

Seeking A Kerala Model of Gender Equality- Janasree's Vision 2025

Janasree gratefully acknowledges the technical and financial support from its development partners:
Kerala State Planning Board & Center for Learning
on Evaluation and Results

Foreword

Gender equality is a constitutional promise and a constitutional right. President Pranab Mukherjee in his recent address to the nation emphasized the importance of gender equality in the overall governance framework for India:

Propelled by freedom of faith, gender equality and economic justice for all, India will become a modern nation. Minor blemishes cannot cloak the fact that India is becoming such a modern nation: no faith is in danger in our country, and the continuing commitment to gender equality is one of the great narratives of our times. (Address to the Nation, August 2012)

With a mission to ensure sustainable development at the grassroots level, Janasree adopted a proactive and participatory approach. Since its inception in 2006, Janasree has encouraged its members to form sanghams that consist of equal numbers of men and women. Today, endorsed by over 65,000 Sanghams, Janasree commands the strength and credibility to support a movement on gender equality.

In May and June 2012, in collaboration with the Kerala State Planning Board and the Center for Learning on Evaluation and Results, Janasree conducted an extensive consultation with Sangham members to understand their views on the relevance of gender equality and to develop a monitoring instrument to ensure a results-based approach to Janasree's activities. Through a five-day workshop, 50 grassroots leaders were trained in basics of gender-aware monitoring and development. A draft monitoring instrument was developed and tested by the trainees with 250 Janasree Sanghams. Subsequently, a two-day workshop was organised to discuss the feedback. Further consultation was also held with about 15 Janasree Sangham members and Janasree district leaders on the elements of a Janasree Gender and Development plan.

The consultation indicates high levels of support for gender equality in Janasree sanghams. Backed by the enthusiastic feedback, Janasree has adopted gender equality as one of its four key flagship programs. A Gender and Development Plan has been drafted, based on the feedback and Janasree's comparative advantages.

It is my pleasure to disseminate this document, summarizing the findings of our research and efforts. It outlines: (i) our

understanding of the status of gender equality in Kerala; (ii) the process and results of the consultation with more than 3000 Janashree members across Kerala's 14 districts; and (iii) the draft Gender Development plan. We seek your guidance and feedback in finalising the action plan and in identifying areas where you or your agency may be interested in collaborating with us. We look forward to your participation and support in making the Constitutional promise a reality.

M M Hassan

Chairman

Gender Equality in Kerala

Gender equality is not an alien concept to India - it is a part of the Indian Constitutional promise and represents a Constitutional right. Article 14 of the Indian Constitution confers equal rights and opportunities to both men and women in the political, economic and social spheres. Article 15 prohibits discrimination against any citizen inter alia on the grounds of sex. Article 15(3) provides affirmative discriminations in favor of women to correct discrimination. Article 16 provides for equality of opportunities in matter of public appointments for all citizens. Article 39(a) requires the State to direct its policy towards securing that both men and women equally, have the right to an adequate means to livelihood, and Article 39(d) requires public institutions to ensure equal pay for equal work. Article 42 directs the State to make provision for ensuring just and humane conditions of work and maternity relief. Finally, the Constitution imposes a fundamental duty on every citizen through Article 51 (A) (e) to renounce the practices derogatory to the dignity of women (Box 1).

Box 1: What Does Gender Equality Mean for Janasree?

“Gender” describes socially-constructed relationships between women and men. Gender differences are unlike ‘sex-based’ differences. While the latter is based on “biological differences”, the former refers to social constructs. Gender differences are a product of societal values and beliefs; these change from locality to locality, from country to country, and even from household to household. Because these are constructed values and practices determined by society, they can also be deconstructed by societies themselves.

Gender equality is about effective economic growth and poverty reduction. In simple terms, no nation or state can leave behind more than half the population and expect that the house will remain in order. Effective social change must begin at the grassroots, especially in a state as literate and educated as Kerala. In forging solutions to enhance gender equality, it is also important to preserve the family, and this can be achieved only if men are part of finding the solution.

Gender equality is not about equal results (that is 50-50). Because of biological and other difference, preferences vary between men and women. So there may be more male pilots than female, for example, because women do not chose to be pilots. A gender equal approach only ensures that men and women have equal access, not that there are equal numbers of male and female pilots.

Kerala presents a paradox in gender equality. With women constituting almost 52 per cent of Kerala's total population of 333 lakhs, Kerala has achieved enviable social development indicators. The high levels of social development indicators are laudable, and are a necessary condition for gender equality. There is, however, significant concern that although women are more literate and educated (equal enrollments) and less pregnant (decreased fertility) than in other parts of the country, they remain equally if not more "powerless" and "poor" (voice) than their sisters in other states.

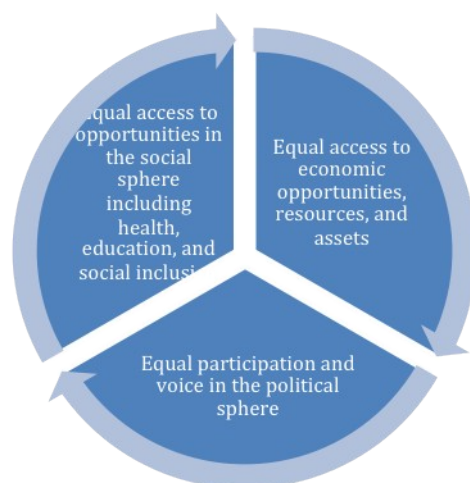


Figure 1: Constitutionally Stated Dimensions of Gender Equality

The Kerala Human Development Report (2005) notes that gender discrimination poses perhaps one of two “most serious challenges to continued human development in Kerala, cutting across categories such as class, caste, religion and age.” The Planning Commission's Economic Review 2010 also warns that the hype around educated and healthy Keralite women may not be the whole story – the Review points to the need to rethink the issue and to strategize on addressing critical gender issues in Kerala.

Equal Access to Opportunities for Social Development

Kerala scores high marks in the first dimension (social development) with no gender disparity reflected in education and life expectancy rates. With women constituting almost 52 per cent of Kerala's total population of 333 lakhs (overall sex ratio continues to be favourable to women, being 1084 in 2011 compared to 940 for the country). Kerala has the highest literacy rates in the country, and more than 90 per cent of its women are literate. The 2011 Census estimate also indicates that 92 per cent of women and 96 per cent of men are literate.

Girl students constitute 49.26% of the total student enrolment in schools (ER 2011). At the primary level, enrollment is universal and gender parity has been achieved. At the secondary level, coverage is not universal, although there appears to be gender parity. A recent paper published by CDS, based on the data of the 2006 NFHS-3 shows that during the period 1996-2006, only 45 per cent of the children made it to the higher secondary level or a related stage of education. However, even at this level, female children are ahead of male children except among Scheduled Tribes (at the primary and upper primary levels) and Muslims (at the higher secondary level) (Dilip, 2010).

At the tertiary level, about 70 percent of graduate students, and 80 percent of post-graduate students, registered in arts, commerce, and sciences colleges during 2010-2011 were women. Girls are ahead in all fields (arts, sciences, medicine) falling behind only in engineering, technology, architecture, and design. Girls constitute 83 per cent of the science students, but only 43 per cent of those in the engineering cluster. Their participation in vocational schools is relatively low, although it is increasing each year. While the numbers suggest a significant bias in favor of girls, there is a need to better explore and understand what is happening to gender parity at the tertiary level, and the implications thereof.

The high levels of education of women, however, do not translate into marketable skills. Women's entry into, and participation, in the labor market is highly constrained as discussed in the next section. The lowering of evaluation standards at the higher secondary level, instead of improving the quality of teaching and curriculum, is perceived by some as a key constraint to labor market participation. The skills supplied by universities may also not be relevant to meet the demands of a globalizing market. Significant skills training are reported as having been conducted for women. Most activities are, however, related to 'stereotypical occupations like making of soaps, umbrella, foot wear, food processing, farming (mushroom, flowers etc)' and result in little actual conversion of skills into income generating projects. Even when there were earnings, income is meager at Rs.30-Rs.50/-day. Managerial, financial management and marketing skills were not integrated in these training sessions. Women's limited ownership over physical assets (such as land and space for activities), and their lack of mobility further constrained outcomes. Where other skills were attempted (computer training and auto driving), such training was not coordinated with financial and technical support, and they did not generate any additional income (Sakhi, undated).

Equal Access to Economic Opportunities and Resources

At the economic levels, the significant human development

advantages give away. NFHS-3 findings appear to confirm the overall weak access to assets, particularly for married women in Kerala. Only 21 percent of women between the ages of 15-49 in the state have some money, which they control, compared to 40 percent in Andhra Pradesh and 60 percent in Karnataka, and less than half the national average of 44 percent. Participation of women in labor markets is low in Kerala, one of the lowest in India. A 2009 paper sponsored by the Kerala State Planning Board notes that the 'the work participation rate of women in Kerala is lower than the national average as well as those of other Southern States.' Out of a labor force in Kerala of 83 lakhs, only 19.2 lakhs are females (ER 2011). This is low by any standard.

While gender disparity cannot be assumed because of low participation rates (since women may elect to stay at home), unemployment rates are a clearer sign of gender inequality, given that the disparity is between men and women who are seeking employment. According to the Economic Review 2010, women outnumber men seeking employment through employment exchanges in all the 14 districts of Kerala. Almost 60 percent of total work seekers were women. The 2010 Economic Review has also noted educated unemployment as a serious concern. While 18 percent of educated men are unemployed, 71 percent of educated women are unemployed according to some reports.

Despite a law that requires equal wages for equal work, a larger proportion of women work in lower paying jobs and in the informal sectors, despite their highly educational attainments. Only 31.78 percent of women are employed by the Government in Kerala, which is a more secure and better remunerated employment, but hereto the majority of women, work in the lower rungs of the employment hierarchy as teachers, nurses, paramedics, secretaries, and stenographers. Seventy-one percent of the school teachers in the state are women, while they constitute only 36 percent of university teachers. In the service sector, they work largely as domestic labor, beauticians, maids, and so on. In the private sector, women constitute half of those employed, but more than three-fourths of the women working in the manufacturing sector are in the informal sector. Also, private sector work is in general less secure and does not typically carry other benefits (Economic Review 2010). There is also some evidence in the report that women work in a narrower range of occupations than men, partly because of the spatial limitations that affect women. The latest NSSO data for 2009-2010 indicates that there are more female salaried workers, but the average salary is lower than that of men despite the equal, if not superior, educational attainments.

Equal Voice and Participation in Development

Despite their notable education, women are not part of the higher decision making structures and institutions in the State. It is indeed true that there is 50 percent women's representation in panchayats. This said, there are no women members of Parliament, and there is a single lady in a cabinet of more than 20 and seven women legislators in a group of 144. Only 2 out of 29 judges on the Kerala High Court are women, and there are no women on its planning board. Women are concentrated in committees and groups related to women, where men do not typically participate. Thus, women's voices are not heard in the public forum, and men's voices are unheard in efforts to increase women's empowerment.

Domestic violence can considerably constrain women's participation. It is on the rise in Kerala. More than two third of the women surveyed in 2006 responded as to having suffered some form of violence at the hands of their spouses. 55 percent of the men believe it acceptable to beat their wives with cause (and 66 percent of women believe similarly) (NFHS-3). In terms of seeking redress, NFHS-3 found that about half of the women (46 percent) had sought neither help nor told anyone about the violence. Only 36 percent of married women who have experienced violence sought institutional remedies. Thus, state institutions and services are necessary but about two-thirds of the victims of violence do not seek a remedy through state institutions. Moreover, women are not economically independent and prefer to silently bear the violence. Alcoholism is also associated with increased gender violence (see below). The 2006 NFHS indicated that in Kerala 64 percent of married women, whose husbands often get drunk, report experiencing violence, compared with 10 percent of women whose husbands do not get drunk.

Available data on alcohol consumption and suicide rates suggest that men may be increasingly feeling a sense of powerlessness. Each year, Keralites consume about 8.3 liters of liquor per person. Three times the national rate, the state has the ignominious distinction of having the highest levels of per capita liquor consumption. In 2010, about 22 people on average committed suicide every day (NCRB data 2010). Kerala has the second highest suicide per capita rates among states (Chhattisgarh overtook Kerala in 2010), and it is more than double the national rate. Almost 75 percent of those who committed suicide in Kerala in 2010 were men- clearly a 'male gender issue'. Although the reasons for such disempowerment are unclear and in depth research is necessary, anecdotal evidence suggests that women's empowerment and consequent cultural changes, increasing consumerism of a growing

market economy and unaffordable borrowing, the role of dowry and extravagant weddings (especially in households with daughters) are all contributory factors.

The practice of dowry in Kerala has also increased according to a response to a RTI query (<http://www.rtiindia.org/forum/93389-rti-happenings-dowry-harassment-cases-up-kerala.html>). An average number of 130 cases were registered daily in 2011 higher than the 112 registered in the previous year. Furthermore anecdotal evidence suggests that many more bear the harassment silently. The confusion between “dowry” (consideration for agreeing to marry) and streedhana (the share of the woman’s property from her natal family and under her control) further confuses the issue. Given the high prevalence and the social propensity both to take and give dowries, any solutions would need to be found through a consultative and inclusive process involving both men and women.

Box II: To Give or Not to Take

“If I had a girl under my charge I would rather keep her a maiden all her life than give her away to one who expected a single paisa for taking her for his wife.” Mahatma Gandhi (Young India, 14-2-'29)

“Giving and receiving dowry is equal to selling and buying one's own sons and daughters.” Shri Narayana Guru

So What Does All this Mean?

A prosperous Kerala needs its women and men to be equal partners, socially, economically, and politically. Economic growth and the prosperity of Kerala (including the success of its Emerging Kerala program) will depend on the availability of a sufficiently large workforce with a range of relevant skill levels and the ability to adapt to competition and the changing needs of the labor market. It will also require a governance system that allows for transparency, accountability, and competition.

Kerala has already taken its first big step towards keeping the constitutional promise of gender equality. It has succeeded where many other states have failed – to educate both its men and women and ensure access to basic services to the vast majority of its population. But, at an economic level, women are still to find equal access to, and control over resources, be it through

employment or access to household assets. At a political level, women have started to whisper at the panchayat level, but their voices have not found a place in key decision-making arenas, which are almost completely male dominated. Violence against women appears to be increasing, and the increased stress on men is evident from the high rates of alcohol consumption and suicide.

Kerala cannot, therefore, claim to have achieved gender equality. There are miles to go and many Constitutional promises to keep, despite the significant and laudable achievements. Priority recommendations in moving forward based on Janasree's research and Kerala's unique context include:

First, there is a need to develop a collective ownership of gender equality as a development objective. Gender equality agenda is not a feminist obsession, but is a Constitutional vision, one that will protect both men and women, and one that is necessary for Kerala to emerge as a prosperous, modern, and peaceful state. Awareness must be raised to ensure a demand at the grassroots level for gender equality, much as this is surprising in a state where matrilineal norms were prevalent. While the Government has a key responsibility in this regard, equal responsibility lies with other development partners such as NGOs, private sector organizations, and civil society representatives.

Second, there is need for a clear Gender and Development Strategy in the State. The State needs to update and articulate its 2009 women's policy, shifting from the women and development approach (or even one of gender equity) to one of gender equality, based on current knowledge and development experience. It should be prepared through a consultative and inclusive process involving both men and women. The policy should adopt gender mainstreaming as the key approach in all development interventions instead of adopting a program approach. Requisite capacity development and systems should be strengthened in all departments for policy implementation and monitoring. NGOs, and other non-state actors (such as the private sector) need to play a role in implementing the policy. They need to shift from a focus on women to a focus on both women and men so that their programs and interventions take a holistic approach in addressing issues facing Kerala.

Third, to be sustainable an approach to gender equality will require a focus on women in many dimensions, but it is equally important to address emerging male gender issues, and bring men into the overall effort. There is need for a

strategic shift from a focus on women and separate women's programs (discarded by the international development community) to one on gender equality (adopted by the Millennium Development Goals in 2000). Economic empowerment cannot be attained without addressing fundamental constraining gender issues. Development experience has given us enough evidence that if social change is to be harmoniously wrought, then men need to become part of the solution and the gender equation. As Mahatma Gandhi said: "the seers among men have recognised her equal status." It is time for Kerala men to rise to the occasion. Policies must facilitate such involvement.

Finally, it is important that the State and non-State actors both address alcoholism and gender violence, which are emerging as major social concerns in the state for households at all levels. While abstinence in terms of alcohol may be a distant dream, there needs to be focus at least on abating alcoholism among adults and preventing children from taking to alcohol and to raising awareness on the dangers of alcoholism. The state has also taken several measures to sanction gender violence and to protect victims. However, the current focus on preventing gender violence appears to be muted, and it is important to emphasize this dimension.

*Please send any comments to Dr. Gita Gopal, Gender Director,
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Gender Equality in Janasree

As stated earlier, at its very inception Janasree leaders decided that a Janasree sangham must consist of both women and men. Development experience had clearly demonstrated that a focus on women was insufficient to usher in a harmonious community in Kerala. This was particularly true given Kerala's unique achievements in human development. For sustainable development, this was a right approach, given that with the 2000 Millennium Development Goals, the world had shifted its focus to gender equality. Thus, today, it has more than 60,000 grassroots sanghams, the majority of which are inclusive of both men and women.

More recently in collaboration

with the Center for Learning on Evaluation and Results (CLEAR), a global initiative with its regional headquarters in Chennai (at the Institute of Financial Management and Research (IFMR)) and the Kerala State Planning Board, Janasree organized a learning event on "Enhancing Development Effectiveness For both Men and Women at the Grassroots" in Trivandrum between May-July 2012. Through these workshops, Janasree aimed for two key objectives. First, to develop in a highly participatory manner a gender action plan to achieve its vision of gender equal Kerala in 2025. Second, to better understand the economic and social impact of SHG activities on its members, and to identify what has worked well and what needs improvement.



A 5-day workshop first helped to raise the awareness of 52 selected Janasree trainers and 14 Planning Board staff from Kerala's 14 districts to initiate and lead this dialogue at the grassroots and to develop a monitoring framework in a participatory manner. The 52 Janasree members then returned to their districts and discussed the monitoring framework, the appropriateness of the indicators, and gender equality with at least 5 SHGs (or 100 Janasree members). The trainers then returned to report back at a second workshop, where further discussion contributed to the development of Janasree's gender action plan, as well as finalized the monitoring framework. A series of workshops were also held with

Sanghams to test the monitoring framework and to refine the gender action plan.

Results from the initial testing of the monitoring system have also fed into the preparation of the action plans (see Annex 3). Overall, the feedback, albeit limited, indicates several positive findings. Leadership of Janasree management activities are divided among both men and women. While 2/3rds of the chairpersons are men, more than 2/3rds of the treasurers and secretaries are women. Men and women have a mean savings of about Rs. 4000 and a similar range of income. Janasree sanghams provided a source for small borrowings, and 64 percent of the female respondents had benefitted from this group

activity, while 34 percent of the men had also availed of this source. Most of the borrower funds were used for health and education – there was little gender difference in this area.



Respondents raised several concerns. One key issue that emerges is about alcoholism; about 48 percent of the

respondents suggest that there is some alcohol problem in the household ranging from low to high levels. This appears to be a sizeable number. A second finding is that men and women have had few opportunities for training. Interviews with some of these respondents suggest that there is significant demand for training that can help to improve the quality of their income generating activities and increase their incomes. A final finding is that Janasree members have not been able to benefit from higher employment generated by Janasree. Only 24 percent of all female respondents and 14 percent of male respondents have obtained employment.

Janasree's Gender Action Plan

Janasree has already taken a first small step in a long journey of finding and achieving a Kerala model of gender equality. With more than 60,000 self-help groups (SHGs) of both men and women across Kerala, Janasree finds itself well positioned to initiate an informed discussion on gender equality. Based on all the collected information, and in consultation with Janasree's representatives from all over Kerala, Janasree has developed a gender action plan tailored to its strengths and advantages, namely its significant grassroots reach.

Its long-term vision is to ensure a constitutionally envisaged gender equal society by 2025 where men and women have equal access to human development and economic opportunities and where both men and women have equal voice and participation in the State's social, economic, and political decision making. Its first five-year gender action plan responds to its long-term objective. While Table 1 summarizes the action plan, specific objectives and proposed activities include:

- **Component 1: Enhanced Results-based and Gender-Aware Approach to Janasree's Development Activities:**
 - o This will be achieved through expansion of the monitoring system, to 750 sanghams in 14 districts, before expanding it to a larger number of sanghams. Information on results from the monitoring system will be used to refine Janasree's gender and social policies.
 - o This activity has already been initiated through the basic training of trainers described in the previous section. Janasree has appointed the trained participants as gender monitors in each district, who will be supported by the Janasree State Office, to train more grassroots leaders in each district. These gender leaders will help to establish the monitoring framework in more sanghams as well as sustain the debate on gender equality among Janasree's 60,000 sanghams.
- **Component 2: Strengthened Harmony & Peace in the Community and Janasree Households:** Given the increasing alcohol abuse, gender violence incidents, and the increasing elderly population who need support, Janasree intends to take measures through its Sanghams to establish Community Counseling or Support Centers to help address and prevent these emerging social issues. Two short-term measures are planned: (a) Train a cohort of barefoot

counselors, who will pilot the activity in selected communities to test how best such support should be structured; and (b) Support these barefoot counselors to reach out to communities through Information, Awareness, and Communication Campaigns (IEC Campaigns). These activities will be established in close consultation with the community and will focus on preventive measures rather than protection of victims (which is already being handled by the State).

- **Component 3: Increased Knowledge on Gender Equality through Participatory Research:** Janasree proposes to establish a Center of Excellence for Participatory Research on Participatory Gender Studies, which will aim to generate state of the knowledge research on several important gender and social issues. The participatory approach is based on Janasree's strength at the grassroots - its 60000 sanghams spread across Kerala.
- **Component 4: Increased Economic Empowerment of Janasree Members, with first priority for those from BPL Households.** Janasree households will be supported with training and technical support to increase their incomes.



**Workshop on Gender
Aware Monitoring of
Development
Interventions**

May 14 - May 17, 2012



**Meeting With Janasree
Sangham Group in Edua,
Varkala District**

August 19, 2012

Messages for Policy Makers

Janasree's findings and research indicate some important messages for the State's policy makers and political parties (Annex II).

Formulate a comprehensive gender equality strategy:

* Shift from a women-centered approach to one of gender equality, if development is to be sustainable. A focus on women has been internationally discarded in Beijing with the move towards gender equality. In Kerala, where both men and women are educated and healthy, an approach to supporting gender equality must focus on both women and men.

* The Strategy should investigate the increasing gender bias in education (against boys), and if found necessary include measures to address this issue, as well as explore incentives to encourage women to enter the labor market. The Strategy should include community-based approaches and measures to address the increasing alcoholism and gender violence in the State. Increasing alcoholism in the state is contributing to significant gender disharmony in the state both in the form of domestic violence as well as in deteriorating men's health.

* The Strategy should focus on enhancing the income of men and women from poor households in a sustainable manner.

Monitor the implementation of development programs on gender equality:

Although currently there are several programs to support women's empowerment and gender equality, the lack of any systematic monitoring of results leaves outcomes unknown. The Government should develop a strategic monitoring system that will help to better understand the results of its programs and the need for any fine tuning of program design and approaches.

Increase the voice of women in development decision making:

The voices of both men and women must be heard in decision making. There must be a conscious policy to enhance gender diversity on all its decision making bodies.

Messages for Political Parties

Facilitate the participation of women in the political field to ensure diversity of voices. Nelson Mandela, when

he returned from jail and took over the reins of his party, committed his party to gender equality in politics. In 2004, 40 percent of his Cabinet consisted of women. While such a drastic change was possible in South Africa given the historical context, in Kerala, progress may have to be slower. Political parties must discuss and determine a progressive strategy to encourage the voice of women in the political arena and in positions of decision making.

Address Key Social Problems and Issues through Popular Political Campaigns: Political leaders should raise awareness on issues such as gender violence and increased alcoholism in the state and articulate the need to find collective solutions.

Annex I: Janasree's Gender Development Plan - 5-Year Action Plan and Monitoring Indicators

Outcomes	Proposed Activities	Proposed Budget and Source (lakhs) for 5 years	Monitoring Indicators
Enhanced Results-based and Gender-Aware Approach to Janasree's Development Activities	<ul style="list-style-type: none"> Discussion on gender equality in all Sanghams and at all Janasree meetings Gender awareness training sessions for gender monitors & others (continuous) 	<ul style="list-style-type: none"> Estimated Budget: 15 Available: 5 Required: 9 	<ul style="list-style-type: none"> Positive changes in responses from Janasree respondents Increased number of trained monitors
	<ul style="list-style-type: none"> Expansion of pilot monitoring systems to all 14 districts (750 Sanghams) by 2013 	<ul style="list-style-type: none"> Estimated Budget: 40 Available: 20 Required: 20 	<ul style="list-style-type: none"> Monitoring System data generated by 750 Sanghams across Kerala Improved social and gender policies
Strengthened Harmony & Peace in the Community and Janasree Households	<ul style="list-style-type: none"> Training Barefoot Counselors to proactively support communities in social issues such as alcoholism, gender violence, and support elder care Information, Education, Awareness Campaigns on alcoholism, violence, and geriatrics (initiated) Establishing Community Counseling Centers (first phase of 14 centers by 2014) 	<ul style="list-style-type: none"> Estimated Budget: 500 Potential Source Unidentified and proposal being prepared. 	<ul style="list-style-type: none"> Monitoring instrument indicates increased access to, and use of counseling services Increased IEC activities and improvement in monitoring system
Increased Knowledge on Gender Equality through Participatory Research on Gender	<ul style="list-style-type: none"> Research initiated on issues such as gender violence and alcohol abuse reduction among Janasree members, and on problems of the elderly 	<ul style="list-style-type: none"> Estimated Budget: 220 Source identified for Research and 	<ul style="list-style-type: none"> Interim Center for Gender Studies Established (ST) Janasree webpage disseminating research

Equality (Gender Violence, Alcoholism)	(continuing) • Steps to establish Center for Gender and Participatory Research by 2015	proposal being prepared	findings and monitoring data
Increased Economic Empowerment of Janasree members (BPL)	• Support 1400 Janasree Groups establish sustainable income generating activities by 2017	<ul style="list-style-type: none"> • Estimated Budget 3000 • To be made available: 1500 	<ul style="list-style-type: none"> • Increased income for Janasree members (monitoring system) when compared with those who did not receive support

Annex II: Messages for Government Policy Makers/Political Parties

Gender Issue	Suggested Government Action
Support Gender Equality in Development Programs	<ul style="list-style-type: none"> • Formulate a Gender Equality Strategy for the State (shifting from the current women-focused approach) • Monitor and evaluate the results of Policy Implementation
Strengthen Human Development	<ul style="list-style-type: none"> • Support research on reduced enrollment of boys at the tertiary levels and determine if there is need to take action
Increased Economic Opportunities for Women	<ul style="list-style-type: none"> • Enhance policies that will encourage women to enter into labor markets
Enhanced Voice of Women	<ul style="list-style-type: none"> • Increase participation on women in general decision making bodies as well as that of men in women-related bodies • To <i>Political Parties</i>: Follow Nelson Mandela's example and support policies that will bring women into party positions,

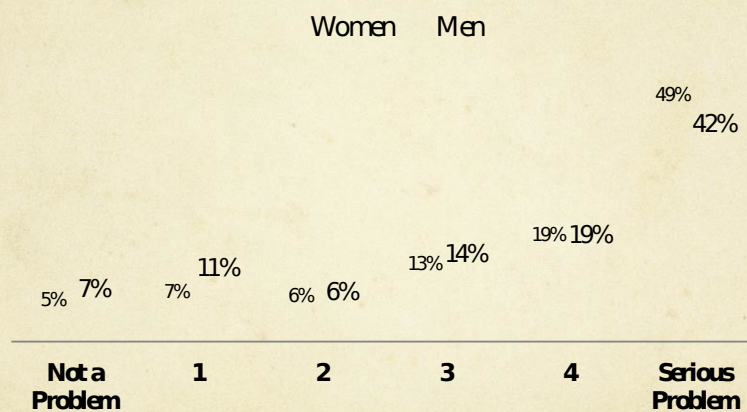
	and into the legislature.
Reduce Gender Violence	<ul style="list-style-type: none"> • Monitor implementation of Domestic Violence Act • Strengthen prevention of violence through appropriate programs • Support NGOs to enhance quality and quantity of protective services to support victims
Reduce Alcohol-abuse	<ul style="list-style-type: none"> • Support NGOs with a grassroots presence to undertake IEC campaigns and target the increasing male alcoholism • Set up a Committee to study how other countries have relatively successfully contained alcoholism through policies and programs.

Annex III: Feedback from Janasree's Initial Monitoring System Test

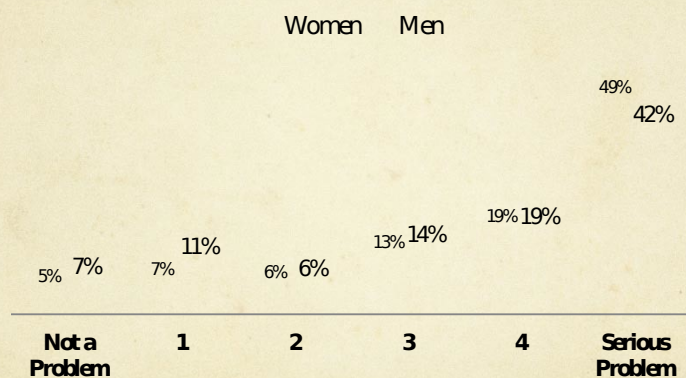
Sex-Distribution of Respondents (Men =907 Women =1477)



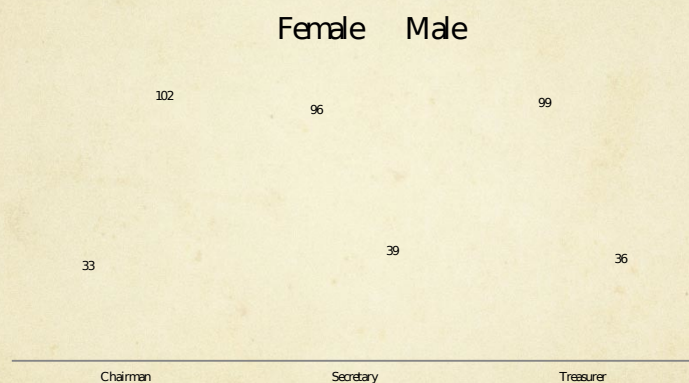
Is Gender Equality a Problem in Kerala?



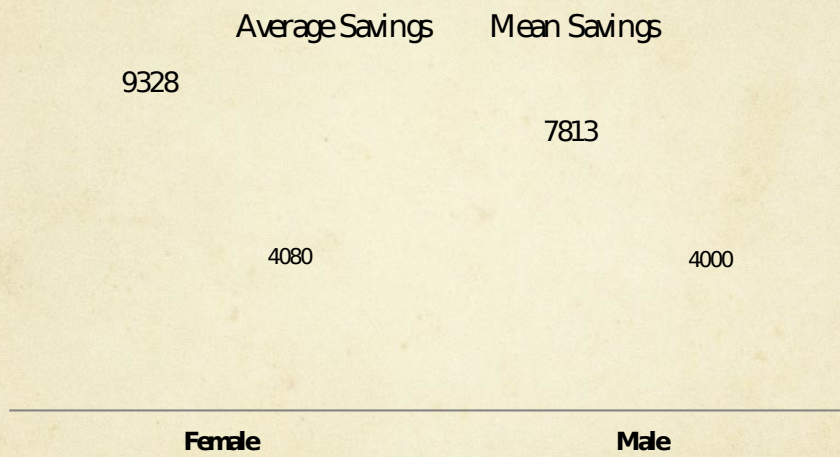
Is Gender Equality a Problem in Kerala?



Number of Males and Females in Sangham Management Positions



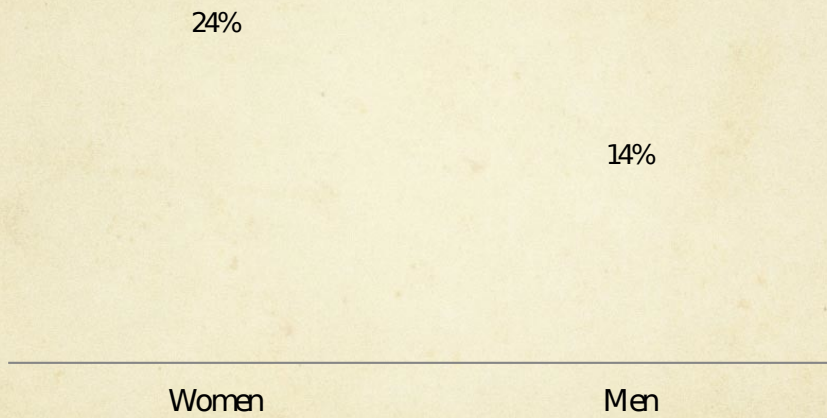
Average and Mean Savings by Sex (Rs.)



% of men and women among those with savings



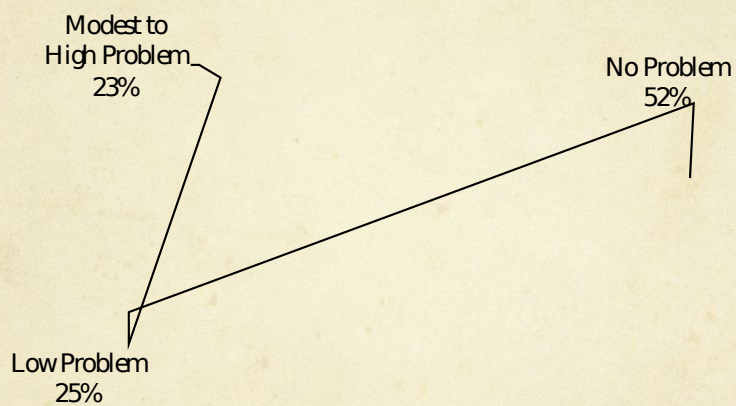
Percentage of Women and Men Who Obtained Employment



Who Borrowed from the Sangham? (n:1687)



Is Alcohol A Problem in Your Household? (1841 Respondents)



Liquor is poison; make it not; sell it not; drink it not!
Shree Narayana Guru

Annex IV: Pilot Monitoring Instrument (Product of Participatory Process)

Individual Data Sheet

Date of recording information	1	2	3	4	5	6
	dd/mm/yy	dd/mm/yy	dd/mm/yy	dd/mm/yy	dd/mm/yy	dd/mm/yy

A. Female ☐ Male. ☐ B. age C. Date of membership in group

D. Occupation: 1. self-employed (agriculture) 2. Self-employed (non agriculture) 3. Technical, 4. Wage Labor 5. Government 6. Private 7. Others 8. Unemployed	1	2	3	4	5	6

E. Monthly expenses of the family : 1. < 5000, 2. 5000-10000, 3. 10000-20000, 4. >20000	1	2	3	4	5	6

F. Do you have property (land/building) in your name? 1. Yes 2. No	1	2	3	4	5	6

G. Years of Education: 1. Primary 2. High School 3. Matriculation, 4. Higher Secondary/Technical, 5. Degree 6. PG 7: Professional, 8: Informal 9: Illiterate	1	2	3	4	5	6
H. Marital Status: 1. Unmarried 2. Married 3. Widowed 4. Divorced	1	2	3	4	5	6

Write your opinion on the statements given below:

	Indicator	Record your opinion as shown below	Opinion in six monthly interval					
		0. No opinion 1. Disagree 2. Partially agree 3. Fully agree	1	2	3	4	5	6
1	Gender equality is essential for social development							
2	Gender equality is an issue in Kerala							
3	Monitoring gender-aware dimensions in development interventions is necessary							
	Indicator	Record response in rupees	Record the amount in six monthly interval					
4	Savings in Janasree Sanghom as on date.							
5	Income during the last 6 months through activities or initiatives of Janasree Sanghoms.							
6	Amount of loan availed in the last 6 months from Sangham savings or from other sources through Janasree Sanghom?							

7.	Purpose for which loan was utilized?	Health						
		Education						
		Domestic purposes						
		Consumption purposes						
		Income generation activities						
		Marriage/festival						
		Others						
	Indicator	Record your opinion	Opinion in 6 monthly interval					

		1. Yes 2. No						
8.	Did you get any employment through Janasree Sanghom during the last 6 months?							
9.	Does anyone in your family consume alcohol as of date?							
10.	Did alcohol consumption create any issues in your family during the last 6 months?							
11.	Was there any marriage in your family during the last 6 months?							
12.	If yes, was there dowry consideration for the marriage?							
13.	Did anyone in your family file divorce petition during the last 6 months?							
14.	Did you face any physical/mental/domestic violence during the last 6 months?							
15.	Did any of your family members approach anyone for counseling?							
16.	If yes, whom did you approach?	Group						
		Family Members						
		Religious/ community centres						
		Counseling centre						
		Friends						
		Others						
17.	Did you participate in any training programmes organized by or through Janasree Sanghoms during the last 6 months?							
18.	Did your activities in Janasree Sanghom during the last 6 months contribute to your personal skills?							
19.	Did you raise any social issues in any of the Janasree group meetings during the last 6 months?							
20	Did you participate in the meetings convened							

	by local self govt. institutions during the last 12 months?						
21 .	In the last 6 months, did your family members jointly interact and discuss family or other social matters?						

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