GENDER MAINSTREAMING & DEVELOPMENT: A RESOURCE PACK

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1. INTRODUCTION

1.1 Broader Context for Gender Mainstreaming

The Fourth United Nations World Conference on Women held in Beijing, 1995 reiterated that *"it was essential to design, implement and monitor, with the full participation of women, effective, efficient and mutually reinforcing gender-sensitive policies and programmes, including development policies and programmes at all levels, to foster the empowerment and advancement of women"* (p.3)[1]. This articulation of the gender mainstreaming laid out in the Beijing Platform of Action, was adopted by the UN in 1997 and taken up by nations worldwide as an effort to mainstream gender analysis and gender equality measures into policy arenas worldwide. India has also officially endorsed the Beijing Platform of Action and began to reflect the commitment in various policy documents, and has incorporated gender budgeting as part of the national budgeting. The National Policy on Empowerment of Women (2001) and the new draft National Policy for Women (2016) identified gender mainstreaming in all-round development processes, programmes, projects and actions as one of its key objectives to ensure equal rights and opportunities for women in family, community, workplace and governance spheres.

Gender mainstreaming refers to the systematic application of gender analysis to developing policies, designing programmes, implementing the same and monitoring their performance with an attendant interest in transforming gender inequalities.

Gender mainstreaming is defined in the ECOSOC agreed conclusions, 1997/2, as:

"...a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of

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[1] Report of the Fourth World Conference on Women, Beijing, 4- 15 September 1997 (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II. Accessed on May 10, 2019.
https://www.un.org/womenwatch/daw/beijing/pdf/Beijing%20full%20report%20E.pdf

policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."(p.28)[2].

Addressing gender mainstreaming receives renewed attention with the mandate of the Sustainable Development Goals (SDGs) framework adopted by the UN as post-2015 development agenda which consists of 17 Goals and 169 strategies for implementation. The SDGs as a package continue to address the unfinished agenda of the Millennium Development Goals (MDGs), as well as expand them to respond to new and emerging challenges through the convergence of multiple strategies. In particular, the goals emphasize the need to address multidimensional poverty, sustainable development, environment and global good governance and partnership to achieve these goals.

24 of the SDG targets relate to gender issues. Goal 5 is a stand-alone gender equality goal in consonance with reduction of poverty and inequalities, and focusing on sustainability, these targets provide an opportunity to bring the intersectional nature of gender to the fore. Several targets within each SDG overlap with targets in other Goals creating the need for synergetic policy and programmatic response to address complex problems of the world.

India as a country committed to the fulfilment of SD goals has a huge task of addressing sector-specific issues (poverty alleviation, rural development, education, health, etc) but also in making sure that rights, gender equality and justice are central to all the initiatives of the Government. The idea of gender mainstreaming has been on the agenda of the Government post the Beijing Conference, and NGOs, nevertheless, the entry points have been limited or gender-specific programmes (for example, with a focus on women's empowerment or girl child education or maternal health) or financial quotas in sectoral programmes (for example, 30% to be women beneficiaries). An analysis conducted by the National Institute of Public Finance and Policy reveals that Gender responsive budgeting (GRB) has not translated effectively into policies that impact women despite being a promising fiscal innovation to begin with.

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[2] ECOSOC, Chapter IV - Coordination Segment, Coordination of the Policies and Activities of the Specialized Agencies and Other Bodies of the United Nations System, 1997/2. Accessed on 10 May, 2019. https://www.un.org/womenwatch/osagi/pdf/ECOSOCAC1997.2.PDF

Key concerns still revolve around - Whether there should be separate gender budgets with women-specific tragetting? Whether gender equality commitments can be tracked to budgetary allocations for all sectors? Can all public expenditure be gender partitioned? What is a 'gender lens' to influence budgets that impact men and women positively? Can the gender impacts be assessed in the absence of gender disaggregated public expenditure benefit incidence data for analysis?[3]

Gender mainstreaming is a commitment to address gender inequalities in a systematic manner. With reference to gender mainstreaming as a state commitment, its has to be manifold. National level strategy to achieve gender equality and women's empowerment need to be backed up by sectoral gender action plans and matching budgetary allocations to achieve the goals. Ministries and departments within the Government need to also integrate gender egalitarian practices and have oversight mechanisms to monitor compliance of programmes, policies and practices.

Despite government efforts to attain gender equality, there is much to be achieved. As per the Global Gender Gap Report of 2017 brought out each year by the World Economic Forum, India ranks at 108 among 144 countries. According to the 2017 report, India has closed 67% of its gender gap, but this is less than many of its neighbours such as Bangladesh, which ranked 47, and China, which was placed 100. Key issues revolve around women's work participation, health and political participation. These are areas that need a greater political commitment for budgetary allocations and prioritizing gender mainstreaming strategies. India's ranking has not changed much in the Global Gender Gap Report of 2018.

In 2017, a Draft Three Year Action Agenda (2017-18 to 2019-20) was released by the NITI Aayog, the Government of India has proposed policy changes within a three-year period, as part of its Vision, Strategy and Action Agenda. The Three Year Action Agenda framework particularly focuses on strategies for economic transformation within agriculture, urban development and good governance through multi-sectoral, multi-level approach that reaches the unserved and vulnerable sections of the society[4].

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[3] Lekha Chakraborty (2014): Gender Responsive Budgeting, as Fiscal Innovation: Evidence from India on "Processes". NIPFP Working paper No 2014-128, January.
[4] Niti Aayog (2017): Draft Three Year Action Agenda (2017-18 to 2019-20)
https://niti.gov.in/writereaddata/files/coop/India_ActionAgenda.pdf

In November 2018, NITI Aayog released 'Strategy for New India @75'. Besides many priority areas focused upon by the report, there is an attempt to address gender issues with particular attention paid to the low female labour participation (FLP), which is currently pegged at 23.7 per cent (26.7 per cent in rural areas and 16.2 per cent in urban areas). The report observes that the "declining trend is particularly strong in rural areas, where it has gone down from 49.7 per cent in 2004-05 to 26.7% in 2015-16" (p.150). The report sets the objectives to create an enabling environment and achieve an FLP rate of 30% by 2022-23. [5]

The Global Report "Harnessing the power of data for gender equality: Introducing the 2019 EM2030 SDG Gender Index", by Equal Measures 2030, a global civil society and development sector partnership organisation, observed that nearly 40% of the world's girls and women are living in countries that are performing poorly on gender equality[6]. The SDG Gender Index covered 51 indicators across 14 of the 17 SDGs. The indicators included gender specific and those that have an effect on girls and women. India ranked 95th out of total of 129 countries and has a score of 56.2 overall, with better performance on health, hunger and energy.

Gender equality to be achieved across all the sectors requires focused attempts to work on gender mainstreaming as a national strategy.

1. 2 Programming for Gender Mainstreaming

Gender mainstreaming is a commitment to address gender inequalities in a systematic manner. National level strategy to achieve gender equality and women's empowerment need to be backed up by zero tolerance to violence against women and girls, developing sectoral gender action plans and matching budgetary allocations to achieve the goals. Ministries and departments within the Government need to also integrate gender egalitarian practices and have oversight mechanisms to monitor compliance of programmes, policies and practices.

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[5] Niti Aayog (2018): Strategy for New India @75
https://niti.gov.in/writereaddata/files/Strategy_for_New_India.pdf
[6] https://www.equalmeasures2030.org/products/global-report-2019/ accessed on 1st October 2019

Gender mainstreaming is understood as a medium for achieving gender equality at a broader societal level as well at all institutional levels. Governments and institutions are expected to consciously propel efforts to draw up legislation, develop policies, action plans, allocate budgets, set up monitoring mechanisms, carry out performance reviews; build sensitivities, capacities among the key players, to enable gender mainstreaming processes. Regulatory frameworks need to enforce compliance (for eg., Internal Complaints Committee for dealing with sexual harassment).

Programming for gender mainstreaming at a sector level – like Agriculture; Education, Health, etc., - needs to manifest throughout the overarching programming cycle following a well-known sequence of steps:

• **Analysis:** evidence-gathering through gender analysis of context and findings from summative evaluations and formative programme research;
• **Programme design,** including the selection of priority issues, target groups and coverage, and their integration in terms of programme results, indicators and intervention modalities;
• **Budgetary allocation** commensurate to the population to be covered and the programme requirement;
• **Implementation modalities**; with clarity on the key functionaries, responsibilities and mechanisms for convergence and synergies; and
• **Monitoring and evaluation**, reporting, review, strategy readjustment and continuing with the work.

Efforts at gender mainstreaming have to work towards institutionalization of a new set of procedures and practices that can counter rigidities, unresponsiveness and integrate sustainable change. Bringing in gender transformation in planning, policymaking and governance, is about countering power hierarchies and patriarchal privileges and interests that are embedded within institutions and actors.

1.3 Mainstreaming as Web of Institutionalisation

The idea of gender mainstreaming is also about institutionalizing a set of gender transformative processes, practices and procedures that help to rework power hierarchies and provide the pathways for gender equality and justice. It is useful to

understand Caren Levy's (1996) interesting scheme of institutionalization that covers various stakeholders and their location, referred to as the web of institutionalization. The web identifies 13 essential areas that need to be synchronised for institutionalising a normative shift, such as gender awareness, organisational learning, or power analysis.

The various elements of institutionalization as indicated by Levy (1996) can be classified as belonging to different domains that intersect to impact gender relations and institutional arrangements to transform them:

At the level of the civil society and women's movements:
1. pressure of political constituencies;
2. representative in political structures (both in terms of direct representation of population groups and in terms of the representation of their interests);

At the level of the state & polity:
3. political commitment;
4. policy/planning integrated across sectors;
5. resources available to support policy;

At the organisational level:
6. mainstreaming location of responsibility for gender issues;
7. procedure and daily activities associated with different points in the project cycle;
8. staff development, including training in gender awareness and equal opportunity policies;

At the implementation level:
9. methodology of integrating gender into the skills and practices of practitioners/ rationale and tools for operationalisation;
10. delivery of programmes and projects towards achieving gender equality

At the level of knowledge building:
11. research for public learning and to monitor change;
12. to comprehend instruments for change and
13. for theory building

The schema is reproduced below:

Figure 1. **Web of Institutionalization**
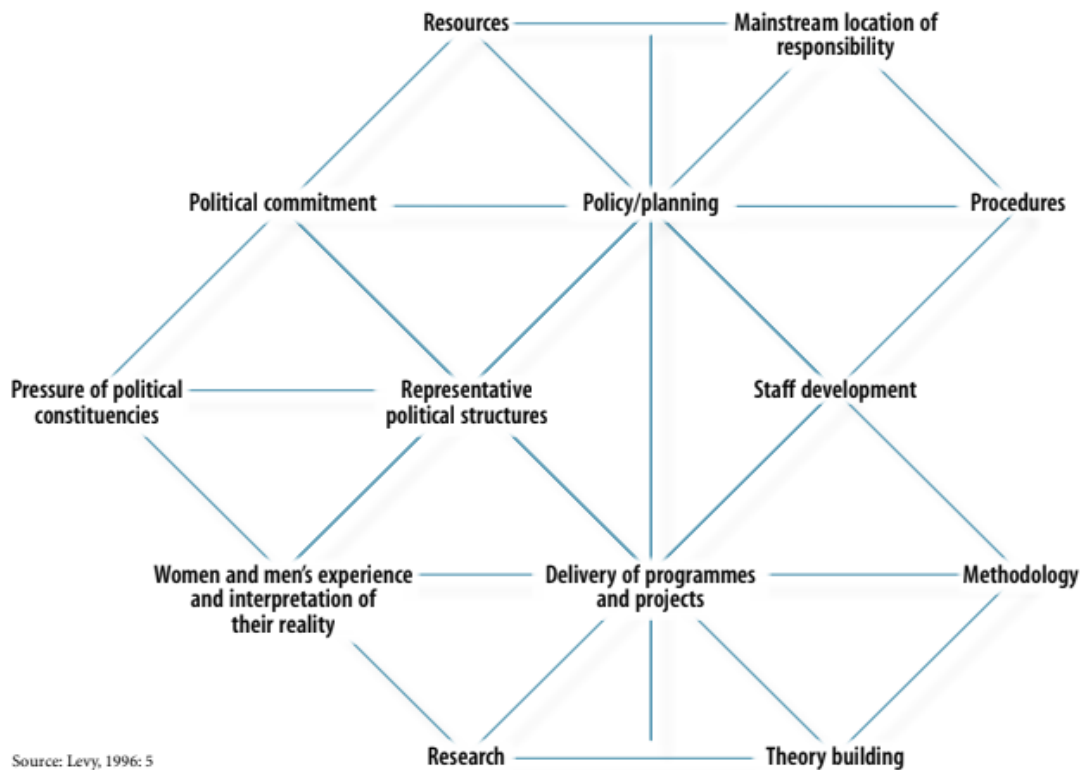
Source: Levy, 1996: 5

Source: **(Levy, 1996)**[7]

Levy (1996) shema provides an understanding that gender mainstreaming is not an unidimensional exercise linked to having laws or policies or budgets but to synergistic cooperation and interaction at several levels. According to Rao and Kelleher (2005)[8] institutional change and the role of development organisations in influencing change

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[7] Levy, Caren (1996). The Process of Institutionalising Gender in Policy And Planning: The 'Web' of Institutionalisation. Working Paper, Development Planning Unit, University College London.

[8] Aruna Rao & David Kelleher (2005) Is there life after gender mainstreaming?, Gender & Development, 13:2, 57-69, DOI: 10.1080/13552070512331332287

require the recognition of the supply side of the change equation for delivering on services and on rights. On the demand side, strengthening women's awareness of their own agency, voice, and mobilisation; their influence over institutions; and their ability to hold them to account.

Figure 2: **Dynamics of Top Down and Bottom up Forces of Change**
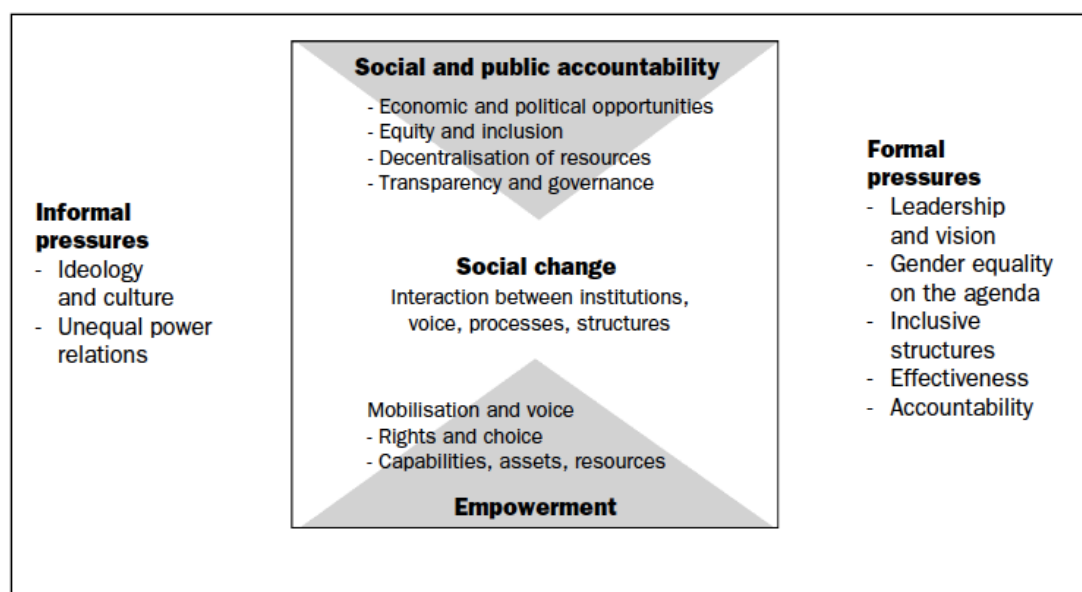
Source: Rao & Kelleher,2005, (p. 63)

Gender mainstreaming as a process of transformation of institutions, hierarchies, practices and relations is a multi-stakeholder process. While GRB studies delve in studying the mechanics of budgets, allocations, expenditures, unit costs, beneficiaries and outomes, there is also an interesting debate on issues of 'gender equality' and what is 'mainstream' within gender mainstreaming approaches. It is important to be cognizant that gender mainstreaming takes place within a context of multiple social inequalities. The diverse forms of inequality and their intersections need to inform the practice of gender mainstreaming (Walby, 2005)[9]

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[9] Walby, Sylvia (2005): Gender Mainstreaming: Productive tensions in Theory and Practice
Social Politics, p. 321-343, Fall, 2005

1.4 Knowledge Resources Pack

Building gender sensitivity, capacities in gender analysis, gender budgeting and carrying out gender audits have been ongoing efforts by organisations and individuals inside and outside the Government. UN organisations have been in the forefront of gender mainstreaming through their sectoral alignment with Ministries. This resource pack has been compiled to assist planners, policy makers, reseachers and civil society groups in assisting in gender mainstreaming.

This resource pack has two parts – Part 1 is the Resource Pack and Part 2 – Case Studies.

Part 1 - The materials in the resource pack are compiled, assessed and curated to make all relevant resource materials pertaining to gender mainstreaming available for multiple stakeholders to assist work particularly with a focus on Urban Planning, Governance and Agriculture.

Part 2 – This part consists of interesting case studies that demonstrate the initiatives at building gender mainstreaming through efforts from urban and rural communities to expand the understanding of the issues of exclusion, vulnerability and build an enabling environment for understanding citizenship rights with higher levels of sensitivity to discrimination that stands at the intersections of gender and other social stratifiers.

1.5 Conceptualisation of Gender in Gender Mainstreaming resource materials

Within the documents reviewed, gender has been conceptualised as an identity as well as an analytical category. Prior to understanding gender as an analytical category, it needs to be understood as an identity marker that is different from sex. Sex is related to biology (male, female, intersex); but gender is an identity (man, woman, transgender person). Gender is related to one's own self-perception or consciousness and is directly affected by informal cultural norms and practices. One's gender identity is linked to social gender roles and behaviours and determines access to household and social resources and opportunities. Socially acceptable gender roles and behaviours more than often equate sex and gender (i.e. male=man, female=woman) and subscribe to heteronormativity. Therefore, the rights, opportunities and access to resources would

vary across genders (men, women, transgender persons) but also based on sexual orientation. For example, a heterosexual woman would experience more social acceptance than a transgender man to woman or woman to man. Gender normative/segregated sites and services (hospital wards, hostel rooms in educational institutions, housing, toilets) and gender normative organizational procedures and practices (job applications, job descriptions) followed by individuals discriminate against gender non-confirming individuals which leads higher levels of exclusion, vulnerability, violence and poor performance on gender indicators.

A training module developed by UNDP, Bangkok titled "Gender and Poverty" links employment policy, gender relations and poverty. It takes note that gender dynamics influence poverty. This module asks specific questions such as "Do women or third gender people experience poverty in different ways than men?"[10]. It takes into account social positions related to gender identity and its connection in determining access to resources and decision making.

Attempts to understand gender beyond identity to recognising power relations allows one to take into consideration the diverse realities of gender, which intersect with various other social positions/realities and axes, like caste, class, ethnicity, age, ability and so on. It helps in developing an understanding of the complexity of gender relations as various social positions create a matrix of oppressions and dominations, described with the concept of 'intersectionality' by Kimberlé Crenshaw (1989)[11]. For example: An upper class urban woman may have access to more resources than a lower class man from an urban or rural area; but may experience disadvantages in comparison to upper class urban men.

1.6. Mainstreaming is not Mainstream

An agency, organisation, or individual may develop resources that are of great relevance and interest to others but are not known or available. This resource pack covers three sectors: **urban planning, governance and agriculture.** It does not include all

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[10] United Nations Development Programme. (2003). *Mainstreaming Gender in Water Management: A Practical Journey to Sustainability: A resource Guide.* New York: UNDP.
[11] Crenshaw, Kimberle (1989) "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics,"University of Chicago Legal Forum: Vol. 1989: Iss. 1, Article 8.
Available at:http://chicagounbound.uchicago.edu/uclf/vol1989/iss1/8

gender mainstreaming documents in these three sectors. However, it is a starting point for curating and sharing useful gender mainstreaming resources which can be employed by a wide variety of users. Despite efforts across the board, gender mainstreaming as a practice is not itself mainstream yet. There is often a misunderstanding about what it is, its importance, and how to go about applying it in practice. Many interventions end up employing an 'add gender and stir' approach rather than adopting gender mainstreaming as a core guiding principle, reflecting that there is still a long way to go.

The resources provided here can be used to understand gender mainstreaming and guide practical aspects of gender mainstreaming, from Conceptualisation to implementation and beyond.

1.7 Who is it for?

The resource pack is meant to be of use to:
- Practitioners
- Policymakers
- Government authorities
- Journalists
- Researchers and academicians
- Community organizers and activists
- Women's groups
- Students

1.8 Key Questions Explored

A. What is the link between gender equality and international development?

B. What is gender mainstreaming and how is it conceptualized and applied in practice?

C. How have gender mainstreaming initiatives been applied in the realms of governance, urban planning and agriculture? What lessons have been learned in the field and through scientific study?

D. How can this knowledge be applied in practice to create gender-equitable urban, rural, and institutional spaces?

The Resource Pack is a one-stop, user-friendly guide to help answer these questions. It curates, introduces and evaluates existing resources to facilitate their use by a wide range of readers to inform their study and practice.

1.9 Resource Selection Strategies

While searching for resources, we looked for materials that provide broad-ranging guides for each of the three sectors (urban planning, governance and agriculture) from a gender mainstreaming perspective, or which add value from this lens. Specifically, we looked for resources which cover both theoretical and practical aspects of gender mainstreaming. We also decided to include certain case studies and evaluations which detail out aspects of gender mainstreaming not covered in the broad guides (such as gender budgeting and evaluations of specific interventions).

Publications were reviewed and selected from the following sources:

- Existing material in the author's collection and UN Women partners. Often some of the materials are also part of the grey literature that are not easily accessible
- Publication databases of international development agencies (e.g. UNDP, World Bank, USAID, ADB etc.)
- Keyword search combinations on online search engines to find and review other grey literature

The selection criteria applied in curating the final list of publications is as follows:

- **Quality:** we evaluated quality based on the depth of engagement with gender mainstreaming, focus on gender, the inclusion of both theoretical and practical aspects and relevance.

- **Geography:** priority was given to resources focusing on the SAARC[12] region and the Global South[13]. A few resources without geographic specificity have been included.

- **Recency:** priority was given to more recent resources, and most have been published post-2008.

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[12] The South Asian Association for Regional Cooperation (**SAARC**) is the regional intergovernmental organisation and geopolitical union of states in South Asia. Member states comprise Afghanistan, Bangladesh, Bhutan, India, the Maldives, Nepal, Pakistan and Sri Lanka.

[13] The Global South includes countries in Africa, Latin America, and developing parts of Asia and the Middle East.

- **Language:** only documents available in English have been included.

- **Accessibility:** priority was given to documents that could be accessed online.

  However, some offline resources have also been included.

We began with 56 references but finally consolidated 37 references (List at the end of this chapter).

1.10 Materials Included

- Training materials and resources for trainers
- Good practice models
- Checklists and field guides
- Gender mainstreaming guidelines
- Academic publications
- In-house reports or documents
- Research protocols
- Case studies
- Evaluation studies

The basic features of each resource are set out along with a full reference and link to access it freely online. The title for each annotated resource is given as the full citation in APA format, hyperlinked to an online copy if it is available.

1.11 Methodology Used for Evaluating Resources

All the resources included in this resource pack were developed by reserachers and institutions with the manifest or latent intent of gender mainstreaming in the particular sector. Each resource has been developed keeping a particular audience in mind, hence apart from the commonality of building in gender lens into the sector, each resource has different methodologies as to how this was arrived at. However, from the point of usability by policy makers, programme managers, this resource pack has not only compiled important resources but they were evaluated on a five point evaluation rubric developed by the researchers, explained below.

Five-Point Evaluation Bar Rubric

The main methodology for evaluating each resource involved ranking and evaluating it across two broad categories: level of gender mainstreaming conceptualisation, and level of practical gender mainstreaming guidance. Each category is evaluated using a five-point bar.

The two success measures indicate how thoroughly the resource covers Gender Mainstreaming in concept and in practice by using a 0 to 5 point scale for each. "Level of GM Conceptualisation" is considered from normative (0) to transformative (5). "Level of Practical GM Guidance" is considered from theoretical (0) to practical (5). 1 point is awarded if the resource sufficiently meets each of the given criteria for each measure, for a highest possible total of 5 points. There are no decimal points given. Whether a resource meets a criterion sufficiently is a subjective judgement based on expectations of the present researchers. The objective of this evaluation retrospectively of the resources is with the intent to have future researchers, consultants, practitioners to develop gender mainstreaming resources with these parameters in mind to provide a more comprehensive guide for gender mainstreaming.

As an example of how points are awarded, let us take the first criteria of the first measure: "The resource defines key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity)." If the resource defines gender, but only in a sentence or two and does not define other key terms related to GM or the relevant domain, it does not receive a positive assessment for this counter. If the resource adequately defines the key concepts related to gender and the domain under discussion it is assessed positively by giving 1 point. The key parameters of the rubric for gender mainstreaming Conceptualisation and gender mainstreaming practical guidance are as follows:

Level of GM Conceptualisation (1 point each):

1. **Key concepts** related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined
2. **Context:** The pre-existing state of gender-mainstreaming in the specified context is given as a background
3. **Intersectional approach:** The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of

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other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.)

4. **Strategies for gender mainstreaming** beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included
5. **Sustainability:** Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered

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Level of Practical GM Guidance (1 point each):

1. **Case studies** / example scenarios are included
2. **Checklist** tool / indicators for assessment are included
3. **Techniques** like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed
4. **Capacity-building** / gender-mainstreaming training activities are included
5. **Further resources** for gender-mainstreaming and related information are included

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At the introduction of each resource, the following template is provided so that the evaluation metrics can be reviewed at a glance before reading it in detail. The colour coding indicates the presence or absence and adequacy of the parameter in that resource.

Level of GM Conceptualisation:

Definitional clarity	Context specification	Intersectional approach	Institutional Diversity	Sustainability

Level of Practical GM Guidance:

Case Studies	Indicators/Tools	Techniques	Capacity building info	Reference to other resources

In the main body of the annotation, the objectives, structure (e.g. training manual, case study, best practices) and potential audience (e.g. academics, grassroots trainers,

international organization staff) of the resource are described. These are explored in detail, bringing out how the resource can be used by various stakeholders, who may or may not be the intended audience.

The main focus of the report is clearly mapped, as relates to gender mainstreaming. Other, non-GM factors or what is missing from the resource are not included. Instead, the focus is on what the resource does contain. Further, the substantive gender mainstreaming issues highlighted in the resource and what are typical components linked to the sector are captured. If there is an assessment or evaluation that is part of the report to signal the difference or impact it has made, this has been noted in detail.

For each success measure, the annotation describes which criteria the resource met and how. For instance, which GM concepts are defined, whether the resource is inclusive and intersectional, what types of case studies it contains, etc. While scoring on these parameters has been not so difficult for most of the resources, in some cases, discretion had to be exercised on scoring the resource. For example, say the evaluation criteria is, "are strategies for gender mainstreaming within institutions included". Some resources imply the use of these strategies (without directly mentioning them), some mention that these strategies exist, others recommend that these strategies be applied, and still, others provide the strategies and how to implement them in detail. So discretion had to be used on how to score the resource on this criteria but the emphasis was placed on resources that were comprehensive.

1. 12 Indicator Dashboard

Table 1 : Mapping the resources in the pack by key parameters used for assessing their utility for Gender Mainstreaming Initiatives

Theme	Resource	Conceptualisation Criteria					Practical Guidance Criteria				
		1	2	3	4	5	1	2	3	4	5
Generic	Women Power Connect, 2008	Y	Y	N	Y	Y	Y	Y	Y	Y	Y
	ADB, 2016	N	Y	Y	N	Y	Y	N	N	Y	Y

		1	2	3	4	5	6	7	8	9	10
	UNDP, 2013	Y	N	Y	Y	Y	Y	Y	Y	Y	Y
	Niemanis, 2007	Y	Y	N	Y	Y	Y	Y	Y	Y	Y
	World Bank, 2010a	N	Y	N	Y	Y	Y	Y	N	Y	Y
	Bhattacharjee and Silliman, 2016	N	N	N	Y	Y	Y	N	N	N	N
	NFI, 2017	Y	N	N	Y	Y	Y	Y	Y	Y	Y
Urban Planning	O'Leary & Vishwanath, 2011	N	Y	Y	Y	Y	Y	Y	Y	N	Y
	African Development Bank, 2009	N	Y	N	Y	Y	N	Y	Y	Y	Y
	Clark et al., 2010	Y	Y	Y	N	N	Y	Y	Y	Y	Y
	Adebanjo et al., 2012	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Reeves et al., 2012	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Damyanovic et al., 2013	N	N	Y	Y	Y	Y	Y	Y	N	Y
	Zohir, 2003	N	Y	Y	N	N	Y	Y	Y	N	Y
	Mahadevia et al., 2017	Y	Y	N	N	Y	Y	Y	Y	N	Y
	Zebracki, 2014	Y	Y	Y	N	Y	Y	N	N	N	Y
	Abril, 2002	N	Y	N	Y	Y	Y	N	N	Y	N
	Bhide et al., 2016	N	Y	Y	N	Y	Y	N	Y	Y	Y
Governance	Kozma, 2016	Y	Y	Y	Y	N	Y	N	N	Y	Y
	Khosla & Barth, 2008	Y	Y	Y	Y	N	Y	Y	Y	Y	Y
	Brody, 2009	Y	Y	N	Y	N	Y	N	N	Y	N
	OSCE, 2015	Y	Y	N	Y	Y	Y	Y	Y	Y	Y

	World Bank, 2010b	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	N
	NDIIA, 2010	**Y**	**Y**	**Y**	**Y**	N	**Y**	**Y**	**Y**	**Y**	**Y**
	KIT, 2004	**Y**	**Y**	N	**Y**	**Y**	**Y**	N	**Y**	**Y**	**Y**
	NCAS, 2007	N	**Y**	N	**Y**	**Y**	**Y**	N	**Y**	**Y**	N
	SANTEK, nd	N	**Y**	N	**Y**	N	N	N	**Y**	**Y**	N
	ICRA, nd	**Y**	**Y**	**Y**	**Y**	**Y**	N	**Y**	**Y**	N	N
Agriculture	**World Bank, 2009**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**
	Fong et al., 1996	**Y**	**Y**	**Y**	**Y**	N	**Y**	**Y**	**Y**	**Y**	**Y**
	White et al., 2015	**Y**	**Y**	**Y**	N	N	**Y**	**Y**	**Y**	**Y**	N
	Mollard et al., 2015	**Y**	N	N	N	N	**Y**	**Y**	**Y**	N	N
	Makaam & NCW, nd	N	**Y**	N	**Y**	**Y**	**Y**	N	N	**Y**	N
	Mamidipudi et al., 2015	**Y**	N	N	**Y**	N	**Y**	N	N	**Y**	**Y**
	India Resident Mission, 2015	N	**Y**	N	N	**Y**	**Y**	**Y**	**Y**	**Y**	N
	Seethalakshmi, 2017	**Y**	**Y**	**Y**	**Y**	**Y**	**Y**	N	N	**Y**	**Y**
	NCW, 2008	N	**Y**	**Y**	**Y**	N	N	N	N	N	N
	Tanaka, 2014	N	**Y**	N	**Y**	**Y**	**Y**	**Y**	N	**Y**	**Y**

1.13 Resources reviewed

Gender Mainstreaming (general):

1. Women Power Connect. (2008). Good Practices in Gender Mainstreaming. United Nations Development Programme.
2. ADB. (2016). Gender Equality Results Case Study: Nepal Gender Equality and Empowerment of Women Project. Asian Development Bank.

3. UNDP (2013). Gender Mainstreaming Made Easy: Handbook for Programme Staff.

4. Niemanis (2007). Gender Mainstreaming in Practice: A Toolkit. United Nations Development Programme

5. World Bank (2010a). Applying Gender Action Plan Lessons: A Three-Year Road Map for Gender Mainstreaming

6. Bhattacharjee, S.S. and Silliman, J. (2016). Transforming Development Practice: Taking a gender equality approach to support rural women in advancing their social, economic and political rights. UN Women, Pradhan and Jagori.

7. National Foundation for India (2017): Gender Responsive Budgeting – Training of Trainers' (TOT) Manual for Civil Society Oragnisations.

Urban Planning:

1. O'Leary, R. & Vishwanath, K. (2011). *Building Safe and Inclusive Cities for Women: A Practical Guide*. New Delhi: Jagori.

2. African Development Bank (2009). *Checklist for Gender Mainstreaming in the Infrastructure Sector.*

3. Clark, M., Nilufar, A. & Mendizobal-Betancourt, C. (2010). *Making Urban Development Work for Women and Men: Tools for Task Teams*. Washington DC: World Bank.

4. Adebanjo, M., Khosla, P. & Snyder, V. (2012). *Gender-Responsive Urban Planning and Design*. Nairobi: United Nations Human Settlements Programme.

5. Reeves, D., Parfitt, B., & Archer, C. (2012). *Gender and Urban Planning: issues and trends*. Nairobi: United Nations Human Settlements Programme.

6. Damyanovic, D., Reinwald, F., & Weikmann, A. (2013). *Gender Mainstreaming in Urban Planning and Urban Development*. Vienna: Urban Development Vienna.

7. Zohir, S.C. (2003). *Integrating gender into World Bank financed transport programmes : case study - Bangladesh Dhaka Urban Transport Project*. Washington DC: World Bank.

8. Mahadevia, D., Bhatia, N., & Sebastian, R. (2017). *Gender Responsive Budget Analysis of Urban Development Sector*. Ahmedabad: CEPT University.

9. Zebracki, M. (2014). Sex in the city: gender mainstreaming urban governance in Europe. *Fennia: international journal of geography*, *192*(1), 54-64.

10. Abril, M.E.R. (2002). *Gender in Urban Infrastructure Projects: The Case of the Caracas Slum-Upgrading Project*. World Bank: Washington DC.

11. Bhide, A., Kundu, R., & Tiwari, P. (2016). *Engendering Mumbai's Suburban Railway System*. Tata Institute of Social Sciences: Mumbai. Accessed on 12 June 2018

Governance:

1. Kozma, A. (2016). Gender Integration in Democracy, Human Rights, and Governance. USAID.
2. Khosla, P. and Barth, B. (2008). Gender in Local Government: A Sourcebook for Trainers. United Nations Human Settlements Programme.
3. Brody, A. (2009). Gender and Governance: Overview Report. BRIDGE, IDS.
4. OSCE. (2015). Manual for Gender Equality at the Local Level.
5. The World Bank (2010b). Gender and Governance in Rural Services: Insights from India, Ghana, and Ethiopia. International Food Policy Research Institute.
6. NDIIA. (2010). Democracy and the Challenge of Change: A Guide to Increasing Women's Political Participation. National Democratic Institute for International Affairs.
7. KIT (Royal Tropical Institute). (2004). Gender, Citizenship and Governance: A global sourcebook.
8. NCAS. (2007). Women in grassroots governance: Crossing the Limits. National Centre for Advocacy Studies, Pune.
9. SANTEK Consultants Private Limited. (undated.) Study on Assessment of Capacity Building Approaches of Elected Women Representatives In India. UN Women.
10. ICRA Management Consulting Services Limited. (undated.) Needs Assessment to Understand the Development Priorities of Minority Women in India. UN Women India.

Agriculture:

1. World Bank. (2009). Gender in Agriculture Sourcebook. The International Bank for Reconstruction and Development.
2. Fong, Monica S., and Bhushan, Anjana. (1996). Toolkit on Gender in Agriculture. Washington D.C. The World Bank.
3. White, P, Gerry Finnegan, Eija Pehu, Pirkko Poutiainen, and Marialena Vyzaki. (2015). Linking Women with Agribusiness in Zambia: Corporate Social Responsibility, Creating Shared Value, and Human Rights Approaches. World Bank.
4. Mollard et al. (2015). Beyond Quality at Entry : Portfolio Review on Gender Implementation of Agriculture Projects. World Bank.
5. Makaam and NCW. Securing Rights of Women Farmers: Developing a Roadmap for Action. UN Women.
6. Mamidipudi, S., Purnima. Dand, S & Hardikar, N. (2015). Women Farmers: Rights and Identity: Participatory Training Tools on Gender and Livelihoods. UN Women and ANANDI, New Delhi.
7. India Resident Mission. (2015). Gender Mainstreaming Case Study: India Chhattisgarh Irrigation Development Project. Asian Development Bank
8. Seethalakshmi, S. (2017). Gender Responsive Budgeting: A Focus on Agriculture Sector. UN Women.
9. NCW (2008). Draft National Policy for Women in Agriculture.

10. Tanka, Rukmini (2014): Engendering Rural Livelihoods: Supporting Gender Responsive Implementation of the National Rural Livelihoods Mission.

2. GENERIC MAINSTREAMING RESOURCES

2.1 Introduction

This chapter has seven resources published in the recent years that show case gender mainstreaming efforts in the sectors – health, poverty alleviation, violence against women; and also provide comprehensive tool kits for carrying out gender mainstreaming.

2.2 Annotations & Evaluations

1. Women Power Connect. (2008). Good Practices in Gender Mainstreaming. United Nations Development Programme.

At A Glance:

1. Title: Good Practices in Gender Mainstreaming
2. Date: 2008
3. Author: Women Power Connect
4. Publishing Agency: United Nations Development Programme
5. Place of Publication: New Delhi, India
6. Link for online access, if available:
   http://www.undp.org/content/dam/india/docs/good_practices_in_gender_mainstreaming.pdf
7. Domain: Generic

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

The stated objectives of this report are to demonstrate that several commendable initiatives towards gender equity and mainstreaming have been effectively undertaken in India. The document seeks to share information on an ongoing basis, with an

intended audience that includes government institutions, nonprofit practitioners, and external audiences. It aims to create an online database of good practices on gender equity, participation and mainstreaming initiatives. The lessons learnt and core principles from each good practice are presented as guidelines for practitioners.

The resource begins with an introduction to gender-mainstreaming that situates the context of gender-mainstreaming, good practices, the process methodology used to identify and write the case studies. The bulk of the resource consists of 14 chapter-long case studies that each represent a specific gender-mainstreaming good practice from an organisation in India. Each case study includes the following sections:

1. Background

2. Good Practice

a. Description

b. Evolution

c. How it works/ methodology followed

3. Building Partnerships

4. Replicability

5. Challenges and Limitations

6. Lessons Learnt

The case studies are organised thematically. The first theme is Breaking Patriarchy and Fighting Violence Against Women. This includes: Dilaasa, a crisis centre in Mumbai that seeks to sensitise the public healthcare system to domestic violence issues; Saurashtra Kachchh group on Violence against Women (SK-VAW), works with women in Gujarat to develop their capacities as leaders to combat VAW in their own lives and communities; Ekal Nari Shakti Sangathan (ENSS), a Rajasthani collective for improving the quality of life for single women; Parivartan, an initiative of the Delhi Police to change the mindset of the community and the police towards VAW.

The next theme is Literacy and Empowerment. This includes: Mahalir Association for Literacy Awareness and Rights (MALAR), an organisation in Tamil Nadu that equips women with financial and social tools to ensure their independence; Mahila Samakhya (MS), a state-sponsored initiative in Uttarakhand to educate and empower women in

health and law; ANANDI, which works on agriculture, rights, politics and other issues of marginalised tribal women in Gujarat.

In the theme Protection from Trafficking, the Impulse NGO Network (INGON) in Meghalaya is working to rescue, rehabilitate, and repatriate women and girls who have been trafficked from Northeast India. In the theme Using the Radio to Reach out and Empower, the Gujarati organisation Kutch Mahila Vikas Sangathan (KMVS) uses radio as a distance learning tool raise awareness on gender and governance issues. In the theme Ensuring Relief and Rehabilitation, the NGO Ekta in Tamil Nadu focuses on the special needs of women devastated by the tsunami. In the theme of HIV and AIDS, the Karnataka Health Promotion Trust (KHPT), takes an integrated approach to the prevention of sexually transmitted diseases among vulnerable populations. In the theme Capacity Building for Local Governance, Sakhi in Kerala facilitates the representation of women in local self-government. In the theme Gender in the Workplace, the Society for Participatory Research in Asia (PRIA) works with organisations to create a gender-friendly work environment.

Finally, the theme of The Girl Child includes HAQ in Delhi working for the legal rights of girls, MV Foundation in Andhra Pradesh which prevents child labour and rescues exploited children, and the movie Chak De! India which addresses issues of gender inequality and breaks stereotypes of girls.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. Definitions of concepts related to gender-mainstreaming are scattered throughout the main text of the resource. Terms like patriarchy, dowry, trafficking, sati, purdah, food security are explained in footnotes.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. In the introduction, gender-mainstreaming is thoroughly defined and situated according to the United Nations' guidelines. Further, each chapter-long case study has a background section that gives the gender-mainstreaming context of the particular organisation, issue, and locale.
- **The resource takes an inclusive, intersectional approach not limited to**

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gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.)
  - ○ No. The case studies in the resource are focused on women-specific concerns and do not explore mainstreaming of other marginalised groups.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included.**
  - ○ Yes. The case studies are meant to be useful not only to international agencies but are particularly tailored to practitioners in nonprofits. Linkages with activists, citizens, and other stakeholders are explained on a case-by-case basis in the 'Building Partnerships' section of the case studies.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - ○ Yes. Each case study includes sections on replicability and lessons learnt that consider sustainability and long-term impact of each initative.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - ○ Yes. The resource consists of 14 chapter-long case studies that each represent a specific gender-mainstreaming good practice. Within the case studies, there are small boxes with direct quotes and descriptions of specific campaigns and initiatives.
- **Checklist tool / indicators for assessment are included:**
  - ○ Yes. The introduction of the document includes a detailed process methodology of the primary research questions used to explore each case study as well as a list of indicators used to select the case studies.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - ○ Yes. The case study on Parivartan includes the good practice methodology of a baseline survey conducted with students at preventative safety workshops. The case study on the Karnataka Health Promotion Trust (KHPT) includes focus group discussions as part of the good practice methodology.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**

- - ○ Yes. 'Capacity Building for Local Governance' is the focus of the case study on Sakhi, Kerala. Various types of trainings and capacity-building programmes are included in many of the other case studies as well. For instance, on domestic violence in the healthcare sector by Dilaasa, on gender sensitivity for police by Parivartan, on the justice system for women by Mahila Samakhya, on agricultural livelihoods for women by ANANDI, on livelihood skills for survivors of trafficking and natural disasters by Impulse NGO Network and Ekta respectively, and so on.
  - **Further resources for gender-mainstreaming and related information are included:**
    - ○ Yes. Related resources, background information, and definitions are given in the detailed footnotes. A section of references is in the last portion of the document.

2. ADB. (2016). Gender Equality Results Case Study: Nepal Gender Equality and Empowerment of Women Project. Asian Development Bank.

At A Glance:

1. Title: Gender Equality Results Case Study: Nepal Gender Equality and Empowerment of Women Project
2. Date: 2016
3. Author: Not given
4. Publishing Agency: Asian Development Bank
5. Place of Publication: Philippines
6. Link for online access, if available: https://www.adb.org/sites/default/files/publication/185563/nepal-gender-equality-and-empowerment-women-project.pdf [ISBN 978-92-9257-479-6 (Print), 978-92-9257-480-2 (e-ISBN)]
7. Domain: Generic

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This resource is a gender mainstreaming case study of on the Gender Equality and Empowerment of Women Project that was developed, funded and implemented in Nepal between 2002-2013 by the Asian Development Bank (ADB) and the Department of Women Development of the Nepalese Government's Ministry of Women, Children and Social Welfare.

The goal of the project was to reduce poverty by empowering poor rural women and members of other disadvantaged groups, such as ethnic and low-caste women. Its objective was to improve the socioeconomic conditions of poor rural women, including ethnic and low-caste women, through a process of economic, social, legal, and political empowerment. The project aimed to take an integrated approach, with four mutually supportive components, each with its own objective:

(i) economic empowerment, with the objective of increasing income, assets, and employment opportunities for poor rural women;

(ii) legal empowerment, with the objective of increasing poor rural women's control over their lives through the use of law;

(iii) social empowerment, with the objective of increasing the availability of time and improved opportunities for poor rural women to pursue both personal and community development; and

(iv) institutional strengthening, with the objective of increasing the capacity of key institutions to mainstream gender and promote women's empowerment.

The report begins with the main project aims and approaches as given above, as well as give the various initiatives of the ADB and Nepalese Government that the project fits under. The next section explains the gender equality issues addressed by the project by situating the status of human development in Nepal. High levels of social and economic disruption in Nepal arose from destructive natural disasters, poverty-induced conflict,

and caste-based discrimination, which intersected with and exacerbated gender inequality. The report looks at various forms of gender-disaggregated data and government reforms to conclude that well-being and opportunities for Nepalese women are trending upward.

The main section of the report, on project strategies and achievements, is divided into four sections according the four objectives: economic empowerment, legal empowerment, social empowerment, and institutional strengthening. Economic empowerment features a microcredit and skills development program for women, with success measured by change in household expenditure. Building on the economic initiatives, the social empowerment featured women's groups for training and project-related activities. The effectiveness of legal awareness media campaigns and civil case resolution committees for legal empowerment were measured through baseline/endline surveys. The fourth and final aspect of the project was strengthening the facilities and capacities the government Women and Children Offices to become accountable for gender mainstreaming.

The document concludes with a summary of the achievements, challenges, and lessons from the project. This section mentions an impact assessment carried out in 2012, but does not give the details of the criteria assessed. Further, it notes that extended support was necessary and will be required in the future as many community groups are not independently functioning. The lessons learnt include the importance of recognising the importance of intersectionality in women's empowerment as women are a heterogenous group.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - No. Concepts related to gender-mainstreaming are not defined.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background.**
  - Yes. A thorough background of factors including social, economic, conflict, natural disaster, laws, and governance are given to contextualize the state of gender inequality in Nepal.
- **The resource takes an inclusive, intersectional approach not limited to**

gender but also involving mainstreaming the concerns of other
marginalised groups (e.g. disabled people, trans people, LGBTQ+ people
etc.):
  - ○ Yes. While women empowerment is the focus of the case study, the document
    makes specific note of the importance of an intersectional approach as women
    are a heterogenous group differentiated by class, caste, religion, region, etc.
- **Strategies for gender mainstreaming beyond institutions - for instance,
  focused towards citizen groups, nonprofits, and activists - are included:**
  - ○ No. This case study focuses on how the Nepalese government institution
    conducted gender mainstreaming initiatives for women empowerment. The
    role of non-government stakeholders, including the women themselves, is not
    much elaborated beyond that of beneficiaries.
- **Long-term impacts and continued strengthening of the gender-
  mainstreaming process to make it sustainable are considered:**
  - ○ Yes. The resource concludes with a section on successes, challenges, and
    lessons learned which note the extended support needed for the success and
    sustainability of the project.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - ○ Yes. The entire resource is an extended case study. It also includes boxes about
    specific experiences and situations resulting from the project.
- **Checklist tool / indicators for assessment are included:**
  - ○ No.
- **Techniques like baseline surveys, focus group discussions and/or how to
  leverage gender-disaggregated data are discussed:**
  - ○ No. While techniques like baseline surveys are mentioned, they are not
    discussed in detail.
- **Descriptions of capacity-building / gender-mainstreaming training
  activities are included:**
  - ○ Yes. The project interventions include gender mainstreaming capacity building
    at the individual and institutional level.
- **Further resources for gender-mainstreaming and related information are
  included:**

○ Yes. Further resources are included the footnotes.				

3. UNDP (2013). Gender Mainstreaming Made Easy: Handbook for Programme Staff. Somalia: UNDP.

At a Glance:
1. Title: Gender Mainstreaming Made Easy: Handbook for Programme Staff.
2. Date of publication: 2013
3. Author: Not given
4. Publishing Agency: UNDP
5. Place of publication: Somalia
6. Link for online access, if available:
   http://www.undp.org/content/dam/somalia/docs/Project_Documents/Womens _Empowerment/Gender%20Mainstreaming%20Made%20Easy_Handbook%20of or%20Programme%20Staff1.pdf
7. Domain: Gender Mainstreaming

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview

This report, prepared by UNDP Somalia, is a follow-up to a gender mainstreaming staff training workshop whereby the tools, strategies and learnings from the workshop were collected in the form of this resource on the request of the participants. The stated objective of the resource is to help the reader critically review the gender elements within programmes and processes; apply gender analysis and related tools; and plan and bring about gender responsive outcomes through the use of these tools. Though this resource is intended for UNDP staff, it can be used by a broader audience to understand

the basics of gender mainstreaming and how to begin applying it in practice. It can be used at both the individual and group levels.

The first chapter starts with a summary report of UNDP Somalia's gender mainstreaming workshop held in 2012 - covering rationale, participants, objectives, training strategy, materials, evaluation, lessons learned and way forward. It goes on to define and explain basic gender concepts and provide a tool for exploring them further. The chapter ends by providing the UNDP institutional framework for gender mainstreaming: a collection of the most relevant global conventions, mandates and strategies crafted for gender equality broadly.

The majority of the resource is dedicated to sharing six key gender mainstreaming tools, designed to be used across the project cycle. Before coming to this, the report explains the key components of gender mainstreaming throughout the project process and provides a framework which shows how the 6 key tools can interact and complement each other throughout the project cycle. These tools are then provided:

1. Reflection Tool Derived from UNDP's Eight-point Agenda for Women's Empowerment and Gender Equality in Crisis Prevention and Recovery: based on post-conflict reconstruction
2. UNDP Gender Marker: for tracking expenditure related to gender mainstreaming
3. Harvard Gender Analysis Framework: a tool for strategic planning, to address gender inequalities within projects
4. UNDP Checklist for Gender Mainstreaming in Project Proposals: to review the extent of gender mainstreaming
5. UNDP Checklist for Gender Mainstreaming in Work Planning: to ensure that projects are planned and implemented in a gender sensitive way
6. UNDP M&E and Reporting Guidelines: with a focus on ensuring that gender inequalities are not reinforced, and such that gender equal outcomes and outputs are part of the monitoring and evaluation process

For each tool, this resource provides an introduction, guidelines, diagrammatic resource, 'why is this needed?', comprehensive example of how to use it and what added value this provides to the project. Where possible, outcome tables, boxes, checklists and other resources are also provided.

At the end of the report, background reading references are given. This is followed by 2 **annexures**: a resource with gender sensitive output indicators, and the UNDP guide to gender mainstreaming, consisting of checklists for each part of a project cycle (from priority setting to implementation, budgeting, administration and more).

We can continue to get a more complete picture of the level of gender mainstreaming conveyed in this resource through the assessment rubric:

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined: Y**es, 'gender', 'gender equality', 'gender mainstreaming' and 'empowerment of women' are defined in the introduction.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** No, this is strictly a toolkit and introductory practical resource.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** The report recommends ensuring that people from diverse and marginalized groups are included in the planning process and decision-making.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** Yes. The resource specifically emphasizes including all related stakeholders into each stage of the project cycle - including community members, universities and the private sector.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. The report considers that the tools provided will help gender mainstreaming effort in the project become more sustainable and lead to more equitable outcomes over time

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Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes. Each tool comes with a thorough example of how it is to be used, including diagrammatic input.

- **Checklist tool / indicators for assessment are included:** Yes. The annexure contains a list of gender sensitive indicators for assessment, and the report itself contains checklists throughout.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** Yes. These and other techniques are recommended and some of them are discussed in greater detail throughout the report.
- **Capacity-building / gender-mainstreaming training activities are included:** Yes. There is a focus on capacity building and training activities as recommendations of the report.
- **Further resources for gender-mainstreaming and related information are included:** Yes. The annexure contains further resources and guidelines: a list for further reading, a comprehensive set of checklists for gender mainstreaming, and a list of gender sensitive indicators.

This resource scores very highly in both Conceptualisation and practical guidance on gender mainstreaming. It is very readable and can be used both by beginners as well as practitioners and planners to understand and carry out gender mainstreaming within policies and programmes.

4. Niemanis, A. (2007). *Gender Mainstreaming in Practice: A Toolkit* **(3rd ed). Bratislava: United Nations Development Programme.**

At a Glance:
1. Title: Gender Mainstreaming in Practice: A Toolkit
2. Date of publication: 2007 (3rd edition)
3. Author: Astrida Niemanis
4. Publishing Agency: UNDP
5. Place of publication: Bratislava
6. Link for online access, if available: http://eige.europa.eu/gender-mainstreaming/resources/international/gender-mainstreaming-practice-toolkit
7. Domain: Gender Mainstreaming

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview

This is a very comprehensive resource and toolkit that introduces the reader thoroughly to the concepts of gender equality and gender mainstreaming and goes on to provide highly detailed and practical guidance for carrying it out, in a context-specific manner. The guide is specific to Europe, Central Asia and the Commonwealth of Independent States. There are two stated objectives: one, to enable a comprehensive understanding of gender mainstreaming; and two, to provide detailed guidance for implementing gender mainstreaming in practice. While the resource is intended for practitioners who are not experts but deal with the need to address gender issues in their day-to-day work, it can also be used by NGOs and advocacy groups, supervisors and managers of projects, gender specialists and consultants, and students. Though it is 150 pages long, it is very readable and highly useful.

The introduction provides a guide to using this resource. It also lays out a detailed and excellent background to gender mainstreaming as a concept, its regional context, recent laws and policies, international mandates, worrying trends, and work that remains to be done.

The bulk of the resource is divided into 3 parts:

The first part is titled **Ten steps for mainstreaming gender** into the policymaking process: gender mainstreaming is explained as a process with 10 stages, which together constitute the lifecycle of a policy or program. This starts with identifying stakeholders and specifying the issue, to mapping, planning, implementing, monitoring, etc. These ten stages are considered to be interdependent and interrelated. For each stage, there are key questions, tools (gender sensitive stakeholder matrix, gender mapping exercise, policy and legislation audits, etc), checklists, case studies and examples as well as diagrammatic resources, to guide the reader through the process of gender mainstreaming. For the evaluation and monitoring stage, attention is paid to various levels of the same (outcomes, outputs as well as process). In the end, one case study

which incorporates all 10 stages is given. The user can also specifically seek out guidance for particular steps of the project as required, using this layout.

The second part is titled **Basic principles of gender equality** and focuses on introducing and explaining gender equality in a comprehensive way. The sections covered here include explaining the meaning of gender equality, equality VS sameness, discussing whether it is only a women's issue, identifying the causes as well as costs of gender inequality, and also discussing affirmative action, indirect inequalities, and how to achieve gender equality. The language used is simple and clear and box items are used to emphasize certain points and key lessons.

The third and last part is **A guide to gender analysis:** This focuses specifically on a crucial aspect of gender mainstreaming: the gender analysis. After explaining the concept in a detailed manner, practical guidelines through examples, questions and case studies, are offered for carrying out this tool, which includes gender impact assessments.

Following this, there is a glossary of terms with roughly 40 key terms and their definitions. The report ends with an annexure containing 28 region-specific case studies spread over 12 sectors, which can be perused for further reading.

The guide is also accompanied by a CD, which contains sectoral briefs for 12 sectors, ranging from education to health, poverty, finance, and more.

Let us assess the usefulness of the resource further through our gender mainstreaming assessment rubric:

> **Level of GM Conceptualisation:**

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** Yes. The second half of the report is devoted to explaining the basic principles and concepts behind gender equality thoroughly. In addition, there is a glossary at the end of the report which defines around 40 key terms related to gender mainstreaming and gender equality.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. The regional context and challenges for gender

mainstreaming are set out for Europe, Central Asia and Commonwealth of Independent States.

- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** Not in particular.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included**: Yes. This resource encourages involving different stakeholder groups, from NGOs and advocacy groups to researchers, data collectors, politicians, community members, etc, and provides strategies for doing so.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. One stage of the gender mainstreaming process is identified as advocacy strategies, which include efficiency and sustainability of the process, quality of life for the beneficiaries, and alliance building. The report also discusses how to tackle barriers to the process; its suggestions for ensuring communication include setting up gender policy resource centres and annual reports on gender, etc.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included**: Yes. The last annexure is devoted to 28 region-specific case studies spread over various sectors: from advocacy to policy reform, education, health, gender training, entrepreneurship and finance, land rights, poverty and so on. The main report also extensively uses example scenarios to explain various aspects of carrying out gender mainstreaming.
- **Checklist tool / indicators for assessment are included:** Yes. Both of these are included throughout the report along with other assessment tools and matrices. The section devoted to discussing indicators is especially comprehensive and useful.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** Yes. This is discussed and encouraged in detail. Other techniques are also explained, such as gender analysis and assessment matrices.
- **Capacity-building / gender-mainstreaming training activities are included:** Yes. This is the main focus of the report and included throughout. There are various exercises and training activities throughout the report.

- **Further resources for gender-mainstreaming and related information are included:** Yes. Annexures include a comprehensive glossary of key terms, references and 28 case studies for further reading.

In all, this is an excellent resource for anyone interested in approaching gender mainstreaming both in theory and practice. It reflects very high scores on both Conceptualisation and practical application. Thus, in addition, it is also eminently useful for practitioners dealing with gender issues on the field, whether they are experts or untrained with respect to gender mainstreaming.

5. World Bank (2010). *Applying Gender Action Plan Lessons: A Three-Year Road Map for Gender Mainstreaming.* **Washington DC: World Bank.**

At a Glance:
1. Title: Applying Gender Action Plan Lessons: A Three-Year Road Map for Gender Mainstreaming
2. Date of publication: 2010
3. Author: Not given
4. Publishing Agency: World Bank
5. Place of publication: Washington DC
6. Link for online access, if available:
   http://siteresources.worldbank.org/INTGENDER/Resources/336003-1241561860207/GAPtransitionplan_may25.pdf
7. Domain: Gender Mainstreaming

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This report is actually a transition plan crafted for the World Bank Group for the years 2011 to 2013. With the aim of identifying and taking forward key lessons from its Gender Action Plan 2007, this report seeks to improve the performance of the World

Bank on gender and development and to strengthen its instruments, policy implementation and internal mechanisms for the same. The core focus underlying these goals is to make World Bank projects overall more gender responsive. The intended audience of this resource is members of the World Bank, as it sets out the agenda to be followed for the next three years. However it is a useful conceptual resource for those interested in approaching this field as students or practitioners, in understanding the broader frameworks that guide gender mainstreaming policies and processes - and how these are operationalized over time.

The introduction to the report outlines and reviews the Gender Action Plan 2007, discusses the specific goals of the transition report and explains the differences between them. It provides the rationale for this transition plan as well.

The second section discusses priority areas and interventions for this transition plan, including an analysis of current trends, view to new and old challenges, and issues prevailing both in the long term and short term, across sectors.

The third part of the report is focused on the World Bank's experiences with gender mainstreaming. It discusses various cross-cutting and intersectoral programmes, trends, policies, interventions and innovations which have shown themselves effective and transformative. This section also discusses lessons learned from World Bank projects in terms of monitoring, economic sectors and budgeting, and gender mainstreaming within instruments.

The final part of the report discusses the transition plan in greater detail. This covers the bank's comparative advantage, presents a results framework for gender mainstreaming and discusses budget considerations and action areas. The results framework contains objectives, priority areas, indicators and targets, and bank units.

At the end of the report, there are multiple further resources. These include the demographic scenarios of global nations, methodologies for measuring and evaluating gender mainstreaming in projects and policies (such as country assessment strategies, poverty assessments, lending portfolio, assessment matrix, etc), regional plans to meet gender mainstreaming requirements, draft regional priorities and list of references.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** No. The resource assumes a basic level of knowledge on the part of the reader.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. The rationale for the report discusses the current state of gender mainstreaming and need for the same. The second chapter discusses priority areas for intervention with a view to the same.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** No. This is not a stated focus of this resource.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** Yes. This is included in the strategies recommended by the report.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. This is in fact the core focus of the report, which is itself a transition plan for the World Bank for gender mainstreaming with these goals in mind, for 2011-13.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes. Case studies and box examples are occasionally included in the report.
- **Checklist tool / indicators for assessment are included:** Yes. Both these tools are provided throughout the report.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** These particular techniques are not discussed but several other techniques and methodologies are.
- **Capacity-building / gender-mainstreaming training activities are included:** Yes. Both these are included in the annexures.
- **Further resources for gender-mainstreaming and related information are included:** Yes. There is a wealth of further resources at the end of the report.

6. Bhattacharjee, S.S. and Silliman, J. (2016). *Transforming Development Practice: Taking a gender equality approach to support rural women in advancing their social, economic and political rights.* **UN Women, Pradhan and Jagori.**

At a Glance:

- Title: Transforming Development Practice: Taking a gender equality approach to support rural women in advancing their social, economic and political rights
- Date of publication: 2016
- Authors: Shikha Silliman Bhattacharjee and Jael Silliman
- Publishing Agency:UN Women
- Place of publication: Not given
- Link for online access, if available: _____
- Domain: Livelihoods

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This is a short report which documents the work done by Pradan and Jagori with rural women in India. Specifically, it focuses on the UN-funded Gender Equality Programme formulated and implemented by the two organizations together starting from 2010. Based on this experience, the report identifies key lessons for bringing in a gender approach to existing programmes and shares good practices to sustain and improve gender equality approaches in the field of livelihoods and development.

The report first provides an introduction to the Gender Equality Programme. The stated objectives of the programme are:

- Increasing women's awareness and participation in local self-governance structures and processes (Panchayati Raj Institutions)

- Enabling Self Help Groups (SHGs) to address issues of gender based inequality within the home and outside
- Enhancing women's sense of equality as economic actors in the household
- Enhancing responsiveness of duty bearers and Panchayati Raj Institutions to issues raised by the community

The report divides the learnings from the programme intro three categories:

- Realizing and Implementing Women-Centered Development Approaches
- Deepening Gender Equality Perspectives
- Transforming Development Practice

Within each category, it identifies strategies and outcomes which worked, and the process used to implement the strategy. The report concludes with key learnings for development practitioners for bringing in a gender mainstreaming approach to the field.

Level of Conceptualisation of gender-mainstreaming:
- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined**: this report does not provide these basic definitions.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** No, this is not provided.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** This too is not a focus of the report, though it stresses inclusion within the category of women.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** Yes, this is certainly a core focus of the report.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes, this reflected in the report.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** The entire report can be read as a reflection and learnings from a particular case study.
- **Checklist tool / indicators for assessment are included:** No, these are not included in the report.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** This is not really laid out in detail but the Gender Equality Programme adopted these techniques.
- **Capacity-building / gender-mainstreaming training activities are included:** As this is not a practical tool, these training activities are not included, but they are tools which were used in the GEP.

- **Further resources for gender-mainstreaming and related information are included:** No, these are not included.

This is a good resource to understand implementation strategies on the ground with respect to a particular programme. Though it is shared with a thought to helping practitioners, the report itself does not have practical tools and explanations as it is more of a reflective document based on a specific intervention. The lessons in the report can be adopted as the key principles for planning and implementing the gender mainstreaming approach.

7. National Foundation for India (2017): Gender Responsive Budgeting – Training of Trainers' (TOT) Manual for Civil Society Oragnisations.

At a Glance:
8. Title: Gender Responsive Budgeting – Training of Trainers' (TOT) Manual for Civil Society Oragnisations.
9. Date of publication: 2017
10. Author: Dharmistha Chauhan
11. Publishing Agency: NFI
12. Place of publication: New Delhi

13. Link for online access, if available:

14. Domain: Gender Responsive Budgeting

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview

This is a Training of Trainers (ToT) manual that has been developed by the National Foundation of India (NFI) supported by UN Women, New Delh, to strengthen gender responsive budgeting capacities among civil society groups particularly working within India at the state level. This manual also is an outcome of an earlier engagement of NFI in engaging with budget related advocacy work in select Indian states when it was observed that capacities for working on budget related matters and incorporating a gender lens for budget work, is important for civil society groups to use budgetary analysis for holding Government accountable♦.

The stated objective of the manual is to strengthen the ability of participants in GRB, giving them guidance in taking the GRB agenda forward, partner with Government and advocate for institutional mechanisms within Government for gender mainstreaming.

The manual is structured into seven modules with three to four sub-themes explored in terms of concepts, information, tools and skills. Trainings sessions with exercise, handouts and practical guidance notes accompany each module. The broad themes covered by the manual are:

1. Gender Mainstreaming and Development

2. Budget Concepts and Budget Cycle

♦ NFI and UN Women (2014): Assessing Gender Equality investments: A Mulit-State Perspective.
http://www.nfi.org.in/sites/default/files/newsletter/Assessing%20Gender%20Equality%20Investments-%20A%20Multi-State%20Perspective%20-%20Final.pdf
Accessed on 10th May 2019

3. Gender Analysis Frameworks

4. Gender Responsive budgeting

5. National and international experiences of GRB

6. Five Step Framework for GRB and

7. Tools and techniques of GRB

Key aspects of understanding gender, gender and development approaches, cycles of budgeting, frameworks for carrying out gender analysis and the ways of strategizing to enable gender responsive planning, policy making and implementation. Through 5 Annexures, the manual provides a sample programme schedule; templates for customizing the training based on the trainee needs; evaluation forms and reference lists.

We can continue to get a more complete picture of the level of gender mainstreaming conveyed in this resource through the assessment rubric:

Level of GM Conceptualisation: (1 point each)

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes, 'gender', 'gender equality', 'gender mainstreaming' and 'gender responsive budgeting' 'frameworks for gender analysisare' have all been covered in the manual.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - No, this is strictly a manual and toolkit pitched as a basic course.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - No. The manual treats gender as men and women and roles and responsibilities. In the section on gender disaggregated analsyis makes reference to male-female; rich-poor and rural-urban, but not all other marginalisations and vulnerabilities.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**

- ○ Yes. The manual is focused on civil society groups, activists and human rights groups to be able to engage in GRB with Governments.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - ○ Yes. The manual intends to address gender mainstreaming through process of GRB.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - o Yes. Each module in the manual comes with a thorough example of how it is to be used, including diagrammatic input.
- **Checklist tool / indicators for assessment are included:**
  - o Yes. The last module has tools, techniques and exercise sections that are useful.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - o Yes. Module 3 (Gender Analysis Frameworks) and Module 6 Five Step Framework for GRB provide the perspective and skills to address gender responsiveness in policy and program making.
- **Capacity-building / gender-mainstreaming training activities are included:**
  - o Yes. There is a focus on capacity building and training activities as the guiding objective for the manual.
- **Further resources for gender-mainstreaming and related information are included:**
  - o Yes. The annexure contains further resources and guidelines: a list for further reading, a comprehensive set of checklists for gender mainstreaming, and a glosssary of terms used in the field of financial planning and budget making.

This resource is useful for both Conceptualisation and practical guidance on gender mainstreaming from the point of view of influencing budgeting process. The manual would have vastly improved its utility if it also had one module exclusively on data, monitoring of data and evaluating the performance of programmes linked to financial allocations.

3. URBAN PLANNING

3.1 Introduction

The unstoppable force of urbanization in the global world, combined with the aspirational quality attached to living in urban spaces, has combined to ensure that ever larger numbers of people today migrate towards, move to and live in cities and other urban spaces.

SDG 11 on Sustainable Cities and Communities covers among its goals key issues pertaining to safe and affordable housing, upgradation of slums, access to transportation, green spaces, better resource utilisation cognisant of climate change, waste management, safe water and sanitation. All these goals have direct relevance to improving gender indicators, particularly by addressing women's safety, access to working women's hostels, creche facilities, publicly provisioned launderettes, urban transportation and services.

Urban planning is one of the major and most dynamic challenges being tackled at present, combining policy, law, environment, social justice, organization, design and planning, architecture, engineering, and more. The importance of gender mainstreaming within urban planning and implementation has become ever more apparent as women find that the cities they spend so much time navigating and negotiating, are in fact not designed keeping in mind their needs. Cities designed without taking into consideration the principles of gender equity can actively perpetuate gender inequities and harm both women and men, and non-binary genders. More broadly, urban spaces which consider both practical and strategic gender needs can become transformative spaces that allow every individual to operate at their fullest potential, rather than constraining them in various ways and endangering their safety.

The resources curated in this section **(6 annotations of gender mainstreaming resources)** provide an understanding of gender mainstreaming in urban planning, the need for the same, as well as practical guidance for conceptualizing and implementing gender mainstreaming at various levels and spheres of urban planning. They include detailed basic explanations, checklists, case studies from countries around the world,

and practical tools for implementing a gender mainstreaming approach within urban planning projects.

It is found that most of the resources addressing this topic typically focus on women's needs rather than considering the spectrum of gender. While some resources approach women as the beneficiaries of gender mainstreaming, others conceptualize women not only as passive beneficiaries but as active participants at all levels of the gender mainstreaming process. A few of the resources are highly transformative or explicitly recommend an intersectional and inclusive approach taking the entire spectrum of gender into consideration. One resource provides a thorough practical overview of the gender mainstreaming process considering not only women in the city but also men, children, working people and the elderly (Damyanovic et al 2013). This is a truly transformative approach which transcends needs and addresses not only interests but also realizes a vision for going forward.

The case studies and evaluations **(5 in all)** provide various aspects of this issue. They demonstrate that the **'add gender and stir'** approach, though ineffective compared to a gender mainstreaming approach, can still demonstrate the need for a truly gender equitable perspective and nudge communities towards adopting the same. Another evaluation compares two countries' historical paths towards gender mainstreaming, showing that the historical context in which gender mainstreaming is adopted, is important to consider. Yet another evaluation looks at finance and gender budgeting from a macro perspective on gender mainstreaming in urban planning.

Together, in addition to providing guidance for conceptualising and implementing gender mainstreaming, these resources show the ways in which gender mainstreaming is perceived and capture emerging understanding of gender mainstreaming in urban planning as well.

3.2 Annotations & Evaluations

1. O'Leary, R. & Vishwanath, K. (2011). *Building Safe and Inclusive Cities for Women: A Practical Guide.* **New Delhi: Jagori.**

At a Glance:

1. Title: Building Safe and Inclusive Cities for Women: A Practical Guide
12. Date of publication: 2011
13. Authors: Renagh O'Leary and Kalpana Vishwanath
14. Publishing Agency: Jagori
15. Place of publication: New Delhi
16. Link for online access, if available: http://asiapacific.unwomen.org/en/digital-library/publications/2011/11/building-safe-and-inclusive-cities-for-women
17. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This guide is an introduction to the process of creating safe cities for women and girls. The intended audience is broad and includes NGOs, professionals and practitioners, local government, donor agencies, civil society groups and policymakers. Thus, the guide can be used by a variety of stakeholders. It also makes for a good introductory resource for any individual or organization interested in approaching the topic of urban planning from the perspective of ensuring safety for women and girls. At 55 pages long, it is very readable. The primary perspective through which this report approaches urban planning is that of reducing violence against women.

The stated objectives of the report are to introduce the key concepts in safe cities work and to provide practical tools for beginning work to build safe and inclusive cities for women. The report can be used to familiarize the reader with the main ideas in this field and also as a reference while carrying out work related to safe cities. Additional reading resources can be used to further delve into the field. As for the structure of the report, it is divided into five main chapters and supplemented with additional resources in terms of practical tools as well as further reading. The five main chapters cover:

The guiding principles for work aimed at building safer cities: here, the report emphasizes the need to take a rights-based rather than a protectionist approach to building safe cities. The guiding principles laid out emphasize intersectionality, community participation, diversity of participation, experiential learning, considering various meanings of safety. It lays a good foundation for moving on to the specifics of safe cities work.

Building a safety strategy in urban planning: This chapter outlines a coherent strategy to employ in carrying out safe cities work. A five-point strategy, starting with identifying local problems and ending with monitoring and evaluation tools, is suggested. For each key area, guiding principles, key questions, important background information and if possible a checklist is provided.

Knowledge gathering tools: the report focuses on 3 such tools: safety audits, street & household surveys, and focus group discussions. Explanation of the tools, checklist of questions, good practices and resources for further reading are provided. There is also a discussion and checklist on how to safeguard ethical considerations.

Intervention areas: Here, the report takes a broad and long-term view and briefly discusses a holistic list of intervention areas - spanning urban design, transport, policing, education, civic participation, infrastructure, and legislature and justice. Depending on the scope of the area: specific suggestions, checklists and case studies are balanced with a basic and broad list of starting points. This is not highly detailed, though the chapter is useful more to identify the various areas of intervention.

Good practices for interventions: The last chapter outlines 6 good practices, all of which can be applied to each intervention area. This takes the view of a long-term and sustainable approach. For example, the good practices include community mobilisation, innovative data collection and including diverse stakeholders. Each practice is supplemented with a brief case study, with a link for additional reading.

There is a list of additional reading material at the end. These include safety audit reports for specific cities, global assessment reports, UN as well as city-specific reports from across the globe related to safe cities, toolkits, etc. Many but not most of the city-

specific resources are located in India. Others are located in both the Global North and South. This is followed by an appendix with detailed and practical guidelines for carrying out safety audits, and another with a sample street survey for illustration.

We can assess this report through the two rubrics given above: how well does it conceptualise gender mainstreaming, and what is the level of practical guidance provided for gender mainstreaming?

Level of Conceptualisation of gender-mainstreaming:

● **Key concepts related to gender-mainstreaming** (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined: this report provides the basic definitions related to safe cities for women and girls, but not for gender mainstreaming directly. It defines and explains concepts like 'violence against women', 'safe city for women and girls', 'right to the city', explains 'why is a safe city important?' and outlines key factors that impact the safety of women and girls in cities. These basic concepts are set out contextually and explained well through box items which include references to important national and international mandates. However, they do not cover gender mainstreaming in itself.

● **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** the report provides a good background in terms of establishing the need for creating safer cities for women and girls, and in outlining the reasons that cities can be perceived and experienced as being unsafe and violent to its female inhabitants. It also provides national and international mandates focused on the need for safer cities for women and girls. Though not given as a background, one of the key action areas is 'assessing existing policies and programmes which contribute to women's safety/unsafety' and this includes a checklist for carrying out such work.

● **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** Yes. It specifically emphasizes taking an inclusive and intersectional approach. It

recommends being sensitive to intersectional identities and their needs, and involving all these groups and the relevant stakeholders in decisions that involve their safety.

- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** This is a strong focus of the report. One of the five key areas for building a safety strategy is identified as creating partnerships with a variety of stakeholders. A recommended list is provided: women and girls, men and boys who will be affected; government officials; NGOs; grassroots organizations; media; research organizations; and private sector. Further, community mobilization and media communication strategies are two of the key themes brought up under the 'Good Practices' chapter.

- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** The last chapter, 'Good practices for intervention' covers precisely such long-term areas for action. These include community mobilisation, public advocacy, working with men and boys, and conceptualising city-wide integrated programmes to pull various agencies and existing programmes together. In its key areas for action, it recommends investing in justice, legislation and support to victims; education; and civic awareness and participation.

Level of practical guidance provided for gender mainstreaming:

- **Case studies/example scenarios are included:** The last two chapters, 'intervention areas' and 'good practices' include a brief case study for each intervention area and good practice, with a reference for further reading.
- **Checklist tool/indicators for assessment are included:** Where possible, guidelines, checklists and questionnaires are provided for the knowledge gathering tools and intervention areas suggested in the report. The report does not provide indicators for assessment, though it recommends coming up with indicators for assessment through community-based discussions.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** Yes. All three of these tools are suggested and explained over the course of the report. Additional resources at the end of the report explain the implementation of some of these tools in further detail.

● **Capacity-building / gender-mainstreaming training activities are included:** These are not specifically included in the report.

● **Further resources for gender-mainstreaming and related information are included:** Yes. There is an additional reading list with further resources.

To conclude, this is a good introductory report to approach safe cities planning. While it does not directly address or discuss gender mainstreaming, the spirit of mainstreaming gender is included in the guidelines and tools provided in the report.

2. African Development Bank (2009). *Checklist for Gender Mainstreaming in the Infrastructure Sector*. January. Abidjan, Côte d'Ivoire.

At a Glance:
1. Title: Checklist for Gender Mainstreaming in the Infrastructure Sector
2. Date of publication: 2009
3. Author: Not specified (online resource)
4. Publishing Agency: African Development Bank Group
5. Place of Publication: Not specified (online resource)
6. Link for online access, if available: https://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/Checklist%20for%20Gender%20Maintstreaming%20in%20the%20Infrastructure%20Sector.pdf
7. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This is a highly practical and focused resource which provides key tools for incorporating gender mainstreaming within infrastructure and transport-related projects. It seems to be intended for Asian Development Bank (ADB) projects in

particular but this resource can be applied more broadly as well. It is 13 pages long, and the checklist is crisp and concise. The checklist is based on the premise that gender mainstreaming needs to be a crucial part of every project in this field from the very beginning, and not an additional factor added on at a later stage of the project.

The stated objective of this checklist is to provide practical guidance to carry out effective gender mainstreaming in infrastructure programmes and projects throughout the project cycle: from planning and designing to monitoring and evaluation. As a highly practical tool, the intended audience for this checklist is task managers and implementation teams responsible for infrastructure projects.

The report is divided into three main parts:

The introduction sets out the background and rationale for gender mainstreaming as a core and crucial component of any infrastructure project. It explains the dire need for gender mainstreaming in the infrastructure industry and sets it out as a precondition for achieving gender equality in the field as a whole. It also specifies the objectives of the checklist (provided above).

The second part of the checklist covers the entry points for gender mainstreaming in infrastructure projects. This accounts for the project cycle from the beginning. The four key sections covered are the concept note, identification, preparation and appraisal stages for a project. For each of these stages, brief guidelines for implementation are provided and accompanied by comprehensive checklists and guiding questions. As mentioned earlier, the report is written in a very practical and concise manner.

At the end of this section, a checklist for the project appraisal report is provided - this covers strategic thrust of the project, project description, project feasibility, implementation and legal instruments. In all, this checklist spans 24 points and is quite broad and thorough. For instance, it covers risk management, donor coordination, project financing, performance indicators, climate change, governance and sustainability.

The third part of the checklist focuses on implementation, completion and evaluation of the project. This too follows the format of the previous section, consisting of general guidelines supplemented with checklists and guiding questions. The guidelines are given for the completion and evaluation of the project focus on capacity building,

responsiveness, data collection, sustainability of the project, and sensitivity to local and social contexts.

At the end of the checklist, there are two appendix items. The first provides a thorough guideline for carrying out gender analysis, a tool which is recommended as both a starting point and key tool throughout the report. Within this, three tools are provided for carrying out the gender analysis along with accompanying checklists: an activity and income profile; an access and control profile; and a benefits profile. The second appendix contains an ADB results-based log frame, modified for engendering. This seems to be a tool specific to ADB projects and reports, but it can be employed or modified for broader requirements.

We can now assess the gender mainstreaming levels of the resource, both in terms of conceptualisation and practical guidance.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** Yes. The checklist certainly incorporates these concepts throughout the document, however it assumes a basic level of knowledge on the part of the reader, and does not define them specifically in the introduction.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** This checklist very briefly sets out the existing state of gender mainstreaming in the field of infrastructure and transport, the various gender inequalities currently presiding within the field, and the need for gender mainstreaming as a critical factor of any project in this field. The report itself recommends studying and considering the pre-existing state of gender mainstreaming in terms of existing policies and programmes, cultural and social context, met and unmet needs of women, etc.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** This resource is focused on gender specifically. It does not mention intersectionality in particular.

- **Strategies for gender mainstreaming beyond institutions** - for instance, focused towards citizen groups, nonprofits, and activists - are included: Yes. The checklist specifically emphasizes the need for participatory approaches throughout the implementation and for creating the skills, strategies and environment to facilitate such stakeholder participation.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. The guide specifically provides recommendations and action points aimed at making the gender mainstreaming process as long-term and sustainable as possible.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** No. This is strictly a practical checklist and though it has questionnaires, checklists, tools which thoroughly cover the entire gender mainstreaming process in infrastructure from concept to evaluation, case studies are not included in it.
- **Checklist tool / indicators for assessment are included:** Yes. Thorough checklists are provided throughout the checklist. A box item in Chapter 2 provides a list of gender indicators grouped by the project cycle, in other words, a list of indicators is provided for design and input; implementation; output; and impact.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** Yes. Each of these is discussed and recommended.
- **Capacity-building / gender-mainstreaming training activities are included:** yes. This checklist has a section devoted to capacity building and training recommendations, including how the project can be made more sustainable in the long-term.
- **Further resources for gender-mainstreaming and related information are included:** Yes. Two appendices cover how to carry out gender analysis, and provide a tool for engendering a results-based log frame for infrastructure and transport projects, respectively.

- To conclude, this is a very practical and focused checklist which is a good reference for those seeking to implement gender-mainstreamed projects in the infrastructure sector.

3. Clark, M., Nilufar, A. & Mendizobal-Betancourt, C. (2010). *Making Urban Development Work for Women and Men: Tools for Task Teams.* **Washington DC: World Bank.**

At a Glance:

1. Title: Making Urban Development Work for Women and Men Tools for Task Teams
2. Date of publication: 2010
3. Author: Marie Clark, Nilufar Ahmad and Caroline Mendizobal-Betancourt
4. Publishing Agency: World Bank
5. Place of publication: Washington DC
6. Link for online access, if available: http://siteresources.worldbank.org/EXTSOCIALDEVELOPMENT/Resources/244362-1265299949041/6766328-1270752196897/Making_Urban_Development_Work_for_Women_and_Men.pdf
7. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This is a practical resource which covers gender mainstreaming in urban development both broadly as well as in sector-specific ways. It specifically takes a gender mainstreaming perspective, though it refers to this as 'gender integration'.

The stated objective of this resource is to provide tools for the World Bank task teams engaged in addressing gender in urban development projects and policies. It was developed in response to the need to repackage existing tools for the World Bank's gender mainstreaming urban sector projects. In practice, however, this resource is laid out as a set of tools and guides which can be used in a piecemeal or need-based way if required. The introduction to the report provides a guideline for how to use it - this emphasizes the specific requirements and goals that each tool and section can fulfill. Thus, this can be a useful resource for different types of planning and implementing teams. Rather than reading a long dense resource in its entirety, this allows the reader to pinpoint what he or she requires and jump to that tool if that is the need.

The report consists of three main sections:

The first section provides tools for the integration of gender (and other social concerns) in urban development policies and projects broadly. It covers the entire project cycle, starting with discussing checklists for the entry points of the project, the tools for carrying out a review of the existing context and needs and implementation of the full project cycle (from identification, concept, design to appraisal, supervision, monitoring and evaluation). Next, it discusses how to develop effective project plans and frameworks, including mechanisms for appraisal. This is followed by a detailed discussion of involuntary displacement and resettlement. Finally, a list of results indicators is provided, to be used for monitoring and evaluation. The chapter also includes a case example of a gender plan from Vietnam. It is presented as a set of components of the gender plan, their constituent elements, and outcomes.

The second section covers the integration of gender (and other social concerns) in six urban development sectors: housing, solid waste management, market rehabilitation, gender-based violence, disasters and HIV-AIDS. This is in recognition of urban development being inherently multi-sectoral. This section uses a mix of useful tools which can be used in each sector: guidelines, checklists, assessment matrices, customized tools (such as personalised safety audits, good practices and key questions).

The third and final section focuses on providing resources, good practices and innovative techniques for carrying out gender integration in urban development through case studies and further resources.

We can get a better picture of the gender mainstreaming level of the resource through our assessment rubric:

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** Yes. The introduction specifically defines the approaches in gender mainstreaming and key concepts, including 'gender', 'gender equality', 'empowerment', 'inclusion', 'social analysis', 'gender analysis'.

- **The pre-existing state of gender-mainstreaming in the specified context is given as a background**: Yes. The introduction specifically explains the current state of gender in urban development and shows the various inequalities operating across different spheres. It concludes by outlining the value added by a gender-integrated approach. In the first chapter, one section is devoted to checklists and tools for carrying out a gender review of the existing state of affairs.

- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** Yes. One of the sections of the report is titled 'Inclusive Involuntary Displacement and Resettlement Checklist' and it focuses on vulnerable groups within the community: specifically the elderly and disabled.

- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** This is not a particular focus of the report, though it stresses including men and women who will be affected by the programme.

- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** This is not a particular focus of the resource, but it certainly encourages studying and monitoring long term effects of projects.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes. The last chapter provides examples of good practices and innovative techniques through 7 case studies from various countries, located mostly in the Global South. A more extensive case study is also provided, which covers the country context, project objectives, budget, outcomes, and 'what worked'.
- **Checklist tool / indicators for assessment are included:** Yes. Throughout the report, checklists and suggested lists of indicators are provided in detail.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed**: Yes. These and other techniques are recommended in checklists throughout the report.
- **Capacity-building / gender-mainstreaming training activities are included:** Yes. This is a strong focus throughout the report and is emphasized through checklists focused specifically on capacity building during the implementation of an urban development project.
- **Further resources for gender-mainstreaming and related information are included:** Yes. A list of web resources is provided at the end of the report, along with additional reading material divided into different urban development sectors.

4. Adebanjo, M., Khosla, P. & Snyder, V. (2012). *Gender-Responsive Urban Planning and Design.* **Nairobi: United Nations Human Settlements Programme.**

At a Glance:
1. Title: Gender-Responsive Urban Planning and Design
2. Date of publication: 2012
3. Author (s): Modupe Adebanjo, Prabha Khosla, Vandana Snyder
4. Publishing Agency: UN HABITAT
5. Place of publication: Nairobi
6. Link for online access, if available: https://unhabitat.org/books/gender-responsive-urban-planning-and-design/
7. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This is a comprehensive introductory guide to gender mainstreaming in urban planning, design and intervention. It has 4 key objectives:

1. To improve the understanding of gender issues which need to be addressed in urban planning and design

2. To develop the capacity of practitioners to address these issues in select areas

3. To encourage practitioners to integrate gender into urban sector policies and programmes with a view to sustainable and long-term development.

4. To enable the institutionalisation of a gender mainstreaming and gender equality culture through the above.

The first three chapters of the report discuss key issues in urbanisation and urban planning, need for and value of gender mainstreaming, list of approaches and strategies, and emphasize the need to work across sectors (transport, livelihoods, housing, environment, etc.) and policy levels (frameworks across the local/regional to national). The fourth chapter provides a convincing and robust background to the need for gender mainstreaming in urban planning and the implications of not doing so, for women and girls. Overall, the guide takes a holistic approach towards tackling the same in terms of lifecycle, sectors, scale and intervention areas. In terms of its orientation, it is tilted towards the global South.

Following this, the main part of the report is devoted to strategies and approaches to gender mainstream for sustainable urban planning. The framework suggested covers key steps to take the three phases of the overall framework: the preparatory, implementation and monitoring and evaluation phases. Eight key gender mainstreaming strategies are discussed, which are intended to be adapted to fit a variety of contexts and needs. These include gender analyses, gender-based data collection, gender mainstreaming in policy, increasing women's grassroots participation, involving men and boys, and providing gender sensitisation training to key stakeholders. The

discussion of key steps, requirements, questions and process provided for each of the above is very useful in terms of operationalising it and is laid out keeping in mind the lifecycle of the intervention and with an eye on sustainability.

These key strategies are complemented by box-items with case study examples. The case studies cover the objectives, process, unique or innovative factors of success, limitations and results or outcomes. Hence, they are quite comprehensive and useful. The final chapter of the report is devoted to gender-sensitive indicators: advice on how to develop them, and examples of the same in different sectors.

This guide brings together recommendations and analysis across both the micro and macro levels with respect to urban planning and intervention.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** Yes. Around 15 key concepts are defined in the annexure.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. The first chapter outlines issues to be addressed, relevant strategies and approaches, national and international mandates, etc. and the third chapter discusses prevalent issues and the need for gender mainstreaming, in detail.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** Yes. The report specifically emphasises the need for an intersectional analysis while carrying out urban planning and intervention.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** Yes, there is a strong and in depth focus on involving broad community and civil society participation through a variety of strategies.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes.

This is an important focus of the report which is reflected in the strategies it suggests, throughout the different sectors, phases and levels of work. For example, some of the key strategies suggested are building partnerships and strengthening institutions.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes. Fairly detailed case studies (from Phillipines, Austria, Kenya, South Africa and South Asia broadly) are provided to showcase different successful examples of gender mainstreaming in urban planning and development.
- **Checklist tool / indicators for assessment are included:** Yes. The entire last chapter is devoted to discussing gender sensitive indicators.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** Yes. Each of these is discussed, along with several other relevant techniques and tips.
- **Capacity-building / gender-mainstreaming training activities are included:** Yes. These are brought up several times over the course of the report.
- **Further resources for gender-mainstreaming and related information are included:** Yes. Key concepts and a list for further reading is provided at the end of the report.

This report scores perfectly on both conceptual and practical indicators. It is a very useful and broad resource that can be used as per the need, by both beginners and experts. It provides an introduction to gender mainstreaming and urban planning as well as flexible and context-adaptable tools for implementing gender mainstreaming in such programmes and policies.

5. Reeves, D., Parfitt, B., & Archer, C. (2012). *Gender and Urban Planning: issues and trends.* **Nairobi: United Nations Human Settlements Programme.**

At a Glance:
1. Title: Gender and Urban Planning: issues and trends
2. Date of publication: 2010

3. Author: Dory Reeves, Bonnie Parfitt and Carol Archer
4. Publishing Agency: UN HABITAT
5. Place of publication: Nairobi
6. Link for online access, if available: https://unhabitat.org/wp-content/uploads/2014/07/Gender-Responsive-Urban-Planning-and-Design.pdf
7. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This is a resource that can be used by both beginners and experts to engage with urban planning theory and practice across a variety of sectors. The two stated objectives are quite broad:

1. First, to raise awareness about the ways in which urban planning affects gender equality.

2. Second, to ensure that all those involved with urban planning understand the importance of their role and how it is connected to achieving gender equality.

To achieve these goals, the resource takes a historical approach to understanding gender mainstreaming, before delving into the practical aspects. The intended audience is very broad: "practitioners, including urban planners, gender experts and academics, as well as activists, civil society organisations and other actors working in the areas of urban planning, gender equality and women empowerment, urban governance and management, land and housing, transport, infrastructure and basic services, safety and security" (piii).

This report is set in the context of three trends: urbanisation, poverty and climate change. The first part of the report explains the need to include gender considerations in urban planning using existing UN and other global mandates. It then stresses differences in the roles and needs of men and women in relation to various aspects of

urban living: employment, livelihoods, land and housing, and infrastructure. Altogether, it makes a strong case for the need to incorporate gender into urban planning.

The structure of the report is built around past, current and future trends in urban planning as they pertain to gender concerns:

First, it shows how gender was addressed in urban planning from its foundations in the early 19th century till the contemporary era. This traces the history and development of how gender came to be considered, understood and implemented within urban planning and how women slowly started to be involved in the process of urban planning. It outlines its proliferation from Western to colonised nations, and later developing countries, covering the policy shift from WID to GAD and finally to gender mainstreaming. Box items demonstrate various aspects of the discussion, from introducing tools like safety audits to presenting case studies of successful gender mainstreaming in urban planning, or grassroots women's mobilisation into civic planning.

Second, it discusses innovative current trends and examples related to gender-based urban planning between 2002 and 2012. These examples span Ireland, Australia, Kenya, Philippines, Costa Rica, USA, New Zealand, Senegal, Brazil, Malawi and Burkina Faso. This section identifies key areas for work and lays out mechanisms for integrating gender within both procedural and substantive aspects of urban planning. Under procedural aspects, the report discusses institutional and regulatory frameworks; participatory planning; M&E; and urban planning education, using a multitude of case studies to illustrate the principles recommended in each of these areas. Under monitoring and evaluation, there is a focus on incorporating the entire policy cycle with a view to craft sustainable policies and plans.

Finally, essential action points are identified towards integrating gender across regional till national levels of policy; how to move from the concept to realisation of vision; and key structural issues and barriers to be tackled. This brings together the varied dimensions of gender mainstreamed urban planning into a coherent framework.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** Yes. The glossary at the beginning of the report defines a variety of key terms.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. The introduction and executive summary outline all the key issues and give an overview of the existing state of gender mainstreaming across various urban planning sectors.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** Yes, this report takes a highly intersectional as well as intersectoral approach.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** Yes. The case studies in particular look beyond institutions to strategies involving other core stakeholders.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** This is a theme that is embedded throughout the report, and reflected in both its conceptual and practical guidelines. For instance, the last chapter on integrating gender across the board in urban planning, discusses urban planning education and awareness as well as the need to collect accessible data in the long term, among other recommendations with long term impacts.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes. Case studies of gender mainstreaming in urban development from countries across the globe are provided throughout the report.
- **Checklist tool / indicators for assessment are included:** yes - both these, as well as question boxes and other tools, are included throughout the report.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed**: Yes. Each of these techniques as well as others (such as safety audits, for example) are outlined, introduced and discussed.
- **Capacity-building / gender-mainstreaming training activities are included:** The report discusses the need for capacity building and training at several points.

- **Further resources for gender-mainstreaming and related information are included:** Yes. the appendices contain a list of organisations working in this sphere; international resolutions and mandates in this field; and a list of references for further reading.

To conclude, this report makes for an excellent background or base document to understand the context and operations against which gender mainstreaming in urban planning must take place. The analysis and identification of the key components of the planning process, action points for successfully operationalising such a process while being inclusive, and barriers to be tackled to realize this process in practice; are very useful. While this scores perfectly on both conceptual and practical considerations - it can be noted that the report is more conceptual than practical.

6. Damyanovic, D., Reinwald, F., & Weikmann, A. (2013). *Gender Mainstreaming in Urban Planning and Urban Development***. Vienna: Urban Development Vienna.**

1. Title: Gender Mainstreaming in Urban Planning and Urban Development
2. Date of publication: 2013
3. Author: Doris Damyanovic, Florian Reinwald, Angela Weikmann
4. Publishing Agency: Urban Development Vienna
5. Place of publication: Vienna
6. Link for online access, if available:
   https://www.wien.gv.at/stadtentwicklung/studien/pdf/b008358.pdf
7. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This report has comprehensively outlined the principles and process of gender mainstreaming in urban planning and development taking the example of Vienna city. It is useful for planners, practitioners and policymakers. Vienna stands as a successful

international example of gender mainstreaming in urban planning. It has been incorporating gender mainstreaming cross-sectorally in building, modifying and maintaining and running the city since 1992 - i.e. well over 15 years of honing a gender perspective in urban planning.

In its introduction, the report outlines the rationale for gender mainstreaming in urban planning. Rather than expound on its advantages for women, as most reports do, it highlights, rather, the added value brought by gender mainstreaming for the field of urban planning as a whole. These being: quality assurance, targeted resource use, methodological innovations and evolution, and exchange and communication of know-how. It presents practical gender-relevant objectives and quality criteria by way of showing gender mainstreaming as an urban planning strategy.

The perspective the report adopts is that of comprehensively integrating gender concerns and factors into both the individual components of urban planning processes as well as the thinking underlying the field and planners' approach to it as a whole. It also places emphasis on planning for intersectional groups and their diverse demands: intersectionality by gender, age, working/unemployed/retired, etc. There is a thought to the sustainable development of urban areas keeping in mind that resources are limited and need to be distributed equitably and reflect equal opportunity. Thus, gender-strategic objectives have been adopted in accordance with this need.

Next, the report comprehensively outlines gender-sensitive planning objectives, test questions and quality criteria in two areas: urban structure, space creation and housing quality; and public space and mobility. This covers several individual components, including open spaces; housing; perceived security; and mobility. It goes on to briefly outline gender mainstreaming strategies within individual planning processes at different scale levels, reflecting an overall comprehensive gender mainstreaming strategy.

At this point, it delves into the details of integrating gender into each individual step of urban planning processes, starting from conceptualisation and design, and accompanied by detailed examples of innovations and strategies used in Vienna. The last three chapters carry this forward and focus on gender mainstreaming in three concrete areas: land use and development; public space planning; and housing and public service building construction. These give the opportunity to share time-tested methods and

tools which have worked in successfully integrating gender mainstreaming into urban planning, in concrete areas of action.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** No, this report assumes a certain level of know-how on the level of the reader. It explains the basics of gender mainstreaming though.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Though this is a case study, the preexisting state of gender mainstreaming is not given as Vienna has been honing its gender mainstreaming in urban planning and development since 1992.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** Extremely so! It takes a highly intersectional approach which takes into account life realities, life phases, social and cultural backgrounds, etc into practice. In particular, it pays attention to groups by age, gender, any disabilities, working/not working/retired, etc.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** Yes. This is an important focus of the report, though these strategies may be institution or planner led.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. This case itself is an example of the same, as it is part of a gender mainstreaming city process that has been ongoing for over 12 years at the time of the study.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes.
- **Checklist tool / indicators for assessment are included:** Yes.

- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** Yes, many of these techniques as well as others are discussed in detail.
- **Capacity-building / gender-mainstreaming training activities are included:** This is not discussed in particular.
- **Further resources for gender-mainstreaming and related information are included:** There is a list of references at the end of the report for further reading.

This report is indeed very useful to the urban planner when it comes to the practical implementation of gender mainstreaming both at the level of broad vision and concrete implementation. At the same time, it may not be very accessible to the lay person or practitioner unfamiliar with urban planning.

3.3 Case Studies and Evaluations

7. Zohir, S.C. (2003). *Integrating gender into World Bank financed transport programmes : case study - Bangladesh Dhaka Urban Transport Project.* **Washington DC: World Bank.**

At a Glance:
1. Title: Integrating gender into World Bank financed transport programmes : case study - Bangladesh Dhaka Urban Transport Project
2. Type of resource: Case Study
3. Date of publication: 2003
4. Author: Salma Chaudhuri Zohir
5. Publishing Agency: World Bank
6. Place of publication: Washington DC
7. Link for online access, if available: http://documents.worldbank.org/curated/en/451771468206959040/Integrating-gender-into-World-Bank-financed-transport-programmes-case-study-Bangladesh-Dhaka-Urban-Transport-Project
8. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Bangladesh is characterized as a country with a "supportive national gender policy and unsupportive transport sector policy" (p3). This study, as part of a broader set of case studies commissioned by the World Bank, attempts to review the Dhaka Urban Transport Project or DUTP (1999-2004), the first urban transport intervention in Bangladesh. Its main stated objectives are:

1. To identify how gender dimensions are included in the preparation of the project

2. To document the experience of implementation

3. To review the outcomes

4.   To identify lessons learnt and good practices with respect to gender inclusion and equality

The report introduces the study, its objectives and methodology, and the Bangladesh context and background of urban development.

The second chapter is titled enabling environment and macro content. It reviews the surrounding and macro environment in Bangladesh: specifically the political commitment, gender equality in macro policies, women in decision-making roles at the macro level, legislative and administrative framework, gender data analysis and training, and place of the transport sector in the budget. The third chapter on institutional analysis carries out a review of the transport sector in Bangladesh.

Review of the project: The next chapter reviews the implementation of the project through both document analysis (such as project appraisal and mid-term review documents) and stakeholder perception. This maps out all the various gender concerns issues faced and encountered both by the implementers and users of the transport system, during the duration of the project. This review shows how the project failed to adequately include gender mainstreaming and to address critical gender concerns. Across the project factors such as gender differential outcomes were not included for

planning, women's separate needs were not considered during the transport modelling, women were not employed in the implementation of the project, further there were gaps in implementation, etc. Though a previous World Bank paper reported that gender sensitisation training was carried out and a gender representative committee appointed, this evaluation finds that neither of these took place in reality.

The last chapter reviews the gender outcomes of the project through the experiences of the users and operators within the transport sector. It records the outcomes as well as the perceptions of these outcomes on the part of the main stakeholders.

The report concludes with findings and an extensive and practical list of recommendations (at both the macro and micro level), based on the findings of the study, to make the transport sector in this region more gender inclusive.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined**: No
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. The second chapter is devoted to thoroughly reviewing the existing macro environment for gender mainstreaming in urban development and transport, in Bangladesh.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** Yes. In its review the report takes cognizance of the issues faced across intersections: such as age, gender, etc.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** No. This report does not address new strategies for gender mainstreaming; rather it is a review of an existing setup. However it considers the experience of core stakeholders from civil society as a crucial part of the evaluation.

- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered**: No. This is not a focus of the report.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included**: Yes. Example scenarios are included to illustrate the findings and evaluation of the case in this report.
- **Checklist tool / indicators for assessment are included:** Yes, and in addition questionnaires for stakeholder interviews and other assessment tools are included in the appendices.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** The appendix contains details of FGDs and questionnaire forms for the same. The need for gender disaggregated data is discussed near the beginning of the report.
- **Capacity-building / gender-mainstreaming training activities are included:** No. These may be part of the evaluation parameters but they are not directly included as practical tools.
- **Further resources for gender-mainstreaming and related information are included:** Yes. The appendices include a variety of resources, from FGD, survey and interview questionnaires to an output matrix with responses about gender outcomes of the project, and review of various studies relevant to this report. There is also a list of references.

This resource scores more highly on the practical than the conceptual rubric. However, this could be misleading as it is more of an evaluation study than a practical resource. At the same time, it certainly contains some practical tools and guidance that can be used by the reader. The main value of this resource can be that evaluation reports allow the reader to understand how policies and programmes can be planned more gender inclusively. Such a report is a good background resource to use while trying to plan a gender mainstreaming policy or programme, as it identifies many inadvertent pitfalls that can be avoided, or considerations which must be included. Its assessment methodology can be applied broadly and can also be used to evaluate the conceptualisation of implementation of an urban transport related programme/policy.

8. Mahadevia, D., Bhatia, N., & Sebastian, R. (2017). *Gender Responsive Budget Analysis of Urban Development Sector.* **Ahmedabad: CEPT University.**

1. Title: Gender Responsive Budget Analysis of Urban Development Sector
2. Type of resource: Evaluation
3. Date of publication: 2017
4. Author: Darshini Mahadevia, Neha Bhatia, Neha & Ritika Sebastian,
5. Publishing Agency: CEPT University
6. Place of publication: Ahmedabad, India
7. Link for online access, if available: http://cept.ac.in/UserFiles/File/CUE/Research%20Reports/19%20Final%20Report%20Gender%20Responsive%20Budget%20Analysis%20of%20Urban%20Development%20Sector%20Report%20for%20CUE%20Website_26.04.2017.pdf
8. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This report focuses on gender-responsive budgeting (GRB) within the urban development sector in India. Though the government of India has institutionalised GRB in various ways, yet its sectoral application remains limited. This report attempts to rectify this scenario by undertaking a GRB analysis of the urban development sector in India, with a focus on the lowest tier of government - Urban Local Bodies. There are 4 stated objectives of this report:

1.   To conduct a thorough gender analysis of the urban development sector in two cities: Pune and Bhopal.

2.   To assess whether and to what extent current government policies and schemes address gender issues in urban development and planning.

3.   To make specific recommendations for making existing policies and schemes more gender responsive.

4.   To assess budgetary allocation and expenditure from a gender lens, in the selected case studies.

The GRB analysis which is the stated focus of the report actually comes up in the second half. The introduction outlines the objectives, approach, rationale, methodology, scope and limitations of this study.

This is followed by a comprehensive literature review which provides a good introduction to core concepts of gender mainstreaming, gender mainstreaming itself and need for gender mainstreaming in urban development. This chapter explains the key theories of gender mainstreaming and their evolution over time, before delving into an overview of gender-responsive budgeting, methodologies and tools. Three methodologies, in particular, are focused on and used through the report. This section explains why and how GRB can be used to bring about gender mainstreaming in urban development with a focus on India. It concludes with exploring these theories in the context of urban development sectors in India: water, sanitation, housing and transportation.

The fourth chapter provides an analysis of gender needs within national urban policies. This includes an overview of the structure of Indian urban governance, prevalent pattern of financial allocations, gender needs within policies, a gender analysis of several national and city-specific urban policies, and analysis of the same in the two study sites.

Thereafter, the report lays out the study and its findings pertaining to the two case studies: Pune and Bhopal. The findings are divided into the four urban sub-sectors: water, sanitation, housing and transportation. This report includes a detailed city profile, sectoral budget analysis and performance assessment. Findings from the analytical tools used as well as comparative analysis of the two cases are also presented.

The report concludes by tying together the important findings and recommendations for taking them forward.

Let us assess it further using our rubric:

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** Yes. These are discussed in the literature review chapter.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. One chapter of the report is devoted to setting out this overview.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** The report identifies intersectionality as a key concept in gender, but it does not recognizably apply this in the study itself, which is focused on institutions and gender budgeting.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** No. This study is very much focused on institutional gender mainstreaming.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered**: These are considered in the recommendations briefly, and are part of the objectives more broadly.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** This report is itself an evaluation analysis of two case studies.
- **Checklist tool / indicators for assessment are included:** Yes. Indicators for assessment are provided as well as other evaluation tools.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** Yes. These

techniques as well as others have been used and mentioned throughout the report.

- **Capacity-building / gender-mainstreaming training activities are included:** The broad objective of this report can be understood to include strengthening institutional capacity and responsiveness to gender needs. Gender mainstreaming training activities and so on are not a part of the report.
- **Further resources for gender-mainstreaming and related information are included:** Yes. There is a list of references which can be used to access additional resources. Annexures include details of FGDs, gender passenger counts, and other specific findings from the study.

At its core, this is an evaluation report with a focus on gender budgeting within government institutions. Though it explains the basic concepts and frameworks of gender mainstreaming, it is mainly a useful background study for those seeking to understand macro implementation of gender analysis and gender mainstreaming with a focus on finance and budgets.

9. **Zebracki, M. (2014). Sex in the city: gender mainstreaming urban governance in Europe.** *Fennia: International Journal of Geography*, *192*(1), 54-64.

 At a Glance:
1. Title: Sex in the city: gender mainstreaming urban governance in Europe
2. Type of resource: Evaluation
3. Date of publication: 2014
4. Author: Martin Zebracki
5. Publishing Agency: Fennia
6. Link for online access, if available: https://fennia.journal.fi/article/view/7894
7. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This is a conceptual paper that compares gender mainstreaming in urban development in two European countries - Sweden and Italy - with the aim of unearthing key lessons for gender mainstreaming governance in Europe. It is based on a discourse analysis of academic literature and policy documents. The quoted objectives of the paper are to answer three core questions:

1. To what extent is the current Swedish and Italian practice of urban governance gender-sensitive?
2. How can the differences between these countries be explained?
3. How could gender mainstreaming of urban governance in Europe be generally advanced?

The paper opens with a "**critical conceptual overview**" of gender mainstreaming in urban development, with a focus on governance. It uses a rich overlay of the core theorists and concepts in this field throughout the paper and introduces the key questions in the field as well.

It goes on to **outline, compare and reflect on the differences in gender mainstreaming** in urban development governance in Sweden and Italy. While Sweden has a history of incorporating gender mainstreaming in its social policy and specifically targeted policies, programmes, strategies and courses with the explicit aim of achieving gender parity; Italy has more familistic and male-dominated institutional cultures where women's participation and gender mainstreaming as a strategy has been slowly introduced and increasing over the last 20 years.

The comparative analysis provided consequently is then used to draw **conclusions and recommendations** for "furthering structural frameworks that may enhance gender mainstreaming awareness and implementation within urban governance" (p56).

We can assess this paper using our rubric below:

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** gender mainstreaming in its various dimensions is critically reviewed and explained,

and the theoretical developments in how gender is looked at within urban development are outlined in the introduction.

- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. This is outlined for Europe in general, as well as specifically for Italy and Sweden, the two countries considered in this report.

- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** Yes. Such an inclusion is considered to be part of an ideal gender mainstreaming implementation. Considering the lived experiences of intersectional identities is recommended as an important element for gender mainstreaming as a long term strategy.

- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included**: Not particularly - this report is aimed at looking mainly at institution and governance based gender mainstreaming.

- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. This report tries to compare gender mainstreaming in two European countries precisely to identify factors which can contribute to ensuring and strengthening gender mainstreaming processes in the long term.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes. This is a fairly conceptual paper based entirely on a comparative study of two country cases: Sweden and Italy.

- **Checklist tool / indicators for assessment are included:** No.

- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** No.

- **Capacity-building / gender-mainstreaming training activities are included:** These are not specifically included, but the need for them is indicated.

- **Further resources for gender-mainstreaming and related information are included:** There is a bibliography at the end of the paper which can be used for further reading.

This is a highly conceptual resource with few practical tools. It allows the reader to understand the various dimensions of gender mainstreaming in urban development, while focusing on the aspect of governance. It highlights the importance of historical approaches, factors, and policies that have evolved in a country over time, in affecting its approach to gender mainstreaming in the present time. Understanding and accounting for this history can help craft and advocate for more effective gender mainstreaming policies and governance in the future - this can be a key takeaway from the report.

10. Abril, M.E.R. (2002). *Gender in Urban Infrastructure Projects: The Case of the Caracas Slum-Upgrading Project.* **World Bank: Washington DC.**

At a Glance:

1. Title: Gender in Urban Infrastructure Projects: The Case of the Caracas Slum-Upgrading Project
2. Type of resource: Case Study
3. Date of publication: 2002
4. Author: Maria Elena Ruiz Abril
5. Publishing Agency: World Bank
6. Place of Publication: Washington DC
7. Link for online access, if available: http://web.worldbank.org/archive/website00912B/WEB/OTHER/368AEE02.HTM?OpenDocument
8. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This report is a short but useful case study that explores what happens in an infrastructure project that does not consider gender from the beginning (for example while planning and designing the project) but adds considerations of gender along the way during implementation. Again, this is not directly about gender mainstreaming but it effectively demonstrates the need for gender mainstreaming in urban planning starting from the conceptualisation of a project, through this case. Since this is a pure case study in itself, the report falls short on many of the indicators above. Nevertheless, it a useful reference for those interested in gender mainstreaming in urban planning - particularly to demonstrate how much this principle can contribute to the project and its various stakeholders if implemented effectively.

This case focuses on the Caracas Slum-Upgrading Project or CAMEBA, implemented in 2000 in Venezuela, and funded by the World Bank. The main goal of this project was to improve the living standards of a selected number of slums in Caracas, a city with a high number of informal settlements, through a community-based infrastructure programme.

Gender was identified and brought in as an important element during the implementation of the project later on, but not in the beginning. Two simple key activities formed the crux of this incorporation: one, extensive messaging aimed at promoting women's participation in the project; and two, multiple training workshops for the women living in the slum, on women's rights, leadership and domestic violence. A second important element, carried out in terms of the project implementation itself, was centred around communication: one, using gender-neutral language within the project; two: documenting women's participation thoroughly, and promoting the role of women through speeches. As a result, there was an extensive participation of women from the community, in the project.

The bulk of the case study report is about documenting the impact of this increased participation of women in various aspects of the project. These include improved project performance, improved maintenance, guaranteed sustainability, higher efficiency and quality, higher cost saving, an enabling environment for project goals and broader

improvements beyond the scope of the project. On communities and families, the impacts include reduced vulnerability of households, higher coping capacity, securing livelihoods, increase in well-being, increase in sense of empowerment, more equitable distribution of resources, and so on. More broadly, it finds that women's involvement strengthened the institutional capacity for community-driven projects and showed extremely high returns without imposing any additional cost (in this case).

The report ends with lessons learned. These discuss the limitations of the Women in Development approach, the role of organisational culture in projects, and the importance of a gender-aware project implementation.

If we are to assess this case study using our pre-defined metrics (carried out below), we see that many of the indicators are answered with "no". However, it is to be kept in mind that this is a case study and not a guide. It is useful in understanding why gender mainstreaming must be an essential aspect of urban planning.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined**: No.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. The report briefly explains the pre-existing state of the slum settlements and the various issues they were facing, mainly centred around the problem of chronic lack of services.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** No. It is focused mainly on women's involvement and impact on families and community, as well as broader impact on the project as a whole.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** Yes. This is the main focus of the report. It is strongly centred around women, families and community. The program itself is identified as a community-based project.

- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. The case study considers the ways in which women's involvement and considerations of gender make the project as a whole more sustainable.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes. The entire report is a case study.
- **Checklist tool / indicators for assessment are included:** No. As it is not a guide, there are no checklists.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** No.
- **Capacity-building / gender-mainstreaming training activities are included:** Yes - the report considers how women's involvement in the project improves the capacity of the project as a whole. However, this is not dealt with in detail.
- **Further resources for gender-mainstreaming and related information are included:** No.

To conclude, this report is a case study that demonstrates how gender mainstreaming results in high returns for the project itself, community, families and other stakeholders alike. It makes a good case for the need for gender mainstreaming in urban planning. The steps implemented in this particular project can also be taken as good practices by the reader.

11. Bhide, A., Kundu, R., & Tiwari, P. (2016). *Engendering Mumbai's Suburban Railway System*. **Tata Institute of Social Sciences: Mumbai**.

At a Glance:

1. Title: Engendering Mumbai's Suburban Railway System
2. Type of resource: Evaluation
3. Date of publication: 2016
4. Author: Amita Bhide, Ratoola Kundu and Payal Tiwari

5. Publishing Agency: Tata Institute of Social Sciences
6. Place of Publication: Mumbai
7. Link for online access, if available: http://urk.tiss.edu/attachments/article/181/Engendering%20Mumbai's%20Suburban%20Railway%20System.pdf
8. Domain: Urban Planning

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This is an evaluative study taking the specific case of the Mumbai Suburban Railway Network, which ferries 8 million commuters every day. A fourth of these commuters are women. The study assesses the gender-based mobility and accessibility of this system for its users, and whether and to what extent it meets their needs. The perspective underlying the study is that women's mobility is a core component of their independence and empowerment as they move through urban spaces. For this reason, an assessment of public transportation using the principles of gender sensitivity and gender mainstreaming is in order. The evaluation is broadly at an institutional level and takes into consideration the integrated structure of stations, station areas, trains, decision-making institutions and authority figures. The evaluation of how this system functions and of its responsiveness to women is carried out across four key areas: affordability, accessibility, gender friendliness and security.

The study is based on key informant interviews, focus group discussions, a survey of 1000 women commuters, observation, station and station area studies. Station audits were carried out in ten key stations. Both qualitative and quantitative methods are employed to analyse this data and these are discussed in more detail in the annexures. The data collected looks at travel patterns of various categories of women commuters and experiences of non-commuters. These categories include a line of travel, class of travel, time of travel, occupation, and other socio-economic factors.

The report maps out the prevailing context of the study and provides the profile of respondents. It shares an overview of key findings and indicators shaping the study through four main themes: affordability, accessibility, gender friendliness and security. For example, within security, the broad indicators considered are awareness of helplines and safety index.

The main findings of the data analysis are divided into four themes:

- Personal security

- Accessibility

- Comfort and convenience

- Response and governance mechanisms

For each theme, the report provides the findings across the ten key stations covering the requirements, challenges and difficulties faced, and unmet needs of the female commuters. It evaluates the overall functioning of the railways' system through these metrics. At the end of the chapter, a summary of issues faced in various stations is provided.

The last chapter covers the study's conclusions and recommendations. A summary of key concerns of women commuters with regard to each of the four categories above is outlined, followed by detailed recommendations for addressing the same.

Finally, a framework is suggested for approaching the issues identified in this study. This provides key action points to operate at two levels: coaches; and stations and station areas. For each, the suggestions are divided into three sets of institutional responders: railways; city govt and citizens; and railways, state agencies and local governments.

The annexures contain the literature review and quantitative methodology, survey questionnaire, station audits, FGDs and station area maps.

We can get a better understanding of the level of gender mainstreaming captured in this resource by expanding on our evaluation rubric below:

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** No.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. The study evaluates the current context in detail.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** Yes. It cuts across different groups and takes into account their experiences and perspectives. This project looks at women across economic and social classes, disability, and occupation.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included**: No. Though one or two such measures are mentioned in the recommendations, the bulk of this report is based on evaluating the urban transport sector (specifically, the Mumbai railways) by looking at institutional functioning and governance.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. These are provided as part of the recommendations.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes. The entire study is a case in itself looking specifically at the Mumbai Railways.
- **Checklist tool / indicators for assessment are included:** No. However some qualitative and quantitative indicators are used to assess the criteria for gender equity in urban transport in Mumbai. This is more of an evaluation than a practical guide.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** Yes. Each of these is part of the study and is discussed in detail. The annexures provide the survey questionnaires and FGD questionnaires and results.

- **Capacity-building / gender-mainstreaming training activities are included:** Yes. Both these are included and capacity building measures form a core component of the recommendations chapter.
- **Further resources for gender-mainstreaming and related information are included:** This is not a practical gender mainstreaming resource but an evaluative case study. As such, there are no direct practical resources but a literature review, survey questionnaires and FGD schedules are provided in the annexures among other resources.

Although this study scores high on the practical GM guidance metric, it is not intended as a practical resource. It can be used to understand the ways in which a current system or governance structure is blind to gender needs, and the tools used in this study can be adopted for the same. It provides an understanding of the intricacies of how gender operates within a dynamic institutional system and impacts its users. Such an analysis is necessary before any gender mainstreaming initiative and sets the stage for conceptualising and implementing the same. In this spirit, this resource can be used.

4. GOVERNANCE
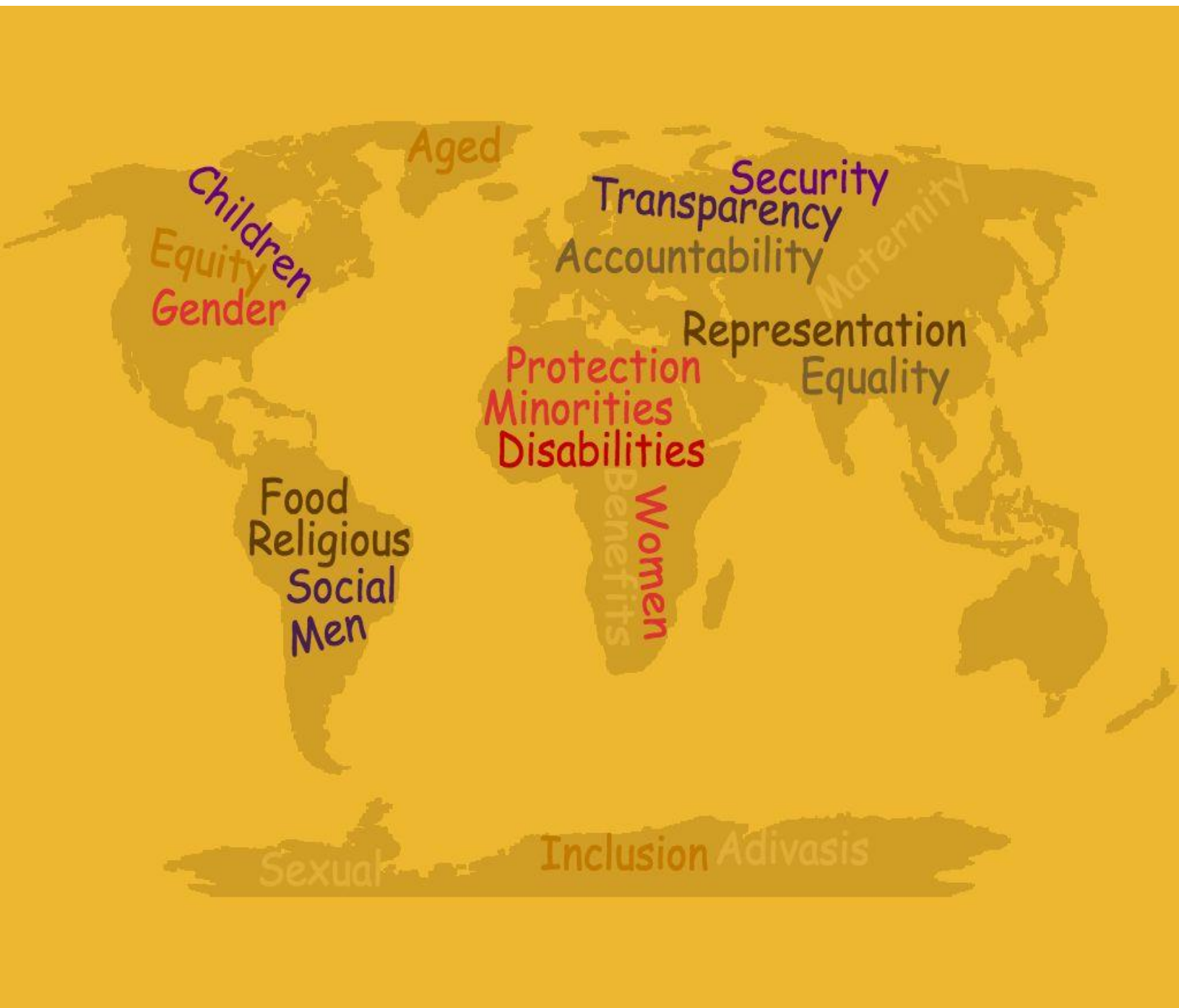
4.1 Introduction

Women and gender minorities are often excluded from decision-making, from the household up to the highest levels of policymaking. Gender equal participation in governance is, therefore, an important end in itself – a recognition of the right to speak and be heard. More broadly, it is a means to social transformation. Decisions made and policies implemented by governance institutions at global, national and local levels help to shape perceptions of the roles that women and men play in society, as well as determining their access to rights and resources. Involving women in defining these policies and processes, and in influencing the institutions that produce them, makes it more likely they will respond to the different needs and situations of people of all genders, and contribute to gender equality.

Gender-sensitive governance requires that gender equality and the realisation of women's rights are at the heart of the goals and practices of governance. Policies and legislation should address the differing needs, interests, priorities and responsibilities of women and men, as well as their unequal economic and social power. As already noted, establishing clear, gendered understandings of the principles associated with effective governance is important, but these principles need to be incorporated into concrete approaches.

In this chapter, 7 annotations of gender mainstreaming resources and 3 case studies have been included. Both the resources have detailed assessment on the parameters of the rubric.

4.2 Annotations & Evaluations

1. Kozma, A. (2016). Gender Integration in Democracy, Human Rights, and Governance. USAID.

At A Glance:

1. Title: Gender Integration in Democracy, Human Rights, and Governance
2. Date: 2016

3. Author: Alyson Kozma
4. Publishing Agency: USAID
5. Place of Publication: Washington DC, USA
6. Link for online access, if available:
   https://www.usaid.gov/sites/default/files/documents/2496/Gender%20Toolkit.pdf
7. Domain: Governance

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This document is formulated as a toolkit written for an intended audience of USAID staff who are involved in various capacities across the project cycle of governance initiatives.

The **objectives** of the resource are*:*

1. To promote programmatic analysis of gender equality and female empowerment across USAID's Democracy, Human Rights, and Governance project cycles
2. To integrate gender into all programmes
3. To implement programmes with a stand-alone focus on gender

The stated goal of this toolkit is to provide a practical, straightforward, and user-friendly guide to USAID officers working in Democracy, Human Rights, and Governance as a means to better integrate gender equality and female empowerment in project Conceptualisation and design. The toolkit contains key questions to guide gender analysis in program design, illustrative activities to overcome barriers to the full and equal participation of men, women, and intersex/gender non-conforming/third gender persons in democratic governance, and illustrative examples from USAID and external programmes that have successfully integrated gender.

The resource is split into three main parts: an introduction, the gender modules, and further resources. The toolkit has ten subsector modules covering human rights, civil society, justice sector, legislature, local government, political party, elections, anti-corruption, peace-building, and media/ICT. The material is fairly broad and mostly focuses on macro-level national policy and political engagement. One module, however, does address local government. Each module contains:

1. An overview of gender issues relevant to the subsector
2. A set of guiding questions for integrating gender into program activities
3. Challenges and opportunities including "programme snapshots"
4. Key resources for each topic

This resource is useful for those looking for a general understanding of how to implement gender mainstreaming in governance projects, primarily at a national level. It provides a good understanding of relevant terms and the context of USAID's international development approach. It also explicitly includes the concerns of transgender people and those from other marginalised groups beyond the gender binary. Case studies are presented throughout the resource, with a strong focus on capacity building. Additional key resources are listed for further reading.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. Description of terms related to gender, analysis, and governance are given in the introduction and throughout the modules.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. The resource is very broad, so the context given is on USAID's international approach to gender mainstreaming.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - Yes. The introduction explicitly notes that though the toolkit's focus is gender, it also tries to be applicable to other forms of inequality.

- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - Yes. Module 2 is dedicated to GM with civil society organisations. And module 10 is on the media.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - No. Strategies for sustainability and long-term impact of GM is not much discussed.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - Yes. The "program snapshots" interspersed throughout the modules are short case studies on examples of GM in USAID projects.
- **Checklist tool / indicators for assessment are included:**
  - No. Each module features guiding questions for assessing GM, but they are not a concrete, quantitative tool.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - No. While surveys and focus groups are briefly mentioned, they are not discussed in detail.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  - Yes. Capacity building is strongly featured throughout the modules
- **Further resources for gender-mainstreaming and related information are included:**
  - Yes. Two sections in the document are dedicated to further resources for integrating Gender into Democracy, Human Rights, and Governance Programming. Each module also has specific key resources.

2. **Khosla, P. and Barth, B. (2008). Gender in Local Government: A Sourcebook for Trainers. United Nations Human Settlements Programme.**

At A Glance:

1. Title: Gender in Local Government: A Sourcebook for Trainers
2. Date: 2008
3. Author: Prabha Khosla and Bernhard Barth
4. Publishing Agency: United Nations Human Settlements Programme (UN-HABITAT)
5. Place of Publication: Nairobi, Kenya
6. Link for online access, if available: http://www.un.org/womenwatch/directory/pdf/Source_BK_9-May.pdf [ISBN: 978-92-1-131974-3]
7. Domain: Governance

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This is a trainer's toolkit which includes exercises, case studies, and background on the issues. It is targeted to an audience of experienced facilitators and trainers of local government capacity building.

Its objective is to provide readily available and usable gender-sensitive materials and resources to build local government capacity and assist training institutions is mainstreaming gender concerns for sustainable, equitable and inclusive human settlements.

The main themes it covers are participation in local government, land rights, urban planning, service provision, local government financing, violence against women and local economic development. Each of the thematic sections is introduced by a brief gender analysis. The structure of the resource consists of three main parts: an introduction to the sourcebook, background on gender, and the training modules. Case studies are included throughout the modules to illustrate the practice of gender mainstreaming. Particularly of interest are the following case studies:

- "Women's Election to Urban Local Governments (ULGs), India" (p. 47)
- "People's Housing and Infrastructure Development, Windhoek, Namibia" (p. 59)
- "Improved Access to Land for Poor Urban Women's Empowerment, India" (p. 60)
- "Gender-Responsive Budgeting in Cochabamba, Bolivia" (p. 96)
- "Peri-Urban Lusaka Small Enterprise (PULSE) Project, Lusaka, Zambia" (p. 116)

The sourcebook has gender mainstreaming training modules for individuals placed in organisational / governmental roles as well as background on the issues and case studies. With the assumption that many local government trainers are not experienced gender trainers, the Sourcebook provides an extensive overview of gender concepts and tools. It also gives guidelines and tips for running gender training events and for integrating gender into traditional local government training. A selected list of recently published documents and resources on the subject of women, gender and local governance is provided in the Appendix.

However, the document contains less information about the short-term and long-term impact of the gender mainstreaming in governance interventions discussed in the case studies. Essentially, this resource is all about how to facilitate planning and design for gender mainstreaming.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. Section 2, 'Introducing Gender,' is dedicated to defining these concepts.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. Section 2 also sets the scene of gender mainstreaming and development around the world.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - Yes. Intersectionality and intersectional analysis are explained.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**

> - ○ Yes. The sourcebook is also meant to build the capacities of NGOs and CBOs.
> - **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
>   - ○ No. The sourcebook is more focused on implementation than long-term impact. Provisions for sustainable, institutional change are not much considered.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - ○ Yes. Box case studies are interspersed throughout the document.
- **Checklist tool / indicators for assessment are included:**
  - ○ Yes.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - ○ Yes. All these techniques are discussed in the modules and case studies.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  - ○ Yes.
- **Further resources for gender-mainstreaming and related information are included:**
  - ○ Yes. The appendix includes further resources.

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3. **Brody, A. (2009). Gender and Governance: Overview Report. BRIDGE, IDS.**

At A Glance:

1. Title: Gender and Governance: Overview Report
2. Date: 2009
3. Author: Alyson Brody
4. Publishing Agency: BRIDGE, IDS
5. Place of Publication: Brighton, UK

6. Link for online access, if available:
   http://www.bridge.ids.ac.uk/sites/bridge.ids.ac.uk/files/reports/Governance_O
   R_final.pdf [ISBN: 978 185864 576X]
7. Domain: Governance

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

A general report aimed at a broad audience, this resource aims to inform policy makers and practitioners working in gender.

The objective of the resource is to take the government as an entry point for talking about gender-sensitive governance. It presents the "bigger picture" of governance through a gender-focused examination of some of the institutions that influence government. This report is split into six main sections about gender and governance at the local, national, and international levels. The first section is an introduction to gender and governance. The second is an overview of concepts and principles of governance. The third presents gender through the lens of governance. The fourth discusses gender-sensitive governance in depth. The fifth section is on global governance and gender. The sixth presents the vision and practical approaches of gender-sensitive governance. The resource aims to answer the following questions:

- What is governance?
- What are the goals and principles of governance?
- Why is gender sensitive governance so important?
- What are the challenges?
- What would gender-sensitive governance look like?

While it includes some useful information about planning and designing for gender mainstreaming, this resource mostly provides a background on governance and gender.

It does include some good tools and lists for gender-sensitive assessment of institutions and steps for institutions to become more inclusive.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. Defines gender and governance and related concepts.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. Chapter 3 presents gender through the lens of governance.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - No. The report does not explore inclusion beyond the gender binary
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - Yes. NGOs and CSOs are included as necessary stakeholders GM.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - No. Not much time is spent on long-term sustainability of how to make governance gender-equitable.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - Yes. Boxed case studies are included throughout.
- **Checklist tool / indicators for assessment are included:**
  - No. The need for gender indicators is stated but not detailed.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - No.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**

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4. **OSCE. (2015). Manual for Gender Equality at the Local Level.**

At A Glance:

1. Title: Manual for Gender Equality at the Local Level
2. Date: 2015
3. Author: Not available
4. Publishing Agency: Organization for Security and Cooperation in Europe (OSCE)
5. Place of Publication: Not available
6. Link for online access, if available:
   https://www.osce.org/bih/216636?download=true
7. Domain: Governance

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This is a manual that uses the example of gender mainstreaming in Bosnia and Herzegovina (FBiH) as a practical resource for an audience of stakeholders in other governments - specifically local government authorities, citizens, and NGOs. This manual serves to document the practical functioning of local gender equality commissions, as exemplified by the case of the FBiH Gender Centre.

It's objective is to unify and analyse models of the institutional approach for ensuring a sustainable system of gender equality and empowerment of women in local governments in FBiH. The document is divided into three main parts. The first chapter provides basic information about gender equality in the FBiH context. It goes through

constitutional frameworks and institutional mechanisms as relates to gender in governance. It also explains the Gender Action Plan of FBiH. The second chapter covers the progress made in establishing sustainable institutional mechanisms for gender equality at the local level. This section includes guidelines, practical examples and successful local practices across several phases: the establishing of gender equality mechanisms in the municipal/city councils and administrations; the harmonization of local acts in accordance with the Law on Gender Equality in FBiH; gender analysis and the development of gender equality programmes in local self-government units; and gender mainstreaming of policies and procedures of the municipalities and cities in the FBiH, with particular emphasis on gender responsive budgeting. The final chapter provides possible practical approaches to analysing the status of gender equality, designing programmes, and creating local action plans for gender equality.

A very thorough report on gender mainstreaming initiatives in local governance in FBiH, this resource includes lots of strong tools and detailed checklists for use throughout the project cycle. However, depending on the country of the planned intervention, certain aspects of the manual may not be relevant to practitioners in different geopolitical contexts.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. Defines gender equality, equity.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. Chapter 1 gives the background gender equality in BiH in terms of laws, institutions and action plan.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - No.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - Yes. The importance of the NGO sector in securing gender equality is

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emphasised.

- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - ○ Yes. Sustainability is considered throughout the resource. The final section is dedicated to describing tools for sustainability.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - ○ Yes. Real examples of what has been implemented in BiH illustrate the resource.
- **Checklist tool / indicators for assessment are included:**
  - ○ Yes. Chapter 3.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - ○ Yes. Gender-disaggregated data is highly emphasised.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  - ○ Yes. Strengthening capacity is in the recommendations. Training is an indicator.
- **Further resources for gender-mainstreaming and related information are included:**
  - ○ Yes. Additional resources are included at the end.

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5. World Bank (2010). Gender and Governance in Rural Services: Insights from India, Ghana, and Ethiopia. International Food Policy Research Institute.

At A Glance:

1. Title: Gender and Governance in Rural Services: Insights from India, Ghana, and Ethiopia
2. Date: 2010
3. Author: Not given

4. Publishing Agency: International Food Policy Research Institute / The World Bank
5. Place of Publication: Washington DC, USA
6. Link for online access, if available: https://siteresources.worldbank.org/INTARD/Resources/gender_and_gov_in_rural_services.pdf [ISBN 978-0-8213-7658-4 — ISBN 978-0-8213-8156-4 (electronic)]
7. Domain: Governance

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

Consisting of a project survey and policy brief, this report is meant for an audience of researchers, administrative officials, policy makers, NGO and international development agency staff who are working at the local community and policy level, in rural governments around the developing world.

Its objective is to present qualitative findings and analysis of accountability mechanisms in agriculture and rural water supply in the three countries of Ghana, Ethiopia, and India, with particular attention to gender responsiveness. It is also to detail an exploratory policy brief. The broad structure of the document is as follows:

- Introduction to Gender & Governance in Rural Services Project
- Conceptual Framework and Literature Review
- Gender and Governance in India, Ghana, and Ethiopia
- Methodology
- The Short Route of Accountability: Households, Community Organisations, and Service Providers
- The Long Route of Accountability: Political Representatives and Their Linkages
- Comparing the Three Countries
- Implications for Policy and Research

This is a very comprehensive, comparative report on gender issues in governance, agriculture, water supply in India (Karnataka/Bihar), Ghana, and Ethiopia. It gives the country-wise background on the issues, then goes on to describe the methodology of the research survey used to probe the current state of affairs, and gives the results from the survey organised by the local/community level and political level. It ends by giving a policy brief and way forward for gender and governance in decentralised government, agriculture, and rural services.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. Gender and rural governance concepts are defined.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. The specific background for GM in each region is given.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - Yes. The resource includes concerns of the poor, elderly, and marginalised.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - Yes. A variety of stakeholders and strategies for their inclusion are given.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - Yes. The policy brief gives recommendations for long-term sustainability.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - Yes. Case studies are included in boxes.
- **Checklist tool / indicators for assessment are included:**
  - Yes. The methodology includes gender mainstreaming assessment indicators.
- **Techniques like baseline surveys, focus group discussions and/or how to**

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leverage gender-disaggregated data are discussed:
  ○ Yes. The resource methodology is a quantitative survey itself and gender-disaggregated data is central to the document.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  ○ Yes. Though these are mostly included in the recommendations for how to better the situation.
- **Further resources for gender-mainstreaming and related information are included:**
  ○ No.

6. **NDIIA. (2010). Democracy and the Challenge of Change: A Guide to Increasing Women's Political Participation. National Democratic Institute for International Affairs.**

At A Glance:

1. Title: Democracy and the Challenge of Change: A Guide to Increasing Women's Political Participation
2. Date: 2010
3. Author: Not given
4. Publishing Agency: National Democratic Institute for International Affairs
5. Place of Publication: Washington DC, USA
6. Link for online access, if available:
   https://www.ndi.org/sites/default/files/Democracy_and_the_Challenge_of_Change.pdf
7. Domain: Governance

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

Including checklists, best practices, and case studies, this guide is for an audience of internal National Democratic Institute (NDI) staff and other practitioners, primarily in the American context. The intent of the publication is to be a resource of the NDI's work for American political party and civil society leaders working to promote women's engagement in all aspects of public life.

The objective is to go through step-by-step the lifecycle of program from design, to implementation, to M&E. The resource is divided into four main sections that cover citizen participation, elections, political participation, and governance throughout the programme stages. The structure of each chapter is divided accordingly:

1. Introduction
2. Program Design
3. Program Implementation
4. Monitoring and Evaluation
5. Further Reading

This guide includes a variety of useful gender mainstreaming tools for planning and implementation, including checklists, activities, key questions, research and monitoring methods. It also features extensive further reading resources. However, it does not consider impact, beyond means of measuring it. Also, the report is quite generic as it is written to be internationally applicable and not country-specific.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. A glossary of key terms is included.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. Context is given in the introduction of each chapter.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - Yes. Other identities and marginalisations are considered throughout.

- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - Yes. The first main chapter is on citizen participation.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - No. The resource stops at the M&E phase.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - Yes. In the index.
- **Checklist tool / indicators for assessment are included:**
  - Yes.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - Yes. Particularly in Programme Design and M&E.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  - Yes.
- **Further resources for gender-mainstreaming and related information are included:**
  - Yes. Each chapter includes a Further Reading & Key Resources

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7. **KIT (Royal Tropical Institute). (2004). Gender, Citizenship and Governance: A global sourcebook.**

At A Glance:

1. Title: Gender, Citizenship and Governance: A global sourcebook
2. Date: 2004
3. Editors: Minke Valk, Sarah Cummings and Henk van Dam
4. Publishing Agency: KIT (Royal Tropical Institute)
5. Place of Publishing: Amsterdam, The Netherlands

7. Domain: Governance

Level of GM Conceptualisation:

Normative	-	-	-	Transformative

Level of Practical GM Guidance:

Theoretical	-	-	-	Practical

Overview:

This resource is targeted towards an audience of policy makers, practitioners, and academics concerned with a gendered perspective of the good governance agenda. The objective of the sourcebook is to contribute to the generation of knowledge and practice that would help to make gender equity and equality a core concern in the debate on and practice of good governance. This sourcebook is a product of the Royal Tropical Institute's (KIT) Gender, Citizenship and Governance programme created with the intention to contribute to the generation of knowledge and practice that would help to make gender equity and equality a core concern in the debate on and practice of good governance. Each case study represents one of the programme's participating organizations and how their action research projects provided the empirical foundation to arrive at definitions of good governance from a gender perspective.

The emerging perspective from across the case studies is that good, gender-sensitive governance consists of: strengthening the voice of women's organizations, creating political constituency of women, shaping the accountability interface of institutions, carving out space for public participation, working both in and out of the system, establishing authority and legitimacy, and demystifying institutions. These characteristics fit within three broad thematic areas: taking office, claiming citizenship, and engendering government institutions

The structure of the resource is divided into three major parts: an introduction that introduces the major concepts and context of governance, citizenship and gender in the global south; four chapter-long case studies that describe such efforts in depth; and an

extensive annotated bibliography of 164 related resources. The four case studies are on: "Decentralization process and women: the case of Kerala, India," "Engendering institutions in Pakistan," "Customary law reform in the new South Africa," and "A case study of the 50/50 campaign in Namibia, focusing on women's grass-roots participation."

The resource is helpful for those who want to work on gender mainstreaming in good governance as it defines key concepts like good governance agenda, citizenship, development policy, feminist critiques, and gendered perspective. It further elaborates on the context of debates around citizenship and governance including globalisation and development. Also, each chapter-long case study gives the specific background of the country, organisation, and issue being studied. These case studies are a good resource for various stakeholders including institutional staff, state and political officials, NGO staff, activists and citizen watchdog groups. Academics can also make use of them to understand real good practices in governance gender-mainstreaming. The case studies lay out what types of challenges each profiled organisation faced and the strategies used to overcome them. It also mentions techniques like surveys, focus group discussions, gender-disaggregated data collection, and action-research, which are of great use to practitioners interested in implementing gender mainstreaming. Descriptions of capacity-building and gender-mainstreaming training activities are included as well. For instance, the case study on Sakhi talks about the gender mainstreaming of training of panchayat members, elected women, and self-help groups and the one on Sister Namibia includes description of training of trainers for GM facilitators. Each case study concludes with a section on lessons learned, good practices or impact that shows how to make the gender-mainstreaming process sustainable.

The 164 additional resources in the annotated bibliography are very helpful for readers who are interested in further exploring the topics of good governance, gender mainstreaming, citizenship, and development. Those looking for country-specific resources can also find them in the bibliography.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined**
  - Yes. Defines good governance agenda, citizenship, development policy, feminist

critiques, gendered perspective.

- **The pre-existing state of gender-mainstreaming in the specified context is given as a background**
  - Yes. Overall locating the context of debates around citizenship and governance including globalisation, development. Also, each chapter-long case study gives the specific background of the country, organization, and issue being studied.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.)**
  - No
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included**
  - Yes. Case studies include the process of gender mainstreaming in NGOs, also how activists and political parties are included in the process.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered**
  - Yes. Each case study includes a section on lessons learned or good practices or impact.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - Yes. 4 chapter-long case studies of gender mainstreaming in citizenship and governance in the Global South.
- **Checklist tool / indicators for assessment are included:**
  - No.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - Yes. Surveys, FGDs, and gender-disaggregated data collection, action-research is mentioned, but not gone in depth.
- **Capacity-building / gender-mainstreaming training activities are included:**
  - Yes. GM training of panchayat members, elected women, and self-help groups (Sakhi); description of training of trainers for GM facilitators (Sister Namibia)
- **Further resources for gender-mainstreaming and related information are**

> **included:**
> - ○ Yes. Extensive annotated bibliography of 164 related resources.

4.3 Case Studies & Evaluations

8. NCAS. (2007). Women in grassroots governance: Crossing the Limits. National Centre for Advocacy Studies, Pune.

At A Glance:

1. Title: Women in grassroots governance: Crossing the Limits
2. Date: 2007
3. Author: Not given
4. Publishing Agency: National Centre for Advocacy Studies, Pune
5. Place of Publication: Pune, India
6. Link for online access, if available: NA
7. Domain: Governance

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

This is a report meant for an audience of social-sector practitioners and academics who are working with local government, particularly the village panchayat system.

The objective is to describe the journey and process of the Mahila Rajsatta Andolan (MRA), a collective working to promote and strengthen women's role in governance in Maharashtra. They view themselves as an 'Andolan' or ongoing campaign-cum-movement. MRA main activities are network building, capacity building, and creating support systems to ensure Elected Women Representatives active participation in the decision making process of village development.

It is a very good case study report of the impact of MRA on women in village governance in rural Maharashtra. The MRA campaign began in 2000 with a view to empower women and strengthen their participation in political processes through Panchayati Raj Institutions (PRI), with the initial support of 500 elected women representatives, 5 regional networks and 150 organisations and CBOs in 30 districts of Maharashtra. The report includes additional case studies of individual women leaders and describes the process from initial vision/planning to impact at project and strategic levels. However, there is very little about budgeting and nothing about monitoring and evaluation. As many resources are positioned at a very high level with a national or international focus, this document is useful for a close-up view of gender mainstreaming processes at the hyper-local level.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - No.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. The background context of the women's empowerment movement in India, Maharashtra and the effects at the village level are explained.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - No.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - Yes. All stakeholders such as local groups who influence GM programmes at the village level are included.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - Yes. Impact at both short-term project and long-term strategic level are given.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - Yes. The entire report can be considered a case study of the organisation as well as small individual case studies.
- **Checklist tool / indicators for assessment are included:**
  - No.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - Yes. FGDs and interviews are included.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  - Yes. The organisation uses these strategies.
- **Further resources for gender-mainstreaming and related information are included:**
  - No.

9. SANTEK Consultants Private Limited. (undated.) Study on Assessment of Capacity Building Approaches of Elected Women Representatives In India. UN Women.

At A Glance:

1. Title: Study on Assessment of Capacity Building Approaches of Elected Women Representatives In India.
2. Date: unknown
3. Author: SANTEK Consultants Private Limited
4. Publishing Agency: UN Women
5. Place of Publishing: India
6. Link for online access: NA
7. Domain: Governance

Level of GM Conceptualisation:

Normative	-	-	-	Transformative

Level of Practical GM Guidance:

Theoretical	-	-	-	Practical

Overview:

The main objective of the Assessment is to provide an overview of capacity building approaches that have worked (or not worked) in the target districts. This includes the design and implementation of formal and informal strategies for capacity building, the agility and responsiveness of the capacity building institutions and approaches to key drivers of women's empowerment and innovative approaches for rapid learning for the emerging EWR cohorts. The objectives of the exercise include:

- Identifying, analyzing and documenting what changes have occurred in the capacity of EWRs to influence incidences of critical issues, including gender based violence, power relations, equity, cultural change, etc.
- Communicating achievements and long terms successes to encourage relevant stakeholders to invest in similar processes.
- Generating data and analysis to inform policies, develop new strategies, improve existing governance practices and strengthen advocacy initiatives on behalf of EWRs by critical actors such as the Indian Government, UN and Civil Society.
- To strengthen national and state capacity building efforts of EWRs through real-life case studies that highlight impediments and enabling factors in the current approaches.

The intended audience of this assessment is government, non-government and academic research stakeholders working on the issue of empowerment of women in India and elsewhere. It is particularly directed towards UN Women staff and partners. The structure of the assessment is divided into three major parts: Introduction and Background; Study Design and Methodology; Study Findings (includes case studies and further suggestions.)

The resource is useful for those interested in the inclusion of women in the Indian system of self-government. The introduction situates the history of Panchayati Raj, the 73rd Amendment for self-government, and the significant UN milestones for ensuring women's rights such as Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), UN Sustainable Development Goal 5, and Draft national

policy for women empowerment. Further, the study includes and is informative for a wide variety of stakeholders as the capacity building effort was directed not only to ministries of state governments and international agencies but also academic institutions and NGOs/CSOs.

Further, this assessment is an excellent resource for understanding the spectrum of gender-specific capacity-building in governance. The whole intervention is based around capacity-building of elected women representatives (EWRs) in village panchayats. The capacities being developed are technical, operational, systemic, adaptive, and influencing. They are well-detailed in exhibit 2.9. The resource also is wealth of understanding for the implementation and analysis of assessment techniques. The study includes a literature review, key informant interviews, survey questionnaire, focus group discussions, and case studies.

Primarily, this resource is helpful to someone seeking to understand the ground-level situation of elected women representatives in panchayati raj self-government bodies. It shows the existing capacities of the EWRs and assesses the need for further capacity-building.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - No.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. History of Panchayati Raj, 73rd Amendment for self-government, backdrop of significant UN milestones for ensuring women's rights such as CEDAW, SDG 5, Draft national policy for women empowerment
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - No.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - Yes. The capacity building effort was directed not only to ministries of state

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governments and international agencies but also academic institutions and NGOs/CSOs.

- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - ○ No. Suggestions from the survey are listed but not analyzed or discussed in-depth for considering sustainability or long-term impacts.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - ○ No. Includes a case study on training institutions for panchayati representatives. But it is not very informative or useful
- **Checklist tool / indicators for assessment are included:**
  - ○ No.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - ○ Yes. Techniques used in the study includes literature review, key informant interviews, survey questionnaire, focus group discussions, and case studies.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  - ○ Yes. The whole intervention is based around capacity-building of elected women representatives (EWRs) in village panchayats. The capacities being developed are technical, operational, systemic, adaptive, and influencing. They are well-detailed in exhibit 2.9.
- **Further resources for gender-mainstreaming and related information are included:**
  - ○ No.

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10. ICRA Management Consulting Services Limited. (undated.) Needs Assessment to Understand the Development Priorities of Minority Women in India. UN Women India.

At A Glance:

1. Title: Needs Assessment to Understand the Development Priorities of Minority Women in India
2. Date: unknown
3. Author: ICRA Management Consulting Services Limited
4. Publishing Agency: UN Women India
5. Place of publishing: India
6. Link for online access: NA
7. Domain: Governance

Level of GM Conceptualisation:

Normative	-	-	-	Transformative

Level of Practical GM Guidance:

Theoretical	-	-	-	Practical

This study was commissioned by UN Women with three primary objectives:

- To undertake a comprehensive needs assessment survey of women and girls from minority communities, especially with regard to advancing their economic rights.
- To assess the effectiveness and relevance of existing government interventions specifically those aimed at women's economic empowerment.
- To provide recommendations on improving existing or designing new interventions to promote minority women's economic empowerment.

Although the intended audience is UN Women staff and partners, this survey is useful research for anyone interested in the mapping of Indian women belonging to religious minorities according to socioeconomics, existing capacities, access to government programmes, and participation in decision making. Therefore, academics, NGOs, government officials, activists, and other stakeholders who work on issues related to minority women can use the findings and recommendations of this study to inform their practice.

The structure of the document is divided into four major parts followed by an annexure. These four parts are: Introduction (to the study); Minorities and Minority Women – Global and Indian Scenario; Needs Assessment of Minority Women; Key Observations and Recommendations

The resource is well conceptualised as it gives the background of various international conventions, declarations, and documents related to gender and minorities. It further situates minorities and women in India according to constitutional protections and also gives the history and mandate of the Ministry of Minority Affairs. The resource also takes an inclusive approach as the introduction specifically makes a note of intersectionality and the need to integrate unique concerns of minority women along with women in general when assessing the status of human rights and women empowerment. The study also explicitly takes into account the viewpoint of multiple stakeholders by interviewing and providing recommendations for various groups including government officials, elected representatives, community people, and NGOs. The final section of the resource, "Key Observations and Recommendations" is very useful because it gives both general and stakeholder-specific recommendations for advocacy, action, and assistance to improve the situation of minority women in India.

Furthermore, the resource is good example of how to conduct a needs assessment. The framework and tools used in the needs assessment can be found in the annexure. The sampling methodology and indicators, including all the questions in the assessment, are also detailed. The resource explains various data-collection techniques as the whole study is based around a needs assessment, which includes interview, survey questionnaire and focus group discussion techniques. These are described in detail in the methodology and annexure sections.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. Defines minority and minority rights, intersectionality. But in-depth concepts about gender-mainstreaming and governance are not explained.
- **The pre-existing state of gender-mainstreaming in the specified context is**

given as a background:
- ○ Yes. Gives background of various international conventions, declarations, and documents related to gender and minorities. Situates minorities and women in India according to constitutional protections. The history of the Ministry of Minority Affairs is also given

- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - ○ Yes. The introduction specifically makes a note of intersectionality and need to integrate unique concerns of minority women when assessing the status of human rights.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - ○ Yes. Talks about interactions with stakeholders including government officials, elected representatives, community people, NGOs.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - ○ Yes. Gives recommendations for advocacy, action, and assistance to improve the situation of minority women in India.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - ○ No.
- **Checklist tool / indicators for assessment are included:**
  - ○ Yes. The framework and tools used in the needs assessment can be found in the annexure. The sampling methodology and indicators are also detailed.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - ○ Yes. The whole study is based around a needs assessment, which includes interview, survey questionnaire and focus group discussion techniques. These are described in detail in the methodology and annexure sections.
- **Capacity-building / gender-mainstreaming training activities are included:**
  - ○ No.

- **Further resources for gender-mainstreaming and related information are included:**
  - No.

5. AGRICULTURE

5.1 Introduction

The resources in this chapter have been selected from the Global South, India and from the perspective of the donor context. All the resources in this chapter recognise the active and predominant role that women play in agriculture as unpaid workers and unpropertied family members. All the resources allude to legal frameworks, planning and policies that do not recognise and respect women's rights to property and particularly to agricultural land. These resources curated here provide perspective and insights into the need to recognise and reorganise the work carried in this sector in order to achieve gender equality. There are six resources that provide gender mainstreaming tools and two that provide interesting case studies of active engagement with existing ways of thinking about agriculture, livelihoods and gender within policy and program context.

5.2 Annotations & Evaluations

1. World Bank. (2009). Gender in Agriculture Sourcebook. The International Bank for Reconstruction and Development.

At A Glance:

1. Title: Gender in Agriculture Sourcebook
2. Date: 2009
3. Author: Not given
4. Publishing Agency: The International Bank for Reconstruction and Development / The World Bank
5. Place of Publication: Washington, DC
6. Link for online access, if available: http://siteresources.worldbank.org/INTGENAGRLIVSOUBOOK/Resources/CompleteBook.pdf [ISBN: 978-0-8213-7587-7 eISBN: 978-0-8213-7588-4 DOI: 10.1596/978-0-8213-7587-7]
7. Domain: Agriculture

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This nearly 800-page sourcebook combines descriptions of investing in agriculture with practical operational guidance on to how to design agriculture-for-development strategies that take into account gender equality and women's empowerment, and the associated principles that have the potential to make a difference in the lives of hundreds of millions of rural poor. The stated purpose of the sourcebook is to act as a guide for practitioners and technical staff in addressing gender issues and integrating gender-responsive actions in the design and implementation of agricultural projects and programmes. The intended audience is key actors within international and regional development agencies and national governments, specifically, operational staff who design and implement lending projects and technical officers who design thematic programmes and technical assistance packages. The Sourcebook is also intended to be a resource to the research community and nongovernmental organisations.

The document is divided into 16 modules, each consisting of "module overview" (with an introduction to key themes and considerations) "thematic notes" (with how-to guides with checklists, indicators, etc) and "innovative activity profiles" (i.e. case studies). The modules are organised by the following 16 themes which each include a gender component: Food Security, Agricultural Livelihoods: Strengthening Governance, Rural Finance, Land Policy and Administration, Agricultural Markets, Agricultural Water Management, Agricultural Innovation and Education, Agricultural Labor, Rural Infrastructure for Agricultural Livelihoods, Natural Resource Management, Crises: Implications for Agriculture, Crop Agriculture, Fisheries and Aquaculture, Livestock, Forestry, and Monitoring and Evaluation.

The overview of the sourcebook explains the importance of agriculture to the development and of gender equality in agriculture in an international development context. The gender-mainstreaming framework is described and diagrammed. With a multitude of case studies and detailed gender-mainstreaming tools, this resource provides excellent practical guidance as well as a solid conceptual grounding in the field of bringing gender equality into agricultural development.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. Defines gender, gender equality, agriculture, labor, and other technical terminology
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. The overview gives the importance of agriculture to development and of gender equality in agriculture in an international development context. The gender-mainstreaming framework is described and diagrammed. Each module also includes a summary of the key issues and considerations for the specific theme.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - Yes. The need to inclusively factor in heterogenous identities and experiences of women is mentioned in the lessons learned and as a GM indicator. One case study included disabled farmers in the initiative.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - Yes. Various stakeholders, from the individual farmer to international organisations are given focus for gender mainstreaming.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered**
  - Yes. Each Thematic Note includes a section on Good Practices and Lessons Learned that describe the long term impacts and that other practitioners can apply to their own contexts.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - Yes. Each module includes between 1 to 3 "Innovative Activity Profiles" which

serve as case studies to illustrate the theme.

- **Checklist tool / indicators for assessment are included:**
  - Yes. Lots of indicators and detailed tools are interspersed throughout the resource.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - Yes. Baseline surveys and gender-disaggregated data are prominently featured throughout the resource, and their importance is emphasized.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  - Yes. Capacity building for gender equality in the agricultural context is featured in case study and as background.
- **Further resources for gender-mainstreaming and related information are included:**
  - Yes. References are given after the final module.

2. Fong, Monica S., and Bhushan, Anjana. (1996). Toolkit on Gender in Agriculture. Washington D.C. The World Bank.

At A Glance:

1. Title: Toolkit on Gender in Agriculture
2. Date: 1996
3. Author: Monica Fong and Anjuna Bhushan
4. Publishing Agency: The World Bank
5. Place of Publication: Washington DC, USA
6. Link for online access, if available: http://siteresources.worldbank.org/INTGENDER/Resources/Toolkitgenderagri.pdf
7. Domain: Agriculture

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This resource is a toolkit designed to help the intended audience of Bank staff incorporate gender concerns into their agricultural sector work and the project cycle. The toolkit is divided into three main chapters and later chapters of useful tools and resources. Chapter 1 introduces concepts of gender and agriculture in terms of the World Bank's policies and explains why attention to gender in the agricultural sector and project work is necessary. Chapter 2 details how to mainstream gender across the full lifecycle of a project, from gathering data, designing the project, implementation, and monitoring & evaluation. Chapter 3 further breaks down gender issues by agricultural subsectors. Chapters 4-7 provides practical resources of how to get advice, templates for terms of reference, funding sources, and a selected reference list of useful publications. Furthermore, throughout the resource, various assessment tools are included in tables and illustrative case studies are given in boxes.

Although this toolkit is meant specifically for World Bank staff, it is a very useful resource for any practitioner interested in incorporating GM in their projects. This is a highly practical resource with solid theoretical grounding and tools for use throughout the project cycle.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - Yes. In a section titled 'What is Gender?', concepts like gender roles, gender analysis, and the interaction of gender and agriculture are theoretically explained.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. The situation and importance of gender in agricultural development is explained in the first chapter. The World Bank's policies on the issue is also given here and the Bank's operational directives on the gender dimension of

development are given in the Appendix.

- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - No. The needs of other marginalised groups or the differential needs of various groups of women are not closely considered.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - Yes. NGOs and women groups are frequently mentioned as consultants and stakeholders for Bank staff to include in GM strategies.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
  - Yes. Although scattered, criteria for sustainability are included throughout the toolkit, particularly in the case study "boxes."

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - Yes. Each of the 36 boxes is a small case study to illustrate an aspect of GM in agriculture.
- **Checklist tool / indicators for assessment are included:**
  - Yes. This toolkit is a treasure trove of various assessment tools and indicators. It provides tools for use throughout the project cycle as well as additional resources for Bank staff to include GM in their projects.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - Yes. Chapter 2 has a section all about how to collect data for gender analysis. Surveys and focus groups are frequently featured in the case study boxes and impact assessment tools.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  - Yes. Capacity building of organisations and individuals is included as a GM strategy. Agricultural Education and Training is a section of Chapter 3 that discusses how the capacity of women in agriculture can be built and how

gender issue training can be incorporated for all stakeholders.

- **Further resources for gender-mainstreaming and related information are included:**
    - Yes. Chapter 7 is a selected reference list of useful publications for further use.

3. Pamela White, Gerry Finnegan, Eija Pehu, Pirkko Poutiainen, and Marialena Vyzaki. (2015). Linking Women with Agribusiness in Zambia: Corporate Social Responsibility, Creating Shared Value, and Human Rights Approaches. World Bank.

At A Glance:

1. Title: Linking Women with Agribusiness in Zambia: Corporate Social Responsibility, Creating Shared Value, and Human Rights Approaches
2. Date: 2015
3. Author: Pamela White, Gerry Finnegan, Eija Pehu, Pirkko Poutiainen, and Marialena Vyzaki
4. Publishing Agency: World Bank
5. Place of Publication: Washington DC, USA
6. Link for online access, if available: http://documents.worldbank.org/curated/en/192111467986323358/pdf/97510-WP-REVISED-P132953-Box393178B-PUBLIC-TAP-LinkingWomenAgribusZambia-WEB-06-30-2015-jk-jtc.pdf
7. Domain: Agriculture

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This resource is a research analysis of how women—largely as farmers and employees, but also as entrepreneurs in their own right—are participating in agribusiness in

Zambia. The objective of the document is to derive good practices that enable women to participate more equitably and productively in development led by Africa's private sector.

The lengthy study includes a literature review, interviews, and qualitative analysis employed in the study, as well as full-length case studies of four agribusiness companies. In addition to the case studies, the questionnaire used to document them is also included in the appendix. The research framework analysed whether each selected company was reflective of the concepts of corporate social responsibility (CSR), creating shared value (CSV), and a human rights-based approach (HRBA) to gender equality and women's empowerment. Those activities were analysed in a framework of six domains that are critical to women's economic and social activities: government, workplace, marketplace, environment, community, and home.

Empirical findings from the qualitative analysis found that government action is necessary and desirable for women's economic empowerment. The resource also gives recommendations on actions to lift the barriers women face in agriculture and developing incentives and a strategy to link women to agribusiness.

As a thorough research report, this resource is more useful for a practical understanding of how to do a qualitative analysis and create case studies of agribusiness. It is less useful as a theoretical text on GM in agriculture. Further, it is more concerned with the economic and corporate side of women's empowerment. It is elevated by in-depth analysis and recommendations for further actions and strategy.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  - No. The study focuses more on the agribusiness concepts of CSR, CSV, and HRBA.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  - Yes. Chapter 4 is dedicated to setting the scene of the context of agriculture, agribusiness, and women's economic empowerment in Zambia.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other**

marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):

- ○ No. The resource does not cover the needs of other marginalised groups or the differential needs of various groups of women.

- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**

  - ○ Yes. Individuals from civil society organisations (CSOs) and nongovernmental organisations (NGOs) were interviewed as key stakeholders. Collaboration with these groups is also a major part of the recommendations given.

- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**

  - ○ Yes. The final chapter is dedicated to recommendations on how to continue strengthening women's inclusion in agribusiness.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**

  - ○ Yes. The qualitative research methodology has an output of four long case-studies of gender equality in different agribusiness companies.

- **Checklist tool / indicators for assessment are included:**

  - ○ Yes. The questionnaire used to document case studies is also in the appendix. Some boxes also include assessment indicators, e.g. '4.3 Measuring Progress Towards Decent Work in Zambia.'

- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**

  - ○ Yes. The research used interviews and focus group discussion to collect qualitative data. Collecting gender-disaggregated data is mentioned as a challenge as it was often not available and it is included in the case study questionnaire. Baseline surveys are mentioned as a gender analysis technique used by some agribusiness companies.

- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**

  - ○ Yes. Training and capacity building for women on gender issues and agribusiness is included in the company case studies.

- **Further resources for gender-mainstreaming and related information are**

included:
  ○ No. Only references are provided.

4. Mollard et al. (2015). Beyond Quality at Entry : Portfolio Review on Gender Implementation of Agriculture Projects. World Bank.

At A Glance:

1. Title: Beyond Quality at Entry : Portfolio Review on Gender Implementation of Agriculture Projects
2. Date: 2015
3. Author: Ingrid Mollard, Emily Brearley, Marialena Vyzaki, and Sanna-Liisa Taivalmaa
4. Publishing Agency: World Bank
5. Place of Publication: Washington DC, USA
6. Link for online access, if available:
   https://openknowledge.worldbank.org/bitstream/handle/10986/21905/947530
   WP0P1477oation0web00400802015.pdf?sequence=4&isAllowed=y
7. Domain: Agriculture

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

The study introduces a tool to track gender mainstreaming in the implementation phase of a project for an intended audience of World Bank staff. The tool is then used to review the portfolio of current agriculture projects, establish a baseline, and suggest targets for gender mainstreaming for the future portfolio. The objective of the resource is to go beyond a standard gender review of project design to increase knowledge of how and to

what extent World Bank agriculture projects address gender issues during implementation. The report concludes with recommendations for ensuring gender mainstreaming in World Bank agriculture projects.

As this resource is an internal assessment of the status of GM in World Bank agriculture projects, it has a very narrow focus. It is useful for a practitioner who wishes to conduct a similar study or for someone interested in the recommendations for institutional change required to improve GM in projects.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
    - No. This study is more concerned with technical indicators for gender assessment.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
    - No. This study broadly assesses all World Bank agricultural projects for GM. Beyond a brief description of the importance of GM, it does not give much context.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
    - No.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
    - No. This is very much focused on internal World Bank processes.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:**
    - Yes. The document concludes with extensive recommendations for ensuring sustainable gender mainstreaming in World Bank agriculture projects.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
  - No.
- **Checklist tool / indicators for assessment are included:**
  - Yes. The methodology of the tool is itself a gender mainstreaming assessment. Further targets and checklists are given in tables.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
  - Yes. Interviews, surveys, gender-related data collection are all discussed as GM actions in the monitoring & evaluation phase of project implementation.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
  - Yes. Capacity building and training in gender issues is discussed as GM actions in project implementation.
- **Further resources for gender-mainstreaming and related information are included:**
  - No. References are provided but not annotated.

5. **Makaam and NCW.** *Securing Rights of Women Farmers: Developing a Roadmap for Action.* **UN Women.**

At a Glance:

1. Title: Securing Rights of Women Farmers: Developing a Roadmap for Action.
2. Date of publication: Not given
3. Author: Not specified
4. Publishing Agency: Makaam, NCW and UN Women
5. Place of publication: Not given (online resource)
6. Link for online access, if available: http://www2.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2017/01/or-rwf_brochure%20option-2.pdf?la=en&vs=3409
7. Domain: Agriculture

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview

This is a very short resource which calls for a comprehensive framework for addressing gender gaps in the agricultural sector in India in order to empower women farmers, who have been historically deprived of their rights. The stated objective seems to be to review existing frameworks (in policy and law) affecting women farmers and advocate for removing barriers in their way. This seems to be intended as a starting point for building an enabling environment for women farmers in the long-term. Gender mainstreaming as a concept is not evoked directly but is suggested or assumed in the report nevertheless.

The first part of this report extensively outlines the barriers faced specifically by women farmers in India with respect to accessing resources, entitlements and economic opportunities. It then demonstrates the rich dividends of removing these barriers and its benefits for women as well as the agricultural sector as a whole. This is done by outlining the myriad positive effects of gender parity in agriculture, on women's earning potential and productivity, national agricultural productivity, local and national economy, global food security, and women's quality of life as well as health and education. The report evokes national and international mandates to also show that empowering women farmers is crucial for India to achieve its national and global commitments. Existing national policies which can apply to women in agriculture are also listed.

The second half of the report focuses on recommendations for recognising women farmers; ensuring they have access, ownership and control of resources; and are free from violence and harassment.

This resource attempts to build perspective on women in agriculture and gender perspectives to understand agriculture. It does not fulfil most of our practical gender mainstreaming assessment indicators.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** No.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** Yes. Very thoroughly. The report explains the existing state of women in agriculture very well and the barriers faced by them.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** No. The focus is exclusively on women farmers.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** This is not a core focus of the report, which is looking mainly at a broad and cross sectoral policy and programme framework for Indian women farmers. However the case study provided is that of a non-government organisation.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. This is the main outlook of the report.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** Yes. One case study is provided.
- **Checklist tool / indicators for assessment are included:** No.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** No.
- **Capacity-building / gender-mainstreaming training activities are included:** No.
- **Further resources for gender-mainstreaming and related information are included:** There is a list of endnotes at the end of the report which can be used to access further reading.

To conclude, this is primarily a conceptual resource which aids in understanding the need for crafting a broad framework for recognising and including women farmers in the Indian agriculture sector policies and programmes. It shows that there has been no such effort institutionally in India and points to a dire need for coming up with such a

framework which can kickstart gender mainstreaming activities in the agriculture sector.

6. Mamidipudi, S., Purnima, Dand, S & Hardikar, N. (2015). Women Farmers: Rights and Identity: Participatory Training Tools on Gender and Livelihoods. New Delhi: UN Women.

At a Glance:

1. Title: Women Farmers: Rights and Identity: Participatory Training Tools on Gender and Livelihoods
2. Date of publication: 2015
3. Author: Purnima, Sita Mamidipudi, Neeta Hardikar and Sejal Dand
4. Publishing Agency: UN Women
5. Place of publication: New Delhi, India
6. Link for online access, if available: http://asiapacific.unwomen.org/en/digital-library/publications/2017/08/women-farmers-rights-and-identity
7. Domain: Agriculture

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview

Between 2014 and 2015, ANANDI and UN Women carried out an intervention titled 'Engendering Rural Livelihoods: Supporting Gender Responsive Implementation and Monitoring of the National Rural Livelihoods Mission. They carried this out through a Participatory Action Learning Systems methodology, which was developed by ANANDI and continues to evolve with use. This report is a set of tools presented in the form of a toolkit, that shares the learnings from this intervention.

This is essentially a training toolkit which can be used by practitioners for working at the cluster level, village level, committee level, as well as within SHGs and Farmer Clubs.

The resource is intended to help build an understanding of gender and livelihoods issues using the training activities provided. The tools are based on the principles of collective knowledge, critical reflection, lateral knowledge, solidarity, and the spirit of projects focused on women farmers.

The toolkit begins with an introduction, definitions of basic terms, and a guide for using the tools. These consist of the objectives of the tools, duration of use, principles of training, instructions for forming the facilitation team, preparation for training (including reading material and material required), suggested games and activities, and processes to be followed.

The stated objectives of the tools, as given in the guide, are as follows:

1.   To conscientize members of women's collectives of all forms including Self-Help Groups (SHGs) and their federations through sharing, reflection and action.

2.   To provide inputs on gender and livelihoods with a focus on women's identity, rights and entitlements in addition to a gendered analysis of their livelihood options, incomes and expenditures.

3.   To enable women's groups such as Self Help Groups, Mahila Mandals, Sanghas, village/cluster/district federations of such groups and forums such as Social Action Committees and Women Farmer Clubs take collective action on issues emerging from the analysis

4.   To establish a cycle of collective analysis, collective action and collective reflection which will strengthen institutional mechanisms to address gender and livelihoods on a sustained basis.

The toolkit is divided into six learning tools:

1.   Gender: A Process of Socialization

2.   My Rights, My Entitlements

3.   I am a Woman Farmer

4.   Why is my Grain Bin Empty?

5.   Mobility Map

6. Which Way do the Scales Tilt?

For each tool, the resource provides an introduction, objectives, process to be followed, pointers for discussion, planning for collective action, summing up and highlights, a 'story of change', and any additional notes. It is very simply and clearly written and easy to follow.

At the end of the report, there is a diagrammatic resource provided for each tool which can be printed and used by practitioners.

We can get a better understanding of the level of gender mainstreaming offered by this toolkit, by using our rubric:

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** Yes. This report defines 'gender', 'patriarchy', 'livelihoods' and 'socialization'.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background**: No. This report is limited to being a training tool for women farmers. But it discusses pertinent laws and policies, and encourages exploring the existing state of affairs, throughout the toolkit.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** No. The scope of this resource is limited to looking at women farmers.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** Yes, this is a core focus of the report. It is entirely aimed at empowering women farmers and is intended to be used by practitioners who may be working outside the state context.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** No. This is strictly a training tool to build knowledge and basic analysis skills among women farmers, to be used by practitioners within programmes and policies.

> **Level of Practical GM Guidance:**

- **Case studies / example scenarios are included :** Yes. Short example scenarios are provided throughout the toolkit.
- **Checklist tool / indicators for assessment are included:** No.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** No.
- **Capacity-building / gender-mainstreaming training activities are included:** Yes. The entire report is a collection of training activities to build knowledge and capacity among women farmers.
- **Further resources for gender-mainstreaming and related information are included:** Yes. The bibliography at the end of the report doubles up as an additional reading list, and there are diagrammatic resources which can be used along with the tools in the resource.

5.3 Case Studies & Evaluations

7. India Resident Mission. (2015). *Gender Mainstreaming Case Study: India Chhattisgarh Irrigation Development Project.* **Manila: Asian Development Bank.**

At a Glance:
1. Title: Gender Mainstreaming Case Study: India Chattisgarh Irrigation Development Project
2. Date of publication: 2015
3. Author: Not given
4. Publishing Agency: Asian Development Bank
5. Place of publication: Manila
6. Link for online access, if available: https://www.adb.org/publications/gender-mainstreaming-case-study-india-chhattisgarh-irrigation-development-project
7. Domain: Agriculture

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Theoretical	-	-	-	Practical

Overview:

This resource is a gender mainstreaming case study centred around an irrigation project in Chhatisgarh, India. The project was funded mainly by the state government and Asian Development Bank. The stated objectives of this project were to increase agricultural productivity, improve rural livelihoods, and reduce poverty. This was to be achieved by improving irrigation delivery, enhancing agricultural practices, and strengthening water resource management. In practice, the project implementation relied on the 2006 (newly revised) Participatory Irrigation Management Act, which in its revisions had brought in (1) The Scheduled Caste, Schedule Tribe, and Other Backward Class representation. (2) One third of the posts in both the reserved and unreserved constituencies reservation for the women, and (3) The wives of the land-holder's right to vote in the Water Users Association.

The report begins with a project overview which details the above and then sets out the aims of the project (divided into four components, from institutional strengthening to improved institutional framework, rehabilitating and upgrading of existing irrigation schemes, and capacity building for farmers to participate), followed by the approaches and methods used (from institutional and policy changes to farmers mobilization and public awareness programmes).

Though this is titled as a gender mainstreaming case study, the need to incorporate gender was realised only during the implementation of the project, at which time gender issues were recognised and assessed. The report includes the findings of the gender assessment, which identified the gender inequalities persisting in this area.

After this gender assessment, the project "acknowledged institutional, social, and cultural barriers to women's empowerment and provided measures to promote the interests of women" (p5) and to involve them in the project in order to address gender disparities. Many of these measures involved reserving seats for women in committees and teams across various levels of projects and prioritising women heads of households for project services. Specific materials were developed and disseminated with the aim of encouraging more women to join the project. The next part of the report records the

achievements and particular gender-equitable achievements of the project, including changes in the gender division of labour, gender-equitable labour reforms and regulations, improved household income and decision-making split, etc.

The last part of the report captures lessons learned and a results assessment. These also capture factors which ideally should have been included from the beginning, such as recording sex-disaggregated data, providing support and gender equality training to project members to understand the importance of gender mainstreaming, regular training and capacity building within the project, a commitment and planning to ensuring women's sustained participation, including a gender specialist, etc..

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:** No.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** This was given not as a background but as an important part of the report. The results of gender assessment carried out during the implementation of the project were provided to show the existing inequalities and need for gender mainstreaming.
- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.)**: No.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** No. This is specifically an institution led project, funded by the government and ADB.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** Yes. This is discussed in the 'lessons learned' section of the resource.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included :** Yes. Box stories capture women's impressions of the achievements of the project and their experiences.

- **Checklist tool / indicators for assessment are included**: In a way - the outcomes of the project are captured through a tool which provides indicators, activities and results, for each project output.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** Yes. These are recommended in the 'Lessons learned' section of the report as factors which should be included from the beginning of a project.
- **Capacity-building / gender-mainstreaming training activities are included**: This is not directly included, but the 'lessons learned' section of the report pinpoints the need for including these activities in such projects.
- **Further resources for gender-mainstreaming and related information are included:** No.

To conclude, this is a case study to show the need for, and benefits of, gender mainstreaming. The case study is based on an irrigation project and serves as a resource for those who want to learn about why gender mainstreaming is necessary. This is demonstrated well. However, this resource can minimally guide efforts to carry out gender mainstreaming - although some lessons for the same can be gleaned from studying this case.

8. Seethalakshmi, S. (2017). Gender Responsive Budgeting: A Focus on Agriculture Sector. UN Women.

At A Glance:

1. Title: **Gender Responsive Budgeting: A Focus on Agriculture Sector**
6. Date:
7. Author: Seethalakshmi S
8. Publishing Agency:
9. Year & Place of Publication: 2017, New Delhi
10. Link for online access, if available:
11. Domain: Agriculture

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This is a report based on an analytical review of existing research evidence (primary studies & secondary data) on women's participation in agriculture and allied activities and a primary study of two major agriculture and horticulture schemes in India. This publication attempts to build perspectives on understanding women's location as farmers, unpaid family farm workers and as agricultural labourers within the agriculture sector to fulfill a significant knowledge gap in gender mainstreaming in the agriculture sector in terms of gender awareness in planning and gender responsiveness in budgeting. The author observes that two key national mechanisms (1) the introduction of Gender Budget Statement (GBS) in 2005-6 to reflect the quantum of allocations to programmes/schemes to substantially benefit women and (2) the setting up of Gender Budget Cells by the Finance Ministry to serve as a Focal point for GRB. These initiatives have remained ineffective due to a lack of understanding at a general level and poor understanding of women and gender issues within each sector.

The report is structured in three Parts. **Part I – Women Farmers in India Agriculture** – provides a situational analysis of women in terms of - work participation rates; low levels of landholding; poor access to credit, technical know-how, training and markets; overall low levels of productivity of plots held by women farmers due several structural and social barriers faced by them. This part further throws light on the inadequate and biased understanding of women farmers by agricultural extension institutions and schemes leading to women being excluded from agricultural innovations and technologies. Women's traditional knowledge of agriculture, ecosystems and environmental sustainability is represented through a variety of cultural practices, rituals and festivals across the country. The author reiterates the need to understand and recognise these aspects within the agricultural sector to include women, strengthen their land rights and draw on their knowledge to build climate change adaptation and resilience.

Part II – covers a gender analysis of two important schemes in the Agriculture sector – Agriculture Technology Management Agency (ATMA) and National

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Horticulture Mission. The chapter covers details of these two centrally funded schemes and further studies the implementation of the schemes across the board from the district to the village level. The field studies were conducted in Andhra Pradesh and in Madhya Pradesh. This chapter is exhaustive and also intensive in the way it had probed into key conceptual gaps in these schemes from a gender perspective; inadequate budgeting and poor allocations vis a vis women farmers and glaring gaps in the implementation of the schemes, which were distinctly diluted from the original scheme documents.

Part III provides conclusions and key policy recommendations based on the above two methodological strategies used by the author of analysing the macro picture emerging from secondary sources and the micro picture that had emerged from the field observations. The author had provided several recommendations that can systematically help to mainstream gender in the agriculture sector. In the place of integrating 'women' in 'agriculture', the author highlights the need to examine agriculture extension and schemes that are falling short of a comprehensive understanding of agriculture and livelihoods within a broader context of sustainability. It is highly important to contextualise schemes and programmes within different agro-geographical conditions, depleting water tables, excessive use of fertilizers and pesticides, high levels of indebtedness, crop losses to the vagaries of climate change; steady erosion of traditional food grains and market fluctuations.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
    ○ Yes. The report provides insights into Gender Responsive Budgeting framework and also key steps in carrying a GRB analysis through multiple methodological strategies.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
    ○ This is an situational analysis cum evaluation study, so there is no pre and post existing gender mainstreaming status, but levels of gender blindness that exist in data, planning, human resources, capacities, budgets, evaluation and monitoring has been brought out well which is helpful in understanding how to

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carry out gender mainstreaming.

- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  - The resource covers women, single women and SC, ST women.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**
  - As a resource it is useful to groups that work on gender issues in agriculture as researchers, NGOs and activists working on women's rights as farmers.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered**
  - Yes. The resource addresses issues of environmental sustainability of certain horticulture initiatives and brings in the question of food and nutritional security along with livelihood development.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:**
- Yes. The author has provided very interesting case studies of the ATMA and NHM initiatives across Andhra Pradesh and Madhya Pradesh, which are very useful.
- **Checklist tool / indicators for assessment are included:**
- Yes. All the methodological steps taken for the assessment have been presented in the report.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:**
- Yes. The importance of indicating not just targets of women as beneficiaries but having necessary formats for data compilation in order to map the actual budget expenditure and benefits/outcomes, has been covered.
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:**
- No. The resource places emphasis on capacity building on gender issues in all the agriculture departments in the sector.
- **Further resources for gender-mainstreaming and related information are**

included:
- ○ No.

9. National Commission for Women (2008). Draft National Policy for Women in Agriculture.

At A Glance:

1. Title: Draft National Policy for Women in Agriculture
2. Date: April 2008
3. Author: National Commission for Women
4. Publishing Agency: NCW
5. Place of Publication: New Delhi
6. Link for online access, if available: http://feministlawarchives.pldindia.org/wp-content/uploads/draft-policy-for-women-in-agriculture-2008-.pdf (accessed on 3 June 2018)
7. Domain: Agriculture

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

The National Policy on Farmers (NPF) was released in 2007 by the Ministry of Agriculture, Government of India. The National Commission for Women, an apex Government body set up to protect and promote the rights of women had contributed to the Policy by bringing in several gender aspects within agriculture. However, an Experts group had opined that the Policy had not adequately brought out all the critical concerns pointed out by the NCW, hence a need was felt to complement the Policy with a draft policy for women in agriculture that brings out gender inequalities and also the problems and needs of women in agriculture. A Sub Committee of the NCW with inputs

from an expert group had prepared this draft Policy document in 2008. The document has still not been tabled or been approved.

This draft policy is an important resource for Gender Mainstreaming in agriculture since it provides a comprehensive understanding of women in agriculture in terms of their numbers, poor access to handholding, discriminatory personal laws, reducing agricultural productivity and its impact on farm households; agrarian distress and farmers suicides and the left behind women; distress rural-urban migration and growing dispossession of lands for Special Economic Zones, urban sprawl and new forms of industrialization leading to steady loss of livelihoods. The draft policy provides recommendations that cover welfare, social security and gender transformative measures. Along with women farmers and women from farming households, the draft also covers non-landed households dependent on agriculture and allied activities like fisheries, livestock and forestry, including pastoralists. Significant issues, within the draft, are sustainable agriculture, protection of traditional seed varieties, biodiversity and traditional knowledge and the need to protect their farming communities intellectual property rights.

Level of GM Conceptualisation:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined:**
  The draft focuses only on gender equality and equity issues within agriculture and allied sectors.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:**
  The National Policy for Farmers, 2007 provides the context for this draft to bring out several missing aspects of gender disadvantages within the sector which are not covered in the NPF 2007.

- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):**
  The draft only referred different kinds of vulnerable groups within the farming sector.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:**

No. This is essentially focused on the Government.

- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered**
  Bringing in GM into agriculture can lead to sustainability is what is highlighted through this draft policy document.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** No
- **Checklist tool / indicators for assessment are included:** No
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** No
- **Descriptions of capacity-building / gender-mainstreaming training activities are included:** No
- **Further resources for gender-mainstreaming and related information are included:** No

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4. Tanaka, R. (2014). *Engendering Rural livelihoods: Supporting Gender Responsive Implementation of the National Rural Livelihoods Mission.* **New Delhi: UN Women.**

At a Glance:

1. Title: Engendering Rural livelihoods: Supporting Gender Responsive Implementation of the National Rural Livelihoods Mission
2. Date of publication: 2014
1. Authors: Rukmini Tanaka
2. Publishing Agency: UN Women
3. Place of publication: New Delhi
4. Link for online access, if available:
   https://aajeevika.gov.in/sites/default/files/nrlp_repository/Engendering-Rural-Livelihoods-Final.pdf
5. Domain: Livelihoods

Level of Gender Mainstreaming of the Resource:

Normative	-	-	-	Transformative

Level of Practical Guidance in the Resource:

Theoretical	-	-	-	Practical

Overview:

This report is aimed at strengthening the implementation and outcomes of the NLRM.

The stated objectives are:
- "Documentation of gender-responsive programmes that create a strong base for informing the implementation of NRLM through a gender lens
- Focus on inputs and challenges faced by women in access to sustainable livelihoods and decent work
- Highlighting elements and strategies of interventions aimed at impacting livelihoods of the most marginalised women such as Scheduled Caste and Scheduled Tribe women, women farmers, women vulnerable to being trafficked and liberated women manual scavengers" (P.21)

In terms of methodology, the report is heavily based on carefully curated case studies which are outlined in the introduction itself.

It is laid out in three main parts:

Part one: background. This covers an introduction to the NLRM, an analysis of the status of rural women in India, and the rationale, design and outcomes of the study. The analysis of status of rural women in India makes a strong case for the need for gender mainstreaming in policies and programmes. It discusses the need for security and freedom from violence; resources and capabilities; and voice and agency. Specifically, these cover three themes:
- Lack of Recognition of Women's Citizenship and Economic Identities
- Lack of Access to Decent Work and Wages

- Need for Strengthening Voice, Agency and Participation of Women

The second part of the report focuses entirely on institution building. It reviews the current strides made by NLRM and makes recommendations for strengthening various components of institution building within the mission with respect to gender mainstreaming. These findings are divided into four parts:

- Building, Nurturing and Sustaining Institutions of the Poor: through Social Mobilisation and social inclusion
- Capacity Building
- Convergence and Partnerships
- Knowledge Creation and Dialogue

The findings of this section are supplemented by multiple case studies featuring various community-based organisations. The section concludes with a summary table which puts together the existing and proposed framework for each component in institution building.

The last part of the report provides examples of successful livelihoods strategies and discusses their gender-responsive features which could be potentially adapted and incorporated by the NLRM. These cover various components, from food security to financial inclusion, capacity development, livelihood strategies at both the community and women's levels, skill development, etc. The chapter concludes with another summary table which contrasts the existing NLRM and proposed gender-responsive strategies for livelihoods.

Level of conceptualisation of gender-mainstreaming:

- **Key concepts related to gender-mainstreaming (e.g. gender, sexuality, gender budgeting, gender equality v. equity) are defined**: this report does not provide these basic definitions but it gives a good overview of the prevailing conditions of gender inequality faced by women in rural India.
- **The pre-existing state of gender-mainstreaming in the specified context is given as a background:** This is a major focus of the report and the first part focuses mainly on providing such a background. Throughout the report, a comparison between the existing programme and the suggested gender-

responsive components are drawn.

- **The resource takes an inclusive, intersectional approach not limited to gender but also involving mainstreaming the concerns of other marginalised groups (e.g. disabled people, trans people, LGBTQ+ people etc.):** This is not really covered in the report's approach. Rather, the focus is on intersections within the category of rural women and meeting their needs.
- **Strategies for gender mainstreaming beyond institutions - for instance, focused towards citizen groups, nonprofits, and activists - are included:** Yes, this is certainly a core focus of the report. Specifically, it provides strategies at the level of both women and community and the proposed strategies are based on existing components from community-based organizations.
- **Long-term impacts and continued strengthening of the gender-mainstreaming process to make it sustainable are considered:** The approach of the report is at its core based on a long-term sustained strategy to strengthen the NLRM. This shows clearly in the proposed recommendations.

Level of Practical GM Guidance:

- **Case studies / example scenarios are included:** The report is based heavily on existing case studies which reflect successful examples of gender responsive programmes in rural India.
- **Checklist tool / indicators for assessment are included:** This is indicated indirectly in the report and suggested.
- **Techniques like baseline surveys, focus group discussions and/or how to leverage gender-disaggregated data are discussed:** This is not really laid out in detail but the tools are recommended.
- **Capacity-building / gender-mainstreaming training activities are included:** Yes.
- **Further resources for gender-mainstreaming and related information are included:** A list of resource people as well as a list of the case studies used is provided. A reference list is also included.

6. CHALLENGES OF GENDER MAINSTREAMING: CASE STUDIES

6.1 INTRODUCTION

The initial idea of building in case studies into the resource pack was with the objective to showcase gender mainstreaming initiatives in India in the three key sectors – agriculture & livelihoods; urban planning and governance. The broad parameters that were considered were to identify initiatives that are focused on marginal groups and also examine issues of sustainability of the initiative from a gender mainstreaming point of view. After going through a checklist of initiatives, some of which had UN Women support, studying published case studies and undertaking field visits, a final list of four were covered for this resource pack.

6.2 Key questions for framing each case study (particularly from demand side)

1. Which aspect of gender equality or other key parameters like inclusion, intersectionality, voice, representation, creating an enabling environment and addressing gender discrimination, has the organisation under consideration addressed?
2. How has the organisation reached to address this subject as an important aspect of the sector?
3. At what level is the subject visible to the community, other NGOs and state actors?
4. How are they maintaining the momentum and working on it? And
5. What do they see as the achievement and/or challenges in sustaining the initiative and spiraling it to demonstrate the significant connection to gender equality the initiative has?

The analysis of the Case Studies will throw light on the gender mainstreaming components and also all the critical issues of
- whether the initiative is gender-specific or gender transformative?
- Whether the initiative is dealing with gender 'practical' needs or gender 'strategic needs/interests'?
- whether institutional arrangements –family, community, market and state levels (as much as we can cover) are changing towards gender equality?

- What is the level of community ownership of the initiative? Are the initiatives or campaigns sustainable?

6.3 Case Studies incorporated in this Resource Pack:

The case studies included in this pack are as follows:

No. Case Studies	Remarks
Agriculture & Livelihoods	
1. Subsistence Farming in Nagaland (Agriculture and Livelihoods)	This is an interesting case study which demonstrates work with tribal communities to bring in gender related issues particularly around women's participation in the village councils and also to bring about equal wages for men and women; and building livelihoods around weaving. Reinforcement of growing traditional crops and strengthening traditional knowledge while continues to reinforce women's contribution to subsistence agriculture it also is an important way in which climate change resilience is being built. The customary practices of the tribe is not in consonance with the constitutional rights for women. This is a challenge and NEN works on gender in this context. **Focus of the case study:** This case study highlights the challenges to work on gender equality issues within a broader cultural and ideological context of patriarchical values and institutions and a regional identity that is tied to cultures. NEN has wrapped together awareness building and capactiy building on food security, livelihoods and climate change issues with a focus on women. The initiatives are moving in a women-specific – gender practical needs mode at this point.
2. Desterted Women's Campaigns	This a campaign that had spanned from 1985 amidst farmers' struggles till middle of 2005, to gain housing rights for deserted women who belonged to different caste groups in Sangli district, Maharashtra. The campaign has ebbed out though the issue is still live. Now it is slowly growing into a single women's campaign spanning across many districts being spearheaded by other organisations, like CORO. **Focus of the case study:** This work actually demonstrates the efforts to visibilize, negotiate and build an identity of women as citizens and not have their rights mediated by their families and thereby compromised.
Urban Planning	
3. Right to Pee (gender, poverty and poor sites and services for women in general and poor women	This case study demonstrates key stages in advocacy for women's rights that build on the strength of prior experience of working with poor women and on a number of other key issues like water, political representation, leadership and so on. The community organisers and the community women are at a high degree of awareness on gender equality.

in particular)	**Focus of this case study:** Right to pee is a test case that provides insights into the challenges of gender mainstreaming on the demand side and the strength of prior work with community women that finds them motivated to have the governance systems to respond to them. This case study is an interesting example of taking a gender practical need and moving it to a gender strategy interest.
Governance	
4. Engendering Public Administration through training	This case study based on a needs assessment, field interviews to demonstrate the limitations of assuming that gender training done in piece meal to government officials as refresher courses for a duration of three or five days with no critical skill content or monitoring of the performance of individuals trained is as good as not doing anything. This case study demonstrates the critical gap in building the capacities of the Government functionaries at all levels to commit to the broader equity, equality and gender justice commitments of the Indian Constitution.

6.4 Strengthening Bio-Diversity and Building a Narrative for Women's Rights: Case study of North East Network, Chizami, Phek District, Nagaland

"Women have solutions… they want a platform to be heard"[14]

said Ms Wekoweu (Akole) Tsuhah who spoke at the UN Women during the 62nd session of the UN Commission on the Status of Women about the situation of women in her community, and what they want.

Picture courtesy: Lakshmi Lingam

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[14] http://www.unwomen.org/en/news/stories/2018/4/from-where-i-stand---akole-wekoweu-tsuhah

The Beginning

The North East Network (NEN), a women's organization was set up at the height of women's mobilization to participate and be heard in the Fourth World Conference on Women, held in Beijing in 1995. Poor representation of the voices and concerns of women from the North East of India propelled the founding members, Monisha Behal and Roshmi Goswami to set up NEN in Assam. Since its inception, NEN responds to the concerns, interests and needs of women in north east India such as gender budgetary allocations, strengthening support services for women affected by violence, carrying out research on reproductive health and status of women; and security of women in conflict areas through research, fact finding processes and advocacy with the government. NEN also has its centres in Shillong (Meghalaya), Chizami (Nagaland) and in Delhi.

This case study looks at the initiatives of NEN, Chizami (Nagaland) centre and its contributions particularly around issues of organic farming, bringing recognition to women's work, recovery of traditional knowledge and practices, setting up seed banks, holding seed festivals, building women's capacities to contribute to decision making to uphold sustainable ways of farming, upholding bio-diversity and building resilience to climate change.

In 1996, Monisha Behal met Ms Seno Tsuhah during a workshop on organization building, reproductive health, tackling alcoholism and community development in Pfutsero town. This was followed by another interaction, where Monisha had undertaken a 7 districts study on women's reporductive health. Chizami was one of the study villages and Seno was actively involved in it. Ms Seno who works as a teacher at the government primary school in Sumi, a village adjacent to Chizami, wrote a letter to Monisha on behalf of the Chizami Women's Society (CWS) inviting her to collaborate and work with them in Chizami. After initially focussing on improving health, sanitation and nutrition, they expanded their work to other areas as well. The Chizami Village Council allotted land for the construction of a community centre in 2002 to be run by NEN. The village had also welcomed NEN by donating a patch of land to set up its establishment and offices. The current self contained office building stands on this land which was inaugurated in 2005. NEN had also set up Chizami Weaves in 2008 – a

weaving centre that provides livelihood option for women, stregthens the traditional designs and has built market linkages in few metros of India. More than 300 women from across several villages take the yarn and the designs and return with woven cloth and receive payment for their work. There are tailors who turn the freshly woven cloth into shawls, cushion covers, *mekhala* (traditional wrap around), bags, table runners, etc.

NEN, Chizami now works in 22 villages in the Phek District which has the Chakhesang Naga Tribe and sub-tribes living across the 119 villages of Phek District. People in these villages speak Chokri, Sapu and Khezha dialects. However, most people can also speak Nagamese, which is a language for communication in this ethnically diverse state that has 16 officially recognised tribes and several undesignated sub-tribes.

NEN at Chizami, is now headed by Ms Wekoweu Tsuhah (Akole), a graduate from the Chizami village. Ms Seno continues to be associated with the Resource Centre and spends time each day between her job at the school and farming at NEN. Seno was awarded the Stree Shakti Puraskar in 2004, 2005 and 2006 for her work on women's empowerment.

The duo has the advantage of being educated employed women who live and work within their communities. So championing women's rights issues and identifying pathways of doing the same, are better understood by them. They are proverbial daughters of the village, who are locally rooted with a national and global exposure and understanding.

Chizami & Enuhulmi Village
NEN, Chizami, works in 22 villages in Pekh district, however, the observations in this case study are drawn from the interviews with Aloke and Seno and field visits to Chizami and Enhulumi villages. Chizami and Enuhulmi villages, are located in the Phek district of eastern Nagaland, a three-hour long ardous drive from the capital Kohima. These villages are nestled in the high ranges of the Eastern Naga hills with long stretches of terrace farms growing paddy.

Table: 2011 Census information of Chizami

Particulars	Chizami Village			Enuhulmi Village		
	Total	Male	Female	Total	Male	Female
Total No. of Houses	**586**	-	-	230	-	
Population	**2,592**	1,289	1,303	**1,014**	497	517
Child (0-6)	**356**	187	169	**143**	64	79
Schedule Caste	**0**	0	0	**0**	0	0
Schedule Tribe	**2,565**	1,275	1,290	**1,010**	495	515
Literacy (%)	**75.22**	82.67	67.99	**88.40**	93.76	83.11
Total Workers	**1,760**	853	907	**677**	330	347
Main Worker	**1,279**	1,974	0	**375**	1,974	0
Marginal Worker	**481**	220	261	**302**	158	144

Source: http://www.census2011.co.in/data/village/267886-chizami-vill--nagaland.html

No Property Rights and Poor Access to Land

In Nagaland, women receiving parental property are an exception[15]. Daughters do not receive ancestral or moveable properties; if a mother buys land, she can give it to her daughter. At times women are gifted land at the time of marriage and her daughter can inherit this. However, after her lifetime, it has to revert to her natal male kin. The clan dominated Village Councils closely guard the patriarchal values on all matters and particularly that of land and property. While women do not own land it has been noticed that women's access to jhum lands gave them greater opportunity to work with other women collectively to grow diverse rain fed crops which provided much needed nutrition and food security to the family.

NEN has observed that the bio-diversity of the region seems to be under threat with a steady shift through government policies of introducing high yielding varieties of rice (HYV), horticulture cultivation of ginger, cardamom, passion fruit; and steady shift towards mono-cultivation. With steady variations in rainfall and changing

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[15] Gender implications of Tribal Customary law; The case of North-East India. (Eds) Melvil Pereira, RP Athparia; Sunumi Changmi; Jyotikona Chetia. North East Social Research Centre, Guwahati, 2017

temperatures, NEN found it important to increase the awareness on the value of traditional crops, highlight the negative repercussions of mono-cultivation on the region, livelihoods, food security and health and stregthen the eco-system of sharing traditional knowledge and reconnecting the younger generation to agriculture.

Subsistence and commercial agriculture co-exist in the villages. Women contribute as family workers to both the types of agriculture; however, there is greater preponderance of women in subsistence and jhum cultivation. The lands under jhum cultivation provide greater opportunity for women to grow millets and a variety of indigenous varieties. Women engage in a practice called 'Lezekro' which is a form labour polling/sharing – to work on each other's land – within the terrace farming and jhum farming. This practice is a reflection of (1) eco-systems that necessitates communitarian living and work cultures (2) low levels of land based stratification and non-existence of a large pool of landless to work for wages and (3) supportive social network practiced by the clan patronage and the village council regulation.

Women's Work

According to Kalpagam (1999:567), "[I]n the agrarian economies with a significant component of non-market activities the range of what constitutes housework is different from those of the advanced market economies. Boundaries of housework and economically gainful work are difficult to draw in such economies where non-market activities predominate[16]." Women in these communities carry out the entire domestic, care, livestock tending, agriculture (market and non-market) work and also weave on small looms. As part of the awareness building, rural women identified topics and scripted short films in collaboration with NEN. Few of them also received awards.[17]

Agriculture & Types of Landholdings

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[16] Kalpagam, U (1999): 'Women, Work and Domestic Duties: Income Planning for Housewives', Indian Journal of Labour Economics, 42(4): 568-80.
[17] Women's work is Work: Enhulumi Village
https://www.youtube.com/watch?v=rRoxZeTvups
Dawn to Dusk: The Journey of Rural Women
https://www.youtube.com/watch?v=YuRRilwgDPE
Securing Livelihoods
https://videoyukle.online/watch/oPK3Jypf9qw

Rice is the dominant crop, followed by maize, yam and pulses. A variety of greens, vegetables, tubers are cultivated by women in the homestead and are also foraged from the wild. The lands in around Chizami grow a variety of millets and wild strains of rice, maize and millets. The prevailing agricultural systems are terrace cultivation and jhum cultivation also known as slash and burn or shifting cultivation. In the *jhum* system, an area is cultivated for year or two and then left fallow for five to ten years to regenerate. The longer the duration, the better the crop yields as the soil gets more time to replenish with nutrients. Researchers, environmentalists and governments attributed deforestation to shifting cultivation, however, in the recent years, there are attempts to understand positive ways of engaging in shifting cultivation that provides availability of land for agriculture and an opportunity for the regeneration of tree cover.

There are a variety of landholdings among these communities – forest lands; wood land (Chukhe); clan land (land held by different clans); community land (owned by different clans from the village); lands on which jhum cultivation is done which may belong to few clans; and terrace farm lands which may be owned by individuals or by clans. When families are not in a position to cultivate they give their land on lease or share-cropping. Village Council regulates the use and nurturing of wood lands which are specifically demarcated for meeting the fuel needs of the village. The Village Councils, keeping the needs of regeneration in view, regulate the allocation of land for jhum cultivation.

With the active encouragement of Government agriculture extension department, there are shifts being made to grow ginger, cardamom, passion fruit and high breed tomatoes. The focus in the region as a whole is not on preserving the crop diversity but simply on improving productivity and cash incomes. There is little genuine appreciation of the complex diversity of the region's landscapes, peoples and farming systems. Often there is overproduction and glut in the market or no market linkages created for the produce. Further, these exotic crops compromise with crop diversity, the ecological balance of the food, fruit, flowers, insects, and birds; water and land fertility and women's access to land and cultivation. Sumi Krishna (2005: 2561) observes "gender disparities in customary practices are reinforced by conventional development and agricultural policies, which together advance new forms of patriarchy"[18].

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[18] Sumi Krishna (Ed) (2007): Women's Livelihoods Rights: Recasting Citizenship for Development. Sage Publications, New Delhi.

Bio-Diversity Initiatives

NEN had collaborated with Deccan Development Society, Telangana in mapping in a participatory manner people's knowledge on their natural resources and also their perceived changes in climate and the resultant changes in the eco-system – rainfall, temperature, changes in flora and fauna, insects, birds and so on. After this participatory workshop, several iniatives like setting up seed banks in Chizami and Enhulumi villages tood place. Chizami has also revived *Ethsunye*, a five-day millet festival, as step towards bringing the focus back on millets. Alder trees have been planted in *jhum* plots to enhance soil fertility. Mixed cropping of leguminous and leafy vegetables that are a part of traditional Naga cuisine, have been encouraged. On 8 January 2015 under the aegis of the Chizami Village Council with the theme "Recognising history, celebrating the present, and inspiring the future", NEN had organised traditional seed and post harvest festival. A community seed bank, was initiated by the Chizami Women Society with the support of North East Network (NEN), was launched at Chizami village on Feb. 9, 2018. Enhulumi village too had set up a community seed bank managed by women.

NEN is also a part of the MAKAAM[19] network and a network of women's collectives across the country that produce millets called All India Millet Sisters Network. NEN had coorganised with the Millet Network of India and the Indian Council of Agricultural Research – North East Regional Centre a national convention on millets. Millets are increasing seen as the crops that can provide food and nutritional security to the people of India. In order to have youth and school children appreciate rural living, bio-diversity, environmental issues and agriculture, NEN organizes a residential camp. NEN also provides opportunities for several young students from reputed institutes to intern and learn from the work of the organization.

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[19] MAKAAM-Mahila Kisan Adhikaar Manch - is a nationwide informal forum of individuals and organisations of women farmers, women farmers' collectives, civil society organisations, researchers and activists, drawn from 25 states of India, to secure recognition and rights for women farmers in India.

Picture courtesy: Lakshmi Lingam

NEN and Village Councils

The villages comprise of *khels*, a Naga name for clans within the same community. All the *khels* have equal representation in the Village Council and play important roles in decision-making in matters related to village governance. There are rarely any women representatives in the Village Councils. In 2002, Chizami Village Council allowed for one women representative in the Village Council. Enhulumi had two women and they are asked to discontinue amidst major national tensions about 33% reservations for women in civic bodies.

At the behest of the Government, each village in this state has also set up a Village Development Board (VDB) to route Governmentsprogrammes and guide their implementation. The VDB[20] has proportional representation of each *khel* and the members are nominated by the Village Council. As per the Government norms, women are expected to be part of the VDBs and 25% of the funds allocated to the VDB is supposed to be allocated for women's welfare. However, the VDBs create a Sub-board with women representatives and allocate the funds to the sub-board to utilize for women's welfare. The Village Councils are traditional bodies that have greater powers in the governance of the villages.

Through the leadership modules and awareness building sessions NEN attempts to build awareness on several important matters like sustainable development, climate change and resilience. Women taking up leadership roles, participating in Village Councils and in politics is seen as not part of Naga tradition and culture. Nagaland's special status in the Constitution, where Article 371 (A) states: "Notwithstanding anything in this constitution, no Act of parliament in respect of religious or social practices of the Nagas, Naga customary law and procedure, administration of civil and criminal justice involving decisions according to Naga customary law, ownership and transfer of land and resources, shall apply to the state of Nagaland unless the legislative assembly of Nagaland by a resolution so decides." So the 73rd and 74th Amendments to the Constitution that has brought in women in local self government institutions are not applicable in Nagaland.

Working within a context of customary practices and cultures is the challenge for NEN. The clan councils sit in for taking a call on various matters of marriage, property and several other inter-personal and intra and inter-community matters, which are all male bodies. The councils go by traditional knowledge passed through oral traditions, story telling sessions and interactions with seniors in the clan. The Naga customary laws discriminate against women on inheritance and social issues such as sexual abuse and rape by prescribing only minor punishment to the male offender and rapist.

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[20] The concept of VDBs was socially accepted in all recognised Villages in Nagaland in 1980 under Clause 12 of Section 12 the Nagaland Village and Areas Council Act 1978.

Seno and Aloke mention that it is a "tight rope walking to work on women's rights and negotiate it around the customary practices, the tribal and regional identities".

Conclusion:

This case study that highlights the challenges to work on gender equality issues within a broader cultural and ideological context of patriarchical values and institutions and a regional identity that is tied to cultures that are against women's equal rights. NEN has wrapped together awareness building and capactiy building on food security, livelihoods and climate change issues with communities keeping the focus on women. The initiatives are moving in a women-specific – gender practical needs mode at this point with a focus on achieving strategic gender interests and environmental sustainability, in the long run.

This is an interesting case study which demonstrates work with tribal communities to bring in gender related issues particularly around women's participation in the village councils and also to bring about equal wages for men and women; and building livelihoods around weaving. Reinforcement of growing traditional crops and strengthening traditional knowledge while continuing to reinforce women's contribution to subsistence agriculture is an important way in which climate change resilience is being built. The customary practices of the tribe is not in consonance with the constitutional rights for women. This is a challenge and NEN works on gender in this context.

6.5 From being 'deserted' women to claiming 'singlehood' identity: Piecing together deserted women's campaigns in Maharashtra

"Being a single women means, I am up for grabs" -

Deserted women from Hubalwadi, Valva Tehsil, Sangli, Maharashtra, who were in the forefront of the struggles in 1980s (Picture courtesy – Lakshmi Lingam)

Introduction

Poverty reduction strategies by governments in the era of structural adjustment, economic reforms and globalisation have stumbled into recognizing that women-headed households are poor and require special attention in development programmes. Research has further contributed to looking into the causative factors of women heading households, poverty of women-headed households and women's poverty within male-headed households[21]. In case of women, apart from the stratifiers like caste, class and ethnicity, poverty is linked to the gendered experience of marriage, customary laws that dictate their property rights, kinship network that exudes normative controls and cultural systems that unleash constraints[22]. Women who have poor access to resources and property within patriarchal systems become worse off in the absence of a husband, either due to widowhood, divorce, separation or desertion.

The broad range of reasons for women heading households is:
  a. The absence of a resident male head, due to, widowhood, divorce, separation and desertion
  b. Migration of male members for long periods
  c. Loss of economic function by resident males due to severe unemployment, disability, illness and male reluctance to accept jobs seen as status reducing, etc.
  d. Households with no mature sons and
  e. Sons residing in independent nuclear units[23].

As per 2011 Census in India, 10.9% (27 million) households are headed by women. 4.9 million women live as single member households, 75% of whom are in rural areas. In eight major states – Chhattisgarh, Madhya Pradesh, Tamil Nadu, Andhra Pradesh, Maharashtra, Odisha, Gujarat and Kerala, women are heading more than 20% households. These figures do not reveal women who are single (due to all the reasons listed above and staying within male headed households). In recent years there is a steady shift to focus on the specific socio-economic and cultural constraints that single women face, within a context where everybody is expected to be married and stay within marital homes.

[21] Chant, Sylvia (1997a) Women-headed Households: Diversity and Dynamics in the Developing World , Houndmills, Basingstoke: Macmillan.

[22] Lakshmi Lingam 'Women-Headed Households: Coping with Caste, Class and Gender Hierarchies', Economic & Political Weekly: Mar 19, 1994

[23] Mayra Buvinic, Nadia H Yousaef et aI, Women-Headed Households: The Ignored Factor in Development Planning, International Centre for Research on Women, Washington, DC, 1978.

While all India level campaigns to press for having systems recognise the special concerns of single women and ensure that they enjoy citizenship rights have not emerged, Maharashtra has campaigns by deserted women which is over three decades old. This case study attempts to trace the steadily growing single rural women's campaigns in Maharashtra.

Background to the campaigns of the 1980s[24]

The new left politics that emerged in rural western Maharashtra (Pune, Solapur, Satara, Sangli and Kolhapur) at the height of the Bombay Textile strike in the 1980s, attempted to build a new perspective on class struggles that brought the questions of the workers, farmers and women together. Mukti Sangarsh Calval/movement (MSM) and Stree Mukti Sangarsh (SMS) were the new non-party formations that worked extensively in the rural areas among communities. Khanapur taluka, one of the eight talukas of Sangli district was abuzz with study circles and theoretical understanding of Marxism, Feminism and so on. This region had a historical experience of participating in social movements during the colonial times, like the Satyashodak movement (anti-caste and anti-patriarchy movement) by Jyotiba Phule, the Prati-Sarkar movement (setting up parallel government) of Satara and Sangli against the British Government and the mobilization of youth, women and left oriented groups that agitated for a comprehensive response to the farming sector and addressing the issues around drought conditions in western Maharashtra.[25] These movements articulated an ideology and practice that addressed the immediate question of class based inequalities particularly with reference to landholdings and state policies and steadily moved on to

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[24] Mumbai (earlier known as Bombay) was home for 130 cotton textile mills during the early 20th century. The large workforce of these mills came from the rural hinterland of Maharashtra and neighboring states. During early 1982, 250,000 workers went on a struck demanding increase in wages. After a prolonged strike majority of the mills were shut.

[25] Rural areas experienced an acute shortage of foodgrains, drinking water and fodder, a situation that was exacerbated by hoarding and subsequent increases in food prices in the period 1961-71. These led to several mobilizations across Maharashtra. These were the percursors for women's mobilization and the emergence of the second wave woment's movements around anti-price in Maharashtra. Anurekha Chari (2009) Gendered citizenship and women's movement. Economic and Political Weekly, April 25, Vol XLIV No 17, pp 47 -57.

recognizing the presence of women and their militancy in these movements. The gender questions emerged through a steady engagement of women activists who looked at the inadequacies in existing theorising of gender and the caste question in class analysis and efforts to address social inequalities.[26]

Articulation of the Concerns of Deserted Women

Frequent droughts in the rain-fed districts co-existed with capital-intensive sugarcane cultivation in few blocks of these districts. The government set up work sites across Maharashtra to provide work under the Employment Guarantee scheme and women predominated in these sites. The activists who were involved in SMS came across rural women, many of whom are widowed, deserted and single women who expressed their concerns about differential wages, corruption and complaints on the implementation of the EGS. Full time urban educated women activists worked in the rural districts and had dealt with cases of violence against women, dowry harassment, enormous work burden among women. They observed that the deserted and widow women were worse off.

Divorced/Deserted women of all ages got mobilized as 'parityakta' (which means discarded and deserted by husbands) were asking that the state recognise their existence as heads of households, that government programmes providing houses, pensions, loans for self-employment and other facilities be given to them on a priority basis, that their children be provided free education and hostel accommodation, and that their cases for maintenance be speeded up and provided (as the law promises) on a free basis.[27]

SMS campaign focused on widowed, unmarried, deserted and divorced women. The campaign highlighted the social and economic distress of these women and worked for their rights to landownership, ration cards, employment, social security, and most important, acceptance for them as single women with a right to live, a life of dignity, free from social stigma and with financial and social security.[28]

A detailed trajectory of the deserted women's movement is excerpted from the report[29]:

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[26] Gail Omvedt (1978) Women and Rural Revolt in India, The Journal of Peasant Studies, 5:3, 370-403

[27] Gail Omvedt (1979) Rural Women Fight for Independence. Economic and Political Weekly, April 29, p. 910-913.

[28] Chhaya Datar (Ed)(1993): The Struggle against Violence (Calcutta: Stree).

[29] SOPPECOMM, SMS and TISS (2005): Mainstreaming Rights of Deserted Women: A Livelihood Study of Deserted Women from Sangli district

Stri Mukti Sangarsh Calval (Women's Liberation Struggle Movement; hereafter SMS) was founded on March 1985 originally with links to the Mukti Sangarsh Movement which was working on issues of drought and water in Khanapur taluka of Sangli district. With the slogan of "hirvi dharti, stri shakti, manav mukti" (green earth, women's power, human liberation) it very quickly gained a broader base through association with movements in Tasgaon and Walwa talukas and Karad taluka of Satara district. For the first few years, activists Nagmani Rao and Gauri De (working in Khanapur) and Indutai Patanakar and Gail Omvedt of Kasegaon, with the support of men of Mukti Sangarsh, worked with women involved in the general anti-drought movements and in taking up such special women's issues as alcoholism, dowry deaths, atrocities against women, and discrimination on EGS schemes. They quickly became aware that deserted women in the area, who came from all castes and communities, faced the worst situation.

Informal surveys were done to estimate the extent of the problem and then, contacting existing *mahila mandals* throughout Satara and Sangli districts, initial organizing campaigns were carried out. A major conference was held at Vita on 25 September 1988 attended by 600 women, mostly from Satara, Kolhapur and Sangli districts but with activists also from Pune, Delhi, Mumbai and the *adivasi* areas of northern Maharashtra also participating. A list of demands was drawn up, and after a follow up *shibir* at Walwa and initial visits to the Sangli collector's office, a "struggle shibir" was held and an indefinite *dharna* was announced. This took place at Sangli on February 15-16, 1989, and was historically the first case of a struggle action like a *dharna* on women's demands only. Over 306 women from 31 villages in three districts; again an unprecedented representation. After two days of the sit-in, the then-Collector Shridhar Joshi agreed to most of the demands, and in particular made the promise that 2 *gunthas* of land would be given for housing by extending the gavthan in villages where *gram panchayats* made such a resolution and promised that even if such a resolution were not made he, the Collector, would take action.

Several follow-up legal *shibirs* were held, involving again women from various villages in three districts and with the participation of social activists as well as lawyers from Sangli. This has resulted in a few general overall gains of the deserted women's movement, especially the granting of ration cards. Campaigns continued with *shibirs* on women and agriculture, women and politics and other issues, including a meeting with then Social Welfare Minister, Ramdas Athavale on 5 June 1990. In 1991, Seema Kulkarni of Pune began working with the deserted women's movement and helping to organize programmes on women and sustainable agriculture.

In the middle of 1989 itself a major step was taken regarding plots for women's housing when the initiative of Shrimati Kamaltai Patil, Manda Savant and other deserted women in Bahe (Walwa taluka) won an order form the government to give plots of 2 guntas to each of 23 deserted women. This was part of a general distribution of land with other plots given to SC households. However, the land itself, in a now-separate *panchayat* of Hubalwadi, was encroached upon, and the encroachers resisted, going to court against women activists Indutai Patankar and Kamaltai Patil, and gaining a stay order.

It took over a decade to fight these cases with the help of Mihir Desai, involving also campaigns of occupation of the land with support from women's organizations in Pune city, rural Pune, Mumbai, Nandurbar, and elsewhere. Among supporting organizations the All India Women's Federation led by Tara Reddy and Shanta Ranade; Stri Mukti Sanghatana of Shahada (Nandurbar), Masum, the Women's Studies Centre at Pune University, deserve mention. Only recently the final victory of the women was celebrated when women were able to set up their houses only 12 years later in 2003 after the protracted legal battle. The women however have faced all these obstacles and gone ahead with efforts to build their

new homes. Their victory is a victory for – as the name of one follow-up dharna took it – "Bhumikanya Sita." It is historic in being the first time such a major allotment of house plots, has been given to deserted women, thus giving them the social recognition they deserve as women heads of households.

Postscript to the western Maharashtra deserted women's movement

Series of surveys and reports by committed activists have kept the discourse live.[30] The studies observed that – *"the reasons for desertion in Sangli were primarily related to alcoholism, wife-beating, lack of a male heir or complaints of inefficiency at domestic work, suspicion of extramarital affairs, property-related matters, widowhood, sexual inadequacy, etc. Similarly, in rural and urban Pune too a similar pattern emerged"* (Kulkarni & Bhat, 2010: 61). High levels of poverty and landlessness in the marital and conjugal homes, often leave deserted women with no means of receiving any maintenance or support from any source. They are often left to deal high levels of vulnerability and sole responsibility to take care of their children. Along with material deprivation there is cultural disadvantage that women face where women's status is tied to their marital status as a *sowbhagyavati (respectably within marriage).*

Several similar movements have commenced in other parts of Maharashtra over the past few decades and there are efforts to build a state level movement to bring to fore the citizenship rights of deserted women. According to Seema Kulkarni there is *"need for single women to come together and redefine their image as women...The struggle for identity of single women cannot be divorced from the larger struggle of women in general. Material and cultural aspects need to be worked on, while often the focus remains on material requirements, that is inadequate."* (Interview on April 5th, 2018).

In an autobiographical reflective monograph written by Nagamani Rao, a full time activist with SMS, after moving out of SMS after five years of intensive work on a wide variety of rural issues including desertion – *"..the greatest limitations of SMS was the lack of a second line of organizing activists, who would form local level leadership teams.... Looking back now, I feel that despite being aware of this limitation, we did not make strong enough efforts to tap and develop local leadership and, in the process,*

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[30] Seema Kulkarni and Sneha Bhat (2010) September 18, Vol XIV, No 38, pp. 59 - 66

created too much of a dependence on ourselves." (Rao, 1995: 30).[31]

Cut to 2017-18

CORO (Committee of Resource Organisations), an NGO located in Mumbai and works among the low income communities has been working on women's empowerment. CORO has been running a Grassroots Leadership Development (GLD) program running since 2008, which imparts training/mentoring to grassroots leaders from 36 districts of Maharashtra, 12 districts of Rajasthan and Delhi/NCR. Through this program, leaders devise solutions that address critical and chronic community issues.

At the end of the leadership development program, 32 women from Marathwada region who are single deserted women trained in grassroots leadership, are spearheading a campaign – Ekal Mahila Aandolan (Single women's campaign) which commenced in 2012. The women collectively have devised a survey through a participatory strategy and collected data from three districts and 7 blocks. The surveyed 1854 single women. The survey found an average of 18 single women in each village. The highest proportion of single women was widows i.e. 68%. The proportion of deserted ones is second highest i.e. 21%. About 2% women denied that they are deserted and called themselves MNT (Mahilene Navaryala Takale – meaning woman has abandoned her husband). It is definitely a sign of social change denying patriarchal system and women taking the decision to walk out oppressive marriages and deny the label of being deserted. The case studies of women[32] and documentaries of women's lives experiences[33] are available for learning and sharing.

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[31] Rao, Nagamani (1995): Rural Women in Non-Party Struggles: Experience from a Grassroots Organisation in Sangli District, Maharashtra, TISS, September (Monograph).

[32] Case studie: http://coroindia.org/about/latest/the-butterfly-effect-single-womens-stories-of-change)

[33] Links to documentary (Single women short film: https://www.youtube.com/watch?v=LR5UhmJAiwE&t=89s Single women programme documentary: https://www.youtube.com/watch?v=ew7awIKVh6Y&t=252s)

Picture from a major conference took place on March 25-26, 2017 in Ambejogi, Maratwada, Maharashtra, titled - 'Aapli Bharari' (*Our Collective Flight*) (Picture courtesy- CORO)

More than 3500 single women of Marathwada have been identified and the process of building their identities, selfhood, confidence, participation in village governance and steadily changing the mind sets of men and women against single women. Apart from working on leadership building among women, providing them necessary support structures, CORO works on building rapport and strengthening the eco-system of state administration which backs up village governance and encourages single women's contributions to development initiatives.

These women are steadily moving to embrace the title of being 'single' in opposition to the identity of 'parityakta' which privileges men to dump women and women accept their victimhood. Women gaining access to 'public' spaces like the community and the state, through their collective strength and individual capabilities; greater understanding of their rights and entitlements is enabling them to re-negotiate their 'private'. This campaign in Maratwada region is building on a broader political context and mobilization that has taken place in western Maharashtra in the 1980s.

6.6 Right to Pee: From Demanding to Collaborating for Inclusion of Women's Needs in Urban Planning

"When we went to talk to the BMC[34], people laughed at us. We were young women and they would look at us talking about toilets and laugh. When we told them that there were zero urinals for women, the official laughed and said 'yes', even as he gave us the same in writing." — Mumtaz Sheikh

RTP's National Convention was held on 1 September, 2016. Photo courtesy: CORO India

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[34] The Municipal Corporation of Greater Mumbai, also known as Brihanmumbai Municipal Corporation (BMC), is the governing civic body of Mumbai, the capital city of Maharashtra. It is India's richest municipal corporation.

Introduction: Gender & Sanitation

In Mumbai, women are allotted fewer toilets in all public spaces and they must also pay more than men. A 2012 Right to Information filing[35] revealed that only 36.7% of Mumbai's public toilet seats are for women. Nearly 3000 free urinals are designated for men, but there are none at all for women who must pay the same fee for public toilets regardless of the type of usage. Apart from poor availability, public toilets have poor hygiene and are often unsafe. A recent study[36] shows that a lack of lighting, poor structural design, and inadequate police presence motivates women's fear of violence and harassment when accessing communal toilets. Against this backdrop, the Right To Pee (RTP) campaign was formed in 2011 to advocate for free, clean, safe public urinals for women in Mumbai.

In 2014, the Indian government initiated Swachh Bharat Abhiyan (SBA) (Clean India Mission) with the primary goal of eliminating open defecation through the construction of public and community toilets. The program has brought tremendous funding and visibility to urban and rural sanitation in India, although the integration of gender concerns has been inconsistent[37]. The SBA gave a new impetus to the Right to Pee campaign after 2014.

About Right To Pee

Right To Pee began as a united front of 33 organisations and activists in the city of Mumbai, brought together through the Grassroots Leadership Development Program developed by CORO (Committee of Resource Organisations), an NGO working extensively in the low-income areas of Mumbai since 1989. CORO's mission[38] is "facilitating leadership from within the most marginalized communities to steer collective action for social change." The philosophy of grassroots leadership remained deeply embedded in Right To Pee's approach. The faces of RTP are two young women activists, Mumtaz Sheikh and Supriya Jan. Hailing from a low-income urban settlement,

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[35] The RTI was filed by RTP in 2012 and the data was shared with the authors.

[36] Jyoti Belur, Priti Parikh, Nayreen Daruwalla, Rukaiya Joshi & Rini Fernandes. (2017). Perceptions of gender-based violence around public toilets in Mumbai slums. International Journal of Comparative and Applied Criminal Justice. 41:1-2, 63-78, DOI: 10.1080/01924036.2016.1240094

[37] https://thewire.in/government/evaluating-success-swachh-bharat-abhiyan

[38] http://coroindia.org/about/

Sheikh is a former CORO fellow who is now a Program Manager. Jan is also a Program Manager in CORO with a Law and Women's Studies background.

Urinals were chosen as the main focus of the campaign because of the stark disparity between the availability for men and women of urination facilities, specifically. Over time, RTP's focus evolved from public urinals to holistic equal access to sanitation. Their goal became sensitizing the system stakeholders responsible for urban sanitation to the violations of equal rights to dignity, health, and access to public space. Simultaneously, the leadership of RTP centralized with CORO, who brought grassroots women to the fore of the movement. Today, evidence-based advocacy forms the core of the campaign. By gathering data of the ground reality of communities' sanitation conditions through photos and surveys, RTP leverages traditional and new media platforms to demonstrate to system stakeholders the need for improved sanitation and gender sensitivity.

An early meeting of Right to Pee activists. Photo courtesy: Supriya Jan.

Key events have been turning points in RTP's journey. In 2014, the Swachh Bharat Abhiyan initiative led to the municipal corporation bringing RTP in as gender sensitisation consultants, giving a fresh impetus to the campaign. The inclusion of RTP key coordinator Mumtaz Sheikh in the BBC's list of of 100 most influential women in 2015[39] brought visibility at the international level. In 2016, RTP held the first 'National Convention on Women's Right to Pee', bringing together activists, government officials, and sanitation experts. At present, collaborations with urban design firms, international

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[39] https://www.bbc.co.uk/news/av/world-asia-34861876/bbc-100-women-2015-india-s-right-to-pee-movement

aid agencies, and the municipal corporation of Mumbai itself has raised the profile of RTP as the standard-bearers for gender-equal sanitation on the national stage.

Gender Equality Parameters

Four major areas of gender equality are gauged in Right To Pee's work, namely: addressing gender discrimination; inclusion and intersectionality; voice and representation; & creating an enabling environment.

Addressing Gender Discrimination

> *"When we went to talk to the BMC[40], people laughed at us. We were young women and they would look at us talking about toilets and laugh. When we told them that there were zero urinals for women, the official laughed and said 'yes', even as he gave us the same in writing." — Mumtaz Sheikh*

Gender discrimination motivated Right to Pee's formation. The founding members were women activists working in Mumbai and frequently spending time in public spaces for marches, rallies, outdoor meetings, and so on. In the course of their work, the unavailability of public toilets was a severe deterrent to their access and mobility. Thus, Right To Pee (which was originally formed under the name 'Committee of Organisations for Clean, Safe, Free Urinals for Women') was formed by a coalition of activists and social organisations.

Going by Levy's (1996) frame of gender discrimination in institutions, Right To Pee has worked within each of the five domains of civil society, state, organisation, implementation, and knowledge-building. Both CORO and Right To Pee is strongly influenced by the women's movement. As a *civil society* organisation, Right To Pee represents the interests of its primary constituent group (women from low-income urban settlements) as well as the broader spectrum of marginalized people with insufficient access to sanitation. RTP's watchdog advocacy has led to significant gains with the governing *state*, which included a special chapter titled "Prasadhangruha" in

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[40] The Municipal Corporation of Greater Mumbai, also known as Brihanmumbai Municipal Corporation (BMC), is the governing civic body of Mumbai, the capital city of Maharashtra. It is India's richest municipal corporation.

the 2014 Maharashtra state women's policy and invites RTP representatives for frequent consultations and collaborations with the BMC. Despite these areas of mutuality, RTP retains its activist roots by protesting and filing adversarial litigation such as a Public Environmental Interest Litigation to hold manufacturers of sanitary pads responsible for safe disposal of their products.

At the *organisation* level, gender equality is a through line in all of Right To Pee's *implementation* efforts in activism, advocacy, awareness, research and capacity-building. As most of RTP's active members are women themselves, they often experience gender discrimination in the course of campaign activities. The quote at the beginning of the section shows how the system stakeholders tasked with protecting women's rights to the city treated the issue as a joke. Therefore, Right To Pee turned its long-term focus to sensitising these duty-bearers about the importance of considering gender in sanitation. Finally, Right To Pee has contributed to *knowledge-building* by facilitating gender sensitization sessions for sanitation officers. The members have also been invited to present at various conferences, panels, and events as well as partner with international aid agencies such as UNICEF and UN Women which has brought their understanding to a broader audience.

Right To Pee activists are arrested by police officers upon trying to present the Chief Minister of Maharashtra with evidence of poor sanitation conditions. From left to right: Nikeeta Chavan-Pol, Supriya Jan, Mumtaz Sheikh.

Inclusion & Intersectionality

"As an organisation we had an understanding that gender and feminism is not just about women. It is about all genders and other marginalised communities - disabled people, transgender people, the elderly. So we talked to people from these communities to inform our demands. " — Supriya Jan

"We only began to understand the entire feminist perspective—caste, class as well as gender—after seeing the different reactions along these lines to the issue." — Supriya Jan

In terms of inclusion and intersectionality, Right To Pee was successful in some regards and less so in others. As the above quotes demonstrate, some considerations like access to sanitation for disabled people, the elderly, children, and transgender (or third gender) people was taken into account early in the process. Other intersections of identity-based discrimination were not incorporated until recently. For instance, caste is very much bound up in the debate around sanitation as the handling of waste is divided along the lines of caste. However, this only became a part of Right To Pee's platform after it was brought to their attention by anti-caste activists. As yet, this axis of oppression remains less prominent in Right To Pee's activism.

Voice & Representation

"Everyone doing the survey [of 129 public toilet blocks] *was from the communities and bastis where the toilets were located. Then we were also asking ourselves - who does this issue belong to? Us or the community? So we decided to find out whether people wanted to take the campaign forward. We stood outside railway stations and got people's support. We got 5000 signatures." — Mumtaz Sheikh*

"In this whole process, everyone was coming up from the community. No 'head' was telling us how to make decisions. Everyone who was there were people who were both staying in and leading communities." — Mumtaz Sheikh

"This was so important because it was the first time that grassroots people were taking forward an issue about bodily rights - not just water, health, food. Our perception of what was a public space grew as we worked with the community." — Supriya Jan

As grassroots activists, the primary members of Right To Pee were very conscious of the need for community participation and leadership. From conducting initial surveys of public toilets at railway stations to making decisions on how to act on the results, the community (low-income informal settlements of Mumbai, particularly in the Northeastern suburbs) has always been centred in Right To Pee's process. A collective, grassroots-centric model of leadership has also been a unique facet through which Right To Pee ensures representation and democratic decision making. This consciousness has ensured that the voice of low-income, marginalised women who are the most affected by poor sanitation conditions are the ones leading the movement. As the second quote notes, often the most marginalised are relegated to demanding basic necessities for survival. Right To Pee's was one of the few groups bringing grassroots representation to the fight for the right to mobility, access, and the city.

RTP activists, all women from low-income settlements, hold a press conference to counter against government claims that the state is 'Open Defecation Free' and that they are beneficiaries seeking handouts on 18 November, 2017. Photo courtesy: The Hindu[41].

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[41] https://www.thehindu.com/news/cities/mumbai/women-demand-right-to-pee/article20547110.ece

Creating an Enabling Environment

> *"This one official was a big creep - he saw us as time-pass women. And he told us he was always free for us. We used to get so angry and would all dream about beating him up. But since he told us he was free, we used to make full use of this. And our strategy was that we would go to his office in groups of 10 - never alone." — Mumtaz Sheikh*

Right To Pee's broader mission of creating a safe, comfortable city for women has been validated repeatedly through the myriad experiences of women. Among these are the experiences of the Right To Pee activists themselves who confront an inhospitable, misogynistic system and society in the course of their work to reduce gender inequality. In order for wide-spread change to take hold, these sexist attitudes and behaviors that are currently acceptable in the system must be eradicated. To improve the systemic environment in which they must exist as activists and advocates, Right To Pee members now sit on municipal committees for sanitation planning in Mumbai and facilitate gender sensitisation trainings for city sanitation officers. Nevertheless, whether Right To Pee campaign has significantly changed the cultural environment is hard to measure.

Level of Visibility

> *"We had an independent hearing* [with the Mumbai Development Plan 2034 commission]*, which was also important for us. But we really felt during this process that this work, sanitation, is not accepted by the mainstream women's movement." —* Supriya Jan

> *We have spoken at many events and panels. The UN has given us national and international visibility - I was in a UN Women delegation for UN Habitat. We participated in a 'Feminizing City' event with TISS[42]." —* Supriya Jan

Right To Pee's visibility varies across the realms in which it operates. In the low-income settlements of Northeast Mumbai where community sanitation conditions are among the most dire, the activists are often residents themselves and always familiar faces. Recently, Right To Pee has been getting high-level recognition as a valuable resource on gender and sanitation, having been invited to panels at universities and to speak at events hosted by international agencies, like UN Women. Within the Mumbai municipal corporation they are well-known if not always well-regarded, though the activists' initial

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[42] TISS- Tata Institute of Social Sciences, Mumbai, is a premier social sciences institute.

confrontational relationship has shifted to one of wary collaboration. Right To Pee is very recognizable as a frequent feature of news stories and social media activism, which they leverage to pressure system stakeholders. In a recent *Mumbai Mirror* article[43], Right To Pee activists contend that although all of the designs, funding, and space is available for a new women's toilet at the Gateway of India tourist hotspot, the municipal corporation has been delaying giving the final approval. Shortly after the article was published, the municipal corporation was suddenly willing to approve the plans. Thus, media visibility has been a key strategy for advocacy.
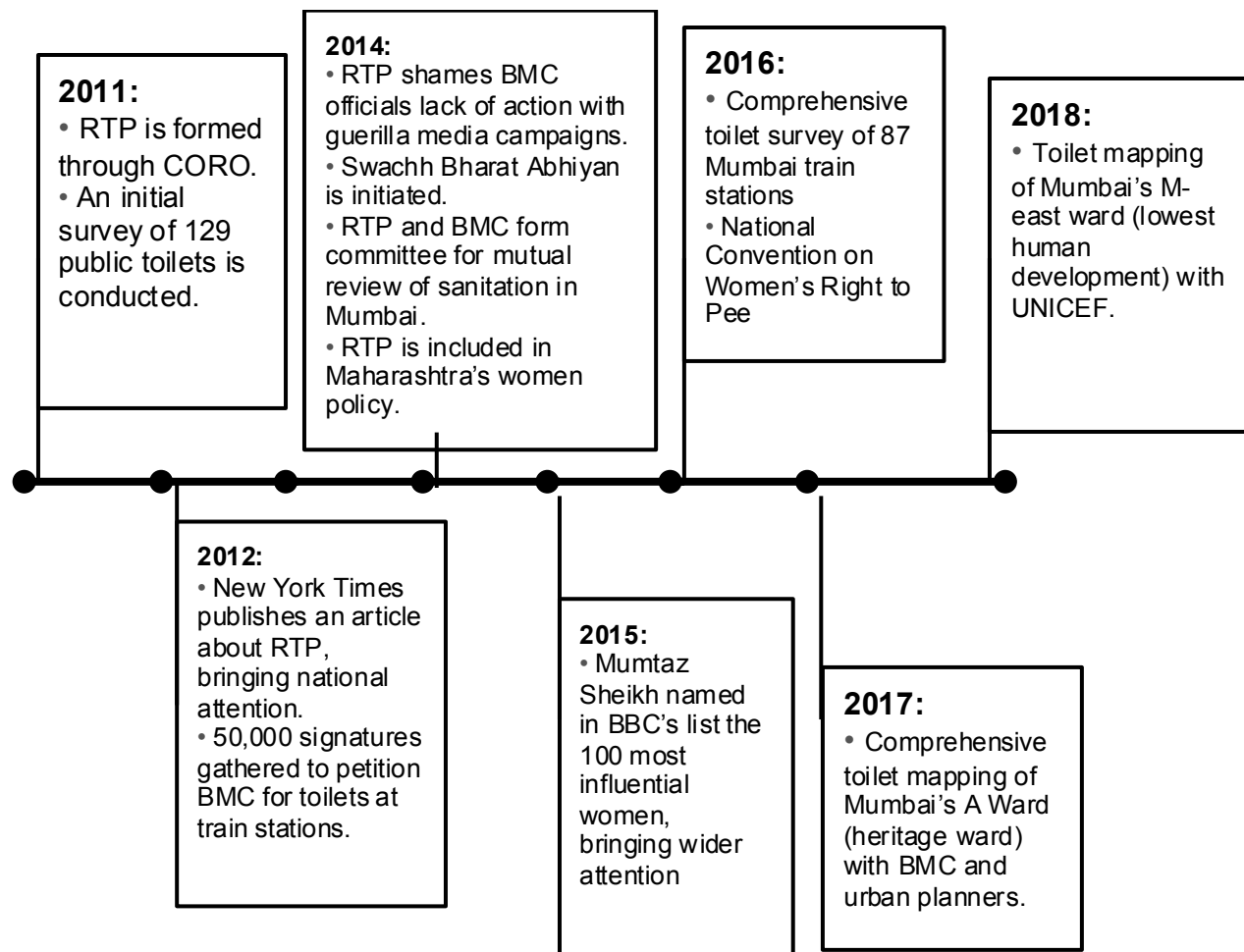
Despite notable recognition in these areas, the Right To Pee members noted that for a long time they were not accepted in the broader women's movement. Many of their fellow activists saw the demands for equitable sanitation as frivolous when the basic safety and needs of women were still unsecured. Right To Pee has carved out a space for themselves in the social activist sphere, but their chosen topic remains contentious and often distasteful to the world at large.

The RTP Twitter handle (@RightToPee) is used for outreach and advocacy.

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[43]https://mumbaimirror.indiatimes.com/mumbai/civic/get-peed-off-sobo-has-no-urinal-for-women/pic-nilesh-wairkar/amp_articleshow/64770759.cms

An abbreviated timeline of major events in Right To Pee's journey.

2011:
• RTP is formed through CORO.
• An initial survey of 129 public toilets is conducted.

2014:
• RTP shames BMC officials lack of action with guerilla media campaigns.
• Swachh Bharat Abhiyan is initiated.
• RTP and BMC form committee for mutual review of sanitation in Mumbai.
• RTP is included in Maharashtra's women policy.

2016:
• Comprehensive toilet survey of 87 Mumbai train stations
• National Convention on Women's Right to Pee

2018:
• Toilet mapping of Mumbai's M-east ward (lowest human development) with UNICEF.

2012:
• New York Times publishes an article about RTP, bringing national attention.
• 50,000 signatures gathered to petition BMC for toilets at train stations.

2015:
• Mumtaz Sheikh named in BBC's list the 100 most influential women, bringing wider attention

2017:
• Comprehensive toilet mapping of Mumbai's A Ward (heritage ward) with BMC and urban planners.

Maintaining Momentum

Seven years after its beginnings as an upstart activist collective, Right To Pee's core beliefs have remained but its strategies have evolved. The activists still act as policy watchdogs, organise protests, and use social media campaigns to amplify their point of view. They now also collaborate with the municipal corporation to productively contribute to change in addition to demanding it. Right To Pee has also shifted its focus to collecting their own data for evidence-based advocacy. Their latest initiative is conducting a comparative mapping of the public sanitation facilities in the most

developed (A ward) and least developed (M-East ward) localities of the city, in collaboration with UNICEF, the Urban Project, and the BMC. By taking on a more participatory role with local government and international aid agencies, Right To Pee hopes to maintain momentum beyond reactionary protests and directly enact more impactful change. RTP has been remarkably effective in strengthening the 'demand' side of gender-mainstreaming by amplifying community voices to claim rights for themselves. By campaigning for the gender practical need of basic sanitation, they have achieved gender strategic significance by connecting their movement to people's rights to dignity, mobility and citizenship.

6.7 Engendering Public Administration Through Training: Which way are we going?

Introduction:

In late 2016, The Department of Personnel and Training (DoPT) along with United Nations Development Project (UNDP) commissioned Tata Institute of Social Sciences (TISS) to conduct a Needs Based Assessment Study[44] of Gender Trainings that were being conducted at Administrative Training Institutes (ATIs) and Central Training Institutes (CTIs). The ATIs and CTIs are government institutions that provide probationer trainings (for new recruits), promotion trainings, refresher trainings and customised trainings (in capsules on specific topics as commissioned). The topics, content and frequency of these trainings vary across the institutions depending on the training requirements of each state or central body. While, ATIs are institutes that provide trainings at the state level, CTIs are central government institutes that provide trainings for specific arms of the central government such as railways or finance.

Gender trainings are not a new feature at ATIs and CTIs. Gender issues came into focus through development and policy dialogue in India in the 1980s[45]. The Sixth Five Year Plan (1980-1985) made a shift in perspective moving from welfare to development and recognised women's lack of access to resources as a critical factor impeding the country's growth. Through this momentum, a component of gender training was introduced as part of larger trainings for bureaucrats and officials of the government of India. The idea was to mainstream issues of gender, especially related to women (and children), and to instil a gender focus within government programmes. Through the

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[44] Lingam, L. and Lazarus, J. (2017) *"Needs Based Assessment Study Report: To Develop a Training Module for Civil Servants and Create a National Pool of Trainers."* Tata Institute of Social Sciences.
[45] Agnihotri, I., & Mazumdar, V. (1995, July 22). Changing Terms of Political Discourse: Women's Movement in India, 1970s-1990s. *Economic and Political Weekly, 30* (29), 1869-1878.

gender trainings it was envisaged that issues specific to women would be addressed, as well as spaces would be created to look at gender relations and involve women's participation within government programmes and schemes; thus, making women stakeholders in the development of their communities and society. Presently, gender trainings for government officials and bureaucrats are carried out through ATIs, CTIs and through other agencies and bilateral- multilateral organisations with expertise in Gender training. The gender trainings are planned, organised and implemented by each institute on their own, and the topics and duration of the trainings vary across institutes.

The case study presented here draws on the findings and analyses from the Needs Based Assessment Study Report that was developed in March 2018.[46]

Methodology:

This study sought to understand the nature of pre-existing gender trainings being conducted at ATIs and CTIs. There are 32 ATIs and 26 CTIs in India. All the institutes were invited to participate in the study and fill out the survey. Select institutes from across regional zones of India were requested to participate in an interview. For this, the States of India were drawn up into geographical zones of North, East, North-East, West and South. Efforts were made to include the experiences of gender training from all the zones. Additionally, select interviews were conducted with key stakeholders from government and non-government bodies that worked on gender trainings.

26 ATIs and 1 CTI participated in the survey, interviews were conducted with 4 ATIs and 3 CTIs. During the process of data collection, it was observed that despite the involvement of DoPT in contacting the institutions, CTIs did not respond to the survey as they do not come under the purview of DoPT.

Key Findings:

Gender related Topics of Training:

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[46] Lingam, L & Lazarus, J (2017): Needs based assessment report: To Develop a Training Module for Civil Servants and Create a National Pool of Trainers. Tata Institute of Social Sciences, Mumbai, March.

ATIs and CTIs are involved in gender trainings. Within these trainings Sexual Harassment at the Workplace and Gender Budgeting[47] seemed to be prioritised with regards to gender trainings. Followed by prominence given to women related schemes of the government, empowerment of women, violence against women, gender and development, legal aspects of gender, gender and livelihood, trafficking and masculinity[48]. While several topics are covered, there is no consistency across institutes on topics chosen for gender trainings. The topics chosen are either based on what is seen as a requirement, or based on expertize within the Institute or prior experience of having conducted trainings in gender related subjects. As gender budgeting and sexual harassment at the workplace are topics for which specific budgets have been allocated these trainings have taken place in more institutes.

Gender or Women?

The study found that the term gender was almost considered to be synonymous with women. Gender is understood as a binary focussing on relations between men and women, such that women are marginalised by men. The field of gender studies has been able to debunk this binary and highlight the more structural issues related to gender relations.

Due to this assumption, women candidates are sent for gender trainings as it is considered to be a topic related to women. The lack of participation of men and women in the gender trainings means that strategic gender changes expected to take place at organizational levels do not materialise through gender trainings.

Sexual Harassment at the Workplace

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was passed in India to protect women from sexual harassment at their place of work. Under this Act all workplaces have to constitute a Committee against sexual harassment and provide trainings to its staff on Sexual Harassment at the

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[47] Gender Budgeting trainings were commissioned a few months prior to the study being conducted. These trainings were in a one-time capsule form for which money was allocated.

[48] Lingam, L. and Lazarus, J. (2017) "*Needs Based Assessment Study Report: To Develop a Training Module for Civil Servants and Create a National Pool of Trainers.*" Tata Institute of Social Sciences. Pg. 14 Accessed on 1st November 2019
http://www.doptlrc.in/sites/all/themes/dopt/misc/download_new.php?p=nptg&file=Needs%20Assessment%20Study-%20Report-final.pdf

work place. While, this is a giant leap towards addressing the abuse of power within workplaces that lead to sexual harassment of women employees, the study observed that all training on Gender Sensitisation/awareness was being replaced by training solely on sexual harassment at the work place.

Not only is gender then understood as pertaining to women, but the issues of women have come to be reduced to that on sexual harassment at the workplace. While the study showed that a significant number of institutes conducted gender trainings, the content of the gender training was restricted to the topic of sexual harassment at the workplace.

However, due to the mandatory requirement of providing training on Sexual Harassment at the Workplace the institutes conducted several trainings for different groups categories of bureaucrats and government employees.

Mainstreaming Gender

ATIs and CTIs conduct trainings on various national flagship programmes such as National Rural Livelihoods Mission, National Health Mission, MNREGA. However, these trainings do not include any component on gender analysis. Similarly, when ATIs conduct trainings specific to the requirements of the states (on subjects such as disaster management or safe cities), gender is not included as a component. It can be said that a gender is not mainstreamed into trainings. This means that trainings are unable to bring in gendered realities while discussing critical development issues such as health, livelihoods, employment, city development or disaster management. There is a need to look at Gender from a point of view of gender relations.

Institutes reflected the need to learn skills/tools in order to incorporate gender within schemes and programmes and moving beyond gender sensitisation.

Resource Persons for Gender Trainings

All of the institutes indicated the involvement of external resource persons for gender trainings. Most institutes either collaborate with an external resource person to conduct the gender training or simply invite them to train on a gender related topic. This reflects the lack of internal resource persons for gender trainings.

Training Material and Content Development

The survey asked the question "Who decides on the Gender Training course content i.e. designing of the syllabus and implementation plan of each training session?" The responses highlight that 16 institutes developed the course content internally, 9 collaborated with external bodies, 6 followed modules developed by DoPT, NCW, WCD etc., 5 called on the expertise of external resource persons and 2 Institutes responded "Other". The 2 Institutes that mentioned 'other' specify that they use modules developed by UNICEF, and consulted modules developed by other bodies in framing their course content.

However, while conducting the interviews with ATIs and CTIs, it was noticed that with regards to content development, the Institutes may provide an outline to the external resource person, but the external resource person brings their own content. These sessions are not always monitored for content. This reflects a lack of standardisation in gender trainings. The lack of standardised modules on gender trainings then leads to different messages being conveyed on the same subject.

Inviting external resource organisations or persons provide an opportunity to draw from competencies external to the Institute. However, the absence of standard modules means that the quality of training is probably being compromised, and there is a lack of a clarity on how gender issues are addressed across all the institutes.

Connecting Gender to Regional Specifics

ATIs welcomed the idea of standard modules on gender and gender mainstreaming but requested for not just a National Pool of Trainers but also a State Pool of Trainers who have an understanding of the cultural nuances of the state and can speak in the regional language.

Budgetary constraints:

The survey as well as interviews with the institutes reflected that budgets were no longer available for gender trainings. The institutes conduct trainings based on the training requirements that emerge from the government. Trainings are expensive as they often require costs such as stay, travel, food, remuneration for external resource persons,

stationary packs and dissemination of resource materials among other expenses. Budgetary constraints directly lead to trainings not being conducted.

The lack of budgets for gender training is indicative of the lack of priority given to gender. If adequate resources are allocated towards engendering ongoing trainings as well as conducting specific trainings on gender institutes are willing to make gender trainings a priority.

Analysis:

The findings of the study reflected that gender is not standardised or mainstreamed into trainings being conducted at ATIs and CTIs. The question that emerges from the findings of the study is not regarding the prevalence of gender trainings but about the quality of gender trainings. One cannot essentially standardise and build gender into all the components of all trainings provided through the ATIs and CTIs across India, however, critical gender analysis can be taught to gender trainers such that they can incorporate a gender lens on the range of trainings conducted at ATIs and CTIs. Gender trainings then have to involve the dissemination of critical gender analysis skills that can be applied to trainings on other subjects such as disaster management, MNREGA, water, forests, education, health or any other policy or programme of the government. The capacity of gender trainers (who can also enable development of content at the regional levels) would need to make a shift from being gender specific to being gender transformative i.e. with a focus to enable all genders through a critical understanding of gender relations.

This Needs Based Assessment Study was able to highlight the shortcomings in the understanding of gender. Gender when seen as a binary category that is limited to men and women tends to essentialise the marginalised position of women. A non-binary view of understanding gender is just the starting point. Understanding the complexity of gender and its connection to state, society, markets, families, communities and other social institutions[49] can provide critical insights not just for gender mainstreaming in trainings but also provide impetus towards engendering government policies and programmes.

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[49] Drawn from the Social Relations Framework by Kabeer, N. (1994) "Reversed Realities: *Gender Hierarchies in Development*", Verso.

While, the gender sensitisation trainings of the 1980s sought to engage in gender analysis, recent gender trainings seem to largely focus on issues of Sexual Harassment of the workplace. Not only is gender not mainstreamed into other programmes and components, gender trainings have become symbolic of sexual harassment related training. Gender is seen as a separate subject of training and is not integrated into other trainings. This is a major shortcoming, as dynamics of gender relations do not operate in isolation but intersect with broader social and development issues such as water access, employment or healthcare. Gender needs to be seen as lens that can be applied to trainings that are conducted on different subjects. Understanding gender relations and the social power structures that they operate within allows one to address immediate gender specific needs[50] as well as plan for gender equity in the long term. For example, a training on disaster management needs to understand the immediate gender specific needs of women during a disaster and address it. The need then if to develop a strong gender analytical lens among training planners, training content developers and trainers such that gender is not seen as a separate isolated category but is seen as a system that permeates through all factions of society. Gender when mainstreamed in such a way will provide opportunities for gender equity and women's empowerment within all programmes and policies of the government.

Gender mainstreaming in trainings can be valuable not just for capsule trainings on specific themes (such as disaster management, smart cities, water etc.), but can prove invaluable during probation, refresher and promotion trainings. The ATIs and CTIs are involved in providing probationer, refresher and promotion trainings for government employees and bureaucrats. Incorporating a gender analytical lens and mainstreaming gender in these trainings can help in creating more gender inclusive work places and engendering the work done by government officials and bureaucrats.

Taken together gender trainings when mainstreamed within other trainings can help bring gender equity within all government programmes. However, the present gender training scenario has much to be worked on and improved to strengthen gender mainstreaming attempts, across all departments at the central and state levels.

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[50] ibid