

# 3 Promote Gender Equality and Empower Women

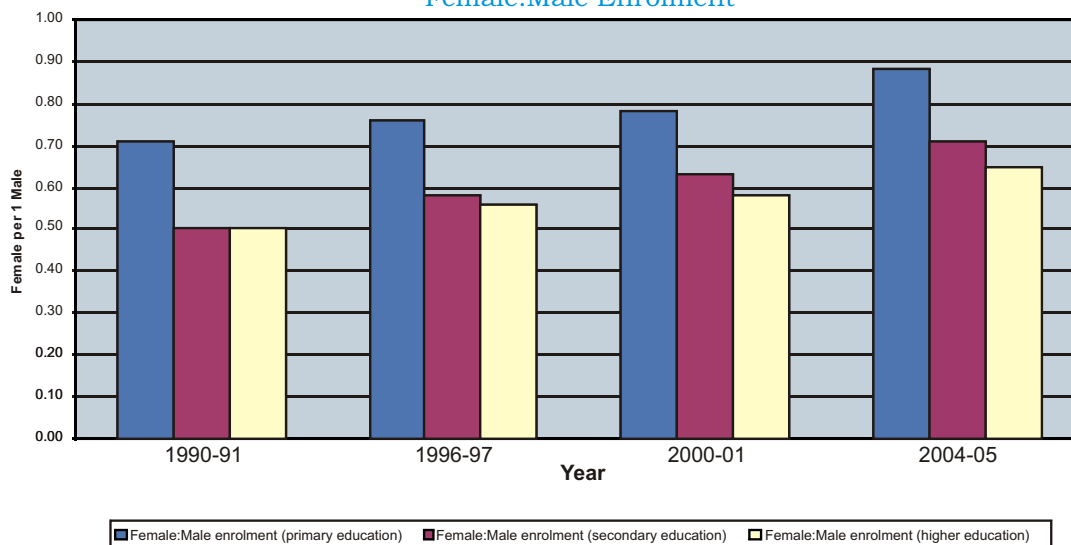
**Target4: Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education no later than 2015**

3.1 In general, at the national level, the number of girls enrolled in all levels i.e. primary, secondary and higher education is less than their counterparts. However the female male ratio in education has been steadily improving over the years. In Primary education the female male ratio has gone up from 71% in 1990-91 to 88% 2004-05, in secondary education the increase is from 50% in 1990-91 to 71% in 2004-05 and in higher education it is from 50% to 65% during the same period. The ratio of literate women to men (in the age group 7 plus) has also increased from 0.61 in 1991 to 0.71 in 2001 at the national level.

3.2 In order to achieve improvement in eliminating gender disparity in education,

schooling has been made completely free for girls in most States up to the higher secondary stage in government and government aided schools. Various Centrally Sponsored Schemes strengthen school education and a large number of girls have benefited from these schemes. In the higher education sector, the University Grants Commission (UGC) has been implementing various schemes for promoting women's education in Universities and Colleges. Some of these are (i) scheme of grants to women Universities for technical courses, (ii) scheme for construction of women hostels, and (iii) setting up of Women Study Centres in 72 Universities. Participation of women students in polytechnics was one of the thrust areas under World Bank assisted Technical Education Project. The scheme of

Fig. 7  
Female:Male Enrolment



**GOAL:3**

*PROMOTE GENDER EQUALITY  
AND EMPOWER WOMEN*

**Table 3.1: Measures of Gender Equity in enrolment in different stages of education**

Indicator	Reference year	Value
Female male enrolment ratio in primary education (female per 1 male)	1990-91	0.71
	1996-97	0.76
	2000-01	0.78
	2004-05	0.88
Female male enrolment ratio in secondary education (female per 1 male)	1990-91	0.50
	1996-97	0.58
	2000-01	0.63
	2004-05	0.71
Female male enrolment ratio in higher education (female per 1 male)	1990-91	0.50
	1996-97	0.56
	2000-01	0.58
	2004-05	0.65

Community Polytechnic aims at bringing in communities and encouraging rural development through Science and Technology apprenticeship and through skill oriented non-formal training focused on women, minorities, Scheduled Castes (SC)/Scheduled Tribes (ST)/ Other Backward Classes (OBCs) and other disadvantaged sections of the society. Currently, 43% of the total beneficiaries are women. Access to higher Education for girls has been expanding as also their enrolment in the various courses. Their numbers in colleges, universities, professional institutions like engineering, medicine, etc. has increased from 3.81

million in 2002-03 to 4.04 million in 2004-05.

### Female Literacy Programmes

3.3 Female literacy rate has increased during the period 1991-2001 by 14.38 % whereas male literacy rose only by 11.13%. Kerala registered the highest female literacy rate at 87.72% while Bihar registered the lowest at 33.12%. The male female gap in literacy rate has also come down from 24.84 to 21.59 percentage points during the decade. In 47 districts, where the female literacy rate is below 30% (Census 2001), in the States of UP, Bihar, Orissa and Jharkhand, special innovative programmes have been taken up in promoting female literacy.

### Sarva Siksha Abhyan

3.4 SSA is a special programme of the Ministry of Human Resource Development which aims at achieving the following goals:-

- All children in schools / education guarantee enters, alternate school, 'back to school camp' by 2005
- Bridge all gender and social category gaps at primary stage by 2007 and at elementary education level by 2007
- Universal retention by 2010

**Table 3.2: Ratio of literate women to men (7+)**

Reference year	Value
1990-91	0.61
2000-01	0.71

**Table 3.3: Literacy Rates (%) in India**

Census year	Persons	Male	Female	Male-Female gap in literacy rate
1991	52.21	64.13	39.29	24.84
2001	64.84	75.26	53.67	21.59

- Focus on elementary education of satisfactory quality with emphasis on education for life.
- SSA has a special focus on girls and children of weaker sections.

### 3.5 Outcome Indicators on literacy & education– Highlights

- Female literacy has gone up from 39.2% in 1991 to 53.67% in 2001.
- The growth rate in female literacy at 14.39% has been higher than for males at 11.13%.
- Gender gap in literacy has declined from 24.85% in 1991 to 21.59% in 2001.
- Gross Enrolment Ratio (GER) as shown below exhibits the extent of improvement
- At the middle school level, there is a significant jump in enrolment from 52.09% in 2001-02 to nearly 65.1% in 2004-05. This shows that more girls are continuing their education in the elementary stage.
- The decline in drop out rate is sharper for girls as compared to boys.
- Gender Parity (ratio of girls GER to Boys GER) at Primary level is 0.95 for India (based on Selected Educational Statistics 2004-05). Eight States i.e. Andhra Pradesh, Haryana, Kerala, Maharashtra, Meghalaya, Punjab, Uttarakhand and Delhi have achieved gender parity and majority of the States are close behind.
- Gross enrolment of girls to total enrolment has increased by 17.8 percent points at the primary level from 86.9 % in 2001-02 to 104.7 % by 2004-05.

**Table 3.4: Gross Enrolment Ratio (in %) of Boys and Girls in Elementary Levels of education**

Year	Primary (I-V)			Upper Primary (VI-VIII)			Elementary (I-VIII)		
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
2001-02	105.3	86.9	96.3	67.8	52.1	60.2	90.7	73.6	82.4
2002-03	97.5	93.1	95.3	65.3	56.2	61.0	85.4	79.3	82.5
2003-04	100.6	95.6	98.2	66.8	57.6	62.4	89.7	81.4	84.8
2004-05	100.7	104.7	107.8	74.3	65.1	69.9	96.9	89.9	93.5

(Source: Selected Educational Statistics, Ministry of Human Resource Development)

**Table 3.5: Drop Out rates (in %)**

Year	Primary (I-V)			Elementary (I-VIII)			Secondary (XI-X)		
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
2001-02	43.7	47.1	45.2	58.6	63.6	60.7	71.1	74.9	72.7
2002-03	35.9	33.7	34.9	52.3	53.5	52.8	60.7	65.0	62.6
2003-04	33.7	28.6	31.5	51.9	52.9	52.3	61.0	64.9	62.7
2004-05	31.8	25.4	29.0	50.5	51.3	50.8	60.4	63.9	61.9

(Source: Selected Educational Statistics, Ministry of Human Resource Development)

- There are 64 female teachers per 100 male teachers at primary level, 60 female teachers per 100 male teachers in upper primary level and 62 female teachers per 100 male teachers in high/ post-basic schools in 2004-05.

**Targetted provisions for girls under the Sarva Shiksha Abhiyan**

- Free Text books
- Separate toilets for girls
- Recruitment of 50 per cent women teachers
- Early Childhood Care and Education centres in/ near schools, convergence with Integrated Child Development Services (ICDS) programme etc
- Teachers' sensitization programmes to promote equitable learning opportunities
- Back to school camps for out of school girls
- Bridge courses for older girls
- Gender sensitive teaching- learning material
- Intensive community mobilization efforts

- Innovation fund for need based intervention for girls' attendance and retention

**3.6 Early Childhood Care and Education (ECCE)** is critical and essential input in freeing girls from sibling care responsibilities leading to their regular attendance in school and in providing school readiness skills to pre school children. The SSA works in a convergent mode with the ICDS Programme, the main service provider for ECCE, to promote pre school education.

**3.7 National Programme for Education of Girls at Elementary Level (NPEGEL) and the Kasturba Gandhi Balika Vidyalaya (KGBV):** The Government has, in addition to Sarva Shiksha Abhiyan, launched two focused intervention programmes for girls to reach out to girls from marginalised social groups in over 3000 educationally backward blocks in the country where the female rural literacy is below the national average and the gender gap in literacy is above the national average. NPEGEL provides for intensive community mobilization, monitoring of girls enrollment in schools and thrust for ensuring that the content and process of education is sensitive to gender concerns. Development of a 'model school' in every

Fig.8  
Gender Parity Index for Primary Enrolment

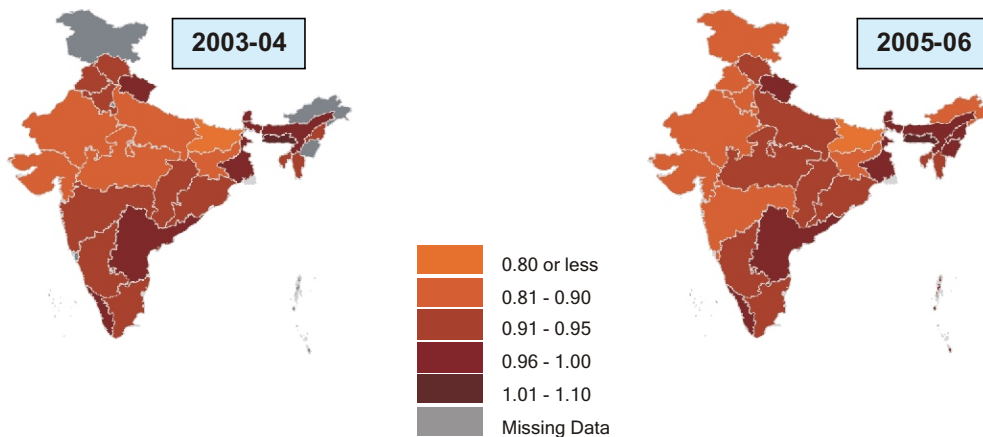
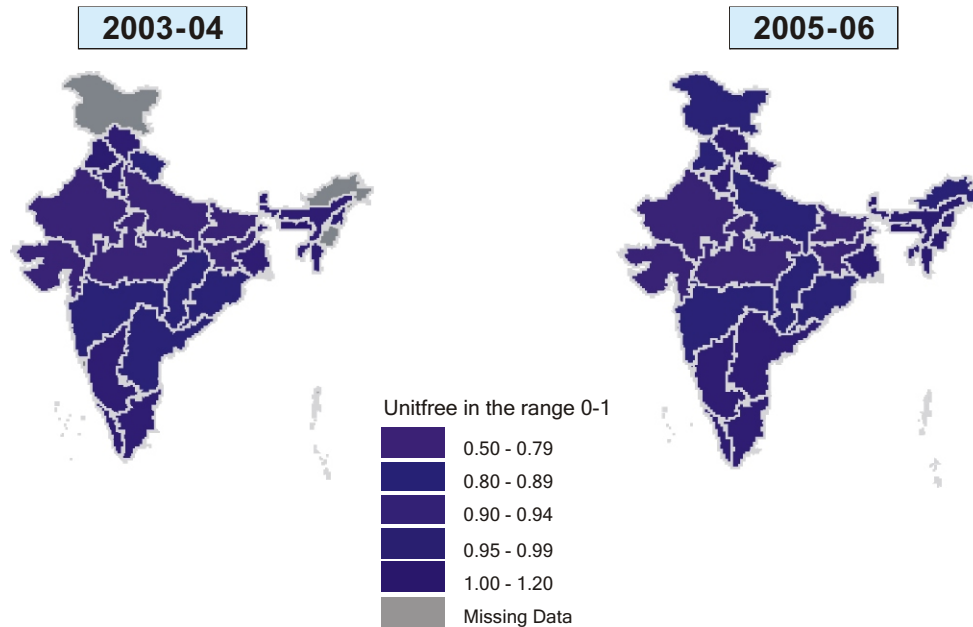


Fig.9  
Gender Parity Index For Upper Primary Enrolment



of need based incentives like escorts, stationery, work books and uniforms etc. are some of the endeavours under the programme. The Kasturba Gandhi Balika Vidhyalaya Scheme is designed to encourage greater participation of girls in education at the upper primary level (VI-VIII classes). Under the scheme, 1180 residential schools at upper primary level have been sanctioned for girls belonging predominantly to SC, ST, OBC and minority communities in educationally backward blocks having high gender gaps and low female literacy. A minimum of three fourth of the seats are reserved for girls from marginalized or minority communities and the remaining are made available to girls from families below the poverty line.

**3.8 National Literacy Mission (NLM)** was launched on 5<sup>th</sup> May 1988 as a technology mission to impart functional literacy to non literates in the country in the age group of 15-35 years in a time bound manner; with the goal to attain a

sustainable threshold of 75% literacy by 2007. Total Literacy campaign (TLC) has been the principal strategy of NLM for eradication of illiteracy, which is followed by Post Literacy Programme (PLP) specifically aimed at remediation, retention and consolidation of literacy skills acquired in the basic literacy phase and Continuing Education Programme (CEP) which provides the life long learning and is also responsible for creation of a learning society. The NLM was revamped in 1999.

**3.9 Mahila Samakhya Programme** (programme for women's empowerment) started in 1989, focuses on socially and economically disadvantaged and marginalized women groups. It uses education as a tool for empowering women to achieve equality and emphasizes the process of learning, besides seeking to bring about a change in women's perceptions about themselves and the perception of society in regard to women's roles. It is now operational in over 19,000 villages of 63 districts across 9 states i.e. Uttar Pradesh, Karnataka, Gujarat, Andhra Pradesh, Kerala, Bihar, Assam, Jharkhand and Uttaranchal.



**NATIONAL POLICY FOR THE EMPOWERMENT OF WOMEN (2001)**

**Goals and Objectives**

3.10 The goal of this Policy is to bring about the advancement, development and empowerment of women. The Policy will be widely disseminated so as to encourage active participation of all stakeholders for achieving its goals. Specifically, 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 and all forms of violence against women and the girl child; and
- (ix) Building and strengthening partnerships with civil society, particularly women’s organizations.

3.11 From the available data for 2004-05, it is seen that the share (percent participation) of women in wage employment in the non- agricultural sector is 20.23 % at the all India level, 21.39% in the rural and 19 % in the urban sector. Thus women lag significantly behind males in terms of work participation, employment etc. However, there is some improvement compared to the position in 1999-2000 as the respective figures stood at 16%, 15% and 16.6% at all India, rural and urban sectors respectively.

**Table 3.6: Share of women in wage employment in the non-agricultural sector (%)**

Reference year	Area	Value
1999-2000	Rural:	15.09
	Urban:	16.61
	India:	16.00
2004-2005	Rural:	21.39
	Urban:	19.00
	India:	20.23

Source: NSSO



### Constitutional Guarantees for Women Empowerment

- The Constitution of India confers equal rights and opportunities on men and women in the political, economic and social spheres.
- The Constitution of India not only grants equality to women, including universal adult franchise but also empowers the State to adopt measures of positive discrimination in favour of women.
- Article 14 - Men and women to have equal rights and opportunities in the political, economic and social spheres.
- Article 15 - prohibits discrimination against any citizen on the grounds of religion, race, caste, sex etc.
- Article 15(3) - Special provision enabling the State to make affirmative discriminations in favour of women.
- Article 16 - equality of opportunities in matter of public appointments for all citizens.
- Article 39(a) - the State shall direct its policy towards securing all citizens men and women, equally, the right to means of livelihood.
- Article 42 - the State to make provision for ensuring just and humane conditions of work and maternity relief.
- Articles 51 (a) (e) –imposes fundamental duty to renounce the practices derogatory to the dignity of women.

### Commitment in the Tenth Plan

Promotion of gender equality and empowerment of women is one of the central concerns of the Tenth Plan (2002-07), which spells out three pronged strategies i.e Social empowerment, Economic empowerment and gender justice for achieving this purpose.

3.12 India is the first country where since independence women have the right to vote to elect representatives for the National Parliament as well as State Assemblies. The women have equal right to contest any election subject to the fulfillment of other eligibility conditions. So far 14 General Elections have been held for the Lok Sabha.

The percentage of lady parliamentarians fluctuates between 8 to 12 % in these elections. In the current Lok Sabha (as on 9/1/07) there are 47 (8.6%) women members out of 544. As on 9/1/07 there are 25 women members out of 250 in the Rajya Sabha.

Table 3.7 Proportion of seats held by woman in National Parliament

Reference year	Unit	Value			%
		Lok Sabha	Rajya Sabha	Total	
1991	No.			77 of 789	9.7
1999	No.	52 of 544			9.6
2004	No.	45 of 544	28 of 250	73 of 794	9.2
2007	No.	47 of 544	25 of 250	72 of 794	9.1



Providing an enabling environment for women and men to participate equally in decision-making at all levels of government is essential in a democracy. In India, 73<sup>rd</sup> and 74<sup>th</sup> Constitutional amendments in 1993 have brought forth the landmark provision and set a definite impact on the participation of women in the democratic institutions for developmental activities at the grass root level. 33.3 % of elected seats are reserved for women, as also one-third of posts of chairpersons of these bodies. Out of seats reserved for SC and ST communities, one third of these seats are further reserved for women belonging to these communities. The provisions of the Panchayats (extension to the Scheduled Areas) Act 1996 (PESA) made this amendment applicable to Schedule V areas. In some States, the number of elected women exceeds the reserved one third. Today more than 21 lakh representatives stand elected to the three levels of Panchayats (District, Intermediate & Village Panchayats) about 40 per cent are women



#### **Reservation for Women**

73rd and 74th constitutional amendments provide for 33.3 % reservation of seats for women in rural and urban local bodies. Currently, more than 21 lakh representatives stand elected to the three levels of Panchayats; of these about 40 % are women.

3.13 **Panchayat Mahila Shakti Abhiyan** is an awareness campaign for women's empowerment. These are Sammelans of Elected Women Representatives (EWRs) of

the States at the basic grass root level (women Sarpanchs) who debate, discuss and deliberate on the issues that affect them as Panchayati Raj representatives. At the conclusion of Sammelan, the group of EWR will together finalise the Draft Charter of Resolution of EWRs of the State.

3.14 Increased networking and formation of confederations of elected women representatives has helped to strengthen women's leadership. This approach has been especially successful in Southern and Western India. The formation of these networks has promoted solidarity among the elected women representatives, otherwise divided by caste, religion and geographical boundaries.

3.15 The reservation for women in State Assemblies and the National Parliament has been a matter of public debate for quite some time now. Although increasingly women have stood for elections and have got elected as members of State Legislative Assemblies and Parliament, the number of women Parliamentarians is not of expected level. The National Common Minimum Programme outlines the commitment of the government to introducing legislation for one third reservations for women in the State Legislatures and Lok Sabha.

3.16 Although the number of women in leadership positions at the local administration level has shown an encouraging trend, the proportion of women at senior levels of government remains low.

3.17 Ours is a predominantly agrarian economy, and a majority of women derive their livelihood from agriculture. Women in India are major producers of food in terms of value, volume and hours worked. In such a situation, effective and independent land rights are an important way of empowering women, and reducing their risk of poverty. The Government has taken note that the denial of inheritance of rights in land in the patriarchal system has contributed to the subordinate status of

women. It has committed to make special efforts to consider/ encourage necessary amendment in legislations relating to ownership of property and inheritance by evolving consensus on the subject and make them gender just. One of the commitments made in the National Common Minimum Programme for the empowerment of women concerns ensuring women's equal rights in

the dwelling house. Widows can inherit property of ex-husband even if she has remarried.

3.18 Laws exist to secure reasonable working conditions for women workers and to prevent their exploitation.

3.19 Recognizing that women can leverage their strength, increase bargaining power and enhance capacities

#### **Laws related to protection of rights of working women**

1. Beedi & Cigar Workers (Conditions of Employment) Act, 1966
2. Bonded Labour System (Abolition) Act, 1976
3. Cine Workers and Cinema theatre Workers (Regulation of employment) Act, 1981
4. Contract Labour (Regulation & Abolition) Act, 1970
5. Employees State Insurance Act, 1948
6. Equal Remuneration Act, 1976
7. Factories Act, 1948
8. Inter -State Migrant Workers ( Regulation of Employment and Conditions of Service Act, 1979)
9. Legal Practitioners (women) Act, 1923
10. Maternity Benefit Act, 1961
11. Minimum Wages Act, 1948
12. Payment of Wages Act, 1936
13. Plantations Labour Act, 1951
14. Workmen's compensation Act, 1923
15. Mines Act, 1952

Crèche facilities for the benefit of women workers, time off for feeding children during working hours, provision of maternity leave and separate toilets and washing facilities for female and male workers near the workplace and minimum wages, etc. are provided for in the laws.

ownership of assets like houses and land. Amendment to Hindu Succession Act giving equal right to women in ancestral property is a positive step in this regard. The daughters, through the amendment, have been made coparceners like sons so that they would be entitled to get their shares of ancestral property on partition of

and skills through joint action, the approach of the government has been to encourage the organization of women into Self Help Groups (SHG) and to channel resources to these groups. The SHG movement has been supported through schemes of a large number of Ministries

/Departments including Women and Child Development, Rural Development, Urban Development, Handlooms and Handicrafts, Sericulture, Agriculture, etc. at the National and State levels. Women SHGs are



now implementing a large number of developmental initiatives including watershed development, social forestry and employment oriented initiatives. They have become the main vehicle for providing women with access to savings and credit mechanism and institutions through micro credit schemes.

3.20 Various micro finance initiatives have gathered momentum in the recent years. **Rashtria Mahila Kosh** (National Credit Fund For Women), was established in 1993 as an autonomous organization under the Department of Women and Child Development as a registered society with an initial corpus fund of Rs. 31 crores. It is functioning as a national level micro credit institution engaged in extending micro credit facilities for poor women of the country in the unorganized sector to help them to take up income generating activities for improvement of their socio economic status. RMK gives loans to the intermediary channels like Government/ Organisations/ NGOs etc who in turn lend to the women SHGs. So far RMK has sanctioned and disbursed Rs. 203 crores and Rs.156 Crores respectively benefiting 557110 women.

3.21 The important schemes of Ministry of Women and Child Development of Government of India for economic

empowerment of women are (i) **Swayamsidha**, which is an integrated scheme for women's empowerment. It is based on formation of women into Self-Help Groups (SHGs) and aims at the holistic empowerment of women through awareness generation, economic empowerment and convergence of various schemes. As in Sept. 2006, 68163 women's SHGs have been formed under the scheme covering 9.94 lakh women members and (ii) STEP (Support to Training and Employment Programme) scheme which aims at providing training to poor and asset less women in traditional sectors like agriculture, animal husbandry and handicrafts, number of beneficiaries as in Sept. 2006 is 2.14 lakh.

3.22 The Government has enacted a number of laws for protection of women; important among them are,

#### Laws related to dowry, marriage and divorce

- Dowry Prohibition Act, 1961
- Foreign Marriage Act, 1969
- Special Marriage Act, 1954
- Christian Marriage Act, 1872
- Hindu Marriage Act, 1955
- Indian Divorce Act, 1869
- Converts' Marriage Dissolution Act, 1866

#### Special Laws for protection of women

- Protection of women from Domestic Violence Act, 2005
- Commission of Sati (Prevention) Act, 1987
- Indecent Representation of Women (Prohibition) Act, 1986
- Dowry Prohibition Act, 1961
- Immoral Traffic (Prevention) Act, 1956

3.23 **Central Social Welfare Board** was set up in 1953 as an umbrella organization networking the activities of State Social Welfare Boards and voluntary organizations with the objective of promoting social welfare and implementing welfare programmes for women and children. It implements a number of schemes including Family Counseling Centres, Short Stay Homes, Rape Crisis intervention Centres, Creches for children of working mothers, awareness generation camps, condensed course of education for adult women etc. Some of the programmes being run by the Board as under:-

- a) **Awareness Generation Camps:** The broad aim is to create awareness among rural and poor women on various social issues and provide a platform for them to come together, share their experiences, ideas and in the process, develop an understanding of reality and also the way to tackle their problems and fulfill their needs. The programme also enables women to organize themselves and strengthen their participation in decision making in the family and society.
- b) **Condensed Course of education for Adult Women:** The scheme has the objective of providing basic education and skills to needy women and also to benefit widows, destitute deserted women and those belonging to economically backward classes. Under the scheme, grant is given to voluntary organizations for conducting courses of two-year duration for preparing candidates for primary, middle and matric level examinations and one-year duration for matric failed candidates. Girls and women above 15 years of age are entitled to avail the benefit of the scheme.

- c) **Creches for Children of working and ailing mothers:** The Creche Programme provides day care services to children in the age group 0-5 years from lower income group families. This scheme was formulated to ensure that such children are given proper care even in the absence of their mothers.
- d) **Family Counseling Centres:** The objective of these centres is to provide preventive and rehabilitative services to women and even families that are victims of atrocities and family maladjustments. They help in mending family relations through crisis intervention and systematic counseling.
- e) **Short Stay Homes:** The scheme is meant to provide temporary accommodation, maintenance and rehabilitative services to women and girls suddenly rendered homeless due to family discord or crime.

3.24 The important support service schemes for women by the Ministry of Women and Child Development, are **Hostels for Working Women** which aims at providing suitable, safe and inexpensive accommodation to working women residing in places away from their home towns as well as to those women who are undergoing training for professional courses and **Swadhar Shelter Home** which cater to the requirement of various categories of women in distress in diverse situations under difficult conditions. As in Oct.2006, 873 Working Women Hostels, 144 Swadhar Shelter Homes and 186 Women Help Lines are functional in the different States of the country.

3.25 **National Commission for Women (NCW)**, set up in 1992, has a mandate to safeguard the rights and interests of

women. Its major objectives are to investigate, examine and review all matters relating to the safeguards provided for women under the Constitution, review of both women specific and women related legislations and suggest amendments wherever needed and to function as an agency to keep surveillance and facilitate redressal of grievances of women. The commission has accorded highest priority to securing speedy justice to women. The NCW reaches out to people through a Complaint and Investigation Unit. It also facilitates Workshops, Conferences, Public Hearings, Legal Awareness Programmes and Parivarik Mahila Lok Adalats.

3.26 The **Food and Nutrition Board (FNB)** is primarily engaged in empowering women with basic knowledge of nutrition and Health with a view to improve nutritional status of women and children. The field infrastructure of FNB comprising 43 **Community Food and Nutrition Extension units (CFNEUS)** located in 29 States/ UTs are organizing various nutrition education and training activities, mass awareness campaigns, empowering women, adolescent girls and the community at large on critical issues of nutrition particularly the correct norms of breast feeding and complementary feeding, nutritional needs of vulnerable groups and how to meet the same, nutrition of adolescent girls, pregnant and lactating women, micronutrient deficiencies and their prevention and control, nutritive value of commonly available food stuffs, conservation of nutrients while food preparation, home gardening for promoting production and consumption of fruits and vegetables, etc.

3.27 **Gender Budgeting:** Mainstreaming gender concerns in planning, policy, programme and implementation is one of

the priority areas identified by the government of India. Gender budgeting not only entails a look at allocation of resources for women but goes beyond to cover tracking the utilization of allocated resources, impact analysis and beneficiary incidence analysis of public expenditure and policy from gender perspective. The Ministry of Women and Child Development in 2004-05 adopted the mission statement of 'budgeting for gender equity'. In 2005-06 the task was to carry forward this exercise of universalizing gender budgeting in the Centre and the States. Ministry of Women and Child Development have undertaken several initiatives to operationalise Gender Budgeting. A strategic framework of activities was disseminated to all Departments with identified action points for gender mainstreaming. Further, guidelines for gender sensitive review of public expenditure and policy were framed in the form of checklists both for women beneficiary oriented sectors and for mainstream sectors that may appear 'gender neutral'. The Ministry of Women and Child Development has been pursuing the mandate of setting up gender budgeting cells in all ministries. As a result of these efforts, 50 Ministries / Departments have set up gender budget cells. A number of workshops for training and capacity building of the Gender Budgeting cells have also been undertaken to make them fully operational and effective with emphasis on analyzing policies and programmes from gender angle, impact assessment of schemes, beneficiary needs assessment, participative budgeting, institutionalizing generation and collection of gender disaggregated data, etc. Also State government functionaries are being oriented in the techniques of Gender budgeting.