

## GENDER DEVELOPMENT PROGRAMME 2018-19

FUND Resource		
Sl.No	Fund Allocation	Amount in Cr
1	State Plan	6
2	NRLM	4.5
3	Additional fund requested	8.86
	<b>Total</b>	<b>19.36</b>

Summary of Annual Plan 2018-19						
STATE PLAN – 5,00,00,000						
Sl. No	Uniq. No	Name of the scheme	Aim Physical	Total fund earmarked	Page Number	Responsibility
1	GD. 01	Snehitha Gender Help Desk	14 Snehitha centre- Salary of 154 staff, Day to day functioning expense, Rent and other Costs	49000000	4	State Mission and District Mission
2	GD. 02	Gender resource centre and Block level counseling centre	200 centers- 200*5000	1000000	5	District Mission
			•Educational activities			
			• Research activities			
			• Community level interventions			
		• Convergent activities				
3	GD. 03	State Level Programmes 1) Capacity building and gender sensitization training 2) Different consultations – GSLP, Women friendly Panchayat, Vulnerability Mapping etc 3) Exposure visit of gender team(State team, DPMs, Snehitha staff) 4) Theme based programmes – Camps and exhibitions(Art, Literature) 5) Book printing – Handouts, modules etc	Gender sensitization to the new staffs, Office staff, DMCs/ADMCs. Capacity building of gender team at state and district level. % State level consultations on different programmes Theme based	10000000	6	State Mission

			programme – Art, literature			
<b>Total</b>				<b>6,00,00,000</b>		

<b>NRLM – 4,50,00,000</b>						
Sl. No	Unique No	Name of the scheme	Aim Physical	Total fund earmarked	Page Number	Responsibility
3	GD.04	Gender Self learning Programme And Neetham Campaign Follow up programmes(Self learning based on modules in NHGs)	Neetham campaign follow up works and Gender self learning programme in NHG, ADS and CDS 35000/cds + 300000/district+ state level programme 5390000	42525000	6	State and District Mission
4	GD.05	State and national level Special Resource pool Development-	35 Members Food and accommodation	1582500	7	State Mission
			35 *30* 1000=1050000			
			Faculty honorarium			
			10000*30=300000			
			Stationery 35*1000=35000 P A system-30*2500-75000			
			TA and stipend to participants 3500*35=122500			
5	GD.06	Gender Tool Kit Development	Kit of Gender Modules, Process documentation, Gender analysis tools, GSLP module.	1500000	8	State Mission
		<b>TOTAL</b>		<b>4,56,07,500</b>		

Additional Fund					
Sl. No	Unique No	Name of the scheme	Aim Physical	Page Number	Additional fund needed
1	GD.07	Vigilant Group members training	Training for 120740 persons District level training for 1065 RPs State level training for 85CRPs	9	21177550
2	GD.08	Gender Sensitisation training for community Leaders	Workshop of 1065 CDS Chairpersons	9	1732825
			State level TOT		
3	GD.09	Community Counselors capacity Building training	357 counselors were the beneficiary 4000*357=1428000(Training)	9	1600000
			Faculty Honorarium		
			6*12000=72000		
4	GD.10	Gender Resource Center Development	200 new Centers	10	2000000
			200*10000		
5	GD.11	Capacity building training for resource persons	1065 CRPS 1065*750	10	1597500
6	GD.12	Snehitha Legal Clinic	14 District Advocate salary- 40000*14*12= 6724000+	10	7564000
			infrastructure- 60000*14= 840000		
7	GD.13	Theme based programme	14 districts	11	2600000
			14*100000		
			ART- 500000		
			Literature- 300000		
			Music Camp 4000000		
8	GD.14	Women friendly Panchayath	14*200000	11	2800000
9	GD.15	Model Gender Grama Sabha	19433 wards	12	1993300
			19433*100		
			50000 State level training		
10	GD.16	Snehitha Calling Bell	2.59 lakhs NHGs	13	26686400
11	GD.17	Theruvu Samvadham	2 Discussion in a CDS	14	3,195,000
			3000/CDS		

12	GD.18	Community Sensitization Programme - White Ribbon Campaign	3000/CDS	14	3195000
13	GD.19	Community Counselling Programme and related activities through GRC/BLCC/Migration Center	Counselling and mentoring support to the needy through GRC/BLCC/Migration Center and activities of centers	15	10360000
14	GD.20	Review and monitoring Review and monitoring District	140*650*3= 273000 28*1000*2*7= 392000 7*1000= 7000 14*100000	15	2072000
<b>Total Amount - 88573575</b>					

**Part A**

**GD.01- Snehitha Gender Help Desk:** Center functioning in all Districts to support women and children who are in distress and also it should act as a District Gender Resource Centre.

Allotted amount included for Rent, Running Cost, Convergence meeting and special campaigns, Maintenance cost,

Sl.No	District	Financial Allocation
1	TVM	3587000
2	KLM	3587000
3	PTA	3467000
4	ALP	3527000
5	KTYM	3527000
6	IDK	3407000
7	EKM	3587000
8	TSR	3467000
9	PKD	3417000
10	MLP	3443000
11	KKD	3587000
12	WYD	3431000
13	KNR	3527000
14	KSD	3437000
	<b>Total</b>	<b>4,90,00,000</b>

## GD.02- Gender Resource Center and Block Level Counseling Center:

### Opportunities

- Convergent action to support gender development programs
- Improve knowledge and capacity
- Counseling support for women in need
- Activity Corner
- Creative Corner
- Training Center
- Institution which formulates projects to address the strategic gender needs
- Support to the women who are in distress

Sl.No	District	Physical target	Financial Allocation
1	TVM	15	75000
2	KLM	10	50000
3	PTA	20	100000
4	ALP	9	45000
5	KTYM	11	55000
6	IDK	4	20000
7	EKM	49	245000
8	TSR	27	135000
9	PKD	18	90000
10	MLP	6	30000
11	KKD	6	30000
12	WYD	8	40000
13	KNR	6	30000
14	KSD	11	55000
	<b>Total</b>		<b>10,00,000</b>

Support to the existing centers and programme cost.

## Implementation Area



### GD.03 - Different State Level Programme

Capacity building training for state and district level staffs of gender through exposure visit and other cross learning processes. Also gender sensitization programmes for the rest of the staffs who did not get in the last year(2017-18)

State level consultation meet for the (a) next level of GSLP initiatives,(b) vulnerability mapping process, (c) GRC representatives meet, (d) Women friendly Panchayath formation,(e) Vigilant group and community counseling through convergence with other departments or agencies.

State level workshops, exhibitions and fests on art and literature in collaboration with Biennale, Kerala Sahithya Academy, Kerala Lalithakala Academy, Kerala Sangeetha nadaka Academy and other organization from the same sector.

Also some of the publications related to the activities and programmes which will conduct in the year 2018-19

**GD.04 – GENDER SELF LEARNING PROGRAMME:** Self learning activities in all NHGs on rights and opportunities and follow up of Neetham Campaign. This learning process will be the creation of space to discuss about rights and entitlement which helps to address the gender based violence and other vulnerabilities existing in the locality. This will be a campaign to make general sensitization and address the basic attitude and structure existing in the society.

Sl. No	Districts	No. of CDS	Fund
1.	Trivandrum	73	2855000
2.	Kollam	68	2680000
3.	Pathanamthitta	53	2155000
4.	Alappuzha	72	2820000
5.	Kottayam	71	2785000
6.	Idukki	52	2120000
7.	Ernakulam	82	3170000
8.	Thrissur	86	3310000
9.	Palakkad	88	3380000
10.	Malappuram	94	3590000
11.	Kozhikode	70	2750000
12.	Wayanad	23	1105000
13.	Kannur	71	2785000
14.	Kasaragod	38	1630000
<b>Total</b>		<b>941</b>	<b>3,71,35,000</b>

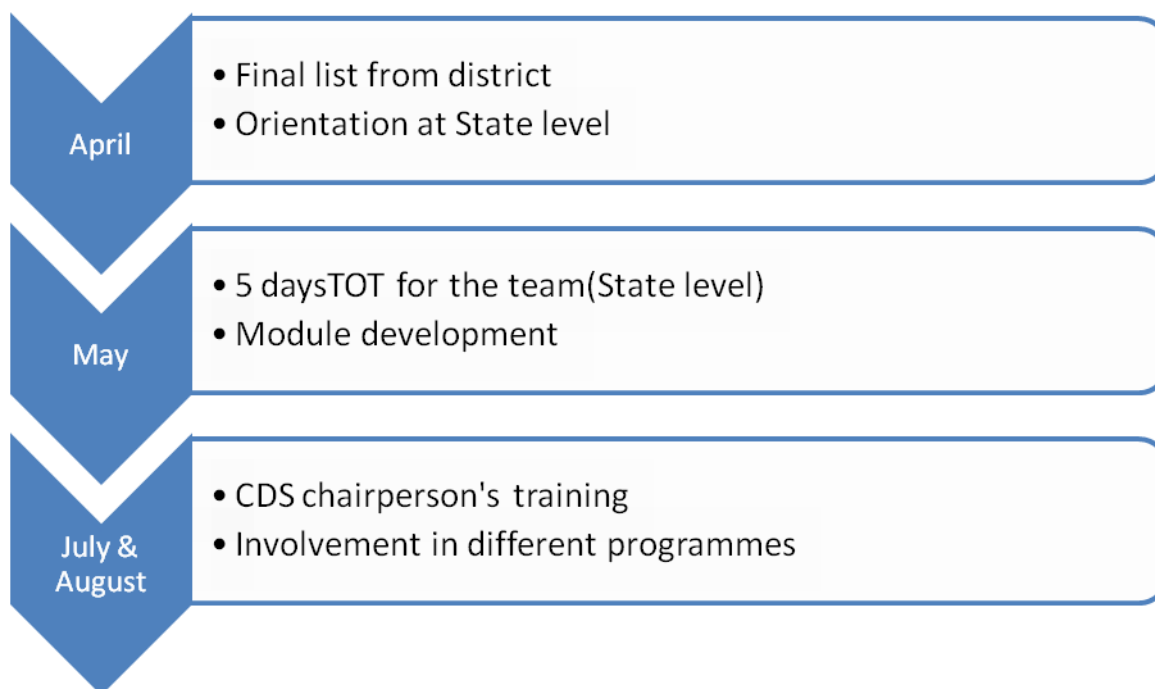
### Implementation Strategy

Activity	Description	Time line	Responsibility
Preliminary discussion in NHGs	Discussion based on the basic human need cycle given as part of Neetham Campaign	May & June 2018	District Mission
State level Consultation	Consultation for the process and content development	May 2018	State Mission
Module Development	Module on Opportunities and Rights	June 2018	State Mission & District Mission
State level training	Training for District team and Core team members	July 15, 2018	State Mission
District level training	1.Training for Gender RPs – 2 from CDS 2. Training for elected representatives	August 2018	District Mission
CDS level training	1.Training for 2RPs from ADS 2. Convergence Meeting	September 2018	District Mission
ADS level training	1.One facilitator from a NHG	October 2018	District Mission
NHG level discussion and	1.Module based activity and	November to	District Mission

activity	discussion for NHG members 2. Family meet and discussion	January 2018	
Consolidation, District and State level Programs including different workshops.	1.Consolidation of all level of activities 2. District level activities 3.State level programs	February and March 2018	State and District Mission

### GD.05 Special Resource pool development

Develop a team of 35 women as resource pool to give gender training to community leaders, elected representatives, other departments and other states. As part of State resource center for women this team can work as master trainers of different gender development programs.



### GD.06 Tool Kit Development

Development of asset of materials which includes different modules for gender training, process documentation of Vulnerability mapping, gender analysis tool, GSLP module.

Program: Preparing gender tool kit for trainings and Gender analysis frame work

Activity	Description	Time line
Consultation meeting	Consultation meeting for draft tool kit preparation	May 2018
State level meeting	Meeting of gender DPMs	May 2018
Planning and draft preparation	Draft preparation	August 2018
Consultation	Consultation and final tool kit formation	November 2018
Final tool kit		



Responsibility: State Mission

### **GD.07 Vigilant Group Training**

To strengthen the groups formed at ward level and help them to act in the community to prevent atrocities against women and children. TOT will conduct at state level and in districts conduct a one day training to capacitate them to involve in the community.

<b>Sl.No</b>	<b>District</b>	<b>Financial</b>
1	TVM	1658900
2	KLM	1512200
3	PTA	1044400
4	ALP	1520000
5	KTYM	1478400
6	IDK	976950
7	EKM	1978550
8	TSR	1943500
9	PKD	1872300
10	MLP	2348750
11	KKD	1668100
12	WYD	552800
13	KNR	1646550
14	KSD	844350
	<b>TOTAL</b>	<b>21045750</b>

### **GD.08 Gender Sensitization training of community leaders**

Gender sensitization training will give to all CDS chair persons. It will help them to plan their activities through gender lens, do the gender analysis of Kudumbashree activity and also to help them in attitudinal changes.

- Trained gender resource team will facilitate the training in all districts
- It will be 2 days residential training
- Maximum number of participants in a batch will be 36

### **GD.09 Community Counselors Capacity Building Training**

Training for 357 community counselors in specific areas like: adolescent counseling, business counseling, conflict management, personality development, transactional analysis, communication etc.

Training will provide with the support of highly qualified and reputed institution.

Responsibility: State mission in July 2018

**GD.10: 200 New Gender Resource Centers and Block Level Counseling Center** -Start up Cost for GRC and Block level Counseling Centers.

Block level community counseling Center can be established in all 152 blocks of Kerala, BLCC were started in 75 blocks and can start BLCCs in rest of blocks. Also start new GRCs in Districts with the support of LSGs. Allotment will be 10,000 per Center.

**Activities and time line**

Activity	Description	Time line	Responsibility
Identification of LSGs	Identify the space for center and conduct a preliminary meeting with LSGs	June 2018	District Mission
Meeting with CDS and LSGIs	Conduct meetings with LSG members for the infrastructure support and functions	June 2018	
Inauguration of the Centers	Centers can be inaugurate with the support of LSGs. Chart duty of community counselors.	August 2018	
Acivity Planning	Activities and focus should prepare and assign duty to Community Counselors	August 2018	

**GD.11: Capacity building training for Gender Resource Persons**

Capacity building and expert training will give to 210 Gender Core team members and staffs including Snehitha staff. Training will conduct by State Mission in collaboration with experts/Institutions working in the similar area.

**GD.12: Snehitha Legal Clinic** – Legal support for women and child who are in need, also will provide the service of an Advocate. Legal clinic at district and CDS level can be conducted in convergence with KELSA

Sl.No	District	Fund Allotment
1	TVM	540286
2	KLM	540286
3	PTA	540286
4	ALP	540286
5	KTYM	540286
6	IDK	540286
7	EKM	540286
8	TSR	540286

9	PKD	540286
10	MLP	540286
11	KKD	540286
12	WYD	540286
13	KNR	540286
14	KSD	540286
	<b>TOTAL</b>	<b>75,64,000</b>
Including the salary of an Advocate		

### GD.13: Theme based programme

This year Theme based programs will focus on Art, Literature and Music. This can be conducted as the continuous programme of last year in convergence with Kerala Sahithya Academy, Lalitha Kala Academy, and Sangeetha Nadaka Academy.

Sl.No	District	Fund Allotment
1	TVM	100000
2	KLM	100000
3	PTA	100000
4	ALP	100000
5	KTYM	100000
6	IDK	100000
7	EKM	100000
8	TSR	100000
9	PKD	100000
10	MLP	100000
11	KKD	100000
12	WYD	100000
13	KNR	100000
14	KSD	100000
	STATE	1200000
	<b>TOTAL</b>	<b>26,00,000</b>

### GD.14: Women friendly Panchayath formation

Aim

- The safe and secure Panchayath for women and children,
- Institutions and infrastructure will be gender friendly,
- Enabling environment of women's education, health and livelihood.
- Mechanisms to address the gender based violence and vulnerabilities
- Access to public space and institutions
- Access and control over the asset
- Gender neutral policies and projects

Sl. No	Districts	Fund Allotment
1.	Trivandrum	200000/-
2.	Kollam	200000/-
3.	Pathanamthitta	200000/-
4.	Alappuzha	200000/-
5.	Kottayam	200000/-
6.	Idukki	200000/-
7.	Ernakulam	200000/-
8.	Thrissur	200000/-
9.	Palakkad	200000/-
10.	Malappuram	200000/-
11.	Kozhikode	200000/-
12.	Wayanad	200000/-
13.	Kannur	200000/-
14.	Kasaragod	200000/-

### GD.15: Model Gender Grama Sabha

Program: Conduct gender Grama Sabha in all wards of the state, and it will be a space to discuss the gender development programmes and gender based violence. It will be a platform to ensure the participation of both men and women in gender initiatives. And also it will help to generate different projects to address those issues.

Activity	Description	Time line	Responsibility
Guideline preparation		May 2018	State team
Getting approval from LSGD	Getting approval to conduct gender gramasabha with the support of local self governments	June 2018	State team
Conducting public awareness programs	Public campaigns on gender gramasabha		District team
Grama sabha and follow up activities	Conducting grama sabha	November 2018	District team

Sl. No	Districts	No of ADS	Fund Allotment Rs.100/ADS
1.	Trivandrum	1546	154600
2.	Kollam	1419	141900
3.	Pathanamthitta	920	92000
4.	Alappuzha	1368	136800
5.	Kottayam	1339	133900
6.	Idukki	861	86100
7.	Ernakulam	1828	182800
8.	Thrissur	1789	178900
9.	Palakkad	1723	172300

10.	Malappuram	2249	224900
11.	Kozhikode	1566	156600
12.	Wayanad	512	51200
13.	Kannur	1538	153800
14.	Kasaragod	775	77500
<b>Total</b>		<b>19433/-</b>	<b>19,43,300</b>

### GD.16: Snehitha Calling Bell

Initiative to give support by NHG members to those women and old age people who are living alone and are in vulnerable situation. Vigilant groups in the ward can support this initiative.

Activity	Description	Time line	Responsibility
State level meeting	Meeting of gender DPMs	May 2018	State team
Identifying beneficiaries	Identifying the beneficiaries for the program	June 2018	District team
Training for volunteers	Training for NHG volunteers	July - August 2018	District team
Program Implementation		From August onwards	District team

Sl. No	Districts	No. of NHG	Fund Allotment Rs.100/NHG
1.	Trivandrum	28032	2803200
2.	Kollam	22685	2268500
3.	Pathanamthitta	9391	939100
4.	Alappuzha	19595	1959500
5.	Kottayam	14627	1462700
6.	Idukki	11890	1189000
7.	Ernakulam	22536	2253600
8.	Thrissur	22269	2226900
9.	Palakkad	22713	2271300
10.	Malappuram	26224	2622400
11.	Kozhikode	27298	2729800
12.	Wayanad	9350	935000
13.	Kannur	19516	1951600
14.	Kasaragod	10738	1073800
<b>Total</b>		<b>266864</b>	<b>2,66,86,400</b>

### GD.17: Theruvu Samvadham

Conducting gender based discussions on the streets. Each CDS should conduct a discussion forum on the selected streets where Kudumbashree members are less (at least two in a CDS).

It will be a creation of general awareness of gender issues and exploitation and which leads to the preventive actions in the community.

Activity	Description	Time line	Responsibility
Guideline preparation	Guideline to conduct discussions	August 2018	State team
Training to team members	Training to team members for conducting the program effectively	September – October 2018	State & District team
Discussions on the street	To be conducted in two places in a ward	October 2018	District team , ADS
Report formation	Report formation of the program	November 2018	District team

Sl. No	Districts	No of CDS	Fund Allotment 3000 per CDS
1.	Trivandrum	83	249000
2.	Kollam	74	222000
3.	Pathanamthitta	58	174000
4.	Alappuzha	80	240000
5.	Kottayam	78	234000
6.	Idukki	54	162000
7.	Ernakulam	101	303000
8.	Thrissur	100	300000
9.	Palakkad	96	288000
10.	Malappuram	110	330000
11.	Kozhikode	82	246000
12.	Wayanad	26	78000
13.	Kannur	81	243000
14.	Kasaragod	42	126000
<b>Total</b>		<b>1065/-</b>	<b>31,95,000/-</b>

**GD.18: Community Sensitization Programme – White Ribbon Campaign** ( Campaign to address the atrocities against women and children

Program: White Ribbon campaign in 20000 ADS by the initiative of Vigilant groups at ADS level.

Activity	Description	Time line	Responsibility
Training	Training to the team members	July 2018	District team
Ribbon tying to the people on public places		August 2018	ADS
Community level programs	Various programs	Till December 2018	District team

### **GD.19: Community Counselling Programme and related activities through GRC/BLCC/Migration Center**

Ensure the Services of Community Counselors to the community through GRC and BLCC also different interventions and trainings as per the direction of district and State mission. Conduct different activities in the center with the support of community counselors. District mission has to monitor the activities of community counselors in every month.

Sl. No	Districts	Total No. of Centers	No. of Community Counsellors	Fund Allotment(10months)
1.	Trivandrum	15	28	840000
2.	Kollam	6	25	336000
3.	Pathanamthitta	16	28	896000
4.	Alappuzha	8	25	448000
5.	Kottayam	8	19	448000
6.	Idukki	4	23	224000
7.	Ernakulam	49	34	2744000
8.	Thrissur	24	33	1344000
9.	Palakkad	22	30	1232000
10.	Malappuram	7	23	392000
11.	Kozhikode	5	20	280000
12.	Wayanad	8	9	448000
13.	Kannur	7	25	392000
14.	Kasaragod	6	14	336000
<b>Total</b>		<b>195</b>	<b>336</b>	<b>10360000</b>

**GD.20: Review and Monitoring:** Monthly review of Gender RPs at the district level and State level review of ADMCs and DPMs

Sl.No	District	FUND
1	TVM	100000
2	KLM	100000
3	PTA	100000
4	ALP	100000

5	KTYM	100000
6	IDK	100000
7	EKM	100000
8	TSR	100000
9	PKD	100000
10	MLP	100000
11	KKD	100000
12	WYD	100000
13	KNR	100000
14	KSD	100000
	STATE	672000
	<b>TOTAL</b>	<b>14,00,000</b>

### POLICIES

Policies that will be issued in 2018-19				
Sl. No	Programme	Details of the policy decision	Target date for getting the order	Target date for roll out in the state
1	Snehitha Gender Help Desk	Govt. Order for functioning as a service providing agency	April 30.2018	May 30. 2018
2	Legal clinic	Appointment of advocates	June 30.2018	August 30.2018
3	Rangasree	Registration of all Rangasree Unit as Micro Enterprises	May 30.2018	June 30 2018
4	Gender resource centre	Govt. Order for functioning under LSGD	May 30.2019	June 30 2018
5	Women friendly Panchayath	Guideline and tool kit development	June 30.2018	July 15 2018
6	Community counseling programme	1. policy for community counselors 2. policy for pre marital counseling	July 30.2018	

### Outcome of the Programme

Qualitative changes through the involvement in the society and the assertiveness which are keeping in the life of each individual . Increase of their capabilities such as decision making, leadership qualities, recognition of their rights, response to injustice, confidence level, increase of mobility are the results of our programme. Beyond that the following will be the main outcome

- A platform created for discussing issues of day to day life than discussing on a specific topic.
- Address the basic structure and attitude of the family and society



- Collectives for right based negotiations. (alcoholism, domestic violence, local level interventions and so on)
- Identify vulnerabilities and develop projects to address those vulnerabilities
- Immediate support and handholding to the needy
- Utilization of existing formal spaces/public spaces (Jagratha Samithis, Grama Sabha etc)
- Interventions in the gender issues and identification of women's rights
- Analyzing the life experience of women by themselves
- Formed a strong network of Resource Persons/ support team at the grass root.
- Convergent actions are the main focus of the programme.
- Develop modules, tools and protocol for the activities