

*Cell for
Gender
Development*

July 2009

Gender Development Cell (GDC)

The Institute has recently setup a Gender Development Cell (GDC) to support the activities relating to gender discrimination, gender participation and gender empowerment with particular reference to Punjab. Gender equality is an essential human right and crucial for economic growth. Since women empowerment and their participation in economic activities is an important issue in social development process, the Cell will undertake the following activities:

- Quantify inequalities between men and women through research, case studies and documentation
- Enhance capacity of state machinery and CSOs for empowerment of women
- Increase women's ability to participate and have influence over the policy making process
- Suggest remedies for job displacement due to marriage affecting professional career of women employees.
- Examine opportunities for utilizing productive potential of housewives in part-time jobs.
- Find ways of mitigating employment bottlenecks among women working in government departments in the age groups of 25-40 years.
- Analyze gender policies of the State and suggest new initiatives in policy and methods of implementation.

Gender equality is an essential human right and crucial for economic growth. This is especially important for Punjab as the State has one of the worst sex ratios in the country

The Cell has taken up a project on '**Strengthening State Plan for Human Development (SSPHD)**' for Punjab State. The project is supported by the UNDP through Planning Commission, GOI, and State Planning Departments. The four major components of the project include –livelihood, gender empowerment, school dropouts and problems of migratory labour. In Punjab, the project focuses on capacity development efforts on gender issues. This is especially important as the State has one of the worst sex ratios in the country.

Capacity development of the concerned government departments/agencies and relevant social groups is proposed to be carried out through a series of workshops and training programmes for which a comprehensive plan is being worked out by the Cell. To develop strategy for implementing the capacity building initiatives, series of meetings have been held with Director, Economic and Statistical Organisation, Department of Planning, Government of Punjab and Shri Rishi Kochhar, Project Specialist-cum-Nodal Person of the project from UNDP in India. Schedules of training programmes/workshops alongwith their modules and list of resource persons have been prepared to initiate the programme in the State.

The Cell is currently in the process of identifying experts and volunteers for conducting research, studies, workshops, training programmes, documentation or any other supporting activity. Through this newsletter, the Cell invites interests from individual/groups for carrying out specific activities that support the above or allied objectives.

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September 2009

Training Programme on Gender Sensitization

The Centre for Gender Development (CGD) was requested by the Economic and Statistical Organisation (ESO) of the Department of Planning, Punjab to organize a series of training programmes on "Gender Sensitization" for the government officials as part of SSPHD project of GOI.



Prof. Pam Rajput & Prof. M. K. Teja during the session

The Centre organized five such programmes in Chandigarh in July 2009 for the officials of various departments, NGOs, Nehru Yuva Kendras, etc., focusing on gender mainstreaming through gender sensitive programme formulation and implementation. These programmes attracted about 500 participants representing all the districts of the State.

The observations made during these programmes are summarized below:

1. Gender mainstreaming is the only Mantra to achieve women empowerment
2. Issues of gender budgeting should be discussed frequently at different levels
3. Need to organize more workshops on gender sensitization at block and village levels, covering schools and colleges in the State
4. The Mahila Mandals should be used to spread the message wider
5. Document the success stories of women, who have excelled in their lives to motivate other women.

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Cell for Gender Development



Sh. Jasbir Singh, Director Planning & Ms. Reeta Sharma, Creative producer, PTC News Channel in training

Department of Planning, Government of Punjab assigned to Mahatma Gandhi State Institute, Human Development – Strengthening State Plans for Human Development (SSPHD) Project sponsored by Planning Commission/ UNDP. The Institute conducted a series of sensitisation workshops under different modules prescribed in the project covering 1454 persons over 18 events from different categories of officials and Civil Society Organizations from all the districts of Punjab. Staff from Institute took part in Training of Trainers (ToTs) and Outcome Evaluation Conference alongwith representatives of State Planning Department and State Institute of Rural Development.

Outcomes of SSPHD at MGSIPAP

1. Purposive sensitization on Gender issues and importance of Gender Budgeting facilitated across the state for government officials and other stakeholders.
2. Establishing the Cell for Gender Development (CGD) in the Institute that coordinated the SSPHD Project trainings will bring focus on mainstreaming Gender in governance.
3. Gender Resource Persons identified amongst the trainees from different districts will be used for gender mainstreaming in government programs and schemes.
4. A Gender Resource Group of youth (University students) formed and trained to take up issues across the state.
5. NGOs from all 20 districts in the state were oriented on Gender and an action plan was drafted with the local administration teams for continued initiatives at District, Sub-Division, Block and Village levels.
6. Partnership of Cell for Gender Development (CGD) developed with Department of Social Work and Centre for Women Studies & Development, Panjab University, Chandigarh and Punjab State Women Commission for taking up capacity building, publications and research activities.
7. Gender issues have been identified for further research in the state.
8. A long-term Gender Action Plan is being developed by the CGD for the state to be submitted for funding to different agencies.
9. MGSIPAP Regional Centre Patiala and CPMVO District Chapters in Moga and Muktsar besides active NGOs conducted field level gender sensitization programs across the state.

Gender mainstreaming will help to address gaps between policy commitment and allocation for women through adequate resource allocation and gender sensitive program formulation and implementation.



Dr. Karuna Raju, IAS, Commissioner, MGNREGA & Ms. Amarjeet Kaur, Dy. ESA, distributing certificate of participation.

Training	Participants	No of Trainings	Total Participants
Training cum Workshops for creating awareness on Gender issues	■ District & Block Level Officials	4	392
	■ Gender Specialists under SSA, Education Department	1	43
	■ Police Department - women's cell, CPRC, Police districts	1	75
Divisional Level Workshop to guide on implementation of program	Divisional Commissioner/Deputy Commissioners/ ADCs/ SDMs/ SSPs/DSPs & other senior officers	1	70
Public lectures on Gender Awareness and Sensitization	1. NGOs	1	70
	2. Forest Department – SHGs, FPCs, Community	1	85
	3. Researchers/ Teachers/ students of Colleges and University	1	119
	4. District and Village level lecture series in eight districts	8	600
		18	1454

The Cell invites suggestions and inputs related to gender issues.

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March 2010

News from Cell for Gender Development

Seminar on Social Economic and Political Mainstreaming of Women in Punjab

The Cell for Gender Development (CGD) of the Institute organized a Seminar on "Social, Economic and Political Mainstreaming of Women in Punjab" to celebrate International Women's Day on 8th March 2010 at Chandigarh.



Dr. Upinderjit Kaur, Hon'ble Minister of Education, Government of Punjab, Shri Bir Devinder Singh, ex-MLA and Shri Harnek Singh Gahruian, ex-MLA releasing the book.

Cell for Gender Development (CGD), of the Institute, focuses on research, capacity building, networking, documentation and publications.

A Human Development Project was assigned to the Institute through State Planning Department. Under the project, the Cell facilitated 18 rounds of training on Gender Sensitization for government officials, NGOs and community. A total of 1684 participants were trained, of which 39% were men and 61% were women.

The Cell, to further its objectives, plans to undertake research studies, document and publish case studies. Readers are requested to contribute, share experiences and innovative practices in gender in the form of thematic papers, documentaries, posters, poems, cartoons, sketches etc. Interested persons can also send their CVs to be included in CGD's databank of resource persons.

Dr. Upinderjit Kaur, Hon'ble Minister of Education, Government of Punjab, graced the occasion and released a book entitled "Ajoki Aurat – Dasha Te Disha" that was brought out by the Institute. This edited volume by Dr. Aarohi Walia and Prof. Achru Singh is a compilation of articles of eminent writers, like, Ms. Dalip Kaur Tiwana, Prof. Kirpal Singh Badungar, Dr. Baljinder Kaur Brar, among others.

Shri Bir Devinder Singh, ex-MLA, opined that International Women's Day was a day to celebrate not just for the entire women community but also for everyone in the society. He further added that in olden days, people used to kill their daughters at birth but today, the girls are killed in the womb, before they step into the world.

Dr. Kulwant Kaur, Social Activist, felt that the current status of women in the society was well elaborated but the path that the women should follow was not talked of. She emphasized on starting moral education in schools so that children from a very early age know how to behave and be able to differentiate between right and wrong.

Shri S. K. Ahluwalia, IAS (Retd), Regional Project Director, MGSIPAP Regional Centre, Patiala, stressed on the fact that the God gave equal rights to everyone, male and female alike. He briefed the contents of the book "Ajoki Aurat – Dasha Te Disha". He pleaded all women to take lead and carry out their duties and responsibilities and not to see themselves as lesser beings.

Shri Jasbir Singh, Director, Punjab Governance Reforms Commission, stressed on the increased role of government in enhancing women participation, while Shri Taranjit Singh of the Institute emphasized on taking a pledge to support the cause of women mainstreaming.

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