



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 NATIONAL LEVEL WORKSHOP**  
ON  
**“GENDER RESPONSIVE BUDGETING”**

**18<sup>th</sup> & 19<sup>th</sup> March 2024**

**ORGANISED**  
**BY**

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

**Hosted at**

**India International Centre, Delhi**

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

## Workshop Report

### Workshop on Gender Responsive Budgeting at National Level

(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)



#### Hosted at:

India International Centre, New Delhi

#### Dates:

18<sup>th</sup> and 19<sup>th</sup> March 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 to 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:

- Addressing Gender Disparities: 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.
- Promoting Gender Equality: 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.
- Enhancing Accountability and Transparency: 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.
- Improving Governance: 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 National–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 National 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 National 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 provide participants with the necessary knowledge and skills
3. To analyse budgets through a gender lens, identify gender–specific needs and priorities, and advocate for gender–responsive policies and resource allocations.
4. To facilitate dialogue and collaboration among various stakeholders, including government officials, civil society organizations, community leaders, and marginalized groups, to jointly develop strategies for integrating gender considerations into budgeting processes.
5. To empower participants to advocate for the mainstreaming of gender–responsive budgeting principles and practices within local government policies and programs.
6. To develop concrete action plans tailored to the specific context of the district, outlining steps for implementing gender–responsive budgeting initiatives and monitoring progress towards gender equality outcomes.

**Attendees: 41 participants attended the workshop from different departments and organizations including the following:**

S. No.	Department
1)	Ministry of Earth Sciences
2)	Department of Animal Husbandry and Dairying
3)	Department of Legal Affairs
4)	Ministry of Statistics & Programme Implementation
5)	Department of Water Resources, River Development & Ganga Rejuvenation
6)	Ministry of Consumer Food & Public Distribution, Department of Consumer Affairs
7)	Department of Consumer Affairs
8)	Ministry of Information and Broadcasting
9)	Ministry of Textiles
10)	Ministry of Coal
11)	Ministry of Ayush
12)	Ministry of Tourism
13)	Ministry of Culture
14)	Ministry of Finance

15)	Ministry of Steel
16)	Ministry of Rural Development
17)	Ministry of Skill Development & Entrepreneurship
18)	Ministry of Social Justice and Empowerment
19)	Department of Science and Technology
20)	NITI Aayog

**(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 18<sup>th</sup> March to 19<sup>th</sup> March 2024.

### **Inaugural Session:**

The inaugural function of the workshop commenced with the registration of participants followed by the arrival of dignitaries. Planters extended a warm welcome to the esteemed guests. Dr Jaya Bhalla, Associate Professor (SG) and Faculty Incharge of Gender Budgeting at the Nodal Centre for Women and Gender Studies, AJNIFM, delivered the welcome address. Subsequently, Dr B.K Pandey, Professor of Practice at AJNIFM, provided insights into the concept, context, and theme of the workshop. Shri Praveen Kumar, Director of AJNIFM, delivered the keynote address, while Shri Dhrijesh Kumar Tiwari, Statistical Adviser for Gender & Child Budgeting at the Ministry of Women and Child Development, delivered a special address.





Ms. Vandana Jena, former Secretary of the Department of Land Resources at the Ministry of Rural Development and former Principal Advisor at the Planning Commission of India, delivered the inaugural address. The vote of thanks was extended by Shri Satyen Lama, Professor at AJNIFM, followed by a group photo session. The proceedings were then paused for a tea break.

**(Placed at Annexure E).**

**Day 1: March 18, 2024 (Monday), Technical Session: 1**  
**11:30 AM – 12:40 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.



**Time: 12:45 PM – 01:30 PM**

**Topic:** Gender Budgeting, as a PFM innovation (Online Session)

**Speaker:** Ms. Lekha Chakarvorty, Professor, National Institute of Public Finance and Policy.

Dr Lekha Chakarvorty discussed the concept of Gender budgeting as a Public Financial Management (PFM) innovation aimed at ensuring that public resources are allocated and managed in a way that promotes gender equality and women's empowerment. It is a tool that integrates gender perspectives into budgetary decisions, policies, and programs, ensuring that they benefit men and women equally.

She highlighted its significance. As PFM innovation, Gender budgeting helps in identifying and addressing gender inequalities by ensuring that public resources are used to promote gender equality and women's empowerment. By integrating gender perspectives into budgetary decisions, gender budgeting enhances accountability and transparency in the allocation and use of public funds. Gender budgeting ensures that policies and programs are designed and implemented in a way that they effectively address the needs and priorities of both men and women, leading to more sustainable and impactful outcomes. Through gender budgeting, women's participation in decision-making processes related to budgetary allocations is encouraged, leading to their greater empowerment and inclusion in public life.

While answering the query, she highlighted the challenges which this system faces like lack of gender-disaggregated data, Limited capacity and expertise in gender analysis and budgeting within government institutions, resistance from traditional budgetary processes and stakeholders who may not see the immediate benefits of gender budgeting.

While concluding her session, she again emphasised how gender budgeting is a significant PFM innovation that holds the potential to transform the way public resources are allocated and managed to promote gender equality and women's empowerment. Despite the challenges, its adoption can lead to more inclusive, equitable, and effective public policies and programs.

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

**Topic:** Role of Central Ministries in the GRB Space.

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

Gender-responsive budgeting (GRB) aims to integrate a gender perspective into all stages of the budgetary process, ensuring that government budgets address gender inequalities and promote gender equality. Dr Dhar discussed the key roles played by Central ministries in implementing gender-responsive budgeting initiatives. Here's how various ministries typically contribute:

**1. Ministry of Finance:**

- Formulates budget policies and guidelines to integrate gender considerations into the budget process.
- Allocates resources for gender equality programs and initiatives across sectors.
- Supports capacity building within government agencies for gender-responsive budgeting.

**2. Ministry of Women and Child Development:**

- Leads efforts to mainstream gender considerations in policies, programs, and budgets across sectors.
- Provides guidance and technical support to other ministries for integrating gender concerns into their budgetary allocations.
- Monitors and evaluates the implementation of gender-responsive budgeting initiatives.

**3. Ministry of Health and Family Welfare:**

- Ensures budget allocations address women's health needs, including maternal and reproductive health services.
- Allocates resources for programs aimed at reducing gender-based health disparities and improving access to healthcare for women and girls.

**4. Ministry of Education:**

- Allocates funds for initiatives promoting girls' education, including scholarships, infrastructure development for girls' schools, and gender-sensitive curriculum development.
- Supports efforts to address barriers to girls' education and promote gender equality in educational outcomes.

**5. Ministry of Rural Development:**

- Allocates resources for gender-responsive rural development programs, including women's empowerment initiatives, livelihood opportunities for women, and access to social protection schemes.
- Ensures that rural development budgets address the specific needs and priorities of women in rural areas.

**6. Ministry of Labor and Employment:**

- Allocates funds for gender-responsive labor market policies and programs, including measures to address gender wage gaps, promote women's employment, and ensure decent working conditions for women.



- Supports initiatives to eliminate gender-based discrimination and harassment in the workplace.

## 7. Ministry of Social Justice and Empowerment:

- Allocates resources for programs benefiting marginalized and vulnerable groups, including women from socially and economically disadvantaged backgrounds.
- Ensures that budgets address the specific needs and priorities of women belonging to marginalized communities, such as Dalit women, tribal women, and women with disabilities.

These ministries collaborate to mainstream gender considerations into budgetary allocations, policies, and programs across various sectors, aiming to advance gender equality and women's empowerment through effective resource allocation and policy implementation.



**03:45 PM – 05:00 PM**

**Topic:** Gender Responsive Budgeting and tools for implementation

**Speaker:** Ms. Aasha Kapur Mehta, Chairperson, Centre for Gender Studies. Institute for Human Development

To effectively implement gender budgeting, countries should adopt an approach that integrates with their existing budgeting systems. A more advanced strategy involves embedding gender perspectives throughout the entire budget process. Various tools utilized across OECD countries include:

- Gender impact assessments: Evaluating how budget measures, both new and existing, affect gender equality, both before and after implementation.
- Gender considerations in performance setting: Incorporating gender equality indicators and goals within the performance budgeting framework.
- Gender budget statements: Summarizing how budget measures aim to support gender equality priorities.
- Gender budget tagging: Monitoring how programs and activities contribute to gender equality objectives, facilitating the tracking of financial allocations.
- Gender considerations in evaluation and performance audit: Assessing whether policies and programs achieve gender-related goals.

- Gender considerations in spending review: Ensuring that reallocating funds positively impacts gender equality objectives.

Ms. Mehta discussed that the effective implementation of gender budgeting relies on a supportive enabling environment. This encompasses several key components, including:

- Systematic collection of gender-disaggregated data.
- Training and capacity development for government personnel.
- Engaging and consulting citizens and experts, possibly through structured interactions with civil society or the establishment of an expert/consultative group to advise on gender budgeting. This ensures a diverse range of inputs and viewpoints, including critical perspectives.
- Oversight by accountability institutions such as parliament and the supreme audit institution to hold the government publicly accountable for implementing gender budgeting.

These elements create a foundation for successful gender budgeting initiatives, facilitating informed decision-making and ensuring transparency and accountability in the process.

## **Day 2: March 19, 2024 (Tuesday) Technical Session: 3**

**10:00AM – 11:15AM**

**Topic:** Application of Gender Budgeting in Skill Development

**Speaker:** Ms. Vinita Agrawal, IES (Retd.), Executive Member, National Council for Vocational Education and Training

The application of gender budgeting in skill development involves integrating gender perspectives into policies, programs, and budgets related to education, training, and employment opportunities. Here's how gender budgeting can be applied in skill development:

1. **Gender Analysis:** Conducting gender analysis to understand existing gender disparities in skill development, including access to education and training, types of skills acquired, and employment outcomes. This analysis helps identify barriers faced by women and men and informs targeted interventions.
2. **Resource Allocation:** Allocating resources in the budget specifically for gender-responsive skill development initiatives. This may include funding for vocational training programs tailored to the needs of women, scholarships or stipends to encourage women's participation in skill-building courses, and support for women-owned businesses and entrepreneurship development.
3. **Gender Budget Statements:** Integrating gender budget statements into the budgeting process for skill development. These statements provide a transparent overview of how budget allocations contribute to gender equality goals, highlighting expenditures aimed at enhancing women's access to education, training, and employment opportunities.
4. **Gender-Responsive Training Programs:** Designing and implementing training programs that are gender-responsive and address the specific needs and preferences of women and men. This may involve offering flexible training schedules, childcare support, and mentorship opportunities to facilitate women's participation in skill development activities.

5. **Monitoring and Evaluation:** Incorporating gender indicators into monitoring and evaluation frameworks to track progress in gender equality outcomes in skill development. Regular assessments help identify gaps, measure the effectiveness of interventions, and adjust policies and programs accordingly.
6. **Stakeholder Engagement:** Engaging stakeholders, including government agencies, civil society organizations, employers, and educational institutions, in the design and implementation of gender-responsive skill development initiatives. Collaboration fosters partnerships, enhances coordination, and ensures that interventions are responsive to the needs of diverse groups.
7. **Gender-Responsive Employment Policies:** Developing and implementing policies that promote gender equality in employment, including measures to address wage gaps, eliminate discrimination, and create inclusive work environments. Skill development programs should be aligned with broader efforts to improve women's participation and advancement in the workforce.

By integrating gender budgeting principles into skill development policies and programs, governments can address gender disparities, enhance women's economic empowerment, and contribute to more inclusive and equitable societies.

### 11:30 AM – 12:30 PM

**Topic:** The influencing factors and missing links of Gender Budgeting (online Session)

**Speaker:** Dr L. Suganthi, Dean, CEG Campus, Anna University, Chennai

Gender budgeting, while a powerful tool for promoting gender equality and women's empowerment, can face various influencing factors and encounter missing links in its implementation. Here are some key factors and missing links:

1. **Political Will and Commitment:** The level of political will and commitment from government leaders and policymakers significantly influences the success of gender budgeting. Without strong support from decision-makers, gender budgeting initiatives may lack resources, visibility, and sustained momentum.
2. **Institutional Capacity and Expertise:** Adequate institutional capacity and expertise within government agencies are crucial for implementing gender budgeting effectively. This includes the availability of skilled personnel with knowledge of gender analysis, budgeting processes, and data collection methodologies.
3. **Data Availability and Quality:** The availability and quality of gender-disaggregated data play a critical role in gender budgeting. Insufficient or unreliable data can hinder the identification of gender disparities, the formulation of targeted interventions, and the monitoring of progress towards gender equality goals.
4. **Civil Society Engagement:** Meaningful engagement with civil society organizations, women's groups, and other stakeholders is essential for ensuring the relevance, inclusivity, and transparency of gender budgeting initiatives. The absence of robust civil society participation can limit accountability and overlook important gender perspectives.

5. **Resource Allocation and Prioritization:** Adequate resource allocation and prioritization of gender equality goals within government budgets are fundamental for advancing gender-responsive policies and programs. Without sufficient funding and prioritization, gender budgeting efforts may remain underfunded or marginalized.
6. **Policy Coherence and Integration:** Gender budgeting should be integrated into broader policy frameworks and development plans to ensure coherence and synergy across different sectors and levels of government. Fragmentation or lack of coordination between gender budgeting initiatives and other policy areas can lead to inefficiencies and missed opportunities for impact.
7. **Monitoring and Evaluation Mechanisms:** Effective monitoring and evaluation mechanisms are essential for assessing the impact of gender budgeting interventions, identifying areas for improvement, and holding governments accountable for progress towards gender equality outcomes. Weak monitoring and evaluation systems can impede learning and hinder accountability.
8. **Legal Framework and Institutional Mechanisms:** A supportive legal framework and institutional mechanisms are necessary for mainstreaming gender equality principles into budgetary processes and ensuring sustained implementation of gender budgeting. The absence of legal mandates or institutional structures dedicated to gender budgeting can limit its institutionalization and longevity.

Addressing these influencing factors and bridging the missing links in gender budgeting requires concerted efforts from governments, civil society, development partners, and other stakeholders. It involves strengthening political commitment, enhancing institutional capacity, improving data availability and quality, fostering inclusive participation, prioritizing resource allocation, promoting policy coherence, and establishing robust monitoring and evaluation mechanisms.

**12:30AM – 1:30 PM**

**Topic:** Experience Sharing of GRB from 2005–2023.

**Speaker:** Ms. Sudha P. Rao, IAS (Retd), Ex– Principal Advisor, Ministry of Agriculture and Farmers welfare, Ex– Advisor, Planning Commission.

Ms Rao gave a general overview of key trends and developments in the implementation of GRB during 2005–2023:

1. **Global Expansion of GRB Initiatives:** Since the early 2000s, there has been a growing recognition of the importance of gender equality in budgeting processes globally. Many countries, particularly in regions like Europe, Latin America, and Asia, have introduced GRB initiatives during this period, often supported by international organizations such as the United Nations, World Bank, and OECD.
2. **Legislation and Policy Frameworks:** Several countries have enacted legislation or adopted policy frameworks to institutionalize GRB. For example, countries like Rwanda, South Africa, and the Philippines have integrated GRB into their national planning and budgeting processes through legal mandates and government policies.



3. **Capacity Building and Training:** Capacity building and training programs have been conducted to enhance the skills and knowledge of policymakers, government officials, civil society organizations, and other stakeholders on GRB concepts, methodologies, and tools. These initiatives aim to strengthen the implementation of GRB and promote its mainstreaming across sectors.
4. **Gender Budget Statements:** Many countries have introduced gender budget statements (GBS) as a tool to analyze the gender impact of budgetary allocations and policies. GBS provide a transparent overview of how government resources are allocated to address gender disparities and promote gender equality goals.
5. **Civil Society Engagement:** Civil society organizations (CSOs) have played a crucial role in advocating for GRB, monitoring budget processes, and holding governments accountable for gender-responsive policies and expenditures. CSOs have actively participated in GRB initiatives through research, advocacy campaigns, and policy dialogue.
6. **Challenges and Limitations:** Despite progress, challenges persist in the implementation of GRB. These include limited capacity and resources, inadequate gender-disaggregated data, resistance to change within government institutions, and insufficient political commitment. Addressing these challenges requires sustained efforts and collaboration among stakeholders.
7. **Impact and Outcomes:** GRB has contributed to raising awareness about gender inequalities in budgeting processes and promoting policy interventions to address them. While the impact of GRB varies across countries and sectors, there is evidence of positive outcomes in terms of improved gender equality indicators, enhanced access to services for women and girls, and increased budget allocations for gender-responsive programs.

Overall, the period from 2005 to 2023 has witnessed significant advancements in the implementation of GRB globally, accompanied by challenges and opportunities for further progress. Sharing experiences and lessons learned from GRB initiatives during this period can inform future efforts to advance gender equality in budgeting processes and promote inclusive and equitable development.

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

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

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



Understanding gender budgeting from emerging regional, national, and global perspectives involves examining trends, initiatives, challenges, and achievements in the integration of gender considerations into budgetary processes across different levels of governance. Here's an overview of each perspective:

## 1. Regional Perspective:

- **Europe:** Several European countries have made significant strides in implementing gender budgeting, with countries like Sweden, Austria, and Spain leading the way. The European Union has also promoted gender mainstreaming in its policies and budgeting processes.
- **Latin America:** Countries like Mexico, Argentina, and Ecuador have implemented gender budgeting initiatives aimed at addressing gender disparities in resource allocation and policy formulation. Regional organizations such as the Economic Commission for Latin America and the Caribbean (ECLAC) have supported gender-responsive budgeting efforts in the region.
- **Asia-Pacific:** Countries such as South Korea, Nepal, and the Philippines have integrated gender budgeting into their national planning and budgeting processes. Regional organizations like the Asian Development Bank (ADB) have provided technical assistance and capacity-building support for gender-responsive budgeting in the region.

## 2. National Perspective:

- **Legislation and Policy Frameworks:** Many countries have enacted legislation or adopted policy frameworks to institutionalize gender budgeting. Examples include Rwanda's Gender Monitoring Office, South Africa's Women's Budget Initiative, and India's Gender Budget Statement.
- **Capacity Building and Training:** Governments and civil society organizations have conducted capacity-building programs and training workshops to enhance awareness and skills in gender budgeting among policymakers, government officials, and other stakeholders.
- **Civil Society Engagement:** Civil society organizations have played a vital role in advocating for gender-responsive budgeting, monitoring budget processes, and holding governments accountable for gender equality commitments.

## 3. Global Perspective:

- **International Organizations:** International organizations such as the United Nations, World Bank, and OECD have promoted gender mainstreaming and gender-responsive budgeting as integral components of sustainable development. They provide technical assistance, guidelines, and best practices to support countries in implementing gender budgeting initiatives.
- **Global Advocacy:** Global advocacy efforts by women's rights organizations, feminist movements, and networks have raised awareness about the importance of gender budgeting in achieving gender equality and women's empowerment. These efforts have influenced policy agendas and shaped international development priorities.
- **Monitoring and Reporting:** Global initiatives such as the UN Sustainable Development Goals (SDGs) and the Beijing Platform for Action include targets and indicators related to gender equality and women's rights, encouraging countries to monitor progress and report on gender-responsive budgeting efforts.

Overall, understanding gender budgeting from regional, national, and global perspectives requires analyzing the contextual factors, policy frameworks, implementation strategies, and outcomes associated with efforts to integrate gender considerations into budgetary processes at different levels of governance.

### **03:30 PM – 04:30 PM**

**Topic:** Experience Sharing on Gender Budgeting by the Participants

**Co-ordinating Speakers:**

1. Mr. Satyen Lama, Professor, AJNIFM
2. Dr Jaya Bhalla, Associate Professor (SG), AJNIFM



In this session, the participants shared their experience of handling GRB issues in their respective departments. One of the important learnings from this experiential sharing exercise was that the program / scheme division which has the prime responsibility for execution, implementation and monitoring of the scheme must be made responsible for looking at various components of the program from the gender lens, in addition to the gender budgeting cell.

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

**In the valedictory session on the 19<sup>th</sup> March 2024 the workshop concluded** with several significant recommendations including

1. **Mandatory provision:** One of the suggestions was to make gender-based budgeting mandatory to enhance its practicality and effectiveness.
2. **Gender Budgeting in so-called gender-neutral department:** It emerged that every department / schemes can be examined from the perspective of gender and it is not appropriate to label any department as gender neutral.
3. The workshop facilitated active learning and reignited participants' motivation to advance GRB in their respective departments for the cause of creating a more equitable society.
4. The program / scheme division has the prime responsibility for execution, implementation and monitoring of the scheme. Therefore, it would be desirable to involve them while applying gender lens, in addition to the gender budgeting cell.

5. Overall, the workshop played a pivotal role in creating awareness, building capacities, and laying the groundwork for a more gender-inclusive budgeting within the central government's departments and ministries.
6. The workshop ended with the distribution of participation certificates to all the attendees.

**Outcome:**

The workshop provided a comprehensive platform for central-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. This cross-disciplinary approach was intended 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.





**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)

**Organising the Two-Day National Level Workshop  
On  
Gender Responsive Budgeting**

**18<sup>th</sup> –19<sup>th</sup> March, 2024**

**at**

**Conference Hall–1, First Floor, India International Centre, New Delhi**

**Inaugural Session**

**Minute to Minute Programme: Day 1**

<b>Time</b>	<b>Events</b>
09:30 AM – 10:00 AM	Registration of the Participants
10:00 AM – 10:03 AM	Arrival of Dignitaries
10:03 AM – 10:05 AM	Welcome of dignitaries by planters
10:05 AM – 10:10 AM	Welcome address by Dr Jaya Bhalla, Associate Professor (SG) and Faculty Incharge Gender Budgeting, Nodal Centre, Women and Gender Studies, AJNIFM
10:10 AM – 10:20 AM	Concept Note, Context and theme of the Workshop – Dr B.K Pandey, Professor of Practice, AJNIFM
10:20 AM – 10:30 AM	Keynote Address by Shri Praveen Kumar, Director AJNIFM
10:30 AM – 10:40 AM	Special Address by Shri Dhrijesh Kumar Tiwari, Statistical Adviser, Gender & Child Budgeting, Ministry of Women and Child Development
10:40 AM – 10:55 AM	Inaugural Address –Ms. Vandana Jena, Ex–Secretary, Department of Land Resources, Ministry of Rural Development & Ex–Principal Advisor, Planning Commission of India
10:55 AM – 10:58 AM	Vote of Thanks by Shri Satyen Lama, Professor, AJNIFM
10:58 AM – 11:05AM	Group Photo
11:05 AM – 11:30 AM	Tea Break

## Day 1, 18th March 2024

### Technical Session – I

- 11:30 AM – 12:40 PM **Topic:** Gender Responsive Budgeting and Gender Equality: An Overview  
**Speaker:** Ms. Vandana Jena, Ex–Secretary, Department of Land Resources, Ministry of Rural Development & Ex–Principal Advisor, Planning Commission of India
- 12:45 PM – 01:30 PM **Topic:** Gender Budgeting, as a PFM innovation (Online Session)  
**Speaker:** Ms. Lekha Chakarvorty, Professor, National Institute of Public Finance and Policy.

01:30 PM – 02:30 PM **Lunch**

### Technical Session –II

- 02:30 PM – 03:30 PM **Topic:** Role of Central Ministries in the GRB Space.  
**Speaker:** Dr Sanghamitra Dhar, Programme Lead – Gender Responsive Budgeting, UN Women.
- 03:30 PM – 03:45 PM **Tea Break**
- 03:45 PM – 04:45 PM **Topic:** Gender Responsive Budgeting and tools for implementation  
**Speaker:** Ms. Aasha Kapur Mehta, Chairperson, Centre for Gender Studies. Institute for Human Development

## Day 2, 19<sup>th</sup> March 2024

### Technical Session– III

- 10:00 AM – 11:15 AM **Topic:** Application of Gender Budgeting in Skill Development  
**Speaker:** Ms. Vinita Agrawal, IES (Retd.), Executive Member, National Council for Vocational Education and Training
- 11:15 AM –11:30 AM **Tea Break**
- 11:30 AM – 12:30 PM **Topic:** The influencing factors and missing links of Gender Budgeting (online Session)  
**Speaker:** Dr L. Suganthi, Dean, CEG Campus, Anna University, Chennai
- 12:30 PM – 01:30 PM **Topic:** Experience Sharing of GRB from 2005–2023.  
**Speaker:** Ms. Sudha P. Rao, IAS (Retd), Ex– Principal Advisor, Ministry of Agriculture and Farmers welfare, Ex– Advisor, Planning Commission.
- 01:30 PM – 02:30 PM **Lunch Break**

#### **Technical Session– IV**

02:30 PM – 03:30 PM    **Topic:** Understanding Gender budgeting: Emerging Regional, National and Global perspective

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

03:30 PM – 04:30 PM    **Topic:** Experience Sharing in Gender Budgeting by the Participants

**Co–ordinating Speakers:**

1. Mr. Satyen Lama, Professor, AJNIFM
2. Dr Jaya Bhalla, Associate Professor (SG), AJNIFM

04:30 PM – 04:45 PM    **Tea Break**

04:45 PM – 05:30 PM    **Valediction and Distribution of Certificates.**

**Programme Evaluation:****Feedback from the participants**

<b>Gender Responsive Budgeting and Gender Equality: An Overview</b>	<b>Gender Budgeting, as a PFM Innovation (Online Session)</b>	<b>Role of Central Ministries in the GRB Space</b>	<b>Gender Responsive Budgeting and tools for Implementation</b>	<b>Application of Gender Budgeting in Skill Development</b>
<b>Ms. Vandana Jena</b>	<b>Ms. Lekha Chakarvorty</b>	<b>Dr Sanghamitra Dhar</b>	<b>Prof. Asha Kapur Mehta</b>	<b>Ms. Vinita Agrawal</b>
<b>4.63</b>	<b>3.67</b>	<b>4.29</b>	<b>4.67</b>	<b>4.71</b>
<b>Excellent</b>	<b>Very Good</b>	<b>Very Good</b>	<b>Excellent</b>	<b>Excellent</b>
<b>The influencing factors and missing links of Gender Budgeting (online Session)</b>	<b>Experience Sharing of GRB from 2005 – 2023</b>	<b>Understanding Gender budgeting: Emerging Regional, National and Global Perspective</b>	<b>Experience Sharing in Gender Budgeting by Participants</b>	
<b>Dr L Suganthi</b>	<b>Ms. Sudha P Rao</b>	<b>Dr B K Pandey</b>	<b>Dr Satyen Lama &amp; Dr Jaya Bhalla</b>	
<b>4.29</b>	<b>3.96</b>	<b>4.43</b>	<b>4.63</b>	
<b>Very Good</b>	<b>Very Good</b>	<b>Very Good</b>	<b>Excellent</b>	

<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>
<b>4.46</b>	<b>4.23</b>	<b>4.08</b>	<b>4.22</b>	<b>4.33</b>
<b>Very Good</b>	<b>Very Good</b>	<b>Very Good</b>	<b>Very Good</b>	<b>Very Good</b>

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



**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. Dr Sanghamitra Dhar, Programme Lead – Gender Responsive Budgeting, UN Women
2. Ms. Lekha Chakarvorty, Professor, National Institute of Public Finance and Policy.
3. Ms. Aasha Kapur Mehta, Chairperson, Centre for Gender Studies. Institute for Human Development
4. Ms. Vinita Agrawal, IES (Retd.), Executive Member, National Council for Vocational Education and Training
5. Dr L. Suganthi, Dean, CEG Campus, Anna University, Chennai
6. Ms. Sudha P. Rao, IAS (Retd), Ex– Principal Advisor, Ministry of Agriculture and Farmers welfare, Ex– Advisor, Planning Commission.
7. Dr B.K. Pandey, Professor of Practice, Arun Jaitley National Institute of Financial Management (AJNIFM).
8. Shri Satyen Lama, Professor, Arun Jaitley National Institute of Financial Management (AJNIFM).
9. 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 &amp; Designation</b>	<b>Department</b>
1.	Ms. Punam Tiwari Sharma Joint Director (WP)	Directorate of Extension Department of Agriculture & Farmers Welfare
2.	Sh. Manish Bhatia, Director, (Administration)	Directorate of Extension Department of Agriculture & Farmers Welfare
3.	Dr Aditi Singh, (Scientist E)	Ministry of Earth Sciences
4.	Dr Shiekha Elizabeth John (Scientist D)	Ministry of Earth Sciences
5.	Dr Debalina Mitra (Assistant Commissioner, Livestock Health)	Department of Animal Husbandry and Dairying
6.	Dr Sulekha SL Assistant Commissioner (CE&P)	Department of Animal Husbandry and Dairying
7.	Shri Dhruva Kumar Singh (Chief Controller of Accounts)	Department of Legal Affairs
8.	Shri Amit Kumar (Under Secretary)	Department of Legal Affairs
9.	Shri Ziaul Haque (Director)	Ministry of Statistics & Programme Implementation
10.	Ms Aisha Saeed (Deputy Director)	Ministry of Statistics & Programme Implementation
11.	Ms. Sunita Yadav (Economic Advisor)	Department of Water Resources, River Development and Ganga Rejuvenation
12.	Sh K. Chandra Singha (Director, Integrated Finance/ Budget)	Ministry of Consumer Food & Public Distribution, Department of Consumer Affairs
13.	Sh Aman Jain, (Director, Parliament & Coord, Cooperation, Official Language)	Department of Consumer Affairs
14.	Ms Vrunda Manohar Desai (Director)	Ministry of Information and Broadcasting
15.	Ms Kirti Gupta (Under Secretary)	Ministry of Information and Broadcasting
16.	Shri Umesh Kumar Sah (AAO, BBA)	Ministry of Textiles
17.	Shri V K Madhu Consultant (B&A)	Ministry of Textiles
18.	Ms Manisha Kumari (ASO)	Ministry of Coal
19.	Shri Bhushan Verma (ASO)	Ministry of Coal
20.	Shri Bharat Kumar (SSO)	Ministry of Ayush
21.	Shri Krishan Kr. Yadav (JSO)	Ministry of Ayush

22.	Shri R. R. Verma Under Secretary (B&A)	Ministry of Tourism
23.	Ms Manjiri Kamalapurkar Assistant Director (SD)	Ministry of Tourism
24.	Shri Mohit Singh Rawat, (Section Officer)	Ministry of Culture
25.	Shri Pushkal Tiwari (Assistant Section Officer)	Ministry of Culture
26.	Shri Avinash K Nilankar DS (Admin)	Ministry of Finance Department of Expenditure
27.	Shri Ranjeev Kumar (Section Officer)	Ministry of Steel
28.	Shri Ankur Verma (Section Officer)	Ministry of Steel
29.	Shri Ajay Kumar Sahoo Under Secretary (RL)	Ministry of Rural Development
30.	Ms Sweta (SO, Budget)	Ministry of Skill Development & Entrepreneurship Capacity Building Unit
31.	Shri R.K Khatri (US), Policy Division	Ministry of Skill Development & Entrepreneurship Capacity Building Unit
32.	Ms Archana Shukla (Assistant Director)	Ministry of Social Justice and Empowerment
33.	Shri Sachin Kumar (ASO)	Ministry of Rural Development
34.	Ms Chandrima Das (Deputy Director)	Department of Water Resources
35.	Dr Charu Agarwal (Scientist D)	Department of Science and Technology
36.	Ms Hemlata (Junior Analyst)	Department of Science and Technology
37.	Shri Jitendra Kumar (Under Secretary)	Department of Water Resources
38.	Dr Chandrashekhar Godara (Consultant)	Department of Animal Husbandry & Dairying
39.	Shweta Kampani (Consultant)	NITI Aayog
40.	Dr Aakriti Gupta (Associate)	NITI Aayog
41.	Ms Vedeika Shekhar (Associate, WCD)	NITI Aayog

**Group Photograph of Director, AJNIFM, Faculty and participants of the Workshop**



# **Workshop**

## **on**

# **Gender Responsive Budgeting**



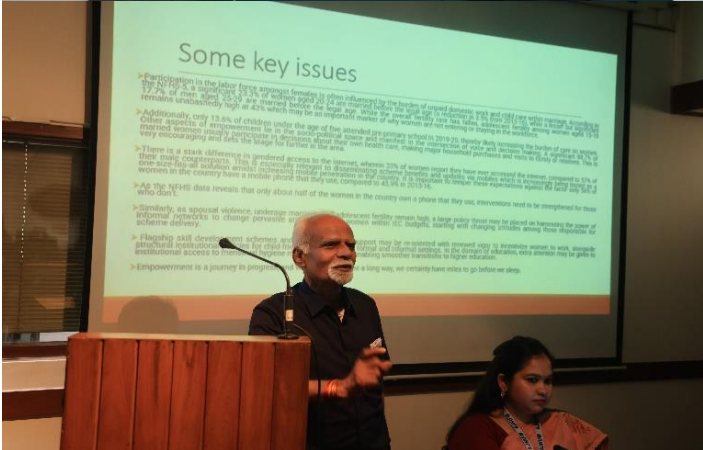


अरुण जेटली  
राष्ट्रीय वित्तीय प्रबन्धन संस्थान  
(वित्त मंत्रालय, भारत सरकार)  
Arun Jaitley  
National Institute of Financial Management  
(Ministry of Finance, Government of India)

## Two Days National Level Workshop on Gender Responsive Budgeting at India International Centre, Delhi











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