

अजय तिरकी, मा.प्र.से.
सचिव
Ajay Tirkey, I.A.S.
Secretary



भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली – 110 001
GOVERNMENT OF INDIA
MINISTRY OF WOMEN & CHILD DEVELOPMENT
SHASTRI BHAWAN, NEW DELHI-110 001
Website : <http://www.wcd.nic.in>
Dated: 22nd July, 2020

D.O. No.15/6/2019-O/o Statistical Advisor

Dear Rajesh,

Kindly refer to this Ministry's D.O. No. SU/1/2020-O/o. DD dated 18th May 2020 regarding the status of progress w.r.t. the indicators of the Global Gender Gap Index and the Gender Inequality Index (copy enclosed at **Annex I**). Gender Budgeting is a significant tool to monitor these indicators and improve our ranking on global gender indices. Gender Budgeting mitigates gender gaps arising out of the differential impact that policies/programmes and budgets have on women and men.

2. Ministry of Women and Child Development, as the Nodal Ministry for Gender Budgeting, has enabled Gender Budget Cells and Gender Budget Statement (GBS), since 2005-06. It is indeed encouraging to note that on the GBS published by MoF in FY 2020-21, 34 Ministries/Departments have reported an allocation of Rs. 1,43,461.72 Cr. There is immense scope within your Ministry to plan and budget for women, given the scope for promoting gender equality in the corporate sector. To strengthen the process, I would request your Ministry to address the following:

- i. **Constitute a Gender Budget Cell** to facilitate gender responsiveness in the Ministry's policies/programmes. A Charter for Gender Budget Cells was developed by the Ministry of Finance on 8th March 2007 to provide guidelines for enhanced functioning of a Gender Budget Cell which may augment this process (Enclosed at **Annex II**).
- ii. MWCD conducted a gender analysis of your Ministry's schemes/programmes, based on the secondary information available. Ministry may like to review this analysis as well as some questions for your Ministry to conduct a gender analysis accordingly **identify the scope of enhancing gender responsiveness of your Ministry and reporting the schemes on the Gender Budget Statement 2021-22**. (Enclosed at **Annex III**).
- iii. **Designate a Nodal Officer to enhance coordination and sustained efforts towards Gender Budgeting**, not below the rank of a Director/Deputy Secretary and forward the details (name, designation, contact details and email-id) to arora.prabha@nic.in with a copy to mwcdgenderbudgeting@gmail.com.

3. This Ministry is of the view that each and every sector has an impact on the lives of women and girls and that no sector is 'gender neutral'. I hope our collaborative efforts pave way for enhanced allocations for women and girls thereby enhancing gender equality in our country.

With Best Regards.

Yours sincerely,

(Ajay Tirkey)

Encl: As Above

Shri Rajesh Verma
Secretary
Ministry of Corporate Affairs
A-wing, Shastri Bhawan,
New Delhi – 110001

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D.O.No.SU/1/2020O/o.DD

Dated: 18th May, 2020

Dear Sir,

As you are aware that Cabinet Secretary is monitoring the performance of 32 indices through 18 Nodal Ministries/Departments. Of these, the **Ministry of Women and Child Development has been made the nodal Ministry for three indices namely, Global Hunger Index (GHI), Global Gender Gap Index (GGGI) and Gender Inequality Index (GII)**. These Global Indices comprise of various indicators which are related to different Ministries.

2. In this regard, a letter was sent to your Ministry on 6th January 2020 requesting to provide the information on the schemes/programmes of your Ministry related to these indicators (copy enclosed). Based on the information received from various Ministries, MWCD has listed the indicators of GGGI and GII against the concerned Ministries (copy enclosed). However requisite inputs are still awaited from your Ministry.

3. Further, to track the status of improvement made with respect to GGGI and GII, it is important to review the progress made with respect to each of the parameters/indicators used in computation of indices.

4. I shall be grateful if you could direct the concerned to provide the action taken along with the steps/initiatives taken by your Ministry for monitoring the indicators and improving country's position with respect to the indicators pertaining to your Ministry as per the list enclosed and send it via email to Ms. Santosh, Statistical Adviser at santosh.1975@gov.in by 25th May, 2020.

With warm regards.

Yours Sincerely,

(Ajay Tirkey)

Shri Injeti Srinivas
Secretary
Ministry of Corporate Affairs
Shastri Bhawan
New Delhi

ANNEXURE II

How to conduct gender analysis of the Ministry's schemes/policies?

For this, your Ministry needs to answer six questions based on the framework listed below, so as to understand the needs and priorities of women and girls, especially those who are poor. This will enable the Ministry to plan what to do in that year and in the long-term to meet those priorities, and hence, bridge gender gaps.

Name of Ministry: **Ministry of Corporate Affairs**

1. What are the goals and objectives that our Ministry seeks to achieve? How do they contribute to the larger national goal of achieving gender equality?

2. What are the needs and priorities of women, especially those who are poor and fall under our Ministry's domain of work?

3. Are these presently included and addressed in the Ministry's policies, plans, programmes, and schemes?

4. What activities the Ministry should undertake this year to reduce gender gaps?

5. What are the difficulties the Ministry faces in enabling its services to reach women and girls?

6. How are the above challenges addressed?

Kindly answer these questions and email them to arora.prabha@nic.in with a copy to mwcdgenderbudgeting@gmail.com latest by 20th June 2020.

CHARTER OF GENDER BUDGET CELLS
Department of Expenditure, Ministry of Finance
8th March 2007

Gender Budget Cells in various Ministries were set up with the intention of implementation and committing to various Gender Responsive Budgeting (GRB) initiatives with the objective of influencing and effecting a change in the Ministry's policies, programmes in a way that could tackle gender imbalances, promote gender equality and development and ensure that public resources through the Ministry budget are allocated and managed accordingly.

Gender Responsive Budgeting or Gender Budgeting as it is more commonly known, is a means of ensuring that public resources are allocated in an equitable way so that the most pressing needs of specific gender groups are satisfied. GRB initiatives do not seek to create separate budgets to address women's gender concerns. Instead they seek to view the Government Budget from a gender perspective in order to assess how it will address the different needs of women.

With the objective of facilitating the integration of gender analysis into the Government budget, this charter for the Gender Budgeting Cells is being drawn up for guidance and implementation by all Ministries/ Departments.

Composition of Gender Budget Cells

The Gender Budget Cell should comprise a cohesive group of senior/ middle level officers from the Plan, Policy, Coordination, Budget and Accounts Division of the Ministry concerned. This group should be headed by an officer not below the rank of Joint Secretary. The functions and working of the GRB

may be reviewed at least once a quarter at the level of Secretary/ Additional Secretary of the Department.

Functions of Gender Budget Cells

The GBC may set for itself, specific quarterly / half yearly/ annual targets to be achieved in terms of the following suggested areas of work.

(1) Identification of a minimum of 3 and maximum of 6 largest programmes (in terms of budget allocation) implementation by the Ministry and the major Sub –Programmes there under, with a view to conducting an analysis of the gender issues addressed by them.

- This is to be facilitated by describing the current situation with respect to the Sub-Programme (using disaggregated data in terms of beneficiaries as much as possible) and describing the activities for achieving the given output.
- Output indicators may be identified for measurement against performance in the coming year.
- Activities targeted at improving the situation of women under these programmes may be highlighted. In this regard, an assessment may be made of the extent to which sectoral policies address the situation of women, whether budget allocation are adequate to implement the gender responsive policy; monitoring whether the money was actually spent as planned, what was delivered and to whom; and whether the policy as implemented changed the situation described, in the direction of promoting/ achieving greater gender equality.

- Results of this analysis may be included as an annex titled "Gender Responsive Budgeting Initiative" in the Ministry's Outcome/ Performance Budget for the year.
- GBCs of such Ministries/ Departments which have identified programmes where 100% of the budgetary allocation for the scheme is earmarked to benefit women, may undertake a similar analysis as described above. Results of this analysis may also be included in the Ministry's Department's Outcome/ Performance budget for the year.

- (2) Conducting / Commissioning Performance audit (at the field level wherever possible) for reviewing the actual physical/ financial targets of the programme, the constraints if any, in implementation, the need for strengthening delivery systems, infrastructure/ capacity building etc.
- (3) Organizing meetings/ discussions/ consultations with GBCs of related departments within the Ministry, field level organization/ civil society groups/ NGOs working in the sector for exchanging ideas and getting feedback on the efficacy of sectoral policies and programmes.
- (4) Suggesting further policy interventions based on findings of the above.
- (5) Participating in and organizing Training/ Sensitization/ Capacity Building workshops for officials, concerned with formulation of policy/ programme implementation & budget and accounts at the Ministerial level and also in the implementing agencies/ attached/ subordinate offices and organizations under the administrative control of the Ministry.
- (6) Apparently "gender neutral" programmes are not necessarily gender neutral in the impact they have, when seen through gender lens. Hence,

in sectors like Defence, Power, Telecom, Communications, Transport and Industry, etc. GBCs may undertake an exercise to identify the possibility of undertaking initiatives/ special measures to facilitate/ improve access to services for women and their active participation in the decision making process at various levels.

- (7) Disseminate best practices followed by those Divisions of the Department/ Ministry implementing schemes, which have done good work in analyzing the schemes/ programmes from gender perspective which have brought about changes in policy/ operational guidelines.

- (8) Prepare a Chapter on Gender perspective related to the Sector / Service covered by the Ministry and the impact of the existing policies/ programmes and resources employed in meeting the specific needs of women for reflection in the Ministry's Outcome/ Performance Budget.

ANNEXURE III

1. **Name of Ministry: Ministry of Corporate Affairs**
2. **Status of reporting of schemes on the Gender Budget Statement 2020-21:**
 - The Ministry is not reporting any schemes Gender Budget Statement 2020-21.
3. **Recommendations to the Ministry to enhance gender responsiveness in budgets and schemes:**
 - The Ministry may mandate the inclusion of gender budget in all Corporate Social Responsibility (CSR) policies/projects and activities. This would ensure that every company that qualifies to do CSR will work towards gender equality.
 - The Ministry may mandate the conduction of Gender Equality training programmes with all workforce and report the same on the Gender Budget Statement 2021-22.
 - The Ministry needs to ensure the strict enforcement of Sexual Harassment of Women and Workplace Act in all workplaces and companies.