2019
(Jharkhand Tribal Development Society)

Jharkhand Tribal Development Society

[GENDER STRATEGY JTELP]

What is Gender?

The term gender refers to the social differences between females and males throughout the life cycle that are learned, and though deeply rooted in every culture, are changeable over time and have wide variations both within and between cultures. "Gender" determines the roles, power and resources for females and males in any culture. Historically, attention to gender relations has been driven by the need to address women's needs and circumstances as women are typically more disadvantaged than men. Increasingly, however, the humanitarian community is recognizing the need to know more about what men and boys face in crisis situations.

Gender equality or equality between women and men refers to the equal enjoyment by females and males of all ages and regardless of sexual orientation of rights, socially valued goods, opportunities, resources and rewards.

Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male. Protecting human rights and promoting gender equality must be seen as central to the humanitarian community's responsibility to protect and provide assistance to those affected by emergencies.

Two main strategies are needed to reach the goal of gender equality, namely gender mainstreaming and targeted actions in response to a gender analysis, as well as a number of programmes which together make up a gender equality programme.

1   The context

Livelihoods

Women's work is critical to the survival of the tribal household both in terms of provisioning food and incomes and as well as management of resources. Amongst the PTGs such as Birhors, Pahari Korwa and Sawar tribal women play an important role in (i) food gathering from the

forest; (ii) rope making from the bark of trees & sabai grass; (iii) honey collection; (iv) herbal medicinal plant collection, processing & sale; (v) hunting & trapping (vi) basket making; (vii) shifting cultivation; and also (viii) fishing. Dwindling forest produce has changed the traditional diet. Cereals like rice have replaced the staple fruits, vegetables, mahua, bajra, pulses and maize grown on the fields.

Health

Tribal women often go hungry to ensure adequate food for the family. This has led to a spurt in malnutrition, calcium deficiency and blood related diseases among them. In Jharkhand some 72% tribal women suffer from anaemia and 41% suffer from malnutrition. Vector-borne diseases like Malaria and water-borne diseases are common in rural Jharkhand with very little access to medical facilities. The poorest 20% suffer infant mortality rates as high as 109 per thousand which is well above the national average.

Land, forests and property rights

Tribal women's traditional control over land in a tribal society is not in terms of ownership, but in the right to use the land. They till the land, harvest the crop and even sell the produce. The status of tribal female inheritance in society is based on customary laws. Although women shoulder heavy economic responsibilities as compared to men, the Tribal customary laws deny them equal property rights. Generally women are entitled only to maintenance rights and expenses for marriage while men inherit land. Several women amongst Ho and Santhal choose to remain unmarried in order to retain their rights to land[1].

Early marriage

Often one sees instances of child marriage among tribal communities where girls are married off at the young age of 15. Older women are more likely to have married at an early age than the younger women: 48 per cent of women who are now age 45-49 married before they were 15, compared with 15 percent of women who are currently age 15-19. Although this indicates

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[1] Gender Profile of Jharkhand – National Commission of Women, 2003

that the proportion of women who marry young is declining rapidly, the majority of women still marry before reaching the legal minimum age of 18 years.

Violence against women

Rape in exploitative situation like wage labour or working in industrial areas is becoming a prominent form of violence against tribal women. Many women are not aware of their rights and under the special legislation to protect them and hence do not report the cases. In many cases, it is also fear of being ostracized by the larger community and threats from the perpetrators that prevents women from registering the case. Witch hunting is common in rural parts of the state where women are either killed or made to leave the village in disgrace.

Rural out migration

It is seen that many young women go in search of jobs to the metropolitan cities. The majority of them find work as domestic help in houses and some in construction. A certain percentage of women also get trafficked. However there are presently no credible statistics to denote the percentage of women migration. Many of them face sexual abuse and human rights violations.

Feminization of agriculture

Increasing male migration is forcing the women to take up agriculture and other farming activities (e.g. livestock care). The recent study by IHD from selected programme districts showed that 57.1% of agricultural labourers are now women as against 43% men (Table 7), indicating increased feminisation of agriculture in Jharkhand. Such activities increase the work burden and drudgery of rural women. Women work largely in the primary sector (Table-7), which means basically agriculture, and have minimal wage employment in the secondary and tertiary sectors. Their share of wage employment in the non-agricultural sector was just below 10%, as against the all-India average of 20% (CSO, 2010).

Table: Sectoral distribution of rural workers by gender (%) 2004-05

		Primary	Secondary	Tertiary
Jharkhand	Men	80.8	1.6	0.22
	Women	47.1	1.4	0.20
India	Men	66.5	15.5	18.0
	Women	83.3	10.2	6.6

Source: NSSO

Women's work in agriculture is in addition to their household duties. But the real difference between the genders is due to women's much greater time spent on 'reproductive' or household labour, 7.8 hours by women as against 3.2 hours by men. A fair amount of time is spent by women in collecting firewood and water. Overall, women spend 14.9 hours working per day, while men spend 9.1 hours, resulting in an excess work burden on women (Table-8).

Table: Average hours of work per day by women and men

	Productive	Household	Community	Total
Women	5.6	7.8	1.5	14.9
Men	4.2	3.3	1.6	9.1

Source: IHD Report, 2011

In separate focus group discussion, women put forward their own opinions about the reasons for their vulnerability and also the priority issues to be addressed in order to improve their conditions. Their suggested priorities (Table-9) are (i) expand women's ownership and control; (ii) involve them in all decision-making processes both at household and community level; (iii) provide them equal opportunities in sharing benefits; (iv) provide more access to education and development of skills; (v) adopt gender-sensitive policies and implement programmes for reducing their drudgery; and finally (vi) form more number of SHGs for their social and economic empowerment.

Table: Priority needs of women

Access	Expand women's ownership & control	Involve in decision-making role	Provide equal opportunities in benefits	Access to education and skills dev.	Setting up of more SHGs	Reducing drudgery	Gender-sensitive policies
Number of villages (out of 14) reporting							
Accessible villages	6	5	2	6	5	1	1
Remote villages	4	4	3	1	1	1	2
Total	10	9	5	7	6	2	3

Source: IHD Report, 2011.   Note: there are 4 villages in PTG and rest in other Tribal.

2   About JTDS

Jharkhand Tribal Development Society is an apex body under the Department of Welfare, Govt. of Jharkhand to foster development of tribal community in the state of Jharkhand. JTDS seeks to develop and implement a replicable model that ensures household food security and improves livelihood opportunities and overall quality of life of the Tribal population based on sustainable and equitable use of natural resources. The organizations key objectives are:

- Empowering the Tribal Grassroot associations and user groups including women and other marginal groups.
- Promoting activities, which generate sustainable increases in production and productivity of land and water resources.
- Facilitate action research projects.
- Act as think tank for large policy implication for the development and empowerment of the tribal communities in the state of Jharkhand.

3   About Jharkhand Tribal Empowerment & Livelihoods Project (JTELP)

Building on the experience of the IFAD-supported Jharkhand Tribal Development Programme (JTDP), the proposed Jharkhand Tribal Empowerment and Livelihoods Project (JTELP) will

strengthen community-based institutions, promote improved natural resource management, enhance productivity and up-scale proven market-oriented production models. JTELP will foster convergence with on-going Government of India (GoI) programmes for tribal and rural development. JTELP will be implemented by JTDS, a Society set up by GoJ. With a State Project Director (SPD) and a State Project Management Unit (SPMU), the State level organisation will consolidate plans and budget and manage funds flow, M&E and KM. Each district will have a DPMU within the Deputy Commissioner's office to facilitate convergence.

The proposed Jharkhand Tribal Empowerment and Livelihoods Project (JTELP) will be implemented in Ranchi, Khunti, Gumla, Simdega and Lohardaga districts in Ranchi Division, West Singhbhum, East Singhbhum and Saraikela-Kharsawan districts in Kolhan Division, Latehar district in Palamau Division and Godda, Dumka, Pakur, Sahebganj and Jamtara districts in Santhal Pargana Division. All these are TSP districts. Within these districts the blocks (sub-districts) that have rural tribal population of more than 50% and population below poverty line (BPL) of at least 50% will be selected.

JTELP is expected to support 136,000 households (including 36,000 households covered under JTDP) in 1330 villages across 164 Panchayats, 30 blocks and 14 districts.

4   Coverage under JTELP- JTDS

JTELP will include a gender mainstreaming process across all components. Gender concerns will be integrated in selecting staff, FNGOs and TSAs and in project management. Stakeholder capacity to address gender concerns will be enhanced. Women will be recruited as Community Resource Persons. Gender-specific monitoring indicators, such as impact on gender relations will be developed.

Benefits

- Some 5,300 SHGs and 705 Youth Groups from 210,000 households organised and trained;

- Total 385 tribal Youth including PVTG organized and trained under vocational training.

- About 1259 villages (including 179 PVTG dominated villages) benefited by village development funds (VDF)

- About 16462 households benefited under Land and Water Activity.

- Some 10700 households benefited by IGA.

- Around 40000 households benefited with inputs and technology in scientific agriculture.

5   Mainstreaming gender

Gender mainstreaming has been embraced internationally as a strategy towards realising gender equality. It involves the integration of a gender perspective into the preparation, design, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, and combating discrimination. Secondly, Gender mainstreaming is also the public policy concept of assessing different implications for women and men of any planned policy action, including legislation and programmes, in all areas and levels. Mainstreaming essentially offers a pluralistic approach that values the diversity among both men and women.

Why this is important

Gender mainstreaming ensures that policy-making and legislative work is of higher quality and has a greater relevance for society, because it makes policies respond more effectively to the needs of all citizens – women and men, girls and boys. Gender mainstreaming makes public interventions more effective and ensures that inequalities are not perpetuated.

Gender mainstreaming does not only aim to avoid the creation or reinforcement of inequalities, which can have adverse effects on both women and men. It also implies analysing the existing situation, with the purpose of identifying inequalities, and developing policies which aim to redress these inequalities and undo the mechanisms that caused them.

6   Who is responsible for gender mainstreaming under JTELP Project

We all are. As field practitioners, team leaders and policy-makers our job is to make sure that the assistance and protection we provide meets the needs of all the population equally, that their rights are protected and that those most affected by a crisis receive the support they need. We are all accountable.

Confusion about gender: For many people the term "gender" evokes specific issues. Some think of gender as being about women only. Others consider it to be related to reproductive health matters or gender-based violence. Confusion about the terminology and some individual and institutional resistance have resulted in *ad hoc* analysis and action. Some argue that addressing gender inequality in programming is akin to "social engineering" and goes against cultural norms in different societies. People conducing gender analysis point out that what is taken as the "cultural norm," however, may disguise a strong desire to retain male privilege, and that women themselves may have a different perspective than men on their own needs and rights.

To operationalize it is the responsibility of the SPMU, DPMU, TSA and FNGO to implement the gender strategies at various level so that gender equality and equity is ensured.

7   How does it work

A political commitment for gender equality and a compatible legal framework are the basic conditions for the development of a successful gender mainstreaming strategy. In addition to concrete objectives and targets in the strategy, gender mainstreaming requires a clear action plan. Such plan should take into account the context, satisfy the necessary conditions, cover all the relevant dimensions, foresee the use of concrete methods and tools, set out the responsibilities and make sure that the necessary competences exist to achieve the anticipated results within a planned time frame.

Framework for Gender Equality in the Program implementation
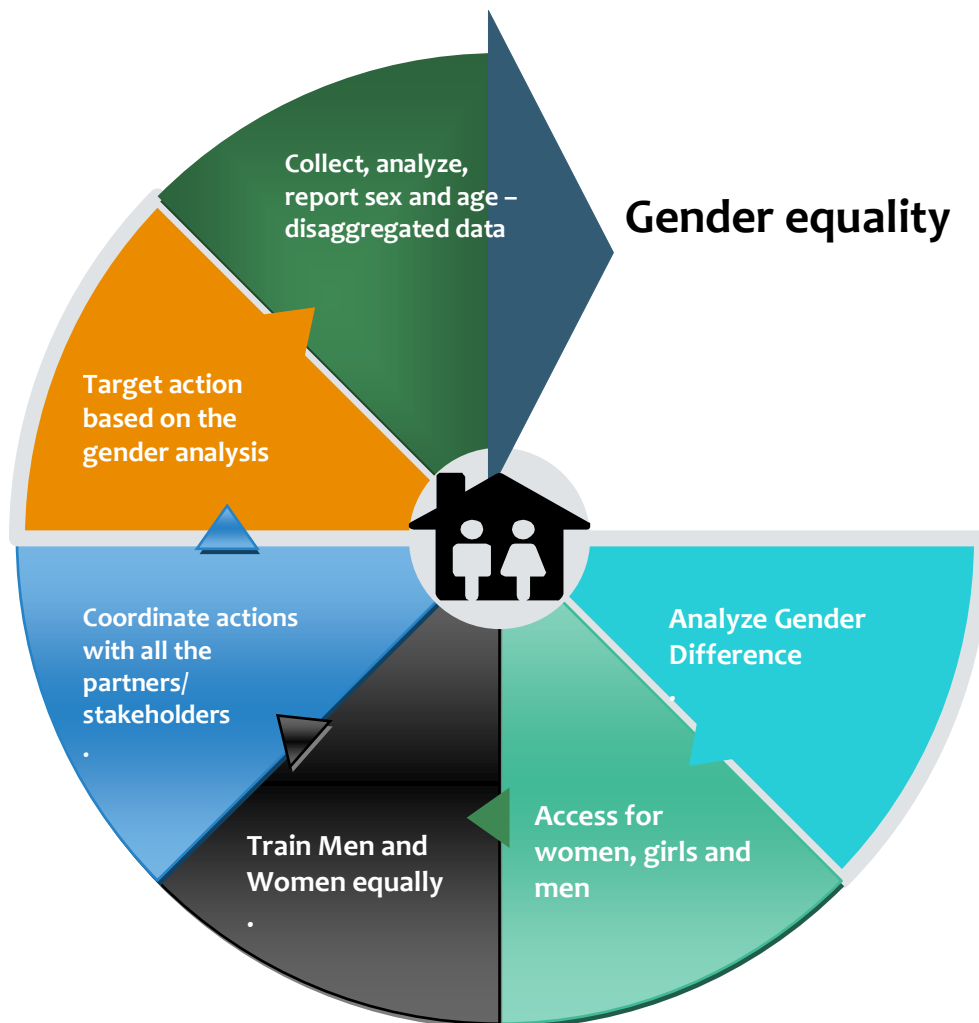
8   Gender Strategies under JTDS- JTELP supported by IFAD

It involves identifying and addressing key *gender dynamics* – the power relations between women and men that perpetuate exclusion and inequality in a particular context. These gender dynamics don't stand alone.

Strategy 1: The programme must develop a *strategic response* to the identified gender dynamics. This means that:

- Programme objectives and strategies explicitly seek to change unequal gender power relations, and describe the different changes they seek to achieve for women and men
- Operational plans and budget allocations (grants, capacity development, advocacy, staff time) reflect the strategic focus on gender – in every programme, there are some projects/ activities explicitly and directly addressing gender dynamics.
- Programme monitoring and review/evaluation explicitly look at changes (or not!) in gender dynamics, as well as different results achieved for women and men
- Each programme has at least one partner with gender expertise who can carry out work to challenge gender dynamics and provide support to JTDS staff and partners

We must ensure that women participate in all these processes of analysis, planning/decision-making and review, and that the perspectives of poor and marginalised women are explicitly included (depending on the context, this may mean involving them directly in the process, consulting them separately, carrying out research with women etc.).

Strategy 2: "Engage and not harm"

It involves recognizing and taking account of these power and gender dynamics, in order to *avoid reinforcing inequality* – and this does apply to all our work.

All JTDS supported programme work, including policy and development projects, and all partners, must recognise the key differences between the situations of women and men, and take care not to make them any worse. This means:

- Involving women in developing, managing and reviewing projects
- Ensuring that women as well as men share in material benefits from projects
- Ensuring that the timing and location of project activities does not expose women and girls to greater risk of violence or abuse
- Ensuring that project activities and results do not reinforce existing unequal power relationships (e.g. by giving control over more resources to village headmen, or increasing women's daily burden of labour)
- Disaggregating project objectives/indicators and reports on activities and results by gender (and where appropriate, by other categories of exclusion/marginalisation) – both quantitative and qualitative information (i.e. reflecting on how a project has affected women and men differently, not just counting the numbers of women and men involved)

Strategy 3: Participation

Participation focuses on our own and partners' organisations and *ways of working*. Across all JTDS programmes and partners, we seek a shared commitment to ensuring meaningful participation by women, especially women from disadvantaged groups. This means:

- Ensuring that women have a voice in decision-making (both as "beneficiaries" and as staff), by creating safe spaces/opportunities for them to speak and explicitly incorporating their perspectives
- Supporting women to move into leadership positions: through recruitment, retention, staff development and promotion policies and practices within organisations; and through training/learning opportunities and other support to women leaders within communities

- Enabling full participation of women and men in the organisation by addressing their specific needs and perspectives re e.g. childcare/family responsibilities, vulnerability to gender-based violence, and discrimination within the workplace

Appropriate policies and ways of working will vary in different contexts, so getting this right depends on having and maintaining a good understanding of gender dynamics.

Strategy 4: Getting better

Institutional spaces should be created in a manner which facilitates commitment *to strengthen their gender work*. This means:
- Clear action plans, with adequate allocation of resources (money and time), to move towards these standards
- Investment in capacity development and joint learning on gender from expert partners, good practice and partners' own efforts/experiences
- Regular reviews/updates of the programme's power analysis by JTDS staff and partners, to deepen our shared understanding as well as tracking changes over time

Strategy 5: Gender strategy and implementation from HR Perspectives

- Every FNGO must have their Gender strategies at the organizational level. Implementation of VISHAKHA Guidelines must be in place in each office run by the FNGO.
- Every office under JTDS – JTELP (SPMU and DPMU) must implement HR policies in line with gender strategy. All of the offices should implement VISHAKHA Guidelines.
- Ensure 50% women staffing at every level (Position) of the organization (JTDS, FNGO) that are implementing JTELP project.

Strategy 6: Leadership and community institution

- All the Community based organisations (SHGs, PEC, Youth group, VDF, etc.) must have minimum 50% women representation and leadership.
- Under all the statutory committees under various government programmes, JTELP must facilitate participation and leadership from women so that gender gaps in planning and management is being addressed.

Strategy 7: Capacity building and exposure on the best practices of Gender equality
- Regular capacity building on gender sensitive indicators to stakeholders under JTELP is undertaken in a timely manner.
- Exposure is given to the women more on the larger development agenda at various levels (CBOs, DPMU, SPMU and FNGO levels).

Strategy 8: Community awareness and sensitization on various Acts, Policies, etc.
- JTDS would undertake various measures to educate the community, FNGO, and JTDS staff on various legal provisions under various acts and guidelines – Constitutional provisions such as:

Constitutional Privileges

(i)   Equality before law for **women (Article 14)**

(ii)   The State not to discriminate against any citizen on grounds only of religion, race, caste, **sex**, place of birth or any of them **(Article 15 (i))**

(iii)   The State to make any special provision in favour of **women** and children **(Article 15 (3))**

(iv)   Equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State **(Article 16)**

(v)   The State to direct its policy towards securing for men and **women** equally the right to an adequate means of livelihood **(Article 39(a));** and equal pay for equal work for both men and **women (Article 39(d)).**

(vi)   To promote justice, on a basis of equal opportunity and to provide free legal aid by suitable legislation or scheme or in any other way to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities **(Article 39 A)**

(vii)   The State to make provision for securing just and humane conditions of work and for maternity relief **(Article 42)**

(viii)   The State to promote with special care the educational and economic interests of the weaker sections of the people and to protect them from social injustice and all forms of exploitation **(Article 46)**

(ix)   The State to raise the level of nutrition and the standard of living of its people **(Article 47)**

(x)   To promote harmony and the spirit of common brotherhood amongst all the people of India and to renounce practices derogatory to the dignity of **women (Article 51(A) (e))**

(xi)   Not less than one-third (including the number of seats reserved for **women** belonging to the Scheduled Castes and the Scheduled Tribes) of the total number of seats to be filled by direct election in every **Panchayat** to be reserved for women and such seats to be allotted by rotation to different constituencies in a **Panchayat (Article 243 D(3))**

(xii)   Not less than one- third of the total number of offices of Chairpersons in the **Panchayats** at each level to be reserved for **women (Article 243 D (4))**

(ix)   Not less than one-third (including the number of seats reserved for **women** belonging to the Scheduled Castes and the Scheduled Tribes) of the total number of seats to be filled by direct election in every **Municipality** to be reserved for **women** and such seats to be allotted by rotation to different constituencies in a **Municipality(Article 243 T (3))**

(x)   Reservation of offices of Chairpersons in **Municipalities** for the Scheduled Castes, the Scheduled Tribes and **women** in such manner as the legislature of a State may by law provide **(Article 243 T (4))**

Other legal privileges

(1)   The Crimes Identified Under the Indian Penal Code (IPC)

(i)   Rape (Sec. 376 IPC)

(ii)   Kidnapping & Abduction for different purposes (Sec. 363-373)

(iii)   Homicide for Dowry, Dowry Deaths or their attempts (Sec. 302/304-B IPC)

(iv)   Torture, both mental and physical (Sec. 498-A IPC)

(v)   Molestation (Sec. 354 IPC)

(vi)   Sexual Harassment (Sec. 509 IPC)

(vii)   Importation of girls (up to 21 years of age)

(2)   The Crimes identified under the Special Laws (SLL)

Although all laws are not gender specific, the provisions of law affecting women significantly have been reviewed periodically and amendments carried out to keep pace with the emerging requirements. Some acts which have special provisions to safeguard women and their interests are:

(i)   The Employees State Insurance Act, 1948

(ii)   The Plantation Labour Act, 1951

(iii)   The Family Courts Act, 1954

(iv)   The Special Marriage Act, 1954

(v)   The Hindu Marriage Act, 1955

(vi)   The Hindu Succession Act, 1956 with amendment in 2005

(vii)   Immoral Traffic (Prevention) Act, 1956

(viii)   The Maternity Benefit Act, 1961 (Amended in 1995)

(ix)   Dowry Prohibition Act, 1961

(x)   The Medical Termination of Pregnancy Act, 1971

(xi)   The Contract Labour (Regulation and Abolition) Act, 1976

(xii)   The Equal Remuneration Act, 1976

(xiii)   The Prohibition of Child Marriage Act, 2006

(xiv)   The Criminal Law (Amendment) Act, 1983

(xv)   The Factories (Amendment) Act, 1986

(xvi)   Indecent Representation of Women (Prohibition) Act, 1986

(xvii)   Commission of Sati (Prevention) Act, 1987

(xviii)   The Protection of Women from Domestic Violence Act, 2005

- Vishaka Guidelines against Sexual Harassment in the Workplace

Annexure 01: Key Gender strategies for its operationalization under JTELP (component wise)

Gender strategies need to be put in to action component wise as per the JTELP projects framework and ensure that equality, transparency and justice is maintained at every level of the project implementation.

Component wise action plan for gender mainstreaming:

Project domains	Gender issues and inequalities as per knowledge derived from implementation, baseline study, PDR, updated statistics	Actions proposed for gender mainstreaming (list the action that are needed
Project Impact/ Outcomes		
Women and men, boys and girls have better nutrition And food security.	• Unequal nutrition supply between men and women. • Tribal women and girls are often given left out food at the household levels.	• Awareness generation campaigns to be imitated across locations. • IEC strategy developed to aware the communities on nutrition requirements for women, girls and children • Ensure discrimination free access to food (Right to food- entitlements). • Ensure effective functioning of ICDS centres. • Ensure setting up of kitchen garden to for vegetables and fruit bearing tress, etc. • Ensure convergence with NRLM, horticulture mission, etc.
Income increase and diversification for women and men at House hold level.	• Primarily the livelihood is dependent on rain fed agriculture and wage earning. The land is mostly undulating & fragmented. • Distress migration, human trafficking. • Vulnerabilities and lack of risk management. • Presence of LWE (left wing extremism) Vs sexual harassment. • Lack of skills and	• Awareness building on financial inclusion. • Awareness on various schemes and provisions under government programmes/schemes • Facilitate convergence of the line departments (agriculture, NRLM, fishery and dairy, skill mission etc.)

Project domains	Gender issues and inequalities as per knowledge derived from implementation, baseline study, PDR, updated statistics	Actions proposed for gender mainstreaming (list the action that are needed
	enterprises, etc. • High dropout rates among the girls, etc.	
Well managed NR by women and men in HH	Less participation of women in decision making processes	• Sensitization and awareness building of the communities and esp. Women on NRM – land & water. • Ensure access to Forest rights act (Joint Patta) and women getting (single women) titles. • Ensure increased participation of women on MGNREGA inclusive planning & implementation, post claim management under FRA.
1) **Component 1**		
Women and men awareness about project objectives and approach	Low awareness on the project deliverables – objectives and approach, strategies	• Capacity building of CBOs through FNGOs on the project deliverables – objectives and approach, strategies • Capacity building of FNGO staff, CRPs, etc. On the project deliverables – objectives and approach, strategies • Develop IEC materials – on the project deliverables – objectives and approach, strategies
Women and men participation in GS-PEC	Lack of effective and meaningful participation among women.	• Capacity building of GSPEC members on their roles & responsibilities • Frequent field visit of FNGO staffs at community level • Frequent field visit &monitoring of DPMU staffs • Proper Guidance & guideline from SPMU
Women participation in SHG	Due to men influences, women	• Develop IEC materials – on the

Project domains	Gender issues and inequalities as per knowledge derived from implementation, baseline study, PDR, updated statistics	Actions proposed for gender mainstreaming (list the action that are needed
Men role to support spouses / daughters participation in SHG	participation in development agenda weakens.	project deliverables – objectives and approach, strategies for men. • Frequent field visit of FNGO staffs at community level and engage with men folk. • Sensitization and awareness building of the communities and esp. Women participation in SHG • Frequent field visit & monitoring of DPMU staffs at community level to see changes in the men's attitude and values.
Women and men participation in YG	• Too much engagement of girls/ Women in domestic engagement & boys less interested toward development • Boys are engage in unproductive activities such as alcoholism & gambling etc.	• Sensitisation of Local Leaders on the importance & participation of youth Groups in the project related activities & larger development agenda.
Women and men participation in social activities and community decision-making in PTG villages	Male dominance on the social structure and less spaces for women in decision making processes	• Special consultation on understanding social structure among the PVTG communities and villages. • Sensitization of the local headmen (Traditional leaders - pradhan, manjhi Haram, Munda, etc.)on the women participation in the governance of community and society at large.
2) Component 2		
Women and men participation in GSRMLP		• Awareness generation campaigns to be imitated across locations. • Organising sessions related to different components of GSRLMP and duties/tasks of each officials.
Women and men access to information and agriculture		• Awareness generation campaigns to be imitated across locations.

Project domains	Gender issues and inequalities as per knowledge derived from implementation, baseline study, PDR, updated statistics	Actions proposed for gender mainstreaming (list the action that are needed
extension services		• Organising sessions on different practices for productivity enhancement. • Organising sessions on different government Schemes related to agriculture and allied activities.
Women and men access to water harvesting structures		• Awareness generation campaigns to be imitated across locations. • Organising sessions on different practices for water harvesting, in-situ moisture conservation and optimal utilisation of water in different crops. • Organising sessions on different government Schemes related to water harvesting. .
Women and men access to irrigation facilities		• Awareness generation campaigns to be imitated across locations. • Organising sessions on different practices for irrigation. • Organising sessions on different government Schemes related to creating irrigation facilities both at individual and community basis. .
Women and men participation in FSC		• Awareness generation campaigns to be imitated across locations. • Organising sessions on different tools and its use available at FSC. • Organising sessions on effective management of FSC and role of each members.
3) Component 3		
Women and men participation in IGA development		• Awareness generation campaigns to be imitated across locations. • Organising sessions on different practices for IGA. • Organising sessions on different government Schemes related to IGA both at individual and

Project domains	Gender issues and inequalities as per knowledge derived from implementation, baseline study, PDR, updated statistics	Actions proposed for gender mainstreaming (list the action that are needed
		community basis.
Women and men participation in cluster development		• Awareness generation campaigns to be imitated across locations. • Organising sessions on different practices for cluster development.
Women and men participation in vocational training		• Awareness generation campaigns to be imitated across locations. • Organising sessions on different vocational training. • Organising sessions on different government Schemes related to vocational training.
Component 4		
Gender mainstreaming in PMU, DPMU, TSA, FNGO		• Every FNGO must have their Gender strategies at the organizational level. Implementation of VISHAKHA Guidelines must be in place in each office run by the FNGO. • Every office under JTDS – JTELP (SPMU and DPMU) must implement HR policies in line with gender strategy. All of the offices should implement VISHAKHA Guidelines. • Ensure 50% women staffing at every level (Position) of the organization (JTDS, FNGO) that are implementing JTELP project.
Gender mainstreaming project planning, M&E and Knowledge Management		• Development of gender mainstreaming operational guidelines developed for FNGO. • MIS for capturing disaggregated data on gender developed to understand gender gaps. • Best practices on gender mainstreaming exposure organised national & international.

Project domains	Gender issues and inequalities as per knowledge derived from implementation, baseline study, PDR, updated statistics	Actions proposed for gender mainstreaming (list the action that are needed
		• Documentation and communication materials on the case stories and best practices.
4) Other domains not related to project intervention but useful for achievement of project results		• Awareness generation campaigns to be imitated across locations.
HR	Less induction of female colleague in comparison to Male counterpart.	• Analysis of the recruitment processes and ensure positioning of women staff in proportionate to men strategically – SPMU and DPMU levels.
Setting up POSH Committees as per VISHAKHA ACT	Absence of POSH committees puts vulnerabilities in the work place	• Ensuring code of conduct and constitutions of POSH Committees at SPMU, DPMU and FNGO levels.
Women and men reduce drudgery	Often women have more work pressure at the community level	Community awareness and sensitization activities at the community level. Engaging Gram Sabha to address all forms of social evils prevailing in the concerned villages.
Community reduce social ills (witchcraft, rape, women trafficking, alcoholism)	Discriminatory social practices and often single and poorest woman becomes the victims of social evils	

Annexure 02: Key Definitions

Protection encompasses all activities aimed at securing full respect for the rights of individuals — women, girls, boys and men — in accordance with the letter and the spirit of the relevant bodies of human rights, humanitarian and refugee law. Protection activities aim to create an environment in which human dignity is respected, specific patterns of abuse are prevented or their immediate effects alleviated, and dignified conditions of life are restored through reparation, restitution and rehabilitation.

Gender refers to the social differences between females and males throughout the life cycle that are learned, and though deeply rooted in every culture, are changeable over time, and have wide variations both within and between cultures. "Gender," along with class and race, determines the roles, power and resources for females and males in any culture. Historically, attention to gender relations has been driven by the need to address women's needs and circumstances as they are typically more disadvantaged than men. Increasingly, however, the humanitarian community is recognizing the need to know more about what men and boys face in crisis situations.

Gender equality, or equality between women and men, refers to the equal enjoyment by women, girls, boys and men of rights, opportunities, resources and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male.

Gender mainstreaming is a globally recognized strategy for achieving gender equality. The Economic and Social Council of the United Nations defined gender mainstreaming as the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

Gender analysis examines the relationships between females and males and their access to and control of resources, their roles and the constraints they face relative to each other. A gender analysis should be integrated into the humanitarian needs assessment and in all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by humanitarian interventions and that where possible greater equality and justice in gender relations are promoted.

Gender balance is a human resource issue. It is about the equal participation of women and men in all areas of work (international and national staff at all levels, including at senior positions) and in programs that agencies initiate or support (e.g. food distribution programs). Achieving a balance in staffing patterns and creating a working environment that is conducive to a diverse workforce improves the overall effectiveness of our policies and programs and will enhance agencies' capacity to better serve the entire population.

Gender-based violence is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honor killings; and widow inheritance.