

ALL INDIA WOMEN'S EDUCATION FUND ASSOCIATION (AIWEFA)

A World We Women Want: Economic Empowerment

Compendium on Good Practices from India towards achieving the
2030 Agenda for Sustainable Development



NEW DELHI
MARCH 2017



CSW



Release of Compendium of Best Practices to achieve S.D.Gs. on 9 March 2016, at New Delhi



Hon'ble Minister, WCD, Smt. Maneka Gandhi with her team & participants at CSW60, UN HQs.



Parallel Event: "A World We Women Want" at CSW60 at UN HQs.



Launch of website "A World We Women Want # AW4" on 16 January 2017 at New Delhi



Launch of Birth of Job (BOJ) on 16 January 2017



Art work on women's empowerment on 16 January, 2017

A World We Women Want : Economic Empowerment

**Compendium on Good Practices from India towards achieving the 2030
Agenda for Sustainable Development**

By

All India Women's Education Fund Association (AIWEFA)

New Delhi

March 2017

A World We Women Want : Economic Empowerment

(Towards the Sixty-First Session of the Commission on Status of Women (CSW61) priority theme 'Women's economic empowerment in a changing world of work').

Implementing the Sustainable Development Goals (SDGs) and Case Studies from India

All India Women's Education Fund Association (AIWEFA)

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Disclaimer:

AIWEFA, Feminist Task Force, Shoobh, Soche, Kolkata Rista, Women 2030: The opinions in this document are the personal views presented by the organisations from case studies submitted for the website "A World We Women Want: Economic Empowerment". The compilation and correlation of rural programme activities is based on relevant national policy and the UN Sustainable Development Goals (SDGs).

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CONTENTS

	Page
1. Foreword	2
2. About AIWEFA	3
3. Acknowledgements	6
4. Introduction	9
5. Nindana Village.....	13
6. Way Forward.....	35
7. India Launch of Global South Website	37
8. Success Stories	38
9. Glossary	70
10. Annexures	
Annexure 1. List of Contributing Organisations	72
Annexure 2. CSW61 Parallel Event	74
Annexure 3. Secretary General’s Zero Document on Women’s Economic Empowerment	75
Annexure 4. Suggestions by Indian Feminists for Draft Agreed Conclusion	83
Annexure 5. Useful Links	85
Annexure 6. AIWEFA Executive	86

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FOREWORD

The Commission on the Status of Women Sixty-first Session 13-24 March 2017 priority theme 'women's economic empowerment in a changing world of work' is as relevant today as it was in 1995 when the Global Framework, were put in place at the Beijing Platform for Action (BFA) or now in the 2030 Agenda for Sustainable Development.

In the twenty-first century women continue to bear the disproportionate responsibility of unpaid care work. Combined with paid and unpaid care work, they have less time for education, leisure, political participation and self-care. This lack of a level playing field has led to women's participation in the labour markets on an unequal basis with men as more women than men work in vulnerable, low-paid, or undervalued jobs in the unorganized sector. The UN Secretary General's zero statement also echoes the same constraints.

The untapped potential of women remains a lost opportunity for economic growth and development. The world can ill afford this as women's economic participation promotes agricultural productivity, enterprise development at the micro, small, and medium enterprise levels, as well as enhances returns on investment. Investing in women produces a multiplier effect – women reinvest a large portion of their income in their families and communities. Women also play key roles in creating peaceful and stable societies –important factors for economic growth.

In 2016, I was present at the launch of 'A world we women want' initiative by All India Women's Education Fund Association (AIWEFA)when Development Alternatives(DA), All India Women's Conference (AIWC) and Lupin Foundation came together as partners to work on this pertinent aspect of bringing forward women's voices and good practice initiatives across India, SAARC Countries and Africa in the farm of a Compendium of Good Practices.

I am pleased that this year AIWEFA and partners Shoobh Group, Soche, Kolkata Rista, Ms. Pam Rajput Convenor Women 2030 and Studio Mosaic have used a website to invite and display voices of change. This Compendium on Good Practices from India has not only documented proven strategies, it has also de-constructed activities and correlated them to the goals of national policies and the 17 Sustainable development Goals (SDGs) and the sub goals. Implementation is the key to achieving the 2030 Agenda for sustainable development, and I feel this initiative will go a long way in bringing positive changes in the lives of women.

22nd February, 2017

Secretary(Social welfare/ Industries)

A World We Women Want: Economic Empowerment

About AIWEFA

Statement submitted by All India Women's Education Fund Association, a non-governmental organisation in consultative status with the Economic and Social Council of United Nations.

The Secretary-General has received the following statement, which is being circulated in accordance with paragraphs 36 and 37 of Economic and Social Council resolution 1996/31¹.

All India Women's Education Fund Association established India's premier home science college for women, the "Lady Irwin College" in 1932, towards the empowerment of women and youth.

The organisation completes 86 years of service in promoting women and youth education and training to advance women's rights including ending violence against women; recognising their role in family and child care; environmental sustainability; nutrition and health; imparting vocational skills and building women's capacity for political representation, especially at the village level.

Realising that women's economic health is the gateway to achieve women's empowerment, the organisation with support from UNESCO, New Delhi office, held a stakeholders seminar "Transition of women from education to full employment" on 23 May 2015. Sessions were held on education and women's career development; creating an enabling environment for 'Make in India'; and means towards achieving women's full potential. Participants included the India heads of ILO, UNFPA, Skill Development Ministry and Councils, Planning Commission, Distance Education Universities, entrepreneurs, civil society and beneficiaries. The outcome was a joint UNESCO and organisation compendium of case studies on "Women, Education, Skills and Work".

Recognising that women's empowerment and success of the Sustainable Development Goals lies in world-wide implementation programmes, the organisation, in response to the priority theme of the sixtieth session of the Commission on Status of Women 'women's empowerment and its link to sustainable development', mapped the developmental work activities of its partner organisation, Lupin Foundation, in the village of Nindana in the Indian state of Haryana. Each activity was first correlated with India's national policy and schemes and further linked to the appropriate Sustainable Development Goal and sub Goal.

Responding to the NGO Committee on Status of Women's call to NGOs to get involved with Breakout Groups at the Consultation Day, 13 March 2016, and submit project descriptions that focus on innovative ways to create new advocacy strategies, solutions, partnerships for NGOs to work together to implement and realise the new Sustainable Development Goals, the organisation submitted its proposal 'A World We Women Want, holistic village development, Nindana model village in the Indian state of Haryana' on 28 January 2016. Simultaneously, a power point presentation, containing photographs, as evidence, of the work already accomplished was also submitted. Since sustainable living is a way of life in India, the programme makes full use of community wisdom, capability of the Non Governmental Organisations, the experience of the

1. The present statement is issued without formal editing.



A World We Women Want: Economic Empowerment

organisations of the UN, regional and national government agencies, civil society and the business sector.

Implementing the post 2015 development agenda: moving from commitments to results, and taking action to improve lives, the organisation launched an impact study “a World We Women Want”, to map rich implementation strategies based on grassroots voices from India, South Asian Association for Regional Cooperation and Africa. Observing the gender and youth perspectives, this study envisaged women in leadership roles, in charge of their own empowerment and not as passive beneficiaries. These implementation strategies were published in the Compendium of Good Practices and released nationally at a stakeholders’ consultation on 9 March 2016 in New Delhi. The programme was conducted in partnership with Development Alternatives and All India Women’s Conference, with technical expertise from noted activist Pam Rajput, Convener Women 2030.

On 15 March 2016, at the Church Centre, UN Plaza, New York, the organisation held a Parallel Event “A World We Women Want”. The Panel Chair was Rosa Lizarde, Global Director Feminist Task Force, New York and speakers from India, Sri Lanka, Nepal and Malawi were the other panelists.

Copies of the Compendium of Good Practices were shared with United Nations Women, Executive Director, Phumzile Mlambo-Ngcuka and Deputy Executive Director, Lakshmi Puri.

One such documented story of change in the Compendium was of Sumitra and Dayawati, farm women from rural Haryana, India who with equal ease upgraded and married their traditional knowledge with scientific technological innovations to reduce drudgery and improve their standard of living. Expertly wielding a twig as a drawing tool and using the dusty ground as a board, they explained to avid visitors, the intricacies of building a low-cost vermin-compost pit or a biogas plant; installing net houses for early cropping of nursery-grown vegetables; using improved quality seeds for profuse flowering; adopting efficient sowing methods to conserve water and energy; using innovative technology like the hand-held wheel hoe. With veiled heads they spoke about their journey of empowerment, at UN conferences.

A major conclusion from the grassroots, in the Compendium of Good Practices, was that women themselves voiced the need for sustainable livelihood opportunities near their homes, easy access to finance to set up small enterprises, easy forward and backward linkages to sustain their business initiatives, as these are not getting fulfilled to the required extent with the value chain approach.

The sixty first session of the Commission on Status of Women also echoes the need to create women’s livelihoods through the priority theme “Women’s economic empowerment in the changing world of work”.

After Asia and Africa, the organisation now plans to set up a Global South nations website ‘A World We Women Want’ to capture good practices in women’s economic empowerment. These will enable civil society to learn from the experiences of each other and access best practices of specific benefits for women in this precarious time of climate change, economic instability and inequality. It will help member states in the planning of national policies. It will aid in the work of the Commission and facilitate the UN to achieve the 2030 agenda for change.



A World We Women Want: Economic Empowerment

New technology access and progressive employment opportunities by the organisation include safe car driving training to 350 underprivileged women at Maruti Suzuki India Limited training centres; some are being mobilised to become cab drivers for women passengers or encouraged to become entrepreneurs. Women are being identified to become insurance advisors; 150 women have been trained in self defence techniques by Delhi Police instructors. Cyber security workshops for 5,000 college students and faculty with Google India have been conducted. For farm women nine renewable energy awareness rural fairs have been held and they have been provided opportunities for solar equipment repair training; nursery plantations with improved seed and sowing practices have ensured larger harvests and provided income generation avenues; nutritious recipes and value added food preservation techniques of locally grown produce provide income generation at local fairs.

New skills and the rapid pace of development have widened the gap between the youth and the senior generation. The organisation is conducting 'Intergenerational Solidarity' college workshops with support from the Ministry of Social Justice. While promoting the continuance of a harmonious environment, the use of new technology like mobile messaging is being used to maintain dialogue between the generations.

Drug abuse among the youth is a growing menace. The organisation is conducting college workshops to create awareness of, and recognise the signs of drug dependence. College based associations are being formed to reduce the vulnerability of youth towards this hazard

Sheena, a college student, with an annual family income of USD 4,500, is an example of the organisation's efforts to introduce new skills and technology access. Selected by the organisation to learn safe car driving at the Government and Maruti Suzuki India Limited managed Institute of Driving Training and Research, Sarai Kale Khan, New Delhi, she was provided with a learner's license and trained for 35.5 days. The training curriculum, bifurcated between theory and practical skills, included lesson plans in basic car mechanics, traffic rules and their relevance, and issues related to driving like road rage, speeding, drunken driving and its fallouts. The instructor-led discussions were a combination of situational analysis, with the solutions being drawn from the trainees. Advanced driving simulators replicated Indian driving conditions and the vagaries of the weather.

Sheena, after successful completion of the training, has been awarded the skill compliance certificate by the Automotive Skill Development Council. Her confidence in her own capabilities has grown tremendously and she has become a role model among her contemporaries and peers. On graduating from college she seeks to mobilise other women to learn car driving and plans to take up the role of an instructor. She will set herself up as an entrepreneur, skilled in a field that is newly accessible to women from underprivileged milieus; she will play a part in making roads safer by training more women and will be a beacon of hope to women of her community and neighbourhood.



A World We Women Want: Economic Empowerment

Acknowledgements

'A World We Women Want : Economic Empowerment' is an initiative by AIWEFA which encompasses several programmes. One is the global south website India; the second is this Compendium on Good Practices from India towards achieving the 2030 Agenda for Sustainable Development; the third the Parallel Event at the sixty-first Session of the Commission on Status of Women (CSW61) on 13 March 2017 from 1230 Hrs. to 1400 Hrs at Hardin Room, Church Centre of the UN (CCUN), UN Plaza, New York.

The global south website India launch took place on 16 January 2107 at the India International Centre (IIC), New Delhi (venue partners) the website design was prepared by Mr. R.P. Singh and his daughter Ms. Ashmeeta Singh. Ms. Priti Sharma set up the Facebook page and had it humming with activity posts. The youth initiative BOJ (Birth of Jobs) was designed by Mr. Bharat Gauba and executed by Ms. Sunaina Mehra. A specially commissioned artwork on women's empowerment was painted by the well known artist Ms. Meher Juneja and unveiled at the event. We express our deep appreciation to the participants, Ambassador Ashok Sajjanhar, President, Institute of Global Studies; Mr. P. K. Anand, Senior Consultant (PEO), Niti Aayog; Ms. Rashmi Singh, Secretary, Industries/Social Welfare/General Administration, Andaman & Nicobar Administration; Mr. Kiram Karnik, Chairman, CII National Committee on Broadband & Telecom; Mr. C.B. Sharma, Chairman National Institute of Open Schooling (NIOS); Padmashri Ms. Pratibha Prahlad, Mr. Harish Mehta, International Motivational Speaker and Mr. Bharat Gauba, Chairperson, Shoobh Group.

The programme development and coordination was carried out by AIWEFA's Ms. Sarla Manchanda, Vice President, Ms. Jyotsna Kapur, (Secretary General), Dr. Renu Malaviya, (Joint Secretary), Dr. Usha Sharma (Executive Member). Ms. Asheema Singh, UNFPA Consultant and Project Coordinator (Adolescence), NIOS, harmonised Guest management. The summary report was prepared by Ms. Ritu Chandra under the guidance of AIWEFA member and Director, NIPCCID (retd.) Dr. Adarsh Sharma, and edited by Dr. Veenu Seth.

This Compendium on Good Practices from India towards achieving the 2030 Agenda for Sustainable Development has been made possible by the women on the ground and organisations who have sent in these voices of change. We acknowledge with thanks the support given Ms. Aditi Sachdeva, Sarvapaksh in programme work and legal matters.

We thank Ms. Sunita Sanghi, Adviser (Skill Development and Employment) NITI AAYOG who has contributed greatly in our initiatives for women's welfare.

We express our deep appreciation to Ms. Rashmi Singh, Secretary, Industries/Social Welfare/General Administration, Andaman & Nicobar Administration, who has been associated with this programme launch, at such short notice, penned the Foreword.

We are particularly grateful to Mr. Sitaram Gupta, Executive Director, Lupin Foundation for allowing AIWEFA to map the developmental work in the village of Nindana, Haryana, India and correlate these activities with the affirmative national policy, the 17 Sustainable Development Goals (SDGs) and further disseminate into the 169 sub goals.



A World We Women Want: Economic Empowerment

We thank Dr. Pam Rajput, Professor Emeritus Punjab University and Ms. Priti Darooka, Executive Director, PwC CSR for holding a National Consultation of civil society members and organisations on Wednesday, February 22, 2017 at the All India Women's Conference (AIWC) to engage collectively towards preparing a document from India in response to Secretary General's Zero document on women's economic empowerment.

We deeply appreciate Ms. Leela Nair, Secretary Ministry of Women and Child Development, Joint Secretary and Mr. V. T. Joseph for inviting civil society organisations on 28 February 2017 at Shastri Bhawan to elicit their views on the CSW61 priority theme 'women's economic empowerment in a changing world of work'. Suggestions by Indian Feminist for Draft Agreed Conclusion were submitted to the Secretary.

We are thankful to Ms. Rebecca Tavares, Representative, UN Women Office for Bhutan, Maldives, India and Sri Lanka for holding a pre-departure meeting on CSW 61 on 6 March 2017 at the UN Women office. We thank Ms. Lopa Banerjee, Chief, Civil Society Section, for providing a CSW61 overview with a focus on highlighting platforms and spaces created for Civil Society Organisations to engage with negotiations on the agreed conclusions. We thank Ms. Janneke van der Graaff - Kukler, UN Women Regional Office for Asia and Pacific for moderating the discussion and Ms. Diya Nanda from UN Women for providing the inputs; Mr. Francisco Cos Montiel, Policy Advisor Economic Empowerment, Asia Pacific and Ms. Kate Lappin, Regional Coordinator, Asia Pacific Forum on Women, Law and Development for presenting an overview and key recommendations following the Asia Pacific Regional Policy Dialogue on Women's Empowerment in the Changing World of Work.

The Parallel Event takes place on 13 March 2017 at the UN Plaza, New York. Event organisers AIWEFA and Feminist Task Force (FTF) are particularly grateful to the Panel Chair Ms. Rosa Lizarde, Global Director, Feminist Task Force (FTF) and Co-chair, 'World We Want' 2030, for logistical support. We thank the global south panelists Ms. Emilia Luisa Reyes, Coordinator, Area of Gender Policies and Budgets, Equidad de Género, Mexico; Ms. Sharon Bhagwan, Board President, Fiji Islands; Dr. Pam Rajput, Professor Emeritus Punjab University; Ms. Asha Chandra, President AIWEFA; Ms. Sarla Manchanda, Vice President, AIWEFA, Ms. Jyotsna Kapur, Secretary General, AIWEFA.

We are particularly grateful to our partners Feminist Task Force (FTF), Kolkata Rista, Ms. Pam Rajput Convenor Women 2030, Shoobh Group (media partners), Soche (advocacy partners), Studio Mosaic (publicity design partners) who have made these initiatives possible.

A World We Women Want : Economic Empowerment, Compendium on Good Practices from India towards achieving the 2030 Agenda for Sustainable Development is a labour of love by Ms. Asha Chandra, Ms. Jyotsna Kapur, Ms. Sarla Manchanda. Dr. Veenu Seth brings to AIWEFA her fine sense of editing and document perusal. Ms. Lilly Vishwanathan has been our unfailing support and 'sounding board' throughout, in this and other initiatives.

We thank Feminist Task Force social media advocate, Ms. Natasha Guman, for the programme's new Twitter and Ms. Erica Carlino for handling the audio for the Parallel Event.



A World We Women Want: Economic Empowerment

We thank Dr. Anupa Siddhu, Director, Lady Irwin College, faculty , staff and student volunteers for their support.

We fully acknowledge the important contributions of all the AIWEFA office bearers Ms. Asha Chandra, Ms. Sarla Manchanda, Ms. Jyotsna Kapur, Dr. Renu Malaviya, Mr. Umesh Chand Goyal, Ms. Kalyani Raj; the elected members Dr. Usha Sharma, Dr. Manorama Bawa, Dr. Adarsh Sharma, Mr. Riaz Umar, Dr. Yuthika Mishra; co opted members Ms. Bulbul Das, Ms. Asheema Singh, Dr. Asha Singh; special invitees Dr. S.K. Sharma, Ms. Rita Menon and Ms. Rupinder Kaur. We also thank Mr. Hem, accountant and the AIWEFA secretary cum office coordinator, Mr. Mithun Singh, who has always valiantly risen to the occasion and succeeded in all situations.

The programme and this resultant compendium of papers greatly benefited from the close collaboration of several partners, notably:

- Ministry of Women and Child Development, Government of India
- UN Women Office for Bhutan, Maldives, India and Sri Lanka
- Institute of Global Studies
- Niti Aayog
- Andaman & Nicobar Administration
- National Committee on Broadband & Telecom
- National Institute of Open Schooling (NIOS)
- Sulabh International Social Services Organisation
- Lady Irwin College



A World We Women Want: Economic Empowerment

Introduction

Education is essential to achieving all of the Sustainable Development Goals (SDGs) which were adopted by the UN General Assembly in New York, 25-27 September 2015. It is necessary to eradicate poverty, boost shared prosperity and broad-based economic growth, and build peaceful, tolerant societies. Sustainable Development Goals (Goal 4) is related to education with the formulation "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all". This goal had been in the focus of the World Education Forum (WEF 2015) held in Incheon, Korea, from 19-22 May 2015, which set a transformative vision for education over the next 15 years. At the WEF 2015 session on "Skills for work and entrepreneurship", the participants had deliberated on how governments can promote systemic reforms, including through strengthening links with the private sector and other stakeholders outside the TVET (Technical Vocational Education and Training) sector; improve the relevance of qualifications; and increase and diversify funding for skills development.

At the regional level, the South and West Asia have made the greatest progress in improving adult and youth literacy over the past 25 years. Between 1990 and 2013, the adult literacy rate in the South and West Asia increased from 47% to 68% and the youth literacy rate from 60% to 84%. Yet, our world is still home to 757 million illiterate adults, two thirds of whom are women.

The principles informing the "Framework for Action Education 2030: Towards inclusive and equitable quality education and lifelong learning for all", are drawn from international agreements, including Article 26 of the Declaration of Human Rights, the Convention against Discrimination in Education, the Convention of the Rights of the Child, the International Covenant on Economic, Social and Cultural Rights, and the Convention on the Elimination of All Forms of Discrimination against Women. Gender equality is inextricably linked to the right to education for all. Achieving gender equality requires a rights-based approach that ensures that female and male learners both not only gain access to and complete education cycles, but are empowered equally in and through education. The framework emphasises on equity, inclusion and gender equality.

Some major challenges

Towards ensuring equal access of girls and women to Technical and Vocational Education (TVE):

- Increasing the participation of girls, especially rural girls in TVE, removing the gender bias in TVE from educational planning, parents, society and employers. Besides, facilitating employment for girls is also a major challenge.

In order to be able to meet these challenges, it is imperative that specific strategies are adopted keeping in view the cultural, geographical and ecological variations as also problems relating to poverty and ignorance.

Some of the proposed strategies are:

- Decentralised and non-respective educational planning;



A World We Women Want: Economic Empowerment

- Expanded programme of non-formal, low tech vocational training for rural girls, gender sensitive planning, gender inclusive curriculum and gender exclusive educational and vocational guidance and counselling services for girls and their parents; and
- Periodic upgradation of syllabi and instructional materials and creation of gender sensitive support structure for working women.

(Excerpts from AIWEFA and UNESCO Compendium Women, Education, Skills and Work).

Indian Scenario

The demographic advantage that India enjoys with more than 60 percent of its population in the working age group (15-59 years) provides our country an opportunity to be the human resource capital of the world. Women constitute 48.5% of the total population (as per 2011 Census). This makes their participation in the labour market of paramount importance for their economic empowerment and sustainable development of the country. Empowered women are catalysts for multiplying development efforts. However, the falling female labour force participation, currently 22.51% (2011-12) especially in periods of high growth is a matter of concern.

The world over, women's participation in the labour market is declining at all levels of education and India is no exception. There are variations depending upon spatial/ regional characteristics, level of income and education necessitating analysis of supply and demand side factors which have an impact of women participation in the labour market.

The Constitution of India provides for gender equality and empowers the State to take measures for positive discrimination of the women. Women centric legislative, legal and programmatic interventions have been taken to address economic, social, political and cultural empowerment. To understand the need and necessity for enhancing women employability, it is necessary to look at issues like skills and education level; labour market challenges; the scale of unemployment; obstacles that women face in their journey from education to employment and then suggest policy prescription for improving women participation in the labour market. (*Enhancing Women's Employability in the Labour Market by Sunita Sanghi*)

Compendium: 'A World We Women Want: towards CSW60 and beyond'

In recognition of the sixtieth session of the Commission on Status of Women (CSW60) in New York priority theme, 'Women's empowerment and its link to sustainable development', AIWEFA launched the programme 'A World We Women Want : towards CSW60 and beyond'. Towards implementing the post 2015 development agenda: moving from commitments to results, and taking action to improve lives. The All India Women's Education Fund Association (AIWEFA), in partnership with Development Alternatives (DA) and All India Women's Conference (AIWC), and technical expertise from Dr. Pam Rajput, Convener Women 2030 and Lupin Foundation observed the gender perspective from SAARC nations and Africa on achieving the 17 Sustainable Development Goals (SDGs). This resulted in the Compendium of Good Practices which was released at the national consultation on 9 March 2016 and internationally at the Parallel Event held on 15 March, 2016 in New York at the CSW60.



A World We Women Want: Economic Empowerment

It provided experiential and new insights into the lack of education related infrastructure; education to livelihood connect; lack of infrastructure related to health aspects; lack of infrastructure related to WASH; and drudgery in fulfilling basic needs.

The common nature of problems faced by women in Africa and SAARC countries highlighted that although several efforts are being made to bring economic stability and independence in the lives of women, they themselves voiced a need for sustainable livelihood opportunities near their homes, easy access to finance to set small enterprises, easy forward and backward linkages to sustain their business initiatives, as these are not getting fulfilled to the required extent with the value chain approach.

State of the World

A number of studies over the past few years have shown that gender equality is "smart economics." The untapped potential of women remains a lost opportunity for economic growth and development the world can ill afford. Women's economic participation promotes agricultural productivity, enterprise development at the micro, small, and medium enterprise levels, as well as enhances business management and returns on investment.

In addition to boosting economic growth, investing in women produces a multiplier effect – women reinvest a large portion of their income in their families and communities. Women also play key roles in creating peaceful and stable societies –important factors for economic growth. Unfortunately, these benefits have not been universally recognised and have therefore not translated into women's full economic participation. Women still face obstacles when trying to establish new businesses or expand existing ones. Among the biggest hurdles are discriminatory laws, regulations and business conditions, as well as women's lack of access to property rights, finance, training, technology, markets, mentors, and networks.

CSW61 – An Opportunity

The **CSW61 priority theme of “Women's economic empowerment in the changing world of work”** in New York during March 2017 provides AIWEFA with an opportunity to broaden the bonds of cooperation between Africa and the SAARC nations to include the nations of the Global South. We propose to put forward rich solutions based on experience and hard evidence, good practices in dealing with women's economic empowerment. Cross-pollination of these good strategies will yield comprehensive plans in terms of the successful actions that must be undertaken to implement the ideals and goals contained in the SDGs.

'A World We Women Want : Economic Empowerment' CSW61 Compendium

“This gathering of so many of the key partners in the implementation of Agenda 2030 makes this a crucial opportunity to combine our strengths and align decisively around the central issues for action,” - Under-Secretary-General of the United Nations and the Executive Director of UN Women, Phumzile Mlambo-Ngcuka.



A World We Women Want: Economic Empowerment

'A World We Women Want' is an initiative by AIWEFA to enable civil society and NGOs to learn from each other's experiences; assist industry to find proven stories of successful women whom they can employ; help India and other member States in the planning of national policies; aid in the work of the Commission on Status of Women (CSW); and facilitate the UN to achieve the 2030 agenda for change.

In keeping with the Digital India initiative - effectively, efficiently and economically, the AW4 website invites women's economic empowerment, gender justice and trans inclusion stories of change in **Financial Inclusion, Women and Agriculture, Enterprise Growth, Technology Access, Capacity Building, Business Leadership and Data Collection.**

Implementation is key to the success of the SDGs

In this Compendium, AIWEFA presents strategic rural interlinkages towards specific action plans in achieving the 2030 Agenda for Change. We attempt to deconstruct the 17 SDGs, the 169 sub goals, India's national policies into implementable rural activities. The examples reflecting the development programmes are based on the initiatives that are being implemented by Lupin Foundation in the Union Railway Minister, Mr. Suresh Prabhu's, Model village Adarsh Gram programme at Nindana in the Indian state of Haryana.

This Compendium also features stories of change in economic empowerment, trans inclusion, new technology and new employment opportunities from the worldwewomenwant.org India website that was launched on 16 January 2017 at New Delhi.

Parallel Event

The international Launch of the AW4 website, Compendium Release and a Panel Discussion with a multi south panel takes place on 13 March 2017

Time: 1230 hrs. 1400 hrs., "Hardin" Room, Church Center for the United Nations, New York. This Parallel Event at the UN's sixty-first session of Commission on Status of Women (CSW61) is being held by AIWEFA in cooperation with Feminist Task Force, Kolkatarista (transgender), Shoobh, Soche and Women 2030.

Asha Chandra
President

Sarla Manchanda
Vice President

Jyotsna Kapur
Secretary General



A World We Women Want: Economic Empowerment

Correlating the 'NINDANA' experience with initiatives by the Government of India and the Sustainable Development Goals

The Hon'ble Union Minister of Railways, Govt. of India, Sri Suresh Prabhu in consultation with the Government of Haryana, adopted the village Nindana, Haryana under the 'Sansad Adarsh Gram Yojana' (SAGY) in February 2015.

About Nindana

Nindana is a village in Tehsil Meham of District Rohtak, Haryana with a population of 13118 people in 2400 households. The child sex ratio of Nindana is 812, which was lower than the state average of 834 [Census 2011) Female literacy is 62.12 percent compared to a male literacy of 82.2 percent. 17.07 percent of the workforce were engaged in marginal economic activity providing livelihood for less than six months. The area is well served by network of roads and canals. Irrigation network coverage towards Nindana from all the sides thus indicating the direction of natural flow towards the village. Presence of 11 ponds and depression areas indicate that Nindana is located in the depression area and is subject to frequent flooding and occurrence of salinity. The main occupation of villagers is farming and animal husbandry, total cultivated area of 3080 ha. The village is catching up with the practice of zero tillage and has 16 zero Tillage cum fertiliser drills. The soil suffers from the problem of salinity and water logging, water table lies between 3-5 m.

The Opportunities

The SAGY, the scheme is designed by the Ministry of Rural Development, Government of India to keep the soul of rural India alive while providing its people with the physical amenities to enable freedom of choice to shape their own destiny. The Scheme is unique and transformative as it has a holistic approach towards development. It envisages integrated development of the village across multiple areas such as agriculture, health, education, sanitation, environment, livelihoods etc. It seeks to not only provide physical infrastructure and access to basic amenities but also improve the standard of living, enrich social capital and build community spirit. These are the ingredients that will ensure long term positive change and sustainability of this change.

The Government of India has initiated many schemes and programmes to ensure that services reach the most marginalised. Several recent initiatives have resonated with communities and the development sector - The Swachh Bharat Abhiyaan (Clean India Campaign), the Beti Bachao Beti Padhao (Save daughters, Educate daughters) to address the declining Child Sex Ratio (CSR) and related issues of women empowerment over a life-cycle continuum.

Converging resources from Centrally Sponsored Schemes, and also other State schemes to the extent possible will bring the desirable results.

With a view to achieving an all-inclusive approach in planning process, the participatory rural appraisal (PRA) was carried out by holding meetings in the village and simultaneously focussed group discussions, transect walks and inspection of problematic sites were carried out. The



A World We Women Want: Economic Empowerment

stakeholders consultation included meetings in the three Gram panchayats and separate meetings with women and other underprivileged sections of the society.

Needs of the village at the time of appraisal-

1. Land consolidation
2. Drainage and Salinity Problem
3. Rejuvenation of Village Ponds
4. Drinking Water Pipe Supply
5. Village Sanitation -Waste Water Disposal
6. Construction of Roads- internal and Highway link
7. Up-Gradation of Primary Health Sub-Centre to Primary Health Centre
8. Establishment of Skill Training Institutes
9. Improvement in Community Infrastructure- Public meeting place; Pavement of Streets; Gram Sachivalays; Community/Skill Development centres; Solid Liquid waste management; Repair of community centres
10. Upgradation of Schools and Education with the following inclusions along with the formal education – Beti Bachao Beti Padhao; Beti Bachao Beti Padhao - Aap ki Beti Hamari Beti; SABLA-Adolescence Girls Age Group of 14-18 years ; Counselling for Skill Trainings; Provision of E-Learning software; Equipping the School grounds with Training for Para Military recruitments; Organisation of Yoga Camps for youth; Mobilising & Handholding Youth groups
11. Agriculture: Organic; Soil Health scheme; Crop Diversification; Animal Husbandry; incentive based Performance Recording of Cow& Buffalo; Pisciculture; Fresh Water fish farming; White Shrimp farming
12. Sporting Skill enhancement & Sports Facilities-Stadium with Gymnasium; Sports equipment
13. Ensuring Total Financial Inclusion--Opening of Bank Accounts; Bima/Insurance; Pension
14. Public Distribution System
15. Social Security -Old Age Samman Bhatta; Widow Pension; Financial Aid to Non School Going; Financial Aid to Destitute Children; Ladli Pension Insurance: Rajiv Gandhi Bima Yojana; National Family Benefit Scheme; Scholarship: Handicap Scholarship to School/College Going Children
16. Anganwadi - upgradation and construction

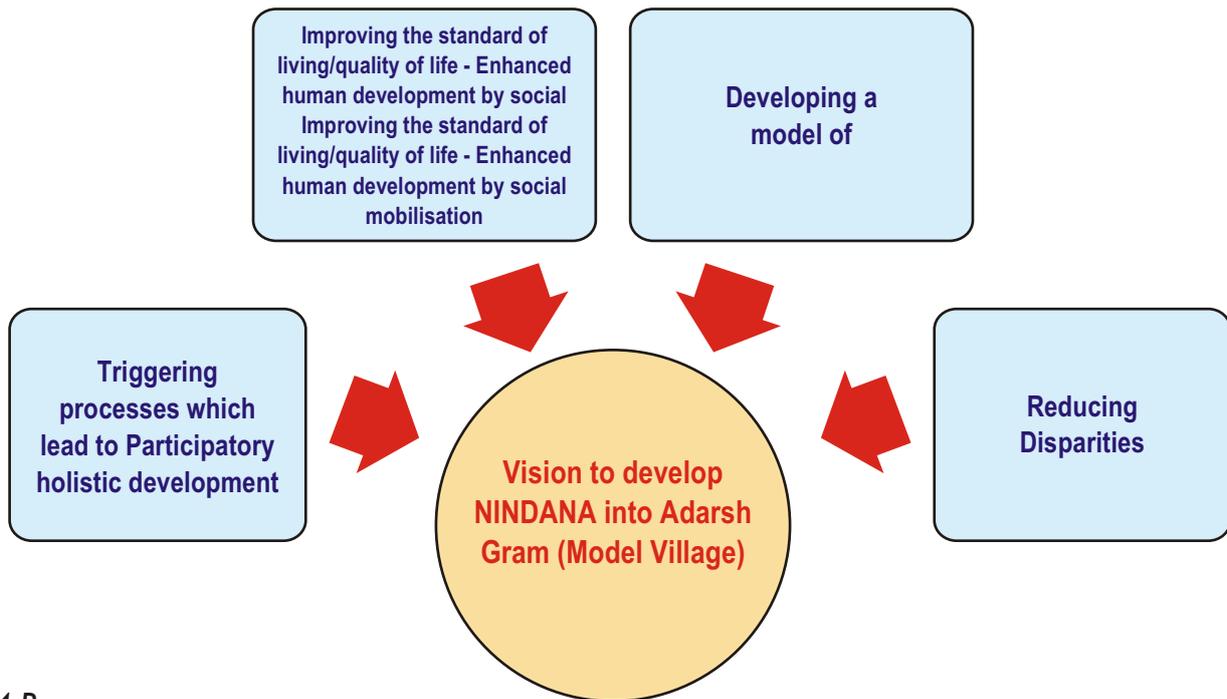


A World We Women Want: Economic Empowerment

The Vision

The Adarsh Gram Nindana activities evolved out of people's shared vision, using their capacities and availing the existing resources to the best extent possible, duly facilitated by the Member of Parliament (MP), the Gram Panchayat, civil society and the government machinery. The focus was on triggering processes that led to participatory and holistic development, building infrastructure, developing a model of development and governance and focussing on the quality of life.

The vision to develop Nindana into an Adarsh Gram (Model Village)



The 4 Ps

To carry out the mission of turning Nindana into a model village, key partnerships were forged. A participatory approach ensured that the villagers were actively engaged from the beginning in the envisioning the roadmap as well as implementation. Lupin Foundation invited to be a partner, brought in a holistic plan of development that involved economic, social, environmental, and infrastructure interventions. There was also full support from the Haryana Government. The Partners included the elected representatives, private sector, Corporate Houses, Industrialists/ NRIs/NRVs (Non- resident Villagers)/ NGOs / popular personalities and Civil Services Officers who will volunteer to facilitate the local development processes as catalysts. A 4P (People-Public-Private Partnership) model was thus formed to take the vision of a model village forward.

The roles of each partner were outlined. These included participating in the collective visioning exercise of the village and the Gram Panchayat, mobilising funds and appropriate technical support and promote innovations, facilitate the implementation of the approved development plans. Sector based partnerships were established to improve basic amenities and service delivery mechanisms. These included water and sanitation, health and nutrition, education, electricity, energy and technology.



A World We Women Want: Economic Empowerment

The Plan of Action

We worked on various areas simultaneously creating tangible assets such as infrastructure and intangible social values such as behavioural change. A Government Girls Senior Secondary School was built to address the need for female child education. New Primary Health Centre was built to take care of health needs of the villagers. To make women skilled and employable, computer training, garment, carpet making training were given. To make entrepreneurs out of these skilled women, interlocking sewing machines were distributed.

For the sustainability of the project and to contribute to the larger development goals, a conscious attempt was made to align the project activities to the Government of India's schemes and programmes and subsequently to link the project actions to the goals and targets of the Sustainable Development Goals.

The actions are built around the following core values (principles):

- Adopting people's participation as an end in itself – ensuring the involvement of all sections of society in all aspects related to the life of village, especially in decision-making related to governance
- Adhering to Antyodaya – enabling the “poorest and the weakest person” in the village to achieve well-being
- Affirming gender equality and ensuring respect for women.
- Guaranteeing social justice.
- Instilling dignity of labour and the spirit of community service and voluntarism.
- Promoting a culture of cleanliness.
- Living in consonance with nature –ensuring a balance between development and ecology.
- Preserving and promoting local cultural heritage.
- Inculcating mutual cooperation, self-help and self-reliance.
- Fostering peace and harmony in the village community.
- Bringing about transparency, accountability and probity in public life.
- Nurturing local self-governance.
- Adhering to the values enshrined in the Fundamental Rights and Fundamental Duties of the Constitution of India.

Catalysing Community Actions

The following strategies were adopted:

1. Entry point activities to energise and mobilise the community towards positive common action
2. a) Active Working Committees in each Panchayat for Participatory planning exercise for identifying peoples' needs and priorities in an integrated manner.



A World We Women Want: Economic Empowerment

- b) Village team to act as steering group, to oversee the programme development process, establish time lines and identify milestones
3. Converging resources from Central Sector and Centrally Sponsored Schemes and also other State schemes to the extent possible.
4. Repairing and renovating existing infrastructure to the extent possible.
5. Strengthening the Gram Panchayats and peoples' institutions within them

A summary of the programme components is provided below. It includes an attempt to link it with existing Government of India schemes and programmes and the relevant SDG:

Overview of Programme components

Goal 1 : Personal Development			
Aim: 1. To improve hygienic behaviour and practices and reduce risk taking behaviour (alcoholism, drugs)			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Formation of health volunteers. • Development of IEC. • Campaigns on Open defecation-free and Swachh 'Gram Panchayat'- Clean 'Swachh' NINDANA. • Introduction of options for physical activity and infrastructure for sports • Reducing availability of risk substances in the village • Provision of counselling for substance abuse 	<ul style="list-style-type: none"> • Reduced incidence of diarrhoea and other infectious diseases • Reduction of other personal illness • Improved sense of well-being • Reduction in violence against women 	<ul style="list-style-type: none"> • NHM • ICDS • Swachh Bharat Mission • MPLADS • Nehru Yuvak Kendra Sangathan • MGNREGS • State Government • Sports Schemes 	<p>SDG 3: Ensure healthy lives and promote well-being for all at all ages by 2030.</p> <ul style="list-style-type: none"> - Target 3..combat hepatitis, water-borne diseases and other communicable diseases. - Target Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

* For the expanded version of the schemes/programmes please see the Glossary



A World We Women Want: Economic Empowerment

Goal 2. Inculcating habits of regular physical exercise			
Aim : Mandatory physical exercise everyday as per the requirements of the gender and age groups, individually or in groups			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
Providing variety of options: Gym, yoga, walking/jogging, sports for everyone to choose from. Health volunteers to guide and follow up personally	Prevention of illness Increased well-being	MPLADS Nehru Yuvak Kendra Sangathan MGNREGS State Government Sports Schemes	SDG 3: Ensure healthy lives and promote well-being for all at all ages by 2030

Goal 3: Health and Nutrition			
Aim : <ul style="list-style-type: none"> • Universal access to basic health facilities consisting of health card, medical examination • Complete immunisation • Balanced nutrition irrespective of economic status, gender and age group • Balancing the sex ratio 			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Identify and fill gaps in health infrastructure and materials. Identify and fill up vacancies of trained health and para-health professionals • Identify training needs and capacitate health and para-health professionals, and handhold through follow up. • Organise immunisation and de-worming drives through habitation specific camps • Issuance of health card to each and every person. • Create a calendar of health education interventions through street theatre, • Puppetry and other social communication methods throughout the year. • Train volunteer groups for behaviour and social change on issues like anaemia hygiene and health. • Monitor and significantly improve the quality of the noon meal programme in schools and the nutrition component in Anganwadi. 	<ul style="list-style-type: none"> • 100% immunisation • 100 % institutional delivery • Significant reduction in malnutrition, especially among children and adolescent girls, pregnant women and lactating mothers. • Significant change in the quality of the health delivery and monitoring system of NHM • Increased capacity of the health and para health professionals, who could act as resource persons for the next year. • Significant change in behaviour and attitudes relating to health and hygiene. 	<ul style="list-style-type: none"> • The National Health Mission(NHM) • ICDS for nutrition along with SABLA and Saksham schemes. 	SDG 3: Ensure healthy lives and promote well-being for all at all ages by 2030



A World We Women Want: Economic Empowerment

Goal 4: Education for all

Aim:

- At least one person from every family able to use the computer and the internet.
- Developing a reading habit that changes the world-view-awareness about the location of the self and the community in the interconnected world.
- Self-reliance and mutual respect
- Ability to articulate choices and decision making including amicable conflict resolution.
- Awareness about rights and responsibilities that bring accountability
- Capability to use technology appropriately and adapt in the present world.

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Universal access to education facilities up to Class X • Conversion of schools into 'smart schools' for providing quality education • Adult literacy • E-literacy • Village libraries including e-libraries-- Knowledge Centre • Identify and fill gaps in education infrastructure and materials. • Identify and fill up vacancies of trained education professionals • Identify training needs and capacitate education professionals. • Convert the GP schools into 'smart schools'. (Smart schools will have IT enabled classrooms, e-libraries, web based teaching and will make all students e-literate. This will be done through filling the infrastructure gaps.) 	<ul style="list-style-type: none"> • All infrastructure and capacity building gaps identified and filled. • All vacancies filled up. • Adults going through functional literacy campaign assessed for numeracy and literacy. 	<ul style="list-style-type: none"> • Sarva Shiksha Abhiyan (SSA), • Rashtriya Madhyamik Shiksha Abhiyan (RMSA), • National Literacy mission(NLM) • National Child Labour Project(NCLP) • MPLADS 	<p>SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p>SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>



A World We Women Want: Economic Empowerment

Goal 5: Social Development

Aim: To create a vibrant and harmonious village society through

- Activities for promotion of voluntarism like Bharat Nirman Volunteers
- Capacity building of the people to fully participate and contribute to local development
- Activities for honouring village elders, local role models especially women, freedom fighters and martyrs
- Activities for violence and crime free villages such as
- Citizen Committees
- Sensitisation, especially of youth
- Village sports and folk arts festivals
- Having a village song to instil a sense of pride among the people
- Celebrating 'Village Day'

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Organise citizen education • Involve youth groups in health camps and adult literacy drives. Create discussion groups through the libraries. • Reclaim local histories and identify/select the village day. • Celebrate the village day through exhibitions and honouring the village elders, and local role models, especially women, freedom fighters and martyrs. • Reclaim local repositories of songs. • Start competitions where different groups create a new song that reflects the spirit of the village, and select the village song for different festivals and occasions. • Start local folk music and arts festivals that reflect the diversity of India. • Organise citizen-mohalla committees for peaceful and crime free village life. • Organise Gender Sensitisation programmes and peace education training programmes. • Organise village discussions on local production and productivity and employment. 	<ul style="list-style-type: none"> • United and harmonious village • Crime-free society • Increase in awareness, knowledge and opportunities for self-expression 	<ul style="list-style-type: none"> • Bharat Nirman Volunteers • Youth Club schemes • MPLADS • IEC components of appropriate scheme 	<p>SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable</p>



A World We Women Want: Economic Empowerment

Goal 6: Clean Villages Aim: Universal access to sanitation consisting of: <ul style="list-style-type: none"> Household toilets for all Toilets in all public institutions Solid and liquid waste management Community Toilet linked biogas plants 			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Identify all houses without Individual Household Latrines (IHHL) and facilitate construction of toilets in each household Identify lack of toilets in all public institutions in the GP and facilitate construction. IEC initiatives to create demand for and promote use of toilets – both individual and institutional Construct covered drains along with liquid waste treatment pits Garbage collection, segregation and disposal systems 	<ul style="list-style-type: none"> Open Defecation Free village Clean streets and public places 	<ul style="list-style-type: none"> MGNREGA Swachh Bharat Abhiyaan MPLADS 	SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Goal 7: Economic development Aim: Sustainable Agriculture and Organic Farming			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Transfer of technology for organic farming to the farmers' groups, especially women Preparation of Soil Health Cards Setting up local Seed Banks Crop intensification such as SRI (System of Rice Intensification) Micro irrigation and Drip Irrigation Solar pumping systems Agro service centres 	<ul style="list-style-type: none"> Reduced use of chemical fertiliser Reduced use of chemical pesticides Enhanced production of organic manure and use of organic pesticides. Availability of farm machinery at reasonable hire charges. 	<ul style="list-style-type: none"> Schemes of the Ministry of Agriculture MKSP under NRLM MGNREGS 	SDG 1: End poverty in all its forms everywhere SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture



A World We Women Want: Economic Empowerment

Goal 8: Rural Industrialisation Aim: <ul style="list-style-type: none"> • Livestock development including Gobar Bank, Cattle Hostel • Post-harvest technology applications • Food Processing and Dairy Processing • Other Micro Enterprises 			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Enhancing livestock based livelihoods through better management practices and well-planned linkages • Conducting cattle health campaigns and fairs • Establishment of Gobar Banks for organic manure • Cattle Hostels with linkage to biogas production, as a model of providing modern • integrated common facilities for better care and improving productivity of all cattle in the village • Construction and provision of storage facilities, especially common storage • facilities to reduce post harvest losses • Grading and sorting of produce at the village level • Decentralised small scale food processing activities • Small scale dairy processing coupled with marketing of such produce • Revive rural industries ranging from traditional artisanal occupations such as weaving, and pottery to modern cottage and small scale industries • Activities related to village tourism, including eco-tourism 	<ul style="list-style-type: none"> • Enhanced livestock based incomes • Better price realisation for agricultural and allied produce • Significant / Substantial proportion of agricultural and dairy produce is processed in the village before being marketed outside. • Enhanced employment and incomes 	<ul style="list-style-type: none"> • Schemes of Ministry of Agriculture, especially Department of Dairy and Animal Husbandry. Support from NDDB and NABARD • MGNREGS • Schemes of Department of Food Processing and Department of Dairy and Animal Husbandry • Schemes of Ministry of MSME and Ministry of Textiles 	<p>SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture</p> <p>SDG8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>



A World We Women Want: Economic Empowerment

Goal 9: Skill Development for all eligible youth			
Aim: Development of skill of the rural community to enhance their livelihoods			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Identifying skill demand and skill gap Identifying suitable training & certification agencies Skill building for self employment and placement in the formal sector Introducing vocational education in schools Identifying employers and placement opportunities Identifying self employment opportunities and setting up support services Continuous skill upgradation for sustained employment Skilling the MGNREGS workers MIS for tracking the progress of trained youth 	<ul style="list-style-type: none"> Significant increase in skill levels Gainful employment and enhanced livelihoods 	<ul style="list-style-type: none"> National Rural Livelihoods Mission Aajeevika Skills RSETI Schemes of Ministry of MSME 	SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Goal 9: Organising Women SHGs and Financial Inclusion			
Aim: Formation of Women's SHGs is the master strategy that provides multiple outcomes ranging from women's empowerment to livelihood enhancement to financial inclusion. This establishment will bring together the women from all social groups and economic situations in to SHGs and connect them to banks as individuals as well as groups.			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Universal inclusion through participatory identification of the poor (PIP) Organisation of SHGs of women and their federations at the GP and cluster levels Bank linkages Ensure that all women SHG members have individual PMJDY bank accounts. 	<ul style="list-style-type: none"> Increased incomes through enhanced livelihoods. Inculcation of saving habit. 	<ul style="list-style-type: none"> National Rural Livelihoods Mission Pradhan Mantri Jan DhanYojana 	SDG 5: Achieve gender equality and empower all women and girls SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



A World We Women Want: Economic Empowerment

Goal 10: Employment under MGNREGA			
Aim: Implementation of MGNREGA as per the provisions of the Act.			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Effective demand capture through Rozgar Diwas • Better, participatory planning • Provision of works as per demand • Timely payment of wages • Identification and creation of quality productive assets 	<ul style="list-style-type: none"> • Enhanced incomes and poverty reduction 	<ul style="list-style-type: none"> • Mahatma Gandhi National Rural Employment Guarantee Scheme 	<p>SDG 1: End poverty in all its forms everywhere</p> <p>SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>

Goal 11: Environmental Development			
Activity: Roadside plantations, Tree plantation in homesteads, schools and public institutions; and Social Forestry			
Aim: Increase coverage of trees in rural areas			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Planting trees—those having economic, environmental, social and cultural value – in homesteads and public places, especially road sides, canal bunds, commons, and farm bunds • Develop green walkways in and around the village • Assigning usufruct rights over tree in public land to the poorest of the poor households • Development of local nurseries • Simplification of systems for payment of maintenance expenditure 	<ul style="list-style-type: none"> • Income and employment from the trees. • Prevention of soil erosion • Increased green cover • Mitigating effects of climate change 	<ul style="list-style-type: none"> • MGNREGS • National Horticulture Mission • Schemes of the Ministry of Environment, Forests and Climate Change (like CAMPA) 	<p>SDG 13: Take urgent action to combat climate change and its impacts</p> <p>SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>



A World We Women Want: Economic Empowerment

Goal 11: Environmental Development Activity: Watershed management especially revival of traditional water bodies Aim: Developing the village along the principles of Watershed Management to enhance livelihoods, through improving irrigation, improving drainage, and checking erosion			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Scientific and participatory assessment of the health of the watershed and developing treatment measures 	<ul style="list-style-type: none"> Enhanced irrigation facilities Improved drainage Increased groundwater levels 	<ul style="list-style-type: none"> IWMP and MGNREGS 	SDG 6: Ensure availability and sustainable management of water and sanitation for all SDG 13: Take urgent action to combat climate change and its impacts SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Goal 11: Environmental Development Activity: Reducing local pollution of air, water and land Aim: Reduce as well as mitigate the impacts of air, water and land pollution			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Quick and participatory assessment of different kinds of pollution affecting the village Making the village open defecation free Soil testing and preparation of soil health cards Composting linked to biogas and preparation of farmyard manure Social ban on use of polyethylene bags and other harmful pollutants Smokeless Chullah for cooking 	<ul style="list-style-type: none"> Improved health outcomes Aesthetically appealing surroundings 	<ul style="list-style-type: none"> Schemes of MNRE as well as MGNREGS Schemes of Ministry of Agriculture Social and physical infrastructure for reducing waste and pollution Schemes 	SDG 13: Take urgent action to combat climate change and its impacts SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

A World We Women Want: Economic Empowerment

Goal 11: **Environmental Development**

Activity: Rainwater harvesting- rooftop as well as others

Aim: Popularisation of rain water harvesting as a traditional practice in rural India

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Rooftop rainwater harvesting integrated to toilet units in individual houses as well in public buildings. Structures such as Eris, Kunds, Tankas and Tanklis in desert and other low rainfall areas 	<ul style="list-style-type: none"> Enhanced availability of water for drinking and other purposes. 	<ul style="list-style-type: none"> NRDWP (National Rural Drinking Water Programme) MGNREGS 	<p>SDG 6: Ensure availability and sustainable management of water and sanitation for all</p> <p>SDG 13: Take urgent action to combat climate change and its impacts</p> <p>SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>

Goal 12: **Basic amenities**

Activity: Pucca houses for all houseless poor/poor living in kutchha houses

Aim: Pucca houses for all houseless poor/poor living in kutchha houses

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Identification of all families living in temporary structures and prioritising them based on vulnerability - due priority to the elderly and single member households Taking up housing on a saturation mode, as far as possible in viable clusters 	<ul style="list-style-type: none"> Improved well-being and dignity of living 	<ul style="list-style-type: none"> Indira Aawas Yojana 	<p>SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable</p> <p>SDG12: Ensure sustainable consumption and production patterns</p>

Goal 12: **Basic amenities**

Activity: Drinking water, preferably treated piped water with household taps

Aim: Drinking water, preferably treated piped water with household taps

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Survey to identify existing and potential sources of drinking water Assess current and future habitation-specific needs Purify, rehabilitate and sustain the existing sources Preparation of village water security plan 	<ul style="list-style-type: none"> Improvement in health, reduction in water-borne diseases such as diarrhoea 	<ul style="list-style-type: none"> National Rural Drinking Water Programme 	<p>SDG12: Ensure sustainable consumption and production patterns</p> <p>SDG 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>



A World We Women Want: Economic Empowerment

Goal 12: **Basic amenities**

Activity: Internal all weather roads with covered drains and all-weather road connectivity to the main network

Aim: Internal all weather roads with covered drains and all-weather road to the main network

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Existing kutchra roads in and out of the village may be listed and made pucca. 	<ul style="list-style-type: none"> Improved connectivity to and from the village which will enhance economic activity and access to public services as well as markets 	<ul style="list-style-type: none"> Pradhan Mantri Gram Sadak Yojana MGNREGA 	SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

Goal 12: **Basic amenities**

Activity: Electricity connection to all households including from alternative sources of energy, especially solar

Aim: Electricity connection to all households and street lights including from alternative sources of energy, especially solar

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Identify best suited source of renewable energy given topography (eg – wind, solar, micro hydro etc.) Baseline survey of households without access to electricity Electricity connections provided including from new and renewable energy sources. Priority given to vulnerable households and public buildings 	<ul style="list-style-type: none"> Enhancement of economic activity and increase in incomes of households in the village 	<ul style="list-style-type: none"> Rajiv Gandhi Grameen Vidyutikaran Yojana, MNRE Schemes 	<p>SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all</p> <p>SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable</p>

A World We Women Want: Economic Empowerment

Goal 12: **Basic amenities**

Activity: Pucca infrastructure for public institutions- Anganwadis, schools, health institutions, Gram Panchayat Office and libraries

Aim: Pucca infrastructure for public institutions- Anganwadis, schools, health institutions, Gram Panchayat office and libraries

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> All public buildings, especially schools, will be built using environment friendly local technologies using local materials and will have extensive tree coverage Strategy Through participatory planning methods, the order of priority of the need for public infrastructure to be determined. Repair and renovation of existing infrastructure to be given first priority to the extent doable Identification of location for construction of different physical buildings Technical support and supervision provided to prepare estimates, procure tenders and monitor quality of construction Ensuring fully functional facilities in these buildings including barrier free access in accordance with scheme guidelines 	<ul style="list-style-type: none"> Improvement in quality of services through the public institutions, particularly relating to health and nutrition, More accessible Gram Panchayats Developing reading habit and improving learning levels 	<ul style="list-style-type: none"> MGNREGA, Backward Regions Grant Fund, RGPSA SarvaShikshaAbhiyan, ICDS 	SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Goal 12: **Basic amenities**

Goal 12: Basic amenities

Activity: Civic infrastructure including community halls, buildings for SHG federations, playgrounds, PDS outlets, and burial grounds/crematoria

Aim: Civic infrastructure including community halls, buildings for SHG federations, playgrounds and PDS outlets, and burial grounds/ crematoria.

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Identification of location for construction of different types of civic infrastructures through participatory planning processes Technical support and supervision provided to prepare estimates, procure tenders and monitor quality of construction 	<ul style="list-style-type: none"> Strengthened SHGs, increase in physical and recreational activities amongst youth, better organisation of community events and festivals, better functioning PDS outlets 	<ul style="list-style-type: none"> MGNREGA, Backward Regions Grant Fund, Sarva Shiksha Abhiyan MPLADS Rajiv Gandhi Khel Abhiyan 	SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable



A World We Women Want: Economic Empowerment

Goal 12: Basic amenities
 Activity: **Village markets**
 Aim: Develop well-functioning and efficient village markets

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Consultations with producer groups to identify location, size and nature of village market to be constructed • Technical support and supervision to prepare estimates, procure tenders and monitor quality of construction 	<ul style="list-style-type: none"> • Improved marketing and sale of agricultural produce and increase in incomes of households 	<ul style="list-style-type: none"> • National Rural Livelihoods Mission, • MGNREGS 	<p>SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</p> <p>SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable</p>

Goal 12: Basic amenities
 Activity: Micro mini banks /post offices/ATMs and provision of UIDAI card
 Aim: Ensuring linkage of the all rural areas with an efficient banking network

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Survey existing coverage of bank and post offices in the local area • Identify banking partners for extending micro ATM services to unserved areas • Opening of accounts • Conduct enrolment camps and door to door distribution of UIDAI cards 	<ul style="list-style-type: none"> • Increase in savings, reduced impact of income shocks, and increase in standard of living 	<ul style="list-style-type: none"> • PM Jan Dhan Yojana and other schemes of the Department of Financial Services • BRGF • Finance Commission Grants 	<p>SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</p> <p>SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable</p>

Goal 12: Basic amenities
 Activity: Broadband, telecom connectivity and Common Service Centres
 Aim: Broadband, telecom connectivity and Common Service Centres

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Common Service Centres may be built as part of Gram Panchayat office. • E-literacy of citizens may be facilitated through modules and regular classes. 	<ul style="list-style-type: none"> • Bridging the digital divide • Digital literacy, greater access to information and knowledge, increased opportunities for innovation 	<ul style="list-style-type: none"> • CSC Scheme of DEITY, • National Optical Fibre Network (NOFN) • Schemes of Telecom Department 	<p>SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</p> <p>SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable</p>



A World We Women Want: Economic Empowerment

Goal 13: Social Security
 Activity: Pensions for all eligible families- old age, disability and widow
 Aim: Coverage of social security schemes for all eligible persons on principles of saturation

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Door to door identification exercise to register all eligible persons under NSAP and the state social pension schemes • Time bound sanction of pension • Opening of bank/PO account • Timely payment of pension through micro ATMs 	<ul style="list-style-type: none"> • Reduced vulnerability of the elderly, widows and persons with disability to health and income shocks, and enhanced dignity of life 	<ul style="list-style-type: none"> • IGNOAPS, IGNWPS, IGNDPS and Other state social pension schemes 	SDG 1: End poverty in all its forms everywhere

Goal 13: Social Security
 Activity: Insurance Coverage
 Aim: Universal coverage of insurance schemes

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Door to door identification exercise to register all eligible persons under PMJDY, RSBY and AABY • Time bound sanction of insurance • Systems for preparation of claims using SHG network 	<ul style="list-style-type: none"> • Reduced risk of health and income shocks and enhanced social security 	<ul style="list-style-type: none"> • Aam Aadmi Bima Yojana, • RSBY/State health insurance schemes • PMJDY 	SDG 1: End poverty in all its forms everywhere SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Goal 13: Social Security
 Activity: PDS- universal access to all eligible households
 Aim: Universal coverage of PDS

Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Door to door identification of beneficiaries and distribution of ration cards to all in accordance with the provisions of the NFSA • Timely distribution of full entitlement of grain to families according to the provisions of the NFSA • Social audit of the PDS institutions 	<ul style="list-style-type: none"> • Enhanced food security and improved nutritional outcomes 	<ul style="list-style-type: none"> • National Food Security Act • State PDS schemes 	SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture



A World We Women Want: Economic Empowerment

Goal 14: Good governance			
Activity: Strengthening Gram Panchayats			
Aim: Strengthening local democracy and improving capacity of Gram Panchayats to perform their functions particularly in relation to public service delivery			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Providing basic infrastructure for Gram Panchayats like Panchayat Bhavan, computers etc • Capacity building of elected functionaries and officials • Activating Standing Committees of Panchayats • Creating Functional Committees and vitalising participatory fora like Watershed Committees, Village Health and Sanitation Committees, PTAs etc. 	<ul style="list-style-type: none"> • Deeper local democracy 	<ul style="list-style-type: none"> • BRGF • RGPSA • MGNREGS 	SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Goal 14: Good governance			
Activity: Social Audit			
Aim: Half yearly Social Audit of all components done by the Gram Sabha			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Rope in Social Audit Unit (SAU) of the State to facilitate the Gram Sabha of the GP in conducting a social audit • Information collected above to be shared with the members of the community, SHG members, Village Resource Persons, District Resource Persons of the SAU 15 days prior to the Social Audit being conducted • Conducting a 100% house to house verification to verify the records with individual testimonies • Recording of individual testimonies and grievances in writing during the verification • Conduct of a Social Audit Gram Sabha where findings of the social audits are read out in front of the Gram Sabha which shall be attended by functionaries from the implementing agencies, independent observers etc where decisions will be taken on each of the findings read out 	<ul style="list-style-type: none"> • Complete transparency of expenditure of public funds to the community 	<ul style="list-style-type: none"> • All schemes 	SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



A World We Women Want: Economic Empowerment

Goal 14: Good governance Activity: Pro-active disclosure Aim: Pro- active disclosure of all information pertaining to the implementation of the programme in the public domain			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Name and contact details of Project Implementing Agency (PIA) Collate this information for the GP and ensure its disclosure through wall paintings, notice boards and public places in the GP Identify the following categories of information pertaining to all programmes/interventions that are being made in the selected gram Panchayat through the SAGY: <ul style="list-style-type: none"> Job chart of functionaries responsible for carrying out duties with their designations and contact details Pre requisites to be identified as a beneficiary under the programme/intervention Norms of delivery of benefit including service standards List of beneficiaries of the programme/intervention in the GP Amount of benefit/amount allocated to each beneficiary Order of prioritisation of the beneficiaries Item wise approved budget and expenditure for the scheme in the GP Statement of records held by the Department concerned at the Block and District Level Name and contact details of Project Implementing Agency (PIA) Collate this information for the GP and ensure its disclosure through wall paintings, notice boards and public places in the GP 	<ul style="list-style-type: none"> Complete transparency of expenditure of public funds to the community 	<ul style="list-style-type: none"> Right to Information Act, 2005 	SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



A World We Women Want: Economic Empowerment

Goal 14: Good governance Activity: Timely grievance redressal Schemes Aim: Ensure redressal of all grievances faced by citizens within a well defined time period			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> All inhabitants of the selected village will be able to submit their complaints in writing to the Panchayat and be entitled to a dated receipt Gram Panchayat to remain open everyday to receive complaints from members of the community Gram Panchayat to submit the grievances received to concerned departments for redressal Concerned departments to ensure that the complainant receives a written response to the grievance submitted by him/her stating the decision taken and outcome of the grievance submitted within 21 days Panchayats may also put in place regular public hearings where grievances will be heard and redressed in the public domain. 	<ul style="list-style-type: none"> Putting in place of a uniform and standard grievance redress mechanism for all development schemes rolling out in the GP 	<ul style="list-style-type: none"> All Schemes 	SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Goal 14: Good governance Activity: Time bound service delivery in line with Department's Citizens Charter Aim: • Time bound service delivery in line with Citizens Charter • E-Governance to improve quality of service delivery			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> Develop a Citizens Charter of the scheme which shall mandatorily include key services, job charts and service standards Communicate and disseminate the contents of the charter to all community members Ensure regular and punctual attendance of government and panchayat staff Facilitate citizens in filing grievances where services are not provided to citizens within the prescribed time frame and ensure its redressal Provision of computers to the Gram Panchayat Introduction of E-Governance applications like PRIASoft, PLANPLUS, NREGASoft, AwaasSoft and GIS based applications for local planning and mobile based applications for monitoring programmes and grievance redressal Capacity building for E-Governance 	<ul style="list-style-type: none"> Ensure accountable and timely service delivery to citizens Improved local governance 	<ul style="list-style-type: none"> RGPSA; MGNREGA; MPLADS; BRGF 	SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



A World We Women Want: Economic Empowerment

Goal 14: Good governance Activity: Holding of Gram Sabha, Mahila Sabha and Bal Sabha Aim: Participatory decision making through regular (at least once a quarter), inclusive and transparent gram sabhas, mahilasabhas and balsabhas			
Examples of Activities	Expected Outcome/s	Link to Govt. of India Prog./ Scheme	SDG Goal / Target
<ul style="list-style-type: none"> • Create awareness amongst people about importance of participatory platforms for people to make decisions • Conduct special women gram sabhas (Mahila Sabhas) to deliberate on issues relating to women and child development and priority issues such as sanitation • Conduct special children’s gram sabha (Bal Sabha) to discuss issues of their education, recreation and safety • Encourage SHG Women to participate and organise women to attend Gram Sabhas 	<ul style="list-style-type: none"> • Flourishing democratic engagement at the grassroots 	<ul style="list-style-type: none"> • Panchayati Raj Act of the State 	SDG 16 : Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

SUSTAINABILITY

Post project sustainability is expected to be achieved through the following:

- Continuing leadership and guidance of the MP
- Strong ownership and leadership of the Gram Panchayat and the village community with role clarity on operation and maintenance of the assets created under the programme.
- Involvement of the private sector in operation and maintenance of bigger assets like sewerage and large water supply schemes.
- Involvement of SHGs in the operation and maintenance of smaller community assets like vermicompost systems, small water supply schemes, nutrition centres, citizen service centres, libraries etc.
- Clear protocols in respect of departmental responsibilities in operation and maintenance to be laid down and agreed upon, upfront at the time of approval of projects under the Plan.



A World We Women Want: Economic Empowerment

THE WAY FORWARD

- **Improve and set precedence to develop education for all** including girls, ensuring equitable and inclusive access to education for all - children, youth and adults- of all levels from early childhood care and education to tertiary education, significantly improving the quality of education imparted, and ensuring that educational opportunities are available to all segments of the society.
- **Promote an enabling environment for women's entrepreneurship** by raising awareness about existing entrepreneurial opportunities, programmes and schemes, fostering entrepreneurial spirit and facilitating women's access to finance and credit, information and resources. **Collect and consolidate data on gender outcomes of microcredit programmes.**
- **Develop a National Policy and Plan of Action for addressing women's unpaid and care work**, including the implementation guidelines, convergence plans and resource allocation for collection of data, establishment of suitable infrastructure and care facilities, education and training on redistribution of unpaid and care work, and ensuring universal and equitable right to public services/amenities such as health, water, sanitation, etc.
- **Review, adopt and implement the pending policies on employment**, domestic workers and land reforms, incorporating a gender equality, rights and empowerment framework.
- **Strengthen gender equality outcomes within existing flagship programmes on livelihoods, employment and social protection**, such as National Rural Livelihoods Mission, Skills Development Mission, National Food Security Act, etc. by undertaking gender analysis, training of government functionaries for gender-responsive implementation, and undertaking monitoring and evaluation, to track empowerment indicators such as security, resources and capabilities, and voice and agency.

Other Recommendations

- Improving the need for access to post-school and higher education for girls so that they can be prepared for higher paying jobs and better skills
- Improved quality of school education curriculum, both in content and pedagogy, for preparing youth for the job market through training of relevant, appropriate skills
- Technology needs to be integrated in the school curriculum. It can play a critical role in designing the digital future. Women in particular are to be provided with these skills to enable them to break boundaries and move up in their chosen careers
- Women-centric initiatives - delivery models to be changed with access to be improved
- Creation of job opportunities so that there is a synergy between improving access, skill development and finding supply and demand avenues to facilitate and ensure proper job opportunities
- Improve the lack of data and figures which are very much required for creating skill training and creating job pathways which have to be progressively added



A World We Women Want: Economic Empowerment

- Ensure that the gaps between the wages and emoluments received by women and men are bridged across the board at various levels in varied occupations and measures of legal enforcement are put in place
- Ensure inclusion and reduce exclusion based on gender and social background and ethnic orientation
- Ensure adequate matching between talent, choice of freedom and freedom of choice for selecting professional/occupational options
- Dealing with and addressing socio-economic barriers which inhibit women from participating in several competitive jobs and aspiring for better jobs
- Strengthen information and advocacy efforts to facilitate access and utilisation of governmental schemes and projects, and other initiatives undertaken by the private sector
- Create an enabling environment by providing hostel facilities, transportation, scholarships, targeted particularly for the poor sections of society
- Women need organisational support at different phases of their lives, including flexible work hours and conditions during pregnancy and for child care
- With more and more men working along with women, family organisation policies ought to be gender neutral to enable men to share the burden of family management
- Full employment can only become a reality if provisions are made for women to feel safe, secure and protected at their place of work, and
- Networking and partnership among stakeholders to see that all above aspects are addressed adequately

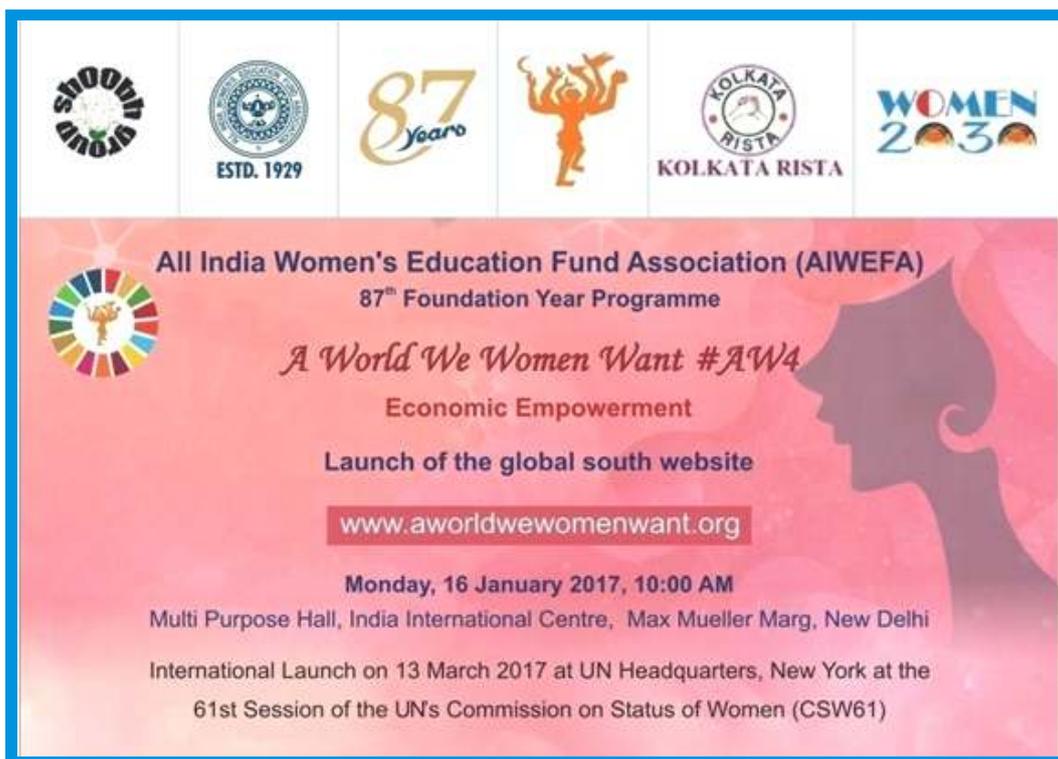
Overview from Asia Pacific Regional Policy Dialogue

Keeping in view the UN programme to 'Leave No One Behind', Mr. Francisco Cos Montiel, Policy Advisor Economic Empowerment, Asia Pacific in his overview mentioned key recommendations following the Asia Pacific Regional Policy Dialogue on 'Women's Empowerment in the Changing World of Work':

1. Mechanisation may lead to women from technology and services sectors to go back to the 'care economy'.
2. Increasing labour force participation of women may push them into the unorganised sector.
3. Collective women's force participation in positions of leadership to ensure that the most marginalised women are embraced in the developmental process.
4. Acknowledging the impact of climate change on women's economic empowerment.
5. Recognition and understanding of ways to engage the private sector in core business activities, trade and macro economics towards women's economic empowerment.



A World We Women Want: Economic Empowerment



All India Women's Education Fund Association (AIWEFA)
87th Foundation Year Programme

A World We Women Want #AW4
Economic Empowerment

Launch of the global south website

www.aworldwewomenwant.org

Monday, 16 January 2017, 10:00 AM
Multi Purpose Hall, India International Centre, Max Mueller Marg, New Delhi

International Launch on 13 March 2017 at UN Headquarters, New York at the
61st Session of the UN's Commission on Status of Women (CSW61)

A World We Women Want: Economic Empowerment

Date: 16 January 2017

Time: 1000 Hrs to 1230 Hrs.

Venue: MULTI PURPOSE HALL, IIC, New Delhi-110 003

1. Ms. Asha Chandra
President, AIWEFA
A World We Women Want: Economic Empowerment
2. Mr. P.K. Anand
Sr. Consultant (PEO), NITI Aayog
Combining national policies with Sustainable Development Goals (SDGs)
3. Dr. Pam Rajput
Convener, Women 2030
Inputs from India in the CSW Agreed Conclusions
4. Ms. Rashmi Singh
Secretary, Industries/ Social Welfare/
Gen Adm Andaman & Nicobar
Administration, New employment opportunities
5. Ambassador Ashok Sajjanhar
President, Institute of Global Studies,
economic perspectives from the Global South
6. Mr. Kiran Karnik
Chairman, CII National Committee on Broadcom & Telecom
Digital interlinking of the Global South nations
7. Mr. Harish Mehta
International Motivational Speaker,
Achieving women's full potential
8. Ms. Sarla Manchanda
Vice President, AIWEFA
9. Mr. Bharat Gauba
President, Shoobh Group
10. Padmashree, Ms. Prathibha Prahlad
Role of Art in women's economic empowerment
11. Prof. C.B. Sharma
Chairperson NIOS, Role of Open Schooling in women's economic empowerment.
12. Ms. Jyotsna Kapur
Secretary General, AIWEFA



A World We Women Want: Economic Empowerment

Success Stories

The stories of change in the Compendium have been taken from the website aworldwewomenwant.org and reflect investments to advance women's economic empowerment that would need to be made for:

- **Financial Inclusion:** Support efforts to increase women's access to quality financial services, such as credits, savings, insurance, and payment systems through better regulation, technology, and financial literacy.

Mr. S.K. Thakkar: Women's financial empowerment

Mr. S.K. Thakkar, speaking from his experiences in helping women realise their financial empowerment, including in tribal areas, reiterated the view that identifying the skills and the potential of women, and giving the right training, is more important than giving training for the sake of training. Syndicate Bank helps female entrepreneurs through a powerful initiative, the Mahila Shakti Scheme. Female entrepreneurs can borrow Rs. 10 lakhs to Rs. 5 crores without producing collateral and paying a nominal interest rate of 10.25%. Prior to the loan, the bank also provides free training in soft skills and marketing initiatives, for the viability of their business proposal, as well as lodging and boarding to the borrowers. In conclusion, he stressed that programmes for women be made job-oriented. He also discussed the need for identification of skills and to chalk out training and finance for home based employment.



Source: *Transition of Women from Education to Full Employment*"- A Report on the Conference.

- **Women and Agriculture:** Highlight women's vital role in advancing agricultural development and food security, and encourage policy and programmatic support for female farmers and agricultural businesses owned by women.

Successful Dairy Unit



Smt. Shakuntla Devi lives in Rajgarh. Her family is covered under Below Poverty Line (BPL). The village is 20 K.M. far from tehsil headquarters. Villagers are engaged in Agriculture & Animal Husbandry work. She has 0.25 hectare agriculture land but without irrigation facility, she cultivates only rainy season crops. His family & her husband work as daily wages, but he usually got work for only eight month in a year. From all these sources family income is approximate Rs. 20- 25 thousand per year. This income was insufficient to take care of her family. Due to financial hardship she was not able to higher education to her children as well care about health issues.

The stories from the website have been edited for language and length minimally by AIWEFA so as to maintain the integrity of the communications.



A World We Women Want: Economic Empowerment

During this period MSGD Jan Seva Nidhi formed the Santra Self Help Group for the empowerment of women and she joined the group. The organisation organised different awareness campaign. Then Smt. Shakuntla wants to start dairy unit. With the help of the organisation members, Smt. Shakuntla constructed an animal shed for improve the care & management of the animals. MSGD provided anRs. 17500/- as a financial assistance under its LDF dairy project. Following the dairy shed construction, MSGD provides a loan of Rs.25000/- from Rastriya Mahila Kosh, and time to time extended technical advice through experts. She started Buffalo & cow rearing work and milking. Out of the 7 litres of milk they produce, she sells 4 litres of milk every day and uses 3 litres milk for home consumption. Her family is very glad due to improve the living standard of the family because before this programme she purchases milk for home consumption. Now she fulfils the family requirement and saves approximately Rs. 2000/- per month. In the future she is planning to scale up this work by adopting improved care & management practices and marketing surplus sale through proper marketing channel.

Source: Lupin Foundation

Prosperity from Dairy

Smt. Ramoti Devi w/o Sh. Heera Lal Saini, resident of village Rajpurbada, panchyat samiti, Rajgarh. The village 20 K.M. far South west direction from tehsil headquarters. Villagers had been engaged in Agriculture & Animal Husbandry work. Smt. Ramoti Devi has 0.35 hectare agriculture land but without irrigation facility, she cultivates only rainy season crops. Her husband engaged in labour work, but was unable to get regular job. From all these sources family income is approximate Rs. 18-20 thousand per year. This income was insufficient to take care of her family. Due to poor financial conditions she was not able to higher education as well care about health issues.

She wanted to do some extra work and earn money to improve their financial position. In this period MSGD Jan Seva Nidhi formed Santra Self Help Group on dated 13.01.2009 and she joined this group. This group organises a monthly meeting discussion on group norms, saving credit and also income generation programme. Smt. Ramoti makes up her mind for start dairy unit.

MSGD staff, discuss about dairy unit programme in their group meeting. This programme started by the MSGD Jan seva Nidhi, Alwar under partner ship with Letz Dream Foundation. The main objective of the programme is to livelihood to the poor families through dairy unit. Under this programme ten poor beneficiaries selected in the village.

Under this programme Smt. Ramoti constructed an animal shed for improve the care & management of her animals. MSGD provides Rs. 17500/- as a financial assistance under LDF dairy project. After dairy shed construction, MSGD provide loan of Rs. 25000/- September 2012 from Rastriya Mahila Kosh, and time to time extended technical advice through experts. She started Buffalo rearing work. The milk production started and seven litres milk were produced per day. She sold three litres @



A World We Women Want: Economic Empowerment

Rs. 30/- per litre and used the remaining milk for home consumption and ghee making. In a month on an average she produces 3 kg of ghee. She has started selling the ghee for Rs.500/- per kg. Through dairy unit programme she earns a net profit of Rs. 2100/- per month. His family is very happy. In the future she wants to scale up this work and motivate other villagers for this work.

In future she wants to scale up this work and other villagers for this work.

Source: Lupin Foundation

Best proven practice/practices (BPP) and case studies (CS) in reference to Women Study Centres

Farmer story 1:

"The programme Listens all our doubts and responds well." - Arunaben Kamleshbhai Dalwadi

"My name is Arunaben Kamleshbhai Dalwadi, I am from Ravaliyavadar and we are into farming from generations, I had been following the same cotton farming methods what was taught to me by my ancestors, but the increasing cost of fertilisers got me thinking of opting for new farming techniques. And also the average quality seeds which were available to us wouldn't fetch me a good cotton production. The income out of it and expenditure for it were not lucrative. Meanwhile I met the ladies from CottonConnect's REEL programme who taught us how can we reduce the inputs and get better outputs, hence I attended their sessions on REEL Cotton programmes. I expressed my views on issue of high expenditure, thereafter they gave me training on how production can be increased and how soil health was important for better production, they also taught how to use less fertiliser and reduce expenditure. I was taught the importance of good quantity fertiliser that would result in good land quality.

I also learnt if I use less fertiliser and more compost the weed would grow less and carbon level in land would increase. After the training I have learnt to not let the seeds turn to pale yellow as it is a bad indication.

I came home and shared the idea of compost with my husband, after which we produced compost in 70-80 days, we added Trico derma powder to the crops so that they don't dry up. We made pits and filled it up with the compost, after which we sowed the cotton seeds. By doing so the drying of crops has reduced, the weed growth has drastically come down and the production has increased.

Instead of Urea and DAP fertilisers, I now use micronutrient fertiliser, this in return gives us extra 5 tons of cotton. I am now determined to encourage other women farmers to implement compost in their farms."



Name of the farmer:
Arunaben Kamleshbhai Dalwadi
Village- Ravaliyavadar



A World We Women Want: Economic Empowerment

“Amrit Pani is indeed the nectar of life.”- Champaben Prabhubhai

Champaben Prabhubhai is a resident of Ranmalpur, and has been cultivating cotton for years now. She would use chemical fertilisers erratically, which resulted in in dry crops and low production. After listening to her problems, we enrolled her into CottonCotton’s REEL programme, where they taught her how to reduce the usage of fertilisers in her field and use Azotobacter to enhance the nitrogen content in the soil, meanwhile this has improved the quality of the crops.

Even though she spent excess on fertilisers it never helped her in good production of cotton crops, but the training trained her better and taught her to grow better with better techniques. She was taught by CottonConnect team members on learning how to make Amritpani (Amritpani invigorates the living soil and converts a dead soil into a living one), she was later on taught how to prepare Amritpani and how to apply it to the cotton crops, she later on collected the necessary materials required - Gram flour 500 grams, Neem leaves 1 KG, Aloe Vera, cow urine 1 liter, fresh cow dung 1 kg, clean water 10 liter and then to pack bucket on plate and cloth, this helped her to control pest in a better manner, with less expenditure.

Champaben Prabhubhai later sprayed the concoction twice onto her crops and she spent Rs. 200, while spraying chemical fertilisers she would spend 1500-2000 Rs.

Champaben Prabhubhai says Amritpani has been a boon to her. She has observed increase in beneficial insects such as - Crysopa, Ladybird Beetle - Dalia, spider, etc. She has also observed that even in the critical period of water logging condition in the farm, the crop survived (as the crop health was good due to use of Amritpani)

She has also experienced fruiting in terms of ball formation on cotton plants. According to her, today each cotton plant has 20-30 Balls (Known as Jindva- Gujarati word) due to application of Amrit Pani. Thus, the application was also beneficial in good crop / yield. The overall effect would be good earning this year and the farmer would like to spend this income on his son’s education.



Name of the Farmer- Champaben Prabhubhai
Village- Ranmalpur

- **Enterprise Growth:** Support NGOs, industry associations, and corporations advocating for policy and programmatic solutions that enable women’s economic participation, including reforming discriminatory laws and practices that hinder access to capital, land tenure, and inheritance rights, and encouraging a policy climate conducive to the growth of women-run SMEs.

It Is Never Too Late To Fulfill The Dreams

Smt. Nisha Goyal W/o Sunil Kumar residence of Town Bansur approached the MSGD in the month of July 2014 to undertake the 30 day beautician’s training course started by MSGD in 2014.



A World We Women Want: Economic Empowerment

During the course of discussion, she informed that she had a strong desire for doing something on her own but due to the commitments towards her family to date she could not fulfil her dreams.

Her husband runs a very small General shop at Bansur town and earns just Rs. 4000- 5000 thousand per month. We could observe that there was a strong thirst for success. She was selected for the training of Beauty Parlour in which she had interest and completed the training successfully and there after immediately started working from the residence. She also arranged Rs. 15000/-from own sources. She opened the parlour in the month of October 2014 at own house. The parlour is running well. Now she earns on average income of Rs. 9000/- per month and she is living comfortable life with her family.



Source : Lupin Foundation

Embroidery as a means of livelihood

Smt. Anju Devi W/o Bhag Chand education middle pass is a resident of Thanarajaji village tehsil Rajgarh district Alwar. She is belong to poor family. Her husband is working as daily wage work at Embroidery shop. Earning of her husband was not sufficient to meet their edaily family expenses. Therefore she needed tor share the responsibility to her family.

Smt. Anju Devi leader of self help group. The name of SHG is Jai Ganesh. SHG formed with the support of Matashree Gomati Devi Jan Seva Nidhi in 2011.

Smt. Anju Devi had a basic skill of embroidery work . She had a strong desire to start her own Embroidery unit but due to financial problem. She could not start the unit. She meet MSGD official and shown here interest to start here own Embroidery work at here home. Under Micro Finance MSGD got here loan sanction of rs. 25000/- in 2013. She purchased Embroidery machine and some raw material and started her work. Soon she got enough work. Now she earn an average income of Rs. 8000/- per month. She is living a comfortable life with her family.



Source : Lupin Foundation

Pappu Devi has become the Owner of a shop

Smt. Pappu Devi w/o Sh. Rambabu Sharma, is a resident of village Ballupura, panchyat samiti, Rajgarh. She has three children.



A World We Women Want: Economic Empowerment

The village inhabited by members of different castes is .5 K.M. from the tehsil headquarters. In this village other facilities include CC road, 2 Aanganwadi center, Electric & Water, Post office, One cooperative society bank and one secondary school. Her husband used to work as daily wage as a salesperson at Petrol pump station at Rajgarh. His monthly income Rs. 2000/-. This income did not sufficient for the family due to poor financial conditions .She was not able to take care of her family.



She joined the MSGD Jan Seva Nidhi formed Jai Ambey Self Help Group that organises a monthly meeting discussion on group norms, saving credit and also Micro enterprise. Under the Micro Finance programme of Rastriya Mahila Kosh (RMK) chose Pappu Devi under its self-employment programme. She got loan of Rs. 20000/- on 23.10.2010 and she started a Women's Fancy item shop in own house at her village. Now she is earning Rs. 200-250 per day. She and her family are now quite happy with their economic status. In this village thirteen SHG's have been foAmed with her help. Her life's mission now is to help poor women of the village. Pappu devi's hard labour and dedication has brought happiness to the family.

Source : Lupin Foundation

Geeta Devi has changed the life of her family

Smt. Geeta Devi w/o Sh. Ram Phool Saini, resident of village Rajpurbada, panchyat samiti, Rajgarh. She belong to BPL family. She has three children. The village 20 K.M. far South west direction from tehsil headquarters. Her husband was engaged in labour work, but he was unable to get a regular job. From all these sources family income is approximate Rs. 18-20 thousand per year. This income was insufficient to take care of her family and her children's education and health. . She wanted to do some extra work and earn money for improve financial position. Under the Micro Finance programme, the Rastriya Mahila Kosh (RMK) provide a loan. The main objective of the programme is to livelihood promotion to the poor families. MSGD selected Smt. Geeta Devi for Self Employment work. She got a loan of Rs. 20000/- on 26.09.2011 for starting a Flour Mill. With the active cooperation of her husband, she started a flour mill in own house. She is nw earning Rs. 150-200 per day. She has admitted her children in a local school and wishes to provide them higher education. After six month her husband also started a Cotton spinning work. He fills up Quilt, Mattress & Pillow cover etc. Every day he earns Rs. 200-250 per day.



Source : Lupin Foundation

A World We Women Want: Economic Empowerment

Women Empowerment through livelihood generation by Apollo Tyres Ltd

1. Organisation name and address
Apollo Tyres Ltd.
7, Institutional Area, Sector-32 Gurgaon
122001- Haryana, India
2. Website if available
www.apollotyres.com
http://www.apollotyres.com/en-in/responsibility_overview
3. Project Title
Women Empowerment through livelihood generation
4. Project details (duration/period, sponsor, area, beneficiaries)
Name: Livelihood Generation Project for Women
Duration: 2012-2016
Sponsor: Apollo Tyres Foundation
Area: Waghodiya Taluka (16 selected villages)
Beneficiaries: 1100 women
5. Project Objective, Results, Evaluation and Activity Plan

Objectives

- Creating livelihood opportunities and developing entrepreneurial capacity of underprivileged women in the villages of Waghodia Block, Vadodara, Gujarat
- Enhancing knowledge of women farmers by providing them modern techniques for agriculture & livestock management

Results

Outreach – 75 SHGs formed with participation of 1100 women; Trained 309 women on Income Generation Developed 14 micro enterprises; one Credit Cooperative formed with 900 women

Impact – 1.64 million INR saved by SHGs, raised 2 million INR Government support; 270 of the trainees have initiated activities earning INR 6000-13000 per month.

100% adoption of improved farming techniques resulting in 25-30% yield increase, earning INR 15000 monthly; 331 member Agri-Women Cooperative established.

A Milk Dairy established with 150 members; earning INR 4500-5500 per month

Activity Details:

The programme focuses on generating livelihood opportunities for the community. Existing SHGs are strengthened or new ones created, as required. Trainings are imparted on skill development and agriculture to create livelihood sources.

The training includes vocational skills e.g. apparel making, beautician, housekeeping, setting up production units of Khakhra, Sanitary napkin, soap & detergent, home cleaning agents. Others include financial literacy, book keeping, documentation, and improved farming practices and livestock care management. They are also educated on social issues like domestic violence, gender rights, etc. The trainees are further linked with the market and service sector for employment.



A World We Women Want: Economic Empowerment

As a result of this initiative, beneficiaries have started own business supporting their own families as well as providing employment opportunities to other women.

Evaluations:

- Third party assessment highlights conversion of non working women into active earners through this programme. Monthly incomes have above INR 7000 for beneficiaries which are a threefold increase.
- Significant reduction in crop diseases, reduced time of crop maturity, improvement in the quality of produce and yield.

6. Enabling national policy that supported your project (maximum 50 words)

Our project is in alignment with National Rural Livelihood Mission, to create the livelihood opportunities amongst the unemployed women and youth in rural areas. Under this scheme all the Self Help Group received cash credit and grading facility- (Mission Mangalam Scheme, Gujarat Govt-National Rural Livelihood Mission)

7. Photographs and video clips (each maximum 1 minute)



All Women Retail Outlet by Bharat Petroleum Corporation Ltd.

A World We Women Want (AW4) – Economic empowerment in a changing world of work

Date of submission: 16.2.2017

1. Organisation name and address

Bharat Petroleum Corporation Ltd.

Bharat Bhavan, 4&6 Currimbhoy Road, Ballard Estate, Mumbai-400001

2. Website if available

www.bharatpetroleum.in

3. Project Title

All Women Retail Outlet

4. Project details (duration/period, sponsor, area, beneficiaries)



A World We Women Want: Economic Empowerment

All Women Retail Outlet – BP Shantipath

BP Shantipath is our flagship COCO (Company Owned Company Operated)Retail Outlet located at Shantipath Road, New Delhi. The Retail Outlet is situated in a posh locality in South Delhi and close to diplomatic enclave having several embassies, high commissions, State Bhavans and residential quarters of government officers close by.

The Retail Outlet has all women staff as petrol pump Driveway Sales Women operating in shifts. BP Shantipath salutes the power of womanhood since it breaks the stereotype of petrol pumps being traditionally a male bastion where women staff are few in numbers. The Officer in Charge/COCO Manager is also a lady officer leading the team of dedicated and enthusiastic women work force. With this example, many outlets are now having women staff in the first/second shift.

BP Shantipath is unique in that it is completely managed by WOMEN.

5. Project Objective, Results, Evaluation and Activity Plan (maximum 300 words)

The ideology of Bharat Petroleum Corporation Limited in establishing BP Shantipath as a role model for women representation in its networks, is to inspire more and more women to come forward and join fuel retailing business. This Retail Outlet is a trend setter where women in age group of 18-35 are trained well and confidently carry out the job of retailing petroleum products like petrol, diesel, branded fuels, lubricants.

There have been several activities to engage staff and customers under the Corporate theme of "Rishta Dil Se". Celebrations like Women's Day where in the premises was decorated with beautiful pink balloons. The day was marked by myriad activities meant to make our Lady customers and Lady Staff feel special and loved.

There were special hoardings and standees conveying the Women's Day greeting to all visitors strategically displayed. There were dedicated bays reserved on forecourt gleaming with red carpet to give personalised welcome to Lady Customers. Rose flowers were handed over to welcome all esteemed Lady customers who visited the Retail Outlet. The DSWs wore traditional Indian dress Sarees and looked pretty and enthusiastic on the occasion of Women's Day. The DSWs were handed over gifts to celebrate the Day and thank them for their contribution to our business.

The Women staff has special festive dressing to mark occasions like Diwali, Dussehra, Holi, Independence Day supplemented with thematic decoration of Retail Outlet and special customer schemes.

As a special recognition to the uniqueness of the Retail Outlet, Ministry initiative programme like Digital customer awareness campaign was inaugurated by Hon'ble MOS I/c MoPNG Shri Dharmendra Pradhan on 3rd December 2016 in a glittering ceremony attended by MOPNG officials, OMC officers, dealers, and distributors. The programme showcased various digital payment modes available to the general public at fuel stations.

Speed Day was celebrated every month with great fanfare and verve on the forecourt when the entire women natively dressed in Speed Dress replete with Speed T Shirts and Speed Caps. The endeavor was to touch base and connect with all petrol customers and educate them on buying Speed, our branded high performance Petrol. Premium Fuel segment is a very competitive space and celebrating Speed Days could be the differentiating factor for us as the customers would notice the change in our uniforms and the renewed energy in our sales pitch. A competition of Miss Speed was conducted on these days to encourage, identify and reward the best performers.



A World We Women Want: Economic Empowerment

There have been lot of special trainings and undertaken to build up confidence among the staff and prepare them to fulfill their jobs efficiently.

PFS Platinum (Pure for Sure Platinum) training including classroom and on job training for SOP of fuelling and customer interactions.

Grooming and Etiquette classes for proper body language and articulation as required in retail sales. Automation and Web training: Since our COCO has RFID technology based (Vehicle Identification System) we impart web usage skills and familiarity with usage of hand held devices to collect customer registration details.

Spoken English: When our COCO Staff acquires spoken English skills for interaction with urbane customers apart from the local language, it is a a differentiator vis a vis competition.

Results: The Retail Outlet has been visited by several Retail Outlet teams to learn and emulate high service standards. The sales in MS are growing on average by 36% where as Delhi State has witnessed a growth of 1.24% in this financial year. The sales in HSD are growing on average by 40% where as Delhi State has witnessed a degrowth of -17% in this financial year.

6. Enabling national policy that supported your project (maximum 50 words)

BP Shantipath is a role model for women economic empowerment as it helps women to recognise vast network of Retail Outlets in the country as a potential employment ground. It sets an example for thousands of customers frequenting Retail Outlets that times have changed and gender sensitisation happens simultaneously. Women staff enjoy their rights to control and benefit from their income and improve their economic status and well being.

The women gain incredible self-esteem while others, including men, view them with more respect. The concept of All Women Retail Outlet has pleasantly surprised many customers who compliment us on bridging gender gap and enhancing women participation in workforce at our forecourt.

The DSWs are happy to have benefits of bank accounts in their names and Govt benefits like minimum wages, ESI, PF, schemes like Personal Accident scheme/Life Insurance cover as they feel empowered and relived and are immensely grateful to the Company for the hand holding and progressive outlook.

7. Photographs and video clips (each maximum 1 minute) :



Women's day Celebrations



A World We Women Want: Economic Empowerment



Hoardings conveying Women's Day Greetings



A World We Women Want: Economic Empowerment

Speed Day : Distributing Pamphlets



SELVI is a single mother. She has faced so much in life, single mother, polio affected, poverty...Has raised a 20 year old daughter all on her own. She herself is just an 8th standard pass, but has made her daughter a graduate. She has earlier worked in a lot of roles like UKG teacher, receptionist, patient attender. Her last work profile was of a cook, where she was earning a paltry sum of Rs. 5000/- per month

She also had a slight limp with a polio foot, and was always discouraged by people to drive. She took up driving as a challenge and came to us with a NEVER GIVE UP attitude.

She now earns Rs. 11000/- per month with her driving career, and currently drives 5 little girls to and from their play schools. She wants to continue this and one day wants to teach driving to more women. Not only did she become a driver herself, she encourages her friends too, to take this challenge.

VIJAYA – a modest lady with very less education, but big on guts, knows basic reading and writing, but is extremely observant and intelligent. She knows each road by simply observing the landmarks! They say that when there is something deficient in life, God makes you smart another way, and she has been gifted the most amazing observation powers.

She has been working as a cleaner in an office from the past 10 years, has raised her children and also her brother's children on her own. Brother drives a taxi. She has taken the onus of getting her family's children educated in an English medium school while she can barely speak or understand English on her own. She has past experience driving a 2 wheeler. And always had a passion to learn driving a car. Someone who made up her mind and did what she wanted to do. Takes a lot of pride being a driver. Always being shunned at her education and language barriers, she holds this driver job as a trophy. She currently still works in her cleaner capacity, and does driving post office hours from 2 pm to 10 pm



MARGARET is a tailor. She stays with her husband who drives an auto. She also takes full responsibility of her 85 year old mother, her medication, her nursing, her expenses.

As a tailor, her earnings were about Rs. 4000/- per month, today she has moved to a CTC of Rs. 11000/- per month. Everyone in her vicinity knows her as a woman driver, and all her neighbours and friends give her a lot of encouragement.

This additional earning has helped her get her mom into a good old age home in Hosur, and she is very relaxed to see her mom well and in safe hands.

Margaret took very long to learn driving, we had given up on her. But she just refused to give up. She practised and practised and just won our hearts. It was not possible to ignore such passion.

ANJALI K is a housewife, taking care of 3 young children. Her husband drives a cab and earns about Rs.10000 per month. Anjali is a BA from Bangalore university and understands the importance of women's education and how it cascades into bringing up the children.

Anjali is a strong supporter of RTE movement and is an RTE activist from 2013. Her struggles have helped ensure 30 kids to get into private schools. She believes that women should learn new skills and play multiple roles and inspire their own families first. She is the true epitome of women empowerment with her strength being contagious to more women.



A World We Women Want: Economic Empowerment

A World We Women Want (AW4) --Economic empowerment in a changing world of work

Nomination for A World We Women Want #AW4

Date of submission: 24th February, 2017

<p>1. Organisation name and address</p> <p>2. Website if available</p> <p>3. Project Title</p> <p>4. Project details (duration/ period, sponsor, area, beneficiaries)</p>	<p>FXB India Suraksha, D 60 Kalkaji, Second Floor, New Delhi - 110019</p> <p>www.fxbsuraksha.in</p> <p>FXB India Suraksha Economic Empowerment Project</p> <p>Name of Project : FXB Villagelmpthal (Manipur), FXB Village Villupuram (Tamil Nadu) Know more about FX Bvillage</p> <p>Duration : FXB Village Impthal (Manipur) : January 2011 - ongoing FXB Village Villupuram (Tamil Nadu): January 2013 - December 2015</p> <p>Sponsor : FXB Village Impthal- MAC AIDS Funds FXB Village Villupuram - Trafigura Foundation</p> <p>Area: FXB Village Impthal in Manipur (North East India) FXB Village Villupuram in Tamil Nadu(South India)</p> <p>Beneficiaries: FXB Villagelmpthal: HIV affected/ infected families in Impthal, Manipur FXB Village Villupuram : Dalit women in Mathur Periya Colony, Villupuram district, Tamil Nadu</p>
<p>5. Project Objective, Results, Evaluation and Activity Plan (maximum 300 words)</p>	<p>The objective of the project is to promote and build the capacities of women and their families through promotion of collective income generation activities of Self-Help</p> <p>Project Objective- Groups. A livelihood and skill enhancement programme of FXBIS helps develop skills and entrepreneurial ability amongst participants.</p> <p>The programme provides major emphasis on regular follow-up and support at all levels like basic EDP training, skill building, production, market linkages, pricing, branding, accounting and book keeping and overall strengthening of group functioning. This approach enables women to reach economic and social autonomy, which they can sustain over the long term, while ensuring the well-being of their family especially the children.</p> <p>Project Result - More than 100 families in the two FXB Village(s) have gained a sustainable livelihood avenue ensuring themselves better quality living standards. By improving and expanding their skill sets the</p>



A World We Women Want: Economic Empowerment

		<p>families participating in the programme have increased their incomes. Increased earnings helped them meet basic needs at home like children expenses, education, nutrition, clothes, improved housing, access to medicines. Through community activeness, there is improved participation in improving WASH in village, promotion of toilets construction, anti alcoholism, education and reduce gender violence.</p> <p>Evaluation - The projects started with baseline that help captured key information about the status of enrolled beneficiaries against the specific growth indicators under health and nutrition, education, livelihoods, safety etc. The data is collected and analysed using smart phone based software.</p> <p>The key indicators for change are then fixed and the intervention is focused on improving and tracking these indicators.</p> <p>After 1 year of implementation of intervention a mid- term evaluation is conducted to check the progress against the fixed indicators and review of design and strategy will take place.</p> <p>In the last quarter of 3rd year a end line evaluation is conducted to check if the project achieved planned change against the health, education, nutrition, WASH and livelihood improvement indicators.</p> <p>In addition the project teams prepares monthly, quarterly and annual reports that is authenticated by M&E coordinators verification and site visits. The said reports are then approved by the Head for submission to the donors.</p> <p>Activity Plan- An initial situational analysis - Base line study is done to understand the socio economic and demographic context. Based on the need assessment study Income Generation Activities (IGAs) are developed with the participation of the community members. The IGAs are chosen such that they are rooted in local traditions and culture. The beneficiary led self help groups are provided with skill training and seed money to start their activities.</p> <p>FXBIS programmes are directly contributing for the achievement of objectives under National Policy for the Empowerment of Women, 2001.FXBIS endeavors towards mainstreaming a gender perspective in the development process by facilitating equal access to services and participation in decision making of women in social, political and economic life of the nation.</p> <p>Video : https://www.youtube.com/watch?v=eCXcPIYohpM Photographs: https://www.flickr.com/photos/88471363@N07/albums/72157680669839455/with/32221171594/</p>
6.	Enabling national policy that supported your project (maximum 50 words)	
7.	Photographs and video clips (each maximum 1 minute)	



A World We Women Want: Economic Empowerment



Case study:

A lady named Sita devi W/O gulabaraam. Aged 43, Caste Meghwal, Village Jagmaal Ka tala (Setrau). I used to practice and do embroidery (Kasindakari In marwari) with my mother at my parents home. I belonged to a very poor family. My father used to by materials for embroidery work from market. Me and my mother both use to earn through Kasindakari and help our father in farming. We used to work along with our neighboring women. When I was getting married, I got to know my in laws financial condition was even worse. I am just 8th standard pass, with least knowledge about new technologies and arts. In 2006, my neighbors told me that there was a workshop training programme conducted by DHARA Sansthan in our nearby village. I was excited to join as I use to practice this work and always felt urge to learn more and good techniques about this art. Immediately I started to join the programme with few other women in the village. Simultaneously, I joined a Self Help Group formed by DHARA Sansthan at that time named Mahila SHG. I was called as an President of that group by DHARA Sansthan and other members of our group as well as the whole responsibilities to handle the production of the embroidery work on time was given to me. We all women worked really hard for the production of creative material and embroidery. We had produced around 35thousand carpets and other small embroidery piece of work. We sold all these in the mela (Fare) organised by the organisation in Jaipur. It all gave us good exposure. Later our SHG was linked to SBBJ bank and our individual accounts were also been opened by DHARAs guidance. We all use to save 200 rupees every month in that SHG account. After two years we took loan from SBBJ bank of Rupees 20,000. We repay this amount in installed to the bank through our earnings. I also supply materials to the marketa dn get material from the market and supply it for further embroidery in my village. Due to this work I earn good amount of money for me and my family. My family is proud of me and my work. I will continue working in this pace and will earn and feed my family without taking loans from others.

A World We Women Want: Economic Empowerment

A Glimpse:



Figure 1: Sita Devi with her SHG Member



A World We Women Want: Economic Empowerment

Technology Access: Close the gender gap in access to mobile phones, the Internet, and other vital technologies by addressing cultural, financial, educational, and motivational barriers.

The fascinating world of cyber space



The fascinating world of cyber space may empower safe users as much as it lures unsuspecting victims into ever present pitfalls. To keep pace with technological changes,, cyber security workshops were held in Delhi colleges. Security measures like activating privacy settings on mobile phones; taking care in responding to personal messages; securing fund transfers safely and early action in cases of fraudulent transfers; early recognition and curbing of online harassment and bullying were explained. Almost 500 students were reached in Delhi and the National Capital Region (NCR).

AIWEFA - SPSS workshop

Another endeavour of AIWEFA was the SPSS workshop for research scholars and college faculty members. This was organised by AIWEFA during May 2014. The workshop was a two day hands-on workshop which dealt with :Introduction to Basics of Statistics, Working with SPSS on Descriptive Statistics, Correlation Analysis, and Regression, SPSS Application, Analysis of subjective data, Selecting Statistical Techniques Discussions on Selecting Statistical Techniques and Plugging the gaps.

Dr. Krishnaveni was the resource person and she conducted the workshop very well. This was a paid workshop and was highly appreciated for its content and organised planning. The research scholars have requested for more workshops of statistical packages as well as related areas such as Intellectual Property Rights and Patenting.



- **Capacity Building:** Provide capacity building, training, and mentoring programmes to women and girls and equip them with market information, entrepreneurship opportunities, and the necessary skills to attain economic independence.



A World We Women Want: Economic Empowerment

Identified Biswajit Barai (Hena a transgender) in 2007 by Kolkata Rista

Kolkata Rista Identified Biswajit Barai (Hena a transgender) in 2007 in a Reclaiming Gender workshop at Digha. She was extremely vocal and better understanding of the transgender community. She has passed her Higher secondary board exams and was eagerly looking for job, but due to her identity as a transgender she was not appointed for anywhere. We decided to give her training and appoint her as our peer educator in our project and since then she has been a part of Kolkata Rista giving her time, knowledge and effort for the betterment of our organisation. Biswajit (Also known as Heena) worked as a peer educator for several years where she mesmerised



us with her capabilities to handle responsibilities and take sharp decisions. She soon came to notice of our board for her hard work and talked and was appointed to work as a field officer in Pehchan project. She worked as a Pehchan field officer in project Pehchan run by Global funds for AIDS Malaria TB(GFATM). Since taking her responsibility she has left no stones unturned and has shined with precious colours in her work and Excellency. After working as a field officer she was promoted to work as outreach worker until the termination of the project where she always performed well and excelled in her skills every day.

She was then appointed as a out reach worker in the Targeted Intervention project by WBSAPCS and NACO and after her glorious achievements with her work she was promoted to work as a counselor in Targeted Intervention project. Presently Biswajit is working as a successful counselor in Kolkata Rista and has left no stones unturned in fulfilling her goals and responsibilities. She has been a very crucial member of Kolkata Rista. As a community based organisation we are extremely grateful to have her in our organisation. When transgender community people like her comes forward and excel themselves that time we can truly work towards economic empowerment of the community for gender equality.

Source : Kolkata Rista



A World We Women Want: Economic Empowerment

A World We Women Want (AW4) – Economic empowerment in a changing world of work

Application form can be filled in English

I. Date of submission:

1. Project Implementer details:	
Name of organisation/individual	UP Science Centre
District(s), State or Province, Country of operation	Uttar Pradesh, India
Contact person with designation	Asheema Singh, President, UPSCC
Deepti Gulati, Secretary, UPSCC	
Address	338, JhokanBaghCivil Lines Jhansi U.P.
Email	upsciencecenter@gmail.com
Phone numbers	+91 9818332082;+917052727171
2. Organisational profile	
Date of establishment	31.07.1991 Renewal on 31.07.2011
Registration details	282/91292
3. Project Implementation focus (tick mark)	
	<ul style="list-style-type: none"> • Capacity Building: Provide capacity building, training, and mentoring programmes to women and girls and equip them with market information, entrepreneurship opportunities, and the necessary skills to attain economic independence.
4. Project Details	
<p>Project Purpose/summary (maximum 50 words)</p> <p>With an implementation focus on Capacity Building and promoting Women and Girls in Science, U.P. Science Centre, Jhansi and SAFAR (Supporting Action for Advancement and Rights) seek to recognise and support girls to develop their skills to pursue a career in Science and Technology.</p>	<p>Project Period From: H.R Singh Challenge Cup is an on-going programme and is the platform for SAFAR Fellowship. It is held every year.</p> <p>Project Sponsor: Vigyan Prasar, Ministry of Science and Technology, Govt. of India, National Aluminium Company Limited (NALCO), APOLLO Tubes and SAFAR (Supporting Action for Advancement and Rights)</p> <p>Project Area: Jhansi District</p> <p>Target Area and beneficiaries/stakeholders</p> <p>Capacity Building: Safar Fellowship Beneficiaries will be girl students belonging to middle and lower income households</p>
5. Project Objectives (not more than 3 objectives)	
<p>This programme of developing women's skills in Science and Technology is envisaged to become a benchmark of excellence in the country.</p> <p>The objective of this collaboration is to:</p> <ul style="list-style-type: none"> • Identify and facilitate girls who are frontrunners at the H.R. Singh Challenge Cup Science Quiz Competition and provide them with a fellowship grant to strengthen their knowledge and skills in Science and Technology. • Build and strengthen girls participation in Science education and empowering them • Focus on the development of girls from vulnerable and marginalised groups. 	



A World We Women Want: Economic Empowerment

7. Brief evaluation plan (institutional mechanisms in your project that encourage leadership and participation) (maximum 100 words)

The girls were selected after a very rigorous 3 tier selection methodology.

- 1st Titration: Written Quiz on Science
- 2nd Titration: Top 30 schools in senior and 30 schools in junior categories were invited to compete
- 3rd Titration: Individual Critical and Creative thinking Science problems.

8. Activity plan (Please identify a maximum of three prime activities, and detail their sub-activities and timeframe.)

These girls are supported and mentored throughout the year. The Fellowship is to be used by the students to build their knowledge and skills in Science and Technology. They can use it to participate in a training programme, attend a conference/workshop; or enroll in Science related coaching.

The girls were coached to participate in the District level competitions of National Children Science Congress.

9. Enabling national policy that supported your project. (maximum 50 words)

- **Article 51A(h) in The Constitution Of India 1949 (h)** to develop the scientific temper, humanism and the spirit of inquiry and reform;
- U.P Science Centre works in collaboration with Central Government institutes like NCSTC, Vigyan Prasar, Ministry of Science and Technology and Ministry of Culture, Uttar Pradesh to popularise Science in India.

10. Nine to twelve Photographs and video clips (each maximum 1 minute)

निमंत्रण

यूपी साइंस सेण्टर एवं राजकीय संग्रहालय झाँसी द्वारा आयोजित
एच आर सिंह चैलेंज कप
 समापन समारोह

सोमवार दिनांक 2 मई 2016 को पूर्वाह्न 12.00 से 13.00 बजे
 स्थान- राजकीय संग्रहालय झाँसी में इस अवसर पर आप आमंत्रित हैं

अध्यक्षता - डॉ. अनुज सिन्हा
 मानद अध्यक्ष, फाउन्डेशन फॉर ग्लोबल साइंस इनिशिएटिव

मुख्य अतिथि - श्रीमती रवनीत मिन्डर
 अध्यक्ष, एक उम्र, जी

वैपि नुजाती, डॉ. ए. के. चाम्पेय, काशिमा सिंह, डॉ. (नीरज कुमार चाम्पेय)
 ज्येष्ठ, एच. विदेशक, अध्यक्ष, शिक्षा विभाग, विदेशक
 यूपी साइंस सेण्टर, राजकीय संग्रहालय, झाँसी, यूपी साइंस सेण्टर, झाँसी

कार्यक्रम	समय	राजकीय संग्रहालय, झाँसी
पंजीकरण	08:30 – 09:00	बाहरी गैलरी के पास हॉल में
रजिनिंग II	09:15 – 09:45	हॉल (ए) वरिष्ठ, हॉल (बी) कनिष्ठ
कार्यकलाप कोना	09:45 – 10:45	हॉल (ए) वरिष्ठ, हॉल (बी) कनिष्ठ
परिणाम संकलन	09:45 – 10:45	कंट्रोल रूम
परिणाम घोषणा	10.45 – 10.50	हॉल (ए) वरिष्ठ, हॉल (बी) कनिष्ठ
मुख्य प्रतियोगिता (कनिष्ठ एवं वरिष्ठ)	10.50 – 11.50	हॉल (ए) वरिष्ठ, हॉल (बी) कनिष्ठ
पुरस्कार समारोह एवं समापन सत्र	12.00 – 13.00	हॉल (ए)

A World We Women Want: Economic Empowerment



A World We Women Want: Economic Empowerment



Case Study SoCHE Foundation

1. Organisation name and address

Solutions for Clean and Healthy Environment (SoCHE) Foundation
205-206, Aggarwal Chambers, LSC Plot no 6,
CD Block, Pitampura, Delhi 110034, INDIA

2. Website if available

www.sochefoundation.com

3. Project Title

Project *Maati Milaap* (Union with the Earth)

4. Project details (duration/period, sponsor, area, beneficiaries)

There are more than 10 million artisans engaged in craft making and 200 million artisans engaged in craft production. Out of these, India has already lost 30% of its artisans in the last 30 years. These artisans have migrated to the cities and work as rickshaw pullers, construction workers, daily wage workers etc. The next generation is not interested to take the cultural heritage of handicrafts forward as middlemen make most of the profits, with very less or nothing being invested back in the community.

Project *Maati Milaap* is the flagship initiative of SoCHE Foundation, aimed at mainstreaming forgotten or unidentified Indian handicrafts, improving livelihood opportunities for the less connected and making their craft environmentally friendly with modern techniques. With specific focus on environment conservation and social upliftment, currently, the projects are running in Delhi and Barmer, Rajasthan. These projects are not only helping preservation of India's rich local culture and heritage, but also addressing complex and inter-connected issues of poverty alleviation, livelihood support, women empowerment, capacity building, pollution & emission reduction, environment conservation and sustainable development.

While the focus in Delhi is on pottery, in Rajasthan we have identified the traditional handwork of 'Kalavat' or 'Mukko' which is untouched by the commercial sector as it takes a long time to make and the social barriers are very strong.

Duration: 15 months

Sponsor: SoCHE Foundation

Area: Delhi and Barmer (Rajasthan)

Beneficiaries: Women artisans in semi-urban and rural areas

5. Project Objective, Results, Evaluation and Activity Plan (maximum 300 words)

Objective:

1. Preserving cultural heritage and promoting traditional handicraft



A World We Women Want: Economic Empowerment

2. Capacity building of artisans using new designs and techniques, helping them keep pace with new market demands and trends
3. Working towards creating a sustainable market place with fair pricing minimising the middlemen, helping in income generation of artisans
4. Improving manufacturing processes of the products ensuring health and environment benefits

Results:

Overall direct outreach in one year – 275 artisans and customers

• DELHI

- The potters by and large have been restricted to making matkas, diyas and gamlas for generations. We have trained and enhanced income of over 30 women artisans through innovative designs from terracotta, such as jewellery, fridge magnets, rakhis, Christmas decorations etc
- We have studied theNox, Sox and PM 10 emissions from the pottery kilns to help improve kiln design and reduce damage on health and environment

• BARMER, RAJASTHAN

- Identified the less known 'Kalavat' hand embroidery, which is made by local women for personal use only. Successfully demonstrated the products that can be developed for market and boosted livelihood of the women in remote villages for the first time. These products include garment, jewellery and bags.
- Trained and enhanced income of 25 women from two remote villages Illoliya and Derashar (near India – Pakistan border) with the focus on mainstreaming Kalavat embroidery, understanding market trends, design input, quality and timely delivery.
- Fashion show launching garments with 'Kalavat' hand embroidery was done on World Environment Day. The theme of the fashion show was "Handicraft for Conservation". To lend greater innovation in design, the village women were also trained to use Kalavat embroidery to make tiger pugmarks. Further by focusing on female pugmark in these designs, it lent a unique angle of gender



A World We Women Want: Economic Empowerment

sensitivity and inclusion, while linking culture with conservation and poverty alleviation

- **MARKET LINKAGES**

- Additional 50 women artisans and homepreneurs from different parts of the country have been given a platform to showcase and sell their products on our online and offline network of exhibitions
- 150 different customers who have purchased these products directly in the last one year
- The products are also listed at the Department of Electronics and Information Technology (DeitY), Government of India's VLE Bazaar - a marketplace bringing India's best handicrafts from remote interiors of the country.

Activity Plan:

SoCHE Foundation will continue to strengthen both front end and back end linkages to provide women artisans in Delhi and Barmer sustained income generation avenues through their handicraft. This will entail:

- Training of women to deliver on quality products timely
- Paying them beyond fair living wages
- Strengthen marketing and sales platform through online portals

6. Enabling national policy that supported your project (maximum 50 words)

While the project is aligned to national missions - Skill India & Make In India - however, thus far there is no policy support that we have received directly. In future the project aims to align itself in particular with the National Rural Livelihood Mission, to create the Self Help Group and receive relevant support.

Internationally, Project *Maati Milaap* is also contributing to Sustainable Development goals (SDGs): SDG 5 - Gender Equality, SDG 8 - Decent Work & Economic Growth, SDG 10 - Reduced Inequalities, SDG 12 - Responsible Consumption & Production, SDG 13 - Climate Action, SDG 17 - Partnership for the Goals

7. Photographs and video clips (each maximum 1 minute)

To see the project video, please click here: https://youtu.be/5IKsm_L6LnA



A World We Women Want: Economic Empowerment

Khushi | Epitome of women with strong will by India Vision Foundation (IVF)

Case Study

Empowering female inmates in India towards a self reliant life

Khushi | Epitome of women with strong will

Khushi was an undertrial in a case of murder with her brother for 9 years in Tihar. Presently, she works as a street vendor near her residence to support her three children Rakhi, Rajni & Babita in Pitampura, New Delhi.

Khushi is a resident of Sitapur, Uttar Pradesh (UP). She shifted to New Delhi in 2003 when she lost her husband after a snake bite accident in their farms. She shifted with her brother who was already living in Delhi in search of work to sustain her family.

Her brother had many rivalries and was into regular alcohol which at times use to bother her. She started working in near by areas as a domestic worker to send back money to the relatives who were taking care of her children in Sitapur.

Due to the rivalry of her brother many people use to come to their house and ask for her brother. One day while she was at home she got to know that his brother has killed some other family's people in a bad fight. She was shocked and tensed. As she shared with us she said 'I was very tensed to know that this incident has happened I did not even know what I could do for the same. I waited for my brother but their was no sign of him further the police came and started searching our house and also inquired about my brother from me. I had no idea about my brother so they caught me and took me to jail. They falsely accused me under planning this murder with my brother I kept telling them that I did not know anything about it but they did not listen to me. I was taken to Tihar Jail couldn't believe that I was imprisoned without any association to the incident and I feel I was just unfortunate and unlucky.'

After Khushi's imprisonment she has no contact with her relatives and family, it was only after few months that her relatives from Sitapur came to visit her and take an update of her whereabouts. Khushi was now a little hopefull and expected help from her relatives. Her concern for her three daughters was more than anything in this world. Her constant fear for future of her daughters left her sleepless for nights. She was looking for a ray of hope behind bars and it is when she came to know about India Vision Foundation in Tihar, she approached our project manager at the centre and connected with the foundation. She expressed her concern about her three young daughters for whom their relatives were finding grooms to get them married. Team India Vision Foundation got in touch with her relatives at Sitapur and helped her daughters to get enrolled in the schools.

Khushi was relieved after her children got enrolled to schools and were under the foundation's wings. Simultaneously, Khushi joined our 'Weaving Behind the Bars(WBB) centre' to get herself trained in weaving, knitting & crochet. She worked very hard at the centre and collected money for her daughters.



A World We Women Want: Economic Empowerment

Khushi was released in 2012, after her release she expressed to the foundation that she wants to work and take responsibility of her daughters. The Foundation supported her decision and today we see her as a successful earning single mother. To earn her bread she runs a street shop in Pitampura (New Delhi) and also resides in the same place at a rented accommodation with her daughters. We need more motivated individuals like Khushi who despite of their hardships fight back and try to give the best to their children.



Rakhi



Rajni



Babita



Khushi

A World We Women Want: Economic Empowerment

Tulsi's Story | An Inspirational Transformation by India Vision Foundation (IVF)

Case Study

Empowering female inmates in India towards a self reliant life

Tulsi had served a term of 5 years, at Tihar Jail (Central Prisons, New Delhi) until she was released in 2010 with the help of government provided legal aid. Presently, she works for respectable family in North Delhi as a full time domestic worker.

Tulsi is a 37 year old woman, she was born in a family of Masons in a Nepali family in Pokhara, Syangja District. She was married at a young age of 13 years. She did not receive any form of education and use to help her mother in domestic chores. After a few years of her marriage her husband came to Delhi for work. By now Tulsi was a mother of two beautiful daughters Shanti & Deepa.

Tulsi's husband left her back in village and started to live with another woman in Delhi. He also started taking alcohol & drugs. Since, she had no information about her husband she tried to connect with him in Delhi through her relatives. Her wait paid back and her husband returned back to the village. They came to Delhi after her husband sold their property Tulsi was happy and relieved that her life is back on track. But she could never foresee the coming turmoil in her life.

They started to live in Jahangeerpuri area as they came to Delhi. After two months Tulsi was expecting her third child. Her husband's regular drinking habits and inability to re pay loans made her family over burdened resulting in financial crisis. After few months Tulsi was blessed with a baby girl whom they named Shrishti.

Constant struggle by Tulsi & her husband to sustain their life in Delhi became a never ending loop until one night when her husband was found dead near their house. As narrated by Tulsi *'It was very late, I kept waiting for my husband to come back after his daily routine alcohol consumption. He did not turn up the entire night, I was much tensed as Shrishti was unwell and kept crying. I heard a lot of noise outside my house and when I went out to check I saw that my husband's neck was slaughtered and blood was dripping. I could barely see & was in utter shock, when I saw 4-5 people running as fast as they could after killing my husband. I ran and called out for help but no one turned up. It was after an hour or so then when one of my Nepali neighbour called the police.'*

Tulsi cried her heart out to the police and told about the incident. She was interrogated by the police and was asked many questions and later it was suspected that she killed her husband with help of her nephew. Further, she was brutally beaten by the police for and then taken to the jail. As she shared with us she said *'I was telling the police that why will I kill my own husband? I am so poor and have three daughters. Why will I do that? But they never stopped beating me and my nephew and took us to the prison'.*

Imprisonment came like a night mare to her. While, she was imprisoned some of her fellow inmates told her about India Vision Foundation(IVF) - a foundation working for the betterment of



A World We Women Want: Economic Empowerment

the lives of prison inmates and their children through 'Shiksha' (education), 'Sanskar' (Moral Education) and Skill (Training & Development). One day she reluctantly walked to the **"Weaving Behind Bars"** (WBB) training center (*This training centre trains female inmates to weave*) Our project manager after speaking to her introduced our WBB centre and encouraged her to join the training. After this conversation we got to know about Tulsi's story. Her daughter Shrishti, who was two months old came with her in the prison at that time.

As permitted by the Honorable Supreme Court, in Indian Prisons mothers are allowed to bring their children inside prison with them until 6 years of age.

Tulsi had no experience of work apart from her domestic chores prior to her imprisonment. She started coming to the WBB centre frequently, our project manager was able to convince her to enrol for this certified training run by the foundation. She was also introduced to the prospect of earning a stipend, with which she will be able to look after her daughter better. Tulsi began to spend more hours at the WBB centre and started dropping Shrishti at the crèche run by India Vision Foundation (IVF). Soon, Tulsi was able to manage her time better and was employed as one of the crèche cleaners, this helped her to make a little more money to support her children.

Shrishti, with regular grooming in crèche project under education for Children of inmates programme grew to an active and intelligent toddler. The foundation further helped Shrishti to mainstream when she was 4½ years in one of partner schools Infant Jesus, Sanjoepuram, Faridabad under the residential project of Children of Vulnerable Families project (CVF). She adjusted very well with the hostel life and performed very well in her studies.

Every quarter we arrange mother-child visits between many like Tulsi and Shrishti, at the jail premises, to strengthen the bond between mother and child.

Today, it has been 5 years Tulsi lives with a middle class family in Delhi. She cleans and cooks for them and eats same food. Whenever, Shrishti has holidays at school, she is dropped at the home where Tulsi works. Shrishti is now in the 5th standard and has assured support by the foundation until she completes her education. Tulsi has now even started to manage her money wisely. She has managed to save a good amount and we are happy to share that Tulsi & Shrishti are one of the many shining examples.



A World We Women Want: Economic Empowerment

Sheena



Sheena, a college student, with an annual family income of USD 4,500, is an example of the organisation's efforts to introduce new skills and technology access. Selected by the organisation to learn safe car driving at the Government and Maruti Suzuki India Limited managed Institute of Driving Training and Research, Sarai Kale Khan, New Delhi, she was provided with a learner's license and trained for 35.5 days. The training curriculum, bifurcated between theory and practical skills, included lesson plans in basic car mechanics, traffic rules and their relevance, and issues related to driving like road rage, speeding, drunken driving and its fallouts. The instructor-led discussions were a combination of situational analysis, with the solutions being drawn from the trainees. Advanced driving simulators replicated Indian driving conditions and the vagaries of the weather.

Sheena, after successful completion of the training, has been awarded the skill compliance certificate by the Automotive Skill Development Council. Her confidence in her own capabilities has grown tremendously and she has become a role model among her contemporaries and peers. On graduating from college she seeks to mobilise other women to learn car driving and plans to take up the role of an instructor. She will set herself up as an entrepreneur, skilled in a field that is newly accessible to women from underprivileged milieus; she will play a part in making roads safer by training more women and will be a beacon of hope to women of her community and neighborhood.

- **Business Leadership:** Encourage best practices to increase women's representation in senior management positions, including on corporate boards.



A World We Women Want: Economic Empowerment

Ms. Rumjhum Chatterjee: Role of corporate India in women's skill development

Ms. Rumjhum Chatterjee highlighted the role of corporate India in women's skill development. She pointed out the strange phenomenon of there not being enough women in management and the workforce. She cited CII research from 2009 that indicated that in corporate India, women occupy approximately 18% of the positions in the junior-most levels of management; 11% in middle levels and only 4% in senior levels. Among the reasons for this loss of women as they progress in their career is the "nesting phase": women leaving work to concentrate on raising children and attending to the social responsibilities of home. For whatever time that they are away from work, they are losing out to their peers, and this hinders their return to work. Only 5% of a certain profile of women continues, managing both home and work. Other women, who confront difficulties upon returning to a job, choose to work on their own. The challenge for industry then becomes tapping into that resource pool so that those skills and expertise are not wasted.

In solving this issue of the loss of women in the workforce, women themselves have to learn to manage the demands of home and work. Corporate India, for its part, needs to provide the right environment for women to contribute their best. The government can aid this process through landmark policies on security and safety, and preventing sexual harassment in the workplace. However, corporate India has been reluctant to follow suit and Ms. Chatterjee quoted the surprising statistic that out of 8,500 CII members, fewer than 1,000 have adopted those government codes.

The most important challenge, though, is in changing mind-sets and no amount of legislation will help that. When it comes to skilling 500 million people by 2022, at least 40% of which needs to be women, Ms. Chatterjee asserted that the mistake has been in focusing on the wrong matrix to ensure progress. Rather than counting how many people have been skilled or how many toilets have been constructed, the emphasis must be on outcome-based budgeting. Secondly, any skilling initiative is of no use if the government:

- is not keeping track of how many people are employed
- is not counting the number of jobs that can come up in the local areas, mostly the districts and towns, of the skilling initiatives
- is not teaching the skills that people want, but the ones available in that region

Ms. Chatterjee maintained that Make in India is an initiative that leads to a better quality of life when livelihoods are ensured. However, while she agreed that recognition of prior learning is a good start, she stressed the need to consciously promote home-based enterprises so that more women can then become occupied and build livelihoods. With regards to CSR, she acknowledged the huge opportunities those funds represent, but she cautioned that the funds must be used judiciously. CII is ensuring that all its corporate members take up an initiative that can influence women's



A World We Women Want: Economic Empowerment

empowerment. She cited the instance of a project in Odisha to distribute electricity to around nine lakh households across four districts. In one district of 2.5 lakh households, the entire operation of billing, metering and collection is being done by women's self-help groups.

In conclusion, when it comes to things that can be done, Ms. Chatterjee queried, as a point of thought, if impact is truly being measured or are people only looking at indicators of a work in progress?

Source : Transition of Women from Education to Full Employment"- A Report on the Conference .

- **Data Collection:** Promote the collection and alignment of gender-sensitive data in the economic sector to create evidence-based policy and programmes aimed at increasing women's economic participation across all sectors.

Nindana women empowerment programme implemented by Lupin Foundation.

Nindana women empowerment programme implemented by Lupin Foundation.

The foundation strongly advocates of women having equal Socio-Economic, Political and Cultural opportunity as men. Basic assessment of the condition of the self help groups is not sufficient, to ensure in depth intervention for growth in various domains- financial, educational, social, gender and cultural impact. The groups require adequately individualised support because differences in age and capacity make it necessary to consider inputs in relation to specific group requirements.



A World We Women Want: Economic Empowerment

GLOSSARY

1. Aajeevika : Livelihood
2. Aam Aadmi Bima Yojana : A Social Security Scheme for rural landless household
3. Adarsh Gram : Model of sustainable village
4. Anganwadi : Courtyard shelter, they were started by the Indian government in 1975 as part of the Integrated Child Development Services programme to combat child hunger and malnutrition
5. BRGF : Backward Region Grant Fund
6. Bal Sabha : Children's group
7. Beti Bachao Beti Padhao Scheme : Save girl child, educate girl child- is a Government of India scheme that aims to generate awareness and improving the efficiency of welfare services meant for women.
8. Bharat Nirman Volunteers : Agents of Rural Awakening
9. Choupals : Village community buildings
10. CSC : Common Services Centres Scheme
11. CAMPA : Compensatory Afforestation Fund Management and Planning Authority
12. DEITY : Department of Electronics & Information Technology
13. Gaushala : Protective shelters for cows in India
14. Ghee : Clarified butter
15. Gobar Bank : Production and distribution of Bio-Gas based on gobar bank. (cow dung bank)
16. Gram Panchayat : A gram panchayat is the cornerstone of a local self-government organisation in India of the Panchayati raj system at the village or small town level, and has a Sarpanch as its elected head.
17. Gram Sabha : Local self-government in Indian village.
18. Haat : Bazaar, most often called only haat, is an open-air market that serves as a trading venue for local people in rural areas
19. IGNDPS : Indira Gandhi National Disability Pension Scheme
20. IGNOAPS : Indira Gandhi National Old Age Pension Scheme
21. IGNWPS : Indira Gandhi National Widow Pension Scheme
22. ICDS : Integrated Child Development Services
23. MGNREGA : Mahatma Gandhi National Rural Employment Guarantee Act
24. MGNREGS : Mahatma Gandhi National Rural Employment guarantee Scheme
25. MSKP : Mahila Kisan Sashaktikaran Pariyojana - sub component of the National Livelihood Rural Mission for women



A World We Women Want: Economic Empowerment

26. MPLADS : Member of Parliament Local Area Development Scheme
27. MSME : Micro Small and Medium Enterprises
28. MNRE : Ministry of New and Renewable Energy
29. NABARD : National Bank For Agriculture & Rural Development
30. NCLP : National Child Labour Project
31. NDDB : National Dairy Development Board
32. NHM : National Health Mission
33. NLM : National Literacy Mission
34. NOFN : National Optical Fibre Network
35. NRDP : National Rural Drinking Water Programme
36. NRLM : National Rural Livelihood Mission
37. Panchayati Raj Act : Constitutional amendment in 1992 for elected self-governance in villages
38. Pradhan Mantri Gram Sadak Yojna : Prime Minister's Rural Roads Scheme)
39. PMJDY : Pradhan Mantri Jan Dhan Yojna : National Mission for financial Inclusion to ensure access to financial services
40. PDS : Public Distribution System
41. Rajiv Gandhi Khel Abhiyan : a rural sports initiative introduced by the Ministry of Youth Affairs and Sports, Government of India to promote youth and social development through sports
42. RGPSA : Rajiv Gandhi Panchayat Sashaktikaran Abhiyan -Government programme towards strengthening the panchayati raj (village governance) systems
43. RMSA : Rashtriya Madhyamik Shiksha Abhiyan: Government scheme to enhance access to secondary education
44. RSBY : Rashtriya Swasthya Bima Yojana: National health insurance scheme
45. RSETI : Rural Self Employment Training Institute
46. RGSEAGS *Sabla* : Rajiv Gandhi Scheme for Empowerment of Adolescent Girls
47. Saksham : Scholarship for differently abled children
48. SSA : Sarva Shiksha Abhiyan Government scheme for universalisation of elementary education
49. Swachh Bharat Mission : Clean India Mission
50. Swachh Nindana Gram : Clean Village Mission - to clean the streets, roads and infrastructure of the village.



A World We Women Want: Economic Empowerment

Annexure 1

PROGRAMME

A World We Women Want : Economic Empowerment'

Date : 13 March 2017
Time : 1230 Hrs to 1400 Hrs.
Venue : Church Center for the United Nations, UN Plaza, New York.
Room : Hardin Room

All India Women's Education Fund Association (AIWEFA)
Feminist Task Force (FTF)

CSW 61 Parallel Event
A World We Women Want #AW4
Economic Empowerment

- Global South Panel Discussion & Website Launch
- Release of Compendium of Good Practices from India

Date: 13 March 2017
Time : 1230 Hrs to 1400 Hrs
Venue : Hardin Room, CCUN (Church Centre) UN Plaza , New York

RSVP:
Ms. Asha Chandra +91 98111 22326
Ms. Jyotsna Kapur +91 9999 193154

AIWEFA, E-mail: aiwefa29@gmail.com | Website: www.aiwefa.org | www.aworldwewomenwant.org

ESTD. 1929 SHODH GYAN SoCHE FEMINIST TASK FORCE STUDIO MOSAIC KOLKATA RISTA WOMEN 2030

- Launch: Website and Compendium "A World We Women Want: Economic Empowerment".
- Panel Discussion: 10 minutes to each speaker
- Fielding questions

PANEL CHAIR: Rosa Lizarde, Global Director Feminist Task Force (FTF), New York and Co chair 'World we want'.

Panelists:

1. **Asha Chandra:** President, All India Women's Education Fund Association (AIWEFA), New Delhi, India (via skype).
Technology access for new employment opportunities in a world we women want..
2. **Pam Rajput:** Convenor, Women 2030 and Prof Emeritus Punjab University, Chandigarh, India
Women in the Indian economy—issues and challenges.



A World We Women Want: Economic Empowerment

3. **Marta Benavides:** Latin America

Mainstreaming women in economic empowerment initiatives.

4. **Sharon Bhagwan-Rolls:** Executive Producer-Director, FemLinks Pacific; Board President, Fiji Islands.

Putting Women's Human Security First: Defining Economic Security from Rural Fiji.

5. **Sarla Manchanda:** Vice President, AIWEFA, Former Associate Professor (via skype).

Bridging the generation gap in the context of violence against women.

6. **Panelist : Africa**

Equal opportunities in entrepreneurship and small business development for African women.

7. **Jyotsna Kapur:** Secretary General, AIWEFA and Corporate Adviser, Lupin India, New Delhi (via skype).

Farms to healthy homes in the Secretary General's Zero document.

- **Launch of global south website 'www.aworldwewomenwant.org'**
- **Release of Compendium of Good Practices from India on women's economic empowerment.**



Annexure 2

List of Contributing Organisations to the aworldwewomenwant.org website

1. Lupin Foundation, Alwar
2. All India Women's Education Fund Association (AIWEFA)
3. Kolkata Rista
4. Bharat Petroleum Corporation Ltd
5. Solutions for Clean and Healthy Environment (SoCHE) Foundation
6. Taxshe Services Private Limited
7. Cotton Connect
8. India Vision Foundation (IVF)
9. Apollo Tyres



Annexure 3

Women's economic empowerment in the changing world of work Draft agreed conclusions

Commission on the Status of Women

Sixty-first session

13 – 24 March 2017

1. The Commission on the Status of Women reaffirms the Beijing Declaration and Platform for Action, the outcome documents of the twenty-third special session of the General Assembly and the declarations adopted by the Commission on the occasion of the tenth, fifteenth and twentieth anniversaries of the Fourth World Conference on Women. **(CSW 60 AC, para 1)**
2. The Commission reaffirms that the Convention on the Elimination of All Forms of Discrimination against Women and the Optional Protocol thereto as well as other relevant conventions and treaties provide an international legal framework and a comprehensive set of measures for realising gender equality and the empowerment of women and girls and the full and equal enjoyment of all human rights and fundamental freedoms by all women and girls throughout their life cycle. **(Based on CSW60 AC, para 2)** The Commission confirms the importance of relevant International Labour Organisation (ILO) conventions for the realisation of women's right to work and rights at work. **(Based on E/CN.6/2017/3, para 1)**
3. The Commission reaffirms the commitments to gender equality and the empowerment of all women and girls made at relevant United Nations summits and conferences. **(Based on CSW60 AC, para 4)** The Commission welcomes the contribution of the Secretary-General's High-level Panel on Women's Economic Empowerment. **(Based on E/CN.6/2017/3, para 4)**
4. The Commission emphasises that women's economic **rights and** empowerment **are** essential for the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action and the gender-responsive implementation of the 2030 Agenda for Sustainable Development. **The Commission recognises women's economic right and empowerment is vital for human development, inclusive growth and business.****(Based on E/CN.6/2017/3, para 2, 46)**
5. **The Commission recognises women as workers, producers and as economic agents. This is an important paradigm shift from framing women only as victims of violence or a group that is discriminated against.**
6. Commission emphasises that women's economic empowerment including women's right to decent work and full and productive employment **and unmediated access, control, ownership management of productive resources are** critical means of implementation of SDG 5 on achieving gender equality and empowering all women and girls. **(Based on E/CN.6/2017/3, para 2)**



A World We Women Want: Economic Empowerment

7. The Commission affirms that the achievement of SDG 5 targets, namely: end all forms of discrimination against all women and girls everywhere; eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation; eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation; **branding of women as witches**, recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate; ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life; and ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences; are all vital enablers of women's economic empowerment in the changing world of work. **(Based on E/CN.6/2017/3, para 2, and SDG 5)**
8. The Commission recognises that worldwide, gender inequalities in labour markets and the world of work persist. It also recognises that the pace and scale of transformation towards realising women's economic empowerment in a changing world of work has been unacceptably slow and has impeded the realisation of women's full potential and their human rights. **(Based on E/CN.6/2017/3, para 9, 46 and 47)**
9. The Commission expresses its concern especially about the continuance of significant gender gaps in labour force participation and leadership, wages and income, pensions, **skill building** as well as occupational segregation, social norms, and workplace culture, unequal working conditions and women's burden of unpaid domestic and care work, gaps in social protection, and the growing informality and precarious nature of women's employment **(Based on E/CN.6/2017/3, para 6, 9, 15)**
10. The Commission also recognises that structural barriers to women's economic empowerment can be compounded by multiple and intersecting forms of inequalities and discrimination **and all forms of violence against women** in the private and public spheres, and that these barriers are exacerbated in conflict and post-conflict, refugee and humanitarian settings, as well as disability. **(Based on E/CN.6/2017/3, para 9 and 10)**
11. The Commission also affirms that the acceleration of the transformation of the world of work and significantly enhancing the enabling environment for women's economic empowerment **including women's rights to productive resources** will help achieve exponential economic growth, end poverty in all its forms everywhere and ensure the well being of all, leaving no woman behind in the changing world of work. **(Based on E/CN.6/2017/3, para 46 and 47)**
12. The Commission recalls its consideration of "the empowerment of indigenous women" as its focus area at its sixty-first session. It also recalls its Multi-year programme of work for 2016-2019 according to which it will consider "Challenges and opportunities in achieving gender



A World We Women Want: Economic Empowerment

equality and the empowerment of rural women and girls” as its priority theme at its sixty-second session. **(Based on E/RES/2016/3)**

13. The Commission, in order to transform the world of work for women, considers it essential to: strengthen normative and legal frameworks for full employment and decent work for all women; implement economic and social policies for women's economic empowerment **including protection and promotion of sustainable livelihoods**; address the growing informality of work and mobility of women workers; manage **energy, technology** and digital change for women's economic empowerment; strengthen women's collective voice, leadership and decision-making; and strengthen private sector role in women's economic empowerment. **(Based on E/CN.6/2017/3, para 47, and headers in para 49)**
14. The Commission urges governments, the relevant entities of the United Nations system, international and regional organisations, women's and other civil society organisations, and the private sector, to take the following actions at the national, regional, and global levels:

Strengthening normative and legal frameworks for full employment and decent work for all women

- (a) Achieve universal ratification without reservations and full implementation of the Convention on the Elimination of All Forms of Discrimination against Women **and ratification of optional protocol and International Covenant on Economic, Social and Cultural Rights** and relevant ILO conventions and recommendations; **(E/CN.6/2017/3, para 49 (a))**
- (b) Strengthen laws and regulatory frameworks that **enabling environment for women's equal labour force participation and** prohibit discrimination against women regarding entry **and upward mobility** into the labour market and terms and conditions of employment, and provide means of redress in cases of non-compliance; **(Based on E/CN.6/2017/3, para 49 (c))**
- (c) Strengthen and enforce laws and workplace policies that **ensures equality and** prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and provide means of redress in cases of non-compliance; **(E/CN.6/2017/3, para 49 (d))**
- (d) Undertake legislative and administrative reforms to ensure women's equal access to and ownership and control over productive resources and assets, such as land, **housing and other forms of property, financial resources, inheritance, natural resources and knowledge,** information and communications technologies; **(E/CN.6/2017/3, para 49 (f))**
- (e) Eliminate occupational segregation by addressing discriminatory social norms and promoting women's equal participation in labour markets, **non stereo typical forms of work,** education and training, **reduce barriers** and encourage women to diversify their occupational choices and enter jobs in emerging fields and growing economic sectors; ensure equality at the workplace by recognising, respecting and incorporating women's unique identities. **(Based on E/CN.6/2017/3, para 49 (e))**



A World We Women Want: Economic Empowerment

- (f) Enact and enforce laws and regulations that uphold the principle of equal pay for work of equal value, in compliance with international labour standards, such as ILO Equal Remuneration Convention, 1951, (No. 100), and provide means of redress; **(Based on E/CN.6/2017/3, para 49 (m))**
- (g) Ratify and implement ILO Domestic Workers Convention, 2011 (No. 189), and enact and enforce laws and regulations that give effect to ILO Maternity Protection Convention, 2000 (No. 183) and Workers with Family Responsibilities Convention, 1981 (No. 156), and other relevant ILO Conventions for the realisation of women's right to work and women's right at work, **including in the emerging digital economy and online work.**; **(Based on E/CN.6/2017/3, para 1, 49 (p) and para 49 (t))**
- (h) Strengthen and enforce laws and policies to eliminate violence and harassment against women in the workplace, **and in transit to and from work** and support the development of an ILO instrument that provides an international standard to address violence and harassment, **including through technology-mediated channels,** against women in the world of work; **(Based on E/CN.6/2017/3, para 49 (g))**
- (i) Take special measures **including affirmative action** to ensure that women who experience multiple and intersecting forms of inequalities, discrimination and marginalisation have equal opportunities for decent, good quality work, **assets, productive resources and subsistence forms of livelihoods** in the public and private sectors; **(Based on E/CN.6/2017/3, para 49 (h))**

Implementing economic and social policies for women's economic empowerment

- (j) Implement and monitor the impact of macroeconomic policies, **change in land uses** and reforms for job creation and the promotion of women's full, equal and productive employment and decent work; **and casualisation and informalisation of work, erosion of natural resources and loss of traditional form of subsistence livelihoods, Recognise and protect, invest and support women's traditional skills and knowledge systems that ensure food security for all.** (E/CN.6/2017/3, para 49 (i))
- (k) **Remove gender stereotype connected with care providers.** Create decent, good quality jobs for all in the care economy in the public and private sectors; **Ensure safe migration of care providers and domestic workers,** (Based on E/CN.6/2017/3, para 49 (k))
- (l) Expand and reprioritise fiscal expenditures for social protection and care infrastructure, such as early childhood education and health care, as a means of addressing the motherhood pay penalty; **(E/CN.6/2017/3, para 49 (l))**
- (m) Establish universal social protection floors, in line with ILO Social Protection Floors recommendation, 2012 (No. 202), **and International Covenant on Economic, Social Cultural Rights General Comment 19** as part of national social protection systems to ensure access to social protection for all, including **women workers outside the formal economy, and including women in subsistence economy, and contract work in platform economy** and progressively achieve higher levels of protection in line with ILO social security standards; **(Based on E/CN.6/2017/3, para 49 (o))**



A World We Women Want: Economic Empowerment

- (n) Ensure that both women and men **in formal and informal sector** have access to maternity or parental leave allowances and are not discriminated against when availing themselves of such benefits; **(Based on E/CN.6/2017/3, para 49 (p))**
- (o) Undertake targeted measures to recognise, reduce and redistribute women's disproportionate burden of unpaid care and domestic work, through flexibility in working arrangements (**time**) without reductions in labour and social protections, and the provision of infrastructure, technology and public services, such as accessible and quality childcare and care facilities for children and other dependents; **and promote male participation in sharing the burden. (E/CN.6/2017/3, para 49 (q))**
- (p) Systematically measure and incorporate the value of unpaid care and domestic work in the calculation of GDP and the formulation of economic and social policies; **(E/CN.6/2017/3, para 49 (r))**
- (q) Prioritise the entry into and advancement in labour markets of young women by ensuring access to education and technical and vocational skills training and eliminating the barriers girls and women face in the transition from school to work;**(E/CN.6/2017/3, para 49 (s))**

Addressing the growing informality of work and mobility of women workers

- (r) Make women's informal employment in domestic work, home-based work, **digital work, micro work** and small and medium-sized enterprises, **farm work** as well as other own-account and part-time work more economically viable by extending social protection and minimum living wages, and promoting the transition to formal employment in line with ILO Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204); **(Based on E/CN.6/2017/3, para 49 (t))**
- (s) Adopt national migration policies that are gender responsive, protect labour rights and promote safe and secure working environments for women migrant workers, regulate the role of private intermediaries and labour brokers in migration, **as well as illicit financial flows propelling highly organised human trafficking networks** and enforce laws against trafficking **while recognising women's right to migration;** **(E/CN.6/2017/3, para 49 (u))**
- (t) Strengthen synergies between international migration and development by ensuring safe, orderly and regular migration policies that uphold women's human rights in the context of implementation of the New York Declaration for Refugees and Migrants (General Assembly resolution 71/1); **(E/CN.6/2017/3, para 49 (v))**
- (u) Improve collection and analysis of data on the informal economy, disaggregated by sex, income, age, race, **caste**, ethnicity, migratory status, disability, geographic location, **marital status, household headship** and other relevant factors, using the ILO definition of informality; **(E/CN.6/2017/3, para 49 (w))**



A World We Women Want: Economic Empowerment

Managing technological and digital change for women's economic empowerment

- (v) Support women's, particularly young women's, access to skills and training in new and emerging fields, especially science, technology, engineering and mathematical education and digital fluency, **and cyber security** by expanding the scope of education and training opportunities; **(E/CN.6/2017/3, para 49 (x))**
- (w) Ensure universal **and meaningful** access to **life long learning opportunities**, skills, knowledge, information and communications technologies that are economically, geographically, linguistically and virtually accessible **and ensures cyber security** as well as increased broadband and mobile phone access for women **workers, including women workers at low-end of value chains**; **(E/CN.6/2017/3, para 49 (y))**
- (x) Encourage productive technological change in support of decent, good quality public and private sector jobs **and entrepreneurship** for women in the green economy, especially in the area of climate change mitigation and adaptation **and disaster management**; **(E/CN.6/2017/3, para 49 (z))**

Strengthening women's collective voice, leadership and decision-making

- (y) Enact policies and special measures to **ensure** equal representation and leadership of women in economic decision-making structures and institutions, as well as in enterprises and on corporate boards; **(Based on E/CN.6/2017/3, para 49 (n))**
- (z) Protect the rights to freedom **mobility**, of association and collective **bargaining** to enable women workers, including informal and migrant workers, **home based workers, subsistence workers, women farmers and farm workers, and women workers in Special Economic Zone** to organise and join unions **and form corporatives, self help groups** and participate in economic decision-making and design of policies for the world of work; **(E/CN.6/2017/3, para 49 (aa))**
- (aa) Support tripartite collaboration among Governments, employers and women workers and their organisations, **collective** to prevent and redress **violence against women and** gender inequalities in the world of work **including agriculture and farms, migrant workers, domestic workers and women at low end of value chain**; **(E/CN.6/2017/3, para 49 (bb))**
- (bb) Encourage and support women's leadership in trade unions and workers' organisations and **ensure** all trade union leaders to effectively **ensure the rights and** represent the interests of women workers. **Ensure representation to women's collectives and/or organisations in decision making bodies at all levels as nationally appropriate.** **(E/CN.6/2017/3, para 49 (cc))**

Strengthening private sector role in women's economic empowerment

- (cc) Establish and strengthen compliance mechanisms that hold the private sector accountable for advancing gender equality and women's economic empowerment as articulated in the



A World We Women Want: Economic Empowerment

Women's Empowerment Principles established by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the Global Compact; **and UN Guidelines on Business and Human Rights**(Based on E/CN.6/2017/3, para 49 (dd), CSW60 AC, para (h))

- (dd) Increase the share of trade and **prioritise local** procurement of **public services and goods** from women's enterprises, cooperatives, self-help groups, **women farmers and farm workers, with a especial focus on rural women** in both the public and private sectors; (Based on E/CN.6/2017/3, para 49 (ee))

Private sector should ensure gendered dimension of women workers, this includes gender sensitive facilities, maternity benefits, flexibility, childcare.

- (ee) Systematically undertake gender-sensitive value chain analyses to inform the design and implementation of policies that promote and protect women's rights and decent work in global value chains. (E/CN.6/2017/3, para 49 (ff))

15. The Commission calls upon Governments to integrate these actions for women's economic empowerment in the changing world of work into national sustainable development, **all forms of inequality**, poverty eradication and sectoral strategies, policies and action plans at all levels. (Based on E/CN.6/2017/3, para 49 (b), CSW 60 AC, para 25)

16. The Commission calls upon Governments to strengthen the capacity, resources and the authority of national gender equality mechanisms so that they can support and monitor the implementation of these actions and work effectively with all relevant national and local institutions including labour related institutions in their implementation. (Based on E/CN.6/2017/3, para 49 (b), CSW 60 AC, para 24 and 25)

Capacity building and resource for Gender responsibility of all relevant government bodies concerned with women economic employment

17. The Commission calls upon Governments and all other stakeholders to significantly increase and maximize targeted financing to accelerate the achievement of women's economic empowerment in the changing world of work at all levels through all sources of funding, public and private, domestic resources and official development assistance. (Based on E/CN.6/2017/3, para 49 (j))

18. The Commission encourages men and boys to take an active part in, and to engage fully as agents and beneficiaries of change in the realisation of women's economic **rights and** empowerment in the changing world of work. (Based on CSW(AC) para 22)

19. The Commission calls upon the United Nations system, and especially UN-Women and the International Labour Organisation within their respective mandates, to support the implementation of the present Agreed Conclusions and of the gender-responsive implementation of the 2030 Agenda. It calls upon UN-Women to continue to play a central role in promoting gender equality and the empowerment of women and girls and in supporting Member States, upon their request, in coordinating the United Nations system and



A World We Women Want: Economic Empowerment

in mobilising civil society, the private sector and other relevant stakeholders, at all levels, in support of the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda. **(Based on E/CN.6/2017/3, para 48, and CSW60 AC, para 28)**

20. The Commission calls on all stakeholders to make extraordinary, strong and unrelenting efforts and investments and take special measures to accelerate the realisation of, and make measurable progress on women's economic empowerment, their right to work and their rights at work **including in subsistence forms of livelihoods and in the emerging digital economy and in online work** and to full and productive employment by 2020 as a milestone on the way to the gender-responsive realisation of the 2030 Agenda for Sustainable Development and to mark the twenty-fifth anniversary of the Fourth World Conference on Women.



Annexure 4

Suggestions by Indian Feminists for Draft Agreed Conclusion

Based on a National Consultation held on February 22nd 2017 held in Delhi with women's organisations, feminists and women rights advocates following suggestions were compiled.

As Indian Feminist and Women's Rights Advocates we appreciate:

1. The theme of CSW61 is Women's economic empowerment in the changing world of work.
2. Recognition of Beijing Declaration and Platform for Action, implementation of 2030 Agenda for sustainable development, CEDAW and various ILO Conventions and Recommendations.
3. Recognition, reduction and redistribution of women's unpaid work
4. Ensure women's access, ownership and control over productive resources and assets including land.
5. Inclusion of women in digital economy
6. Strengthening of women's collective voice, leadership and decision making

What we are concerned about:

1. **Women are not recognised as workers and producers and as economic agents.** Most women work, whether paid or unpaid. Women do a lot of unpaid work at home, in farms and also in providing care. 50% of the food in the world is today produced by women yet women are not recognised as farmers, farm workers or as food producers. It is therefore important to recognise women as workers and producers.
2. **Most women in India and in developing countries are in subsistence forms of livelihoods.** 65% of Indian women work in agriculture. The draft agreed conclusion for CSW61 fails to capture the reality of work for women in the South and in developing countries like India. Women farmers and farm workers are important workforce for any developing country including India and it is important CSW 61 recognises this.
3. Little sense of timeline or urgency
4. Not enough attention paid to women's social security including maternity entitlements, especially in informal sectors.
5. Inadequate budget allocation for women's economic empowerment and rights.

Endorsed by:

Individuals:

1. Dr Pam Rajput
2. Priti Darooka
3. Dr. Mohini Giri
4. Meera Khanna
5. Kalyani Raj



A World We Women Want: Economic Empowerment

6. Shewli Kumar
7. Asha Chandra
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10. Anita Gurumuthy
11. Jeevika Shiv
12. Sejal Dand

Organisations:

1. PWESCR
2. Guild Services
3. All India Women's Education Fund Association (AIWEFA)
4. NAWO
5. MDS
6. WOMEN 2030
7. IT For Change
8. Sahyog
9. ANANDI
10. MAKAM



A World We Women Want: Economic Empowerment

Annexure 5

Useful Links

References and Links to sites

1. The United Nations Commission on the Status of Women (CSW) has released the Zero Draft of the Agreed Conclusions of its 61st Sessions for information.
<http://www.dpmc.gov.au/resource-centre/office-women/csw61-agreed-conclusions-zero-draft>
2. Commission on Status of Women Sixty-first session 13-24 March 2017, "Women's Economic Empowerment in the Changing World of Work" Draft Agreed Conclusions.
https://www.ngocsw.org/wp-content/uploads/2017/03/CSW61-agreed-conclusions_compilation-text-28-February-2017.pdf
3. Concept Note for the Asia-Pacific Policy Dialogue on "Women's Economic Empowerment in the Changing World of Work"
<http://www.unescap.org/sites/default/files/Concept%20Note%20CSW61%20Policy%20Dialogue.pdf>
4. NITI AAYOG Sustainable Development Goals (SDGs), Targets, CSS, Interventions, Nodal and other Ministries (As on 08.06.2016).
http://niti.gov.in/writereaddata/files/SDGsV20-Mapping080616-DG_0.pdf
5. Compendium CSW60: A World We Women Want Compendium on Women Voices and Good Practices towards Sustainable Development Goals
<http://aiwefa.org/wp-content/uploads/2016/05/Good-Practice-document.pdf>
6. Compendium CSW61: A World We Women Want Economic Empowerment Compendium on Good Practices from India towards achieving the 2030 Agenda for Sustainable Development.



A World We Women Want: Economic Empowerment

GENDER DISAGGREGATED LIST OF ITS GOVERNING BODY AND EXECUTIVE STAFF

AIWEFA EXECUTIVE COMMITTEE

S.NO.	NAME	POSITION HELD
	PATRONS	
1.	Dr. Karan Singh	
2.	Dr. Sarala Gopalan	
	OFFICE BEARERS	
3.	Ms. Asha Chandra	PRESIDENT
4.	Ms. Sarla Manchanda	VICE PRESIDENT
5.	Ms. Jyotsna Kapur	SECRETARY
6.	Dr. Renu Malaviya	JOINT- SECRETARY
7.	Mr. Umesh Chand Goyal	TREASURER
8.	Ms. Kalyani Raj	JOINT-TREASURER
	ELECTED EXECUTIVE MEMBERS	
9.	Dr. Manorama Bawa	
10.	Dr. Adarsh Sharma	
11.	Mr. Riaz Umar	
12.	Ms. Yuthika Mishra	
13.	Dr. Usha Sharma	
	CO-OPTED EXECUTIVE MEMBERS	
14.	Ms. Bulbul Das	
15.	Ms. Asheema Singh	
16.	Dr. Asha Singh	
	SPECIAL INVITEES	
17.	Dr. S.K. Sharma	
18.	Ms. Rupinder Kaur	
19.	Ms. Rita Menon	
	AIWC REPRESENTATIVES	
20.	Ms. Rakesh Dhawan	
21.	Ms. Kalyani Raj	
22.	Dr. Manju Kak	
23.	Ms. Shubra Mendirata	
24.	Dr. Upasana Singh	
25.	Dr. Anupa Siddhu	Director, Lady Irwin College
26.	Prof. M.L. Gulrajani	Chairperson, Governing Body, Lady Irwin College



AIWEFA PROGRAMMES



AIWEFA-UNESCO Conference on "Transition of Women from Education to Full Employment", 23 May 2015



Cleanliness campaign led by Ms. Meenakhi Lekhi, M.P. on 13 January, 2015



Mr. Arman Ali receiving the XIV AIWEFA-Nina Sibal Memorial Award 2016.



Tree plantation, VRIKSHAROPAN on 30 August 2016 in the garden outside AIWEFA office.



Solar Cooking demonstration at Daboda village



Briquette Making from Green Waste demonstration on 25 October 2016



Students at the workshop on "Promoting Intergenerational Bonding" at Shivaji College, New Delhi, 10 January, 2017



Posters on reducing intergenerational gap at Zakir Husain Delhi College, New Delhi, 1 March 2017

AIWEFA

All India Women's Education Fund Association (AIWEFA), celebrating 87 years in women's welfare, is the founding body of the prestigious Home Science College, the Lady Irwin College, New Delhi. In 1999 AIWEFA was granted ECOSOC status (a special consultative status with the Economic and Social Council of the United Nations). In 2003 AIWEFA accepted the role of Regional Coordinator of the UN's Informal Network of NGOs (UN NGO IRENE).

shOObh Group

shOObh Group Welfare Society is a nonprofit community based organization registered under Societies Registration Act XXI of 1860 working in the field of community service and action, education, health, personal growth and improvement, social welfare and self-help for the disadvantaged. Programmes are designed to educate people on human welfare issues. In all of shOObh Group projects different art forms are used to convey the message.

SoCHE

Solutions for Clean and Healthy Environment is a young social enterprise aimed at social upliftment of the artisans along with environment conservation. SoCHE Foundation has been driving innovation in traditional handicrafts since 2015 through skill enhancement trainings and handholding of different artisans in new design creation. SoCHE is also mentoring homemakers and providing a platform and market linkages to all such crafts people from urban and rural areas.

Kolkata Rista

Kolkata Rista is a Community Based Organization (CBO) which was established in 2003, and registered in 2004, under Society Act 1961. Kolkata Rista provides information and service to the Gender and Sexual Minority, Transgender/Hijra and the MSM (men having sex with men) community people. Kolkata Rista helps improve the health conditions of the people who are infected and affected by HIV. It helps to build capacity, empower the community people and provide knowledge on Human Rights and livelihoods.

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