



अरुण जेटली  
राष्ट्रीय वित्तीय प्रबन्धन संस्थान  
(वित्त मंत्रालय, भारत सरकार)  
Arun Jaitley  
National Institute of Financial Management  
(Ministry of Finance, Government of India)

**Workshop Report**  
for  
**TWO DAYS STATE LEVEL WORKSHOP**  
ON  
**“GENDER RESPONSIVE BUDGETING”**

**1<sup>st</sup> & 2<sup>nd</sup> February 2024**

**ORGANISED BY**

**ARUN JAITLEY NATIONAL INSTITUTE OF FINANCIAL  
MANAGEMENT, FARIDABAD**

in collaboration with

**ANNA University, Chennai**

(Sponsored by Ministry of Women and Child Development,  
Government of India)

## Workshop Report

### Workshop on Gender Responsive Budgeting for State Level Officers

(Under the scheme “MISSION SHAKTI” of Ministry of Women and Child Development)

#### Organized by:

Arun Jaitley National Institute of Financial Management (AJNIFM) (Nodal Centre at Central Level for Women Development & Gender Studies, Ministry of Women and Child Development, Govt. of India)



#### Collaboration with/Hosted at:

Anna University Campus, Chennai, Tamil Nadu.  
**Venue:** Sivalingam Hall, IQAC Building 1<sup>st</sup> Floor, Anna University, Chennai



#### Dates:

1<sup>st</sup> and 2<sup>nd</sup> February 2024.

#### Introduction:

Gender-responsive budgeting enables the inclusion of gender considerations throughout the process of formulating legislation, policies, and programs, including resource allocation and collection. This approach extends to implementation, execution, and follow-up actions, all aimed at addressing gender disparities. Thus, incorporating a gender perspective into legislative formulation is essential for achieving desired outcomes and minimizing gender gaps.

Given this context, Arun Jaitley National Institute of Financial Management Organised a two-day workshop at Anna University, Chennai in collaboration with the State Government, Tamil Nadu to catalyze discussions, deliberations, and the development of a concrete action plan to address challenges and constraints. The aim was to enhance capacity and training with a specific focus on addressing gender-related concerns.

#### Significance of Gender-Based Budgeting:

- GBB helps identify and address specific needs and priorities of women, men, and other gender groups within the municipality, thereby reducing gender disparities in access to resources and services.
- By mainstreaming gender considerations into budget processes, GBB contributes to promoting gender equality and empowering women by allocating resources for initiatives such as women's education, health, livelihoods, and safety.
- GBB increases transparency and accountability in municipal budgeting by disaggregating budget data by gender, enabling stakeholders to track resource allocations and expenditures related to gender-specific programs and services.
- Incorporating gender perspectives into municipal budgets fosters more inclusive decision-making processes, leading to better governance outcomes and improved service delivery for all residents, regardless of gender.

## Theme of the Workshop

The theme of the State-level workshop on Gender-Responsive Budgeting could be "Empowering Communities: Advancing Gender Equality through Inclusive Budgeting".

This theme reflects the workshop's focus on utilizing budgeting processes at the State level as a means to promote gender equality and empower marginalized groups within the community. It underscores the importance of incorporating gender considerations into budgetary decisions to address disparities and ensure that the needs and priorities of all genders are adequately met.

### Objectives of the Gender Responsive workshop at State level:

1. To increase understanding among participants about the concept of gender-responsive budgeting and its significance in promoting gender equality and social inclusion.
2. To analyse budgets through a gender lens, identify gender-specific needs and priorities, and advocate for gender-responsive policies and resource allocations.
3. To facilitate dialogue and collaboration among various stakeholders, including government officials, civil society organizations, community leaders, and marginalized groups.
4. To empower participants to advocate for the mainstreaming of gender-responsive budgeting principles and practices within local government policies and programs.
5. To creating awareness, building capacities, and laying the groundwork for a more gender-inclusive approach within the participants' professional spheres.

**Attendees: 47 participants attended the workshop from different departments and organizations including the following:**

S. No	Departments
1)	Social welfare and women empowerment department, secretariat
2)	Tamil Nadu women employment and safety project
3)	State and District hub for empowerment of women.
4)	One stop centre
5)	Tamil Nadu corporation for development of women
6)	District industries centre
7)	Gender policy lab
8)	Finance Department, Government of Tamil Naidu
9)	Heavy vehicle factory
10)	Directorate of public health and preventive medicine
11)	Armoured vehicles Nigam Ltd
12)	Anna university
13)	National Health Mission
14)	Tamil Nadu Health System Reform Program
15)	District Social welfare office
16)	Special Program Implementation department
17)	Greater Chennai corporation
18)	Ministry of micro, small & medium enterprises

**(The List is placed at Annexure D)**

**Schedule of the Workshop (Placed at Annexure A)**

The conference was divided into six sessions, one inaugural, four technical sessions and one valedictory spread over two days from 1<sup>st</sup> February to 2<sup>nd</sup> February 2024.

### **Inaugural Session:**

The inaugural function commenced with the arrival of dignitaries onto the dais, followed by the rendition of the Tamil anthem, "Tamizh Thai Vaazhthu," and the ceremonial lighting of the lamp. Dr Kavitha Shanmugam, Assistant Professor from the Department of Management at Anna University, extended a warm welcome to the esteemed guests.



This was followed by a welcome address delivered by Dr Chitra Dey, Assistant Professor at the Department of Management Studies, Anna University. Dr B.K Pandey, Professor of Practice at the Arun Jaitley National Institute of Financial Management, provided insights into the concept, context, and theme of the workshop. A special address was delivered by Dr Jayanth Jacob, a Professor from the Department of Management Studies at Anna University. Tmt V. Amuthavalli, IAS, Commissioner of the Department of Social Welfare, Tamil Nadu Government, offered felicitation address. Dr L. Suganthi, Dean of CEG Campus, Anna University, delivered the presidential address. Ms. Vandana Jena, Ex-Secretary of the Department of Land Resources, Ministry of Rural Development, and Ex-Principal Advisor to the Planning Commission of India, delivered the inaugural address. The vote of thanks was extended by Dr Jaya Bhalla, Associate Professor (SG), and Faculty In-charge of Gender Budgeting at AJNIFM. The event concluded with a group photo session, followed by a tea break.

**(Placed at Annexure E).**

### **Day 1: February 1, 2024 (Thursday), Technical Session: 1**

**11:30 AM – 12:30 PM**

**Topic:** Gender Responsive Budgeting and Gender Equality: An Overview

**Speaker:** Ms. Vandana Jena, Ex-Secretary, Dept. of Land Resources, Ministry of Rural Development and Ex-Principal Advisor, Planning Commission of India.

The first technical session was chaired by Ms. Vandana Jena who conducted an interactive session on the concept of gender-based budgeting and present status of gender budgeting in the country.

Gender Responsive Budgeting (GRB) is an approach used by governments to promote gender equality through their budgetary processes. It involves analyzing how budget allocations and expenditures impact men and women differently and ensuring that public resources are distributed fairly to address gender disparities and promote equality.

Here's an overview of Gender Responsive Budgeting and its relationship with gender equality:

1. Gender equality refers to the equal rights, responsibilities, and opportunities of all individuals, regardless of their gender. It involves eliminating discrimination based on gender and ensuring that both men and women have access to the same resources and opportunities in all aspects of life, including education, employment, healthcare, and political participation.
2. The primary purpose of GRB is to integrate gender perspectives into budgetary processes to advance gender equality goals. It aims to identify and address gender disparities in resource allocation and expenditure, ultimately leading to more equitable outcomes for men and women.
3. GRB involves examining government budgets to understand how they impact men and women differently. This analysis includes identifying areas where resources are allocated disproportionately to one gender or where budgetary decisions perpetuate gender-based inequalities. It also assesses whether budget allocations support programs and services that address the specific needs and priorities of different genders.
4. GRB typically consists of several key components, including gender analysis of budgets, gender mainstreaming in budget policies and processes, gender-sensitive indicators and targets, and mechanisms for monitoring and evaluating the gender impacts of budgetary decisions.
5. By integrating gender perspectives into budgeting processes, GRB can lead to more effective and efficient use of resources. It helps governments prioritize investments in areas that promote gender equality, such as education, healthcare, and social protection programs. Additionally, GRB can enhance transparency and accountability in budgetary decisions, as it requires governments to justify their resource allocations based on gender considerations.
6. Implementing GRB can be challenging due to various factors, including limited capacity and expertise in gender analysis, resistance to change within government institutions, and lack of political will. Additionally, measuring the impact of GRB initiatives on gender equality outcomes can be complex and may require long-term monitoring and evaluation efforts.
7. Many countries around the world have adopted GRB as part of their efforts to promote gender equality. For example, countries like Sweden, South Africa, and the Philippines have implemented GRB initiatives with varying degrees of success. International organizations such as the United Nations and the World Bank also support GRB efforts through capacity-building initiatives and technical assistance.

In summary, Gender Responsive Budgeting is a critical tool for advancing gender equality by ensuring that government budgets are designed and implemented in ways that address the needs and priorities of both men and women. By integrating gender perspectives into budgetary processes, GRB can help create more equitable societies where all individuals have equal opportunities to thrive.

## **12:30 PM – 01:30 PM**

**Topic:** Understanding Gender budgeting: Emerging Regional, National and Global perspective

**Speaker:** Dr B.K. Pandey, Professor of Practice, AJNIFM.

In the second session by Dr B.K. Pandey, he highlighted the emerging regional, national and global perspective and trained on Gender Responsive Budgeting. Exploring the realm of gender budgeting entails delving into the immediate socio-economic context. At the regional level, initiatives and policies tailored to specific geographical contexts have to be examined, considering cultural nuances and socio-economic factors. Nationally, the focus extends to understanding how governments integrate gender considerations into budget planning and implementation, reflecting commitments to gender equality and social justice. Globally, the discourse encompasses shared challenges and best practices across borders, fostering collaboration and learning from diverse experiences. Analyzing gender budgeting through these lenses provides a holistic understanding of its significance in advancing gender equality and inclusive development agendas on multiple scales.

## **02:30 PM – 03:30 PM, Technical Session: 2**

**Topic:** Mechanisms for operationalizing Gender Budgeting and the Budget Cycle and Gender Budgeting

**Speaker:** Shri Satyen Lama, Professor, Arun Jaitley National Institute of Financial Management

The Second technical session was taken by Shri Satyen Lama who discussed the Context and Pre-requisites, Institutional Mechanisms & Practices and Tools for Deepening Gender Budgeting. The following were the issues covered:

1. **Context:** In this regard it was explained how Gender Budgeting is a tool for Gender Mainstreaming, how it can be used as an entry point to apply a gender lens to the entire policy spectrum and why Gender Budgeting is not confined to the budget document but includes a series of processes that precede the preparation of the budget as well as that follow it.
2. **Pre-Requisites:** In this regard the participants were helped to understand gender equality and gender issues, the contribution that the Ministry/Department can make to achieving the National Goal of Gender Equality, the concept and tools of Gender Budgeting and how Sex-disaggregated data can enable analysis of the situation of women and girls as well as men and boys in each sector
3. **Institutional Mechanisms & Practices:** In this regard the participants were helped to understand Gender Aware Policy Appraisal, Gender Budget Statement, Outcome Budget, the Results Framework Document (RFD) and its practical examples.
4. **Tools for Deepening Gender Budgeting:** The Five Step Framework for Gender Budgeting, Participatory planning and budgeting, spatial mapping, Using Gender-sensitive Checklists I & II (including planning and budgeting, performance audit, future planning and corrective action).

**03:45 PM – 04:45 PM**

**Topic:** Tamil Nadu pathways to Gender Budgeting

**Speaker:** Dr R Sujatha, Senior SDG Consultant, Planning and Development Department, Govt. of Tamil Nadu

In Tamil Nadu, pathways to gender budgeting involve a systematic approach to integrate gender considerations into the state's budgetary processes, policies, and programs. Here are some key pathways specific to Tamil Nadu:

1. Tamil Nadu focuses on mainstreaming gender considerations in policy formulation across various sectors such as education, health, agriculture, and social welfare. This entails conducting gender analysis to identify specific needs and priorities of different gender groups and incorporating them into policy design.
2. The state employs gender-sensitive budgeting tools and techniques to track and analyze budget allocations from a gender perspective. This includes the use of gender budget statements, gender markers, and gender impact assessments to ensure that budgetary decisions promote gender equality and women's empowerment.
3. Tamil Nadu implements gender-responsive programs and initiatives aimed at addressing the specific needs of women and marginalized gender groups. This includes schemes for women's education, healthcare, economic empowerment, and social protection, as well as measures to prevent gender-based violence and discrimination.
4. The state provides capacity-building and training programs for government officials, policymakers, and civil society organizations to enhance their understanding of gender issues and equip them with the skills needed to integrate gender considerations into budgetary processes effectively.
5. Tamil Nadu encourages stakeholder engagement and participation, including consultation with women's groups, civil society organizations, and marginalized communities, throughout the budgetary process. Their input helps ensure that budget decisions reflect the needs and priorities of different gender groups.
6. The state establishes mechanisms to monitor and evaluate the impact of gender budgeting interventions, including tracking expenditure patterns and assessing outcomes related to gender equality and women's empowerment. Regular review and assessment help identify successes, challenges, and areas for improvement.
7. Tamil Nadu engages in advocacy and awareness-raising efforts to promote understanding and support for gender budgeting among policymakers, government officials, civil society organizations, and the general public. This includes campaigns, workshops, and dissemination of information on the importance of gender-responsive budgeting for achieving sustainable development goals.

By following the above mentioned pathways, it was communicated during the discussion that Tamil Nadu aims to advance gender equality and women's empowerment through its budgetary processes, policies, and programs, contributing to inclusive and sustainable development in the state.

**Day 2: February 2, 2024 (Friday) Technical Session: 3**

**09:45 AM – 10:30 AM**

**Topic:** Role of State Officials in the GRB Space (Online session).

**Speaker:** Dr Sanghamitra Dhar, Programme Lead – Gender Responsive Budgeting, UN Women.

The Third Technical Session was started on day 2 and discussed that the State officials play crucial roles in the Gender-Responsive Budgeting (GRB) space, contributing to the effective implementation and mainstreaming of gender considerations in budgetary processes. Here are some key roles they typically fulfil:

1. State officials are responsible for formulating policies and strategies that integrate gender considerations into budget planning and allocation. They analyze gender disparities and develop initiatives to address them through budgetary measures.
2. State officials participate in the budget preparation process, ensuring that gender-specific needs and priorities are reflected in budget allocations across sectors. They allocate resources to programs and initiatives that promote gender equality and women's empowerment.
3. State officials facilitate capacity-building efforts among government staff, policymakers, and stakeholders to enhance their understanding of gender issues and skills in implementing GRB. They organize training programs, workshops, and awareness campaigns on gender-responsive budgeting.
4. State officials oversee the collection and analysis of gender-disaggregated data to inform budget decision-making. They utilize gender-sensitive indicators to assess the impact of budget allocations on different gender groups and adjust policies accordingly.
5. State officials establish mechanisms for monitoring and evaluating the implementation of gender-responsive budgeting initiatives. They track expenditure patterns, assess program outcomes, and identify areas for improvement to ensure the effective utilization of resources.
6. State officials engage with stakeholders, including women's organizations, civil society groups, and marginalized communities, to solicit input and feedback on budgetary priorities and initiatives. They promote participatory approaches to ensure that budget decisions reflect the needs and aspirations of diverse gender groups.
7. State officials advocate for the mainstreaming of gender equality principles in national and international forums. They collaborate with other government agencies, development partners, and advocacy groups to exchange knowledge and best practices in GRB implementation.
8. State officials coordinate with various government departments and agencies to ensure coherence and synergy in GRB efforts across sectors. They facilitate inter-ministerial collaboration and policy coherence to maximize the impact of gender-responsive budgeting initiatives.

Overall, state officials play multifaceted roles in the GRB space, working towards the integration of gender considerations into budgetary processes and fostering gender equality and social inclusion agendas.

**10: 35AM – 12:15 PM**

**Topic:** Gender Budgeting in Tamil Nadu; Achievements and way forward

**Speaker:** Ms. Kamatchi Sundaramurthy, Assistant Director, Social Watch, Tamil Nadu

Gender budgeting in Tamil Nadu has made significant achievements in promoting gender equality and women's empowerment, but there are still areas for improvement and further progress. Here's an overview of achievements and the way forward:

1. Tamil Nadu has successfully integrated gender considerations into its budgetary processes, with specific allocations made for programs and initiatives aimed at addressing gender disparities and promoting women's empowerment.
2. The state has implemented various women-centric policies and programs across sectors such as education, healthcare, employment, and social welfare. These initiatives aim to improve access to essential services and opportunities for women and girls.

3. Tamil Nadu has conducted capacity-building programs and training sessions for government officials, policymakers, and stakeholders to enhance their understanding of gender issues and skills in implementing gender-responsive budgeting.
4. The state has actively engaged with women's organizations, civil society groups, and marginalized communities in the budgetary process. Their participation has helped ensure that budget decisions reflect the needs and priorities of different gender groups.
5. Tamil Nadu has established mechanisms for monitoring and evaluating the impact of gender budgeting initiatives. This includes tracking expenditure patterns, assessing program outcomes, and identifying areas for improvement.

### **Way Forward**

It was further suggested that following activities need to be undertaken for carrying out the mandate of Gender Equity:

1. There is a need to improve the collection and analysis of gender-disaggregated data to inform budget decision-making. This will help identify specific needs and priorities of different gender groups more accurately.
2. Tamil Nadu should continue mainstreaming gender considerations across all sectors of the economy, including agriculture, infrastructure, and governance. This will ensure a comprehensive approach to gender equality and women's empowerment.
3. The state should focus on targeted interventions for marginalized groups such as Dalit women, tribal communities, and transgender individuals. This includes allocating resources and designing programs that address their specific needs and vulnerabilities.
4. Investing in education and skills development for women and girls is essential for their empowerment and economic participation. Tamil Nadu should prioritize initiatives that improve access to quality education and vocational training for women.
5. Efforts to address gender-based violence should be strengthened, including the implementation of laws and policies to prevent violence against women and support survivors. This includes allocating resources for shelters, counseling services, and legal aid.
6. Advocacy efforts to promote gender equality and raise awareness about the importance of gender-responsive budgeting should be continued. This includes engaging with policymakers, civil society organizations, and the general public to garner support for gender-sensitive policies and programs.

By building on its achievements and addressing existing challenges, Tamil Nadu can further advance gender equality and women's empowerment through its budgetary processes and initiatives.

**12:30 AM – 01:05 PM**

**Topic:** The influencing factors and missing links of Gender Budgeting

**Speaker:** Ms. L. Suganthi, Dean (CEG), Anna University

Madam Suganthi in her lecture mentioned that Gender budgeting is influenced by various factors, and there are several missing links that can impact its effectiveness. She described some of the important influencing factors and missing links:

### **Influencing Factors:**

1. The commitment of political leaders and policymakers to gender equality and women's empowerment significantly influences the implementation of gender budgeting. Strong

political will is essential for allocating adequate resources and implementing gender-responsive policies and programs.

2. Availability and quality of gender-disaggregated data are crucial for conducting gender analysis and informing budgetary decisions. Access to reliable data on gender disparities, needs, and priorities helps in designing targeted interventions and monitoring their impact.
3. The capacity and expertise of government officials, policymakers, and stakeholders in understanding gender issues and implementing gender-responsive budgeting play a vital role. Training and capacity-building programs are necessary to enhance their skills and knowledge in this area.
4. The active involvement of civil society organizations, women's groups, and marginalized communities can influence gender budgeting by advocating for gender-sensitive policies, monitoring budget implementation, and holding governments accountable.
5. The existence of legal frameworks and policies that promote gender equality and women's rights provides a supportive environment for gender budgeting. Laws and regulations mandating gender mainstreaming in budget processes can facilitate its implementation.

### **Missing Links**

1. Despite efforts to incorporate gender considerations into budgeting, there may be inadequate gender analysis, leading to a lack of understanding of how budget allocations impact different gender groups.
2. Insufficient allocation of resources for gender equality initiatives can hinder the implementation of gender budgeting. Without adequate funding, it may not be possible to address the diverse needs and priorities of women and marginalized gender groups.
3. Fragmentation and siloed approaches within government departments and agencies can undermine the effectiveness of gender budgeting. Coordination and collaboration across sectors are necessary to ensure a holistic and integrated approach to gender equality.
4. The absence of robust monitoring and evaluation mechanisms can make it challenging to assess the impact of gender budgeting initiatives accurately. Without proper evaluation, it may be difficult to identify successes, challenges, and areas for improvement.
5. Resistance to change within government institutions and bureaucratic structures can impede the mainstreaming of gender considerations in budget processes. Overcoming resistance and promoting a gender-responsive culture requires sustained advocacy and leadership.

Addressing these missing links requires concerted efforts from governments, civil society, and other stakeholders to strengthen the implementation of gender budgeting and advance gender equality and women's empowerment. This includes improving data collection and analysis, increasing resource allocation for gender equality initiatives, fostering collaboration and coordination, enhancing monitoring and evaluation mechanisms, and promoting a supportive policy environment for gender-responsive budgeting.

**01:05 PM – 01:40 PM**

**Topic:** Analysis & Implementation of Schemes in Tamil Nadu through Gender lens

**Speaker:** Ms. Shilu Francis, President, Tamil Nadu Women Collective

Analyzing and implementing schemes in Tamil Nadu through a gender lens involves systematically assessing their impact on different gender groups and ensuring that they address the specific needs and priorities of women and men. She highlighted how this can be done:

### **1. Gender Analysis:**

- Conduct gender analysis of existing schemes to understand their differential impact on women and men.
- Identify gender disparities, constraints, and opportunities within various sectors targeted by the schemes.
- Analyze the roles, responsibilities, and participation of women and men in the implementation and benefits of the schemes.

### **2. Gender Mainstreaming:**

- Integrate gender considerations into the design, planning, and implementation of schemes across all sectors.
- Ensure that budget allocations and resources are allocated equitably to address gender disparities and promote gender equality.
- Include gender-specific indicators and targets to measure the effectiveness of schemes in advancing gender equality goals.

### **3. Women-Centric Schemes:**

- Design and implement women-centric schemes that directly address the specific needs and priorities of women, such as healthcare, education, employment, and social welfare.
- Ensure that these schemes are accessible, affordable, and responsive to the diverse needs of women, including those from marginalized and vulnerable groups.

### **4. Empowerment and Participation:**

- Promote the economic empowerment of women by providing access to skill development, entrepreneurship opportunities, and financial services.
- Enhance women's political participation and leadership roles through affirmative action measures and capacity-building programs.

### **5. Gender-Responsive Services:**

- Provide gender-responsive services in areas such as healthcare, education, and social protection to address the unique needs of women and men.
- Ensure that service delivery mechanisms are sensitive to gender norms and cultural contexts, promoting inclusivity and accessibility for all.

### **6. Monitoring and Evaluation:**

- Establish gender-sensitive monitoring and evaluation mechanisms to assess the impact of schemes on gender equality outcomes.
- Collect and analyze gender-disaggregated data to track progress, identify gaps, and inform evidence-based decision-making.
- Regularly review and revise schemes based on gender analysis findings and feedback from women's groups and stakeholders.

### **7. Capacity Building and Awareness:**

- Provide training and capacity-building programs for government officials, policymakers, and stakeholders on gender mainstreaming and gender-responsive programming.
- Raise awareness among the public about the importance of gender equality and the benefits of implementing schemes through a gender lens.

By systematically analyzing and implementing schemes in Tamil Nadu through a gender lens, the state can promote gender equality, empower women, and ensure inclusive and sustainable development for all.

#### **02:30 PM – 03:30 PM Technical Session: 4**

**Topic:** State level initiatives in Gender Budgeting

**Speaker:** Mr. Satyen Lama, Professor, Arun Jaitley National Institute of Financial Management

Gender budgeting initiatives at the state and State levels are essential for translating national gender equality policies into localized action. Here's an overview of some state level initiatives in gender budgeting:

##### **1. State-Level Initiatives:**

- Many states have established gender budget cells within their finance departments or planning commissions. These cells are responsible for mainstreaming gender perspectives into budgetary processes, conducting gender analysis, and monitoring the implementation of gender-responsive budgeting initiatives.
- Several states produce Gender Budget Statements (GBS) as part of their annual budget documents. These statements provide an overview of budget allocations and expenditures with a gender lens, highlighting investments in women's empowerment, gender equality, and addressing gender disparities across various sectors.
- States often organize capacity-building workshops and training programs for government officials, elected representatives, and civil society organizations on gender-responsive budgeting principles and methodologies. These workshops aim to enhance awareness and build technical skills to integrate gender considerations into budgeting processes effectively.
- Some states conduct gender audits of budgetary policies and programs to assess their impact on gender equality outcomes. Gender audits help identify gaps, challenges, and areas for improvement in existing budgetary allocations and ensure accountability for gender-related commitments.
- States collaborate with civil society organizations, women's groups, and gender experts to enhance the effectiveness of gender budgeting initiatives. These partnerships facilitate stakeholder engagement, advocacy, and knowledge sharing to promote gender equality and women's empowerment.

Overall, state level initiatives in gender budgeting play a crucial role in translating national gender equality policies into localized action, promoting gender-responsive governance, and advancing women's empowerment at the grassroots level. By mainstreaming gender considerations into budgetary processes and programs, these initiatives contribute to more equitable and inclusive development outcomes for all.

#### **03:45 PM – 05:00 PM**

**Topic:** Gender Budgeting- Interactive Session and Activity based learning about Gender Budgeting in Schemes/ Programmes

**Speaker:** Dr Jaya Bhalla, F/I, Gender Budgeting, Associate Professor (SG), AJNIFM.



### Application Exercise:

Participants engaged in class room exercises to comprehend gender-based budgeting through the lens of gender equality in various sectors:

1. Transport: Considering factors such as accessibility, safety, and affordability for both genders discussions revolved around how budgetary allocations could address gender-specific challenges and ensure equitable access to transportation services.
2. Road infrastructure: Participants explored how road construction and maintenance impact men and women differently, addressing issues like safety, connectivity, and economic opportunities.
3. Education: Examining the allocation of resources to ensure gender-sensitive educational policies participants discussed on scholarships, infrastructure for girls' schools, and measures to reduce gender disparities in enrolment and completion rates.
4. Digital and Internet access: Understanding the digital gender gap participants have explored ways to allocate budgets to promote equal access to digital technologies, bridging disparities in internet access and digital literacy.
5. MSME sectors: Participants analysed how budgetary provisions can support women entrepreneurs and ensure gender-sensitive policies.

## 04:45 PM: Valediction and Distribution of Certificates.

In the valedictory session on the 2<sup>nd</sup> February the workshop concluded with several significant recommendations including:

1. **Mandatory Implementation:** It was suggested that in order to fulfil the mandate of Gender Responsive Budgeting, it would be desirable to make it mandatory to enhance its effectiveness as has been done in many countries.
2. **Enhanced Focus:** Speakers emphasized the need for a concentrated effort on gender budgeting across all sectors and departments for promoting gender equality and women's empowerment.
3. **Outcome of the Workshop:** The workshop provided a new dimension and aspects related to gender budgeting, offering fresh insights. Interactive sessions helped participants synchronize their thoughts with others, enhancing the learning experience and it will lead to better implementation of schemes pertaining to women.

Dr Jaya Bhalla, briefly summed up the workshop highlighting the topics covered during the workshop and emphasized that, the focus should be on addressing gender issues tailored to each state's context and appropriate allocations accordingly. This proactive approach is also an essential aspect of gender budgeting.



Dr Bhalla delivered the closing remarks, and expressed that the workshop has been successful in fostering discussions on pertinent issues and engaging participants in exploring viable solutions. The workshop facilitated active learning and reignited participants' motivation to advance the cause of creating a more equitable society. Dr Bhalla presented certificates to the participants and the event concluded with a vote of thanks.

### Outcome of the workshop:

The workshop provided a comprehensive platform for State-level officers and other stakeholders to understand, discuss, and deliberate upon the critical aspects of gender-responsive work. The sessions, led by experts from various domains, facilitated knowledge exchange and fostered a collaborative environment for actionable insights.

This workshop underscored the importance of integrating gender perspectives in financial planning and governance, setting the stage for more inclusive policies and practices in the future.

By bringing together professionals with expertise in different areas, the workshop allowed for a rich exchange of ideas and experiences among officers from different department of State government. This cross-disciplinary approach was applied to broaden the participants' perspectives on gender-responsive initiatives. The interactive nature of the sessions facilitated engagement and active participation, ensuring that the attendees not only absorbed theoretical knowledge but also gained practical insights that could be applied in their respective roles in the departments.

Overall, the workshop played a pivotal role in creating awareness, building capacities, and laying the groundwork for a more gender-inclusive approach within the participants' professional spheres.



**Arun Jaitley National Institute of Financial Management**  
(Nodal Centre at Central Level for Women Development & Gender Studies,  
Ministry of Women and Child Development, Govt. of India)

In collaboration with

**Anna University, Chennai**

**Organising the Two-Day State Level Workshop  
on  
Gender Responsive Budgeting**

**On February 1<sup>st</sup> - 2<sup>nd</sup>, 2024 @ 10:00 am at  
Sivalingam Hall, IQAC Building 1<sup>st</sup> Floor, Anna University, Chennai**

#### **Inauguration**

Time	Events
10:00 AM – 10:03 AM	Arrival of Dignitaries on the Dais
10:03 AM – 10:05 AM	Tamizh Thai Vaazhth
10:05 AM – 10:10 AM	Lighting of Lamp
10:10 AM – 10:15 AM	<b>Welcome of dignitaries</b> – Dr Kavitha Shanmugam, Assistant Professor, Department of Management, Anna University
10:15 AM – 10:20 AM	<b>Welcome address</b> – Dr Chitra Dey, Assistant Professor Department of Management Studies, Anna University
10:20 AM – 10:30 AM	<b>Concept Note, Context and theme of the Workshop</b> – Dr B.K Pandey, Professor of Practice, Arun Jaitley National Institute of Financial Management
10:30 AM – 10:35 AM	<b>Special Address</b> – Dr Jayanth Jacob, Professor Department of Management Studies, Anna University
10:35 AM – 10:40 AM	<b>Felicitation Address</b> – Tmt V. Amuthavalli, IAS, Commissioner, Department of Social Welfare, Tamil Nadu Government
10:40 AM – 10:50 AM	<b>Presidential address</b> - Dr L. Suganthi, Dean, CEG Campus, Anna University
10:50 AM – 11:05AM	<b>Inaugural Address</b> – Ms. Vandana Jena, Ex-Secretary, Department of Land Resources, Ministry of Rural Development & Ex-Principal Advisor, Planning Commission of India
11:05 AM – 11:10 AM	<b>Vote of Thanks</b> - Dr Jaya Bhalla, Associate Professor (SG) & Faculty In-charge, Gender Budgeting, AJNIFM
11:10 AM – 11:15 AM	Group Photo
11:15 AM – 11:30 AM	Tea Break

<b>Day 1</b>	<b>1<sup>st</sup> February 2024</b>
	<b>Technical Session –I</b>
11:30 AM – 12:30 PM	<b>Topic:</b> Gender Responsive Budgeting and Gender Equality: An Overview <b>Speaker:</b> Ms. Vandana Jena, Ex-Secretary, Department of Land Resources, Ministry of Rural Development & Ex-Principal Advisor, Planning Commission of India
12:30 PM – 01:30 PM	<b>Topic:</b> Understanding Gender budgeting: Emerging Regional, National and Global perspective <b>Speaker:</b> Dr B.K Pandey, Professor of Practice, Arun Jaitley National Institute of Financial Management
01:30 PM – 02:30 PM	<b>Lunch</b>
	<b>Technical Session –II</b>
02:30 PM – 03:30 PM	<b>Topic:</b> Mechanisms for operationalizing Gender Budgeting and the Budget Cycle and Gender Budgeting <b>Speaker:</b> Shri Satyen Lama, Professor, Arun Jaitley National Institute of Financial Management
03:30 PM – 03:45 PM	<b>Tea Break</b>
03:45 PM – 04:45 PM	<b>Topic:</b> Tamil Nadu pathways to Gender Budgeting <b>Speaker:</b> Dr R Sujatha, Senior SDG Consultant, Planning and Development Department, Govt. of Tamil Nadu

<b>Day 2</b>	<b>2<sup>nd</sup> February 2024</b>
	<b>Technical Session- III</b>
09:45 AM – 10:30 AM	<b>Topic:</b> Role of State Officials in the GRB Space (Online session). <b>Speaker:</b> Dr Sanghamitra Dhar, Programme Lead – Gender Responsive Budgeting, UN Women.
10:35 AM – 12:15 PM	<b>Topic:</b> Gender Budgeting in Tamil Nadu; Achievements and way forward <b>Speaker:</b> Ms. Kamatchi Sundaramurthy, Assistant Director, Social Watch, Tamil Nadu
12:15 PM – 12:30 PM	<b>Tea Break</b>
12:30 PM – 01:05 PM	<b>Topic:</b> The influencing factors and missing links of Gender Budgeting <b>Speaker:</b> Ms. L. Suganthi, (CEG),
01:05 PM – 01:40 PM	<b>Topic:</b> Analysis & Implementation of Schemes in Tamil Nadu through Gender lens <b>Speaker:</b> Ms. Shilu Francis, President, Tamil Nadu Women Collective
01:40 PM – 02:30 PM	<b>Lunch Break</b>

	<b>Technical Session- IV</b>
02:30 PM – 03:30 PM	<p><b>Topic:</b> State level initiatives in Gender Budgeting</p> <p><b>Speaker:</b> Mr. Satyen Lama, Professor, Arun Jaitley National Institute of Financial Management</p>
03:35 PM – 04:45 PM	<p><b>Topic:</b> Gender Budgeting- Interactive Session and Activity based learning about Gender Budgeting in Schemes/ Programmes</p> <p><b>Speaker:</b> Dr Jaya Bhalla, Associate Professor (SG), Arun Jaitley National Institute of Financial Management</p>
04:45 PM – 05:30 PM	Valediction and Distribution of Certificates.

**Programme Evaluation:****Feedback from the participants****Arun Jaitley National Institute of Financial Management****Two Days Workshop on Gender Responsive Budgeting****In collaboration with Anna university, Chennai****1<sup>st</sup> & 2<sup>nd</sup> February, 2024****Feedback**

<b>Workshop Venue &amp; Environment</b>	<b>Food Quality</b>	<b>Study Material</b>	<b>Learning Outcomes</b>	<b>Overall Rating of the Workshop</b>
4.89	4.05	4.53	4.68	4.68
<b>Excellent</b>	<b>Very Good</b>	<b>Excellent</b>	<b>Excellent</b>	<b>Excellent</b>

<b>Gender Responsive Budgeting and Gender Equality: An Overview</b>	<b>Understanding Gender Budgeting Emerging Regional, National and Global Perspective</b>	<b>Mechanisms for operationalizing Gender Budgeting and the Budget Cycle and Gender Budgeting</b>	<b>Tamil Nadu Pathways to Gender Budgeting</b>	<b>Gender Budgeting in Tamil Nadu Achievements and way forward</b>
<b>Ms. Vandana Jena</b>	<b>Dr B K Pandey</b>	<b>Sh. Satyen Lama</b>	<b>Dr R Sujatha</b>	<b>Ms. Kamatchi Sundermurthi</b>
4.68	4.68	4.53	4.79	4.74
<b>Excellent</b>	<b>Excellent</b>	<b>Excellent</b>	<b>Excellent</b>	<b>Excellent</b>
<b>Role of State Officials in the GRB Space (online session)</b>	<b>Analysis &amp; Implementation of Schemes in Tamil Nadu through Gender lens</b>	<b>State Level initiatives in Gender Budgeting</b>	<b>Gender Budgeting - Interactive Session and Activity based learning about Gender Budgeting in Schemes / Programmes</b>	
<b>Dr Sanghamitra Dhar</b>	<b>Ms. V Revathi</b>	<b>Sh. Satyen Lama</b>	<b>Dr Jaya Bhalla</b>	
4.21	4.53	4.11	4.84	
<b>Very Good</b>	<b>Excellent</b>	<b>Very Good</b>	<b>Excellent</b>	

\*5=Excellent, 4=Very Good, 3=Good, 2=Fair &amp; 1=Poor

### **Comments of the Participants**

1. Looming is the process to develop knowledge. This workshop gave valuable opportunities to learn myself about gender responsive budget on 01.02.2024 to 02.02.2024. I thank you to our AJNIFM and Anna University for organizing this state level workshop. All the themes really needful for handling gender responsive budget.
2. Very Good
3. Workshop very educative. Workshop may be extended to all the colleges & university students too. Thank so much to the Arun Jaitley National Institute of Financial Management and Anna University, Chennai. Hats off. One more feather in the cap of Anna University.
4. More of this please. Academic environment such as their interfacing with official ecosystem will increase the efficiency of administrative process. Seeking.
5. Was a very good opportunity to see the budget in a different angle? Hugely appreciate the topics and making us brainstorm ideas.
6. More activity-based programmes. Want more sessions in Tamil Language. Join together all Govt. & Private Sector women.
7. More, activities, more days (2 days not enough for the workshop).
8. Programme / training was very insightful. Workshop to be conducted in a very short time, it is tough but this has been established perfectly.
9. The workshop was super. The faculties are very friendly and energetic. The need for Gender Budget also discussed in elaborate manner. Overall the workshop ended as excellent.
10. Now Tamil Nadu Government is giving more importance for Gender Budgeting and conducting meeting and the workshop with support of Arun Jaitley National Institute of Financial Management. The speakers have presented their knowledge in good manner. The Anna University exchanges the workshop in a excellent manner. The provided study material is also very helpful. AJNIFM is excellent.
11. The Faculty were well versed in the subject and articulated the topics in detail and with clarity.
12. Programme was organized very well.

**List of Resource Persons in the Gender Responsive Budgeting Worksop are as follows:**

1. Ms. Vandana Jena, Ex-Secretary, Dept. of Land Resources, Ministry of Rural Development and Ex-Principal Advisor, Planning Commission of India.
2. Dr Sanghamitra Dhar, Programme Lead – Gender Responsive Budgeting, UN Women
3. Dr R Sujatha, Senior SDG Consultant, Planning and Development Department, Govt. of Tamil Nadu
4. Ms. Kamatchi Sundaramurthy, Assistant Director, Social Watch, Tamil Nadu
5. Ms. Shilu Francis, President, Tamil Nadu Women Collective
6. Dr B.K. Pandey, Professor of Practice, Arun Jaitley National Institute of Financial Management (AJNIFM).
7. Shri Satyen Lama, Professor, Arun Jaitley National Institute of Financial Management (AJNIFM).
8. Dr Jaya Bhalla, F/I, Gender Budgeting, Associate Professor (SG), Arun Jaitley National Institute of Financial Management (AJNIFM).

**Annexure (D)****List of Participants attended for the GRB Workshop**

<b>S. No.</b>	<b>Name of Participants</b>	<b>Designation</b>	<b>Institution</b>
1	Tmt S. Ruth Vennila	Joint Director of child Welfare	Social Welfare and Women Empowerment Department, Secretariate
2	Thiru.K. Varatharajan	Financial Officer	Social Welfare and Women Empowerment Department
3	Tmt. M. Sumathi	Accounts Officer	Social Welfare and Women Empowerment Department
4	D.J. Jennifer	Social Welfare Specialist	Tamil Nadu Women Employment and Safety Project
5	Selvi U. Kiruthika	Research training Specialist	State Hub for Empowerment of Women
6	Tmt. Poonkodai	Senior Counsellor	OSC
7	P. Vijaya Pandi	Specialist in Finance Literacy	District Hub Empowerment Of Women
8	Thiru. Desappan	District Mission Coordinator	District Hub Empowerment Of Women
9	Uma Mageshwari R	Gender Specialist	District Hub Empowerment Of Women
10	Selvi. Roshni	Gender Specialist	District Hub Empowerment Of Women
11	Kavitha Singaravelu	Additional CEO (livelihood)	Tamil Nadu Corporation for Development of Women
12	Tmt. G. Saraswathy	AO (Budget)	IDC DIC
13	Myvizhi B	CM Fellow	Finance
14	Dr Meera Sunderrajan	Doctor	Gender Policy Lab
15	Dr Vaishnavi	Doctor	Gender Policy Lab
16	Prithviraj	IAS	DS Finance
17	Revathy	Additional CEO (Finance)	JS Finance
18	V. Bharanidharan	Chief Accounts Officer	Social Welfare and Women Empowerment Department
19	Purna Chandrasekhar P	JWM	Heavy Vehicles Factory
20	Dipin K.K	JWM	Heavy Vehicles Factory
21	S. Padma	DPH Officer, AO	Department of Public Health and Preventive Medicine
22	M.R. Rekha	Assistant Reg.Dean, CEG	Armoured Vehicles Nigam Ltd
23	C. Deepa	Assistant, FA50 Section	Anna University
24	N. Dinakaran	Assistant, FA-100	Anna University
25	G. Mohanavalli	Assistant, FA-40	Anna University
26	K. Prabakaran	Lab Assistant, Office of Dean, A. C. Tech	A. C. Tech, Anna University
27	N. Pathipan	Assistant, FA-40	Anna University
28	V.V.S. Usha	Assistant Registrar	MIT, Anna University

29	Dr Vaishnavie K	Assistant Programme Officer	National Health Mission
30	Dr G. Nanda	Program Officer	Tamil Nadu Health System Reform Program
31	S. Selva Bharathi	Senior Counsellor, One Stop Centre	District Social Welfare Office
32	Sabari Somasundaram	CM Fellow	Special Program Implementation Department
33	Priyanga. G	CM Fellow	Special Program Implementation Department
34	R. Muralee	Senior Consultant, AU	Anna University
35	A. Mangaiyarkharasi	District Social Welfare Officer	Social Welfare
36	R. Shanmuga Priya	CM Fellow	Special Program Implementation Department
37	Ganesh Bharathi I P	CM Fellow	Special Program Implementation Department
38	Vinolia S	DSWO	Tamil Nadu Women Employment and Safety Project
39	T. Mana Jusler Kalsingh	Consultant SPI	Special Program Implementation Department
40	S. Kala	AAO	Greater Chennai Corporation
41	M. Ramachandran	Assistant Accounts (FAIC)	Greater Chennai Corporation
42	Mana Jusler Kalsingh	Consultant SPI	Special Program Implementation Department
43	S Kala	AAO	Greater Chennai Corporation
44	M Ramachandran	AAO	Greater Chennai Corporation
44	M Ramachandran	AAO	Greater Chennai Corporation
45	Binoy Varghea	Assistant Director	Ministry of Micro, Small & Medium Enterprises
46	V Vijayanan	Office Superintendent	Ministry of Micro, Small & Medium Enterprises
47	Vinod J	STO	Ministry of Micro, Small & Medium Enterprises

**Group Photograph of the Respected Faculty Members of AJNIFM, Faridabad and Anna University, Chennai and participants.**





**Two Days State Level Workshop  
on  
Gender Responsive Budgeting  
at  
Anna University, Chennai**





**State-Level**  
**Gender Responsive Budgeting Workshop**  
**Organised by**



अरुण जेटली  
राष्ट्रीय वित्तीय प्रबन्धन संस्थान  
(वित्त मंत्रालय, भारत सरकार)  
**Arun Jaitley**  
**National Institute of Financial Management**  
(Ministry of Finance, Government of India)



**In Collaboration with**

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MINISTRY OF  
**WOMEN AND  
CHILD DEVELOPMENT**

