the area of social, health and economic development, has access to political participation and decision making and free from all forms of gender based violence.

### **Objectives**

**The objectives of the State policy for women are -**

- To create a conducive and enabling environment for holistic development of women and girls through inclusive approach and positive economic and social policies.
- To ensure equal access quality health care, education and employment and avail entrepreneur opportunities
- To enable women to participate equally in all platforms of Governance and strengthen their decision making power
- To address and prevent harmful practices that hinder the survival , progress and prosperity of girls and women
- To strengthen the legal systems to reduce all forms of violence and discrimination against women and girls
- Engage with boys and Men on issues of Gender equality and mobilise their opinion and action to facilitate the creation of a gender equitable society
- To mobilise Communities and Civil Society to create a supportive environment towards protection and development of girls and women of the State.
- To ensure inter departmental coordination for effective implementation of the policy
- To ensure that gender disaggregated indicators are captured and decisions are made to ensure that the programmes delivered achieve the objective of gender equality

**Guiding principles - The main guiding principles of the policy are-**

- Equality and Equity
- Addressing Patriarchal norms
- Life cycle approach
- Human rights approach
- Inclusion
- Participation
- Regional and cultural diversity
- Reaching out to the most vulnerable

## **PRIORITY AREAS AND POLICY DIRECTIONS**

Taking cognisance of the prevailing situational analysis and building on the efforts undertaken by the State Government, the Women's Policy would take a critical look at the various thematic priorities and give policy directions to achieve Gender equality in the State. The State Policy for Women, 2017 would draw upon the progress achieved on the basis of the previous State Policy for Women, 2000 and also will strengthen the linkages with existing policies and strategic action plans that have been developed in the last five years in the State. In all the thematic areas, the principles of inclusiveness, Rights based approach and the life cycle continuum will be basis for the various strategies.

### ***I. Birth, Survival, Health and Nutrition***

***Thematic policy statement – Ensure survival of girls, create an enabling environment to promote health and wellbeing of the girls and women and address barriers that discriminate their access and utilization of health and nutritional services.***

#### ***Actionable Points***

The points have to be in third person and in full sentences

##### **a. Declining Child Sex Ratio**

- Strong Implementation of the PCPNDT Act to stop sex selection in the State.
- Build capacities of health service providers and other frontline workers of health and women and child development department on provision of gender sensitive health services.
- Engage with communities and families on enhancing the value of girl child in the society by celebrating the birth of girl child and ensuring their survival and holistic development
- Focused Communication campaign tailor made to various stakeholders on the value of the girl child and gender equality .
- Implementation of Cash incentive schemes that has improved outcomes in terms of health and education of the girl child
- Strong engagement with medical professional associations to regulate and prevent professionals indulging in sex selection
- Facilitate convergence between the various departments through Taskforce mechanisms.
- Implementation of National programmes like BBBP in priority districts where the CSR is very low

## **b. Health Care and Welbeing**

- Address the maternal and newborn mortality in the state and provide emphasis on those geographically areas that are challenged by terrains , lack of basic infrastructure and services.
- Promote Rights based Client friendly health services at the health facility and community level
- Enable women to exercise informed choices in exercising their reproductive rights through safe, affordable, effective and accessible methods of contraception / family planning methods.
- Provide women with access to quality and safe abortion services, including the management of complications arising from unsafe abortions
- Strengthen the referral transport system for both the mothers and the newborns to the health institution for assured services
- Ensure follow up of the newborn ,especially girl child , till the age of 6 and ensure that all services are assured and utilised for the health of the child.
- Documentation and dissemination of Women’s traditional knowledge about health care and nutrition
- Provide gender sensitive services at the health facilities to those women affected with violence
- Increase in access to Mental Health Services to women in both Rural and Urban settings
- Provision of health care to post-menopausal and elderly women
- Ensure the participation of women in the planning and monitoring of the health services at the facility and community level
- Review of the health and reproductive health programmes to make them more inclusive and devising strategies to increase the access of women on various reproductive health services including maternal and RTI/STD services
- Adopt a policy for mandatory and accurate reporting of maternal deaths irrespective of whether the deaths occur in public or private health facilities, homes, or on the way to a health facility and establish a system for effectively monitoring the delivery of transparent health-care services
- Ensure provision of adolescent friendly health services in the public health institutions in the state
- Increase the access to family planning methods for married adolescent girls to delay first pregnancy
- Focused attention to be given to the women affected by both communicable and non communicable diseases
- Health system data to be strengthened to provide gender disaggregated data in terms of the utilisation and outcome of the services

**c. Food and Nutrition:**

- Widespread nutritional education including inputs related to food processing be disseminated to address the issues of intra-household imbalances in nutrition and balanced diet. Schemes and programmes promoting kitchen gardens be implemented.
- Promote Community Management of Acute Malnutrition to address the gender disparities related to the nutritional needs of girl children
- Implementation of maternity benefits under the National Food Security Act (NFSA), 2013.
- On a campaign basis provisioning of ration cards in the name of women as the head of the household, mandated in the NFSA, 2013.
- ICDS to be strengthened to effectively reach out to the vulnerable girls and women especially in the tribal and desert regions.

**II Education and Training:**

***Thematic policy statement – Ensure equal opportunity for quality inclusive education, training, Vocational training, to girls and women of Rajasthan***

**Actionable Points**

- Special measures to eliminate discrimination, universalize education, eradicate illiteracy and create a gender sensitive educational system.
- Strengthen existing Early childhood care and Education in the Integrated Child Development and establish links with primary schools
- Concerted effort to increase enrollment and retention rates of girls in schools and strict implementation of Right to Education Act (2010).
- Reduction of gender gap in secondary and higher education by addressing dropouts and also linking the girls with various schemes to pursue higher education.
- Provide free education up to graduation for girls who are under the BPL category.
- Ensure Quality education in all Government schools be a priority of the Education Department.
- Public Private Partnership opportunities to be harnessed to improve the infrastructure, curriculum transaction and availability of teaching aids.
- Prepare strategy to retain children in schools and tap out of school adolescent girls and re enroll them in schools.
- Strengthen Kasturba Gandhi Vidyalaya and promote life skills programme in the KGBVs
- Revamp Open School system in the State by including special schemes for out of school adolescent girls to continue their education
- Provide scholarships for girls to access technical and skill based education after higher secondary/senior secondary

- Provide access to bank loans and other financial schemes for girls from poor socioeconomic background to continue higher education Create Gender sensitive environment in the schools to promote gender equality and address Gender Based discrimination. Grading system of schools to be initiated to enhance the quality of Gender sensitiveness in the schools.
- Integration of gender and social equity concerns in all the training programs including teacher training programs.
- special focus on girls and women from marginalized and vulnerable sections like differently abled, tribal, dalit, minorities and other excluded groups in Vocational and skill training.
- Strengthen programmes related to continuing literacy for the illiterate women and use Atal Seva Kendras for continuing literacy classes
- Integrate the life skills and gender sensitive laws into the education curriculum till 12<sup>th</sup>
- Enhance the residential facilities for girls in tribal and desert areas for them to continue their education
- Increase the access of the girls to various schemes that will provide them financial support to travel the long distance to the schools and colleges.
- Strengthen the School Management Committee and increase the engagement of the parent teacher associations to address the girls drop out especially in the secondary and higher secondary level
- Strengthen the District Education System to track girls who are dropping out from the school and develop quarterly dashboard indicators related to enrolment, retention and drop out in a section wise manner.
- Provide an environment to girls which are Zero tolerance to violence in the educational institutions
- Develop protocols and standards to ensure safety and also establish mechanism for grievance addressal. Establish block level resource centers in identified panchayats and provide training to the girls on soft skills on the basis of the geographic area needs:- tailoring , IT , jewellery and beauty parlour etc.
- Integrate self defence courses and programmes for girls in the school education
- Adequate and need based capacity creation of girls' hostels for education at all levels including hostels for those undergoing coaching/ vocational skills.
- Undertake regular gender audits of the school environment and integrate the inputs to strengthen the quality of education and supportive environment in the schools check the language

### ***III Livelihood/ Economic Empowerment***

***Thematic policy statement – Facilitate a enabling environment for women and girls for skill development, employment and entrepreneurship to fully realize their potential***

#### **Actionable Points**

- Revision of Rajasthan tenancy act and the land laws in order to guarantee equitable rights for
- Special laws and guidelines for Domestic Workers, 90 % of whom are women are also one of the most vulnerable workers in the informal sector, be registered and be provided with housing and other facilities, along with the employer be regulated for the implementation of the Minimum wages law.
- Expand Micro credit facilities to both urban and rural poor women.
- Measures to make all benefits of training accessible to women in agriculture and allied sectors.
- Special protection to be ensured for working women in night shifts including safe transportation and mobility services.
- Implementation of "*same work-same wages*" in all sectors .Crèche facilities are to be made available at all work places and public places for children of working mothers including home based workers.
- Develop schemes at all levels to provide respectable family pensions to widows and preference for educational opportunities and Jobs.Increase access to financial credits for the Self Help Groups and entrepreneurial access be strengthened for the members of the Self Help groups.
- Facilitate for professional education through government and semi-government institutions to dependants of prisoners undergoing punishment for more than 7 years .

#### **3. Formal Sector**

- Encourage skill building departments to undertake special drives for skill building training for young women in the community and institutions like shelter homes, short stay homes, prisons etc
- Create dedicated units at RSLDC to promote and monitor women skill development and job linked training.
- Promotion of subsidies and incentives for self employment and entrepreneurship opportunities for young girls and women.
- Expand the scope of skill trainings under the Rajasthan Skills Livelihoods and Development Corporation to include more opportunities for young girls and women
- Promote non conventional trades among the curriculum in the higher secondary schools and in the higher education

- Encourage entrepreneurship initiatives and start up initiatives

#### **4. Informal Sector**

- Simplify the banking and financial related procedures and increase the access of women to the various financial services for pursuing entrepreneurship opportunities.
- Access to opportunities ,trainings and financial assets to transform members of SHG groups , members of women co-operatives and other women federations as entrepreneurs.
- Address gender stereotypes in the area of training and skill building opportunities related to the various schemes of the agriculture department and other departments.
- Increase the access of women farmers to newer technologies related to farming
- Develop and promote resource centers at the block levels to disseminate knowledge and provide training related to farming and other income generating activities
- Provide and establish crèche facilities at the workplaces for the women who work in the informal sector
- Train Female/male Extension Workers to meet the Specific Needs of Female Farmers and also to provide services at the village level
- Recruit and Train Female Extension Workers for providing the various services in the agriculture sector
- ***Special Courses and Schemes*** (As a long term measure there is need for (i) specific courses on gender and agriculture/forestry/fishery for inclusion in graduate programmes. This should be included as a stream of specialization at the postgraduate level; (ii) a special schemes to include women agriculture graduates as extension workers. These women extension workers should further promote development of women workers in agriculture; (iii) promoting girls to study agriculture at school and college level.)
- Strengthen the women's groups understanding related to the impact of climate change on agriculture and other farming practices.
- In view of in and out migration , State to provide requisite support services for women and girls both at the origin and destination of the migration
- Engage with the Agricultural universities in the State to provide outreach services tailor made on the requirements of women farmers and also to promote research in the area of agriculture and horticultural practices that suit women farmers.

#### ***IV Political Empowerment:***

***Thematic policy statement – Facilitate the promotion of gender sensitive institution and operational frameworks to place gender interest at the core of governance and create an enabling for women participation and leadership in decision making of the State.***



## **Actionable Points**

- Develop mechanism to sensitise the candidates running for elected representative posts on Gender and Gender related issues by the State Election Commission.
- Gender sensitisation of the elected representatives, Chairpersons and Members of various State commissions and other statutory boards.
- Regular sensitization programmes to be organised to panchayati raj and rural development functionaries.
- Regular Jan Samwad to be State Women Commission to organised in the districts on issues related to girls and women and address these issues in partnership with District Administration
- Designate some of the gram sabhas as Mahila sabhas at the gram panchayat level for discussions on issues related to girls and women.
- Ensure membership of women PRI members in all the societies and committees that are being constituted under different programmes of the Government
- Strengthen the role of the women PRI members and elected members in the execution of national programmes and schemes like Swatch Abhiyan , Beti Bacho Beti Padha etc.
- Revise and adapt school and college curriculum to incorporate activities that would promote girls'leadership so that they can take up greater and meaningful roles when they become adults.
- Build capacities of the elected members to address issues related to harmful practices like sex selection , child marriage and violence against women
- Special awards and recognition to be given for female headed gram panchayats and political constituencies to encourage them in their work.
- Include gender responsive governance in gram panchayat development plan.

## ***V Safety, Security and Protection***

***Thematic policy statement – Promote gender sensitive strategies and actions by effectively implementing laws and provisions addressing discrimination and violence against girls and women.***

## **Actionable Points**

### ***a. Violence against women:***

- Counseling services be provided in all the educational Institutions, hospitals, police stations and any other institutions in need of such services.
- Establish One stop crisis centers in all the district hospitals of the state to provide counselling , services and referral to the victims affected with gender based violence
- Extend support to programmes and institutions like Mahila Desk, Mahila Suraksha evam Salah Kendras and Zila Mahila Sahayata Samitis, should be included as part of confidential report of various Government functionaries.

- Strengthen the women's desk as women and children's desk, with trained staff and equipped office.
- Ensure equal participation of Government organisations, Non Government Organisations and Civil Society Organisations in all monitoring mechanism
- Ensure adequate representation of women in the police and related departments at all levels.
- Design and execute gender sensitisation programmes for all the functionaries of the Home , Social and Empowerment Justice and other aligned departments.
- Develop gender friendly Police stations so that the grievances are adequately filed and dealt with in a gender sensitive manner
- Generate awareness regarding all laws safeguarding the dignity and autonomy of women.
- Prepare strategy to eradicate completely all forms of human trafficking and protect human rights of women forced into sex work and prostitution, rehabilitation with restoration of dignity should be provided as a sustainable option.
- Promote decriminalisation of Sex work and establishment of mechanism to address the psycho social and health needs of the women who are involved in Sex work.
- Rehabilitate victims of violence. Counseling centers be established to help victims of violence.
- Strong implementation of the gender related legislature
- Undertake gender audits on different sectors to ensure the safety and security of girls and women. Eg. Transport , Home , Education etc..
- Develop smart Cities to integrate gender friendliness in all the interventions related to the smart city programme
- Design/strengthen the programmes addressing elderly women so as to ensure their safety and security .
- Create and establish community action groups at the gram panchayat level to debate , deliberate address and refer issues related to safety and security of women in the panchayats

***b. Social Empowerment:***

- Special measures and guidelines to be issued to address the menace of kangaroo courts run by the village, jati and *khap* panchayats including unconstitutional diktats relating to honour crimes and honour killings.
- Efforts be directed towards developing scientific temper to curb irrational anti - gender practices based on blind faith ( eg. the notions of *dayan*).
- Innovative use of technology/media to educate society towards changing the mindset.
- Women's participation is ensured in the planning, delivery and maintenance of such services.
- Prohibition of establishments or individuals selling liquor near or within residential settlements (villages, mohallas, colonies etc.)

- Conduct Media literacy drives so that they are motivated to specifically challenge the demeaning, degrading, negative and conventional stereotyping of women and encouraged to portray positive images consistent with human dignity of women.
- Strengthening all democratic practices and principles with all organizations and institutions that govern everyday life. (eg. family, courts)

### ***c. Environment, Water and Sanitation***

- Strategy to be developed for Safe and potable drinking water be available within reach of all households and institutions especially in rural areas.
- Measures are in place for adequate sewage disposal.
- Attention in environmental policy planning through Women's indigenous knowledge about ecology and environment.
- Create awareness and focus on the use of Renewable energy like solar power, biogas.

### **d. Climate Change, Disaster and Calamities**

Health like all other basic rights is governed by a range of economic, social and political factors. For vulnerable communities, especially marginalized women, the intersection of gender inequality with climate risks results in exacerbation of vulnerabilities; having consequence on the access, availability, affordability, quality etc. with respect to their right to health. Policies and Programmes will be designed for addressing the needs of women affected by climate change and natural disasters.

- Integrate Gender specific interventions in the Disaster Prevention and Management Plans. Critical Departments to have separate desk for integrating the Plans related to prevention and management of the Disaster with specific focus on the needs of girls and women.
- Promote Women's collectives by the government and other agencies to combat climate change
- Women's limited access to resources, restricted role in decision making and over their rights make them highly vulnerable in terms of their health in the context of climate change. The threat climate change poses on the food security of excluded communities, coupled with the underlying social causes affects women disproportionately resulting in less calorie intake, micro nutrient deficiency multiplying their socio-economic vulnerabilities manifold.

### ***d. Law and Justice:***

The state shall commit itself to the **protection, reparation and rehabilitation** of all women - the common law-abiding, those in conflict with law and those offended against- by invoking appropriate laws and through institutions of justice and law enforcement.

- Ensure that the Criminal justice system is made more gender sensitive and responsive to women's needs especially in cases of domestic violence and personal assault.

- Endeavor to review various laws relating to offences against women on order to make them (a) more deterrent and stringent for the potential offenders; (b) supportive, protective and simple to apply for women in general; and (c) less susceptible to misinterpretation and preventing misuse, with punishment commensurate to the crime.
- Organize regular/periodic training and gender sensitization programmes for the functionaries of police, judiciary and other legal fraternity by bringing them all together at local, district and division levels and facilitate their interaction with women social organizations reputed for their service on gender issues.
- Setting up of fast track courts to try cases of violence against women will be timebound. It will also consist of setting up of dedicated courts and appointing appropriate number of prosecutors for the purpose. Guidelines shall be issued in respect of lodging of FIRs, making enquiries, conducting investigations and filing of charge-sheets with a view to avoid disaffection and delay at the vital initial state of proceedings in such cases.
- Facilitate that the Personal laws are reviewed by the communities themselves in a gender justice perspective. There be a provisioning of an optional code, whereby couples have the option of having the marriage under the particular religious code or a common code.
- Special Marriages registration be revised to prevent public display of names of those getting married or be sent to parents, as done by the Delhi Government.
- Promote provisioning of alternative systems of redressal and justice within a constitutional and judicial framework.
- Assume responsibility for providing protective environment in courts and a secure transit to and from jails to all women involved in court cases. Witness protection will be assigned top priority both in law and in practice.
- Assigned specific tasks Appropriate Institutions shall be for the envisaged reviews of laws relating to the protection of women's right under civil and criminal law and for framing protocol/ guidelines for victim and witness protection in all matters of gender discrimination and atrocities against women.
- Draw guidelines in a consultative manner for the safety and security of women and girls employed in different types of companies and various private and public enterprises . Any violation of such guidelines shall be viewed seriously.
- Lead the awareness activities on the various Gender related legislations at the community level and partner with respective Government departments to strengthen the implementation of these laws by State legal service authority
- Strengthen the implementation of the Child Protection laws and implement the JJ Act in all its letter and spirit.

## **X Housing, Shelter and Asset ownership**

**Thematic Policy Statement – facilitate an enabling environment for women and girls to access and control over assets, housing and shelter through legislation and administration measures.**

## Actionable Points

### a. Housing and Shelter

- Priority shall be given to incorporate gender perspective in policies and planning related to housing, colonies and shelters in rural and urban areas.
- Develop schemes and programmes on providing safe, adequate and affordable housing for women in urban areas including single women, homeless, migrants, women head households, workingwomen, students etc.
- Improve the living conditions in the State run temporary or permanent shelter homes for women survivors of domestic violence, witch hunting and other forms of violence.
- Ensure adherence to standard protocols and guidelines by the various shelter homes , juvenile homes and children homes to adequately address the needs of the girls and women
- Enhance the conditions and provide resources for those homes, where girl children with physical and mental disability are provided shelter. Reproductive health services to be provided for girls who live in these homes.
- Universalization of the Centre and State run schemes that provide house and housing loans in the name of the women.

### b. Asset Ownership

- Involve financial institutions to provide credit support to women and women's groups to increase the opportunities of assets ownership by women
- Support women's groups for agriculture and horticulture purposes by providing land leases at nominal rates.
- Integrate special course on land rights of women and related laws and judicial decisions in the training curriculum of the State administrative services and revenue services officers at the entry
- Orient different stakeholders on land literacy including entitlements and property rights of women
- Prioritise to provide benefits to all vulnerable women under housing and land ownership programmes through appropriate definitions.
- Ensure inheritance rights of women and reflect the inherited rights in land records.
- Undertake legal literacy awareness among the community to make them aware on the legal entitlements of girls and women.

## XI Girls and Women with Special needs

*Thematic policy statement – promote inclusion of girls and women with special needs by mainstreaming them with the existing schemes, programmes and institutions further develop new schemes.*

By girls and women with special needs the policy includes orphan girls, girls and women with physical and mental disabilities, single women, female sex workers and transgender

## **Actionable Points**

- Give high priority to the overall development (care, protection and education) of young orphans and abandoned girls
- Strengthen existing programmes under formal and informal schooling for encouraging girls and women with special needs.
- Mobilise out of school adolescent girls at the village level and provide platform for them to strengthen their social, health and financial assets. Establish linkages for out of school adolescent girls with various skill related opportunities and informal education.
- Design/ strengthen the existing programmes for the girls and women who are rehabilitated under the shelter homes and short stay homes
- Focus on promoting adolescent girls collective to address issues of girls and women with special needs
- Support homes where girls with special needs are rehabilitated to address their sexual and reproductive health issues.
- Facilitate skill development drives and special income generating courses for girls and women with special needs
- Expand the women's collective and SHG framework to include women with special needs, transgenders, female sex workers etc.
- Design special programmes for children of women who are socio economically backward, sex workers, women who are conflict with law and women who are affected with sexual violence
- Protect women, through strong enforcement of law, who are affected by social ostracisation and boycott by the community terming them as witches and demons.
- Increase the access of women with special need to self employment and other skill related opportunities to ensure livelihood security
- Encourage ownership of assets particularly land and housing for women with special needs.
- Strengthen institutional structures at the government and community level to prevent trafficking of girls and women

## **XII Engaging men and young boys**

*Thematic policy statement – Gender equitable society should ensure that every one including men and boys are sensitized on gender principles and they should also be ambassadors to ensure that every girl and women are treated with dignity and respect in the society*

## **Actionable Points**

- Engage with men's collective and boys groups to deliberate on issues of gender stereotypes, roles and the need to be gender sensitive.
- Integrate gender sensitive curriculum in the training programmes related to Men and young boys groups especially NYKS

- Under take research on Men and young boys in making a gender equitable society and integrate the findings into programmes that revolves around Men and Young boys
- Provide Men and Young boys with information , skills and encouragement through adequate platforms for them to be more sensitive , responsible and respectable towards women and young girls
- Men and boys to increasingly involved in campaigns related to ending violence against women and harmful practices
- Integrate gender sensitive elements into the curriculum in the education sector to inculcate gender equality

## **Chapter 5. Operationalisation of Strategic Action points**

### **1. Action Plan Development**

In order to facilitate the operationalisation of the policy, comprehensive action plan will be developed that touches upon across various sectors in the State. The Action plan will contain strategies and activities which will be implemented at short, medium and long term. Short term action plan will focus on the activities and deliverables which will be implemented within first two year of launch of policy. It will primarily focus on soft activities and strengthening the existing mechanisms to deliver gender equitable programmes. While the medium-term action plan will focus on the activities & deliverables which will require 3-5 years of implementation and involves policy decisions, change in existing systems and allocation of budget. The long term action plan will focus on those activities which either require significant inputs/ changes or those social practices which requires sustained long term efforts. The indicators will be also developed to monitor the progress of action plan & regularly its progress will be monitored.

### **2. Intersectoral Convergence**

In order to ensure effective implementation of the policy, developing efficient coordination mechanism for convergence is very important. Hence, a mechanism will be developed to facilitate intersectoral convergence at both State and field level. All the concerned department & stakeholders will be involved to ensure effective coordination and optimum utilization of existing resources & meeting the women's need holistically. Existing mechanism for intersectoral convergence will be also strengthened.

### **3. Gender Responsive Budgeting**

Gender responsive budgeting is a very important tool to promote gender mainstreaming and monitoring the allocation of financial resources for women's development & addressing their need. In the state, gender responsive budgeting has been implemented and based on the learning, the process of the gender responsive budgeting in the state will be strengthened. The Department of Women and Child Development in co-ordination with Department of Planning would steer the process of Gender Responsive Budgeting. Departments will be made accountable and responsible for reporting on critical deliverables that promote Gender Responsive Budgeting.

### **4. Gender Mainstreaming**

Gender mainstreaming is an important strategy to promote gender equality. It ensures that gender perspective is included in all stages of policy & programmes development and implementation with an aim to combat gender based discrimination. A plan will be developed to integrate gender perspective in all stages of relevant policy & programmes development and implementation by different stakeholders. The progress of gender mainstreaming in different departments will be regularly monitored.



District Action Planning undertaken in all the districts every year would have Gender elements mainstreamed into the Action Plan.

#### **5. Gender Disaggregated Data**

Availability of gender disaggregated data is very important to understand existing challenges and identify vulnerable groups. It will also help in monitoring the progress of policy and different initiatives. The need of gender disaggregated data in different areas will be listed and existing data sources will be mapped. Data gaps will be identified and a strategy will be developed to generate the Gender disaggregated data. Department of Women and Child Development will co-ordinate with Directorate of Economics and Statistics to generate reports of all the sectors with gender disaggregated data

#### **6. Knowledge Management through Evidence Generation and Desk Review**

In order to facilitate evidence based policy making and identify existing gaps, evidence generation will be integral part of the policy implementation. Existing evidences & data will be reviewed and analysed & gaps in the same will be identified. An action plan will be developed to address the existing gaps. Both quantitative and qualitative studies will be undertaken to generate evidences. Besides that, data generated through existing surveys and studies will be regularly analysed & policy briefs will be also developed.

#### **7. Advocacy**

In order to create enabling environment for women and to address structural issues, advocacy will be undertaken with concerned stakeholders. Existing barriers in empowerment & protection of women's rights will be identified and advocacy will be undertaken to address the same. A comprehensive advocacy strategy will be developed to ensure that all the concerned stakeholders are reached. Coalition and network with like-minded organizations will be also developed to undertake advocacy on issues pertaining to women and to create enabling environment.

#### **8. Community Involvement**

The patriarchal norms and traditional norms that fuels gender inequalities needs to be addressed effectively in order to develop a gender equitable society. In this context , State Government will take steps to involve community members in the various community level structures of the various programmes of the Government. Civil Societies participation will be encouraged to share Gender related concerns and also to articulate the voices of the community in the various platforms of the Government programmes and institutional mechanisms.

## Chapter 6 - Partnerships

This policy is essentially dynamic and progressive in nature as the environment within which it shall operate is ever changing. The implementation of the State Policy of Women needs to be observed with a *Horizontal and Vertical Coordination*. As every sector has a role to play in the care protection and the empowerment of girls and women, it is important that concerted actions are planned across different departments and sectors, from the State to the Panchayat level.

The various partners in implementing the Women Policy are -

*Government of Rajasthan:* The State Government in collaboration with civil society organizations, including the NGOs, and development partners, will work towards strengthening the capacities of the families and providing essential services in the interests of the girl child. The important departments will be the following

- i) Women and Child Development
- ii) Medical, Health and Family Welfare:
- iii) Education
- iv) Social Justice and Empowerment:
- v) Home
- vi) Panchayati Raj and Rural Development
- vii) Urban Development, housing and Local Self Governing Institutions.
- viii) Food and Consumer Department
- ix) Agriculture and Revenue Department
- x) PHED
- xi) Law and Justice
- xii) Forest and Environment
- xiii) Transport
- xiv) Industries
- xv) Planning
- xvi) Labour and Entrepreneurship Development

*Panchayati Raj Institutions:* As institutions of the state that are the closest to the communities, they will provide support to families through development interventions, including schemes targeting poor and marginalized households and girls, undertake activities that highlight gender differentials in different spheres, raise public awareness of the entitlements of girls and women, facilitate delivery of basic services, and social audits. The Gram Panchayats, in particular, shall monitor the coverage and quality of essential basic services for women and girls. It shall also facilitate engagement with communities to highlight the value of the girl child and dignity of the woman. In this process, they shall take the leadership in mobilizing communities on social issues concerning the girl child and motivate communities, households, women and girls.

*Private sector:* In view of its growing role as a provider of basic services, notably health and education, the private sector will be expected to conform to the provisions and ethical

standards articulated by the existing national and state laws and policies, and contribute resources for interventions promoting the well-being and entitlements of girls and women.

*Academia and research organizations:* Pro-active engagement with the academia and research institutions shall be sought for developing the knowledge base on the situation of girls and women in different contexts, the factors that determine their well-being and entitlements, and effective ways of working.

*Rajasthan State Commission for Protection of Child Rights (RCPCR):* Besides functioning as a grievance redressal mechanism for children, the RCPCR will contribute to the implementation of this policy framework by systematically disseminating it widely, monitoring its implementation, conducting good quality researches and documentation on its various aspects, and serving as the for Government and civil society dialogue and collaboration.

*Rajasthan State Commission for Women (RSCW): Strengthening Women's Commission:* One of the key agencies that would support in monitoring the policy would be the State Women's Commission, since the primary role of the State Commission is to “ examine and intervene into discriminatory practices adversely affecting women and “formulate comprehensive and affirmative schemes for securing equal opportunities for women along with devising programmes for implementing such schemes”. As such the State Women's Commission needs to be strengthened. Sufficient Budgetary allocations need to be earmarked for the diverse roles which would include adequate and trained Human Resource personnel, well equipped office infrastructure with sufficient computers, telephones and its own vehicle among other requirements. A well-equipped Women's commission would facilitate efficiency in its work.

*Partnership with the civil society:* It is envisaged that several organizations working at the community level and engaging with the State institutions shall contribute their strength in awareness building, advocacy and social mobilization, capacity development of the stakeholders, including girls, women and other members of local communities, developing the knowledge base, innovating good practices, and monitoring the situation.

*Families:* As primary duty bearers and repositories of social values, they are expected to provide care, protection, nutrition, basic values and education, which are the critical inputs for the realization of girls' rights.

## **Chapter 7 - Institutional Mechanism**

Rajasthan State Policy for Women needs a robust institutional mechanism to plan, implement, monitor and review and to achieve the envisaged impact under the policy. As the components of the Policy cuts across various sectors and many of the action points requires Policy decisions , the institutional mechanism needs to reflect the seriousness and the intent to make the policy objectives a reality.

**Annual state-level review:** At the highest level, the State Mission for Gender Equality Chaired by the Honourable Chief Minister of Rajasthan shall review the implementation of Women's policy on an annual basis in each year. The State Mission will comprise of the Ministers for Health, Women and Child Development, Education, Panchayati Raj and Rural Development and Home and all other relevant Departments, the Chairperson of the Rajasthan State Commission for Women, the Chief Secretary and the Principal Secretary and the Secretary of the Department of Women and Child Development. The Principal Secretary of the Women and Child Development would be the convenor of this Task force meetings under the guidance of the Minister of Women and Child Development.

**Six Monthly review:** The State Task Force for Care and Protection of Girls and women, constituted by the Government of Rajasthan and led by the Chief Secretary, shall monitor progress against verifiable indicators, review the impediments to departmental/sectoral progress, and accelerate action in districts, blocks and gram panchayats with the most adverse and/or very significant decline in the child sex ratio. The State Task Force has among its members, the Additional Chief Secretaries and Principal Secretaries for the Departments of Panchayati Raj and Rural Development, Social Justice and Empowerment, Home, Finance, Medical, Health and Family Welfare, Women and Child Development, School and Sanskrit Education, Department of Public Relations, Member Secretaries of the Rajasthan State Commission for Women and the Rajasthan State Commission for Protection of Child Rights, representatives from districts (District Collectors), development partners, NGOs and the Indian Academy of Pediatrics (IAP) Federation of Gynaecologist Society of India. The Principal Secretaries of the appropriate Departments shall guide the implementation of departmental strategic action plans.

**Quarterly Review:** Once in a quarter, the review of the women's policy implementation will be undertaken under the chairpersonship of Principal Secretary, Women and Child Development in the presence of the secretaries/directors of the various departments . In this meeting , the action plan of the various departments will be discussed and the progress will be submitted to the committee headed by Chief Secretary.

Monthly Review will be undertaken by the Commissioner of Women Empowerment in the presence of the officials from the women empowerment and development partners. Women Empowerment will be the nodal agency for co-ordinating all the activities related to the Women's policy implementation.

*At the District level Monthly district-level review will be undertaken by the District Collectors:* The District Collectors shall lead and coordinate action of all departments through district-level officials (DLOs). They shall also undertake monthly review of the progress of the implementation of the State Women’s policy as part of the committee which reviews the Child Marriage Strategic Action Plan and the State Girl Child Policy.