



सत्यमेव जयते

National Mission for Empowerment of Women 2009-2015

A proposal



Ministry of Women and Child Development
Government of India



Towards a new dawn

LAUNCH OF NATIONAL MISSION FOR EMPOWERMENT OF WOMEN

March 8, 2010



नई दिशा की ओर
Towards a new dawn

MINISTRY OF WOMEN AND CHILD DEVELOPMENT
Government of India

CHAPTER 1

OVERVIEW

1.1 INTRODUCTION

Women constitute 48% of India's population. The importance of women as a valuable human resource was recognised by the Constitution of India, which not only accorded equality to women but also empowered the State to adopt measures of positive discrimination in their favour. A number of Articles of the Constitution specially reiterated the commitment towards the socio-economic development of women and upholding their political right and participation in decision making. Some of the current indices depicting the status of women are:-

- Maternity Mortality Rate (MMR) is 254 per one lakh live births (2004-06 Bulletin)
- Infant Mortality Rate (IMR) is 53 per 1,000 live births (Vital Statistics Division, 2008)
- Child Sex Ratio is 927 per 1,000 males (2001)
- 58% pregnant women are anaemic (NFHS III: 2006)
- The percentage of rural women with CED (Chronic Energy Deficiency) decreased from 40.60% in 1998-99 to 38.80% in 2005-06 (NFHS III, 2006)
- 44.5% of women aged 20-24 years are married before the age of 18 years (NFHS III, 2006)
- Girls constitute 40.09% of the total enrolment of the primary level and 46.51% at the upper primary level (DISE 2006-07)
- Gender Parity Index (GPI) is 0.93 for primary and 0.87 for upper primary level (DISE 2006-07)
- Gross Enrolment Ratio (GER) for girls in secondary schools (Classes IX-XII) is only 35%; drop-out rates are 64% for girls in Classes I-X (2004)
- Female literacy rate for age 7 years and above is at 54.16% (Census 2001)
- Women comprise 25.7% of the active work force (Census 2001)

- Female labour force participation rate across all age groups is 14.3% compared to 54.0% for males in urban areas and 31% compared to that of 54.9% for males in rural areas (NSSO, 2005-06)
- Crime against women has shown an increase from 1,28,320 in 2000 to 1,85,312 in 2007
- 8.2 crore women are in BPL category, of whom 6.4 crore are in rural areas and 1.8 crore are in urban areas
- NREGA, since its inception has provided employment to a total of 110.7 crore women which constitute approximately 48.84% of the total employment generated by it.
- Till 31st March 2009, the SHG bank linkage programme of NABARD has credit linked approximately 47.07 lakh SHGs. In the year 2008-09 itself more than 10 lakhs SHGs were linked as part of this programme.

Drawing strength from the Constitutional commitments, the Government of India has been engaged in the continuous endeavour of concretely translating all the rights, commitments and safe guards incorporated in the Constitution for women from *de jure to de facto* status.

The Constitutional Provisions, special provisions in programmes for employment generation, education and health, laws enacted for the protection and empowerment of women, an institutional framework for the protection of rights of women - all these provide the structure and framework for the State's involvement with, and commitment to gender equality and gender justice.

1.2 INTERNATIONAL INSTRUMENTS

India has ratified various international conventions and human rights instruments committing to secure equal rights of women. Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) in 1993. The Mexico Plan of Action (1975), the Nairobi Forward Looking Strategies (1985), the Beijing Declaration as well as the Platform for Action (1995) and the Outcome Document adopted by the United Nations General Assembly Session on Gender Equality and Development & Peace for the 21st century, titled "Further actions and initiatives to implement the Beijing Declaration and the Platform for Action" have been unreservedly endorsed by India for appropriate follow up. The Beijing Platform for Action lays down critical areas of concern for women. The commitments made in the international conventions are as far as possible reflected in the Plan documents and the National Policy for the Empowerment of Women.

India has endorsed the eight Millennium Development Goals (MDGs) established in the Millennium Declaration at the General Assembly of the United Nations in the year 2000. These include "Promote gender equality and empower women" and "Improve maternal health".

Though only these two are explicitly gender specific, gender equality is at the core of achievement of other 6 MD Goals - Eradicate extreme poverty and hunger, Achieve Universal Primary Education, Reduce Child mortality, Combat HIV/AIDS, Malaria and other diseases, Ensure environmental sustainability and Develop a global partnership for development.

1.3 PLANNING PROCESS AND GENDER

The planning process has evolved over the years from a purely “welfare” oriented approach where women were regarded as objects of charity to the development programmes and currently to their “empowerment”. A further impetus for sectoral contribution to women’s programme was received with the introduction of the concept of Women’s Component Plan in the Ninth Plan (1997-2002) whereby identified Ministries were required to indicate the flow of funds to the women’s programmes and schemes. In the Tenth Plan (2002-07), monitorable targets were set for a few key indicators of human development. The targets include, among other things, reduction in gender gaps in literacy and wage rates and reduction in Maternal Mortality Ratio. The Tenth Five Year Plan called for the three pronged strategy of social empowerment, economic empowerment and providing gender justice to create an enabling environment of positive economic and social policies for women and eliminating all forms of discrimination against them and thus advance gender equality goals. The 11th Plan (2007-12) has stressed the need to evolve an integrated policy and strategy for employment of women including her economic empowerment and has advanced gender budgeting across all sectors for effective gender mainstreaming.

1.4 NATIONAL POLICY FOR EMPOWERMENT OF WOMEN

A large number of macro socio economic policies are women centric or have women related provisions. The central pivotal policy is the National Policy for Empowerment of Women, 2001 which has as its goal bringing about advancement, development and empowerment of women in all spheres of life through creation of a more responsive judicial and legal system sensitive to women and mainstreaming a gender perspective in the development process. The strengthening and formation of relevant institutional mechanisms and implementation of international obligations/ commitments and co-operation at the international, regional and sub-regional level was another commitment.

The objectives of this Policy include:

- (i) Creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential;
- (ii) The de-jure and de-facto enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres - political, economic, social, cultural and civil;

- (iii) Equal access to participation and decision making of women in social, political and economic life of the nation;
- (iv) Equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office etc.;
- (v) Strengthening legal systems aimed at elimination of all forms of discrimination against women;
- (vi) Changing societal attitudes and community practices by active participation and involvement of both men and women;
- (vii) Mainstreaming a gender perspective in the development process;
- (viii) Elimination of discrimination of all forms of violence against women and the girl child; and
- (ix) Building and strengthening partnerships with civil society, particularly women's organizations.

1.5 WOMEN AND ECONOMIC EMPOWERMENT

There is no dispute that economic and employment opportunities form the main key to empowerment. Women workers are primarily found in the informal economy, in the lower-income segments or as casual wage workers or home workers. The link between working in the informal economy and being poor is stronger for women than for men. Significant numbers of the informal workers are engaged in agriculture, whether as workers in household farms owned or are taken on tenant contracts by their families, or as wage workers.

The feminization of poverty calls for special innovative interventions where not only economic sustenance has to be addressed but critical areas of provision of social security, safety nets and prevention of distress migration are to be tackled.

These aspects acquire considerable importance in view of the recent economic downslide and global financial crisis and its impact on India's poor. Assured employment or income earning avenues are to be there if poor women have to buy basic necessities of food, clothing, shelter etc. Government of India is implementing poverty alleviation and income generation programmes designed to fulfil these basic needs.

The Sampoorna Rozgar Yojna (SGSY) in rural areas and the Swarna Jayanti Shabri Rozgar Yojna (SJSRY) earmark 30% of labour opportunities for women. The Mahatma Gandhi Rural Employment Guarantee Scheme enhances livelihood security in rural areas by providing 100 days of employment for every household, where at least 30% beneficiaries are to be women. Latest data from the field show that 48% of total beneficiaries of the scheme are women.

Swayamsidha, a Self Help Group (SHG) based programme has benefitted one million women through convergence of developmental activities at the group level, as well as exposure to trainings on legal literacy, account keeping and leadership building. The Support to Training and Employment Programme for women (STEP) has updated skills and knowledge of asset-less women in traditional sectors of the economy, with backward and forward linkages.

The Rashtriya Mahila Kosh (RMK) has extended micro credit to more than 600,000 poor and asset-less women across the country, and this will expand in the coming years with the increase in corpus promised by the Government.

Working through the SHG mode involving mainly women from Below Poverty Line (BPL) households, the proposed National Rural Livelihood Mission (NRLM) will address critical gaps in training and capacity building, self and wage employment and infrastructure for setting up micro enterprises and achieve financial inclusion of the poorest of the poor through universal social mobilization.

1.6 SOCIAL MEASURES FOR WOMEN

The National Rural Health Mission provides quality health care for women, with provision for institutional deliveries to reduce MMR and IMR.

The Integrated Child Development Services provides supplementary nutrition and other health inputs for pregnant and lactating mothers.

The Sarva Shiksha Abhiyaan (Education for All) Campaign has special focus on girls' education, aiming to target the 'hardest to reach' girls through residential schools, mid day meals and other incentives.

The National Literacy Mission or Saakshar Bharat Mission aims to target 70 million adults in the next 5 years, out of which 60 million will be women.

The Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (SABLA), aims at empowering adolescent girls (aged 11-18 years) along with improvement in their nutritional and health status and upgrading life skills.

The Indira Gandhi Matritva Sahayog Yojana (Conditional Maternity Benefit Scheme) aims at improving the health and nutritional status of pregnant and lactating women by promoting appropriate practices, care and service utilization during pregnancy, safe delivery and lactation. It seeks to address the issues regarding women's compulsions to work right up to the last stage of pregnancy and resumption of work soon after child birth. This scheme, therefore, provides for conditional cash transfers that are part compensation for the age loss and act as maternity benefit.

1.7 POLITICAL MEASURES FOR WOMEN

33% reservation for women in rural and urban local bodies through the 73rd and 74th Amendment to the Constitution, 1993 has enabled women to engage in the mainstream discourse of development through the political channel. Today there are more than 10 lakh (approximately 37%) women at decision making levels in grassroots politics in our country (Ministry of PRI, 2007-08). An estimated one million women have got elected to Panchayats.

1.8 MEASURES TO PREVENT GENDER BASED VIOLENCE

Both research and observation back the claim that with increased financial insecurity in the household, the males often feel frustrated in not being able to play out their gender socialized role of a provider and act out this inadequacy in form of domestic violence. Additionally, in times of economic slowdown, trafficking of women and minors is seen to be on the rise, as families use this to cope with their poverty.

The Protection of Women from Domestic Violence Act (PWDVA) 2005 is a civil law that a woman can use to get respite from a violent situation brought on by family members, which also ensures her right to share the matrimonial house and get maintenance.

Immoral Traffic (Prevention) Act 1956 is being amended to provide stringent punishment to traffickers.

The Ministry has launched a campaign from last year to address violence against women by appointing Ahimsa Messengers on the occasion of Gandhi Jayanti on 2 October 2009. Another similar campaign launched is the Daughters Against Dowry on 25 November 2009 with the objective to empower young girls of this nation as agents of change.

1.9 GENDER BUDGETING

Gender Budgeting is a process that entails maintaining a gender perspective at various stages like programme/policy formulation, assessment of needs of target groups, review of extant policies and guidelines, allocation of resources, implementation of programmes, impact assessment, reprioritization of resources and so on. A gender sensitive budget is the culmination of this process.

Perceptible improvement in the field of social-economic status of women can be noticed today, as a result of various development policies and programmes implemented by the Government. However, we still have a distance to cover in order to achieve the goals we have set for ourselves. It is in this context that the National Mission for Empowerment of Women aims to bring convergence to work done with and for women across all Ministries of the Government of India and work in a mission mode to provide the necessary impetus and focus required to address the challenges in empowerment of women in India.

GENESIS, FUNCTIONS & OUTCOMES

2.1 GENESIS

One of the important recommendations of the Committee of Governors (CoG) set up to study and recommend the strategies for speedy socio economic development of women was to constitute a National Mission for Socio-Economic Empowerment of Women under the Prime Minister, with the Ministry of Women and Child Development as the nodal Ministry and 13 other participating Ministries and 5 Institutions represented on it. The recommendation was accepted by a Group of Ministers set up to consider the CoG Report. Her Excellency the President of India, in her address to the joint session of the Parliament in June 2009, had announced that the Government would initiate action for setting up the National Mission within 100 days.

2.2 VISION OF THE MISSION

Given the long term nature of issues which impact on women, overall aim of the Mission would be to strengthen the processes that promote all-round development of women by focussing on a coordinated approach for implementation of the schemes of participating Ministries/Departments and by creating an enabling environment conducive to social change. In such a contextual framework, the National Mission would endeavour to achieve empowerment of women by enabling them to create their own independent identity through economic empowerment, eradicating all forms of exploitation and discrimination, providing access to education, maternal and child health care to achieve their full potential and ensuring them rightful share in the allocation of resources and decision making, so that they can become equal partners in the family, in the society and in the process of nation building.

2.3 FUNCTIONS AND PLAN OF ACTION OF THE MISSION

The National Mission would be an umbrella mission under which programmes/ schemes of the participating Ministries having monitorable convergence indicators, will be covered. The Mission will be responsible for setting goals and monitoring achievements with respect to the selected outcomes. The participating Ministries/Departments will continue to be responsible for implementing their respective schemes/ programme. Besides ensuring coordination between Central Ministries/Departments, the National Mission will ensure, through the State Missions, similar convergence between activities of state government schemes/programmes, other institutions such as national and state commissions for women, civil society organizations and panchayati raj institutions.

2.4 THE KEY FUNCTIONS OF THE NATIONAL MISSION WOULD BE TO:

- a) Ensure economic empowerment of women.
- b) Ensure that violence against women is eliminated progressively.
- c) Ensure social empowerment of women with emphasis on health and education.
- d) Oversee gender mainstreaming of programmes, policies, institutional arrangements and processes of participating Ministries, institutions and organizations.
- e) Undertake awareness generation as well as advocacy activities to fuel the demand for benefits under various schemes and programmes and create, if required, structures at district, tehsil and village level with the involvement of Panchayats for their fulfilment.

These key functions of the National Mission would require a plan of action which would broadly be as under:-

1. Economic Empowerment of Women to be achieved through convergence of the schemes and programmes having focus on formation and promotion of SHGs so as to enable women to have access to micro credit and micro finance. Programmes like National Rural Livelihood Mission (erstwhile SGSY) of MoRD, Swayamsiddha of MWCD and similar programmes of other Ministries and organizations would need to converge to help the identified SHGs in a coordinated fashion. The Mission would see that access to credit by women SHGs under schemes of NABARD, Rashtriya Mahila Kosh, financial institutions like NSCFDC/NBCFDC/NSKFDC of MoSJ&E and nationalized banks, is coordinated well and delivery of credit is timely..

In order to promote self employment opportunities and create livelihood options for women, it would ensure that training and skill upgradation under schemes/ programmes of MoS&ME, MoL&E, MoRD, MWCD etc are available to the women beneficiaries of SHGs and that there is no duplication of efforts. Sustainability of income generation activities by women would be looked at and they would be ensured provision of adequate forward, backward and horizontal linkages. The relevant programmes of NABARD, RMK and participating Ministries as well as organizations with components of processing, storage, distribution and market networks would be put in a convergent mode to strengthen the livelihood of women.

The existing monitoring systems in place at the state and district levels would be utilised by the National Mission for tracking the effectiveness of convergence efforts in the area of economic empowerment. While at the district level, the District Collector as per the existing arrangement of the DRDA would be responsible

for monitoring convergence efforts at the district level, the Chief Secretary of the State Government with technical inputs from the State Resource Centre to be set up for Women (SRCW) will be made responsible at the state level. At the national level, the National Mission Authority (NMA) will be responsible for overall monitoring of actionable agenda requiring convergence and for which it will take the inputs from both the Mission Directorate and the National Resource Centre for Women (NRCW).

2. Progressive elimination of violence against women would be another item of actionable agenda. Review of existing legislations and provisions related to VAW, identification of gaps both in legislative framework and implementation, recommendation of amendments in existing legislation as well as proposition of new legislations in coordination with MWCD, MoHA, MoL&J and other relevant Ministries along with NCW and monitoring of implementation of existing women centric legislations by MWCD, MoHA and relevant Ministries would be undertaken by the Mission. Laws such as Protection of Women from Domestic Violence Act 2005, Dowry Prohibition Act, 1961, Prohibition of Child Marriage Act, 2005, Immoral Traffic Prevention Act, 1956, Pre Conception and Pre Natal Diagnostic Techniques Act 1994 would be reviewed to ensure that their provisions are in alignment with the interest of women. In addition those Acts having direct bearing on the welfare of women like Factories Act, Equal Remuneration Act, and Maternity Benefit Act etc would be reviewed to see that they are well implemented.

At the Central level, the NMA in association with the Mission Directorate and NRCW, with regular feedback from the state Governments and institutions such as the National Crime Records Bureau will be responsible for monitoring the convergence efforts and implementation of the laws on VAW. The proposed Crime and Criminal Tracking Network System (CCTNS) of the Ministry of Home Affairs when rolled out, is expected to become an effective source of mapping and monitoring data on VAW. At the State level, it is proposed that the SRCW will assist and prepare data base for monitoring by undertaking studies and by taking regular inputs from the implementation mechanism envisaged under the proposed Integrated Women's Protection Scheme (IWPS).

3. The Mission would strive to work for Social Empowerment of Women by focussing on reduction in MMR and IMR through improved maternal and child health, nutritional status of women and reduction of gaps in gender based literacy rates. This would be achieved through convergence among several of the ongoing programmes such as National Rural Health Mission and Janani Suraksha Yojna of MoH&FW, ICDS, STEP, Condensed Course for Education, Conditional Maternity Benefit Scheme (proposed) and SABLA scheme for adolescent girls of MWCD, Mid Day Meal Scheme, Sarva Shiksha Abhiyan and Sakshar Bharat Campaign of MoHRD, Drinking Water and Total Sanitation Campaign of MoRD and relevant programmes of other Ministries such as MoSJ&E, MoTA, MoMA etc. The implementation and convergence made would

help in achievements of India's commitments towards women's education, child mortality and maternal health under Millennium Development Goals.

The mechanism envisaged for monitoring of convergence initiatives in this area would draw from existing structures and resources of participating Ministries. For instance, it is proposed that at the district level, the District Health Mission and Health Societies would be given the responsibility of monitoring the implementation, while the State Mission Authority (SMA) will monitor convergence efforts with feedback from the State Health Mission in the States/UTs. At the centre, the NMA undertake overall monitoring of the achievement of this agenda with inputs from the National Rural Health Mission structures at the national level.

It is recognized that different Ministries/Departments of the Government of India and the State Governments have an array of policies, schemes and programmes for development and empowerment of women. An analysis of implementation of various development programmes reveals that issues such as women's empowerment, awareness, education and employment have been so far treated as separate issues and planning for them has been a fragmented and compartmentalized exercise.

MWCD has prepared a consolidated Action Plan in respect of each Ministry/Department which includes the identified action points, Ministries/Departments responsible for convergence, programmes/schemes where convergence is required, existing convergence in place, proposed/required convergence, time frame and monitorable targets. The Action Plan is based on the specific action points identified by the Task Forces constituted by twelve Ministries in the past. These Ministries were identified by Committee of Secretaries (CoS) which was constituted to consider the issue of 'Convergence and Coordination of Government Programme for Gender Equality and Fighting Social Evils.'

The Task Force has identified specific action points for gender convergence relating to following six focus areas:

- i. Access to health, drinking water, sanitation and hygienic facilities for women.
- ii. Coverage of all girls especially those belonging to vulnerable groups in schools from primary to Class XII and creating enabling environment for the same.
- iii. Higher and Professional Education of Girls/Women and facilities to enable the same.
- iv. Skill Development, Micro Credit, Vocational Training, Entrepreneurship, SHG Development for economic empowerment of women/girls.
- v. Gender sensitization and dissemination of information.

vi. Crime Against women.

MWCD has identified a list of monitorable outcome indicators based on these and other gender related issues. The review of the progress on these indicators would enable the Mission to monitor the achievements as well as suggest corrective actions wherever required.

4. The Gender Mainstreaming would be achieved by ensuring that the policies, schemes/ programmes of all Ministries/Departments, State Governments, PSU's and other Public Bodies are engendered at stages of both planning and allocation of resources. Focus would be on seeking equality of outcomes rather than equal treatment to address gender based inequalities. The efficacy of mechanism of having Gender Budgeting Cells in the Ministries/Departments would be reviewed in terms of their establishment, role and delivery. The Mission would not only enable them to undertake effective gender budgeting but also resort to gender auditing to evaluate gender responsiveness of programmes/schemes of participating Ministries/Departments. Reputed civil society organizations and experts would be involved in the exercise. The Mission would ensure convergence of programmes having training components on gender sensitization and capacity building of Ministries/Departments. MWCD being the nodal Ministry for conducting gender sensitization programmes, would assist NMEW in achieving the objective of integrating gender concerns in all the processes and programmes of participating Ministries and organizations. The NRCW would be associated in this task. At the state level, this responsibility will be formally vested in the SMA with inputs from the State Departments of Women and Child Development and the SRCW. Gender Auditing would be given a major push at the centre and states/UTs by NMA and SMAs.
5. The Mission while recognizing low awareness level among intended beneficiaries as well as their perception of involvement of cumbersome procedures in existing schemes/programmes would undertake awareness generation activities to augment their demand. The Mission would review the existing delivery systems of governmental schemes/programmes to understand the factors that restrict access of intended beneficiaries to various schemes/programmes and would advocate for process re-engineering wherever required.

2.5 ROLE OF CIVIL SOCIETY ORGANISATIONS IN THE MISSION

Voluntary organisations play a major role, especially in the field of economic and social empowerment of women where they function as key implementers. With the recognition of the need for access to services at the grassroots, civil society has become pivotal in facilitating service delivery and acting as the link between Government agencies and felt-needs of women. Such organisations also play a significant role in awareness generation, capacity building, livelihood generation and managing various schemes of the Government.

Therefore, civil society organisations, particularly those working on women's issues will remain key stakeholders in implementing the activities of National Mission.

Civil society institutions and their representatives will be incorporated within the institutional arrangement at the levels envisaged under the Mission, and will provide their expertise in identifying overall goals and action plans.

2.6 OUTCOMES

The MWCD has identified certain gender related monitorable outcome indicators. The Mission Directorate, assisted by the NRCW and in consultation with the participating Ministries would undertake the review of achievements made under the identified indicators. The Mission may expand its activities to include such concerns and issues that would emerge during the implementation of envisioned activities.

In monitoring of women-centric programmes, and activities Mission will be assisted by the Mission Directorate. While the actual implementation of schemes/programmes would continue to be carried out by participating Ministries, State Governments/Union Territory Administrations and Panchayati Raj Institutions the participating Ministries shall be required to nominate a Nodal Officer at the level of Joint Secretary/Director to coordinate with the Mission Directorate in furthering the objectives of the Mission and in achieving the goals set by it.

STRUCTURAL FRAMEWORK

3.1 NATIONAL MISSION AUTHORITY (NMA)

The National Mission for Empowerment of Women shall have a National Mission Authority (NMA) headed by the Prime Minister. There would be 13 participatory Ministries in addition to Ministry of Women and Child Development – the nodal Ministry, which would be represented on the Authority. These Ministries are:

- i. Ministry of Human Resource Development
- ii. Ministry of Finance
- iii. Ministry of Home Affairs
- iv. Ministry of Rural Development
- v. Ministry of Panchayati Raj
- vi. Ministry of Law and Justice
- vii. Ministry of Labour and Employment
- viii. Ministry of Small and Medium Enterprises
- ix. Ministry of Social Justice and Empowerment
- x. Ministry of Health and Family Welfare
- xi. Ministry of Agriculture and Cooperation
- xii. Ministry of Consumer Affairs, Food and Public Distribution
- xiii. Ministry of Environments and Forests

Apart from the Ministries, Deputy Chairman of the Planning Commission, Chairperson of the National Commission for Women, two Chief Ministers of the State by rotation for a period of two years and five eminent persons from Civil Society organizations would be represented

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on the National Mission Authority (NMA). The experts from the Civil Society Organizations would be nominated by the Chairman of the NMA in consultation with the Minister of Women and Child Development. The total membership of NMA has been limited to 20 to keep the members manageable. The NMA would be free to co-opt any of the Ministries/Departments of the Government of India and invite them to the meeting of NMA as and when required.

The NMA will have Central Monitoring Committee (CMC) headed by the Minister of Women and Child Development. This will have the representation of officials of Ministries/Departments, non officials who are domain experts as well as State Government representatives. The CMC would take stock of the convergence issue with different Ministries/Departments and keep the Mission apprised about it. It would meet once in a quarter.

There will also be an Inter-Ministerial Coordination Committee (IMCC) under the Cabinet Secretary. This Committee will have Secretaries of the participating Ministries/Departments as Members. The Committee will be free to co-opt other Ministries/Departments as Members. This Committee will primarily responsible for reviewing and identifying inter-ministerial issues requiring convergence in respect of each Ministry/Department. The Committee shall meet once in six months to sort out various issues.

3.2 MISSION DIRECTORATE & NATIONAL RESOURCE CENTRE FOR WOMEN

To assist the NMA and the IMCC, there would be a Mission Directorate responsible for administration Besides the National Mission would have National Resource Centre for Women(NRCW) at the Central level. The NRCW will be headed by an Executive Director and by Experts in identified domains

The NRCW will carry out studies and research projects in various domain and sub-domain areas and will be responsible for carrying out the impact assessment studies of policies, schemes and programmes of the Government. The NRCW will also be responsible for devising a suitable media strategy to highlight the programmes and schemes of the Mission and their achievements as well as public service campaign strategies to focus on retrograde social practices which afflict the society.

3.3 STATE MISSION AUTHORITY (SMA) AND STATE RESOURCE CENTRE FOR WOMEN (SRCW)

The State Mission Authority (SMA) would be set up in each State under the Chairmanship of the Chief Minister on the lines of the National Mission Authority (NMA). The SMA will have Ministers of participating departments as Members. Each State Mission Authority (SMA) would have a State Resource Centre for Women (SRCW) to assist it and liaise with the existing institutions/structures for monitoring and review of flagship programmes and other schemes of Central Government, State Government schemes for eliciting the information required to be placed before SMA.

The SRCW will include a Project Advisor who will be an expert in gender-related issues, and a State Coordinator who will be responsible for coordinating with different departments in the State. The Project Advisor will be responsible for all research, documentation and awareness-generation campaigns undertaken at the state level, and will be supported by a Senior Research Officer. Two Assistant Coordinators will be appointed to support the State Coordinator. All the staffing requirements of the SRCW will be met through appointments on a contractual basis.

The SRCW will conduct review meetings at the State, district, tehsil, and village level in order to ensure effective monitoring of convergence efforts at the grassroots level. The SRCW will also act as the link between the Mission Directorate, NRCW and the grassroots level by collating gender disaggregated data received from the grassroots structures and sending it to the NRCW as well as recommending research studies on specific areas.

Besides undertaking the monitoring for securing convergence under different schemes/ programmes of Central and State Governments, the National Mission shall undertake through the Mission Directorate and Ministry of Women and Child Development, pilot projects to test check the feasibility of delivery of benefits to women beneficiaries in partnership with the Panchayati Raj Institutions. Ministry of Panchayati Raj shall also be consulted while preparing the contours of such pilot projects.

The Government Resolution launching the National Mission for Empowerment of Women along with the structures of NMA, SMA, NRCW and SRCW are given at Annexe-I to V.

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Government of India
Ministry of Women & Child Development

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Shastri Bhavan, New Delhi,
Dated the 8th March, 2010.

RESOLUTION

The Government of India has approved the launch of the National Mission for Empowerment of Women (2010-15) (NMEW) with a view to empowering women socially, economically and educationally. The Mission aims to achieve empowerment of women on all these fronts by securing convergence of schemes/programmes of different Ministries/ Departments of Government of India as well as State Governments. Alongside, the Mission shall monitor and review gender budgeting by Ministries/Departments as well as effective implementation of various social laws concerning women. In this endeavour, the Mission seeks to utilise existing structural arrangements of participating Ministries wherever available and make use of Panchayati Raj Institutions (PRIs) as far as possible. The National Mission would primarily be a monitoring body for taking stock of monitorable indicators of women centric schemes/programmes requiring convergent action for better and effective delivery to the targeted groups. In doing so, it would not impinge on the operational authority of any of the participating Ministry/Department or autonomous body.

2. The NMEW shall have National Mission Authority (NMA) at the apex level under the Chairmanship of Hon' ble Prime Minister and a similar Mission under the Chairpersonship of the Chief Ministers of respective States. The National Mission Authority (NMA) will comprise the following:

i.	Hon' ble Prime Minister	In Chair
ii.	Minister of Human Resource Development	Member
iii.	Minister of Finance	Member
iv.	Minister of Housing & Urban Poverty Alleviation	Member
v.	Minister of Rural Development	Member

vi.	Minister of Panchayati Raj	Member
vii.	Minister of Agriculture & Cooperation	Member
viii.	Minister of Health & Family Welfare	Member
ix.	Minister of Micro, Small & Medium Enterprises	Member
x.	Minister of Law & Justice	Member
xi.	Minister of Environment & Forests	Member
xii.	Minister of Labour & Employment	Member
xiii.	Minister of Social Justice & Empowerment	Member
ivx.	Deputy Chairman, Planning Commission	Member
xv.	MOS (IC) WCD	Member-Convenor
xvi.	Chairperson, National Commission for Women	Member
xvii.	Two Chief Ministers of State (by rotation to be nominated by Prime Minister)	Member
xviii.	Five Civil Society Members to be nominated by the Prime Minister in consultation with the MWCD	Member

3. The State Mission Authority (SMA) will comprise the following:

i.	Chief Minister	In Chair
ii.	Minister of Basic/Secondary/ Higher /Technical Education	Member
iii.	Minister of Finance/Revenue	Member
iv.	Minister of Housing & Poverty Alleviation	Member
v.	Minister of Rural Development	Member
vi.	Minister of Panchayati Raj	Member
vii.	Minister of Agriculture/Cooperation	Member
viii.	Minister of Health & Family Welfare	Member
ix.	Minister of Small and Medium Enterprises/Industries	Member
x.	Minister of Law and Justice	Member
xi.	Minister of Environment/Forests	Member
xii.	Minister of Labour & Employment	Member

xiii.	Minister of Social Welfare	Member
ivx.	Minister, DWCD	Member-Convenor
xv.	Chairman, State Planning Commission	Member
xvi.	Chairperson, State Commission for Women	Member
xvii.	Eminent civil society members to be nominated by Chief Minister in consultation with Minister, DWCD	Member

4. Besides, there will be a Central Monitoring Committee under the Chairpersonship of Minister of State for Women & Child Development and comprising representatives of the participating Ministries/Departments as well as domain experts, both official and non-official and State Governments representatives as Members to take stock of the convergence issues with different Ministries/Departments and to keep the Mission apprised of it. An Inter Ministerial Co-ordination Committee under the Cabinet Secretary with the Secretaries of all participating Ministries/Departments as Members will review and identify the Inter Ministerial issues requiring convergence in respect of each Ministry/ Department. The Co-ordination Committee can co-opt other Ministries as Members.
5. Besides undertaking the monitoring for securing convergence under different schemes/ programmes of Central and State Governments, the National Mission shall undertake through the Mission Directorate and Ministry of Women and Child Development, pilot projects to test check the feasibility of delivery of benefits to women beneficiaries in partnership with the Panchayati Raj Institutions. Ministry of Panchayati Raj shall also be consulted while preparing the contours of such pilot projects.
6. There will be a National Mission Directorate with National Resource Centre for Women (NRCW) as its adjunct to provide technical support to the National Mission Authority and the Coordination Committee. State Resource Centre for Women (SRCW) will be established for each State to provide technical support to SMA.
7. Necessary funds for the activities of the structures at the National level and State level as per norms will be made available by the Ministry of Women & Child Development.

Sd/-
(Swarup Nandkeolyar)
Joint Secretary to Government of India