Rajasthan State Policy for Women, 2018
(Draft)

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List of Abbreviations

ANC – Ante natal care
BPL – Below poverty line
BBBP – Beti BachaoBetIPadao
CSR - Child Sex Ratio
CEDAW – Convention for elimination of all forms of discrimination against women.
ICPS – Integrated child protection scheme
ICDS – Integrated child development scheme
IMR- Infant mortality rate
IMIS –Integrated Management Information System.
NFHS- National Family Health Survey
NFSA- National Food Security Act
NFHS – National Family Health Survey
NCC – National cadet corps
NSS – National service scheme
MMR- Maternal Mortality rate
MHS – Menstrual Hygiene scheme
MTP – Medical Termination of pregnancy Act, 1971
MSSK – Mahila Salah EvumSurakshaKendra
PCPNDT- Pre – Conception and Pre Natal Diagnostic Techniques Act, 1994
PRI – Panchayati Raj Institute
PWDVA – Protection of Women from Domestic Violence Act, 2005
RSLDC – Rajasthan Skills Livelihoods and Development Corporation
KGBV – Kasturba Gandhi Balika Vidhyalaya
SDG- Sustainable Development Goals
SRS- Sample Registration System
STI – Sexually tract infection
SHG – Self Help Groups
U5MR – Under-5 mortality rate
WIFS – Weekly iron folic acid supplementation
RTI – Reproductive tract infection
Chapter 1

1 Introduction

1.1. Gender equality is the cornerstone of sustainable development and it is the fundamental human right that any society should strive for in order to achieve the full potential of its citizens. Gender equitable society must ensure that all women and men have access to equal opportunities, an enabling environment to exercise their choices and rights and the ability to raise their voice against gender discrimination. Gender equality cannot be achieved without the empowerment of women, which the state should ensure through policies and strategies that cut across different sectors. A society that values gender diversity and provides its citizens equal access to social, economic, and political opportunities, empowers them to make informed choices to lead a holistic and fulfilling life. Empowerment of women in India can only be achieved through the collective effort of social actors to gradually dismantle patriarchal and social norms that discriminate against girls and women. It is evident that no society can develop sustainably without better distribution of opportunities, resources, choices, and power between women and men to shape their own lives and that of their communities.

1.2. The Constitution of India prioritizes women’s empowerment as a central feature in its Preamble, Fundamental Rights and Fundamental Duties. The Constitution empowers states to take adequate steps as their directives to uphold rights of women and provide them equitable opportunities to realize their aspirations, enabling them as active agents in the development of the State. It has been more than a decade since the National Policy for the Empowerment of Women (NPEW) was enacted in 2001, laying comprehensive strategy for the advancement, development, and empowerment of women.

1.3. India has ratified several international conventions and treaties such as The Universal Declaration of Human Rights 1948, Equal Remuneration Convention 1951, The Convention on the Elimination of all forms of Discrimination against Women 1981, Convention on the Rights of the Child 1989, Beijing Declaration and Platform for Action 1995, and the Convention on the Rights of Persons with Disabilities 2006 among others. Among the most recent global commitments, India has been a signatory to the Sustainable Development Goals (SDGs) by 2030 declaration, taking critical steps to integrate SDGs into the national and state planning processes. The SDG 5 “Achieve gender equality and empower all women and girls” aims to ensure that issues and concerns of women and girls are prominently integrated into all 17 Sustainable Development Goals and 169 targets in achieving the 2030 agenda.

1.4. The Government of Rajasthan recognizes the importance of gender equality and empowerment of women in overall planning, budgeting, and implementation process of the state. It has been seized of the significance of engaging women as successful and rightful participants in decision-making processes for greater and more wholesome socio-economic development. Successive governments have therefore tried to strengthen the
agency of women through legislation, development policies, plans, and programmes, efforts which ultimately culminated in the State Policy for Women in the year 2000.

1.5. Yet, gender equality and equity continues to remain a major concern for the State and society due to the deeply embedded norms of patriarchy in the social ethos, which continues the marginalization of women. An objective analysis of gender-disaggregated human development indicators highlights the discrimination that women in the state experience at every stage of their lives, with differential access to quality healthcare, nutrition, education, and other basic services, increasing their subordination, marginalization, and vulnerability in society. A vicious circle of poverty, patriarchy and low access to opportunities has resulted in the exclusion of women from social, political, and economic spheres. In addition, the economic regime of neo-liberal globalization has presented new challenges for the realization of the goal of gender equality.

1.6. Taking cognizance of the efforts undertaken so far and the impediments that remain, the Government of Rajasthan has drafted a forward looking State Policy for Women 2018 which focuses on strengthening the agency and autonomy of women by creating an enabling environment and fostering their participation in the social and economic development process.

1.7. The chapters that follow examine the status of women in Rajasthan through its socio-economic indicators, summarize efforts thus far in furthering the gender equity in the state, and elaborate upon the State Policy for Women 2018, its strategic action points, partnerships and institutions.
Chapter 2

2 Situational Analysis

2.1. Rajasthan has a total population of about 6.86 crore of which approximately 3.30 crore comprise of women. This section examines gender differentials across health, education, workforce participation, asset ownership, and crime statistics to understand the disparities and reiterate measures to create a gender-just society.

2.2. Child Sex Ratio (CSR) (0–6 year age group) has continued to decline in Rajasthan from 916 girls per 1000 boys in 1991 to 909 in 2001 to a dismal 888 in 2011. Sex ratio at birth stands at 857 girls per 1000 boys as per Sample Registration Survey 2014–16.

2.3. A woman’s health and well-being remains a major concern throughout her life cycle. While under-five mortality rate (U5MR) and infant mortality rate (IMR) among girls has shown a declining trend in Rajasthan, high urban and rural gender differentials indicate continued neglect of the girl child during infancy and early childhood. For instance, SRS, 2015 reported IMR of 47 per 1,000 live births among females as compared to 40 for males in the state (across both urban and rural areas). Similarly, U5MR for females was 56 per 1,000 live births as compared to 44 among males.

2.4. Though improvement in reproductive health indicators has been noted over time, high maternal mortality ratio (MMR) of 244 per 100,000 live births, reflects gaps in the access and availability of quality health care services for women to this day. Of the 63 percent mothers who had access to ante-natal care (ANC) check-up in the first trimester of pregnancy, only 9.7 percent received full antenatal care and only 17.3 percent pregnant women consumed iron folic acid supplementation for 100 days or more. About 27 percent women in the age group of 15–49 years had body mass index (BMI) that was below the healthy range and 46.8 percent of women in the age group of 15–49 were anaemic as compared to 17.2 percent anaemic men in the same age group. This situation reflects lack of nutrition and timely health care services for women in Rajasthan. Although the sexual and reproductive health of women and girls has improved over the past few decades, 12.3 percent women (15–49 years) still have an unmet need for family planning. Merely 19.1 percent women have comprehensive knowledge of HIV/AIDS, indicating their vulnerability to the risk of infection due to lack of awareness. Only 55.2 percent women in Rajasthan use sanitary measures during their period, leaving thousands prone to infections due to unhygienic and unsafe menstrual practices and social taboos associated with menstruation.

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7 Ibid
8 Ibid
9 Ibid
2.5. The Census 2011 ranked Rajasthan third amongst states with respect to prevalence of child marriage with approximately 7.2 lakh girls married before the age of 18 years in the 0–4 years prior to the census. The more recent National Family Health Survey Round 4 (2015–16) reported that 35.4 percent girls in Rajasthan were married below the age of 18 years. Not surprisingly, 14 districts the state with higher prevalence of child marriage than the state average also performed poorly on other indicators such as sex ratio, child sex ratio, female literacy rate etc underscoring the interconnectedness of these demographic phenomena.10

2.6. During the Census of 2011, Rajasthan reported the poorest female literacy rate (52.1 percent) among all Indian states (as compared to an India average of 64.6 percent) with significant variation across districts ranging from 32 percent in Jalore to 57 percent in Kota. It hovered below 50 per cent in 17 of the 33 districts of the state. Although female literacy levels have improved over the years, the gender gap persists in varying degrees across districts and sub-populations. As per the Elementary Education Report Card, 2015–16, the girls’ enrolment has increased to 46.1 percent.11

2.7. Census of India 2011 reported an overall decline in workforce participation among females as compared to earlier censuses in India. As per Census 2011, the work participation rate for Rajasthan stood at 43.6 percent of the working age population with male participation at 51.5 percent and female participation at 35.1. The percentage of women who worked in the last 12 months and were paid in cash, reduced from 27.2 percent in NFHS-3 to 18.6 percent in NFHS-4. As per NFHS-4, in Rajasthan only 24 percent of ownership or control over land is rested with women.

2.8. Women are subjected to violence within and outside their homes; marginalization and gender based discrimination are part of their everyday life. With social change and articulation of their identity, they are faced with newer and often more violent forms of subjugation. According to the National Crime Records Bureau, in 2016, the rate of crimes against women reported per lakh women in Rajasthan was 78.3, which is much higher than the national rate of 55.2. The State Bureau of Crime Records, 2015 mentions that a total of 28,165 cases of violence against women were reported in Rajasthan, including 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 for each of these cases that have been reported, there were likely to be many that went unreported. According to NFHS 4, 25.1 percent of ever-married women in Rajasthan experienced spousal violence. Violence indicators are more pronounced among vulnerable groups such as girl children, the elderly and women with physical and mental disabilities. Rajasthan recorded the second highest number of trafficked girl children in 2016.(NCRB 2016).12

2.9. Taking cognisance of the wide spread disparities in critical human development indicators reflecting in the low status for girls and women, Government of Rajasthan has embarked on policy interventions to provide women equal opportunities, enhance their access to schemes and programmes, uphold their human rights and provide them an enabling and safe environment. Rajasthan State Women Policy 2018 intends to do the same by bringing in together different sectors, both public and private and also involve the community to change their mindset towards girls and women that would pave the way for gender equality.
Chapter 3

3 Efforts to empower women in Rajasthan

Rajasthan Government has in the past decades implemented various programmes and schemes to promote women’s empowerment and gender equality. Pioneering work has been done under the Women’s Development Programme initiated in the 1980s. Prominent initiatives included the state policy for Women, a separate Directorate of Women’s Empowerment established under the Department of Women and Child Development, formulation of the Girl Child Policy, legislation against witch hunting, and the development of a strategic action plan to make Rajasthan Child Marriage Free.

3.1 Health interventions

The National Health Mission implemented in Rajasthan in the last decade has led to an increase in the proportion of institutional deliveries, reduction in maternal mortality ratio and infant mortality rate, and better access to family planning methods. Rashtriya Kishor Swasthya Karyakram launched under the National Health Mission, seeks to address the health, nutritional, reproductive health, and mental needs of adolescents through facility and community health services in ten high priority districts. Schemes like Weekly Iron and Folic Acid Supplementation Program (WIFS) and Menstrual Hygiene Scheme (MHS) are implemented across the state to meet the nutritional and reproductive health needs of adolescents.

3.2 Financial inclusion

The Bhamashah Yojana of Rajasthan (started in 2008 and re-launched in 2014) is an end-to-end service delivery platform to transfer cash and non-cash benefits to the targeted beneficiary women in a transparent manner. As family-based programme of financial inclusion, where the 'Bhamashah Card' is linked to the bank account of the lady of the house, the programme puts her at the decision-making centre of the household, simultaneously empowering her and giving her a sense of security. The Bhamasha Insurance Scheme covers illnesses in the family.

3.3 Education and Skilling

To promote education among girls, the Government of Rajasthan instituted scholarships at different levels, provided transport vouchers to the economically weaker students as also bicycles to girls pursuing higher education. National programmes like the Sarva Shikhsa Abhiyan and Madhyamik Shiksha Abhiyan have also been implemented across the state.

The Beti Bachao Beti Padao Scheme (Save the Girl Child and Educate Her) has been implemented in 14 districts of Rajasthan by the Directorate of Women’s Empowerment. Rajshree Yojana, a landmark scheme launched in 2016, that aims to ensure the survival of the girl child and enhance the quality and value of her life, provides financial assistance to girls at specific age intervals, upon the attainment of critical health and education milestones.
The *Aapki Beti Yojana* (Your Daughter Scheme) of the Rajasthan Government provides cash incentives to girls from BPL households, who are enrolled in school (Classes I–XII), prioritizing those who are orphans or have one surviving parent. *Mukhya Mantri Hunar Vikash Yojana* initiated in 2011–12 focuses on providing opportunities for higher education/skill building to beneficiaries of *Palanhar Yojana* and children staying in institutional homes (government and non-government). The state provides skill development programmes for the adolescents and those between 17–21 years.

Several welfare schemes have been initiated by the Department of Social Justice and Empowerment for widows, single women, and their families 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.

### 3.4 Human security and protection against violence

The Integrated Child Protection Scheme (ICPS) aims to create a supportive and conducive environment for children and contributes to their well-being. It focuses on children in difficult circumstances to reduce vulnerabilities and ameliorate situations and actions that lead to abuse, neglect, exploitation, abandonment, and separation of children.

Since 2010, the Rajasthan Government has established *Mahila Suraksha Evam Salah Kendra* (MSSKs) (Centres for Women’s Security and Counselling) at the police stations in every district to support survivors of gender-based discrimination and violence. Institutional mechanisms have been strengthened to provide immediate relief to women affected by violence and oversee the implementation of schemes through the constitution of *Zila Mahila Sahayata Samiti* chaired by the District Collector. Under the National One Stop Centre Scheme of the Government of India, crisis centres called *Aparajita* have been scaled up from one hospital in Jaipur to 15 district hospitals to provide counselling, legal aid, police assistance, and shelter under one roof for survivors of violence.

A scheme entitled *Chirali: Friends Forever* was launched in 2017 to constitute Community Action Groups encouraging community involvement in curbing violence against women.

### 3.5 Empowering women through legislation

Apart from strongly implementing the various gender-related legislations like the Protection of Women from Domestic Violence Act, 2005, Sexual Harassment at Workplace Act (Prevention, Prohibition and Redressal) 2013 etc., Government of Rajasthan passed the landmark Rajasthan Prevention of Witch Hunting Act, 2015 and framed the Rules for the Act as well.

### 3.6 Gender budgeting

Rajasthan is one of the earliest states to attest gender budgeting and include it in state planning. The Government of Rajasthan produces Gender Budget Statements (GBS) with its annual budget as part of gender responsive budgeting (GRB) in the state. The Department of Women
and Child Development anchors the GRB process and coordinates with all other departments to ensure gender based planning across their budgets.

Despite these laudable initiatives, age-old patriarchy and deep-seated social mores that continue to hold back the development of girls and women, have prompted the Government of Rajasthan to take a fresh look at its policy and programmes. Renewal of the policy framework through the State Policy for Women 2018, is expected to be accompanied by stronger implementation to reduce gender gap across sectors and promote women’s empowerment in social, economic, and political spheres.
Chapter 4

4 State Policy for Women 2018

4.1 Vision

State Policy for Women 2018 envisions a society free from all forms of discrimination, where all women, girls, men, and boys are treated with equal dignity and respect and where they have access to equal social and economic opportunities, health and education services, political participation, and decision-making agency.

4.2 Objectives

1. To foster an enabling environment that is conducive for holistic development and empowerment of women and girls through an inclusive approach in policy directives.
2. To ensure equal access to quality, affordable and effective health care, education and social security for women and girls.
3. To enable women to ‘voice’ their concerns and needs equally on all platforms of governance to strengthen their decision-making power.
4. To increase workforce participation of women in the economy and ensure equal access to employment opportunities, occupational health, and safety.
5. To reduce marginalization of girls and women and discrimination against them with special focus to excluded communities, minorities, denotified, and nomadic tribes.
6. To strengthen legal systems and institutional mechanisms against all forms of violence and discrimination against women and girls.
7. To foster engagement with boys and men on issues of gender equality and mobilize them into active agents for creating a gender equitable society.
8. To ensure inter- and intra-departmental coordination and partnerships with civil society for effective implementation of the policy.
9. To ensure that gender disaggregated data are captured to inculcate gender perspective in planning and programme implementation through gender budgeting and other tools.
10. To harness science, technology, and innovation to facilitate holistic development of women and girls.

4.3 Guiding principles

1. Equality and equity
2. Life cycle approach
3. Human rights approach
4. Social inclusion
5. Economic and political participation
6. Regional and cultural diversity
7. Reducing inequities arising from patriarchal norms
8. Reaching out to the most vulnerable
4.4 Priority areas and policy direction

The State Policy for Women, 2018 adopts a holistic approach towards the thematic priorities (outlined in this section) and provides policy direction to achieving gender equality in the state of Rajasthan. Drawing upon the progress made under the State Policy for Women, 2000, the revised Policy 2018 strengthens the link between policy directives and the strategic action plans developed in the in the last five years in the State.

4.4.1 Birth, survival, health, and nutrition

Thematic policy statement
Ensure survival of girls, create an enabling environment to promote health and wellbeing of girls and women, and lower the barriers to access and utilization of quality health care and nutrition services.

Actionable points
1. Increase Child Sex Ratio

1.1. Effective implementation of the Pre-Conception and Pre-Natal Diagnostic Techniques (PCPNDT) Act, 1994 to eradicate sex selective abortion in the state
1.2. Build capacities of health care service providers and frontline workers of the Department of Medical, Health and Family Welfare and Department of Women and Child Development on proper implementation of the PCPNDT Act and provision of gender-sensitive health services.
1.3. Engage with various stakeholders including members of Panchayati Raj Institutions (PRIs), parents and family, youth and teachers to promote positive values around the girl child and ensure their survival and holistic development.
1.4. Promote public awareness and effective communication to ensure health, nutrition, and education of the girl child.
1.5. Ensure monitoring and evaluation of existing schemes and facilitate inter- and intradepartmental convergence to improve the child sex ratio.
1.6. Promote research and evaluation of the impact of direct benefit transfer schemes aimed at increasing child sex ratio.
1.7. Strengthen coordination with medical professional associations to ensure sex selection is prevented through collective action.
1.8. Engage with state and district legal service authorities to promote legal awareness on the PCPNDT Act among communities.
1.9. Promote completion of birth registration among the community members.

2. Enhance health care and wellbeing

2.1. Reduce maternal, child, and newborn mortality and morbidity in the state with special emphasis on differential strategies for targeting inaccessible and remote areas.
2.2. Strengthen strategies for mandatory and accurate reporting of maternal and infant deaths for monitoring delivery of healthcare services.
2.3. Adopt rights-based, gender-friendly approach to health services at primary health centres and government hospitals.
2.4. Ensure quality health services for the mother and the newborn through continuum of care approach in rural and urban areas.
2.5. Strengthen referral, follow-up and transport systems for mothers and newborns to assure services especially in difficult and remote areas.
2.6. Enable women to exercise informed choices on their sexual and reproductive rights through safe, affordable, effective, and accessible methods of contraception / family planning.
2.7. Review sexual and reproductive health programmes to make them more inclusive and devise strategies to increase the access of women to various sexual and reproductive health services.
2.8. Effectively implement the Medical Termination of Pregnancy (MTP) Act 1971 and ensure access to quality and safe abortion services.
2.9. Ensure provision of quality adolescent friendly health services in the public health institutions in the state.
2.10. Ensure reproductive sexual health education and access to information on contraceptive methods and services for adolescent girls and boys.
2.11. Pay focused attention to women affected by both communicable and non-communicable diseases.
2.12. Provide gender-sensitive services at the health facilities to women affected by violence.
2.13. Increase access to quality mental health services to women in both rural and urban areas.
2.15. Ensure the participation of women in planning and monitoring of the health services at facilities and in the community so that the perspective of the community is taken into consideration.
2.16. Strengthen the monitoring and evaluation of existing schemes and ensure recording of gender disaggregated data to enhance utilization of health care services.
2.17. Promote documentation, validation and dissemination of women’s traditional knowledge about health care and nutrition practices.

3. **Ensure equitable access to water, sanitation, and hygiene**
   3.1. Ensure access to safe and affordable drinking water in all households and improve water quality using advanced and innovative technology.
   3.2. Ensure access to safe and hygienic sanitation facilities and end the practice of open defecation.
   3.3. Promote awareness on menstrual hygiene management among girls, women, men, and boys and increase access to menstrual hygiene services for girls and women.
   3.4. Promote menstrual hygiene management in educational institutions, public places, and public toilets.
   3.5. Ensure equitable access to sewage disposal facilities in schools, households, and communities especially in rural areas and urban slums with a focus on sustainable sanitation solutions.

4. **Ensure food and nutrition for all**
   4.1. Disseminate widespread nutritional education including inputs related to food processing to reduce intra-household imbalances in nutrition and balanced diet.
   4.2. Promote schemes and programmes related to kitchen gardens.
   4.3. Promote community management of acute malnutrition and other appropriate strategies to address the gender disparities related to the nutritional needs of girls and women.
4.4. Widen the network of nutrition rehabilitation centres especially in high burden districts to increase access to nutritional services.

4.5. Meet the maternity benefits commitment under the National Food Security Act (NFSA), 2013.

4.6. Promote the provision of ration cards naming women as household heads, as mandated in the NFSA, 2013.

4.7. Map the malnutrition prone regions in the state (such as tribal and desert regions) and strengthen the reach of the nutritional services under different government schemes to girls and women of these communities.

4.8. Strengthen the public distribution system to make it more inclusive and transparent particularly for disadvantaged women in remote, rural and tribal areas.

4.9. Ensure timely supply of fortified supplementary food in remote, rural and tribal areas and also link women to sustainable livelihood options.

### 4.4.2 Education and Training

**Thematic policy statement**

Ensure equal opportunity and access to quality inclusive education within a safe and effective learning environment for girls and women of Rajasthan.

**Actionable points**

1. **Reduce drop out and increase retention of girls in educational institutions**
   1.1. Adopt special measures to eliminate gender discrimination, universalize education, promote literacy, and create a gender-sensitive educational system.
   1.2. Strengthen existing early childhood care and education and establish links with primary schools to promote transition.
   1.3. Increase enrolment and retention rates of girls in schools and ensure effective implementation of Right to Education Act (RTE) (2010).
   1.4. Review school curriculum and integrate perspectives of gender equality, equity and justice.
   1.5. Strengthen sports and physical education as part of school curriculum for health and wellbeing of children, especially girls.
   1.6. Narrow the gender gap in secondary and higher education by reducing dropouts and link girls with various schemes to pursue higher education.
   1.7. Provide free education up to graduation for girls from below poverty line (BPL) households.
   1.8. Harness public–private–partnership opportunities to improve the infrastructure, curriculum delivery, and availability of teaching aids.
   1.9. Strengthen Kasturba Gandhi Balika Vidyalayas, Sharde Hostels and other hostels to promote education among girls particularly in tribal and desert regions.
   1.10. Strengthen alternative education systems, skill building programmes, and bridge courses in the state for out-of-school adolescent girls to continue their education.
   1.11. Strengthen teacher-training programs and integrate gender and social equity concerns in relevant curriculums.
   1.12. Strengthen school management committees and parent–teacher associations to ensure implementation of RTE in schools.
1.13. Strengthen mechanisms for tracking of drop out girls and monitoring of indicators related to quality education.


1.15. Undertake regular gender audits of educational institutions and ensure participation of girls and women in the audits.

1.16. Promote research on incentivization of education and impact of existing schemes and programmes to reduce drop-out rates and ensure retention of girls.

1.17. Promote counselling in educational institutions to enhance social and emotional competencies of students.

1.18. Ensure career counselling in schools and higher educational institutions.

2. Enhance social assets to improve self esteem and self confidence of children (especially girls) and equip them to face challenges.

2.1. Promote life skills education, reproductive and sexual health and rights education, financial literacy, and legal awareness in educational institutions.

2.2. Strengthen existing platforms and forums for girls to encourage discussions on issues related to girls and women in schools and communities.

2.3. Integrate self-defence courses with programmes for girls in educational institutions.

3. Promote vocational training and adult education

3.1. Impart vocational and skill training to girls and women from marginalized and vulnerable sections like the differently abled, schedule tribes, schedule castes, minorities, denotified tribes, nomadic communities, and other excluded groups.

3.2. Provide scholarships, access to bank loans, and other financial schemes for girls and women from poor socio-economic background to fund technical and skill-based education after secondary/senior secondary/ higher education.

3.3. Provide adult education programmes, financial literacy, and numeracy skills to women.

3.4. Establish resource centres in identified areas and provide vocational training to girls and women on the basis of the geographic area and needs.

3.5. Adequate and need-based capacity creation of girls' hostels for education at all levels including hostels for those undergoing coaching / acquiring vocational skills.

4.4.3 Livelihood/Economic Empowerment

Thematic policy statement

Facilitate an enabling environment for women and girls for skill development, employment, and entrepreneurship with equal access to livelihood opportunities to fully realize their potential and increase workforce participation of women.

Actionable points

1. Economic empowerment of women

1.1. Revise Rajasthan Tenancy Act and land laws in order to guarantee equitable rights to women.

1.2. Expand institutional credit facilities to both urban and rural women.

1.3. Ensure ‘same work–same wages’ to women working in all sectors.
1.4. Promote crèche facilities, support services, and women-friendly policies for women working in government institutions/departments, private sector, and informal sector.
1.5. Strengthen working women’s hostels and safe residential facilities for women.
1.6. Ensure safe working environment for women in all sectors by effective implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 including safe transportation and mobility services.
1.7. Adopt suitable strategies to ensure job security, social security measures, occupational safety, and health for women.
1.8. Promote self-employment and entrepreneurship opportunities for women by increasing access to subsidies, incentives, technology, credit, market etc.
1.9. Strengthen self-help groups, women’s co-operatives, and other women’s federations through capacity building, access to financial credit, and market linkages.
1.10. Promote monitoring and evaluation of existing schemes and programmes and facilitate interdepartmental convergence for effective implementation.
1.11. Promote research and development on economic empowerment of women across industries, sectors, and entrepreneurship opportunities.

2. **Formal sector**
   2.1. Promote skills training for women especially, those in shelter homes, short stay homes, prisons etc.
   2.2. Promote financial planning and training for girls and women, including women entrepreneurs.
   2.3. Create dedicated units at Rajasthan Skill and Livelihood Development Corporation (RSLDC) to promote and monitor skill development and job-linked training for women.
   2.4. Expand the scope of skill-based training to include non-conventional trades in rural and urban areas particularly for vulnerable women and girls.
   2.5. Encourage women’s participation in telecommunication industry, science and technology, services and tertiary sector, financial services, and other allied industries.

3. **Informal sector**
   3.1. Ensure effective enforcement of labour laws to provide safety net mechanisms and services for female labour and migrant workers.
   3.2. Promote capacity building and access to technology for women in agriculture and allied sectors for widening the livelihood opportunities.
   3.3. Promote guidelines and protocols for remuneration and safe work environment for domestic workers.
   3.4. Break gender stereotypes in training and skill building in agriculture, manufacturing, construction, mining etc.
   3.5. Ensure capacity building of extension workers to meet the specific needs of women farmers at the village/block level.
   3.6. Promote graduate and postgraduate courses on gender in agriculture, forestry, and fisheries.
   3.7. Strengthen the understanding of women’s groups on the impact of climate change on agriculture and other farming practices.

**4.4.4 Political and Social Empowerment**
**Thematic policy statement**

*Promote gender-sensitive institutional and operational frameworks through inclusion of women in decision making, representation, and leadership to integrate gender perspectives into planning and governance.*

**Actionable points**

1. **Political empowerment of women**
   1. Develop mechanisms to sensitize elected representatives, chairpersons, and members of various state commissions and other statutory bodies set up by the State Election Commission on gender-related issues.
   2. Ensure regular gender sensitization programmes for PRIs, rural and urban development functionaries.
   1. Promote Jan Samvads (public hearings) and other community-based accountability measures on issues related to girls and women at district and sub-district levels.
   2. Designate some Gram Sabhas as mahila sabhas for focused discussions on issues related to girls and women.
   3. Promote representation of women from all communities in legislative, executive, and judiciary and promote action on issues pertaining to women's rights.
   4. Strengthen the role of women PRI members and elected members in the execution of national and state programmes and schemes.
   5. Revise and adapt school and college curriculum to incorporate activities that inculcate leadership qualities in girls so that they can take up greater and more meaningful roles when they become adults.
   6. Ensure special awards and recognition for female-headed gram panchayats, urban wards and political constituencies.
   7. Promote representation of women from all communities in legislative, executive, and judiciary and promote action on issues pertaining to women's rights.
   8. Strengthen the role of PRIs in eradicating child marriage and gender-based sex selection.

2. **Social empowerment of women**
   1. Promote innovative use of technology/media to educate society and alter harmful gender norms.
   2. Ensure women's participation in the planning, delivery, maintenance, and monitoring of government services.
   3. Advocate for prohibition on sale of liquor and other harmful substances near or within residential settlements.
   4. Engage with different forms of media on gender-sensitive reporting, motivate them to challenge the demeaning and negative stereotyping of women and promote positive portrayal of women and girls.
   5. Strengthen democratic and gender-sensitive practices and principles within legislative, executive, and law enforcement agencies and institutions that govern everyday life (e.g. family, courts).
   6. Develop and implement strategic action plans/schemes to combat practices of child marriage, female foeticide, infanticide, dowry etc., and strengthen the position of women and girls in society.
   7. Identify and felicitate women achievers from different fields and sectors to create women role models for others to aspire to emulate.
2.8. Increase participation of women in civil services, judiciary and law enforcement agencies, public sector enterprises, and corporate sector through access to career counselling and coaching.

2.9. Develop schemes to provide family pensions/jobs and educational opportunities for widows and their dependents.

2.10. Strengthen existing social infrastructure for women, especially those belonging to marginalized and migrant groups.

2.11. Expand reach of social security measures like Aadhar, ration cards, insurance products, pensions, subsidies, and other concessions to women.

2.12. Review relevant laws and provisions under different schemes and programmes that limit participation and opportunities for women and girls in the state.

4.4.5 Safety Security and Protection

Thematic policy statement

Eliminate discrimination and violence against girls and women through effective implementation of laws and schemes to build a safe, secure, and enabling environment for the girls and women.

Actionable points

1. Curb violence against women
   1.1. Build a cadre of trained counsellors to provide psycho-social and legal counselling services to women and girls affected by violence and discrimination in educational institutions, hospitals, police stations, and other institutions.
   1.2. Scale up one stop crisis centres in the state to provide counselling, legal aid, police assistance, and temporary shelter to women affected by gender-based violence.
   1.3. Strengthen support to programmes, committees, and institutions that are dealing with violence against women and equip them with trained human resources at district and sub-district level.
   1.4. Design and execute gender sensitization programmes for different officials and functionaries of state departments of Home, Social Justice and Empowerment and other aligned departments.
   1.5. Ensure development of protocols for health systems, judiciary and law enforcement agencies for sensitive handling of cases related to violence against women.
   1.6. Develop strategies to generate awareness on laws safeguarding the dignity and autonomy of women.
   1.7. Prepare strategy for protection and rehabilitation of women and girls who are survivors of human trafficking.
   1.8. Ensure effective implementation of laws to curb violence against women and girls in the state.
   1.9. Build capacities of task forces and protection committees for women and children to promote grievance redressal and generate awareness locally.
   1.10. Issue guidelines to the village, jati and khap panchayats and take measures against honour crimes and honour killings.
   1.11. Promote social behavioural change communication to reduce violence against women based on harmful traditional practices.
1.12. Develop safe cities by integrating gender-related issues into urban planning (including infrastructure, administrative response, and grievance redressal) to ensure safety and security of girls and women.

1.13. Undertake gender budgeting and auditing in different sectors such as transport, home education etc. to ensure the safety and security of girls and women.

1.14. Strengthen programmes that aim to deter violence against elderly women, women from scheduled tribes, scheduled castes, minority communities, denotified and nomadic tribes in order to ensure their safety and security.

1.15. Strengthen helplines to increase access to information and referrals for women and girls affected by violence.

1.16. Develop strategic measures to combat cyber crime for making safe cyber world for women and girls.

1.17. Increase the accountability of commissions and statutory bodies in checking gender-based violence.

1.18. Strengthen monitoring and evaluation mechanisms of acts and schemes related to discrimination and violence against women with equal participation of government organizations and civil society organizations.

1.19. Ensure availability of comprehensive data on violence against women through MIS for reporting.

2. Law and Justice

2.1. Ensure protection, reparation, and rehabilitation of women in conflict with the law and those offended against by invoking appropriate laws and through institutions of justice and law enforcement.

2.2. Ensure that the criminal justice system is gender sensitive and responsive to women’s needs especially in cases of domestic violence and personal assault.

2.3. Review various laws relating to offences against women in 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.

2.4. Strengthen fast track courts for speedy disposal of cases of violence against women.

2.5. Strengthen existing systems of redressal and justice within the constitutional and judicial framework.

2.6. Develop protocol and guidelines for victim and witness protection in matters of gender discrimination and atrocities against women.

2.7. Strengthen state and district legal service authorities to enhance legal awareness, provide free legal aid to women and encourage the involvement of women as paralegal volunteers.

4.4.6 Environment, climate change, disaster and calamities

Thematic policy statement

Promote gender-sensitive strategies of disaster risk reduction and climate change adaption and strengthen the role of women in environment and biodiversity conservation for sustainable development.
**Actionable points**

1. **Environment**
   1. Make safe and potable drinking water available and accessible to all households and institutions especially in rural areas and urban slums.
   2. Promote adequate sewage disposal measures.
   3. Integrate women's indigenous knowledge about ecology and environment into environmental policy planning.
   4. Generate awareness about renewable energy like solar power and biogas.

2. **Climate change, disaster and calamities**
   1. Strategize policies and programmes for gender-responsive disaster risk reduction and climate change adaptation with respect to the right to health especially of vulnerable communities and marginalized women.
   2. Integrate gender-specific interventions in disaster prevention and management plans.
   3. Set up a separate desk for integrating plans of different departments involved in the prevention and management of disasters with specific focus on the needs of girls and women.
   4. Promote women's collectives set up by the government and other agencies to combat climate change and strengthen the understanding of women's groups related to the impact of climate change on agriculture and other farming practices.

4.4.7 **Housing, shelter and asset ownership**

**Thematic policy statement**

*Take appropriate legislative and administrative measures to enable access of women and girls to affordable, safe and quality housing and shelter, and increase their control over productive assets.*

**Actionable points**

1. **Asset ownership**
   1. Engage with financial institutions to increase opportunities of asset ownership for women and provide credit support to women and women's groups.
   2. Extend land leases at nominal rates to support women's groups for agriculture and horticulture purposes.
   3. Integrate special courses on land rights of women, judicial decisions, and related laws in the training curriculum of the State Administrative Services and Revenue Services.
   4. Ensure capacity building of stakeholders on land literacy including entitlements and property rights of women.
   5. Ensure property rights of women and reflect the inherited rights in land records.
   6. Promote awareness on legal entitlements, land, and property rights of girls and women among the community.

2. **Housing and shelter for women and girls**
   1. Incorporate gender perspective in policies and planning related to housing, colonies, and shelters in rural and urban areas.
2.2. Develop schemes and programmes on providing safe, adequate and affordable housing for women in urban areas especially single women, homeless, migrants, women heads of households, working women, students etc.

2.3. Strengthen the temporary or permanent shelter homes for homeless women, women survivors of domestic violence, witch-hunting and other forms of violence.

2.4. Ensure adherence to standard protocols and guidelines by the various shelter homes, juvenile homes and children's homes.

2.5. Provide resources to and enhance the conditions of shelter homes and children’s homes for women and girls with disabilities, single women, and the elderly.

2.6. Promote awareness of central and state schemes that provide housing and housing loans to women.

2.7. Strengthen provisions for securing property rights for women.

4.4.8 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.

Girls and women with special needs include orphan girls, girls and women with physical and mental disabilities, out-of-school adolescent girls, those living with HIV, survivors of sexual violence and trafficking, rescued bonded labourers, girls and women in conflict with the law, girls in need of care and protection, disaster and conflict affected, single women, female sex workers, and transgender persons.

*Actionable points*

1. Prioritize overall development of young orphans and abandoned girls including care, protection, and education.
2. Promote programmes for encouraging girls and women with special needs under formal, informal, and private forms of education.
3. Develop strategies to engage with out-of-school adolescent girls such as promotion of adolescent girls’ collectives.
4. Strengthen existing programmes for the girls and women who are rehabilitated in shelter homes and short stay homes.
5. Promote measures to address sexual and reproductive health issues of girls and women with special needs in shelter homes and rehabilitation centres.
6. Expand women’s collective and SHG framework to include women with special needs, transgender persons, female sex workers, and those living with HIV.
7. Design special programmes to support the emotional health of children of sex workers, those in conflict with the law, divorced, survivors of sexual violence etc.
8. Protect women from social ostracism and community boycott by strong enforcement of related laws.
9. Promote access to self-employment and other skill development opportunities for women with special needs to ensure livelihood security.
10. Promote ownership of assets particularly of land and housing for women with special needs, single, and divorced women.
11. Strengthen schemes and programmes for girls and women living with HIV.
12. Through government and semi-government institutions, facilitate education of children/dependants of women prisoners undergoing punishment for more than seven years.

4.4.9 Engaging with men and young boys

Thematic policy statement

Sensitize men and boys along gender principles to ensure that girls and women are treated with dignity and respect in a gender-equitable society.

Actionable points

1. Develop strategies to engage with men and boys to deliberate on issues of gender stereotypes, roles, and gender-based discrimination.
2. Create knowledge platforms to encourage men and boys to be more sensitive, responsible, and respectful towards women and young girls.
3. Integrate gender-sensitive curriculum in the training programmes related to men and young boys like NCC, NSS, scouts and guides and others.
4. Promote campaigns to involve men and boys in ending violence against women and social practices that are detrimental to their interests.
Chapter 5

5 Strategic Action Points

5.1 Action plan development
A comprehensive action plan cutting across sectors will be drawn up to include strategies and activities to be implemented in the short, medium, and long term. In the first two years, that is, in the short term, the focus will be on strengthening the existing mechanisms to deliver gender equitable programmes. The medium-term action plan will include activities and deliverables which require 3–5 years of implementation and involve 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 the gradual eradication of social practices which requires sustained long term effort. Indicators will be also developed to monitor the progress of action plans regularly.

5.2 Convergence across and within sectors
While strengthening existing processes of coordination and collaboration, new mechanisms for inter- and intra-sector convergence will be developed involving concerned departments and stakeholders to ensure effective coordination and optimal utilization of existing resources for meeting women’s needs holistically.

5.3 Gender-responsive budgeting
Gender-responsive budgeting (GRB) is a very important tool to promote gender mainstreaming and monitor the allocation of financial resources for women’s development. Rajasthan was the first state to adopt GRB. Under the State Policy for Women 2018, the Department of Women and Child Development in co-ordination with the Department of Finance and Planning will steer the process of GRB by revising the gender budget statement (GBS), developing a monitoring framework for departments across sectors, and working with departments for the timely preparation of outcome budgets. To promote GRB across sectors, departments will be made accountable and responsible for reporting on financial allocations, expenditure, and outcomes.

5.4 Gender mainstreaming
Gender mainstreaming is an important strategy to promote gender equality. It ensures that gender perspective is included in all stages of policy and programme development and implementation to combat gender-based discrimination. A plan will be developed to integrate gender perspective in all stages of drafting relevant policy and programmes and implementation in coordination with and support of different stakeholders. The progress of gender mainstreaming in different departments will be regularly monitored. Gender perspectives will also be included in district action plans.

5.5 Gender disaggregated data
Availability of gender disaggregated data is very important to understand existing challenges, planning, efficient programme implementation and tracking of progress. Under Policy 2018, the need of gender disaggregated data in different areas will be listed and existing data sources mapped. Data gaps will be identified and a strategy will be developed to generate gender disaggregated data. Department of Women and Child Development will co-ordinate with the Directorate of Economics and Statistics to compile, consolidate, generate, and publish gender disaggregated data across sectors.

5.6 **Knowledge management through evidence generation and desk review**

In order to facilitate evidence-based policy making and identify existing gaps, evidence generation will be an integral part of the policy implementation. Existing evidence and data will be reviewed and analysed to identify gaps and an action plan will be developed to address these gaps. Both quantitative and qualitative studies will be undertaken to generate evidence. Furthermore, data generated through existing surveys and studies will be regularly analysed and policy briefs developed.

5.7 **Advocacy**

To address structural issues in creating an enabling environment for women and girls, advocacy measures will be undertaken with concerned stakeholders including coordination between line departments. Existing barriers to women’s empowerment and protection of women’s rights will be identified and advocacy measures will be undertaken to lower them. A comprehensive advocacy strategy will be developed to ensure that all the concerned stakeholders are reached, along with a coalition and network of organizations that are already working on such issues.

5.8 **Community involvement**

Patriarchal and traditional social norms that fuel gender inequalities need to be gradually dismantled to move towards a gender equitable society. In this context, the state government will take steps to involve community members through the various community participation structures of existing government programmes. Participation of civil society organizations will be encouraged to share gender-related concerns in the various platforms of government programmes and institutional mechanisms.
Chapter 6

6 Partnerships

As a dynamic and progressive policy being executed in an ever-changing ecosystem, the State Policy for Women, 2018 demands integrated horizontal and vertical coordination. As every sector has a role to play in the care, protection and empowerment of girls and women, the policy can be effective only with concerted action across departments and sectors, from the state to the Panchayat level. Partners in implementing the State Policy for Women, 2018 are listed below.

6.1 Government of Rajasthan

The state government in collaboration with civil society organizations, including NGOs and development partners, will work towards strengthening the capacities of families and providing essential services to better meet the needs of women and girls. State departments that will partner the implementation of the policy are:

i. Women and Child Development
ii. Finance
iii. Planning
iv. Medical, Health and Family Welfare
v. Education
vi. Social Justice and Empowerment
vii. Home
viii. Panchayati Raj and Rural Development
x. Food and Consumer Department
xi. Agriculture and Revenue Department
xii. Public Health Engineering
xiii. Law and Justice
xiv. Forest and Environment
xv. Transport
xvi. Industries
xvii. Labour and Entrepreneurship Development

6.2 Panchayati Raj Institutions

As institutions of the state that are the closest to the communities, PRIs 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 about the entitlements of girls and women, facilitate delivery of basic services, and social audits. The Gram Panchayat, 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, PRIs shall take a leadership role in mobilizing communities on social issues
concerning the girl child and motivate communities, households, men and boys, women and girls.

### 6.3 Private sector

In view of its growing role as a provider of basic services, notably health and education, the private sector must adhere to provisions and ethical standards in existing national and state laws and policies, and contribute resources for interventions to promote wellbeing and social entitlements of girls and women.

### 6.4 Academia and research organizations

Active engagement with the academia and research institutions will help develop knowledge base on the situation of girls and women in different contexts, the factors that determine their wellbeing and entitlements, and specific policy directives to support their betterment and holistic development.

### 6.5 Rajasthan State Commission for Protection of Child Rights

Besides functioning as a grievance redressal mechanism for children, the Rajasthan State Commission for Protection of Child Rights (RCPCR) will contribute to the implementation of this policy by systematically disseminating it widely, monitoring its implementation, conducting quality research and documentation on its various aspects, and serve as a link between the government and civil society for dialogue and collaboration.

### 6.6 Rajasthan State Commission for Women

The primary role of the Rajasthan State Commission for Women (RSCW) 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’.

### 6.7 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 building of the stakeholders, including girls, women and other members of local communities, developing the knowledge base, innovating good practices, and monitoring the situation.

### 6.8 Families

As primary care givers and repositories of social values, families must provide care, protection, nutrition, basic values and education, critical for better development and progress of girls and women in all fields.
Chapter 7

7 Institutional Mechanism

To be impactful and effective, the Rajasthan State Policy for Women, 2018 needs a robust institutional mechanism for planning, implementation, continuous monitoring and review. As the components of the policy cut across sectors and many of the action points predicated on transformational change, the institutional mechanism needs to reflect this seriousness of purpose.

7.1 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. 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, the Principal Secretary, and the Secretary of the Department of Women and Child Development. The Principal Secretary of the Women and Child Development Department would be the convener of the task force meetings which will be held under the guidance of the Minister of Women and Child Development.

7.2 Biannual 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 Women and Child Development; Finance; Planning; Medical, Health and Family Welfare; Education; Social Justice and Empowerment; Home; Panchayati Raj and Rural Development; Urban Development, Housing and Local Self Governing Institutions; Food and Consumer Department; Agriculture and Revenue Department; Public Health Engineering; Law and Justice; Forest and Environment; Transport; Industries; Labour and Entrepreneurship Development; Member Secretaries of the Rajasthan State Commission for Women; representatives from districts (District Collectors); development partners; and NGOs. The Principal Secretaries of the appropriate departments shall guide the implementation of departmental strategic action plans.

7.3 Quarterly review

Once in a quarter, the review of the women’s policy implementation will be undertaken under the chairpersonship of Principal Secretary/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 progress will be submitted to the committee headed by the Chief Secretary.
7.4 Monthly review

Monthly review will be undertaken by the Commissioner of Women’s Empowerment in the presence of the officials from the Directorate of Women’s Empowerment and development partners. Directorate of Women’s Empowerment will be the nodal agency for coordinating all the activities related to implementation of the State Policy for Women, 2018.

7.5 District level monthly review

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 State Girl Child Policy and Strategic Action Plan.