





TRIPURA STATE POLICY FOR EMPOWERMENT OF **WONERN** 2022

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Government of Tripura Social Welfare and Social Education Department March, 2022





CHIEF MINISTER OF TRIPURA AGARTALA - 799010

Biplab Kumar Deb

MESSAGE

Empowerment of girl children and women is a key priority for our Government. With a view to this, we have been making sustained and concerted efforts. Girls and women of Tripura today are making their mark at national and international levels. "Tripura State Policy for Empowerment of Women, 2022", is an endeavour to take this further through a comprehensive approach to women's empowerment. The policy lays down the aspirations and goals of our Government in diverse areas and sectors to not only ensure more focused and better delivery of existing programmes and interventions but also touches upon new areas and issues where we need to take further actions.

I am sure that the policy would help all the stakeholders including government departments, corporate sector, media, judiciary and civil society in aligning their objectives, actions, plans, programmes and new initiatives for greater development of women in the State..

(BIPLAB KUMAR DEB)





SANTANA CHAKMA Minister



Social Welfare & Social Education and Urban Development Deptt. Government of Tripura, Agartala. Phone : (0381) 2414063 (Tele Fax) Fax : 2322585 (Res)

MESSAGE

"Tripura State Policy for Empowerment of Women, 2022" is a landmark step for holistic development of women in the state. The policy aims to strengthen the programmes and processes that promote all-round development of women by focusing on a co-ordinated approach. It also envisages special interventions by the stakeholder departments in specific areas for ensuring inclusive growth of women and their equal participation. The Policy will be instrumental in giving clear guidance to all the stakeholders to design and implement their development framework.

I hope that this policy would help all the stakeholders and Government Departments to achieve the goal of fostering gender equity. I am glad that my Department has been able to formulate the policy prescriptions, in consultation with all stakeholder departments, for key areas addressing the concerns of the girls and women across life cycle. Let us all join hands for bringing in a new paradigm for development of women in our State.

(SANTANA CHAKMA)









GOVERNMENT OF TRIPURA Secretariat, New Capital Complex, Agartala - 799 010, Tripura

Dated, 17th January, 2022

MESSAGE

"Tripura State Policy for Empowerment of Women, 2022" has been formulated to lay down a comprehensive framework for empowerment of girls and women in the State. The policy covers social, economic, political and emotional sectors and makes detailed prescriptions in the areas of health, nutrition, education, women's safety, infrastructure, employment, skilling, industry and start-ups, climate change etc. The approach of the policy is two pronged - first to strengthen and improve the extant interventions and programmes for better delivery and second to address areas where there are gaps by suggesting new interventions.

I would urge the stakeholder departments to formulate detailed action plan with definitive targets, milestones, activities, and timelines - short, medium & long term - with outcome indicators for implementation of policy prescriptions. A State Resource Center for Women is also envisioned in the policy for analyzing data on women from diverse sectors for evidence based approach. I'd like to place on record my sincere appreciation for the hard work done by Shri Chaitanya Murti, IFS, Secretary, Social Welfare & Social Education Department in drafting this policy.

I am confident that this policy would act as a guidepost for all the stakeholders and help us in empowering women of the State to reach their fullest potential.

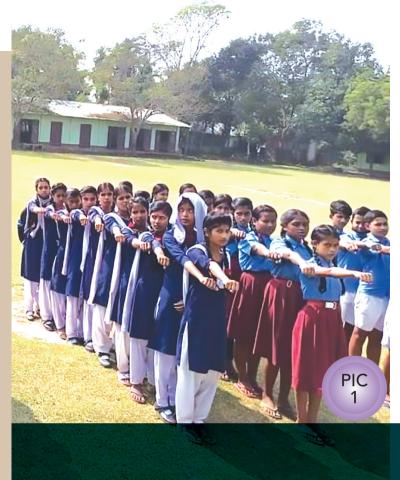
(Kumar Alok)

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Major New Interventions Envisaged In The TRIPURA STATE POLICY FOR EMPOWERMENT OF WOMEN, 2022

- I. Providing 33% Reservation in all State Govt. jobs and outsourced manpower, in future vacancies.
- II. Providing reservation for women as per gender ratio in all higher educational institutions.
- III. 3% Interest subvention for girl students getting admitted to Institutes of National Importance.
- IV. 50% reservation for women in Govt. market stalls and shopping complexes.
- V. 50% earmarking of funds for women entrepreneurs in the Venture Capital Fund of State Govt.
- VI. To encourage women startups through collateral free loans.
- VII. Setting up of 13 Women Health & Wellness Centers (WHWC) with Integrated One Stop Centers (OSCs).
- VIII. A Super-specialty 100 bedded Mother and Child unit would be set up in the Agartala Govt. medical college.
- IX. Setting up of a 25 bedded Half-way home for recuperated mental health patient.
- X. Setting up of at least 3 Old-age homes for indigent women senior citizens.
- XI. Setting up of two 100 bedded Drug Dependence Treatment Hospitals.
- XII. Setting up of two 50 bedded Psychiatric hospital for women.
- XIII. 4 new working women hostels would be set up.
- XIV. Introducing lower rates of stamp duty for women for registration of immovable property.
- XV. All police stations would have strengthened women's help desks.
- XVI. A multi-sectoral plan for ensuring women's safety and security under NIRBHA-YA Funds.
- XVII. A State Resource Center for Women (SRCW) to be set up.





NTRODUCTION

Women's empowerment is a socio-economic-political aspiration with the following key elements- enhancing their self-worth; right to make choices in the matters related to them; equal rights for accessing opportunities and resources; control of their lives both within and outside homes; and equal share in decision making in society.

The Constitution of India consists of a comprehensive framework for ensuring empowerment of women in its various articles in the chapters on Fundamental Rights and Duties and has an express mandate for affirmative action for them. India is also bound by a number of UN Conventions in the area of empowerment of women and girl child. The State Government has also reaffirmed its commitment for women's empowerments in its Sustainable Development Goals document and "Lakhsya, 2047".

VISION

To create an environment which enables women to reach their full potential, be equal partner in every sphere of life and influence social change.

MISSION

To create an effective framework and environment for development of policies, programmes and practices for ensuring equal rights and opportunities for women in the family, community, workplace and governance.

CORE OBJECTIVES

- i. Creating a conducive environment, social, economic and political, to realize their true potential.
- ii. A comprehensive and life cycle approach to women's health for adequate, affordable and quality health-care.
- iii. Ensuring access of women/girls to universal and quality education.
- iv. Ensuring greater work force participation of women.
- v. Ensuring equitable participation in social, economic and political areas.
- vi. Mainstreaming gender in all development processes /programmes /projects / actions.
- vii. Empowerment of women belonging to the weaker sections and marginalized groups.

PIC 2

viii. Elimination of all forms of violence against women.

DDU-GKY

- ix. Developing a gender sensitive justice system.
- x. Changing attitudes, mindsets, stereotypes which are irrational and discriminatory with community involvement.
- xi. Strengthening monitoring, evaluation, audit and data systems to ensure evidence based intervention to address gender gaps.

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PIC 3

STAKEHOLDERS

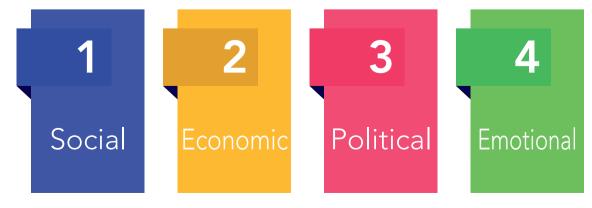
The Social Welfare and Social Education Department shall act as nodal department for monitoring the implementation of the policy. The key stakeholders in implementing policy would be all Government departments; educational institutions, academicians, financial institutions, research and training institutions, NGOs in the field, citizen organizations, rural and urban Local Bodies and community based organizations.

All the Government Departments shall align their departmental objectives and policies and programmes towards achieving the vision of the Policy. This Policy aims to cover the entire women population of Tripura, however special focus shall be on:

- Women from weaker sections; (SC/ST/ Minorities);
- Marginalized women workers (tea gardens, brick kilns, etc);
- c. Women with disabilities;
- d. Elderly women;
- e. Women-headed households (single women, widows, and deserted women);
- f. Women engaged in vulnerable occupations (rag picking, conservancy work, street vending, head-load vendors, and begging etc);
- g. Women in unorganized sector of work (domestic workers, construction workers, daily wage workers, agricultural labourers, casual labourers from different sectors); and
- h. Women at workplace (organized sector).

IMPLEMENTATION STRATEGIES

The four pillars of empowerment are:





1 SOCIAL

Social empowerment of women is the key to their developing confidence and authority to change social circumstances, institutions and narratives which exclude them, especially the vulnerable ones.

<image>

PIC 5 Education is one of the major elements for empowerment of girls and women in general and particularly for those from weaker sections like Scheduled Castes/ Scheduled Tribes/Other Backward Classes/Minorities. The focus areas and strategies would be as follows:-

- i. Effort would be made to strengthen pre-school education in Anganwadi Centers (AWCs) and improve enrollment of girl children in AWCs or nursery schools. This would also help reducing drop out of older girls by freeing them of responsibility of sibling care.
- ii. Reducing dropout of girl children in secondary education and increasing enrolment in tertiary education. This would be facilitated by provision of gender friendly facilities and promotion of skill development, vocational training and life skills.
- iii. Facilities for martial arts training would be made available in all schools and Colleges.
- iv. Facilities for sports would be made available in schools and colleges keeping in view gender needs. Girl students excelling would be provided exclusive coaching facilities.
- v. At Least 3% interest subvention for educational loans to be given to girl students pursuing higher education in Institutes of National Importance with priority to those from weaker and poor sections.
- vi. Major constraints preventing women from accessing higher education would be identified and steps would be taken to address these. Career counseling facilities would be provided to girl students opting for higher education. In addition to the serving teachers, retired Teachers / college professors may be roped in for the purpose.
- vii. State shall provide for reservation for women in all higher educational institutions including technical and professional ones in proportion to the gender ratio.
- viii. Steps would be taken to provide subsidized coaching classes for exams like JEE, CAT, UPSC, TPSC and for higher management and technical courses.
- ix. The framework for skill training, re-skilling, up-skilling and apprenticeship with industry would be strengthened for facilitating more girls and women for accessing more and better jobs.
- x. Efforts would be made to bridge the gaps in access to information and communication technology (ICT) particularly for rural and socio-economically disadvantaged girls by developing ICT infrastructure in schools and local levels.





Nutrition. health and sanitation basic are prerequisites for girls and achieve women to their fullest potential. Gender discrimination and inequality has a direct bearing on their health and nutrition. The focus areas and strategies would be as follows:-

- Improving nutrition i. and health status of girl children and adolescents would be accorded special focus by strengthening service delivery of ICDS and effective coordination between ICDS and Health functionaries the at ground level particularly amongst ANMs, AWWs and ASHAs and greater community involvement.
- ii. Data with regard to prevalence of nutritional deficiency in children



(sex-wise)and data on weight at birth would be collected and analyzed for focused interventions by Health and Social Welfare Departments.

- iii. Interventions for ensuring nutritional support to pregnant mothers like supplementary nutrition, IFA and maternity benefit in form of cash assistance would be strengthened. Nutritional care of mothers and infant for the first 1000 days of the child after birth shall be strengthened and duly monitored at the highest level in the State.
- iv. IMR and MMR would be brought down by building the outreach and capacity of ASHAs, ANMS and AWWs particularly in remote and backward areas. Concerted efforts would be made to ensure 100% institutional deliveries.
- v. Women Health and Wellness Centers (WHWC) with integrated One Stop Centers would be set up in all district HQs. More than one such center would be set up in AMC area based on felt need. This would allow easy and comprehensive access to services by girls and women including victims of violence and abuse.
- vi. Annual Health check-up would be organized for girls at school and colleges including blood tests for anemia, screening for cancer and NCDs, menstrual and gynecological issues.



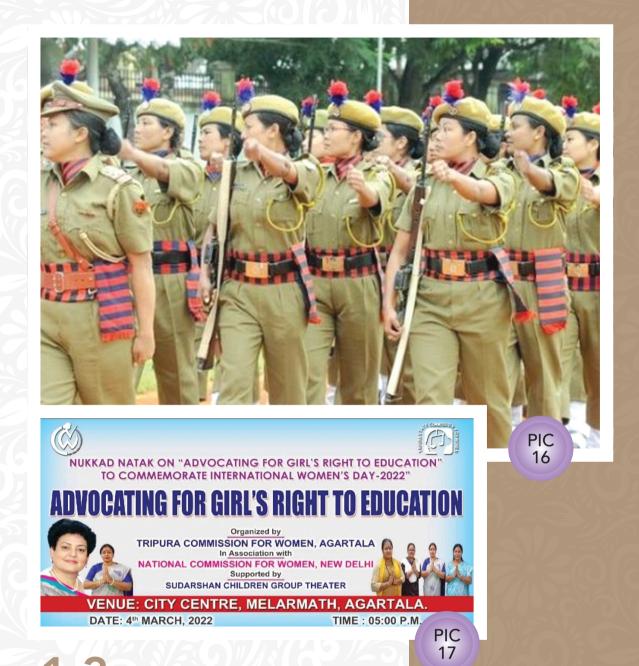




- vii. Women/girls friendly facilities would be provided in work places with napkin vending machines, incinerators, dust bins, waste paper for wrapping etc.
- viii. All public places, government offices would be provided with women friendly toilet facilities.
- ix. Institutions arrangements would be made for screening, care and treatment of women mental health patients. The capacity of existing Psychiatric Hospital would be enhanced and new ones would be set up to meet the requirement. Support of Psychiatrists would be provided in Primary Health Centers and Hospitals as per need.
- x. A super specialty maternal child and health hospital would be opened in the State.
- xi. Geriatric care : As elderly women are more vulnerable, special care would be taken for provision of preventive, curative and rehabilitative health care of such women. The existing old age homes would be strengthened and new ones set up as per need. A cadre of care givers and service providers would be built up by organizing training programmes for them in coordination with National Institute of Social Defense, Ministry of Social Justice and Empowerment.







1.3 ELIMINATION OF VIOLENCE

TRIPURA STATE POLICY FOR EMPOWERMENT OF WOMEN - 2022



Violence against women is one of the major causes of women's dis-empowerment. The nature of violence can be physical, psychological, social or economic and can happen in domestic environment, public places or workplace. The focus areas and strategies would be as follows:-

- i. One stop centers and help line services would be strengthened by developing web based software for integration of helpline, OSC, shelter homes, police, legal aid and other required services and capacity building of manpower engaged therein.
- ii. All police stations would have a women's help desk and gender sensitive environment. Efforts would be made to expand the coverage of Mahila Police Volunteers to all districts. A pool of adequate number of counselors would be made available at district or sub-division level to meet the needs of women victims.
- iii. The State would strengthen the mechanism for tracking of cases of violence against women for ensuring speedy disposal and the alternate dispute redressal mechanism like family courts and women's' courts/fast track courts. The State shall provide victim/witness protection support to affected women.
- iv. Linkages between Women Commission, One Stop Centers, Shelter homes and Legal Service Authority would be strengthened to ensure legal aid.
- v. Awareness would be created about various interventions for women safety and security like panic buttons, women's' help lines, safety features and services in Emergency Response Support System (ERSS).
- vi. Police personnel would be provided gender sensitive training by incorporating the details of laws for women in their training curriculum.



1.4 SOCIAL PROTECTION

The State shall ensure access to social protection programmes in terms of availability, accessibility and adequacy that reach those most in need. The focus areas and strategies would be as follows:-

- i. The State would take measures to provide social support nets to the poorest families in terms of providing saturation coverage under various schemes and programmes. Priority would be given to vulnerable and marginalized women.
- ii. Focused efforts would be made for strengthening social security services like social pensions, insurance, subsidies, shelters homes etc.
- iii. Girl Children who are brought up in Child Care Institutions shall be registered under a common registry so that they become eligible for all government schemes such as scholarships, marriage assistance, institutional credit etc. after 18 years. They shall be given priority in job melas, skill training and also be provided with an option to stay in any of the service homes.



1.5 LEGAL



- Legal assistance to be provided to all vulnerable women at Village Panchayat /Town Panchayat / Municipality / Corporation levels to resolve long pending litigations. Eligible cases will be referred to DLSA for further assistance.
- ii. The State shall in consultation with the judiciary ensure fast tracking of cases related to Gender Based violence (GBV) and set up more number of special courts based on need.
- iii. The Legal Services Authority shall engage with the women's organizations and women and children related departments to update them on the current laws for the protection of women.
- iv. The Legal Service Authority shall train community resource persons at Panchayat level for creating awareness on the protective laws for women.

1.6 MEDIA



- i. Media would be encouraged to project laws and rights related to women to create awareness for empowerment of women.
- ii. The State shall encourage greater participation of women in media by promoting mass communication and journalism courses through interest subvention for educational loan and ensure equitable working environment for them.





1.7 INFRASTRUCTURE

TRIPURA STATE POLICY FOR EMPOWERMENT OF WOMEN - 2022

- i. The State would ensure differently-abled friendly infrastructure in public spaces.
- ii. Dedicated drug dependence treatment centers with adequate in-patient and outpatient facilities would be set up. Integrated rehabilitation centers would also be set up for rehabilitation of addicts after treatment with the help of NGOs and community organizations.
- iii. Adequate number of transit hostels/ working women hostels conforming to gender and safety standards would be set up.
- iv. Crèches would be set up in Govt. workplaces by the concerned departments and with the help of NGOs. Feeding and changing rooms would be provided in all Govt. workplaces.
- V. Gender audit would be done during design, planning and location of the infrastructure projects.
- vi. The State would ensure quality delivery of entitlement schemes such as housing drinking water and sanitation with priority to single women (Unmarried, Widow, Deserted, Separated and Divorced).





vii. State would explore the possibility of introducing lower rates of stamp duty for women for registration of immovable property to encourage greater ownership of such property in their names.







2 ECONOMIC

PIC 31

TRIPURA STATE POLICY FOR EMPOWERMENT OF WOMEN - 2022

- Women workers in the industrial and service sectors would be provided comprehensive support in terms of labour legislation, social security and facilities for working night shifts.
- ii. All interested women would be brought under the fold of Self-help Groups through TRLM/ JICA Project/VDVK/ NULM.



- iii. Women working in primary sector would be provided the training and extension services for maximizing their potential. Focus areas for training and extension would be dairy, horticulture, livestock farming, fisheries etc.
- iv. Efforts would be made to ensure easy access to institutional credit to women farmers.
- v. Capacities of women SHGs particularly those connected with primary sector would be built particularly in the areas of post harvest processing, marketing etc.
- vi. Women farmers and SHGs would be encouraged to produce nutrition rich and cash crops. Linkages for utilization of nutrition rich produce by ICDS would be encouraged.
- vii. 50% reservation would be provided for women in Govt. market stalls and shopping complexes.
- viii. The State would put in place a Joint monitoring mechanism with the Social welfare and Social Education, Industries and Labour and other concerned departments to ensure the compliance of mandatory laws like Maternity Benefit Act and The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, and display of the rights and benefits of female employees provided by the organization. Provisions such as natal and postnatal benefits, child care facilities, flexi-time, housing which impact women's productivity will also be encouraged.





2.1 SKILLING

PIC 35

TRIPURA STATE POLICY FOR EMPOWERMENT OF WOMEN - 2022



The State shall encourage skill training to Girls with equal opportunities, financial and accommodation support. Adequate residential accommodation would be made available under the Rural Self Employment Training Institutes (RSETI).

- ii. The State shall endeavor to provide girls and women equal opportunities in high end skilling.
- iii. The State would endeavor to open opportunities for women and girls for upskilling especially those who had a career break.
- iv. Efforts would be made to enroll girls completing education in Polytechnics and ITIs in apprenticeship programmes in Industries. Incentive for apprenticeship in form of top-up stipends would be explored.





2.2 EMPLOYMENT

PIC 38



- i. The State Govt. would endeavor to provide 33% reservation for women in Government jobs. The reservation would also extend to jobs being given by the Government on contract and through outsourcing agencies. The reservation would apply to future vacancies.
- ii. Job melas with focus on women and girls in specific sectors would be organized and top industries/ corporates would be encouraged to participate and recruit.
- iii. Career counseling facilities for women and girls with links to skill training and capacity building would be developed in Employment Exchanges.

Unorganized sector

- iv. Women working in the unorganized sectors would be enrolled with the Labour department for ensuring social security.
- v. The Labour Department would provide training and create awareness amongst women and employers in the area of occupational health and safety.
- vi. Industries or MSME or unorganized units that engage contract/outsourced labour shall be regularly monitored to ensure labour rights, wage parity, gender friendly work sites.



2.3 BANKING AND INSURANCE



- PIC

 II.
 - The State would make concerted efforts to enable women to access the formal banking system and develop a strategy to address the significant gender gap in the area of institutional credit.
 - The Government would endeavor to enhance coverage under loan schemes with additional subsidies with priority to micro enterprises and enterprises with majority women employees.

2.4 INDUSTRY AND STARTUPS



- Pic
 - i. To encourage women startups Tripura would endeavor tie-ups for providing them with venture capital and collateral free loans up to Rs.2.00 crore with support of Credit Guarantee Fund Trust for Micro and Small Enterprises (CGTMSE).
 - ii. Women entrepreneurs would be given priority in the Venture Capital Funds of the State.
 - iii. Concerted efforts would be made to enhance coverage of women beneficiaries under the loan schemes of various corporations like SC/ST/ OBC/ Minorities and Handicapped corporations.



2.5 CLIMATE CHANGE



- i. Natural disaster like floods, droughts etc. have more severe impact on women. Tripura shall adopt holistic gender specific strategies in disaster management and prevention aiming at their safety, well-being, health and rehabilitation. The disaster relief kits shall include feminine hygiene products, shelters should have women friendly toilets and relief measures should prioritize women centric issues and address localized needs if any.
- ii. Environment friendly, renewable, non-conventional energy, green energy sources would be promoted and made affordable and accessible to rural households for their basic activities.
- iii. Sustained awareness creation would be done to increase the capacity of local women, SHGs, elected women representatives to adapt to and mitigate climate change.





POLITICAL





- i. Elected Women Local Body representatives would be taken for experiential learning exposure programmes within and outside the State.
- ii. Concerted efforts would be made for gender sensitization and awareness amongst grass root elected representatives and officials through structured training and capacity building programmes.
- iii. The State would endeavor to improve the basic infrastructure of the offices of Local Bodies to be gender friendly.



EMOTIONAL



- i. The State would provide a framework for screening, care and treatment of mental health women patients with involvement of community and local bodies.
- ii. The capacity of primary health care providers would be enhanced to recognize and treat mental health and related issues in girls and women.
- iii. Efforts would be made to ensure comprehensive coverage of adolescent girls and women SHGs through capacity building programmes regarding decision making, communication skills, assertiveness, positive self evolution, and other life skills.







5 GENERAL SUPPORT



- i. An exclusive website will be launched with all information relevant to women, especially on the opportunities available for women in education, scholarship, skill training and placements, career/job opportunities, mentoring, concessions and various Government schemes.
- ii. The State would initiate and make concerted efforts to streamline data systems and collect disaggregated data, compile data through review of various data sources (Census, NFHS, NSS, NCRB, MoSPI) to develop a comprehensive database on women for evidence based policy making. The Social Welfare department, in collaboration with SIPARD, would set up a State Resource Center for Women (SRCW).







6 MONITORING, RESEARCH AND EVALUATION



The implementation of the policy shall be monitored on a regular basis. In translating the policy framework, specific, achievable and effective strategies for implementation will be required to be made at the state and local government level, in PSUs, corporates, business, trade unions, NGOs and community based organizations. An inter-departmental Action plan will be formulated with action points with respect to the policy prescriptions in the Policy document, where definitive targets, milestones, activities, timelines (short term, medium term & long term) and outcome indicators will be given along with the departments responsible for implementing the actions.

- A High Level Women Empowerment Committee (HLWEC) would be set up to monitor the implementation of the Policy with following composition:-
- i. Chief Secretary Chairperson
- Principal Secretaries/Secretaries of the following Deptts.: Education, Health & Family Welfare, Rural Development, Agriculture, ARDD & Fisheries, Tribal, SC, OBC and Minorities Welfare, Industries and Skill Development, Law, Finance, Home, Revenue, Labour, Planning & ICA - members
- iii. DGP and PCCF- members
- iv. Principal Secretary/Secretary, Social Welfare and women empowerment Department - Member Convenor.
- v. Three senior most women Principal Secretaries/Secretaries/Directors of Govt. of Tripura- Members
- vi. Director of Social Welfare& Social Education Member Secretary
- vii. SLBC-Member

The HLWEC would meet every six months and review the progress, suggest mid-term course corrections, identify areas of in-depth study/ evaluation in policy implementation.

Annual Performance Report of the Policy shall be tabled before the HLWEC.



6.1 EVALUATION

Concurrent evaluation of the policy implementation would be done and results discussed during the HLWEC.

6.2 DATA, FINANCE, POLICY RESEARCH

- i. Matters pertaining to empowerment of women would be evidence based and facilitated with data. The Department of Economics and Statistics shall maintain disaggregated data on gender for various sectors.
- ii. Gender Budgeting shall be reviewed comprehensively and strengthened for all departments and government undertakings. A functional gender budget cell shall be constituted in every department and the gender based situation analysis of schemes shall be submitted to the Finance Department - Gender Cell for consolidation before the State budget.
- iii. All Plan/ Project/ Scheme/Programmes both existing and proposed would be evaluated with a 'gender lens' before intervention or implementation.
- iv. The State shall allocate budgets specifically for programmes that aims at prevention and protection of women from discrimination and violence.

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