



महाराष्ट्र शासन

Government of Maharashtra

Women & Child Development Department

4th Women Policy-2024



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Abbreviation	Full form
ADF	Animal Husbandry, Dairy Development and Fisheries Department
Agriculture	Agriculture Department
AIDS	Acquired Immunodeficiency Syndrome
ANC	Ante-natal Care
ANM	Auxiliary Nurse Midwife
ART	Anti-Retroviral Treatment
ASHA	Accredited Social Health Activist
AWH	Anganwadi Helper
AWW	Anganwadi Worker
BMI	Body Mass Index
CCTV	Closed Circuit Television
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CIDCO	City and Industrial Development Corporation
CMO	Chief Minister's Office
CrPC	Code of Criminal Procedure
CRZ	Coastal Regulation Zone
CSO	Civil Society Organisations
CSR	Corporate Social Responsibility
DES	Directorate of Economics and Statistics
DGIPR	Directorate General of Information and Public Relations
DISC	District Implementation and Steering Committee
DLSA	District Legal Service Authority
DM	Disaster Management
DNT	Denotified Tribes
DTF	District Task Force
EGS	Employment Guarantee Scheme
EIA	Environment Impact Assessment
Energy	Energy Department
EWS	Early Warning System
FLPR	Female Labour Force Participation
Food and Civil Supplies	Food, Civil Supply and Consumer Protection Department
Forest	Forest Department
FPO	Farmer Producer Organisation
FRA	Forest Rights Act
FRC	Forest Rights Committees

Abbreviation	Full form
GAD	General Administration Department
GBS	Gender Budget Statement
GESI	Gender Equality and Social Inclusion
GEWE	Gender Equality and Women's Empowerment
GP	Gram Panchayat
GPDP	Gram Panchayat Development Plan
GPS	Global Positioning System
GR	Government Resolution
GRB	Gender Responsive Budgeting
GRC	Gender Resource Centre
GST	Goods and Services Tax
H&TED	Higher and Technical Education Department
HEI	Higher Education Institutions
HIV	Human Immunodeficiency Virus
Home	Home Department
Housing	Housing Department
HPC	High Power Committee
HR	Human Resources
HRT	Hormone Replacement Treatments
HRVA	Hazard, Risk, Vulnerability Analysis
I&B	Information and Broadcasting
IC	Internal Committee
ICDS	Integrated Child Development Scheme
IDP	Internally Displaced Persons
IEC	Information, Education and Communication
Industries	Industries Department
IPC	Indian Penal Code
IPD	In-Patient Department
IVF	In vitro fertilization
JSY	Janani Suraksha Yojana
LAC	Legal Aid Clinics
LC	Local Committee
LGBTQIA+	Lesbian, Gay, Bisexual, Queer/Questioning, Transgender, Intersex, Asexual, Plus
LNJD	Law and Judiciary Department
LNOB	Leave No One Behind
LPCD	Litres per Capita per Day
LSG	Local Self Governance/ Government
M&E	Monitoring and Evaluation

Abbreviation	Full form
MAM	Moderate Acute Malnutrition
MAVIM	Mahila Arthik Vikas Mahamandal
MDD	Minority Development Department
MDG	Millennium Development Goals
MDS	Mahila Dakshata Samitis
MED	Medical Education and Drug Department
MGNREGS	Mahatma Gandhi National Rural Employment Guarantee Scheme
MHADA	Maharashtra Housing and Area Development Authority
MHM	Menstrual Health Management
MIDC	Maharashtra Industrial Development Corporation
MIS	Management Information Systems
MMC	Maharashtra Medical Council
MMRDA	Mumbai Metropolitan Region Development Authorities
MPCB	Maharashtra Pollution Control Board
MPJAY	Mahatma Jyotiba Phule Jan Arogya Yojana
MSCW	Maharashtra State Commission for Women
MSME	Micro, Small and Medium Enterprise
MSRDC	Maharashtra State Road Development Corporation
MTP	Medically Terminated Pregnancies
NDMA	National Disaster Management Authority
NFHS	National Family Health Survey
NREGS	National Rural Employment Guarantee Scheme
NRLM	National Rural Livelihoods Mission (UMED)
NT	Nomadic Tribes
NTFP	Non-Timber Forest Produce
NULM	National Urban Livelihoods Mission
OBC	Other Backward Classes
ODL	Open and Distance Learning
OPD	Out-Patient Department
OSCC	One Stop Crisis Centre
P&L	Pregnant and Lactating
PA systems	Public Announcement System
PAN	Personal Account Number
PAP	Project Affected Persons
PCOD	Polycystic Ovarian Disease
PCOS	Polycystic Ovarian Syndrome
PCPNDT	Pre-Conception Pre-Natal Diagnostic Techniques
PDS	Public Distribution System

Abbreviation	Full form
PESA	Panchayats (Extension to Scheduled Areas) Act, 1996
PHC	Primary Health Centre
PHD	Public Health Department
PMJAY	Ayushman Bharat Pradhan Mantri Jan Arogya Yojana
PMMVY	Pradhan Mantri Matru Vandana Yojana
Police	Maharashtra State Police
POSH Act	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
PRI	Panchayati Raj Institutions
Prisons/jails	Maharashtra Prison Department
PSU	Public Sector Undertaking
PVTG	Particularly Vulnerable Tribal Groups
PWD	Public Works Department
PWD	Persons With Disability
R&R	Relief and Rehabilitation Department
RDD	Rural Development and Panchayat Raj Department
Revenue	Revenue Department
RSBY	Rashtriya Swasthya Bima Yojana
RSETI	Rural Self Employment Training Institutes
RTE	Right to Education
RTO	Regional Transport Office
SAM	Severe Acute Malnutrition
SBCC	Social and Behaviour Change Communication
SC	Scheduled Caste
SCERT	State Council of Educational Research and Training
SCWC	Special Cell for Women and Children
SDEED	Skill Development, Employment and Entrepreneurship Department
SDG	Sustainable Development Goals
SDMA	State Disaster Management Authority
SE&SD	School Education and Sports Department
SECC	Socio-Economic and Caste Census
SGBV	Sexual and Gender Based Violence
SHG	Self Help Group
SIA	Social Impact Assessment
SJSA	Social Justice and Special Assistance Department
SMC	School Management Committee
SOP	Standard Operating Procedure
SRA	Slum Rehabilitation Authority

Abbreviation	Full form
ST	Scheduled Tribe
STD	Sexually Transmitted Disease
STEM	Science, Technology, Engineering and Mathematics
STF	Special Task Force
SUW	Severely Underweight
TB	Tuberculosis
TDD	Tribal Development Department
Tourism	Tourism and Cultural Affair Department
Transport	Transport Department
UDD	Urban Development Department
UDHR	Universal Declaration of Human Rights
UGC	University Grants Commission
ULB	Urban Local Bodies
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNICEF	United Nations Children's Fund
UTI	Urinary Tract Infection
VAW	Violence Against Women
VHNSC	Village Health Sanitation and Nutrition Committee
VJNT	Vimukt Jaati and Nomadic Tribes
WASH	Water Sanitation and Hygiene
WCC	Women and Child Committees
WCD	Women and Child Development Department
WSSD	Water Supply and Sanitation Department

I. CONTEXT

Gender equality is enshrined in the Indian Constitution - in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. Upholding and safeguarding the rights of all citizens, irrespective of caste, creed, religion, gender, or any other identity, is the core responsibility of the government. Both Union and state governments are empowered to develop and implement laws, policies and programmes promoting gender equality.

The Fifth Five Year Plan (1974-78) brought about a marked shift in the approach to women's issues from welfare to development. The National Commission for Women Act of 1990 empowered states to set up an institutional mechanism to safeguard the rights and legal entitlements of women. Pursuant to the 73rd and 74th Amendments (1993) to the Constitution of India that have provided for reservation of seats in the local bodies of Panchayats and Municipalities for women, and Maharashtra was among the first states to reserve 50% seats for women in Panchayati Raj Institutions (PRIs). With the Millennium Development Goals (MDGs) 2000-15, empowerment of girls and women (MDG 3) received global attention and has been recognised as a core development agenda by itself as well as cutting across all development processes. The 'Leave No One Behind' (LNOB) agenda rose to prominence as the Millennium Development Goal era closed. It was increasingly recognised that concentrating policy on outcomes defined by national averages concealed disparities affecting the poorest and most vulnerable groups. The LNOB focus seeks to redress this by making progress for these groups central to the realisation of the Sustainable Development Goals (SDGs) 2015-30 that have reinforced the gender equality agenda through SDG 5 as one of the 17 SDGs, and integral to all dimensions of inclusive and sustainable development. As a signatory to several international conventions and human rights instruments aimed at securing equal rights for all, both state and national governments are bound by legal obligations to ensure safety, security and substantive equality for women, girls and other diverse genders and sexualities.

Gender inequality, similar to poverty is a structural issue reinforced and perpetuated by informal and formal norms and practices through a range of social and political institutions. Although policy initiatives are aimed at empowerment of women and girls, gender disparities continue to impede their development in private, social, economic and political spheres. Intersectional vulnerabilities especially of women and girls belonging to weaker sections further impinge upon access to rights, entitlements and equal opportunities. A disproportionately higher number of women are forced to remain in the informal, unorganized sector, depriving them access to basic services of health, nutrition and education, productive assets, financial services, career advancement or an enabling work environment which ensures dignity, safety and security. The spiral of poverty is intertwined with gender discrimination and has intergenerational consequences that call for urgent, concerted and long term actions guided by a comprehensive policy. The State of Maharashtra has a long history of social reforms, especially in the upliftment of women and girls, led by iconic leaders such as Rajmata Jijau, Chhatrapati Shri Shivaji Maharaj, Mahatma Jyotiba Phule, Savitribai Phule, Gopal Ganesh Agarkar, Maharshi Karve, Rajarshi Shahu Maharaj, Bharatratna Dr. Babasaheb

Ambedkar, Karmaveer Bhaurao Patil and Vitthal Ramji Shinde among others. The state also has a long history of women's rights movements led by grassroots women leaders and organisations. This rich and diverse history forms the bedrock of equitable and inclusive human development in Maharashtra. Successive governments have attempted to develop policies and programmes to enhance women's role and participation in social, economic and political development. As a result, the state has witnessed a liberal socio-cultural environment for women and girls. Maharashtra's first policy for empowering women was released in 1994. The second policy was introduced in 2001, and after that, another one was introduced in 2014. Recently passed laws on women's rights by Central and state governments such as Domestic Violence (DV) Act 2005, Protection of Women from Sexual Harassment (POSH) Act, 2013, Shakti Act, Protection of Children from Sexual Offences Act, 2012 (POCSO) 2012, Family Courts Act, Equal Wages Act, property rights of women, laws around alimony (Hindu Marriage Act, Hindu Succession Act), etc. have contributed to improved status of women and girls. Especially the mechanism established for responding to domestic violence at the district and block level protection officers, counselling centres, One Stop Centres, etc., has played a significant role. However, the continuous decline in the sex ratio, declining female labour force participation, rise in gender-based crimes and sexual harassment in workplace brought to the fore by the #MeToo movement and other exclusions revealed by the Socio Economic and Caste Census (SECC) 2011 continue to confront gender equality and women's empowerment in the state. The Covid pandemic induced lockdown exacerbated these inequities resulting in loss of livelihoods, increased incidence of domestic violence, intimate partner violence and child marriage, adolescent girls dropping out of school, and the increased burden of unpaid care work - exposing further the deep-rooted nature and complexities of gender discrimination.

The road to post-pandemic recovery will be long and complex, and efforts will have to be targeted to make it gender responsive. This policy is being presented at a critical juncture in time whereby urgent and strategic policy response would be paramount to ensure immediate, medium term and long-term recovery equitably. The policy goes a step beyond the previous initiative to lay out and emphasize a strategic implementation plan with measurable indicators of progress, suggest strategic institutional mechanisms to both steer and drive the action plan, and propose a resource management plan fostering convergence and interdepartmental coordination for effective implementation of policy directives.

II. ABOUT THIS POLICY

This policy is guided by the Sustainable Development Goals (SDG) 2030 in general and SDG 5 in particular, the National Policy for Women (draft 2016), Maharashtra State Policy for Women 2014, international conventions including CEDAW and UDHR among others and the Constitution of India, the Indian Penal Code (IPC) and allied laws, policies and programmes of the Union and the Government of Maharashtra.

Vision

To Provide necessary opportunities and facilities to Women and Girls in the state as well as in all spheres of their lives by ensuring their socio-economic and other spheres of development, taking into account gender equality to realize the equal rights conferred on all citizens by the Constitution of India.

We have made an inclusive policy for the empowerment of women and girls in policy intervention involving Health, Nutrition and Wellbeing of women, Education and Skilling, Ending Sexual and Gender Based Violence, Gender Responsive Livelihoods Enhancement, Employment, Enterprise and Skills Development, Gender Inclusive Infrastructure: Transport, Housing and WASH, Gender Responsive Governance and Political Participation, Gender Sensitive Natural Resource Management, Climate Change Adaptation and Disaster Management and Other Key Areas.

While making this women policy, the objective was to have a strategic implementation plan with defined focus areas. The target to achieve the action point of focus areas is quantifiable. The highlight of this women policy is, not just to have an implementation plan but also an institutional mechanism to monitor the progress of the agenda of the women policy. The structure of implementation and monitoring committee is as follows -

1. A State level High Power Committee (HPC) will be formed to advance Gender Equality and Women's Empowerment (GEWE) to be chaired by the Hon. Chief Minister.
2. A State level Special Task Force (STF) will be constituted under the HPC headed by the Hon. Minister WCD. The Chief Secretary along with Divisional Commissioners, Secretaries and Commissioners of allied departments, and key representatives from the United Nations will be members of the STF. The secretariat for the STF will be located within the state WCD, GoM.
3. A District Implementation and Steering Committee (DISC) will be formed to oversee and guide implementation of policy measures.

The Strategic implementation Plan are added in Annexure as follows –

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|----|--|------------------|
| 1. | Health, Nutrition and Wellbeing | - Annexure –I |
| 2. | Education and Skilling | - Annexure –II |
| 3. | Ending Sexual and Gender Based Violence | - Annexure –III |
| 4. | Gender Responsive Livelihoods Enhancement:
Employment, Enterprise and Skills Development. | - Annexure –IV |
| 5. | Gender Inclusive Infrastructure: Transport, Housing and
WASH | - Annexure –V |
| 6. | Gender Responsive Governance and Political
Participation | - Annexure –VI |
| 7 | Gender Sensitive Natural Resource Management,
Climate Change Adaptation and Disaster Management | - Annexure –VII |
| 8 | Other Key Areas | - Annexure –VIII |
| 9 | Format for Convergent annual action plan | - Annexure – IX |

Objectives

- a) Creating an enabling environment through economic and social policies for women and girls.
- b) Strengthening, advocating and inspiring gender equality and women's empowerment in the state of Maharashtra across all sectors, institutions and its functionaries.
- c) Mainstreaming a gender equality and women's empowerment perspective in development, planning and implementation across all levels of governance.
- d) Upholding civil and political rights of women and girls.
- e) Strengthening women's empowerment and gender equality in society, in the political and administrative system as well as in the public and private sectors and creating a conducive environment for women and girls' economic and social development.

Thrust areas

- **Gender mainstreaming:** The overall approach of the policy has been to mainstream issues of women and girls from an intersectional perspective. References to family/ household in the policy include those headed by women.

- **Leave No One Behind (LNOB) approach:** The policy takes an intersectional view of gender inequalities to address deep-rooted and overlapping discriminations. It focuses on social and economic development of women and girls from vulnerable categories. Specific provisions will be made for women and girls from ST and SC groups, religious minorities, de-notified tribes, nomadic tribes, Adivasi, forest dwellers, internally displaced persons (IDP) and project affected persons (PAP), women and girls with physical and mental disabilities, the elderly, sex workers, bar dancers, women in distress, women who have been deserted, widows, women in live-in relationships, single/ unwed mothers, women in conflict areas, survivors of all forms of violence, survivors of acid attacks and burns, survivors of suicide, women persons who have recovered from addiction, informal sector workers (including domestic workers, street and train vendors, agricultural labourers, construction workers, quarry workers, brick kiln and mining workers, MSMEs), sanitation workers, Mathadi workers, homeless women, folk artistes, TV/ cine artistes and women in the media industry, undertrials, convicts and ex-convicts, migrant women (including seasonal workers such as sugarcane cutters), Dombari, rural artisans (metal and stone work) and women on the streets/ beggars.
- **Gender responsive social safety nets:** Social protection measures will be prioritised to support the rehabilitation of women and girls affected by the COVID pandemic, climate shocks and disasters in the areas of health, education and work.
- **Strategic institutional architecture:** Appropriate governance systems and mechanisms will be constituted to effectively implement and monitor the provisions outlined in this policy at the state, district and sub-district levels involving multiple stakeholders.
- **Financial and human resources:** Adequate and timely allocation of budgets and fund flow will be ensured along with optimal human resource deployment across state, district and block levels for effective policy implementation.
- **Greater accountability:** This policy will be implemented in a time bound and systematic manner as laid out in the detailed implementation plan with clear actionable, roles, responsibilities and monitoring indicators.

Approach to drafting

The overall process of drafting this policy has been steered by the Hon. Minister – Women and Child Development (WCD), supported by the Secretary – WCD, Commissioner – WCD, Dy. Commissioner – WCD, among others. The process was supported by the Hon. Chief Minister of Maharashtra, Hon. Deputy Chief Minister of Maharashtra, Hon. Speaker of the Maharashtra Legislative Assembly, Hon. Dy. Speaker of the Maharashtra Legislative Assembly, Hon. State Minister – WCD, Hon. Cabinet Ministers, Members of the Legislative Assembly and Legislative Council. Extensive stakeholder consultations were facilitated by the

Women and Child Development Department, GoM, involving senior bureaucrats from various departments, Maharashtra State Commission for Women, MAVIM, the Legislative sub-committee for women and child development, elected representatives, senior police officials, leading development practitioners, gender rights advocates, academicians, legal experts, transgender representatives, CSO leaders, among others.

A state level drafting committee was constituted to contribute specific, actionable and forward-looking inputs into the policy from their extensive experience and research. Based on earlier policies and emerging issues, core thematic areas were identified, and sub-groups were constituted comprising subject matter experts, field practitioners and government officers. Thematic consultations were facilitated, and policy prescriptions were captured. Each thematic sub-group was tasked with developing a brief presenting a broad perspective and approach, along with a concrete action plan indicating timeframe for implementation, monitoring indicators and anchoring departments of the state government. UNICEF and UN Women provided technical assistance and documentation support to consolidate the policy prescriptions and action plans.

The thematic areas covered in the policy are:

1. Health, Nutrition and Wellbeing
2. Education and Skilling
3. Ending Sexual and Gender Based Violence
4. Gender Responsive Livelihoods Enhancement: Employment, Enterprise and Skills Development
5. Gender Inclusive Infrastructure: Transport, Housing and Wash
6. Gender Responsive Governance and Political Participation
7. Gender Sensitive Natural Resource Management, Climate Change Adaptation and Disaster Management
8. Other Key Areas

The timeframes suggested in the policy are as follows :

- Short term = 6 months to 1 year
- Medium term = 1 year to 3 years
- Long term = 3 years to 5 years

Implementation and review

The policy is envisioned to be dynamic, allowing for review, reflection and integration of emerging perspectives, issues, priorities and appropriate action as required. Periodic reviews will be organised at appropriate levels consistent with the institutional arrangement as detailed in Chapter IV.

To operationalise the Strategic Implementation Plan, each department will be expected to submit a convergent annual action plan in the prescribed format (**Annexure IX**) to the High Power Committee as per guidelines given from time to time. The Special Task Force will review the convergent annual action plan and make recommendations as required.

III. POLICY MEASURES AND STRATEGIC IMPLEMENTATION PLAN

1. Health, Nutrition and Wellbeing

Policy measures

1.1 Universal access to quality and affordable healthcare services and infrastructure will be ensured for women and girls, including in crises such as pandemics, natural disasters, and other humanitarian emergencies. Concerted action will be taken to improve their physical and mental health and wellbeing, and expand preventive, promotive, curative, palliative and rehabilitative services. The involvement of families, and men in particular, will be ensured in promoting women and girls' health and wellbeing.

1.2 Gender needs of the most vulnerable will be prioritised for all aspects of physical and mental health and wellbeing, including equitable access to all health services and infrastructure.

1.3 Special provisions need to be made to invest in innovative behaviour change interventions for augmenting and maintaining the health of women and girls through intersectoral coordination among government departments. The focus will be on addressing various socio-economic, cultural, and commercial determinants of health.

1.4 A gender transformative health strategy will be developed, and inclusive access to sexual and reproductive healthcare services will be ensured. This will include improved maternal, antenatal, and postnatal healthcare and services with outreach to remote areas and populations, menstrual hygiene management, developing mechanisms to decrease maternal mortality further, addressing teenage pregnancies, improved institutional deliveries, referral transport systems and emergency obstetric care, elimination of sex selection practices, shift in focus from female to male sterilisation, among others. Healthcare coverage and counselling will be provided for assisted reproduction pregnancies, such as IVF and surrogacy, during and post pregnancy including treatments that follow. After childbirth, i.e., after the birth of a baby, women undergo many physical and mental changes. A woman's mental health condition deteriorates due to physical changes. This causes depression, which is called 'postpartum depression'. A woman's body undergoes many changes from pregnancy to delivery. This affects the mental health of women. Women's hormones are unbalanced during this period, and due to this, women face physical and mental health challenges.

1.5 Adequate and quality services will be provided to women for safe abortions at all facilities. Improved, easy and affordable access to contraception will be ensured for women and girls.

1.6 Neglected healthcare needs of women and girls related to menopause and associated issues, PCOS/PCOD, endocrinal disorders, cancer (ovarian, cervical and breast), UTIs, hypertension, diabetes, obesity, osteoporosis, cardiovascular diseases, tuberculosis, HIV/AIDS, etc. should be prioritised. Suitable interventions will be initiated to provide

adequate and quality services responding to both communicable and non-communicable diseases for women and girls.

1.7 Geriatric healthcare services for women will be provided in conformity with the National Policy on Senior Citizens 2011. Geriatric services, including preventive, curative, and rehabilitative healthcare, will be strengthened with appropriate government and public-private sector participation.

1.8 A systematic approach to providing requisite diagnosis, care and quality treatment for women and girl's mental health will be devised, starting at the primary level in rural, tribal, and urban areas as per the National Mental Health Policy 2014.

1.9 Special attention will be given to women and girls with disabilities to provide holistic healthcare and remedial programmes at the community, panchayat, or municipal level.

1.10 Food and nutritional security for women and girls will be an integral part of this policy in consonance with the National Food Security Act 2013. All measures to converge healthcare systems, Public Distribution System, Integrated Child Development Services and other policies and programmes will be pursued.

1.11 Concerted efforts will be made to improve the nutritional status of pregnant and lactating women and adolescent girls, especially those from remote and hard-to-reach areas, focusing on anaemia, sickle cell anaemia, low BMI, under nutrition etc. Involvement of women's self-help groups (SHGs) will be sought on priority in the production, distribution and monitoring of nutritious meals and supplements for women and girls.

1.12 Special attention will be given to the expansion of state and national health insurance schemes such as RSBY, PMJAY and MPJAY and programmes like ICDS, JSY, NRLM, NREGS, NULM, MAVIM benefitting women and girls, particularly the vulnerable and marginalised.

1.13 Efforts will be taken to improve the work environment and capacity building of ANM, Anganwadi workers, Anganwadi helpers, ASHA, frontline workers and health field functionaries.

1.14 A comprehensive state level action plan to prevent substance abuse and facilitate de-addiction will be formulated from a gender perspective. Appropriate institutional mechanisms will be put in place addressing prevention, cure, long term rehabilitation and behaviour change.

1.15 Adequate efforts will be made to compile and analyse disaggregated data on health issues focusing on women and girls. Research and studies will be commissioned as required to inform and expand health related policies from a gender perspective.

1.16 Lek Ladki scheme was launched in the state for the empowerment of girls. The state will implement this scheme to reach out to all eligible girls in the state.

1.17 Free treatment in government hospitals will be given to Women holding yellow ration cards.

1.18 It is the need of the hour to start up-to-date day care centres for the children of working women employees. For this, the Day care centre scheme of the central government will be effectively implemented. Day care centres will be started as per the demand in establishments with a high number of women.

1.19 Maternity leave is essential for women working in the unorganized sector, semi-government, or private employment sector. To support mothers of new born children, government may consider option of paternity leave for male employees. Government will also encourage semi government and private sector organizations to make provision of maternity and paternity leave in their respective HR policy.

The government may consider the following options :

- Adoption of Work from home culture
- Establishing a welfare fund tailored to support the informal sector
- Consider a model similar to Singapore, where the government shares the financial burden of maternity leave
- Exploring the possibility of creating a maternity fund under the supervision of district magistrate for the benefit of the informal sector

The strategic implementation plan is elaborated in Annexure-I

2. Education and Skilling

Policy measures

2.1 Universal access to quality education for girls and women, in accordance with the Right to Education Act 2009 and the New Education Policy 2020, will be ensured. Gender responsive education in all aspects across curricula, sensitisation of staff and infrastructure will be enhanced to create a continuum of learning and employability.

2.2 Innovative and accessible systems using alternate pedagogies will be leveraged to bring women and girls from marginalized communities, religious minorities, sex workers and persons with disabilities into the fold of formal education. Priority will be accorded to increase enrolment and retention of adolescent girls in schools and underlying causes of drop out will be addressed. Specific provisions will be made for improved access to education and learning at large construction sites, salt pan areas, plantations and other manufacturing zones predominantly employing informal labour – women and migrants. The provision of Tribal school girls retention scheme will be considered to support the educational journey of tribal girls. It will help address the barriers they face in accessing quality education, offering them financial support and incentives to ensure the continuation of schooling.

2.3 Inclusive curricula and pedagogies catering to the learning needs and linguistic diversity of vulnerable populations will be developed. Appropriate medium of instruction will be promoted for improved access to education for women and girls from remote and hard-to-reach areas. Lifelong learning will be promoted using alternate education models, including open schools, night schools, bridge courses, and barefoot learning, among others.

2.4 The government will categorize the state into industrial zones to tailor skill development programs to the unique needs and strengths of each region. Such categorization will take into account factors like literacy levels and the migration patterns of women. With the help of these variables, skill development programs will be designed to align with each zone's specific demands. This approach will maximize the effectiveness of the skill development program of the state.

2.5 Appropriate rules and regulations will be enforced in accordance with the POSH Act 2013 to maintain zero tolerance for sexual harassment across all educational institutions. Adequate mechanisms for prevention, reporting and redressal of incidents/cases will be established. All teaching and non-teaching staff will be sensitised to issues around sexual harassment through orientation to relevant laws and capacity building for redressal.

2.6 Special provisions and incentives will be made available for girls in secondary, senior secondary and higher education levels to enable them to choose from a variety of streams, with emphasis on boosting their entry into the Science, Technology, Engineering and Mathematics (STEM) fields, sports, vocational education, fine and performing arts.

2.7 Efforts will be made to create an enabling environment for women and girls to pursue higher and technical education and research through reservation, scholarships, and other assistance across diverse fields. Opportunities for flexible learning in higher education will be

expanded through innovative partnerships with leading national and international universities for women and girls using online, distance and blended learning modes.

2.8 Gender inclusive infrastructure across all levels of education and learning, including public and private institutions in compliance with the Right to Education Act 2009, New Education Policy 2020 and standards set by the University Grants Commission will be ensured.

2.9 A comprehensive life skills curriculum covering sex education, consent, gender relations, diversity and inclusion, interpersonal relations and communication, leadership, digital literacy, and financial literacy will be integrated across all levels and modes of learning.

2.10 Increased emphasis will be laid on skill development, career counselling and employability of women and girls through convergence with existing state and national level skill development, employment, and entrepreneurship programmes.

2.11 Appropriate rules and regulations will be framed and enforced to ensure that all public and privately owned and run educational institutions, including early childhood care, coaching institutions, and others, adhere to this policy in its entirety for gender equality.

The strategic implementation plan is elaborated in Annexure II

3. Ending Sexual and Gender Based Violence

Policy measures

3.1 Ensuring that women and girls live a life free from all forms of violence and abuse in private, public, work, and online spaces. Innovative, multisectoral strategies that prevent and respond to end the lifecycle of Sexual and Gender Based Violence (SGBV) will be designed and implemented. This will include addressing gender discriminatory social norms and cultural practices through information and awareness programmes, especially engaging men, and boys.

3.2 Efforts will be made to sensitise and raise awareness among diverse stakeholders to end overt and covert forms of SGBV perpetuated through rape, domestic violence, intimate partner violence, dowry system, Devadasi system, child marriage, forced prostitution, female genital mutilation, honour killings, superstition, virginity testing, witch hunting, human trafficking, bonded labour, caste based atrocities and discrimination, sexual harassment at the workplace, acid attack, physical and psychological abuse of persons with disabilities, widows, separated and deserted women among others.

3.3 A coordinated response for survivors of SGBV over the continuum of immediate protection, access to justice and long-term rehabilitation through an integrated support system that includes medical and psychological care, counselling services, legal aid, interpretation, and translation services, 24/7 helplines, accommodation, and financial support, with effective referral pathways between the various parts of the system will be facilitated.

3.4 Due process for gender-sensitive and stringent implementation of all legislations for SGBV across all public and private institutions will be advocated for and facilitated. Governance systems at all levels by embedding appropriate mechanisms to end all forms of violence against women and girls will be strengthened. Standards of survivor-centric response across all mechanisms through concurrent training, handholding/supervision, and programme review will be improved.

3.5 Institutional mechanisms for speedy justice delivery in cases pertaining to SGBV, focusing on family and civil courts, police stations, Special Cell for Women and Children, industrial courts, Nirbhaya Squad, accredited counselling centres and the State Commission for Women will be strengthened. Fast-track courts will be set up for expeditious disposal of grave and heinous SGBV cases where required.

3.6 All relevant professionals across sectors and jurisdictions will receive standardised, accredited, and comprehensive pre-service and in-service training on the prevention and gender responsive action to violence. Focus will be accorded to appoint and train protection officers, along with gender sensitization of first responders, the police, forensics personnel, judiciary, and healthcare professionals.

3.7 Special policy measures will be initiated to protect, support, and rehabilitate women and girls in conflict situations/areas such as communal violence, insurgency, political extremism, and citizen action.

3.8 A robust MIS and M&E system, including qualitative and quantitative indicators pertaining to SGBV, will be established. Periodic data analysis and research will be conducted to understand the prevalence of SGBV, effective response and impact of rehabilitation. The M&E will focus on women and girls from vulnerable categories such as migrants, school drop outs, survivors of human trafficking, child marriage and other sexual offences, as well as missing women and girls. A shared database will be developed to identify repeat offenders and high incidence zones of SGBV.

The strategic implementation plan is elaborated at Annexure III

4. Gender Responsive Livelihoods Enhancement: Employment, Enterprise, and Skills Development

Policy measures

4.1 Efforts will be made towards gender mainstreaming in state economic policies to women's advanced economic empowerment. This will include creating diverse economic opportunities and improved implementation of employment, entrepreneurship, and other livelihood programmes. Special measures will be taken to support women headed households, especially women bereaved as a result of agriculture/climate crisis, COVID or deserted women.

4.2 Women's labour force participation will be promoted through appropriate policy measures and effective implementation of labour laws ensuring decent work conditions, equal opportunities, fair and equal wages, safeguards, occupational safety, and health measures including the informal sector. Women's participation in telecommunications, information technology, infrastructure, start-ups, and financial services will be encouraged. Skills and work incentives for women frontline workers, such as health and education, will be strengthened. Private sector companies/firms having more than 30% of women employees will be considered for relaxation of duty or incentives.

4.3 Inclusion of women will be prioritised in all skills and entrepreneurship development programmes in traditional, new, and emerging areas, as envisaged in the National Policy for Skill Development and Entrepreneurship 2015 Maharashtra State Innovative Start-up Policy 2018. Re-entry of women in the job market will be promoted, especially recognising the unequal burden of unpaid care work and loss of livelihoods due to COVID. Skills development of women in forest based, livestock-based, poultry and fisheries-based livelihoods as well as in diverse sectors including manufacturing, technology and services will be promoted. Emphasis will be laid on the skill development of marginalised women, including those with disabilities, rescued from bonded labour and trafficking, Devadasis, survivors of rape, acid attacks and other forms of SGBV, undertrials, convicts and ex-convicts, sex workers and HIV/AIDS positive women among others.

4.4 Entrepreneurship and innovation among women in various sectors through programmes and schemes of various departments will be prioritised. Emphasis will be laid on pursuing entrepreneurship and innovation in sectors like health and well-being, banking and financial services, e-commerce, agri tech, biotech, market, and allied services, as well as emerging sectors such as artificial intelligence and clean tech, among others.

4.5 Access to banking and institutionalised financial services for women to address the significant gender gap will be enabled. Efforts will be made to integrate and prioritise the financial needs of marginalised women.

4.6 Concerted efforts will be made to re-brand SHG based schemes as women led engines of local, state, and national level economic growth. Structured support will be extended in the areas of institution building and gender mainstreaming for women's collectives and federations. Also training for branding of goods produced by women self-help groups will be provided. The state government will promote SHGs in government distribution schemes,

MDM, school uniforms and other businesses. SHGs will also be considered for providing dedicated space for establishing stalls in municipal council and corporation area

4.7 Recognising the occupational identity of women in agriculture and value chain development as farmers, access to, control over, and ownership of land and other productive assets, as well as access to entitlements, will be facilitated. The policy will lay the ground for enhancing women's role in decision-making and control over agricultural income. Women play a significant role in agriculture especially in rural areas, but they often face challenges due to the lack of access to appropriate and easy to use machinery. Industries will be encouraged to create women- friendly agricultural machinery as it is crucial step towards gender – inclusive agriculture development.

4.8 Institutional and funding support for the formation of women producers' associations and existing women's federations/cooperatives to produce, process, store, transport, and market agri-commodities will be provided. Efforts will be made to provide free Driving licenses for women.

4.9 Occupational identities of women engaged in informal work arrangements that render them vulnerable to sexual exploitation, such as bar dancers, folk artists (Dombari, Kolati, Tamasha), construction and other labourers, domestic workers, sugarcane cutters, among others, will be recognised and appropriate social protection measures will be provided.

4.10 Concerted efforts will be made for the effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013, ensuring the constitution and functioning of the Internal Committees (IC) at the organisational and district level.

4.11 State level convergence of development programmes will be facilitated for enhancing economic status of women to address intersecting social inequities and newer challenges such as increased inter-state migration, changing labour markets and meeting aspirations of the women workforce amid rapidly changing technology. To deal with challenges faced by women working in the unorganised sector, a scheme for women in the unorganized private sector will be created.

4.12 Concerted efforts will be made to ensure complete coverage of women under existing social safety nets covering old age pension, widow pension, disability pension, insurance benefits, compensations, and other cash assistance.

The strategic implementation plan is elaborated in Annexure-IV

5. Gender Inclusive Infrastructure: Transport, Housing and WASH

Policy measures

5.1 Gender integration in urban and rural planning – covering transport systems, infrastructure and water, sanitation, and hygiene (WASH) – will be prioritised, and existing gaps will be addressed to facilitate women and girls’ fuller participation in the economy (including the care economy). Thrust will be laid on seamless access to all public and private infrastructure and services, recreational and leisure opportunities, and maintaining safety, security and wellbeing of girls and women. The policy will take a life-cycle approach to create environmentally sustainable infrastructure that caters to age and gender specific needs of citizens. Government will introduce a single window system for beneficiaries of policies involving multiple implementing ministries to streamline the process and enhance efficiency.

5.2 Access to safe, clean, affordable, and reliable transportation for women and girls will be provided both during peak and off-peak hours across urban and rural areas. Emphasis will be laid on seamless travel, offering concessional fares wherever required. Ease of travel for persons with disabilities, pregnant and lactating women, women with infants and other vulnerable groups will be prioritised across various modes. A comprehensive survey on Women Centric infrastructure availability at the taluka and district levels will be conducted for informed policy decisions and resource allocation, ensuring essential facilities like toilets and primary health centres (PHCs) are distributed equitably across regions. It will enable authorities to identify gaps in infrastructure, prioritize areas in need, and plan development initiatives accordingly. Furthermore, this data will be invaluable for monitoring progress, evaluating the impact of policies and advocating resource allocation based on actual needs.

5.3 Robust safety standards and protocols will be mandated, and hi-tech security systems will be installed for all modes of transport to ensure the safety and security of women and girls. Permits to private operators will be subject to gender inclusive safety and security compliances.

5.4 Equal access to safe, quality and affordable housing and accommodation for all women including single women, homeless, migrants, and women headed households, across rural and urban areas will be ensured. Various initiatives will be taken to improve, encourage and facilitate women’s ownership of housing such as affordable/low interest loans with flexi repayment options, incentives for joint ownership, quota for women in state/municipal housing schemes including those run by MHADA/CIDCO/SRA and others. Single women and women headed households in rural and urban areas will be supported in house ownership.

5.5 Working women’s hostels will be provisioned at the district and Taluka level and in all cities offering high quality services, safety, and security. Public-private partnerships will be explored to meet the increasing demand for such hostels. Girls pursuing higher education, apprenticeship and industrial training will also be provided hostel facilities at concessional rates or free of cost under relevant schemes in convergence with other departments.

5.6 Adequate and inclusive sanitation facilities catering to the differential needs of girls and women at all public, private, and work places, informal settlements and work establishments, and along highways and arterial roads will be provided. Availability and access to adequate water and sanitation facilities in schools, including menstrual hygiene support for adolescent girls, will be facilitated to improve retention. Hygiene standards will be maintained at all sanitation facilities with provisions for menstrual hygiene needs, including safe disposal mechanisms.

5.7 To ensure the safety and security of girls and women using sanitation facilities, all such places will be well lit and equipped with hi-tech security systems to prevent and record any safety breach.

5.8 Access to safe drinking water will be ensured for women and girls through the provision of a functional household potable water supply (at least 55 LPCD). Special provisions will be made for access to safe drinking water in drought prone and difficult areas. Household level tap water connections will be facilitated through convergence with state and national level programmes. All efforts will be made to eliminate burden on women and girls in managing household level water requirements, be it for drinking, washing or other consumption, by engaging men.

5.9 Public-private-community partnerships will be explored wherever required to promote women's entrepreneurship and localised management in WASH.

5.10 Women's role in waste management will be recognised by laying out standards for their labour, wages, occupational safety and security, and provision will be made to create adequate and appropriate infrastructure for waste management processes. Women engaged in waste management will be brought into the fold of urban and rural municipal bodies, and adequate provisions will be made for their social security. The role of VHNSC will be strengthened to improve gender inclusive WASH management at the Panchayat level.

5.11 Agricultural labourers, domestic workers and women workers doing other labor jobs will be given benefits as per construction worker scheme.

The strategic implementation plan is elaborated in Annexure-V.

6. Gender Responsive Governance and Political Participation

Policy measures

6.1 Efforts will be taken to strengthen women's representation and participation in all three branches of the government including the legislature, executive and judiciary.

6.2 Necessary provisions will be made to mandate inclusion of women in all governance and administrative institutions including in all institutions of local self-governance (LSG), statutory committees, missions, commissions, corporations/ Mahamandals, cooperative sector and political parties.

6.3 An enabling environment will be created for women's participation and representation in the political arena/ electoral politics through gender equitable reforms, advocacy, and capacity building.

6.4 Women's representation and participation will be improved through greater capacity building by covering areas such as local self-governance, decision making, rights and entitlements of citizens among others. Special attention will be given to enhance leadership and decision-making capacities of elected women representatives from socially and economically marginalised communities including internally displaced persons and project affected persons.

6.5 Mahila Gram Sabhas will be strengthened with appropriate mechanisms for representing and prioritising issues of marginalised women. Efforts will be made to hold Gram Panchayat accountable for implementing the resolutions passed by Mahila Gram Sabhas.

6.6 Efforts will be made to promote convergence and collaboration between women's collectives (including self-help groups, cooperatives, federations, community-based organisations, and NGOs) and LSGs for accelerating gender responsive governance.

6.7 Special attention will be accorded to women belonging to Scheduled Tribes (ST), Scheduled Castes (SC), Particularly Vulnerable Tribal Groups (PVTGs), Vimukt Jaati and Nomadic Tribes (VJNT) and Denotified Tribes (DNT) in ensuring gender equitable governance and public administration.

The strategic implementation plan is elaborated in Annexure-VI

7. Gender Sensitive Natural Resource Management, Climate Change Adaptation and Disaster Management

Policy measures

7.1 Concerted efforts will be made to enhance women's decision making and leadership in sustainable natural resource management, climate change adaptation/resilient strategies and disaster management. Innate knowledge and skills of women will be leveraged across planning, implementation and monitoring such initiatives.

7.2 Holistic gender specific strategies in natural resource management, climate change adaptation and disaster management will be formulated and implemented aiming at safety, well-being, health and rehabilitation of women.

7.3 Appropriate measures will be taken to enable equitable ownership control and use of natural resources and secure the asset base of marginalised and poor women to counter poverty and climate shocks.

7.4 The role of women from indigenous communities will be recognised in conserving fragile ecosystems and natural resource management based sustainable livelihoods. Efforts will be made to recognize women's rights under the Forest Rights Act as individuals and communities and to strengthen their role in forest governance.

7.5 Measures will be taken to safeguard women's health and their surrounding environment through climate resilient agriculture caused by the adverse implications of crop selection, use of chemicals and pesticides, etc.

7.6 Women's critical role in use of clean energy will be leveraged to improve their quality of life as well as for sustainable development. Specific attention will be given to promote entrepreneurship and employment for women in the energy sector.

7.7 Community based disaster preparedness and planning will be facilitated in close coordination with LSGs prioritising gender issues. In consonance with the National Disaster Management Act 2005 and provision of the State Disaster Management Authority, efforts will be made to create localised as well as state level gender inclusive disaster risk reduction plans and response, focusing on disaster prone areas involving key departments and stakeholders.

7.8 Capacities of women will be enhanced to promote their participation and leadership especially to mitigate and adapt to climate change, effective disaster response and risk reduction. Efforts will also be made to build capacities of the state administration across levels to effectively integrate gender equity into all aspects of natural resource management, climate change adaptation and disaster management.

7.9 This policy will make provisions for fair and proportional representation of women in constituting Environment Impact Assessment (EIA) and Social Impact Assessment (SIA) teams for large infrastructure, industrial and development projects.

7.10 Concerted efforts will be made to converge key stakeholders in prevention, immediate response and longer-term rehabilitation of women and girls affected in industrial hazards, calamities, social action, and conflict situations such as political communal violence, and other incidents of social unrest.

The strategic implementation plan is elaborated in Annexure-VII

8. Other Key Areas

Policy measures

8.1 This policy will mandate gender sensitization trainings and workshops for all public and private institutions, establishments and organisations across sectors by certified/ experienced/ established resource persons.

8.2 The policy will ensure sensitive and non-discriminatory portrayal of women and girls across media as well as the use of gender sensitive language. Efforts will be made to integrate gender equality issues in all media regulations including self-regulatory mechanisms which will be reviewed and updated periodically by competent institution(s)/ authority.

8.3 Efforts will be made to provide equal opportunities and appropriate facilities for women and girl sports persons such as sports equipment, coaching and counselling, medical and nutritional care, financial support, competition exposure, and awards and recognition across rural and urban areas.

8.4 Concerted efforts will be taken to proactively and systematically collect, disseminate, analyse and report disaggregated data for gender, age and other key indicators for all government policies, programmes and interventions. Such data will be made available across departments at state, district and sub-district levels in consonance with the Right to Information Act 2005, The Collection of Statistics Act 2008 and similar legislation. All state development reports such as the Economic Survey and Human Development Report among others will be mandated to include an exclusive chapter on progress made in gender equality and women's empowerment.

8.5 Efforts will be made to waive off/ reduce Goods and Services Tax on essential products and services for women and girls pertaining to health, education and personal care. To empower women in various fields, duties/GST relaxation will be considered.

8.6 Corporate Social Responsibility (CSR) and Foundations will be encouraged to allocate fair and proportionate funding to promote gender equality and women's empowerment.

8.7 Adequate attention will be paid to review and advocate for fair and effective legislation upholding women's right to property, inheritance and land ownership in a manner that is consistent with constitutional provisions and not restricted by unfair personal laws. Women will be given priority in Personal Benefit Schemes implemented through all the Departments. Government will also consider making provision for incentivizing female ownership at policy level.

8.8 Concerted efforts will be made towards addressing structural causes deeply rooted in patriarchal norms and practices that result in discrimination against women and girls in an all-pervasive manner. Emphasis will be laid in particular on addressing toxic masculinity by sensitising and engaging with men and boys in all spheres of life covering family, work, education, entertainment, relationships, marriage, consent, communication, ending violence, technology and social media usage, among others. After the birth of girl or boy, while

enrolling his/her name in school, name should be written as 'Name - Mother's name – Father's name – surname'

8.9 A Women Grievance Redressal Officer will be appointed in each ward of the Municipal Corporation, through which the problems faced by women will be redressed.

8.10 Women friendly hotels, restaurants will be created to boost tourism and women can gather freely/enjoy tourism.

8.11 Women's Festival, Women's Sports Festival will be organized in every district every year. Organizing such festivals will help in identifying talent and develop the personality of women.

8.12 Every bank in the state will be made women friendly. The concept of Mahila Snehi Bank will be implemented to encourage women in banking transactions. To increase the level of financial literacy among women a special window for women in the bank will be created.

8.13 Sales center/marketing center will be set up at taluka and district locations for selling the products of women's self-help groups. Often the goods are produced through cooperatives, but the main question is to market/sell them. For this reason, the local Swaraj Sanstha will take the initiative to set up a sales/marketing center for self-help groups at the taluka and district level.

8.14 Self-defence lessons will be given to girls in the school curriculum / school life. Considering the increasing rate of molestation and abuse of girls, it is necessary to give them self-defence lessons from an early age. In this regard, self-defence training like Judo/Karate will be given to girls right from their school life. The School Education Department will take necessary measures for this.

8.15 A special help line for women will be started. A special 24-hour helpline will be launched to provide immediate help to women.

8.16. The committee under Mission Vatsalya under the chairmanship of the Collector and the District Legal Service Authority will take necessary measures to protect property rights of women who lost their husbands during Covid 19.

8.17 The amount - Rs.10,000/- given per couple under the Shubh Mangal Group Marriage Scheme will be increased.

8.18 Sanitary napkins will be made available to women at discounted rates at ration shops.

8.19 If commercial vehicles are registered in the name of women and the vehicle is to be used as a driver by a woman, discount will be considered in the registration fee of the vehicle.

8.20 Discount will be considered while insuring women drivers of commercial vehicles.

8.21 On the birth anniversary of Kranti Jyoti Savitribai Phule, Dated January 3, each Gram Panchayat will organize Gram Sabha to felicitate 2 eligible women

8.22 Local tax discount will be considered for all-women-managed hotels.

8.23 Women will be considered for exemption in taxes levied by the state government for professional purposes.

8.24 Every marriage in the village will be mandated to registered. If possible, proof of age of the child must be submitted.

8.25 The incidence of cervical cancer is high among women. Though the vaccine is available, the price of vaccine in the market is more than Rs. 3000/- making it unaffordable. Efforts will be taken to make this vaccine available free of cost, which can help to prevent the death rate of women due to this cancer to a large extent.

8.26 If both sons and daughters take equal responsibility for taking care of their old parents, in such case property will be equally divided among son and daughter.

8.27 'Sanjay Gandhi Niradhar Yojana' criteria will be changed, and the benefit amount will be increased.

8.28 To receive funds through Corporate Social Responsibility (CSR), Women Development Fund will be created on the lines of Balnidhi, in accordance with the Central and State Government regulations with a separate account under the Department of Women and Child Development.

The strategic implementation plan is elaborated in Annexure-VIII

IV. INSTITUTIONAL MECHANISMS

- i. Existing institutional mechanisms in the state to promote the advancement of women and girls will be strengthened through provision of adequate administrative, human and financial resources, SOPs, training and evidence-based advocacy skills, apart from other support.
- ii. A State level **High Power Committee (HPC)** will be formed for advancing Gender Equality and Women's Empowerment (GEWE) to be chaired by the Hon. Chief Minister.
 - a. The Hon. Minister Women and Child Development (WCD), along with other key Ministers and key representatives from the United Nations will be members of the HPC for GEWE.
 - b. The HPC for GEWE will review and provide strategic oversight and guidance in implementing the policy.
 - c. The HPC will convene meetings whenever required.
- iii. A State level **Special Task Force (STF)** will be constituted under the HPC headed by the Hon. Minister WCD. The Chief Secretary along with Divisional Commissioners, Secretaries and Commissioners of allied departments, and key representatives from the United Nations will be members of the STF.
 - a. Representatives from the concerned/allied departments/ministries, State Commission for Women, social welfare boards will be members of the STF. Representatives of non-government organizations, women's organisations, corporate sector, trade unions, financing institutions, academics/leading academic institutions, experts, acclaimed artistes, media professionals, social activists and grassroots leaders from women's collectives, among others, will be invited as members of the STF.
 - b. The STF will convene meetings whenever required.
 - c. The STF will facilitate a state level convergent action plan for Womens' Policy, support implementation at all levels – from state to Gram Panchayat level, engage in continuous monitoring, evaluation of the Action Plan, take remedial action where required and report to the HPC, making recommendations for policy enhancement and accelerating the GEWE Action Plan implementation in the state. A comprehensive, online monitoring, evaluation and learning system will be embedded within the STF.
- iv. A **District Implementation and Steering Committee (DISC)** will be formed to oversee and guide implementation of policy measures.

- a. The DISC will be chaired/headed by the Guardian Minister. Key officials at the district level including the District Collector, District Superintendent of Police, Chief Executive Officer – Zilla Parishad, District Head – Mahila Dakshata Samiti, HoDs, Line Departments, District Manager – MSRLM, District Manager –MAVIM and other officers will be members of the committee.
- b. The DISC will convene meetings on a quarterly basis and additional/ emergency meetings could be called as required.
- v. A State Gender Resource Centre (GRC) for Womens Policy will be established with the mandate for collection and dissemination of information, undertaking research work, conducting surveys, implementing training and awareness generation programmes, etc. This GRC will actively partner with Women’s Studies Centres and other research and academic institutions through a hub and spoke knowledge architecture.
- vi. While institutions at the district level will be strengthened, at the grassroots level, women’s collectives and LSGs will be supported by their respective departments/ministries and the state resource centre where required through appropriate programmes, capacity building, and handholding.
- vii. Women’s groups and their federations at the Panchayat/Municipal levels will be partnered with to create a robust grassroots network for implementation, monitoring and advocacy of Women’s Policy.
- viii. Convergent implementation of all social and economic development programmes will be facilitated to accelerate GEWE in the state. Additional resources will be mobilised through international organisations, philanthropic and CSR organisations, and other government and non-government channels as required.

The strategic implementation plan is elaborated in Annexure- IV

V. RESOURCE MANAGEMENT

The availability of adequate financial and human resources to implement the policy will be allocated by the concerned departments. Additional financial resources will be mobilised through financial credit institutions and banks, the private sector, civil society, philanthropic and CSR organisations, and other connected institutions. The implementation of the existing 'Roadmap on Gender Responsive Budgeting' will be strengthened through necessary interdepartmental coordination and convergence, and used as a guide for overall resource allocation and management for GEWE in Maharashtra.

Resource allocation and management will include:

- Strengthening the exercise of gender budgeting in the state through improved collection and reporting of gender-disaggregated beneficiary data and related budgets, and audits of the annual Gender Budget Statement (GBS) published by the Department of Finance.
- Developing a convergence plan and mechanism for interdepartmental coordination between key departments/ministries of Finance, Planning, Public Health, Rural Development and Panchayati Raj, Urban Development, Tribal Development, Social Justice and Special Assistance, School Education, Higher and Technical Education, Skills Development and Entrepreneurship Development, and Women and Child Development among others for gender responsive planning and budgeting at all levels.
- Conducting impact assessments of benefits flowing to women, girls and diverse genders and resource allocation to the programmes relating to them, as reported in the GBS. Appropriate changes in policies will be made to optimize benefits under these schemes.
- Adequate resource allocation to promote and implement the policy and action plan by concerned departments.
- Meeting credit needs by banks and financial credit institutions through suitable policy initiatives and development of new institutions in coordination with the Department of Women and Child Development.
- Ensuring sufficient funds flow to women from all Ministries and Departments.

The strategic implementation plan is elaborated in Annexure -V

Annexure - I
Strategic Implementation Plan – Health, Nutrition and Well being

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
Policy measures 1.1, 1.2, 1.3, 1.4, 1.9, 1.12, 1.16, 1.17						
1	Reproductive antenatal and child healthcare	Adequate healthcare services including free health checkups, medicines and care facilities to pregnant and lactating women through PHCs and sub-PHCs. Free treatment in government hospitals to Women holding yellow ration cards.	Short term	<ul style="list-style-type: none"> Percentage of pregnant women registering in the first trimester disaggregated by location and social category Percentage of pregnant women receiving full ANC disaggregated by location and social category No. of pregnant and lactating women enrolled under ICDS disaggregated by location and social category. No. of Yellow Ration Card holder women Beneficiaries disaggregated by location and social category 	PHD, LSGs	WCD
		Free health check-up camps in underserved, remote and hard-to-reach areas across urban, rural and tribal areas.	Short term	<ul style="list-style-type: none"> No. of health check-up camps at GP/ ward/ block/ district level disaggregated by location. No. of women reached disaggregated by location and social category 	PHD, LSGs	TDD, RDD, UDD, Minorities, WCD
		Pre-conception care model to be scaled up.	Medium term	<ul style="list-style-type: none"> SOPs developed and disseminated. Monitoring mechanism implemented 	PHD, LSGs	WCD
		Social and Behaviour Change Communication (SBCC) campaigns on 1000 days of breastfeeding and community-based events through Anganwadis.	Short term	<ul style="list-style-type: none"> No. of campaigns rolled out disaggregated by location No. of women reached disaggregated by location and social category 	WCD	PHD, LSGs
2	Elimination of sex selection practices	Sensitization and training of health workers and functionaries on the PCPNDT Act 2003	Short term	<ul style="list-style-type: none"> No. of trainings organised for health functionaries disaggregated by location, periodicity, and institution No. of health functionaries trained disaggregated by gender, institution, location, and social category 	PHD, LSGs	Home (Police), WCD
		Periodic and systematic monitoring of adherence to procedures under the PCPNDT Act 2003 across public and private health facilities.	Short term	<ul style="list-style-type: none"> Audit/ monitoring reports under the PCPNDT Act No. of cases of sex selection practices reported disaggregated by location 	PHD, LSGs	Home (Police), WCD
		Incentivisation and awarding the villages /GP/ wards with higher female to male child sex ratio.	Medium term	<ul style="list-style-type: none"> Status of improved sex ratio disaggregated by villages /GP/ wards as applicable 	WCD, LSGs	PHD, RDD, UDD, TDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> No. of awards 		
		SBCC campaigns for community mobilization for care of the girl child, especially in districts with highest prevalence of sex selection.	Short term	<ul style="list-style-type: none"> No. of SBCC campaigns disaggregated by location No. of GP, wards, districts covered 	WCD, PHD, LSGs	DGIPR, RDD, UDD, TDD
3	Institutional deliveries, Referral Transport System and emergency obstetric care	Effective implementation of the Janani Suraksha Yojana, Pradhan Mantri Matru Vandana Yojana (PMMVY).	Short term	<ul style="list-style-type: none"> No. of beneficiaries covered under PMMVY disaggregated by villages /GP/ wards as applicable No. of beneficiaries covered under JSY disaggregated by villages /GP/ wards as applicable No. of beneficiaries covered under Mazi kanya Bhagyashree disaggregated by villages /GP/ wards as applicable 	PHD, LSGs	WCD, RDD, UDD, TDD
		Provide quality health services ensuring adequate HR and infrastructure, sensitised medical and para medical staff across sub-centres to medical colleges.	Short term	<ul style="list-style-type: none"> Periodic health infrastructure audit reports Percentage of women delivering at health facilities disaggregated by location and social category No. of functional incubation facilities available disaggregated by location No. of referrals across facilities disaggregated by location Periodic HR compliance report No. of gender sensitization trainings held disaggregated by location 	PHD, LSGs	WCD, MED
		Availability of well-equipped ambulances that are well advertised for ease of access.	Short term	<ul style="list-style-type: none"> No. of ambulances available per health unit disaggregated by location No. of calls attended for emergency obstetric care disaggregated by location 	PHD, LSGs	WCD
		Ensure adequate gynaecological care at every government health facility.	Short term	<ul style="list-style-type: none"> No. of women gynaecologists per health unit disaggregated by location No. of visits by specialist doctors in the district/ block/ village facilities disaggregated by location 	PHD, LSGs	WCD
		Interventions during the perinatal period for treatment of pregnancy and postpartum depression. Providing psychiatric services as well as special counselling facilities for pregnant women and their families.	Long term	<ul style="list-style-type: none"> Location-wise number of psychiatrists recruited Number of Counselling Centers started Location wise number of women and men benefited 	PHD, LSGs	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
4	Immunization covering communicable and non-communicable diseases	Regular camps to facilitate administering vaccines.	Short term	<ul style="list-style-type: none"> No. of vaccine camps conducted per block disaggregated by location 	PHD, LSGs	WCD, MED, RDD, UDD, TDD
		App based data collection on vaccinations for women and children.	Short term	<ul style="list-style-type: none"> No. of girls fully vaccinated disaggregated by location and social category No. of pregnant women fully vaccinated disaggregated by location and social category 	PHD, LSGs	WCD, MED, RDD UDD, TDD
		IEC on immunisation.	Short term	<ul style="list-style-type: none"> No. of IEC campaigns rolled out disaggregated by location No. of individuals reached disaggregated by location and social category 	PHD, LSGs	WCD, DGIPR, RDD, UDD, TDD
5	Menstrual Hygiene Management (MHM)	Upgrading and maintaining quality sanitation facilities across institutions to include adequate privacy, quality construction, adequate lighting, running water, soap, sanitary pad vending machines and safe disposal.	Short term	<ul style="list-style-type: none"> No. of schools with quality sanitation facilities in compliance with RTE disaggregated by location Periodic sanitation infrastructure audit reports No. of public institutions/ offices with quality sanitation facilities disaggregated by location No. of quality sanitation facilities provided at public places disaggregated by location 	PWD	PHD, SE&SD, H&TED, WCD, RDD, UDD, TDD, Planning, LSGs
		Providing adequate sanitation facilities in Kurma Ghars with toilet and water facilities.	Short term	<ul style="list-style-type: none"> No. of Kurma Ghars with running water and sanitation facilities 	Water Sanitation	TDD, PWD, WCD
		Integrating appropriate sex education modules covering MHM in the school curriculum.	Short term	<ul style="list-style-type: none"> No. of sex education modules run in schools disaggregated by location No. of schools implementing 6 weeks MHM module disaggregated by location 	SE&SD	PHD, WCD
		Scaling up state wide campaign promoting good MHM practices.	Short term	<ul style="list-style-type: none"> No. of campaigns in district/ ward/ blocks disaggregated by location Campaign outreach disaggregated by location and social category 	PHD, LSGs, WCD	DGIPR, RDD, TDD, UDD, Minorities
		Conducting regular trainings for ASHA, Anganwadi workers and teachers on MHM.	Short term	<ul style="list-style-type: none"> No. of MHM orientation and sensitisation trainings held disaggregated by location No. of ASHA, Anganwadi workers and teachers trained disaggregated by location 	PHD, LSGs, WCD, SE&SD	
Policy measures 1.3, 1.4, 1.5, 1.9						

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
6	Gender transformative health services and family planning	Strengthen health services from sub-centres to medical colleges.	Medium term	<ul style="list-style-type: none"> No. of health facilities offering family planning services disaggregated by location and facility Percentage of women accessing family planning services disaggregated by location 	PHD, LSGs	WCD, DGIPR, UDD, Minorities, SJSA
		Pre-marital, pre-conception family planning counselling for all.	Short term	<ul style="list-style-type: none"> No. of medical and para medical staff trained in family planning counselling No. of individuals counselled disaggregated by location and social category 	PHD, LSGs	WCD
		Availability of contraceptives in health care centres and ensuring access without gender discrimination.	Short term	<ul style="list-style-type: none"> No. of functional contraceptive vending machines installed disaggregated by location 	PHD, LSGs	WCD
		Improved access to affordable and safe abortion/ Medically Terminated Pregnancies at all health facilities.	Short term	<ul style="list-style-type: none"> No. of health facilities with adequate and hygienic infrastructure for MTPs disaggregated by location and institution No. of women accessed MTP disaggregated by location and institution 	PHD, LSGs	WCD
		SBCC campaigns on family planning.	Short term	<ul style="list-style-type: none"> No. of campaigns disaggregated by location Data on outreach disaggregated by gender, location and social category 	PHD , LSGs	WCD, DGIPR
		Strengthening incentive programmes for male sterilisation.	Short term	<ul style="list-style-type: none"> Ratio of male /female sterilisation disaggregated by location No. of male beneficiaries disaggregated by location. 	PHD, LSGs	WCD
		Providing quality healthcare and counselling services to surrogate mothers and families.	Medium term	<ul style="list-style-type: none"> Detailed ethical guidelines for surrogacy and assisted birth related practices adopted No. of health facilities complying with ethical practices disaggregated by location and health facilities No. of beneficiaries accessing services disaggregated by social category, location and health facility 	PHD, LSGs	WCD
Policy measure 1.1, 1.2, 1.3, 1.6, 1.9, 1.12						
7	Other gender specific health issues covering communicable and non-	Improved diagnostic services at all government health facilities up to PHC level for PCOS, endocrine, cancer, UTIs, TB, menopausal issues, etc., with improved referral systems.	Medium term	<ul style="list-style-type: none"> No. of patients diagnosed and treated for gender specific health issues, disaggregated by gender, location and social category 	PHD, LSGs	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
	communicable diseases			<ul style="list-style-type: none"> No. of government health facilities with improved referral systems disaggregated by location 		
		Gender equitable access to affordable anti-retroviral treatment (ART) at all health facilities.	Short term	<ul style="list-style-type: none"> No. of health facilities providing ART disaggregated by location and institution No. of patients accessing ART disaggregated by gender, social category, location and institution 	PHD, LSGs	WCD
		Increased number of specialist doctors at all possible government health facilities.	Medium term	<ul style="list-style-type: none"> No. of specialist doctors at government health facilities per district No. of government health facilities with specialist doctors disaggregated by location 	PHD, LSGs	WCD
		Conduct diagnostic and treatment camps focusing on women's physical health issues.	Short term	<ul style="list-style-type: none"> No. of camps held per district/ ward/ block Data on coverage disaggregated by gender, location and social category 	PHD, LSGs	WCD, UDD, RDD, TDD
		Promoting health insurance for women under state insurance schemes.	Short term	<ul style="list-style-type: none"> Data on insurance holders, disaggregated by gender, location and social category Data on pay outs disaggregated by gender, location and social category 	PHD, LSGs	WCD, Planning
Policy measures 1.1, 1.2, 1.3, 1.7, 1.9						
8	Gender responsive palliative and geriatric care	Scaling up state run institutional care for senior citizens focusing on women.	Medium term	<ul style="list-style-type: none"> No. of institutional facilities for geriatric care disaggregated by location Data on persons in old age homes, disaggregated by gender, location and social category 	PHD, LSGs	WCD, PWD, UDD, RDD, TDD, SJSA
		Embedding palliative care for women across appropriate health facilities.	Medium term	<ul style="list-style-type: none"> No. of institutional facilities for palliative care disaggregated by location Data on in-patients in palliative care disaggregated by gender, location and social category 	PHD, LSGs	WCD, SJSA, UDD, RDD, TDD
		Training frontline health workers on gender responsive palliative and geriatric care needs.	Medium term	<ul style="list-style-type: none"> No. of modules for geriatric care developed No. of modules for palliative care developed No. of trainings held for geriatric health disaggregated by location No. of trainings held for palliative care disaggregated by location No. of frontline workers trained disaggregated by location 	PHD, LSGs	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Targeted programmes/interventions for women and girls covering prevention, treatment, counselling, aftercare and rehabilitation focusing on cancer.	Short term	<ul style="list-style-type: none"> No. of programmes implemented disaggregated by location Data on coverage disaggregated by gender, location and social category 	PHD, LSGs	WCD
		Implementation of a special scheme for subsidising treatment and care of cancer for women and girls.	Short term	<ul style="list-style-type: none"> GR on scheme issued Beneficiary data on coverage disaggregated by gender, location and social category 	PHD, LSGs	WCD
		Improving referral services for terminally ill, cancer and elderly women patients.	Short term	<ul style="list-style-type: none"> Data on terminally ill, cancer and aged patients disaggregated by gender, location and social category Data on referrals made disaggregated by gender, location and social category 	PHD, LSGs	WCD
		Conducting awareness campaigns on palliative and geriatric needs of women.	Short term	<ul style="list-style-type: none"> No. of campaigns disaggregated by location Data on outreach disaggregated by gender, location and social category 	PHD, LSGs	WCD
Policy measures 1.1, 1.2, 1.3, 1.8, 1.9						
9	Access to inclusive mental health care	Providing psychiatric and psychological counselling and treatment at all government hospitals.	Medium term	<ul style="list-style-type: none"> No. of psychiatrists available at government facilities disaggregated by location No. of counselling centres disaggregated by location 	PHD, LSGs	WCD, UDD, RDD, TDD, SJSA
		Issuing detailed SOPs/ guidelines/ rules to set standards for diversified and need based mental health care and services such as counselling centres, helplines, institutional care, etc.	Short term	<ul style="list-style-type: none"> SOPs/ guidelines/ rules enforced No. of active helplines 	PHD, LSGs	WCD, SJSA
		Promoting civil society partners and certified practitioners to offer mental health care services including helplines.	Medium term	<ul style="list-style-type: none"> No. of service providers authorised disaggregated by location No. of certified practitioners offering mental health services disaggregated by location No. of cases responded disaggregated by gender, location and social category No. of calls received disaggregated by gender, location and social category No. of calls responded to disaggregated by gender, location and social category 	PHD, LSGs	WCD, SJSA
		Availability of adequate medical staff and physical infrastructure at mental hospitals.	Medium term	<ul style="list-style-type: none"> No. of qualified mental health professionals serving at each health facility disaggregated by location 	PHD, LSGs	PWD, WCD, Finance, Planning

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Developing specialised programmes for longer term rehabilitation of persons with mental health issues.	Medium term	<ul style="list-style-type: none"> No. of programmes launched disaggregated by location Data on outreach disaggregated by gender, location and social category 	PHD, LSGs	WCD, UDD, RDD, TDD, SJSA
		Gender sensitisation of all medical and paramedical staff on mental health counselling and care.	Short term	<ul style="list-style-type: none"> No. of trainings conducted for medical and paramedical staff disaggregated by location No. of staff trained 	PHD, LSGs	WCD, SJSA
		Awareness and sensitisation campaigns promoting help seeking behaviour and eliminating stigma around mental health issues.	Short term	<ul style="list-style-type: none"> No. of campaigns disaggregated by location Data on outreach disaggregated by gender, location, social category 	PHD, LSGs	DGIPR, WCD, UDD, RDD, TDD, SJSA
		Adequate emphasis on mental health in medical education.	Short term	<ul style="list-style-type: none"> No. of mental health care modules developed and integrated with the curriculum 	MED	PHD
Policy measures 1.1, 1.2, 1.3, 1.9, 1.10, 1.11						
10	Nutritional status of girls and women across age groups	Providing food and nutritional supplements to women and girls.	Short term	<ul style="list-style-type: none"> Percentage of girls age 6-18 years, with BMI below the 5th percentile for age, gender, and height Percentage of women 15-49 years, with BMI below 18.5 kg/m² No. of beneficiaries given food -nutritional supplements and other healthcare disaggregated by gender, location and social category No. of schools displaying BMI charts for girls in the age group of 6-18 years disaggregated by location No. of PRIs maintaining BMI charts for women in the age group 19-49 disaggregated by location No. of referrals disaggregated by gender, location, social category Monitoring mechanism institutionalised Periodic district level report on nutritional status of women and girls No. of SHGs engaged in production and distribution of food and supplements disaggregated by location 	WCD , LSGs	PHD,RDD, UDD, TDD, Planning

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Running SBCC campaigns for improved nutrition of women and girls.	Short term	<ul style="list-style-type: none"> No. of campaigns disaggregated by location Data on outreach disaggregated by gender, location, social category 	WCD, LSGs	PHD, ,RDD, UDD, TDD, Planning
		Ensuring full coverage under the Public Distribution System for all eligible households. Proactively facilitating inclusion of women and girls from migrant/ other vulnerable groups into national and state sponsored nutritional and food security programmes.	Medium term	<ul style="list-style-type: none"> Beneficiary data disaggregated by location, gender, social category, occupational status 	Food and Civil Supplies	WCD, RDD, UDD, TDD
11	Preventing anaemia among women and girls	Regular screening and monitoring of women and girls for anaemia and sickle-cell anaemia, with emphasis on pregnant and lactating women, SAM, SUW children among others, including follow up care and treatment.	Short term	<ul style="list-style-type: none"> No. of women 15-49 years who are anaemic disaggregated by location and social category No. of children in SAM, SUW categories disaggregated by gender, location and social category No. of sickle cell cases disaggregated by gender, age, social category and location Data on coverage for care and treatment disaggregated by location, social category 	PHD, LSGs, WCD	RDD, UDD, TDD
		Promoting consumption of balanced diet including adequate intake of protein and iron rich food.	Short term	<ul style="list-style-type: none"> No. of diet campaigns and cooking demonstrations held disaggregated by location Data on participation disaggregated by gender, location and social category 	WCD, LSGs	RDD, UDD, TDD
		Promoting consumption of Iron Folic Acid and deworming as per the national Anaemia Mukht Bharat Guidelines.	Short term	<ul style="list-style-type: none"> No. of health camps held disaggregated by location No. of beneficiaries covered disaggregated by gender, location and social category 	PHD, LSGs, WCD	RDD, UDD, TDD
		Promoting kitchen gardens with nutritious varieties and necessary advisory.	Medium term	<ul style="list-style-type: none"> No. of kitchen gardens cultivated disaggregated by location Total population covered disaggregated by gender, location, social category 	WCD, LSGs	RDD, UDD, TDD, Agriculture
12	Adequate nutrition and supplements to P&L women	Providing dry ration, hot cooked meals or Energy Dense Nutritious Foods through Anganwadi Centres customised to local needs.	Short term	<ul style="list-style-type: none"> No. of P&L women who received supplementary nutrition from AWCs disaggregated by location and social category No. of beneficiaries receiving cooked meals/ dry ration/ food packets disaggregated by location and social category 	WCD, LSGs	PHD, RDD, UDD, TDD,
Policy measure 1.1, 1.2, 1.15						
13	Gender based data on health;	Developing action plans based on district level NFHS data and findings.	Medium term	<ul style="list-style-type: none"> No. of plans developed disaggregated by location 	DES, PHD	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
	research on women's health issues			<ul style="list-style-type: none"> No. of plans approved disaggregated by location Targets disaggregated by location, gender and social category 		
		Creating a state level research, monitoring and resource cell focusing on compiling, analysing and reporting gender disaggregated data on all health issues.	Medium term	<ul style="list-style-type: none"> State level research and monitoring cell established No. of periodic reports generated 	PHD	DES, WCD, MED
		Forging partnerships with academic/research institutions for evidence generation.	Medium term	<ul style="list-style-type: none"> No. of partnerships forged No. of reports/ studies published 	PHD, MED	WCD, Higher education institutions/ Centres of Excellence
14	Gender based response to epidemics	Developing detailed gender responsive SOPs for prevention and preparedness in epidemic management.	Short term	<ul style="list-style-type: none"> No. of SOPs disseminated 	SDMA	PHD, WCD, SJSA
		Developing a strategic action plan prioritising gender issues in epidemic response.	Short term	<ul style="list-style-type: none"> Action plan issued No. of targeted interventions 	SDMA	PHD, WCD, SJSA, RDD, UDD, TDD, PWD
Policy measure 1.2, 1.9						
15	Protecting occupational health and safety of women	Improving access to health facilities and targeted interventions for sex workers.	Medium term	<ul style="list-style-type: none"> No. of health facilities providing healthcare services to sex workers disaggregated by location and gender Data on coverage disaggregated by location, gender and social category 	PHD, LSGs	WCD, SJSA
		Ensuring regular and gender responsive health check-ups for informal sector workers covering agricultural labourers, sanitation workers and waste pickers among others.	Short term	<ul style="list-style-type: none"> No. of health check-ups camps for informal sector workers held disaggregated by sector/occupation and location No. of beneficiaries of health check-up disaggregated by sector/occupation, location, gender and social category No. of referrals made disaggregated by sector/occupation, location, gender and social category 	PHD, LSGs	WCD, UDD, RDD, TDD
		Developing SOP on minimum standards of health and hygiene and provision of quality protective equipment for sanitation workers and waste pickers.	Short term	<ul style="list-style-type: none"> SOP issued No. of sanitation workers and waste pickers provided with quality protective equipment 	PHD, LSGs	WCD, UDD, RDD, TDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				disaggregated by location, gender and social category		
		Developing SOP on minimum health and safety standards binding for informal workers across all public and private work.	Short term	<ul style="list-style-type: none"> SOP on health, hygiene and sanitation standards for informal workers issued Compliance reports 	PHD, Labour Department, LSGs	WCD, UDD, RDD
		Improving occupational safety for women with disability.	Medium term	<ul style="list-style-type: none"> SOP issued No. of social protection measures enforced No. of beneficiaries covered under social protection measures disaggregated by location, gender and social category 	SJSA, LSGs	WCD, Labour Department
		Continuous sensitization of medical and paramedical staff across public and private sectors for administering medical aid to women and girls from vulnerable communities, including persons with disabilities, sex workers, survivors of all forms of violence among others.	Short term	<ul style="list-style-type: none"> No. of gender sensitization trainings conducted for medical staff disaggregated by location No. of staff trained disaggregated by location 	PHD, LSGs	WCD, SJSA
16	Providing health facilities to the most vulnerable	Access to disabled friendly health infrastructure for women and girls across public and private health facilities.	Medium term	<ul style="list-style-type: none"> No. of disabled friendly health facilities established disaggregated by location Data on OPD and IPD coverage of persons with disabilities disaggregated by location, gender and social category 	PWD, PHD, LSGs	WCD, SJSA
		Awareness campaigns highlighting targeted health programmes and schemes for vulnerable women and girls including those with disabilities, TB, leprosy, cancer patients, HIV/AIDS, migrants and others.	Short term	<ul style="list-style-type: none"> No. of campaigns held disaggregated by location No. of schemes highlighted Data on outreach disaggregated by location, gender and social category 	PHD, LSGs	WCD, DGIPR, SJSA
		Providing gender responsive health facilities and SOP on counselling services for women in and out of custody.	Short term	<ul style="list-style-type: none"> SOP on counselling services for women in and out of custody issued 	PHD, LSGs	WCD, Home department (Prisons)
Policy measure 1.13						
17	Work conditions, social protection and capacity building of frontline workers	Improving work conditions of frontline health workers.	Short term	<ul style="list-style-type: none"> Detailed SOP for improving work condition of frontline health workers No. of frontline health workers receiving timely remuneration disaggregated by gender, institution, location and social category 	PHD, WCD, LSGs	SJSA, RDD, UDD, TDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> No. of health facilities providing adequate WASH facilities for frontline workers disaggregated by location No. of health facilities providing adequate transport facilities for frontline workers disaggregated by location 		
		Providing adequate social protection cover to frontline health workers.	Short term	<ul style="list-style-type: none"> Detailed social safeguards policy for health workers adopted by health facilities disaggregated by location and institution No. of frontline health workers covered under insurance (health, life and accident) disaggregated by gender, institution, location and social category No. of frontline health workers receiving maternity benefits disaggregated by gender, institution, location and social category No. of frontline health workers covered under pension schemes disaggregated by gender, institution, location and social category 	PHD, WCD, LSGs	RDD, UDD, TDD
		Regular capacity building of frontline health workers.	Short term	<ul style="list-style-type: none"> No. of trainings organised for frontline health workers disaggregated by location, periodicity and institution No. of frontline health workers trained disaggregated by gender, institution, location and social category 	PHD, WCD, LSGs	RDD, UDD, TDD
Policy measure 1.14, 1.19						
18	Preventing substance abuse and addressing addiction	State level action plan to prevent substance abuse and facilitate de-addiction formulated.	Short term	<ul style="list-style-type: none"> GR issued on action plan No. of civil and private hospitals enforcing action plan disaggregated by location 	PHD, LSGs	WCD, SJSA, RDD, UDD, TDD
		Appropriate institutional mechanisms to address addiction/ de-addiction put in place.	Short term	<ul style="list-style-type: none"> No. of deaddiction centres set up disaggregated by location No. of inmates being treated at deaddiction centres disaggregated by gender, social category and location No. of cases dealt with disaggregated by gender, social category and location 	PHD, LSGs	WCD, SJSA, RDD, UDD, TDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> No of recovery cases disaggregated by gender, social category and location 		
		Awareness campaigns on prevention, cure, long term rehabilitation and behaviour change relating to substance abuse and de-addiction.	Short term	<ul style="list-style-type: none"> No. of campaigns disaggregated by location Data on coverage disaggregated by gender, social category and location 	DGIPR, PHD, LSGs	WCD, SJSA, RDD, UDD, TDD
		Long term rehabilitation measures to support de-addicted individuals.	Medium term	<ul style="list-style-type: none"> No. of targeted livelihoods interventions/ programmes to support women No of women supported disaggregated by social category and location 	WCD, RDD, TDD, LSGs	Planning, PHD, SJSA
		Enforcing legal provisions for prevention, sale and consumption of banned/prohibited substances.	Short term	<ul style="list-style-type: none"> No. of cases reported disaggregated by gender, social category and location No of convictions disaggregated by gender, social category and location 	LNJD, Home	WCD, SJSA
	Initiating Day Care Centre plan	Effective implementation of Day care centre Scheme of Central Govt. Initiation of demand-based day care centres in establishments with a high number of women. Providing day care centre facilities in Special Industrial Areas, Commerce Zones.	Medium term	<ul style="list-style-type: none"> Centrally Sponsored day care centre Scheme implemented Location wise establishment wise number of day care centres started Location of benefited women, number by social class 	WCD	LSGs

Annexure - II
Strategic Implementation Plan – Education and Skilling

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
Policy measures 2.1, 2.3, 2.4, 2.10						
1	Gender responsive education	Developing gender sensitive curriculum and pedagogy across all levels and modes of education.	Medium term	<ul style="list-style-type: none"> No. of authorisations/ certificates for gender inclusive curriculum issued disaggregated by apex institutions (such as SCERT, UGC, MMC, etc.). No. of gender review reports of curricula and pedagogies published disaggregated by institutions 	SE&SD, H&TED, MED	WCD, PHD, NCERT, SCERT, UGC, MMC
		Ensuring inclusive infrastructure for all educational institutions focusing on needs of PWDs, pregnant and lactating women, among others.	Medium term	<ul style="list-style-type: none"> No. of gender equality and social inclusion (GESI) indicators included in infrastructure audits No. of GESI audits of infrastructure conducted No. of action taken reports on GESI published 	SE&SD, H&TED, MED	WCD, PWD
		Ensuring gender sensitisation of teaching and non-teaching staff and School Management Committee (SMC) focusing on intersectional needs of women and girls at all educational institutions.	Short term	<ul style="list-style-type: none"> No. of training modules developed No. of trainings conducted per institution disaggregated by location No. of staff trained per institution No. of trainings conducted for SMCs disaggregated by location 	SE&SD, H&TED, MED	WCD
		Enforcing appropriate rules and regulations to maintain a gender sensitive environment for teaching and learning.	Short term	<ul style="list-style-type: none"> Rules and regulations issued No. of gender reviews conducted 	SE&SD, H&TED, MED	WCD
		Ensuring zero tolerance to sexual harassment in all educational institutions.	Short term	<ul style="list-style-type: none"> No. of ICs established disaggregated by institution and location No. of compliance reports submitted No. of preventive actions taken 	SE&SD, H&TED, MED	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> No. of orientation/ sensitization/ trainings for teaching and non-teaching staff on POSH Act disaggregated by institution and location No. of cases disposed of disaggregated by institution and location 		
		Ensuring availability of psychological counselling facilities at all educational institutions.	Medium term	<ul style="list-style-type: none"> No. of certified counsellors appointed disaggregated by institution and location No. of cases handled disaggregated by institution and location 	SE&SD, H&TED, MED	WCD, PHD
Policy measures 2.1, 2.2, 2.3, 2.5, 2.10						
2	Improving completion rates in school education for girls	100% enrolment and retention of adolescent girls in schools at secondary and senior secondary levels in remote and underserved pockets across rural, urban, and tribal areas. Provision for a Tribal school girls Retention Scheme.	Short term	<ul style="list-style-type: none"> Data on enrolment disaggregated by gender, social category, location and institution Data on retention disaggregated by gender, social category, location and institution Data on passing disaggregated by gender, social category, location and institution No. of scholarships instituted disaggregated by gender, social category, location and institution Data on scholarships offered disaggregated by gender, social category, location and institution Data on freeships offered disaggregated by gender, social category, location and institution No. of tribal school girls retained in school 	SE&SD	WCD, RDD, UDD, TDD
3	Prioritising secondary and senior secondary education for adolescent girls from	Developing strategies to increase enrolment and improve retention of adolescent girls in secondary and senior secondary grades in schools, especially those from ST, SC, NT, DNT communities, religious minorities, children of sex workers, Devadasis, deserted women, migrant women (including women seasonal workers), and survivors of all forms of violence.	Short term	<ul style="list-style-type: none"> Comprehensive MIS established to track education status of children of sex workers, Devadasis, deserted women, migrant women (including women seasonal workers), religious minorities, and survivors of all forms of violence disaggregated by gender, social category, location and institution 	SE&SD, Planning (DES)	WCD, SJSA, Minorities Development Department, Bahujan Welfare Department, RDD, UDD, TDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
	vulnerable categories			<ul style="list-style-type: none"> • Periodic MIS reports published disaggregated by gender, social category, location and institution • Enrolment data disaggregated by gender, social category, location and institution • Retention data disaggregated by gender, social category, location and institution • Passing data disaggregated by gender, social category, location and institution 		
		Providing skills training for girls at higher secondary level along with the higher secondary certificate examination.	Medium term	<ul style="list-style-type: none"> • No. of girls who passed 12th standard disaggregated by social category and location • No. of girls who passed 12th standard and obtained a skills certification disaggregated by social category and location 	H&TED	SDEED, RDD, TDD, UDD, SE&SD
		Providing reservation, scholarships and freeships for children of Devadasis, sex workers, folk artistes, survivors of violence, internally displaced persons/ project affected persons among others for school education.		<ul style="list-style-type: none"> • No. of scholarships, freeships instituted disaggregated by gender, social category, location and institution • Scholarships data disaggregated by gender, grade, social category, location and institution • Freeship data disaggregated by gender, grade, social category, location and institution • Percentage of reservation disaggregated by gender, grade, social category, location and institution • No. of schools with a single window system for scholarships and freeships disaggregated by location • Data on scholarships and freeships offered through a single window system disaggregated by gender, grade, social category, location and institution 	SE&SD	WCD, SJSA, Minorities Development Department, Bahujan Welfare Department, RDD, UDD, TDD, SDEED

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Extending girls' hostels and Ashramshalas/ Eklavya schools for girls in remote and tribal areas up to 10th standard.	Medium term	<ul style="list-style-type: none"> No. of girls hostels/residential schools disaggregated by primary, secondary, higher secondary and location No. of girls enrolled in hostels/residential schools disaggregated by grade, social category and location No. of ashramshalas/ Eklavya schools offering senior secondary level education disaggregated by location Data on enrolment in Ashramshalas/ Eklavya schools disaggregated by gender, grade, social category and location Data on retention in Ashramshalas disaggregated by gender, grade, social category and location Data on passing in Ashramshalas disaggregated by gender, grade, social category and location No. of Kasturba Gandhi Balika Vidyalayas functional disaggregated by district 	TDD	SE&SD, WCD
		Ensuring residential facilities for all girls enrolled in ITIs, especially in rural and tribal areas.	Long term	<ul style="list-style-type: none"> No. of seats reserved for girls disaggregated by location and institution No. of seats occupied by girls disaggregated by social category, location and institution 	SDEED	PWD, WCD, TDD, RDD
		Setting up additional special schools and learning centres, along with transport facilities, for girls with physical and mental disabilities with focus on underserved areas.	Long term	<ul style="list-style-type: none"> No. of special schools and learning centres with transport facilities set up disaggregated by location Data on persons with disabilities enrolled in schools and learning centres disaggregated by gender, grade, social category and location 	SE&SD	WCD, SJSA, PWD, Transport, RDD, UDD, TDD, PHD
		Ensuring availability of career counselling facilities in all schools.	Medium term	<ul style="list-style-type: none"> No. of employability modules integrated into curriculum up disaggregated by institution and location 	SE&SD	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> Data on coverage disaggregated by gender, grade, social category and location 		
		Categorize state into industrial zones to tailor skill development programs to the unique needs and strengths of each region. Such categorization will take into account consider factors like literacy levels and the migration patterns of women.	Medium term	<ul style="list-style-type: none"> Industrial Zone Mapping plan created as per literacy, migration etc No. of courses started based on study. Data on women/girls enrolled in schools and learning centres disaggregated by gender, grade, social category and location 	SE&SD	WCD, SJSA, PWD, Transport, RDD, UDD, TDD, PHD
Policy measures 2.1, 2.2, 2.3, 2.5, 2.6, 2.10						
4	Promoting transition to higher education for women and girls	Ensuring access to higher education for all women and girls.	Short term	<ul style="list-style-type: none"> Data on enrolment disaggregated by gender, level, social category and location Data on retention disaggregated by gender, level, social category and location Data on passing disaggregated by gender, level, social category and location No. of scholarships instituted disaggregated by gender, level, social category and location Data on scholarships offered disaggregated by gender, level, social category and location Data on free ships offered disaggregated by gender, level, social category and location Gender parity ratio in higher education disaggregated by location Transition rate from school to higher education disaggregated by gender, level, social category and location 	H&TED, MED	WCD
5	Prioritising higher education for women and girls from vulnerable categories	Implementing special programmes for higher education vocational education and skills training for women and girls from vulnerable categories with strategies to support transition into higher education	Medium term	<ul style="list-style-type: none"> Enrolment disaggregated by gender, level, social category and location Retention data disaggregated by gender, level, social category and location Passing data disaggregated by gender, level, social category and location 	H&TED, MED	WCD, SJSA, Minorities Development Department, Bahujan Welfare Department, RDD,

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> • Scholarships data disaggregated by gender, level, social category and location • Freeships data disaggregated by gender, level, social category and location • Percentage of reservation offered to girls from socially marginalised, economically backward groups disaggregated by location • Transition rate to higher education disaggregated by gender, level, social category and location 		UDD, TDD, SDEED
		Special scholarships and free ships in higher education for women and girls from vulnerable categories.	Medium term	<ul style="list-style-type: none"> • No. of scholarships instituted disaggregated by gender, level, social category and location • No. of free ships instituted disaggregated by gender, level, social category and location • Scholarships data disaggregated by gender, level, social category and location • Free ships data disaggregated by gender, level, social category and location • GR issued by Higher & Technical Education Dept on single window system for all scholarships and free ships • No. of higher education institutions with single window system for scholarships and free ships • Data on scholarships offered through single window system disaggregated by gender, level, social category and location • Data on free ships offered through single window system disaggregated by gender, level, social category and location 	H&TED, MED	WCD, SJSA, Minorities Development Department, Bahujan Welfare Department, RDD, UDD, TDD
		Reserving 30% seats for women and girls in STEM, sports, vocational education, fine and performing arts among others.	Medium term	<ul style="list-style-type: none"> • Data on reservation offered to students disaggregated by gender, level, social category and location 	H&TED, MED	WCD, Minorities Development Department, Bahujan Welfare Department, RDD,

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> No. of educational institutions fully meeting reservation targets disaggregated by level and location 		UDD, TDD, SDEED
		Special drive and provisions to enrol and retain women and girls from religious minorities in higher educational institutions.	Medium term	<ul style="list-style-type: none"> No. of campaigns organised disaggregated by location No. of institutions conducting special drives Data on coverage disaggregated by gender, social category and location 	H&TED, MED	WCD, SJSA, Minorities Development Department, Bahujan Welfare Department, RDD, UDD, TDD
		Setting up additional special units and training centres and transport facilities, for women and girls with physical and mental disabilities focusing on underserved areas.	Long term	<ul style="list-style-type: none"> SOP on inclusive infrastructure for persons with disabilities at all training units and centres Data on people with disabilities enrolled in trainings units and centres disaggregated by gender, social category and location 	H&TED, SDEED	WCD, SJSA, PWD, Transport, RDD, UDD, TDD, PHD
		Ensuring availability of career counselling facilities in all institutions of higher education.	Medium term	<ul style="list-style-type: none"> No. of employability modules integrated in curriculum Data on coverage disaggregated by gender, social category and location 	H&TED, MED	WCD
Policy measures 2.1, 2.2, 2.3, 2.6, 2.10						
6	Easy and universal access to education	Developing strategies for equitable access to digital platforms for women and girls from remote and underserved areas.	Medium term	<ul style="list-style-type: none"> No. of digital platforms created Data on persons accessing digital platforms disaggregated by gender and location 	SE&SD, H&TED, SDEED	WCD, IT
		Ensuring availability of counselling facilities in all educational institutions.	Medium term	<ul style="list-style-type: none"> No. of certified counsellors appointed disaggregated by educational institution No. of cases handled disaggregated by gender, social category and location 	SE&SD, H&TED, MED	WCD, PHD
		Running bridge courses for continued learning focusing on women and girls from vulnerable categories.	Medium term	<ul style="list-style-type: none"> Enrolment of girls from marginalised communities Retention rate of girls from marginalised communities 	SE&SD, H&TED	WCD, SJSA, RDD, UDD, TDD, SDEED

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> Completion rate of girls from marginalised communities 		
		Expansion and strengthening of Open and Distance Learning (ODL) Programmes.	Medium term	<ul style="list-style-type: none"> No. of ODL, distance learning programmes launched Data on enrolment disaggregated by gender, social category and location Data on retention disaggregated by gender, social category and location Data on passing disaggregated by gender, social category and location 	SE&SD, H&TED	WCD
		Developing innovative and accessible educational systems especially at large construction sites, salt pan areas, plantations, and other manufacturing zones, which predominantly employ women labour.	Medium term	<ul style="list-style-type: none"> No. of innovations in education No. of underserved/difficult areas identified/recognised No. of centres/ institutions servicing underserved/difficult areas 	SE&SD, H&TED, MED	WCD, SJSA
Policy measures 2.4, 2.6, 2.7, 2.10						
7.	Gender inclusive infrastructure	Conducting gender audits of all educational institutions across levels to ascertain adequate infrastructure as per existing Acts and guidelines.	Medium term	<ul style="list-style-type: none"> SOP on gender inclusive infrastructure for all educational institutions Data on educational institutions ranked for gender inclusive infrastructure disaggregated by level of education and location No. of gender audits conducted disaggregated by location No. of action taken reports submitted disaggregated by level of education and location 	SE&SD, H&TED, MED	WCD, RDD, UDD, TDD
		Ensuring adequate safety and security for women and girls across all educational institutions.	Short term	<ul style="list-style-type: none"> SOP on gender safety and security measures for all educational institutions Data on educational institutions ranked for gender safety and security disaggregated by level of education and location 	SE&SD, H&TED, MED	WCD, RDD, UDD, TDD
Policy measure 2.1, 2.8, 2.10						

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
8	Gender sensitive life skills education	Integrating life skills curriculum across all levels of education.	Medium term	<ul style="list-style-type: none"> Data on modules introduced at various levels disaggregated by level of education Data on coverage disaggregated by gender, social category and location 	SE&SD, H&TED, MED	WCD
Policy measures 2.1, 2.2, 2.9, 2.10						
9	Gender responsive COVID measures	Provisioning appropriate scholarships for COVID affected orphans and widows across all levels of education.	Short term	<ul style="list-style-type: none"> No. of scholarships instituted for COVID affected orphans and widows Data on coverage disaggregated by gender, social category and location 	SE&SD, H&TED, MED	WCD
Policy measure 2.9						
10	Skills development	Ensuring coverage of women and girls in all skill development programmes.	Medium term	<ul style="list-style-type: none"> No. of skills development programmes including employability modules disaggregated by location Programme wise data on coverage disaggregated by gender, social category and location Data on enrolment in skills trainings programmes disaggregated by gender, social category and location 	SDED	WCD, Bahujan Welfare, TDD, UDD, RDD
		Setting up of skill centres and skill hubs to provide vocational education and skill training to out-of-school children after school hours and on weekends.	Long term	<ul style="list-style-type: none"> No. of skill hubs and skill centres established disaggregated by location and sector No of training modules developed disaggregated by sector No of spokes affiliated to the skill hub disaggregated by location and sector No of out-of-school students trained in the skill hubs disaggregated by gender, social category, location and sector 	SE&SD, H&TED, SDEED	WCD
11	Adult literacy	Implementing adult literacy programmes for women and girls from vulnerable categories.		<ul style="list-style-type: none"> No. of adult literacy programmes implemented disaggregated by location 	H&TED	WCD, SJSA, Bahujan Welfare, TDD, UDD, RDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> Data on enrolment in adult literacy programmes disaggregated by gender, social category and location 		
12	Lek Ladki scheme	<p>To implement Lek Ladki Scheme (To support education of girl child upto age 18)</p> <p>Income limit – Rs. 1L</p> <p>Both children should be girls</p>		<ul style="list-style-type: none"> Classification of girl who has received Rs.5000/- at the time of birth based on social class, place, area, gender parity Classification of girl who has received Rs.6000/- at the time of admission in 1st standard based on social class, place, area, gender parity Classification of girl who has received Rs.7000/- at the time of admission in 6th standard based on social class, place, area, gender parity Classification of girl who has received Rs.8000/- at the time of admission in 8th standard based on social class, place, area, gender parity Rs. 75,000/- after completing age 18 years 	Women and Child development	SE&SD

Annexure - III
Strategic Implementation Plan – Ending Sexual and Gender Based Violence

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
Policy measures 3.1, 3.2						
1	Information and awareness on SGBV	Conducting mass awareness campaigns focusing on women’s rights, laws against SGBV and institutional response mechanisms, covering: <ul style="list-style-type: none"> ○ Protection of Women from Domestic Violence Act ○ Sexual Harassment of Women at Workplace Act ○ Dowry Abolition ○ The Immoral Traffic (Prevention) Act ○ Pre Conception Pre Natal Diagnostic Techniques Act ○ IT Act (relevant sections) ○ IPC, CrPC (relevant sections such as 375, 376, 377, etc.) ○ Medical Termination of Pregnancy Act ○ Ending child marriage ○ Helpline numbers ○ Emergency support institutions 	Short term	<ul style="list-style-type: none"> • No. of awareness campaigns • Data disaggregated by location and gender 	WCD	DGIPR, LNJD, Home Department
		Using innovative IEC strategies leveraging social media platforms to publicise information pertaining to response and support services and schemes.	Short term	<ul style="list-style-type: none"> • No. of innovative IEC strategies rolled out • Disaggregated data on social media outreach 	WCD	DGIPR, Home Department, IT Department
		Collaborating with diverse stakeholders for increased outreach of awareness campaigns.	Short term	<ul style="list-style-type: none"> • No. of stakeholders partnered with • No. of civil society partnerships • No. of awareness campaigns rolled out • Disaggregated data on outreach 	WCD	DGIPR, Home Department
2	Engaging men and boys in	Developing appropriate mobilisation strategies to influence and involve men and boys in SGBV prevention.	Short term	<ul style="list-style-type: none"> • No. of mobilisation strategies targeting men and boys rolled out • No. of men and boys reached disaggregated by location 	WCD, SE&SD, H&TED	DGIPR, Home Department, UDD, RDD, TDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
	SGBV prevention			<ul style="list-style-type: none"> No. of civil society partnerships disaggregated by location 		
		Promoting gender champions and role models.	Short term	<ul style="list-style-type: none"> Gender disaggregated data on gender champions No. of gender champions promoted in communities No. of gender champions trained Data on role models promoted disaggregated by gender No. of role models promoted 	WCD	SE&SD, H&TED, UDD, RDD, TDD
3	Gender responsive education to prevent SGBV	Ensuring sensitization and training of all teaching and non-teaching staff on prevention and response to SGBV across all educational institutions.	Short term	<ul style="list-style-type: none"> State charter on zero tolerance to SGBV in education issued No. of trainings and workshops held disaggregated by level of education and location Disaggregated data on staff trained by level of education and location 	SE&SD, H&TED, MED	WCD, Boards of school education, universities, professional institutes
		Conducting periodic gender audits of curricula, textbooks, other teaching and learning material used in schools, colleges, universities and professional institutes.	Medium term	<ul style="list-style-type: none"> No. of gender audits disaggregated by level of education and location No. of gender audit reports disaggregated by level of education and location No. of action taken reports disaggregated by level of education and location 	SE&SD, H&TED, MED	WCD, Boards of school education, universities, professional institutes
		Creating spaces for adolescents and youth in schools and communities to engage on SGBV (including social norms, gender equality, sexuality, laws, cybercrimes, etc).	Short term	<ul style="list-style-type: none"> No. of gender clubs disaggregated by level of education and location Data on gender club membership disaggregated by gender, level of education and location No. of events organised disaggregated by level of education and location 	SE&SD, H&TED, MED	WCD, RDD, TDD, UDD
4	Prevention of sexual harassment at	Constituting the Internal Committee (IC) as stipulated in the POSH Act at all public and private organisations/ institutions.	Short term	<ul style="list-style-type: none"> No. of ICs constituted disaggregated by public-private sector and location 	WCD	Labour department, Industries department,

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
	the workplace and redressal			<ul style="list-style-type: none"> Annual compliance report of IC published disaggregated by organisation/institution and location 		(All public and private sector)
		Adequately publicising the IC at all workplaces.	Short term	<ul style="list-style-type: none"> No. of publicity channels used disaggregated by organisation/institution and location Data on publicity disaggregated by organisation/institution and location 	WCD	Labour department, Industries department, (All public and private sector)
		Building capacities of the IC for all public and private organisations.	Short term	<ul style="list-style-type: none"> No. of IC trainings held disaggregated by organisation/institution and location No. of participants disaggregated by organisation/institution and location 	WCD	Labour department, Industries department, (All public and private sector)
		Ensuring due process in prevention and redressal.	Short term	<ul style="list-style-type: none"> No. of cases reported disaggregated by organisation/institution and location No. of cases disposed of disaggregated by organisation/institution and location No. of compliance reports disaggregated by organisation/institution and location 	WCD	Labour department, Industries department, (All public and private sector)
		Establishing Local Committees (LC) as per Section 6 of the POSH Act 2013.	Short term	<ul style="list-style-type: none"> No. of LCs established Details of LC members extensively publicised Budget allocated to LCs disaggregated by location Budget utilised disaggregated by location No. of POSH trainings organised for LCs disaggregated by location No. of participants at POSH trainings disaggregated by gender and location Infrastructure provided to LCs disaggregated by location No. of complaints responded to against received disaggregated by agency and location Closure reports filed disaggregated by agency and location 	Revenue Department (District Collector)	WCD, Labour department, Industries department, (All public and private sector)

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Reporting and documenting of cases registered under POSH Act 2013.	Short term	<ul style="list-style-type: none"> No. of complaints responded against received disaggregated by agency and location Closure reports filed disaggregated by agency and location Annual report published Digitised platform for reporting POSH cases established and linked with larger online M&E system of WCD 	Revenue Department (District Collector)	WCD, Labour department, Industries department, (All public and private sector)
		Capacity building of key stakeholders, including IC members, local committee members, labour department, and industrial court, among others.	Short term	<ul style="list-style-type: none"> No. of trainings organised disaggregated by participant profile and location 	WCD	Labour department, Industries department, (All public and private sector)
		Few key amendments in POSH act 2013	Medium Term	Sharing recommendation with central government with respect to field challenges and gaps in act after detailed study and stakeholder consultation	WCD	Labour department, Industries department, (All public and private sector)
5	Gender sensitization of media professionals	Ensuring codes of practice and ethical guidelines are followed for the representation of women and girls in media.	Short term	<ul style="list-style-type: none"> No. of gender audits of media codes of practice and ethical guidelines conducted by disaggregated media organisations and location No. of recommendations made and amendments suggested disaggregated by media organisations and location No. of recommendations and amendments integrated in codes of practice and ethical guidelines disaggregated by media organisations and location 	DGIPR	WCD, Culture Department
		Training diverse media professionals across print and electronic media and film, fashion and advertisement industries on responsible reporting and gender sensitive representation.	Short term	<ul style="list-style-type: none"> No. of trainings held disaggregated by media organisations and location No. of participants disaggregated by media organisations and location 	WCD	DGIPR, Industries Department, Culture Department
Policy measures 3.3, 3.4, 3.5, 3.6						

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
6	Strengthening of shelter homes	Ensuring availability of adequate shelter homes as per Swadhar Greh guidelines.	Short term	<ul style="list-style-type: none"> No. of functional shelter homes against population No. of residents against capacity disaggregated by social category and location 	WCD	Home Department, PHD
		Ensuring availability of adequate and trained staff at all shelter homes as per Swadhar Greh guidelines.	Short term	<ul style="list-style-type: none"> Periodic HR status report disaggregated by location No. of gender sensitisation trainings conducted disaggregated by location No. of participants disaggregated by gender and location 	WCD	Home Department, PHD
		Conducting periodic audits/ spot checks of physical infrastructure at all shelter homes by competent authorities.	Short term	<ul style="list-style-type: none"> No. of audits conducted disaggregated by location No. of spot checks conducted disaggregated by location No. of recommendations made disaggregated by location No. of action taken reports filed disaggregated by location 	WCD	Home Department, PHD
		Developing SOPs for crisis response covering medical and legal support, and safety and security of survivors.	Short term	<ul style="list-style-type: none"> SOPs issued No. of crisis response cases handled disaggregated by social category and location 	WCD	Home Department, LNJD, PHD
		Ensuring adequate allocations and timely fund flow for running shelter homes.	Short term	<ul style="list-style-type: none"> Budget allocated disaggregated by location Percentage utilisation disaggregated by location 	WCD	Finance Department
		Establishing separate detention centres for women in custody/undertrials instead of using shelter homes.	Medium term	<ul style="list-style-type: none"> No. of detention centres established disaggregated by location No. of undertrials disaggregated by social category and location 	WCD	Home Department, LNJD
7	Strengthening One-Stop Crisis Centers (OSCCs)/ Sakhi centres	Ensuring all OSCCs are functional 24x7.	Short term	<ul style="list-style-type: none"> No. of functional OSCCs disaggregated by location No. of residents against capacity disaggregated by social category and location 	WCD, Home Department	PHD, LNJD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Ensuring availability of adequate and trained staff at all OSCC as per national guidelines of Sakhi scheme. To setup BHAROSA CELL, Counselling Centres in all police units headquarters and all OSCCs to directly connect with BHAROSA CELL.	Short term	<ul style="list-style-type: none"> Periodic HR status report disaggregated by location No. of gender sensitisation trainings conducted disaggregated by location No. of participants disaggregated by gender and location 	WCD, Home Department	PHD, LNJD
		Conducting periodic audits/ spot checks of physical infrastructure at all OSCCs by competent authorities.	Short term	<ul style="list-style-type: none"> No. of audits conducted disaggregated by location No. of spot checks conducted disaggregated by location No. of recommendations made disaggregated by location No. of action taken reports filed disaggregated by location 	WCD	Home Department, PHD, LNJD
		Ensuring adequate allocations and timely fund flow for running OSCCs.	Short term	<ul style="list-style-type: none"> Budget allocated disaggregated by location Budget utilised disaggregated by location Percentage utilisation disaggregated by location 	WCD	Finance
		Setting up counselling centres/ Bharosa Cells at all police units and headquarters in all blocks.	Short term	<ul style="list-style-type: none"> No. of counselling centres/ Bharosa Cells disaggregated by location No. of cases received disaggregated by social category and location No. of cases disposed of disaggregated by social category and location 	Home	WCD
8	Strengthening Special Cells for Women and Children (SCWC)	Ensuring all SCWCs are functional 24x7.	Short term	<ul style="list-style-type: none"> No. of functional SCWCs disaggregated by location No. of cases received disaggregated by social category and location No. of cases disposed of disaggregated by social category and location 	WCD, Home Department	PHD
		Ensuring availability of adequate and trained staff at all SCWCs as per scheme guidelines.	Short term	<ul style="list-style-type: none"> Periodic HR status report disaggregated by location No. of gender sensitisation trainings conducted disaggregated by location 	WCD, Home Department	PHD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> No. of participants disaggregated by gender and location 		
		Conducting periodic reviews of the SCWC scheme by competent authorities.	Short term	<ul style="list-style-type: none"> No. of reviews conducted disaggregated by location No. of recommendations made disaggregated by location No. of action taken reports filed disaggregated by location 	WCD, Home Department	Finance
		Ensuring adequate allocations and timely fund flow for running SCWCs.	Short term	<ul style="list-style-type: none"> Budget allocated disaggregated by location Percentage utilisation disaggregated by location Data on pay parity for contractual and regular staff disaggregated by gender Payments to staff disaggregated by contractual and regular staff disaggregated by gender 	WCD, Home Department	Finance, Planning
		Ensuring financial management and review.	Short term	<ul style="list-style-type: none"> Updated finance manual Audit reports Periodic review report 	WCD, Home Department	Finance, Planning
		Advocating for long term financial commitment.	Short term	<ul style="list-style-type: none"> No. of written representations/ appeals made No. of long term financial commitments approved 	WCD, Home Department	Finance, Planning
9.	Strengthening early response to SGBV - Helplines and squads	Ensuring all helplines, including 181, are functional 24x7 and initiate immediate response.	Short term	<ul style="list-style-type: none"> No. of active helplines Updated police manuals responding to VAW calls No. of cases responded to against received disaggregated by gender and social category 	WCD, Home Department	Telecomm department
		Appointing trained personnel for sensitively handling distress calls.	Short term	<ul style="list-style-type: none"> No. of trainings conducted No. of trained personnel appointed disaggregated by gender and social category No. of cases received disaggregated by social category, gender and location No. of cases disposed of disaggregated by social category, gender and location 	WCD, Home Department	

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Effective monitoring and data security systems for all helplines.	Short term	<ul style="list-style-type: none"> • Helpline monitoring system implemented • Data security policy issued • No. of periodic monitoring reports for helplines generated • No. of action taken reports filed disaggregated by location 	WCD, Home Department	IT department, Telecomm
		Integrating of all helplines with OSCCs and shelter homes.	Short term	<ul style="list-style-type: none"> • No. of active helplines • No. of OSCCs linked to helplines disaggregated by location • No. of shelter homes linked to helplines disaggregated by location 	WCD, Home Department	Telecomm
		Installing legal aid boxes at all post offices in the state.	Medium term	<ul style="list-style-type: none"> • No. of legal aid boxes installed disaggregated by location • No. of complaints received disaggregated by gender, social category and location • No. of cases disposed of disaggregated by gender, social category and location 	Home, LNJD	WCD
		Strengthening the Nirbhaya Squads with adequate financial and human resources, capacity building, infrastructure and equipment.	Short term	<ul style="list-style-type: none"> • No. of Nirbhaya Squads constituted disaggregated by location • Budget allocated disaggregated by location • Budget utilised disaggregated by location • No. of trainings conducted disaggregated by location • No. of personnel trained disaggregated by gender, rank and location • No. of Nirbhaya Squads allotted well equipped vehicles disaggregated by location • No. of Nirbhaya Squads allotted hi-tech communication devices disaggregated by location • No. of cases disposed of disaggregated by gender, social category and location 	Home	WCD, LNJD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
10	Strengthening emergency medical assistance	Providing first aid and emergency medical care at all response nodes including shelter homes, Sakhi centres, police stations, courts, detention centres, primary health centres, etc.	Short term	<ul style="list-style-type: none"> SOP on emergency care issued No. of response nodes with availability of first aid disaggregated by location No. of response nodes with emergency medical care disaggregated by location Periodic stock taking/ audit report disaggregated by location No. of cases responded to disaggregated by gender, social category and location 	PHD	WCD, Home Department (jails, police), LNJD
		Providing emergency contraception and pro-phylaxis for HIV and other STDs, in cases of sexual assault.	Short term	<ul style="list-style-type: none"> Guidelines for emergency contraception issued No. of cases responded to disaggregated by social category and location 	PHD	WCD, SJSA
11	Strengthening support services for survivors of SGBV	Developing SOPs for survivors' access to free psycho-socio-legal aid, referrals.	Short term	<ul style="list-style-type: none"> SOPs for psycho-socio-legal aid, referrals issued No. of referrals made disaggregated by location No. of cases responded to disaggregated by gender, social category and location 	WCD	Home (jails/prisons, police), LNJD, PHD, District administration
		Establishing a district level single window system to provide end-to-end support for SGBV survivors.	Medium term	<ul style="list-style-type: none"> No. of single windows established disaggregated by district No. of cases disposed of disaggregated by gender, social category and district 	WCD, Home, LNJD	PHD, District administration
		Strengthening and accreditation of all state run counselling centres and establishing new counselling centres.	Medium term	<ul style="list-style-type: none"> No. of accredited counselling centres disaggregated by location No. of cases managed disaggregated by gender, social category and location 	WCD	Home (jails, police), LNJD, PHD, District administration
		Appointing accredited counsellors and social workers at hospitals, shelter homes, courts, police stations and prisons.	Short term	<ul style="list-style-type: none"> No. of accredited counsellors disaggregated by location and institution No. of accredited social workers disaggregated by location and institution No. of cases managed disaggregated by gender, social category and location 	WCD	Home (jails, police), LNJD, PHD, District administration

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Offering alternate models of care such as foster care, kinship care, etc.	Short term	<ul style="list-style-type: none"> GR on alternate care models for survivors of violence issued No. of alternate care models authorised by the state No. of survivors placed disaggregated by gender, social category and location 	WCD	Home (jails, police), LNJD, PHD, District administration
12	Capacity building of medical staff	Ensuring mandatory trainings for doctors, nurses, other medical staff across public and private facilities.	Short term	<ul style="list-style-type: none"> No. of trainings held for medical staff disaggregated by institution and location No. of medical professionals trained disaggregated by gender and location 	PHD	WCD, RDD, UDD, TDD
		Building capacity of Anganwadi Workers, SHGs on social norms and laws, prevention and primary response to SGBV.	Short term	<ul style="list-style-type: none"> No. of AWW trained disaggregated by location No. of SHG gender champions trained disaggregated by location 	WCD	RDD, UDD, TDD
13	Capacity building of police	Building capacity for end-to-end SGBV response.	Short term	<ul style="list-style-type: none"> SOPs issued on gender sensitive investigation of crimes Module on SGBV response integrated in foundation course Module on cybercrime integrated in police training Module on forensic/evidence collection integrated in police training Module on anti-human trafficking integrated in police training No. of trainings held disaggregated by location No. of participants at each training disaggregated by gender and location 	Home	WCD
		Mandating certified refresher courses on gender sensitization for all police staff.	Short term	<ul style="list-style-type: none"> No. of certified refresher courses organised disaggregated by location No. of police personnel trained disaggregated by location and level No. of police personnel certified disaggregated by gender and location 	Home	WCD
Policy measures 3.2, 3.3, 3.4, 3.5						

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
14	Gender sensitive medico-legal systems	Establishing a women's cell at every police station with trained women personnel.	Short term	<ul style="list-style-type: none"> No. of women's cells established disaggregated by police stations No. of women personnel deployed disaggregated by police stations No. of trainings conducted disaggregated by location No. of personnel trained in medico-legal systems disaggregated by gender and location 	Home Department	LNJD, WCD
		Enforcing a gender sensitive protocol for medico-legal documentation.	Short term	<ul style="list-style-type: none"> SOP for medico legal documentation issued Zero instances of (banned) two-finger test for sexual assault survivors Periodic review of case management 	Home Department, PHD	LNJD, WCD
		Establishing and strengthening Legal Aid Clinics (LAC) in all districts.	Short term	<ul style="list-style-type: none"> No. of active LACs disaggregated by location Guidelines for LACs issued No. of cases supported disaggregated by location No. of lawyers disaggregated by LACs No. of paralegal volunteers disaggregated by LACs Annual budgetary allocation for LACs disaggregated by LACs Percentage utilisation disaggregated by LACs 	LNJD	WCD, Home Department
		Establishing and activating Mahila Dakshata Samitis (MSS) in all districts.	Short term	<ul style="list-style-type: none"> No. of active MDS disaggregated by district No. of trainings for MDS members by district No. of participants trained disaggregated by gender and district No. of cases supported disaggregated by district 	WCD	District administration
15	Effective implementation of legislations	Establishing district level task force (DTF) for periodic review of the implementation of all existing legislations pertaining to SGBV.	Medium term	<ul style="list-style-type: none"> No. of DTFs established No. of DTFs meetings convened disaggregated by location No. of action taken reports disaggregated by location 	LNJD	WCD, SJSA, Home, District administration (DLSA)

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> • Periodic reviews by DTF of all SGBV legislations disaggregated by location 		
		Early information, tracking and response in cases pertaining to child marriage.	Short term	<ul style="list-style-type: none"> • Information and tracking mechanism for preventing child marriage established disaggregated by location • No. of cases disposed of disaggregated by gender, social category and location 	Home, LNJD	WCD, SJSA, RDD, TDD, UDD, District Administration
16	Gender responsive judiciary	Developing SOP with timelines for disposing of SGBV cases.	Short term	<ul style="list-style-type: none"> • SOP issued • No. of convictions against cases filed disaggregated by level of judiciary and location • Behaviour protocol mandated for all judicial staff • Budget allocations to facilitate video conferencing for survivors • No. of hearings using video conferencing disaggregated by location 	LNJD	WCD
		Instituting fast track courts for speedy trials.	Short term	<ul style="list-style-type: none"> • No. of fast track courts set up disaggregated by location • No. of cases disposed of disaggregated by courts 	LNJD	WCD, Home, District administration (DLSA)
		Ensuring timely appointment of judges and other court staff.	Short term	<ul style="list-style-type: none"> • Annual reporting on HR status of judges, legal staff disaggregated by court 	LNJD	WCD, Home, District administration (DLSA)
		Establishing and implementing 'Victim and Witness Protection' programmes.	Medium term	<ul style="list-style-type: none"> • GR on 'Victim and Witness Protection' programmes issued • No. of cases supported disaggregated by gender, social category and location 	LNJD	WCD, Home, District administration (DLSA)
		Ensuring trained protection officers (PO) at all locations.	Short term	<ul style="list-style-type: none"> • No. of trained POs appointed disaggregated by location • No. of training for POs organised disaggregated by location • No. of cases supported disaggregated by gender, social category and location 	WCD	LNJD, Home, District administration (DLSA)

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Constituting a state level committee for judicial oversight on implementation of laws specific to SGBV (under the HC judges).	Short term	<ul style="list-style-type: none"> State level committee for judicial oversight established No. of meetings convened No. of recommendations made 	LNJD	WCD, Home, District administration (DLSA)
		Ensuring adequate budgetary allocation for investigating inter-state crimes.	Medium term	<ul style="list-style-type: none"> Annual budget allocation No. of inter-state crimes investigated Conviction rate in inter-state crimes 	LNJD	WCD, Home, District administration (DLSA)
		Mandatory gender trainings for all staff of the judiciary.	Short term	<ul style="list-style-type: none"> No. of trainings held disaggregated by courts No. of participants disaggregated by gender and levels No. of specialised modules delivered for public prosecutors No. of public prosecutors trained disaggregated by level and gender 	LNJD	WCD, District administration
Policy measures 3.3, 3.7						
17	Improved access to compensation	Adequately publicising information on compensation and rehabilitative programmes at all hospitals, shelter homes, OSCCs, police stations, prisons, courts, among other relevant institutions.	Short term	<ul style="list-style-type: none"> IEC material on compensation and rehabilitation developed Data on IEC material displayed disaggregated by location and institution 	WCD, DGIPR	Home Department
		Coordination and convergence between overlapping national and state victim compensation schemes and services such as Manodhairya, Victim Compensation Fund through a single window facility.	Short term	<ul style="list-style-type: none"> No. of cases of convergent compensation effected/ paid disaggregated by location No. of survivors who have received compensation via convergent systems disaggregated by gender, social category and location Single window system established disaggregated by location 	Home Department, WCD	LNJD, District administration
		Expanding state compensation for survivors of human trafficking, including sex trafficking.	Short term	<ul style="list-style-type: none"> GR issued No. of trafficking survivors who have received compensation disaggregated by gender, social category and location 	Home Department, WCD, SJSA	LNJD, District administration

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Developing redressal mechanisms to assist victims/survivors in cases of denial or delay of compensation.	Short term	<ul style="list-style-type: none"> GR issued No. of cases redressed disaggregated by gender, social category and location 	Home Department, WCD	LNJD, District administration
		Effective implementation of Nirbhaya Fund Scheme for supporting SGBV survivors from vulnerable groups.	Short term	<ul style="list-style-type: none"> Annual budget allocated to WCD under Nirbhaya Fund Scheme No. of beneficiaries disaggregated by gender, social category and location Infrastructure developed and services provided for safety, security and protection of women and girls using the Nirbhaya Funds disaggregated by location 	Home Department, WCD	LNJD, District administration
18	Long-term rehabilitation of SGBV survivors	Ensuring access to continued education.	Medium term	<ul style="list-style-type: none"> No. of survivors supported disaggregated by gender, social category and location 	SE &SD, H&TED	WCD, District administration, TDD, RDD, UDD
		Ensuring access to skilling opportunities.	Medium term	<ul style="list-style-type: none"> No. of survivors trained disaggregated by gender, social category and location No. of survivors certified disaggregated by gender, social category and location No. of survivors placed disaggregated by gender, social category and location 	SDEED	WCD, District administration, TDD, RDD, UDD
		Ensuring access to sustainable livelihoods.	Medium term	<ul style="list-style-type: none"> No. of livelihoods programmes targeting SGBV survivors No. of survivors supported disaggregated by gender, social category, location and sectors 	WCD	TDD, RDD, UDD, Industries, Agriculture, ADF, Labour
		Ensuring access to short stay homes and long-term shelters.	Short term	<ul style="list-style-type: none"> No. of survivors supported disaggregated by gender, social category, location and institution 	WCD	Home Department, TDD, RDD, UDD
		Ensuring access to public services and entitlements.	Short term	<ul style="list-style-type: none"> No. of survivors holding operational bank accounts disaggregated by gender, social category and location No. of survivors holding Voter ID, Ration card, Aadhaar card, PAN disaggregated by gender, social category, and location 	WCD	

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Admission of SGBV survivors on priority in Swadhar Gruha.	Short term	<ul style="list-style-type: none"> No. of Swadhar Gruha with seats allotted for SGBV survivors disaggregated by location No. of survivors placed in Swadhar Gruha disaggregated by social category and location 	WCD	
		Adequate follow up of victims who visit Mahila Dakshata Samiti and Legal Aid Clinics.	Short term	<ul style="list-style-type: none"> No. of cases followed up disaggregated by gender, social category, location, and institution 	WCD	LNJD, District Administration
		Ensuring protection and care of children of survivors.	Short term	<ul style="list-style-type: none"> No. of children of survivors supported disaggregated by location and institution 	WCD	SE&SD, PHD, TDD, RDD, UDD, Minorities, SJSA
		Ensuring response and rehabilitation for women and girl survivors of caste and religion based violence.	Medium term	<ul style="list-style-type: none"> Comprehensive rehabilitation policy issued No. of survivors supported disaggregated by gender and location 	WCD, SJSA	PHD, Bahujan Welfare, TDD, RDD, UDD,
		Ensuring response and rehabilitation measures for elderly women and women with disabilities who face violence.	Medium term	<ul style="list-style-type: none"> Comprehensive rehabilitation policy issued No. of survivors supported disaggregated by gender, social category and location 	SJSA	PHD, Bahujan Welfare, TDD, RDD, UDD
		Ensuring rescue and rehabilitation of women and girls from bonded labour/ human trafficking.	Medium term	<ul style="list-style-type: none"> Comprehensive rehabilitation policy issued No. of persons rescued disaggregated by gender, location and social category No. of survivors supported disaggregated by gender, location and social category 	WCD, SJSA, Home Department	PHD, Bahujan Welfare, District Administration, TDD, RDD, UDD
Policy measure 3.8						
19	Establishing and strengthening MIS and M&E systems	Creating software based digitised MIS for real time SGBV data. Under District Magistrate, a Monitoring and evaluation mechanism for action taken on crimes against women can be established with reference to all existing acts and programs related to women's safety.	Medium term	<ul style="list-style-type: none"> MIS portal established Evaluation Mechanism established No. of visitors No. of reports published with disaggregated data 	DES (Planning)	Home, WCD, SJSA
		Creating software-based M&E system for SGBV.	Medium term	<ul style="list-style-type: none"> No. of quantitative indicators identified No. of qualitative indicators identified No. of periodic M&E reports published Updated dashboard available in public domain 	DES (Planning)	Home, WCD, SJSA

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Conducting systematic research on SGBV.	Medium term	<ul style="list-style-type: none"> No. of partnerships forged for research/studies No. of research initiatives undertaken disaggregated by location No. of publications No. of policy recommendations made 	DES (Planning)	Home, WCD, PHD, LNJD, SJSA
Policy measure 3.5						
20	Strengthening Maharashtra State Commission for Women (SCW)	Improved coordination between health facilities, police, courts, and related institutions with the MSCW.	Short term	<ul style="list-style-type: none"> Detailed SOP for improved coordination with MSCW adopted No. of coordination mechanisms established No. of cases intervened disaggregated by social category and location 	MSCW	Home, WCD, PHD, LNJD

Annexure - IV

Strategic Implementation Plan – Gender Responsive Livelihoods Enhancement: Employment, Enterprise and Skills Development

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
Policy measures 4.1, 4.2, 4.10						
1	Increasing female labour force participation rate (FLPR)	Removing the wage gap across rural-urban, agriculture and non-agriculture sectors. (Establishing and strengthening an Equal Pay Commission for the state).	Medium term	<ul style="list-style-type: none"> FLPR disaggregated by social category, sector and location No. of establishments declaring an equal wage policy disaggregated by sector Periodic gender based wage gap assessment reports disaggregated by location, sector and public-private entities Equal Pay Commission established 	Labour Department, Industries Department	Agriculture, ADF, RDD, TDD, UDD, SDEED, WCD
		Offering financial and non-financial incentives for women owned assets.	Medium term	<ul style="list-style-type: none"> No. of women owned assets disaggregated by social category and location No. of financial incentives offered disaggregated by social category, sector and location No. of non-financial incentives offered disaggregated by social category, sector and location 	Agriculture, ADF, Industries Department, Banks	RDD, TDD, UDD, SDEED, WCD, Labour Department
		Ensuring affordable and accessible transport systems.	Medium term	<ul style="list-style-type: none"> No. of public transport options linked with employment/business hubs disaggregated by location No. of gender inclusive public transport plans disaggregated by location No. of gender based public transport assessments disaggregated by location No. of reviews and gender sensitive user feedback surveys 	Transport	UDD, RDD, Railways, Maharashtra Metro Rail Corporation, Airport Authorities
		Private sector having women employees more than 30% will be considered for relaxation of duty or incentives.	Long term	<ul style="list-style-type: none"> Government resolution on relaxation and incentives Increase in no. of private companies having more than 30% women employees 	Labour department	GAD, WCD`
		Implementing gender sensitive recruitment and HR policies.	Medium term	<ul style="list-style-type: none"> No. of gender sensitive recruitment policies declared by public and private establishments 	Labour Department, Industries Department	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> Percentage of women employed disaggregated by location, sector, social category and public-private entities 		
		Effective implementation of all Government Resolutions pertaining to women employees in government establishments.	Short term	<ul style="list-style-type: none"> No. of compliant establishments disaggregated by department and establishment No. of women employees benefitting disaggregated by department, establishment, social category and location 	GAD	WCD
2	Ensuring decent work conditions and safeguards	Implementing gender sensitive social safeguards policy covering flexible work hours, transportation, creche, washrooms, appropriate leave policies among others.	Medium term	<ul style="list-style-type: none"> Gender sensitive social safeguards policy declared by the state government No. of establishments reporting full compliance disaggregated by sector and location Percentage of women employed disaggregated by location, sector and public-private entities 	Labour Department, Industries Department	WCD, SJSA
		Ensuring effective functioning of committees under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act.	Short term	<ul style="list-style-type: none"> No. of establishments with IC disaggregated by sector and location No. of cases disposed of by the IC disaggregated by sector and location State level online MIS established to track compliance State level monitoring cell established to track compliance 	Labour Department, Industries Department	WCD, Revenue
		Ensuring gender responsive grievance redressal mechanisms at all workplaces.	Short term	<ul style="list-style-type: none"> No. of establishments with grievance redressal cells disaggregated by sector and location. No. of complaints registered disaggregated by gender, social category, sector and location No of cases resolved disaggregated by gender, social category, sector and location 	Labour Department, Industries Department	WCD, Revenue, SJSA
3	Affirmative action for promoting gender diversity and inclusion in the labour force	Ensuring equitable opportunities in employment and career progression for women.	Short term	<ul style="list-style-type: none"> No. of public and private establishments implementing gender sensitive HR policies disaggregated by sector and location Percentage of women working at senior management positions disaggregated by location, sector and public-private entities 	Labour Department, Industries Department	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		Implementing special measures to promote labour force participation of women with disabilities and vulnerable backgrounds.	Medium term	<ul style="list-style-type: none"> Percentage of women with disabilities recruited disaggregated by disability, other vulnerabilities, location, sector and public-private entities 	Labour Department, Industries Department	WCD, SJSA, TDD, Minorities Department, Bahujan Welfare Department
		Conducting gender sensitization trainings at all establishments.	Short term	<ul style="list-style-type: none"> No. of gender sensitization trainings conducted disaggregated by location, sector and public-private entities Percentage of staff participation disaggregated by gender, location, sector and public-private entities 	Labour Department, Industries Department	WCD
Policy measures 4.7, 4.8, 9.8						
4	Promoting gender responsive agro-ecology	Ensuring substantive participation of women in agriculture value chains including fisheries, livestock and dairy, horticulture, sericulture, floriculture, non-timber forest produce, and food grain value chains.	Long term	<ul style="list-style-type: none"> Percentage of women farmers engaged in agriculture value chain disaggregated by social category and location 	Forest and Revenue Department, Agriculture Department	WCD, TDD, RDD
		Equal and fair representation of women in accordance with Forest Rights Act.	Medium term	<ul style="list-style-type: none"> No. of women represented in Forest Rights Committees (FRCs) disaggregated by social category and location No. of gender inclusive resolutions passed by the FRCs disaggregated by location 	Forest and Revenue Department, Agriculture Department, TDD	WCD, RDD
		Ensuring women's participation in post-harvest management.	Medium term	<ul style="list-style-type: none"> Percentage of women farmers engaged in post-harvest management disaggregated by social category and location Percentage of women's membership in agriculture, trading and marketing bodies disaggregated by social category and location 	Forest and Revenue Department, Agriculture Department	WCD, TDD, RDD
		Ensuring ownership, lease, and tenure rights for women in agriculture.	Medium term	<ul style="list-style-type: none"> Percentage of agricultural land owned by women disaggregated by size of holding, social category and location Percentage of agricultural land leased by women disaggregated by size of holding, social category and location 	Forest and Revenue Department, Agriculture Department	WCD, TDD, RDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		Ensuring access to agriculture and allied services including financial, technical and climate adaptation advisory for women farmers. Encouraging industries to create women- friendly agricultural machinery.	Medium term	<ul style="list-style-type: none"> Targeted financial services delivered to women farmers disaggregated by size of holding, social category, and location. Targeted non-financial/ technical services delivered to women farmers disaggregated by size of holding, social category and location No. of Women friendly Equipments launched. Targeted climate adaptation advisory delivered to women farmers disaggregated by size of holding, social category and location Percentage of women farmers covered under agriculture and allied services disaggregated by size of holding, social category and location 	Forest and Revenue Department, Agriculture Department, Industries Department	WCD, TDD, RDD
		Prioritising women farmers for access to crop insurance.	Short term	<ul style="list-style-type: none"> No. of women farmers accessed crop insurance disaggregated by the size of holding, social category and location Percentage crop insurance disbursed to women farmers disaggregated by size of holding, social category and location 	Forest and Revenue Department, Agriculture Department	WCD, TDD, RDD
		Landless women labourers will be covered on priority under the EGS.	Short term	<ul style="list-style-type: none"> No. of landless women labourers accessed work under EGS disaggregated by location and social category Percentage work allocated to landless labourers disaggregated by gender, social category and location 	Planning, Agriculture Department	WCD, TDD, RDD
		Women labourers on plantations and nurseries, especially widows and those with disabilities, will be prioritised under the EGS and efforts will be made to facilitate access to state labour welfare schemes.	Short term	<ul style="list-style-type: none"> No. of women labourers in plantation and nurseries allocated work through EGS disaggregated by social category and location No. of women in plantation and nurseries supported through the State Labour Welfare Board disaggregated by social category and location 	Planning, Agriculture Department	WCD, TDD, RDD
		Widows of farmers who have committed suicide will be prioritised for individual benefit schemes.	Short term	<ul style="list-style-type: none"> No. of widows of farmers prioritised for individual benefit schemes disaggregated by social category and location 	Planning, Agriculture Department	WCD, TDD, RDD
Policy measures 4.3, 4.4, 4.5, 4.6, 4.8						

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
5	Promoting gender equity in MSMEs	Prioritising participation of women in MSMEs and start-ups across rural and urban areas including cottage industries, beekeeping, food processing (herbs, spices, pulping, meat processing), bamboo, coir processing, apparels, rural energy, rural crafts, bio processing and herbal products, waste recycling, sugar (industries), packaging and dairy among others.	Medium term	<ul style="list-style-type: none"> Percentage of women entrepreneurs disaggregated by sector, social category and location Percentage of women founders and leaders in MSMEs disaggregated by sector, social category and location Annual turnover of MSMEs led by women disaggregated by sector and location No. of SHGs supported disaggregated by sector and location 	Industries Department, Banks	WCD, RDD, TDD, UDD, SDEED
		Launching new schemes and programmes targeting women with disabilities and vulnerable backgrounds in MSMEs and start-ups across rural and urban areas.	Long term	<ul style="list-style-type: none"> No. of MSME schemes targeting women launched No. of women covered disaggregated by disability, other vulnerabilities, social category, sector and location No. of SHGs and FPOs supported disaggregated by sector and location 	Industries Department, Banks	WCD, RDD, TDD, UDD, SDEED, Minorities, Bahujan Welfare Department, SJSA
		Prioritizing allotment of plots in MIDC for women led MSMEs, and prioritising opportunities for women from SC/ST/OBC and other vulnerable categories.	Medium term	<ul style="list-style-type: none"> No. of plots allotted to women led MSMEs in MIDC Percentage of women engaged disaggregated by disability, other vulnerabilities, social category, sector and location No. of SHGs allotted land in MIDC disaggregated by location 	Industries Department	WCD, SJSA
6	Promoting gender equity in manufacturing and heavy industries	Prioritising participation of women in manufacturing and heavy industries.	Short term	<ul style="list-style-type: none"> No. of women trained in trades relevant to manufacturing and heavy industries disaggregated by location Percentage of women employed in heavy industries disaggregated by sector, social category and location Percentage of women founders and leaders in heavy industries disaggregated by sector, social category and location 	Industries Department	WCD, RDD, TDD, UDD, SDEED
		Ensuring safeguards for women covering flexible work hours, transportation, creche, washrooms, and appropriate leave policies, among others.	Short term	<ul style="list-style-type: none"> No. of industries with Internal Committee (IC) set up disaggregated by sector and location No. of manufacturing and heavy industries that have declared gender sensitive safeguards policy disaggregated by sector and location 	Industries Department	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> No. of establishments reporting full compliance disaggregated by sector and location No. of grievances addressed disaggregated by gender, social category, sector and location No. of industries that have organised gender sensitization and safeguards training disaggregated by sector and location 		
		Prioritizing allotment of plots in MIDC for women led manufacturing and heavy industries, and prioritising opportunities for women from SC/ST/OBC and other vulnerable categories.	Medium term	<ul style="list-style-type: none"> No. of plots allotted to women led heavy industries in MIDC disaggregated by size, social category, sector and location Percentage of women engaged in manufacturing and heavy industries disaggregated by disability, other vulnerabilities, social category, sector and location 	Industries Department	WCD, SJSA
		Prioritising women's membership in professional bodies, trade unions and workers' associations.	Medium term	<ul style="list-style-type: none"> Percentage of women's membership in professional bodies/ trade unions/ workers' associations disaggregated by sector and location No. of women leading professional bodies/ trade unions/ workers' associations disaggregated by social category, sector and location 	Industries Department	WCD, Labour
		Launching new schemes and programmes targeting women with disabilities and vulnerable backgrounds in manufacturing and heavy industries across rural and urban areas.	Medium term	<ul style="list-style-type: none"> No. of schemes promoting women's employment in manufacturing and heavy industries launched No. of women covered disaggregated by disability, other vulnerabilities, social category, sector and location 	Industries Department	WCD, SJSA
		SHGs will also be considered for providing dedicated space for establishing stalls in municipal council and corporation area	Medium term	<ul style="list-style-type: none"> Government resolution 	UDD	WCD, RDD, Minority department,
7	Enhancing gender equality in the service sector	Promoting economic empowerment of women in the service sector and start-up ecosystem, including banking, financial services, insurance sector, healthcare and wellbeing, energy, media and entertainment, management, tourism, hospitality, beauty/fashion, aviation, logistics and	Medium term	<ul style="list-style-type: none"> Percentage of women engaged in the service sector disaggregated by disability, other vulnerabilities, social category, sector and location No. of women-led enterprises created disaggregated by social category, sector and location 	Industries Department	WCD, RDD, TDD, UDD, SDEED, Minorities, Bahujan Welfare Department, Banking, Transport Department,

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		transport, telecommunication, call centres, education, tech-based services, blockchain and gig work among others.				H&TED, Tourism, Energy and IT
		Ensuring the safety and security of women frontline workers in the health, education, water sanitation, police, and other sectors.	Short term	<ul style="list-style-type: none"> Policy for the safety and security of women frontline workers declared by the state government No. Of establishments reporting compliance disaggregated by sector and location 	PHD	WSSD, SE&SD, H&TED, WCD, RDD, UDD, TDD, Home (Police)
		Reserving 10% shops in all commercial shops constructed by urban local bodies/ Grampanchayat	Medium term	<ul style="list-style-type: none"> No. of complexes complying with reservation criteria disaggregated by location Percentage of shops in commercial complexes run by women disaggregated by disability, other vulnerabilities, social category, sector and location 	UDD, RDD, TDD	WCD, SJSA, Industries Department
Policy measures 4.2, 4.3, 4.4, 4.5, 4.8						
8	Skills development and placements	Entrepreneurship and innovation among women in various sectors through programmes and schemes of various departments will be prioritised. Ensuring full coverage of women in skills development and placement programmes.	Medium term	<ul style="list-style-type: none"> Percentage of women trained disaggregated by social category, sector and location Percentage of trained women placed disaggregated by social category, sector and location 	SDEED, H&TED	WCD, RDD, UDD, TDD
		Offering targeted skills development and employment programmes for girls, women in institutions like shelter homes, prisons, beggar homes and similar institutions, as well as for vulnerable groups including PWDs, folk artistes, survivors of violence, senior women, acid attack survivors, IDP and PAP among others.	Medium term	<ul style="list-style-type: none"> No. of targeted schemes promoting women's skills development launched No. of specialised training centres disaggregated by sector and location No. women covered disaggregated by disability, other vulnerabilities, social category, sector and location 	SDEED, H&TED	WCD, SJSA, RDD, UDD, TDD, Culture
		Collating gender disaggregated data on coverage under skills development and placement programmes.	Medium term	<ul style="list-style-type: none"> Gender disaggregated MIS systems established at the state and district level Periodic reports generated 	SDEED	WCD, Planning Department (DES)
		Ensuring a gender responsive approach to placement and post placement support.	Medium term	<ul style="list-style-type: none"> Percentage of trained women placed disaggregated by social category, sector and location No. of placed women provided post placement services disaggregated by social category, sector and location 	SDEED	WCD
		Prioritising women in RSETI programmes.	Medium term	<ul style="list-style-type: none"> Percentage of women enrolled in RSETI programmes disaggregated by social category, sector and location 	SDEED, RDD	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> No. of women provided financial support post training completion disaggregated by social category, sector and location 		
		Organising job fairs and placement drives targeting women.	Medium term	<ul style="list-style-type: none"> No. of job fairs/ placement drives organised disaggregated by sector and location No. of women placed through job fairs and placement drives disaggregated by social category, sector and location 	SDEED, RDD	WCD, Industries Department
9	Promoting gender equity in enterprise development	Providing hybrid modules for entrepreneurship development training of women (institutional and community-based modules).	Medium term	<ul style="list-style-type: none"> No. of institutional trainings conducted disaggregated by sector and location No. of community-based trainings conducted disaggregated by sector and location No. of women covered disaggregated by social category, location, sector, public-private 	WCD, Industries Department, SDEED, H&TED	TDD, UDD, RDD
		Creating a conducive policy environment for women led enterprises with emphasis on seamless backward and forward linkages.	Medium term	<ul style="list-style-type: none"> Updated entrepreneurship and innovation policy for women launched No. of women led entrepreneurial ventures promoted disaggregated by sector and location Budget allocated for implementing entrepreneurship and innovation policy for women Budget utilised for implementing entrepreneurship and innovation policy for women Digital market place for products and services of women led enterprises 	WCD, Industries Department	TDD, UDD, RDD, Agriculture, SDEED
		Ensuring support to integrate cutting edge technology including artificial intelligence in women led enterprises.	Short term	<ul style="list-style-type: none"> No. of trainings provided to women for the use of technology disaggregated by location, social category and sector No. of technology integrated entrepreneurial ventures promoted led by women disaggregated by social category, sector and location No. of women supported disaggregated by location, social category and sector 	WCD, SDEED, H&TED	TDD, UDD, RDD, Industries Department, IT Department

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		Providing affordable and accessible technological support targeting women from vulnerable categories.	Short term	<ul style="list-style-type: none"> No. of trainings provided to women for use of technology disaggregated by social category, vulnerability, location and sector No. of technology integrated entrepreneurial ventures promoted led by women disaggregated sector and location No. of women supported disaggregated by vulnerability, social category, location, sector 	WCD, SDEED, H&TED	TDD, UDD, RDD, Industries Department, IT Department
		Promoting women in the start-up ecosystem with emphasis on mentorship and customised financing.	Medium term	<ul style="list-style-type: none"> No. of women led start-ups promoted disaggregated by sector and location No. women led start-ups provided mentorship disaggregated by sector and location No. women led start-ups provided customised financing disaggregated by sector and location Volume of financing/ financial support provided disaggregated by sector and location 	WCD, Industries Department	TDD, UDD, RDD, Banks and other financial institutions, Agriculture
		Implementing a diversified financial model for women entrepreneurs covering capital expenditure, expansion costs, risk cover among others.	Short term	<ul style="list-style-type: none"> No. of financial instruments provided to women entrepreneurs disaggregated location and sector No. of women entrepreneurs who received diversified financial support disaggregated by social category, location and sector 	WCD, Industries Department	TDD, UDD, RDD, Banks and other financial institutions, Agriculture
		Promoting women in leadership and strategic management roles across entrepreneurial ventures.	Medium term	<ul style="list-style-type: none"> No. of women business leaders promoted disaggregated by social category, location and sector No. of leadership development trainings offered to women entrepreneurs disaggregated by location and sector No. of women entrepreneurs trained in leadership disaggregated by social category, location and sector 	WCD, Industries Department	TDD, UDD, RDD
Policy measures 4.1, 4.2, 4.9, 4.11, 4.12						
10	Gender and informal labour	Implementing a comprehensive policy on informal labour prioritising decent work conditions, pay parity and safeguards for women covering: <ul style="list-style-type: none"> Safety standards covering protocol and equipment; 	Medium term	<ul style="list-style-type: none"> Comprehensive policy on informal labour launched by the state government Operational guidelines on gender specific safeguards and labour standards for informal workers implemented 	Labour department	SJSA, RDD, UDD, TDD, PHD, WCD,

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		<ul style="list-style-type: none"> ○ Healthcare covering physical and mental health; ○ Leave policy covering maternity and parental leave, childcare, elder care and other caring responsibilities; ○ Pension; ○ Insurance for health, life and accident. ○ Minimum Wages 		<ul style="list-style-type: none"> ● GR issued to implement the policy ● No. of establishments complying with the policy, disaggregated by sector and location ● No. of compliance reports submitted disaggregated by sector and location 		
		Providing adequate hygiene and quality sanitation facilities for women engaged in informal work covering construction workers, domestic workers, agricultural labourers, street vendors, hawkers, quarry workers, brick kiln workers, mining workers and small traders among others.	Short term	<ul style="list-style-type: none"> ● SOP on minimum standards of hygiene and sanitation issued ● No. of establishments complying with the SOP disaggregated by sector and location ● No. of compliance reports submitted disaggregated by sector and location 	WCD, Labour department	RDD, UDD, TDD, PHD
		Covering women sex workers, folk artists, bar dancers, etc., under a social safety net.	Medium term	<ul style="list-style-type: none"> ● GR on the provision of certification/ ID cards issued ● No. of certification/ ID cards issued 	WCD, Labour department	RDD, UDD, TDD, Culture department
		Establishing hostels for women engaged in informal work including seasonal workers such as sugarcane cutters and others.	Medium term	<ul style="list-style-type: none"> ● No. of hostels established disaggregated by location and sector ● No. of residents in hostels disaggregated by vulnerability, social category, sector and location 	WCD	PWD, RDD, UDD, TDD, Housing, Industries Department
		Organising awareness campaigns and running community based legal clinics targeting women in the informal sector, focusing on labour rights and social protection schemes.	Short term	<ul style="list-style-type: none"> ● No. of legal awareness camps for labour rights held disaggregated by location ● Outreach of legal awareness camps disaggregated by gender, location and social category ● No. of community based legal clinics operational disaggregated by location ● No. of cases handled disaggregated by gender, location and social category 	WCD, Labour Department	LNJD
		Running 24X7 labour helplines.	Medium term	<ul style="list-style-type: none"> ● Labour helpline instituted and activated ● No. of cases handled disaggregated by gender, location and social category ● No. of cases disposed of disaggregated by gender, location and social category 	Labour Department	WCD, Home
		Running art schools and institutions to nurture women folk artistes and rural artisans.	Long term	<ul style="list-style-type: none"> ● No. of art schools and institutions for folk artistes and rural artisans established disaggregated by location 	Culture	WCD, RDD, TDD, UDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> No. of women folk artistes/ rural artisans supported disaggregated by social category and location 		
		<p>Operating special windows for issuing licenses to women street vendors, drivers and entrepreneurs.</p> <p>Efforts will be made to provide free Driving license for women.</p>	Medium term	<ul style="list-style-type: none"> No. of special windows operationalised disaggregated by location No. of licenses issued disaggregated by gender, location and social category No. of informal labour supported disaggregated by gender, location and social category No. of Driving licenses issued disaggregated by gender, location and social category 	Industries, Labour, Transport Department	WCD
		Providing unemployment benefits to all eligible women.	Medium term	<ul style="list-style-type: none"> No. of eligible women received unemployment benefits, disaggregated by vulnerability, social category and location 	Labour Department	WCD
		Providing cash assistance to women and girl survivors of bonded labour.	Medium term	<ul style="list-style-type: none"> GR issued on scheme for cash assistance to survivors of bonded labour No. of release certificates issued for bonded labour, along with time taken disaggregated by gender, social category and location No. of women and girls who have received cash assistance disaggregated by social category and location 	LNJD, Home	Labour department, WCD
		Prioritising women Mathadi workers in all schemes promoting employment, enterprise and other livelihoods.	Medium term	<ul style="list-style-type: none"> Percentage of women Mathadi workers covered disaggregated by schemes/ programmes and social category 	Planning, Labour	WCD, UDD
		Women labourers who have worked for at least 100 days consistently in the past three years to be paid maternity benefits equalling 12 weeks of wages under the Employment Guarantee Scheme (EGS).	Medium term	<ul style="list-style-type: none"> No. of women labourers received 12 weeks wages as maternity benefits disaggregated by vulnerability, social category and location 	Planning, Labour	WCD, RDD
		Women labourers with disabilities to be treated at par with women in tribal areas and offered 150 days of work in a year under the EGS	Medium term	<ul style="list-style-type: none"> GR issued to enforce policy amendment No. of women labourers with disabilities received 150 days of work under EGS disaggregated by disability, social category and location 	Planning, Labour	WCD, SJSA, RDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		Accidental death of women labourers on site to be adequately compensated by the state.	Short term	<ul style="list-style-type: none"> Policy on compensation for accidental death for women labourers issued No. of cases compensated disaggregated by social category and location 	Planning, Labour	WCD, RDD, UDD, TDD
		Women labourers holding a job card to be prioritised for employment in various government offices.	Short term	<ul style="list-style-type: none"> GR issued to enforce policy amendment No. of women labourers provided employment in government offices disaggregated by government establishment, social category and location 	Planning, Labour	WCD, RDD, UDD
11	Gender and migration	Ensuring portability and universal access of entitlements for women migrants.	Medium term	<ul style="list-style-type: none"> No. of migrant women registered under One Nation One Ration Card disaggregated by social category and location GR on portability of services under the Integrated Child Development Scheme for migrants issued No. of informal worksites with mobile anganwadis/ creches disaggregated by location No. of labour camps in compliance with quality infrastructure standards disaggregated by location No. of women migrants benefiting disaggregated by social category and location 	Labour, RDD, TDD, UDD	WCD, PHD, Food and Civil Supplies, Industries, Forest, Home
		Registration of women migrant workers under Unorganized Workers' Social Security Act 2008.	Medium term	<ul style="list-style-type: none"> No. of worker registration camps held disaggregated by location No. of workers registered disaggregated by gender, location, vulnerability, sectors and social category No of registered workers receiving insurance disaggregated by gender, location, vulnerability and social category No. of registered workers receiving pension disaggregated by gender, location, vulnerability and social category 	Labour, RDD, TDD, UDD	WCD, Industries, Home, Planning (DES)
		Scheme for women in the unorganized private sector will be created	Long term	<ul style="list-style-type: none"> Government resolution No. unorganised women benefited 	Labour department	WCD, Industries
		Introducing migration registers and prioritising registration of women migrants.	Medium term	<ul style="list-style-type: none"> Migration registers introduced disaggregated by Local Self Governments 	Labour, Revenue	RDD, TDD, UDD, WCD, Industries,

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> No. of migrants registered disaggregated by gender, location, vulnerability and social category 		Home, Planning (DES)
Policy measure 4.2						
12	Media, art and culture	Implementing a gender sensitive social protection and safeguards policy for women in media, arts and culture covering: <ul style="list-style-type: none"> Healthcare covering physical and mental health; Leave policy covering maternity and parental leave, childcare, elder care and other caring responsibilities; Pension; Insurance for health, life and accident. 	Medium term	<ul style="list-style-type: none"> Gender sensitive social protection and safeguards policy issued by the state No. of media, arts and cultural establishments complying with the policy disaggregated by location No. of women artistes and media persons supported disaggregated by social category and location 	Culture Department, I&B	WCD, SJSA
		Implementing a targeted social assistance programme for women in media, performing, literary and visual arts.	Medium term	<ul style="list-style-type: none"> Targeted social assistance programme for women launched No. of women beneficiaries disaggregated by art form, location and social category 	Culture Department, I&B	WCD
		Providing safety and security of women in media.	Short term	<ul style="list-style-type: none"> Detailed safety protocols issued and integrated No. of media organisations that have adopted the safety protocol No. of cases registered disaggregated by location No. of cases disposed of disaggregated by location 	Home	WCD, I&B
Policy measure 4.12						
13	Access to entitlements	Full coverage of women under existing social safety nets (pension, compensation and other cash assistance, etc.).	Short term	<ul style="list-style-type: none"> Data on social safety net coverage disaggregated by scheme, gender, location, vulnerability and social category 	WCD	RDD, UDD, TDD, PHD, Agriculture, Minorities, Bahujan Welfare, SJSA

Annexure - V

Strategic Implementation Plan–Gender Inclusive Infrastructure: Transport, Housing and WASH

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
Policy measure 5.1						
1	Gender sensitive and accessible public infrastructure	Mandating gender lens planning for all public infrastructure by developing a binding checklist to ensure gender and social inclusion (catering to the needs of PWDs, senior citizens, and pregnant and lactating women, among others).	Medium term	<ul style="list-style-type: none"> • Checklist issued for gender inclusive infrastructure development • GR issued for gender lens planning 	WCD	Planning Department, SJSA, RDD, UDD, TDD, Industries, PSUs, Transport, Housing, PWD, R&R
	Single window system	Introducing a single window system for beneficiaries of policies involving multiple implementing ministries to streamline process and enhance efficiency.	Medium	<ul style="list-style-type: none"> • Single window system created 	WCD	Planning
		Mandating gender sensitization trainings for all staff engaged in infrastructure development projects in urban, rural and tribal areas.	Short term	<ul style="list-style-type: none"> • No. of trainings organised disaggregated by location and sector • No. of staff trained disaggregated by level, location, gender and sector 	WCD	Planning Department, RDD, UDD, TDD, Industries, Housing, PSUs, Transport, PWD, R&R
		Ensuring gender studies/ evaluations/ impact assessments for all infrastructure projects such as metros, highways, flyovers, shopping malls, airports, slum redevelopment, housing projects, town planning, etc.	Medium term	<ul style="list-style-type: none"> • No. of gender studies/ evaluations/ impact assessments conducted disaggregated by location and sector • No. of recommendations integrated disaggregated by location and sector 	WCD	Planning Department, RDD, UDD, TDD, Industries, PSUs, Transport, Housing, PWD, R&R

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		Ensuring periodic user feedback surveys and fixing necessary accountability mechanisms for action focusing on vulnerable categories.	Medium term	<ul style="list-style-type: none"> No. of user/feedback surveys conducted disaggregated by location and sector No. of end users surveyed disaggregated by location, gender, vulnerability, social category and sector No. of actions taken disaggregated by location and sector 	WCD	Planning Department, SJSA RDD, UDD, TDD, Industries, PSUs, Transport, Housing, PWD, R&R
		Mandating periodic gender audits for all public infrastructure projects.	Medium term	<ul style="list-style-type: none"> No. of gender audits conducted disaggregated by location and sector No. of infrastructure covered disaggregated by location and sector No. of reports published disaggregated by location and sector No. of recommendations made disaggregated by location and sector No. of recommendations integrated disaggregated by location and sector 	WCD	Planning Department, SJSA RDD, UDD, TDD, Industries, PSUs, Transport, Housing, PWD, R&R
		Review and endorse infrastructure projects from a gender perspective.	Short term	<ul style="list-style-type: none"> No. of review meetings held disaggregated by location and sector No. of endorsements delivered disaggregated by location and sector No. of recommendations integrated disaggregated by location and sector 	PWD,	Planning Department, SJSA RDD, UDD, TDD, Industries, Housing, PSUs, Transport, R&R
		Ensuring gender sensitive planning of and access to parks, playgrounds and other recreational public infrastructure for women and girls across age groups.	Short term	<ul style="list-style-type: none"> No. of gender sensitive infra-development plans developed disaggregated by location Footfall at parks, playgrounds and other recreational public places disaggregated by gender, age and location 	WCD, RDD, UDD, TDD	
		Establishing appropriate community infrastructure allowing exclusive access to women and girls across age groups.	Medium term	<ul style="list-style-type: none"> No. of community halls for women and girls established disaggregated by location No. of age appropriate community spaces for leisure and recreation developed disaggregated by location 	WCD, RDD, UDD, TDD	

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		Gender sensitive planning of all PRIs and associated institutions and infrastructure.	Medium term	<ul style="list-style-type: none"> • Comprehensive checklist for gender sensitive planning at PRI and allied institutions adopted • No. of compliant PRIs disaggregated by location 	RDD, UDD	WCD
		Adopting a comprehensive state wide protocol prioritising safety and security of women and girls in all public places.	Short term	<ul style="list-style-type: none"> • State wide protocol issued and adopted • No. of safety audits conducted at public places disaggregated by location • No. of breaches reported disaggregated by gender, nature of crime and location • No. of cases disposed of disaggregated by gender, nature of crime and location 	WCD, Home (Police)	RDD, UDD, TDD
		Ensuring gender equitable access to affordable electricity across the state.	Short term	<ul style="list-style-type: none"> • State level policy measures adopted for gender equitable electrification • Percentage of consumers disaggregated by gender, location and social category 	Energy	WCD, RDD, UDD, TDD
		Gender equitable and inclusive planning and access to all health infrastructure for public and private facilities across the state.	Short term	<ul style="list-style-type: none"> • Mandatory gender equality and social inclusion (GESI) standards for health services and facilities issued • GR on GESI standards issued • No. of compliant health facilities disaggregated by location, public-private ownership/management 	PHD	WCD, PWD, RDD, UDD, TDD
		Gender equitable and inclusive planning and access to all education infrastructure for public and private facilities across the state.	Short term	<ul style="list-style-type: none"> • Mandatory gender equality and social inclusion (GESI) standards for all educational institutions issued • GR on GESI standards issued • No. of compliant educational institutions disaggregated by location, public-private ownership/management 	WCD, SE&SD, H&TE, MED	PWD, RDD, UDD, TDD
Policy measures 5.1, 5.2, 5.3						

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
2	Gender equality and social inclusion (GESI) in transport systems	Ergonomic design of vehicles used in public and private transport including buses, taxis, trains, autos, metro rails that are gender and disability friendly.	Long term	<ul style="list-style-type: none"> • Gender and disability-friendly ergonomic design standards for all vehicles mandated by RTOs • No. of vehicles complying with ergonomic design standards, disaggregated by location, mode, public-private ownership 	Transport department	Railways, Home Department (Police), UDD, WCD, SJSA, RDD
		Conducting a comprehensive survey on women centric infrastructure availability at taluka and district levels.	Medium	<ul style="list-style-type: none"> • Comprehensive survey conducted 	Revenue	RDD, UDD
		Gender and disability friendly transport hubs (bus stations, train stations, auto stands, airports, jetties, ports) with the provision of ramps, railings, escalators, washrooms, changing rooms, waiting rooms, feeding rooms, sanitary pad vending machines, emergency medical care facilities, signage, braille signage, PA systems, etc. following maintaining standard hygiene.	Medium term	<ul style="list-style-type: none"> • Comprehensive GESI checklist for the transport sector mandated • No. of gender audits conducted disaggregated by location and mode • No. of compliant nodes and hubs disaggregated by location and mode • No. of recommendations made disaggregated by location and mode • No. of recommendations integrated disaggregated by location and mode 	Transport department	Railways, Home Department (Police), UDD, WCD, SJSA
		Ensuring safety and security of women and girls in public and private transport including provision of CCTV cameras, GPS trackers, well-lit vehicles, stations, platforms, and bus stops/stations etc., panic buttons, emergency helpline numbers prominently displayed, early response system for accidents and emergencies, adequate police patrolling and deployment, etc.	Short term	<ul style="list-style-type: none"> • GR issued mandating safety standards for transport systems • Safety standards adopted disaggregated by location, mode, public-private ownership • No. of vehicles complying with safety standards, disaggregated by location, mode, public-private ownership • No. of transport hubs complying with safety standards, disaggregated by location, mode, public-private ownership 	Transport department	Railways, Home Department (Police), UDD, WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> No. of safety audits of transport systems conducted disaggregated by location, mode and public-private ownership 		
		Providing special/concessional fares for women and girls from vulnerable backgrounds across modes of public transport.	Short term	<ul style="list-style-type: none"> GESI integrated transport policy adopted by the state Data on fare structure disaggregated by gender, vulnerability, age, mode and location 	Transport department	Railways, Home Department (Police), UDD, WCD
		Ensuring reservation of seats for women and girls with a focus on vulnerable backgrounds across modes of public transport.	Short term	<ul style="list-style-type: none"> GESI integrated transport policy adopted by the state Percentage seats reserved for women and girls disaggregated by location, mode and vulnerability 	Transport department	Railways, Home Department (Police), UDD, WCD
		Ensuring adequate fleet, frequency and seamless connectivity of public transport modes for women and girls.	Medium term	<ul style="list-style-type: none"> Periodic trends analysis and commuter studies conducted disaggregated by location and mode No. of recommendations integrated disaggregated by location and mode 	Transport department	Railways, Home Department (Police), UDD, WCD
		Prioritising auto, taxi, heavy vehicle permits for aspiring women.	Short term	<ul style="list-style-type: none"> No. of permits issued to women disaggregated by location, mode and public-private ownership Percentage of women drivers disaggregated by location, mode, vulnerability and public-private ownership 	Transport department	Railways, Home Department (Police), UDD, WCD
		Prioritising employment and entrepreneurial opportunities for women in public transport systems. (Drivers, conductors, ticketing clerks, maintenance, landscaping, charging stations, etc.)	Short term	<ul style="list-style-type: none"> Percentage of women employees disaggregated by location, mode, vulnerability and social category Percentage of women entrepreneurs disaggregated by location, mode, vulnerability and social category 	Transport department	Railways, Home Department (Police), UDD, WCD
		Promoting gender sensitive terms of employment for women in public transport systems.	Short term	<ul style="list-style-type: none"> GESI policy adopted by the transport department Percentage of women employees disaggregated by location, mode, vulnerability and social category 	Transport department	Railways, Home Department (Police), UDD, WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		Periodic gender equality and social inclusion (GESI) sensitization of all transport personnel, management, and contractors, as well as police and other service providers.	Short term	<ul style="list-style-type: none"> No. of GESI trainings organised disaggregated by location and mode No. of personnel trained, disaggregated by gender, location, department, mode and social category 	Transport department	Railways, Home Department (Police), UDD, WCD
Policy measures 5.1, 5.3, 5.4, 5.5						
3	Gender equitable access to housing and shelter.	State run campaigns to promote awareness regarding women's equal rights to housing/ property/ inheritance.	Short term	<ul style="list-style-type: none"> No. of campaigns run disaggregated by location No. of women covered disaggregated by location, social category and vulnerability 	Housing	WCD, RDD, UDD, TDD,
		Ensuring the right to shared ownership in all state sponsored housing schemes for women.	Medium term	<ul style="list-style-type: none"> No. of properties registered in women's names disaggregated by location and social category Percentage property ownership of women disaggregated by location and social category 	Housing	WCD, RDD, UDD, TDD
		Establishing a single window system to facilitate access to property documents for all women.	Medium term	<ul style="list-style-type: none"> GR on single window system for property documents issued No. of property ownership documents issued to women through a single window system disaggregated by location and social category No. of women supported through single window system disaggregated by location and social category 	Revenue	Housing, WCD, RDD, UDD, TDD
		Ensuring access to affordable, low-interest and customised housing loans for women, prioritising the needs of persons from vulnerable backgrounds.	Medium term	<ul style="list-style-type: none"> No. of customised housing loan schemes targeting women available Percentage housing loans disbursed to women disaggregated by location and social category 	Housing, Banks	WCD, RDD, UDD, TDD, Minorities Development
		Ensuring lower stamp duty for properties registered in women names.	Short term	<ul style="list-style-type: none"> No. of properties registered in women's names disaggregated by location and social category Percentage property ownership of women disaggregated by location and social category 	Revenue	Housing, WCD, RDD, UDD, TDD
		Developing a policy for access to affordable and quality rental housing for women and girls under the SMART cities programme.	Medium term	<ul style="list-style-type: none"> Policy on gender equitable rental housing adopted by the state 	UDD, RDD, TDD, Housing	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> Percentage rental housing accessed by women disaggregated by location and social category 		
		Ensuring the establishment of Swadhar Grehs with infrastructure.	Short term	<ul style="list-style-type: none"> Comprehensive quality standards for Swadhar Grehs issued No. of safety and infrastructure audits conducted disaggregated by location No. of Swadhar Grehs complying with infrastructure quality standards disaggregated by location No. of recommendations integrated disaggregated by location 	WCD	PWD, SJSA, RDD, UDD, TDD
		Establishing state run old age homes with facilities for palliative and geriatric care prioritising women.	Short term	<ul style="list-style-type: none"> State policy for institutionalised geriatric care/services adopted No. of state run old age homes established disaggregated by location SOPs for gender equitable management of old age homes developed No. of women residing in old age homes disaggregated by location and social category No. of safety and infrastructure audits conducted at old age homes disaggregated by location No. of old age homes complying with infrastructure quality standards disaggregated by location No. of recommendations integrated disaggregated by location 	SJSA	WCD, PHD, PWD, SJSA, RDD, UDD, TDD
		Establishing well equipped night shelters at appropriate locations ensuring safety, security, hygiene and sanitation for women.	Medium term	<ul style="list-style-type: none"> State policy for night shelters adopted No. of state run night shelters established disaggregated by location SOPs for gender equitable management of night shelters developed No. of women residing in night shelters disaggregated by location and social category 	UDD	WCD, PWD, Water Sanitation

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> No. of safety and infrastructure audits conducted at night shelters disaggregated by location No. of night shelters complying with infrastructure quality standards disaggregated by location No. of recommendations integrated disaggregated by location 		
		Promoting substantive and meaningful partnerships with civil society organisations in providing shelter and allied services/care to women.	Short term	<ul style="list-style-type: none"> No. of state-civil society partnerships forged disaggregated by location No. of institutions established disaggregated by location 	WCD	PHD
		Promoting substantive and meaningful public-private partnerships in providing shelter and allied services/care to women.	Short term	<ul style="list-style-type: none"> No. of public-private partnerships forged disaggregated by location No. of institutions established disaggregated by location 	WCD	PHD
		Developing a comprehensive policy for access to quality housing and shelter for migrant households ensuring safety, security, hygiene and sanitation for women and girls.	Medium term	<ul style="list-style-type: none"> Gender equitable state policy for housing and shelter of migrants adopted Percentage migrants accessing quality housing disaggregated by gender, location and social category No. of well-equipped transit camps established disaggregated by location 	UDD	WCD, Planning, TDD, RDD, Housing, Labour, Industries
		Providing quality infrastructure, public services and civic amenities including WASH to women and girls living in informal settlements across urban, peri urban and rural areas.	Medium term	<ul style="list-style-type: none"> GR on mandatory gender equitable habitat planning for informal settlements in all public infrastructure projects and services Percentage population in informal settlements accessing public infrastructure and services disaggregated by gender, location and social category 	UDD	WCD, Planning, UDD, RDD, Housing, PWD, Water Sanitation
		Providing free creches at all state-run institutions housing women including shelter/ short stay homes, prisons, etc.	Short term	<ul style="list-style-type: none"> Comprehensive SOPs for establishment and running of creches developed No. of state run institutions providing creches disaggregated by location 	WCD	UDD, RDD, TDD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> No. of safety and infrastructure audits conducted at creches disaggregated by location No. of functional creches complying with infrastructure quality standards disaggregated by location No. of recommendations integrated disaggregated by location 		
		Ensuring access to well-equipped and safe hostels for women and girls at all across urban, peri urban and rural areas, prioritising needs of persons with disabilities and other vulnerable groups. Establishing Sakhi Niwas (Working Women Hostels at District and Taluka Levels)	Medium term	<ul style="list-style-type: none"> No. of hostels established disaggregated by location SOPs for gender equitable management of hostels developed No. of women and girls residing in hostels disaggregated by location and social category No. of gender responsive safety and infrastructure audits conducted at hostels disaggregated by location No. of hostels complying with infrastructure quality standards No. of recommendations integrated 	WCD	UDD, RDD, PWD, Minorities, Water and Sanitation, SJSA
Policy measures 5.1, 5.6, 5.7, 5.8, 5.9, 5.10						
4.	Gender equitable access to water	Accelerating universal access to clean water under various flagship programmes ensuring perennial supply and equitable distribution, with focus on women and girls in drought prone and difficult areas.	Short term	<ul style="list-style-type: none"> No. of households with 100% tap water connections disaggregated by location Percentage coverage of women under flagship programmes disaggregated by location and social category 	WSSD	RDD, UDD, TDD, WCD, SE&SD, R&R
		Ensuring per capita access to potable water as per national standards prioritising women and girls from vulnerable socio-economic categories.	Short term	<ul style="list-style-type: none"> Data on per capita water availability disaggregated by gender, location and social category 	WSSD	RDD, UDD, TDD, WCD, R&R
		Ensuring participation of women in water resource management (supply and distribution plans, repair and maintenance) including training of women in SHGs, PRIs and ULBs	Short term	<ul style="list-style-type: none"> No. of VHNSC oriented to gender equitable water management disaggregated by location No. of trained women in VHNSC disaggregated by location and social category 	WSSD	RDD, UDD, TDD, WCD, SE&SD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
				<ul style="list-style-type: none"> No. of SHGs trained in gender equitable water management disaggregated by location No. of ULBs oriented to gender equitable water management disaggregated by location No. of trained women in ULBs disaggregated by location and social category 		
		Promoting awareness around gender equitable water management among diverse stakeholders	Short term	<ul style="list-style-type: none"> No. of awareness campaigns run disaggregated by location Coverage disaggregated by gender, location, stakeholders and social category 	WSSD	RDD, UDD, TDD, WCD
		Promoting women's leadership and participation in community based water user groups and other innovative institutional models.	Medium term	<ul style="list-style-type: none"> Percentage membership of women in water management committees, disaggregated by location and social category Percentage leadership of women in water management committees, disaggregated by location and social category 	WSSD	RDD, UDD, TDD, WCD,
5	Gender equitable access to sanitation	Accelerating universal coverage of households under the Swacch Bharat Mission ensuring functional toilets and bathrooms with water connection prioritising women and girls.	Medium term	<ul style="list-style-type: none"> Coverage disaggregated by location No. of households with fully functional toilets and bathroom, disaggregated by location Percentage coverage of women disaggregated by social category location 	WSSD	RDD, UDD, TDD, WCD, SE&SD, R&R
		Accelerating construction of well-equipped, gender inclusive and disability friendly public toilets and bathrooms in proportionate ratios across rural and urban areas uninterrupted water and electricity supply, hygiene standards and safety. (Well equipped = privacy, quality construction, adequate lighting, running water, soap, sanitary pad vending machines and safe disposal, diaper changing table)	Short to medium term	<ul style="list-style-type: none"> No. of well-equipped, gender inclusive and disability friendly public toilets and bathrooms functional disaggregated by location No. of public toilets and bathrooms with water and electricity supply disaggregated by location No. of public toilets and bathrooms complying with hygiene and safety standards disaggregated by location No. of infrastructure and safety audits conducted disaggregated by location No. of recommendations integrated disaggregated by location 	UDD, RDD, WSSD	WCD, SJSA, SE&SD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department	Associate department/s
		Ensuring access to clean, functional and well-equipped sanitation facilities/toilets along all highways and roads (every 25 km) with prominently visible signages.	Medium term	<ul style="list-style-type: none"> No. of highways complying with WASH standards disaggregated by location No. of functional and well equipped sanitation facilities/toilets along highways and roads disaggregated by location 	NHAI	WCD
		Ensuring WASH compliance under ICDS and RTE at all anganwadi centres, public and private schools.	Short term	<ul style="list-style-type: none"> No. of schools complying with WASH guidelines under RTE disaggregated by location No. of schools with separate toilets for girls and staff disaggregated by location No. of AWCs having tapped water and toilet disaggregated by location 	SE&SD	WCD, WSSD, RDD, UDD, TDD
		Ensuring adequate access to WASH in all institutions of higher and technical education prioritising needs of women.	Short term	<ul style="list-style-type: none"> Detailed guidelines for WASH in HEIs issued and adopted covering amenities, hygiene standards and safety No. of HEIs complying with WASH guidelines disaggregated by level and location No. of HEIs with separate toilets for women disaggregated by level and location 	H&TED, MED	WCD, WSSD, SDEED
		Promoting awareness on personal and community hygiene focusing on women and girls.	Short term	<ul style="list-style-type: none"> No. of awareness campaigns run disaggregated by location Coverage disaggregated by gender, location and social category 	WCD	WSSD, RDD, UDD, TDD, SDEED
		Promoting innovations and public-private partnerships in WASH, focusing on reducing women and girls unpaid care work burden and drudgery.	Long term	<ul style="list-style-type: none"> No. of partnerships forged disaggregated by location No. of innovations recognised and scaled up disaggregated by location Percentage coverage of women and girls disaggregated by social category and location No. of gender assessments conducted disaggregated by location 	WCD, WSSD	RDD, UDD, TDD, SE&ED

Annexure - VI
Strategic Implementation Plan – Gender Responsive Governance and Political Participation

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
Policy measures 6.1, 6.2, 6.3, 6.4						
1	Enhancing capacities of elected representatives in gender responsive governance	Mandating gender training for all functionaries of LSGs across levels.	Short term	<ul style="list-style-type: none"> No. of gender trainings for LSGs held disaggregated by location Percentage functionary participation disaggregated by gender, social category and location 	RDD, (YASHADA/ SIRD/ AILSG), TDD, UDD	WCD,
		Institutionalising gender responsive budgeting (GRB) focussed trainings for LSGs functionaries across village, block and district levels.	Short term	<ul style="list-style-type: none"> No. of GRB trainings for LSGs held disaggregated by location Percentage functionary participation disaggregated by gender, social category and location 	RDD, (YASHADA/ SIRD/ AILSG), TDD, UDD	WCD, Finance Department, Planning Department
		Developing a comprehensive training module for elected women representatives covering leadership, planning, budgeting, programme management, implementation, and monitoring and evaluation.	Medium term	<ul style="list-style-type: none"> Comprehensive training module for elected women representatives published and adopted Percentage coverage of elected women representatives disaggregated by location and social category 	RDD, (YASHADA/ SIRD/ AILSG), TDD, UDD	WCD, Planning (DES)
		Establishing district level gender resource centres with adequate allocations for gender mainstreaming in LSGs and capacity building of elected women representatives.	Medium term	<ul style="list-style-type: none"> No. of district level gender resource centres established Budget allocated disaggregated by location Budget utilised disaggregated by location Percentage elected women trained disaggregated by social category and location No of LSGs provided gender mainstreaming supported disaggregated by location 	RDD TDD, UDD	WCD
		Offering state wide mentorship programmes in local governance to aspiring women.	Medium term	<ul style="list-style-type: none"> State wide mentorship programme launched No. of aspiring candidates mentored disaggregated by gender, location and social category 	RDD, (YASHADA/ SIRD/ AILSG), UDD, TDD	WCD, UDD, TDD
		Training women members from NULM, Umed and MAVIM SHGs/VOs to participate in PRIs.	Short term	<ul style="list-style-type: none"> No. of women SHG members trained disaggregated by location and social category No. of training programmes conducted disaggregated by location 	RDD, UDD, TDD, WCD	YASHADA, SIRD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Promoting participation and leadership of women from vulnerable categories aspiring for leadership roles in governance and political offices through customised or targeted training programmes	Short term	<ul style="list-style-type: none"> No. of elected representatives disaggregated by gender, location and social category Percentage leadership roles disaggregated by gender, location and social category 	RDD, UDD, TDD, YASHADA	WCD
Policy measures 6.2, 6.4, 6.5						
2	Enhancing capacities of LSGs or gender responsive governance	Running gender awareness campaigns at Gram Sabhas and ULBs.	Short term	<ul style="list-style-type: none"> No. of gender awareness campaigns disaggregated by location Percentage citizen coverage disaggregated by location, gender and social category 	RDD, TDD, UDD	WCD
		Ensuring Mahila Sabhas are convened as mandated in the Maharashtra Village Panchayati Raj Amendment Act, 2012.	Short term	<ul style="list-style-type: none"> No. of mandated Mahila Sabhas convened disaggregated by location Percentage women participation disaggregated by social category and location 	RDD, TDD,	WCD, UDD
		Ensuring inclusion of GPDP in Mahila Sabha agendas.	Short term	<ul style="list-style-type: none"> No. of GPDP focused Mahila Sabhas convened disaggregated by location No. of resolutions drafted disaggregated by location Percentage women participation disaggregated by location and social category 	RDD, TDD,	WCD Finance, Planning, UDD
		Ensuring Mahila Sabha resolutions are documented and presented to the Gram Sabha for endorsement.	Short term	<ul style="list-style-type: none"> No. of Mahila Sabha resolutions drafted disaggregated by location No. of Mahila Sabha resolutions endorsed in Gram Sabhas disaggregated by location 	RDD, TDD	WCD, UDD
Policy measures 6.2, 6.5						
3	Gender integration in GPDP	Ensuring an exclusive gender component in GPDP to be planned and approved by the Mahila Sabha.	Medium term	<ul style="list-style-type: none"> Guidelines for gender component issued Gender component in GPDP integrated disaggregated by district Budget allocated for gender component disaggregated by district Budget utilised for gender component disaggregated by district 	RDD	WCD, TDD, UDD, Finance, Planning
		Issuing format for planning and reporting on gender component in GPDP, covering activity plan, budgets, targets and monitoring indicators.	Medium term	<ul style="list-style-type: none"> Format for planning and reporting on gender component in GPDP issued Gender component expenditure plan developed 	RDD	WCD, TDD, UDD, Finance, Planning

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> Utilisation of gender component of GPDP disaggregated by district No. of gender audits conducted disaggregated by GP 		
Policy measure 6.3						
4	Gender mainstreaming in electoral politics	Framing and implementing gender inclusive policies/ rules/ guidelines to promote fair and equitable representation of women in the political arena.	Short term	<ul style="list-style-type: none"> Gender inclusive policies/ rules/ guidelines adopted disaggregated by political parties Percentage representation of women in the political arena disaggregated by political party, location and social category 	State Election Commission	WCD
		Appointing a state ombudsman to monitor gender equality, dignity, safety and security of women political leaders and elected representatives across parties.	Medium term	<ul style="list-style-type: none"> State ombudsman appointed No. of cases reported to the ombudsman disaggregated by political party, location and social category No. of cases disposed of disaggregated by political party, location and social category 	State Election Commission	WCD
Policy measures 6.5, 6.5, 6.6, 6.7						
5	Empowering elected women representatives	Building partnerships with civil society organisations to support and enhance political acumen of elected women representatives.	Medium term	<ul style="list-style-type: none"> No. of partnerships forged with civil society organisations disaggregated by location No. of joint initiatives implemented disaggregated by location No. of elected women representatives supported disaggregated by social category and location 	RDD, UDD, TDD	WCD
		Facilitating mentorship for women Sarpanches and elected representatives by erstwhile office bearers through civil society partnerships.	Medium term	<ul style="list-style-type: none"> Mentorship programme for elected women representatives launched No. of elected women representatives mentored disaggregated by gender, location and social category 	RDD, UDD,	WCD, TDD
		Ensuring the safety, security and dignity of women representatives in LSGs by enforcing existing safety standards/protocols for elected representatives.	Short term	<ul style="list-style-type: none"> Protocol for safety, security and dignity of women representatives in LSGs adopted No. of cases reported disaggregated by gender, location and social category No. of cases disposed of disaggregated by gender, location and social category 	Home	WCD, RDD, UDD, TDD
6	Promoting gender balance in	Mandating a structured induction covering gender and social inclusion issues for all government functionaries.	Medium term	<ul style="list-style-type: none"> Comprehensive module covering gender and social inclusion integrated in induction No. of trainings conducted location 	GAD, YASHADA	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
	public administration			<ul style="list-style-type: none"> Coverage disaggregated by gender, location, level and social category 		
		All corporations to have mandatory targets for gender equality in all schemes and programmes.	Medium term	<ul style="list-style-type: none"> Gender responsive plans adopted Gender inclusive MIS and M&E adopted Beneficiary data for schemes and programmes disaggregated by gender, age, location and social category 	UDD, RDD, TDD	WCD
7	Women in urban governance	Reservation of seats for women in standing committees.	Medium term	<ul style="list-style-type: none"> Percentage seats reserved for women in standing committees disaggregated by location No. of resolutions proposed by women in standing committees disaggregated by location and social category No. of resolutions proposed by women in standing committees approved disaggregated by location and social category 	UDD	WCD
		According statutory status to decisions and suggestions made by women and child committees at the ward level.	Medium term	<ul style="list-style-type: none"> Necessary amendments made to accord statutory status to decisions and suggestions made by women and child committees at the ward level No. of resolutions proposed by WCCs disaggregated by location No. of resolutions approved by WCCs disaggregated by location 	UDD	WCD
		Ensuring adequate quorum of women and allocating exclusive time and space to them for representing local issues in Aam Sabhas.	Short term	<ul style="list-style-type: none"> No. of Aam Sabhas with adequate quorum of women, exclusive time and space held disaggregated by location No. of resolutions proposed by women approved in Aam Sabhas disaggregated by social category and location 	UDD	WCD

Annexure - VII

Strategic Implementation Plan–Gender Sensitive Natural Resource Management, Climate Change Adaptation and Disaster Management

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
Policy measures 7.1, 7.2, 7.4, 7.6, 7.8						
1	Enhancing participation, capacities and leadership in climate action	Facilitating gender responsive climate-adaptive planning at state, district and local levels, including enhancing impact-based forecasting and climate information services to support climate responsive decision making.	Medium term	<ul style="list-style-type: none"> No. of trainings organized to facilitate gender responsive climate adaptive planning at state, district and local levels No. of officials trained disaggregated by gender, level and location No. of gender responsive climate adapted plans developed disaggregated by location No. of channels established for delivering climate information services disaggregated by location Percentage coverage of women through climate information services disaggregated by location and social category 	Environment and Climate Change	Forest, Water Resources, UDD, RDD, TDD, WCD
		Extending institutional support for promoting and scaling up effective climate resilient practices led by women.	Long term	<ul style="list-style-type: none"> No. of women led climate resilient practices identified disaggregated by location No. of women led climate resilient practices scaled up disaggregated by location Percentage women beneficiaries disaggregated by social category and location 	Environment and Climate Change	Forest, Water Resources, UDD, RDD, TDD, WCD
		Mandating reservation for women in key institutions and bodies such as Forest Committees, State Disaster Management Authority, Maharashtra Pollution Control Board.	Long term	<ul style="list-style-type: none"> No. of committees where reservation is mandated for women disaggregated by institution and location Percentage women membership disaggregated by social category, institution and location 	Environment and Climate Change, R&R, Forest	Water Resources, UDD, RDD, TDD, WCD
		Institutionalising women's leadership in climate action and management in LSGs.	Medium term	<ul style="list-style-type: none"> No. of LSGs with women leaders in climate action and management disaggregated by location Percentage women leadership in climate action and management disaggregated by LSG, social category and location 	Environment and Climate Change	Forest, Water Resources, UDD, RDD, TDD, WCD
		Prioritising capacity building of women in use of renewable energy sources including solar and bio-gas equipment.	Medium term	<ul style="list-style-type: none"> No. of trainings conducted for women disaggregated by location 	Energy	WCD, SDEED, Environment

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> Percentage coverage of women disaggregated by social category, sector and location 		and Climate Change, Industries
		Prioritising women in employment and entrepreneurial opportunities linked to renewable sources of energy.	Medium term	<ul style="list-style-type: none"> No. of women provided with employment in renewable energy, disaggregated by location Percentage entrepreneurs in renewable energy, disaggregated by gender, social category, sector and location 	RDD, UDD, TDD, WCD	Energy, SDEED, Environment and Climate Change, Industries, Banks
		Incentivising women producer collectives engaged in natural/ organic farming, processing and recycled green products by way of subsidized financing, infrastructure support, marketing and branding.	Medium term	<ul style="list-style-type: none"> No. of women producer collectives recognised disaggregated by location No. of women producer collectives incentivized disaggregated by location 	RDD, UDD, TDD, WCD	SDEED, Environment and Climate Change, Industries, Agriculture, Banks
		Reviewing and amending state tenancy laws to allow leasing of unused and potentially cultivable lands, and common property resources (endowment lands, ponds, water bodies, canal embankments, inland fisheries rights, forests etc.) to women.	Long term	<ul style="list-style-type: none"> No. of legal provisions amended to enhance women's rights in tenancy, land assignment, land ceiling and revenue statutes Percentage women beneficiaries disaggregated by social category and location 	Revenue	LNJD, WCD, RDD, UDD, TDD
Policy measures 7.1, 7.2, 7.7, 7.8, 7.9, 7.10						
2	Gender responsive disaster management	Institutionalising mechanisms within the LSGs to develop a detailed disaster prevention, mitigation and rehabilitation plan involving women .	Short term	<ul style="list-style-type: none"> GR on LSGs focused disaster mitigation and rehabilitation plan issued Percentage compliant LSGs disaggregated by location 	R&R	WCD, RDD, UDD, TDD Environment and Climate Change, Forest, Revenue
		Forming sub-committees under LSGs to lead disaster management planning and implementation.	Medium term	<ul style="list-style-type: none"> Disaster management sub committees formed under LSGs with at least 50% women membership Percentage women membership in DM sub-committee disaggregated by social category and location 	R&R, RDD, UDD	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Allocating funds for planning, mock-drills, immediate response and long term rehabilitation with a focus on women.	Short term	<ul style="list-style-type: none"> Percentage funds allocated for disaster management and relief and rehabilitation targeting women disaggregated by location Percentage utilisation disaggregated by location No of drills conducted disaggregated by location and periodicity 	R&R, RDD, UDD	WCD, Finance
		Building capacities of women in Hazard, Risk, Vulnerability Analysis (HRVA), managing Early Warning Systems and using GPS and other technology.	Medium term	<ul style="list-style-type: none"> No. of HRVA trainings conducted disaggregated by location No. of EWS and GPS trainings conducted disaggregated by location Percentage participation of women disaggregated by social category and location 	R&R	WCD, RDD, UDD, TDD
		Orienting women residing in disaster prone areas to key provisions of the National Disaster Management Act 2005.	Short term	<ul style="list-style-type: none"> No. of NDMA orientations conducted disaggregated by location No. of disaster prone areas covered disaggregated by districts Percentage participation of women disaggregated by social category and location 	R&R	WCD, RDD, UDD, TDD
		Building capacities of state administration in effective prevention, mitigation and gender responsive relief and rehabilitation in disaster and post disaster contexts.	Medium term	<ul style="list-style-type: none"> No. of disaster management trainings conducted for state administration disaggregated by level and location Percentage staff covered disaggregated by gender, social category, level and location 	R&R	WCD, RDD, UDD, TDD
		Orienting women residing in coastal areas to Coastal Regulation Zone (CRZ) and allied environmental regulations.	Short term	<ul style="list-style-type: none"> No. of CRZ orientations conducted disaggregated by location No. of coastal areas covered disaggregated by district Percentage participation of women disaggregated by social category and location 	R&R	WCD
		Orienting the state administration and SDMA to the SPHERE standards.	Short term	<ul style="list-style-type: none"> No. of SPHERE trainings conducted for state administration Percentage staff covered disaggregated by gender and level 	R&R	WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Making women essential stakeholders/respondents in Environment Impact Assessment (EIA) studies/reports as a mandatory requirement.	Short term	<ul style="list-style-type: none"> • No. of EIAs covering women disaggregated by project and location • No. of EIAs with proportionate women team members disaggregated by project and location • Percentage women covered in EIAs disaggregated by project, social category and location 	Environment and Climate Change	WCD, UDD, TDD, Forests, R&R
		Developing a comprehensive emergency preparedness, response and rehabilitation plan prioritising safety, security and bodily integrity of women and girls in areas affected by industrial hazards, calamities, social action and conflicts such as political insurgency/ unrest, social unrest (Naxalism), terrorism and communal violence.	Medium term	<ul style="list-style-type: none"> • GR on comprehensive emergency preparedness and response plan issued • No. of stakeholders trained on emergency preparedness and response disaggregated by stakeholder, location, and gender • No. of women and girls covered under rehabilitation initiatives disaggregated by social category and location 	Home, R&R, PHD	WCD, UDD, TDD, RDD, Minorities, Bahujan Welfare

Annexure - VIII

Strategic Implementation Plan– Other Key Areas

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
Policy measure 8.1						
1	Gender sensitisation of public and private institutions	Conducting gender sensitization for all public-private institutions, establishments, and organisations.	Medium term	<ul style="list-style-type: none"> No. of gender sensitization modules for public-private institutions, establishments and organisations developed No. of certified/experienced gender resource persons empanelled No. of gender sensitization trainings organised disaggregated by public-private, sector and location No. of persons trained disaggregated by gender, public-private, sector and location 	WCD	Industries, PSUs UDD, RDD, TDD
Policy measure 8.2						
2	Gender sensitive media	Establishing appropriate monitoring mechanisms for decent representation of women and girls across electronic, digital, and print media.	Short term	<ul style="list-style-type: none"> GR on gender sensitive media representation and monitoring mechanisms issued No. of violations identified disaggregated by medium and location No. of action taken reports filed disaggregated by medium and location 	WCD	Culture, Marathi Language, DGIPR, I&B, Press Council of India, Maharashtra Censor Board
		Mandating gender sensitive ethics, code of conduct and protocols within existing media related laws to be implemented across electronic, digital, and print media.	Short term	<ul style="list-style-type: none"> Gender sensitive ethics, code of conduct and protocols for all media declared No. of violations identified disaggregated by medium and location No. of action taken reports filed disaggregated by medium and location 	I&B, Press Council of India, Maharashtra Censor Board	WCD, Culture, Marathi Language, DGIPR
Policy measure 8.3						
3	Gender mainstreaming in sports	Declaring an exclusive sports policy for women and girls' sportspersons covering infrastructure, training, financial assistance, and allied support.	Medium term	<ul style="list-style-type: none"> Exclusive sports policy for women and girl sportspersons declared Budget allocated disaggregated by sport Budget utilised disaggregated by sport No. of women and girl sportspersons supported disaggregated by sport, social category, and location 	SE&SD	WCD, H&TED, SDEED

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Ensuring quality coaching and mentoring for women and girl sportspersons.	Medium term	<ul style="list-style-type: none"> No. of competitive coaches and mentors empanelled disaggregated by sport and location No. of women and girls mentored/trained disaggregated by sport, social category, and location No. of women and girl sportspersons exposed to state, national and international events disaggregated by sport, social category, and location 	SE&SD	WCD, H&TED, SDEED
		Enhancing access to existing institutional sports facilities for women and girls.	Medium term	<ul style="list-style-type: none"> State level gender-based mapping of existing sports infrastructure conducted Percentage user access disaggregated by gender, social category, location, and sport Budget allocated for new sports infrastructure targeting women and girls Budget utilised for new sports infrastructure targeting women and girls Percentage user access for new infrastructure disaggregated by gender, social category, location and sport 	SE&SD	WCD, H&TED, SDEED
Policy measure 8.4						
4	Gender disaggregated data	Compilation and reporting of gender disaggregated data for all development programmes, schemes and interventions.	Short term	<ul style="list-style-type: none"> No. of departments reporting No. of departments reporting gender-disaggregated data to the Outcomes Cell in the Finance Department 	Finance, Planning	WCD
		Establishing a cell within WCD Commissionarate to monitor flagship gender transformative/ women's empowerment programmes	Short term	<ul style="list-style-type: none"> Budget allocated Budget utilised No. of reports published 	WCD	Finance, Planning
Policy measure 8.5						
	Gender disaggregated data	Considering concession on Stamp Duty for Women	Medium Term	<ul style="list-style-type: none"> Budget allocated Budget utilised No. of women beneficiaries disaggregated by social category and location 	Revenue Department	WCD
Policy measure 8.6						
5	Forging public-private-civil society partnerships	Conducting a state-level annual partnerships meet with leading private and civil society/philanthropic organisations.	Medium term	<ul style="list-style-type: none"> Detailed partnerships policy/ framework adopted No. of partnerships forged disaggregated by sector, public-private organisation and location Annual partnerships meet conducted 	WCD	Finance, Planning

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
		Promoting innovative mechanisms to steer gender equality and women's empowerment processes in the state.	Short term	<ul style="list-style-type: none"> Innovative mechanisms promoted Budget allocated Budget utilised 	WCD	Finance, Planning
Policy measure 8.7						
6	Gender equitable legislation	Organising state level judicial colloquia to review key laws from a gender equality and women's empowerment perspective.	Medium term	<ul style="list-style-type: none"> No. of judicial colloquia organised No. of amendments proposed No. of amendments enforced 	WCD, LNJD	Home
		Mandating registration of all marriages by simplifying procedures.	Short term	<ul style="list-style-type: none"> Status of existing marriage registration reviewed Draft recommendations proposed Recommendations implemented 	WCD, LNJD	Home, Revenue
	Female property Rights/ ownership	Adequate attention will be paid to review and advocate for fair and effective legislation upholding women's right to property, inheritance and land ownership in a manner that is consistent with constitutional provisions and not restricted by unfair personal laws. Government will also consider making provision for incentivizing female ownership at policy level.	Long term	<ul style="list-style-type: none"> Conducting ownership survey across state Decision of incentivizing female ownership No. of female benefited through the decision 	Revenue	L&JD, WCD, RDD
Policy measure 8.8						
7	Engaging with men and boys	Organise extensive media campaigns to sensitise men and boys on gender issues.	Short term	<ul style="list-style-type: none"> No. of campaigns disaggregated by location and media Coverage disaggregated by gender, social category, location, and media 	WCD	RDD, TDD, UDD, Home, LNJD, DGIPR
		Integrating gender equality across all levels of education focusing on gender relations, cultural norms, and practices.	Short term	<ul style="list-style-type: none"> No. of modules on gender equality integrated in curricula disaggregated by level, institution, and location No. of men and boys covered disaggregated by social category, level, institution, and location 	WCD	RDD, TDD, UDD, Home, LNJD, DGIPR
		Sensitizing men and boys with gender sensitisation across sectors.	Short term	<ul style="list-style-type: none"> No. of gender sensitisation trainings disaggregated by sector and location No. of men and boys trained disaggregated by social category, sector, and location 	WCD	RDD, TDD, UDD, Home, LNJD, DGIPR
		Promoting gender sensitization among men and boys through localised youth collectives and community-based outreach events.	Short term	<ul style="list-style-type: none"> No. of youth collectives mobilised disaggregated by location No. of outreach events organised disaggregated by location 	WCD	RDD, TDD, UDD, Home, LNJD, DGIPR

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
				<ul style="list-style-type: none"> No. of men and boys engaged disaggregated by social category, sector, and location 		
Policy measure 8.9						
8.9	Appointment of Women Grievance Redressal Officer	To appoint Grievance Redressal Officer in every ward office in all the Municipal Corporations of the State	Short term	<ul style="list-style-type: none"> Number of Municipal Wards where Women Grievance Redressal Officers have been appointed Number of complaints received by Grievance Redressal Authorities Number of complaints successfully disposed off 	UDD	WCD, Home
8.10	Construction of women friendly hotels, restaurants	To ensure that the restaurants/hotels in the state are women friendly	Long term	<ul style="list-style-type: none"> Formulate criteria for granting licenses to hotels / restaurants to be women friendly. Percentage of women friendly hotels / restaurants licensed on those criteria. Number of actions taken on non-construction of women friendly hotels / restaurants 	UDD, Department of Food and Drug Administration	WCD, Home
8.11	Organizing Women's Sports Festival / Women's Festival	Women's sports festival will be organized every year in the state to identify women talent / to develop leadership among women.	Short term	<ul style="list-style-type: none"> Number of Districts organizing Women's Sports Festival / Women's Festival District wise number of women participating in the Women's Sports Festival 	Department of Sports and Youth Welfare, Department of Culture and Tourism, MAVIM	WCD
8.12	Making banks women friendly.	Private government and cooperative banks operating in the state will be made women friendly.	Short term	<ul style="list-style-type: none"> Number of private government and co-operative banks setting up help desks for women. Number of cases of action taken against banks not setting up help desks 	Finance and Planning Department, Cooperation, Credit and Marketing Department	WCD, Home
8.13	Setting up of Sales Centre/ Marketing Centre	To set up sales center/marketing center for sale of goods produced by self help groups at taluka and district level in the state.	Long term	<ul style="list-style-type: none"> Number of talukas where the sales center/marketing center has been set up Number of districts where sales center/marketing center has been set up 	Local Self Government, UDD, RDD, MAVIM	WCD, PWD
8.14	Training for self-defence	Training girls on judo karate/martial arts which is useful for self defence in school life.	Short term	<ul style="list-style-type: none"> Inclusion of training in self-defence in middle-high school curriculum. Percentage of middle-high schools implementing 	Department of School Education and Sports	UDD, RDD, WCD

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
8.15	Implementation of a separate helpline for women	To start a special help line (181) which is a separate number launched by the central government to get immediate help to women in times of crisis / need.	Short term	<ul style="list-style-type: none"> Number of activities carried out for publicity of the aid number 181 Number of women who approached helpline number 181 for help. Number of women provided assistance after contacting helpline number 181 	WCD	Home, Law and Judiciary, Department of Public Health
8.16	Effective implementation of Mission Vatsalya scheme	Protect property rights of women who lost their husband during covid pandemic.	Short term	<ul style="list-style-type: none"> Number of widows who have acquired rights/inheritance rights in husband's property. Number of women trained through various mediums Number of women trained and employed 	WCD, Skill Development, Revenue	Law and Judiciary
8.17	Shubha Mangal Yojana	Instead of Rs.10,000/- given under the Shubh mangal Group Marriage Scheme, amount will be increased and given in favor per couple.	Medium term	<ul style="list-style-type: none"> No. of Women Beneficiaries disaggregated by social category, sector and location 	Women and Child development	Agriculture Department
8.18	Making sanitary napkins readily available at affordable prices	Providing sanitary napkins to women at discounted rates at ration shops	Medium term	<ul style="list-style-type: none"> Passing GR regarding the sale of sanitary napkins at ration shops. Area wise and location wise number of ration shops launched under the scheme Number of women benefited by the scheme by social class, region, and location 	Department of Food, Civil Supplies and Consumer Protection	Women and Child development
8.19	Exemption in vehicle registration	If commercial vehicles are registered in the name of women and the vehicle is to be used as a driver by a woman, discount will be considered in the registration fee of the vehicle.	Medium term	<ul style="list-style-type: none"> Number of women benefited by the scheme by social class, region, and location 	Department of Transport	Women and Child development
8.20	Discounts on taking out insurance	Discount will be considered while insuring women drivers of commercial vehicles.	Medium term	<ul style="list-style-type: none"> Passing GR regarding discount in insurance. Number of women benefited by the scheme by social class, region and location 	Department of Transport, Finance, Directorate of Insurance	Women and Child development
8.21	Kranti Jyoti Savitri Bai Phule Jayanti - Tribute to	On the birth anniversary of Kranti Jyoti Savitribai Phule/ dated 3rd January, every gram panchayat organized gram sabha will felicitate 2 women from village.	Medium term	<ul style="list-style-type: none"> Passing the GR regarding 3 January program. Number of programs organized by Gram Panchayats Number of women benefited by the scheme by social class, region and location 	RDD, TDD	Women and Child development

Sr. No	Focus areas	Actions	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s
	exemplary women					
8.22	Hoteliers are exempted from tax for women	Local tax discount will be considered to all-women-managed hotels.	Medium term	<ul style="list-style-type: none"> Number of women benefited by the scheme by social class, region and location 	Local Self Government, RDD, UDD	Women and Child development
8.23	Professional Tax Exemption	Women will be considered discount in professional tax levied by the state government.	Medium term	<ul style="list-style-type: none"> Number of women benefited by the scheme by social class, region and location 	Finance, Directorate of Finance and Statistics	Women and Child development
8.24	Child Marriage	Every marriage in the gram panchayat/ ULBs must be registered compulsorily. Proof of age of child should be submitted if possible	Medium term	<ul style="list-style-type: none"> Passing a government regulation in this regard. Number of planned Gram Panchayats Number of women benefited by the scheme by social class, area, and location 	Local Self Government, RDD, UDD, TDD	Women and Child development
8.25	Treatment of cancer	The incidence of cervical cancer is high among women. Though the vaccine is available, the price of vaccine in the market is more than Rs. 3 thousand making it difficult for common women to afford it. Efforts will be taken to make this vaccine available free of charge, which will help to prevent the death rate of women due to this cancer to a large extent	Medium term	<ul style="list-style-type: none"> Passing a government regulation in this regard. Number of women benefited by the scheme by social class, area, and location 	Health	Women and Child development
8.26	Equal rights over property	If both sons and daughters are given equal responsibility for the maintenance of their parents, in such case property will be equally divided among son and daughter.	Medium term	<ul style="list-style-type: none"> Passing a government regulation in this regard. Number of women benefited by the scheme by social class, area, and location 	Local Self Government, RDD, UDD, TDD, Health	Women and Child development
8.27	Niradhar Yojana	'Sanjay Gandhi Niradhar Yojana' criteria should be changed and the benefit amount will be increased	Medium term	<ul style="list-style-type: none"> Passing a government regulation in this regard. Number of women benefited by the scheme by social class, area, and location 		Women and Child development
8.28	Women's Development Fund	To receive funds through Corporate Social Responsibility (CSR) Women Development Fund on the lines of Balnidhi, in accordance with the Central and State Government regulations will be created with a separate account under the Department of Women and Child Development	Medium term	<ul style="list-style-type: none"> Annual of Women Development Fund was opened. How many CSR companies raised funds. How many needy women were benefited from the fund. 		Women and Child development
8.29						

ANNEXURE IX: FORMAT FOR CONVERGENT ANNUAL ACTION PLAN

Sr. No	Focus areas	Actions	Targets	Time Frame	Monitoring Indicator/s	Nodal department/s	Associate department/s	Budget allocated	Nodal officer