

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

**18<sup>th</sup> & 19<sup>th</sup> December 2023**

**ORGANISED**

**BY**

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

in collaboration with

**NICMAR University, Pune**

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

## Workshop Report

### Workshop on Gender Responsive Budgeting for District 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:

NICMAR University Campus, Pune, Maharashtra.  
**Venue:** Room D3, New Building, Fourth floor, NICMAR University, Pune



#### Dates:

18<sup>th</sup> and 19<sup>th</sup> December 2023

#### 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 NICMAR University, Pune 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 for the District Level officers with 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 Workshop was to sensitize the district-level officers on the significance of Gender-Responsive Budgeting at the district and regional level.

### Objectives of the Gender Responsive workshop at district 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.

**Attendees: 29 participants attended the workshop from different departments and organizations including the following (The List is placed at Annexure D)**

- Officials from department of Women and Child Development (WCD), Rural development, MSME, District Planning of Pune
- Women Representatives from Self-Help groups
- Panchayat Raj,
- Women NGOs
- Faculty members and PhD Students of NICMAR University



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

The workshop was divided into six sessions, one inaugural, four technical sessions and one valedictory spread over two days from 18<sup>th</sup> December to 19<sup>th</sup> December 2023.

#### Inaugural Session:

The workshop commenced with the registration of participants. After the ceremonial lighting of the lamp, Dr Harish Kumar Singla, the Dean of Business Studies at NICMAR University, Pune, extended a warm welcome to all attendees Dr B.K. Pandey, Professor at AJNIFM, then presented the concept note and the theme of the workshop



A special address was delivered by Shri Anil Kashyap, the Chancellor of NICMAR University, Pune, Ms. Vandana Jena, former 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, an Associate Professor (SG) at AJNIFM specializing in Gender Budgeting, following this, a group photo was taken. **(Placed at Annexure E).**

### **Day 1: December 18, 2023 (Monday), Technical Session: 1**

**11:15 AM – 12:15 PM**

**Topic: Understanding Gender and Gender Budgeting.**

**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.



In her session, Ms Vandana Jena highlighted that Gender-based budgeting (GBB) involves integrating gender perspectives into all stages of the budgetary process, from planning and formulation to implementation and evaluation. The aim is to analyze how government budgets impact different genders and ensure that budget allocations address gender disparities and promote gender equality and women's empowerment. GBB recognizes that government budgets are not gender-neutral and seeks to mainstream gender considerations into budgetary decisions and policies.

The Government of India officially adopted gender budgeting in 2005-2006, marking a significant step towards addressing gender disparities through fiscal policy. Since then, gender budgeting has been incorporated into the annual budgetary process of the Union Budget through the Gender Budget Statement (GBS). The GBS provides detailed information on allocations for women-specific schemes, programs benefiting women, and gender mainstreaming initiatives across sectors. It provides a comprehensive analysis of budgetary allocations with a gender lens, disaggregating expenditures to show how they benefit different genders and addressing specific gender-related concerns.

Despite progress, there are challenges in effectively implementing gender budgeting in India. These include limited capacity and awareness at the grassroots level, inadequate data disaggregation by gender, and challenges in monitoring and evaluating the impact of gender budgeting interventions. There are variations in the implementation of gender budgeting across states in India, with some states demonstrating greater commitment and effectiveness in mainstreaming gender considerations into budgetary processes compared to others.

Overall, while India has made strides in mainstreaming gender budgeting into its fiscal policies, there is a need for continued efforts to strengthen institutional mechanisms, enhance capacity-building initiatives, improve data collection and analysis, and ensure the effective implementation and monitoring of gender budgeting interventions to advance gender equality and women's empowerment especially at the district-level.

**12:15 PM – 01:30 PM**

**Topic: Gender Budgeting Initiatives in Maharashtra.**

**Speaker:** Shri Joglekar Dhananjaya Vinayak, World Bank Expert on Gender Budgeting.

In the second session by World Bank Expert Joglekar Dhananjaya Vinayak, he highlighted the Gender-Based Budgeting in Municipalities with detailed discussion on the implementation and significance of gender-based budgeting in local governance highlighting gender perspectives within budget processes and exercise at the Municipal Corporation and district level.

Gender-based budgeting (GBB) at the municipal level involves integrating gender perspectives into all aspects of the budgetary process within local governance structures. In Maharashtra, as in many other regions, the implementation of GBB at the municipal corporation and district levels is crucial for addressing gender disparities, promoting gender equality, and ensuring inclusive development. Here's a detailed discussion on the implementation and significance of gender-based budgeting in local governance in Maharashtra:

**He further discussed the implementation at the Municipal Corporation level and mentioned the following:**

- Municipal corporations in Maharashtra has establish Gender Budget Cells dedicated to mainstreaming gender considerations into budgetary processes. These cells are responsible for preparing Gender Budget Statements (GBS) and coordinating gender-responsive budgeting initiatives.
- Municipalities conduct gender analysis to identify gender-specific needs, gaps, and priorities within their jurisdictions. This analysis informs budget formulation and resource allocation decisions to ensure they address the diverse needs of women, men, and other gender groups.
- Municipalities engage with stakeholders, including women's groups, community organizations, and marginalized communities, to solicit inputs and feedback on budget priorities and ensure their voices are heard in decision-making processes.

**He further conducted an exercise with the participants and emphasised the points to be considered for conducting Gender responsive Budget at the District Level and suggested the following:**

- District-level administrations in Maharashtra mainstream gender perspectives into their development plans, policies, and programs, including budgeting processes. This involves integrating gender considerations into district-level budget allocations and initiatives to address local gender disparities.
- District authorities provide training and capacity-building programs for local officials and stakeholders on gender-responsive budgeting principles and practices, enabling them to effectively integrate gender perspectives into budget processes at the grassroots level.

It was concluded that the implementation of gender-based budgeting at the municipal corporation and district levels in Maharashtra is essential for promoting gender equality, addressing gender disparities, and ensuring inclusive development. By integrating gender perspectives into budget processes and exercises, municipalities can contribute to more equitable resource allocation, improved service delivery, and enhanced governance outcomes for all residents.

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

**Topic: Importance of Gender budgeting Analysis and Capacity Building for promoting Gender Equality.**

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

The Second technical session was chaired by Dr B.K. Pandey who discussed the importance of Gender budgeting Analysis and Capacity Building for promoting Gender Equality.

Gender budgeting analysis and capacity building are crucial components in promoting gender equality for several reasons:

1. Gender budgeting analysis helps identify existing disparities between genders in access to resources, opportunities, and services. By understanding these disparities, policymakers



can tailor budget allocations and interventions to address specific needs and promote equality.

2. Through gender budgeting analysis, governments can ensure that resources are allocated effectively to address the needs of different genders. This involves prioritizing investments in areas such as education, healthcare, employment, and social protection, where gender disparities are most pronounced.
3. Gender budgeting analysis enables policymakers to assess the gender impact of policies and programs across various sectors. By integrating gender considerations into policy design and implementation, governments can develop more inclusive and responsive initiatives that benefit all members of society.
4. Gender budgeting promotes accountability and transparency in resource allocation and expenditure. By tracking budget allocations and expenditures through a gender lens, governments can ensure that funds are used efficiently and effectively to advance gender equality goals.
5. Capacity building initiatives in gender budgeting empower women and marginalized groups to actively participate in the budgetary process. By building their knowledge and skills in budget analysis and advocacy, these groups can effectively advocate for their rights and priorities within the budgetary framework.
6. Gender budgeting analysis generates valuable evidence on the impact of budgetary decisions on gender equality outcomes. This evidence can be used by civil society organizations, researchers, and policymakers to advocate for policy reforms and resource reallocations that promote gender equality.
7. Gender equality is not only a human rights imperative but also essential for sustainable development. By promoting gender equality through gender budgeting analysis and capacity building, governments can contribute to achieving the Sustainable Development Goals (SDGs) and creating a more equitable and inclusive society.

The session was concluded with the understanding of the importance of gender budgeting analysis and capacity building play a vital role in promoting gender equality by identifying disparities, allocating resources effectively, promoting gender-responsive policies, enhancing accountability and transparency, empowering women and marginalized groups, fostering institutional change, generating evidence for policy advocacy, and building sustainable development.

**03:45 PM – 04:45 PM**

**Topic: Application of Gender Budgeting Tools.**

**Speaker: Shri Satyen Lama, Professor, AJNIFM.**

The fourth session of the day was conducted by Shri Satyen Lama. He discussed the Gender Budgeting Tool in detail with practical examples and covered the following points.

1. Five Step Framework for Gender Budgeting.
2. Methods that can be used to implement Gender Budgeting.

3. Specific Guidelines in the form of Checklist I & II developed by Ministry of Women and Child Development.
4. Gender awareness appraisal of policy in form of Cabinet Notes, EFC, Gender Budget Statement, Outcome Budget etc.
5. Budget Cycle & Gender Budgeting.

Prof. Lama concluded that the application of gender budgeting tools across the budgetary process helps mainstream gender into policymaking, promote gender equality, and advance social justice and inclusion for all genders.

**04:45 PM – 05:45 PM**

**Topic: Gender Budgeting - A Strategy to promote Women Empowerment.**

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

The last Session for the day was focused on the analysis of how gender budgeting is a strategy to promote women empowerment.

Dr Bhalla in her presentation demonstrated how gender budgeting contributes to women's empowerment:



1. Gender budgeting helps identify disparities in resource allocation between men and women. By examining how budget allocations affect various gender groups differently, policymakers can pinpoint areas where women are disproportionately disadvantaged.
2. Once gender disparities are identified, resources can be reallocated to address these gaps. This might involve investing in programs and services that directly benefit women, such as healthcare, education, childcare, and job training.
3. Gender budgeting aims to ensure that women have equal access to resources and opportunities. By allocating resources to areas that directly impact women's lives, such as maternal health services and education for girls, gender budgeting helps level the playing field and promote women's economic and social empowerment.
4. Gender budgeting encourages the participation of women in decision-making processes related to budget allocation. By involving women in the planning and implementation of budgetary policies, governments can better understand and address their needs and priorities.
5. By investing in sectors that predominantly employ women or support women-owned businesses, gender budgeting can contribute to women's economic empowerment. This can lead to increased income, improved livelihoods, and greater financial independence for women.
6. Gender budgeting can also be used to allocate resources to combat gender-based violence and support survivors. This might involve funding for shelters, counselling services, legal aid, and public awareness campaigns aimed at preventing violence against women.
7. Gender budgeting relies on robust data collection and analysis to identify gender disparities and track progress over time. By improving data collection methods and incorporating gender-sensitive indicators, governments can better understand the impact of their policies on women and girls.

## **Day 2: December 19, 2023 (Tuesday) Technical Session: 3**

**10:00 AM – 11:45 AM**

**Topic: Integrating Gender Perspective into Performance based & program based budgeting**

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

The Third Technical Session was started on day 2nd and was aimed at integrating gender perspective into Performance based & Program-based budgeting.

Integrating gender perspectives into performance-based and program-based budgeting involves incorporating gender considerations at various stages of the budgeting process, from planning and allocation to monitoring and evaluation. Here's how this integration can be achieved:

1. Performance-based budgeting typically involves setting specific goals and measuring outcomes. Integrating gender perspectives requires including gender equality and women's empowerment goals as part of these performance measures. For example, instead of solely focusing on increasing economic growth, performance measures could also include indicators related to closing the gender wage gap or increasing women's participation in the labour force.
2. When designing programs and initiatives, it's essential to conduct gender analysis to understand how different interventions may impact men and women differently. This analysis should consider factors such as access to resources, decision-making power, and social norms that influence gender roles. Programs should be tailored to address the specific needs and priorities of both men and women.
3. Program-based budgeting involves allocating resources to specific programs or activities. Integrating gender perspectives means ensuring that resources are allocated in a way that promotes gender equality and women's empowerment. This may involve prioritizing funding for programs that directly benefit women or address gender disparities in areas such as education, healthcare, and economic opportunities.
4. In both performance-based and program-based budgeting, monitoring and evaluation are crucial for assessing the effectiveness of interventions. Gender-sensitive monitoring involves tracking outcomes disaggregated by gender to identify whether programs are achieving their intended goals for both men and women. This includes collecting sex-disaggregated data and conducting gender analysis to assess progress towards gender equality objectives.
5. Engaging with diverse stakeholders, including women's organizations and gender experts, is essential for integrating gender perspectives into budgeting processes. Consultations with these stakeholders can provide valuable insights into gender dynamics and help ensure that budgetary decisions reflect the needs and priorities of women and girls.
6. Building the capacity of budgeting officials and policymakers to understand and apply gender analysis is critical for effective integration. Training programs can help raise awareness about the importance of gender equality in budgeting and provide tools and methodologies for conducting gender analysis at each stage of the budget cycle.

7. Regular review and adjustment of budgetary policies and priorities are necessary to address emerging gender issues and challenges. This involves conducting gender impact assessments of budget proposals and making adjustments to ensure that resources are allocated in a way that promotes gender equality and women's empowerment.

By integrating gender perspectives into performance-based and program-based budgeting, governments can ensure that budgetary decisions contribute to advancing gender equality and women's empowerment, ultimately leading to more inclusive and sustainable development outcomes.

**11:30 AM – 01:30 PM**

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

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

The second Session of day 2nd was on the role of district officials in the GRB Space. Dr Dhar, faculty for the session discussed in detail role of the district officials in advancing gender-responsive budgeting

District officials play a crucial role in Gender-Responsive Budgeting (GRB) efforts as they are responsible for implementing policies and programs at the local level. She mentioned some of the key roles district officials can play in the GRB space:

1. District officials are often responsible for collecting and analysing data at the local level. They can play a key role in ensuring that sex-disaggregated data is collected and utilized to identify gender disparities and inform budget decisions. This may include data on access to services, employment, education, health outcomes, and other relevant indicators.
2. District officials can conduct gender analysis to understand how policies and programs impact men and women differently in their local context. They can then integrate gender considerations into all stages of the budgeting process, including planning, allocation, implementation, and monitoring. This involves mainstreaming gender into sectoral plans, budgets, and programs to ensure they address the specific needs and priorities of women and men.
3. District officials can advocate for the adoption of gender-responsive budgeting practices within their jurisdictions. They can raise awareness among policymakers, community leaders, and other stakeholders about the importance of gender equality and the benefits of integrating gender perspectives into budgeting processes. This may involve organizing training sessions, workshops, and awareness campaigns on GRB principles and methodologies.
4. District officials can facilitate stakeholder engagement and participation in GRB efforts. They can involve civil society organizations, women's groups, community leaders, and marginalized communities in the budgeting process to ensure that their voices are heard and their needs are addressed. This may include organizing consultations, focus group discussions, and public hearings to gather input and feedback on budget priorities and allocations.

5. District officials are responsible for implementing and monitoring budgetary programs and projects at the local level. They can ensure that budget allocations for gender equality are effectively implemented and that resources are used efficiently and transparently. This involves monitoring progress towards gender equality outcomes, addressing implementation challenges, and making adjustments as needed to achieve desired results.
6. District officials can build the capacity of local government staff and stakeholders to effectively implement gender-responsive budgeting practices. This may include providing training on gender analysis, budgeting processes, data collection and analysis, and monitoring and evaluation techniques. By building local capacity, district officials can ensure sustained commitment to GRB efforts and enhance their impact on gender equality outcomes.
7. District officials can advocate for policy changes and innovations that promote gender equality and women's empowerment at the local level. They can support the development of gender-responsive policies, programs, and services that address the specific needs of women and girls in their communities. This may involve piloting new initiatives, experimenting with innovative approaches, and sharing lessons learned with other districts and regions.

The session was concluded with the thought that the district officials play a critical role in advancing gender-responsive budgeting efforts by translating national policies and commitments into action at the local level. By mainstreaming gender considerations into their work and engaging with stakeholders, they can contribute to more equitable and inclusive development outcomes in their communities.

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

**Topic: Gender Budgeting: An Overview of State and District Level Initiatives.**

**Speaker: Shri Satyen Lama, Professor, AJNIFM.**

Gender budgeting initiatives at the state and district levels are essential for translating national gender equality policies into localized action. He gave an overview of some state and district level initiatives in gender budgeting as given below:

#### **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.

## 2. District Level Initiatives

- Some districts have established gender budget cells or units to coordinate gender mainstreaming efforts at the local level. These cells are responsible for conducting gender analysis of district budgets, monitoring gender-related expenditures, and facilitating community participation in budgeting processes.
- District administrations integrate gender perspectives into their development plans and strategies to address the specific needs and priorities of women and girls. This includes prioritizing investments in sectors such as education, healthcare, sanitation, and livelihoods that directly impact women's empowerment and well-being.
- District-level initiatives often prioritize community participation in budgeting processes to ensure that local priorities and concerns, especially those of women and marginalized groups, are adequately reflected in budget allocations. This may involve conducting consultations, public hearings, and participatory budgeting exercises at the grassroots level.
- District officials monitor and evaluate the implementation of gender-responsive budgeting initiatives to assess their impact on gender equality outcomes. This includes tracking progress towards key indicators, identifying bottlenecks, and making data-driven decisions to improve the effectiveness of interventions.
- Some districts pilot innovative projects and initiatives to address gender disparities and promote women's empowerment. These projects may focus on areas such as women's entrepreneurship, access to financial services, gender-responsive infrastructure development, and social protection for vulnerable groups.

Overall, state and district 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 – 04:45 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 were engaged in an exercise to view schemes and programmes through the gender lens in the following 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 19<sup>th</sup> December 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.

**Workshop  
On  
Gender Responsive Budgeting  
Organised 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)

In Collaboration with

**NICMAR University, Pune**

**On**

**(December 18-19, 2023)**

**at**

**Venue:** Room D3, New Building, Fourth floor, NICMAR University, Pune

**Inaugural Session**

**Minute to Minute Programme: Day 1**

<b>Time</b>	<b>Events</b>
09:30 AM – 10:00 AM	Registration of Participants
10:00 AM – 10:05 AM	Arrival of Dignitaries on the Dais
10:05 AM – 10:10 AM	Lighting of Lamp
10:10 AM – 10:15 AM	Welcome address by Dr Harish Kumar Singla, Dean, Business Studies, NICMAR University, Pune
10:15 AM – 10:25 AM	Concept Note and theme of the Workshop by Dr B.K. Pandey, Professor, AJNIFM.
10:25 AM – 10:35 AM	Special Address: Shri Anil Kashyap, Chancellor, NICMAR University, Pune.
10:35 AM – 10:45 AM	Inaugural Address – Ms. Vandana Jena, Ex-Secretary, Dept. of Land Resources, Ministry of Rural Development and Ex-Principal Advisor, Planning Commission of India.
10:45 AM – 10:50 AM	Vote of Thanks – Dr Jaya Bhalla, F/I, Gender Budgeting, Associate Professor (SG), AJNIFM.
10:50 AM	Group Photo.
11:00 AM – 11:15 AM	Tea Break

**Day 1: December 18, 2023 (Monday)**

**11:15 AM – 12:15 PM**

**Topic: Understanding Gender and Gender Budgeting.**

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

**12:15 PM – 01:30 PM**

**Topic: Gender Budgeting Initiatives in Maharashtra.**

**Speaker:** Shri Joglekar Dhananjaya Vinayak, World Bank Expert on Gender Budgeting.

**01:30 PM – 02:30 PM: Lunch**

**02:30 PM – 03:30 PM**

**Topic: Importance of Gender budgeting Analysis and Capacity Building for promoting Gender Equality.**

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

**03:30 PM – 03:45 PM: Tea**

**03:45 PM – 04:45 PM**

**Topic: Gender Budgeting - A Strategy to promote Women Empowerment.**

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

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**Day 2: December 19, 2023 (Tuesday)**

**10:00 AM – 11:15 AM**

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

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

**11:15 AM – 11:30 AM: Tea Break**

**11:30 AM – 01:30 PM**

**Topic: Application of Gender Budgeting Tools.**

**Speaker:** Shri Satyen Lama, Professor, AJNIFM.

**01:30 PM – 02:30 PM: Lunch Break**

**02:30 PM – 03:30 PM**

**Topic: Gender Budgeting: An Overview of State and District Level Initiatives.**

**Speaker:** Shri Satyen Lama, Professor, AJNIFM.

**03:30 PM – 03:45 PM: Tea Break**

**03:45 PM – 04:45 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.

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

**Programme Evaluation:**

**Feedback from the participants**

1. All the sessions were very informative & thought provoking.
2. New Dimension and a new aspect related to Gender Budgeting was learnt.
3. Interactive sessions helped us in synchronizing with the thoughts of other participants.
4. Presentation Activity was very useful and with a lot of take away.
5. GRB Workshop will be very helpful for elected representatives if organized with Ministry of Panchayati Raj and State RDD Department and functionaries of PRIs.
6. I would like to know more about the inclusion element in Entrepreneurship Development.
7. ULB and RLB officials need inputs on GRB.
8. Firstly, I would like to thank the entire team for this very informative, educative, interactive and very well hosted workshop.
9. This workshop has created a fair awareness of various unnoticed and undiscussed segments of the society.
10. It has given a clear idea of steps that should be taken by various sectors towards economic growth.
11. It is very helpful to us to know the different aspects of Gender Budgeting.
12. Detailing of concepts is very good in workshop.
13. It was a good session done by Vandana Mam, B.K. Sir, Lama Sir and Jaya Mam session is very interactive and good activity done by Mam.
14. We want some more workshops related to MSME Women Entrepreneur scheme and awareness camps.
15. Also required a training session related Govt. Buyer and seller portal by GeM.
16. Good deal of information about Gender Based thinking it must be presented as Case study of every initiative taken by Govt. narrating how the impact was planned i.e., Nal se Jal. It is not only convenience but taking of health of women saving their time and making those women hours productive which can be used for financial inclusion.
17. It was an informative program. We learn many things during the program.
18. We were able to brainstorm on different subjects which was a different learning.
19. Encouraging women in all the sectors and involving them is a good initiative.
20. I would really be happy, if my suggestion is highlighted to the Gender Budgeting.
21. While arranging for workshop, please arrange when Maharashtra house is not going on.
22. The workshop was very useful and wonderful.
23. It conceptualizes very well.
24. The notes provided are also very useful.
25. All the sessions are excellent especially Mr Satyen Lama Sir was excellent.
26. The workshop has developed the interest in the detailed study of Gender Budgeting.
27. Interested to join more workshops on Gender Budgeting.
28. Thank you very much for giving us the opportunity to attend the workshop.
29. If possible try to conduct more workshop for NGOs who are working in the same field.
30. Awareness program regarding this should be conducted area of block wise.
31. This 2 days' workshop was very useful to us. We got more knowledge about Gender Budgeting and about its process.
32. Two days District-level workshop was very informative.

33. I had no idea about Gender Responsive Budgeting but from this workshop got knowledge about this topic.
34. I think the most of the people don't know about Gender Budgeting so there should be Ground level awareness about that.
35. There should be more percentage of fund on Gender Budget.
36. Government should arrange more workshop for MSME.
37. It us very good experience of 2 days district level workshop on Gender Responsive Budgeting.
38. Before this workshop I don't have any idea about GRB but after this workshop the concept is clearer to me.
39. It is a good experience to interact with people of different department.
40. Urban Women Un employment needs to be addressed.
41. Awareness of the Policy of government be made more proactively.
42. Skill improvement an enhancement aggressively be promoted.
43. Programs and workshop on Gender Sensitivity and main streaming must be done regularly on each level including village level.
44. The program was well organized and well conducted. The session were relevant.
45. For the next such activity I believe some actual knowledge sharing about the government initiative scheme, resource allocation, how to mobilize and facilitate resources could be done.
46. The need for Gender Responsive Budgeting was well outlined but next step would be how to practically implement it and convince it to relevant stakeholders.
47. Schedule of training is less period of 2 days, it should 3-4 days and organize with field visit.
48. Overall trainer were very knowledgeable persons.
49. For government officers the training should be in local language.
50. Gender responsive budgeting training program organize and designing will help in future.
51. Training duration is less, it should be at least 3 days.
52. In a training field visit should be planned.
53. Overall training program is useful. All resource person were very talented,
54. It was an insightful training/workshop on a different topics, thanks for the same.
55. Public/Entrepreneurs/NGOs participation in Gender Budgeting is appreciated.
56. More such programs for different central, State Government departments are welcome would like to attend.
57. It was good for women and men equally
58. The workshop was good about how to budget good schemes.
59. The group activity was good to understand the whole topic in a brief way.
60. All guests gives very informative topics in all gender budgeting.
61. The Workshop was good to understand the new government scheme for making gender budgeting.

**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 Anil Kashyap, Chancellor, NICMAR University
3. Dr Harish Kumar Singla, Dean School of Business Studies, NICMAR University
4. Shri Joglekar Dhananjaya Vinayak, World Bank Expert on Gender Budgeting.
5. Dr Sanghamitra Dhar, Programme Lead – Gender Responsive Budgeting, UN Women
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).

## List of Participants attended for the GRB Workshop

S. No.	Name of Participants	Designation	Organisation
1	Amruta Deogaonkar		Jaisons Group
2	Aruna Karki	Student of Public Policy	NICMAR University
3	Balasaheb Jagtap	State Project Manager	RGSA, Maharashtra State, Pune
4	Chandrashekhar Daulat Pagare		District Development Commissioner office
5	Kirti Bhalerao	Associate Director	SkillEtz Foundation, Pune
6	Kirti Rajhans	Faculty	NICMAR University, Pune
7	Meetal More	Founder Director	SkillEtz Foundation, Pune
8	Pooja Marathe	Director	Devansh Enterprises
9	Prajakta Walekar	Assistant Research Officer	District Planning Committee
10	Prashant Dave	Registrar	NICMAR University, Pune
11	Rajaram Khanke	State Coordinator (IEC)	RGSA, Maharashtra State, Pune
12	Reshma Mulla	CEO	Mahek Industries
13	Sachin Ghadage	Add. Director	Panchayat Raj, Maharashtra State, Pune
14	Samina Shaikh		
15	Sayllee Mutalik	Director	Para Force HRServices Pvt. Ltd.
16	Shalaka Suryawanshi	Research Officer	Deputy Commissioner Office, Pune
17	Sheetal Arjunwadkar	Founder Director	SACCo (OPC) Pvt. Ltd.
18	Shilpa Pande	Deputy Director	Ministry of Women & Child Development
19	Shweta Dwivedi	Proprietor	SD Enterprises
20	Snehal Pate	Admin	NICMAR University, Pune
21	Surekha Mane	Founder Chairperson	Unique Educational Foundational
22	Suwarna Deshpande		Drechsler Technology Pvt. Ltd.
23	Trupti Nimbalkar	Statistical Officer	District Statistical Office, Pune
24	Varsha Sakharampant Pawar	DC	
25	Vidya Thorat	PO	WD Branch
26	Vijay Taware	DWCDO	Satara
27	Uma Devi Rajput	Senior Office Executive	NICMAR University, Pune
28	Kiran Nawathe	Proprietor	Engineering Cluster, Pune
29	D.V. Joglekar	Resource	NICMAR University, Pune

**Annexure (E)**

**Group Photograph of the Respected Faculty Members of AJNIFM, Faridabad and NICMAR University, Pune.**



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**District-Level Workshop**  
**on**  
**Gender Responsive Budgeting**

**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)



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MINISTRY OF  
**WOMEN AND  
CHILD DEVELOPMENT**

