

OUTCOME XM-DAC-41146-IND_D_1.1

Conducive policy environment and enhanced institutional capacities of governance institutions to mainstream gender

The current TA project was implemented in 4 states – AP, HP, MP and Manipur. The achievements under the project are four-folds: 1. Strengthened Institutional mechanism, through forming Gender Budget Cells, engendering of the Budget Call Circular and publication of the Gender Budget Statements as part of the state budget, development of GRB State Action Plan for a time period of 3-5 years across all 4 states, monitoring mechanisms developed through formation of the Inter-Departmental Monitoring Committee. 2. Development of Knowledge product including – sectoral studies, policy briefs, training modules, best practices of GRB, FAQ for GRB 3. Capacity building initiatives – conduct of GRB trainings, Lateral Learning programmes, Cross-Zonal Learning programmes, International Training of Trainers and National Training of Trainers 4. One of the key innovations under this project has been the organic development of the e-gov tool that is a one-stop resource tool that will facilitate all government officials associated with the GB work in their respective departments/ministries to keep a track of their progress around GB work in their respective departments/ministries. The Country Office, supported the Ministry of Women and Child Development to undertake gender budget analysis of 15 Ministries/ Departments, develop Ministry-specific guidance notes, and conduct orientation programmes for 28 Ministries/ Departments on gender budgeting. All these achievements have led to the outcome of the central government of India inviting UNW India Office to scale up the work on gender budgeting to 6 subnational regions and 30 central ministries. The partnership with BMGF will be addressing part of that work in the 2023-2024 financial year. Recognizing the effectiveness of the E-Gov tool and the Gender Budgeting Index developed under the TA project, the union government has advised UNW to scale this tool to the upcoming states and central ministries as well.

OUTCOME XM-DAC-41146-IND_D_1.2

Conducive policy environment and enhanced institutional capacities of governance institutions to prevent and respond to all forms of violence against women

For creating conducive environment and enhancing institutional capacities of governance, UN Women India Country Office has provided technical support to several state governments (Kerala, Madhya Pradesh, Tamil Nadu, Delhi and Rajasthan) in terms of providing quality inputs in governmental processes, SDG implementation, developing roadmap and facilitating training needs of governments and associated functionaries attached to schemes and policies). Apart from this UN Women India CO also has an MOU with the state of Punjab. We are also implementing the programme "COVID-19 Gender Responsive Programme"" in the states of Punjab, Uttar Pradesh and Tamil Nadu along with the Department of Women and Child Development in the three programme states. Furthermore UN Women ICO has trained government officials from the Ministry of Skill Development and Entrepreneurship on the POSH (Prevention of Sexual Harassment at workplace, Prevention, Prohibition and Redressal) in Delhi. Additionally, we have trained government officials from Gender Park in Kerala, Protection Officers under PWDVA (Protection of women from Domestic Violence Act) on POSH, OSC centre administrator in Madhya Pradesh on coordination of services in relation to survivors of violence. Overall UN Women have built capacities of 1,248 government officials and functionaries in six states (Kerala, Madhya Pradesh, Delhi, Punjab, Tamil Nadu, Rajasthan and Uttar Pradesh). We have led processes of finalizing state women's policy in the state of Tamil Nadu this year. UN

Women ICO has launched SAMBAL in UN RO website. (<https://asiapacific.unwomen.org/en/countries/india>). Sambal Chatbot is a strength giving Chatbot by UN Women India to support survivors of violence and their allies. The objective of Sambal is to enhance access to essential services for women, and girls affected by violence through technology-based solutions and ease of reporting of domestic and other forms of violence, and to strengthen access to resources and tools to address Sexual and Gender-based Violence. A workshop was organized to provide a platform for key stakeholders working on the issue of VAW to learn, reflect and exchange ideas on what strategies, approaches, and programmes work or could work for primary prevention of VAW in India. It was aimed at understanding the evidence available in India on primary prevention strategies and programmes by civil society organizations (CSOs) in the face of VAW. The keynote address was given by Ms Anita Bhatia, Deputy Executive Director, UN WOMEN. The workshop was attended by 8 senior-level government officials from National Commission for Women, Panchayati Raj, Govt, of Rajasthan, Gender Park, Government of Kerala, Madhya Pradesh Tourism Board, Government of Madhya Pradesh, Department of Women and Child and Development, Assam, Delhi, and Department of Planning and Development, Tamil Nadu as well as representatives from 48 civil society organizations, academia and donor organisations.

OUTCOME XM-DAC-41146-IND_D_2.2

More women lead, participate and have access to business opportunities to advance sustainable and inclusive growth

UN Women's WeEmpowerAsia India programme partnered with the Empretec Programme of the United Nations Conference on Trade and Development to build the business capacity of 100 high-growth women-owned businesses during May 2021- March 2022. Empretec India Foundation in partnership with Ernst & Young conducted an Impact Assessment Survey to usher the tangible impacts of the Programme through its various interventions, which are stated below: 76% of the participants recorded increased BUSINESS CONFIDENCE through enhanced decision-making, improved customer satisfaction, better employee connect and clarity in thought for planning financial records 75% of the participants recorded increased DECISION-MAKING ABILITY through better awareness of their competencies, understanding their risks before taking them and conscious demonstration of behaviours for entrepreneurial success 74% of the participants recorded increased COLLABORATIONS as the Programme inherently promotes networking and extension of its approaches in everyday business interactions 66% of the participants recorded increased RESILIENCE by increasing their capacity to evolve based on situations and through peer learning and counter measures in testing situations 63% of the participants recorded increased OPPORTUNITY SEEKING by practising their ability to analyse the market to identify new opportunities and understanding the nuances of an opportunity and how it may be different from information-seeking. 56% of the participants recorded increased COMPETITIVENESS through cognizance of a link between sustainability and competitiveness, understanding the importance of social capital. On the request of the Ministry of Corporate Affairs, UN Women undertook research on implementation of laws promoting Gender Equality in the corporate sector and readiness of companies to report against Business Responsibility and Sustainability Reporting and submitted the recommendations to the Ministry. <https://asiapacific.unwomen.org/en/digital-library/publications/2023/01/assess-the-implementation-of-laws-on-promoting-gender-equality> UN Women leveraged the Business Sector Advisory Council to enter into partnership with TATA Trent that will create decent job opportunities for women in retail sector in TATA's Westside and Zudio stores in the states of Maharashtra and Gujarat. During the reporting year, 18 Women's Empowerment Principles Signatories reported implementing following WEPs.

OUTCOME XM-DAC-41146-IND_D_5.1

Marginalized women and young women have access to, participate in and achieve

quality learning, entrepreneurship and employment outcomes through second chance education.

In 2022, UN Women provided technical assistance to the National Institute of Open Schooling (NIOS), Government of India to develop and launch of the Inclusive Education policy. The policy document recognizes the contribution of UN Women in the acknowledgement section. This policy will ensure that more women and girls are able to access NIOS to complete their formal education while bridging the current gender gap in enrolment at NIOS, which stands at 33 percent. Furthermore, it provides an opportunity and space for non-binary persons and young adults to complete their schooling or vocational courses. NIOS has a cumulative enrolment of 4.3 million during the last 5 years, therefore, the policy will have a positive effect on future learners. UN Women reviewed NIOS's existing Gender Policy and developed and submitted the revised Gender Policy along with the Gender Action Plan for its implementation for approval by NIOS. UN Women introduced employability skills curriculum in 3 Government Industrial Training Institutes, 2 Government polytechnics and 1 Government Degree college to equip over 750 young girls with employability skills for decent job and entrepreneurship opportunities.

OUTCOME XM-DAC-41146-IND_D_6.1

Governments and stakeholders (including civil society, UN and other relevant partners) have transparent systems and mechanisms in place to regularly review the implementation of global normative and policy frameworks on gender equality and women's empowerment

Under the overall leadership of UNRCO in India, UN Women supported the Ministry of External Affairs and NITI aayog to undertake the review of and draft the national reports on UPR and SDGs. UN Women also supported its nodal Ministry – WCD, on progress review of CEDAW commitments as well as the annual CSW review report.

OUTCOME XM-DAC-41146-IND_D_6.2

Renewed commitments for gender equality and women's empowerment (GEWE) translate into a new feminist agenda setting

UN Women is the Technical Knowledge Partner to MWCD for G20 EMPOWER, Ministerial Conference for Women's Empowerment. UN Women is providing technical knowledge support to MWCD for W20 and also providing gender mainstreaming support to Sherpa's office under India's G20 Presidency. UN Women served as Primary Knowledge Partners for Sectoral Group of Secretaries (SGoS) MWCD vision towards 2023, 2030 and 2047. Towards the 2023 and 2030 agenda, achieving SDG 5 was prioritized under the four priority areas of education, health and nutrition, economic empowerment and socio legal empowerment.

OUTCOME XM-DAC-41146-IND_D_6.3

Stakeholders (CSOs, private sector, academia, media, UN, etc.) mobilize and present key actions that will fuel progress on GEWE by 2025

UN Women and Gender at Work are working to deepen our commitment to strengthen action coalitions through building feminist youth leadership. UN Women is working with an existing network of youth leaders, national gender youth activists, feminist organisations and practitioners, researchers, activists, to map

critical questions around the criteria for feminist leadership and core challenges to young leaders to step up as feminist leaders in their spaces. In addition, UN Women and National Association of Women's Organisations (NAWO) collaborated to convene an intergenerational space, where a common vision on feminist futures is discussed between young and older feminists and to strengthen young feminist jurisprudence through partnership and collaboration between feminist organizations. The proposal included work on programme structure, timelines, content, and standard operational procedures necessary for an inter-generational transition in women's leadership within NAWO's organisational structure. UN Women developed 8 policy briefs in partnership with CBGA on 2 Action coalition themes.

OUTCOME XM-DAC-41146-IND_D_6.4

Advocacy and communications campaign builds momentum and galvanizes key groups and the general public towards support and action

UN Women India's communications approach in 2022 was to maximise outreach through collaborative power, highlighting the core objectives and Action Coalitions of GEF. While online campaigns took lead in advocacy, they were supported and amplified by the Generation Equality Ally group. Public influencers, journalists, private sector, CSO partners, NGO's and various Government ministries joined us in curating conversations, paving way for a gender-equal future. Mixed-medium communication helped us widen our outreach with short and long format videos, Instagram story interactions and Op-Eds. The year 2022 showcased the power of collaboration for UN Women India as its combined outreach of all platforms crossed over 8.6 million organic engagements across Facebook, Instagram, Twitter and YouTube.

OUTCOME XM-DAC-41146-IND_O_1

Enhanced coordination, coherence and accountability of the UN system for commitments to gender equality and women's empowerment.

The UN System-wide Action Plan (UN-SWAP) on Gender Equality and the Empowerment of Women (GEEW) is a comprehensive process that the officer coordinates with support from all agencies. Three UN women staff from India attended a four-day training organized by UN Women ROAP on the Gender SWAP process and successfully coordinated the annual assessment process of the SWAP for UNCT India with inputs from gender focal points and others across agencies. As part of the GEEW agenda, the RCO conducted a session on gender parity and disability inclusion with the Operations management team (OMT), an inter-agency operations group on 3rd Nov 2022 with 24 participants from 12 agencies. UN women staff member conducted the session on gender parity and will be working with individual agencies who need strategies to improve parity in staffing. The OMT has been asked to track gender parity data across agencies. The agencies which have less than 47% will be asked to address their low number in 2023.

OUTCOME XM-DAC-41146-IND_O_2

Increased engagement of partners in support of UN-Women's mandate

There has been an increased engagement of partners in support of UN Women's mandate. The Government is exploring how to partner with UN Women in giving it access to plan and help utilise its funds – Government of Orissa on EAW. UN Women has received finding from the private sector to create an Industry coalition on EAW – This if from H&M and the process has just been initiated. UN Women is part of a consortium for mitigating the environmental impact of rice farming and has received funding for that from GIZ – Both private, academic institutions are part of this process UN Women has also secured additional funding to

scale up GRB at the behest of its nodal ministry MWCD and has received funding for this from BMGF UN Women has been invited by the nodal ministry MWCD and the Gov of India to lead the process of engendering G20 and this is an ongoing process

OUTCOME XM-DAC-41146-IND_O_3

High quality of programmes through knowledge, innovation, results-based management and evaluation

UN Women India office has been contributing towards high quality programme through results based management. In 2022 India office supported the government of Madhya Pradesh in conducting an impact assessment of their flagship programme on women empowerment – Tejaswini Rural Empowerment Programme (TREP). The findings of the impact Assessment will feed into the next phase of the programme. Additionally the India office also built internal capacities of the staff members on reporting and monitoring through a series of inhouse trainings and through constant handholding through the process. India office also participated in the final evaluation of the SCE programme conducted and managed by the SCE team in Geneva.

OUTCOME XM-DAC-41146-IND_O_4

Improved management of financial and human resources in pursuit of results

The office recorded an overall delivery of USD 3.90 million in 2022 resulting in a delivery percentage of 94% (of 31 October budgets of \$4.02m). The delivery of core resources is 70% with an amount of 0.60m. Non-core delivery and utilization touched 100% –\$2.63m. The 2022 Management ratio was 16. Weekly SMT & delivery meeting helped in scaling up the delivery & reduction in partner advance & nil aging advance. Cost recovery was ensured to the tune of \$ 0.16m. Office expenses are reduced by 3% compared to 2021 with an amount of \$0.13m. India Country Office is supporting the implementation of ADB TA 9735-IND ‘Advancing Gender Responsive Budgeting (GRB) in Select States’ with challenging timelines and difficult conditions under the Service Agreement with the Asian Development Bank (the Donor). This Project is being directly implemented by UN Women India CO. The SMT has regularly monitored the progress under the Project and provided continuous guidance and necessary intervention for efficient and effective implementation of the Project. India CO decided to renovate the existing space occupied by three agencies- UN Women, UNAIDS, UNOICT and UNDP. The renovation is towards re-designing the existing space to align with the renovations carried out by UNDP in other area of the premises. UN Women Operations Manager took the lead and coordinated in finalizing the contract, funding and other aspects of the renovation which will be carried out in due course. The operations staff fully supported the programme team for successful implementation of programs/events even with unrealistic timelines identified in the Service Agreement. Procurement were successfully completed to conduct a study on laws on GE in corporate sector, communication assets for SCE India, impact assessment of Tejaswini Rural Employment Programme for Madhya Pradesh, Communications and media agency for Generation Equality Campaign 2022, short films on Response and Recovery on EAW and Covid-19, Radio campaign for prevention of VAW & Covid-19, short films on response and recovery for EAW in Assam, etc.; In 2022, the office procured an electrical vehicle to ensure reduced carbon emissions and sustainability. The recruitment of 3FT, 3SC & 73 SSAs. India office achieved 94.12% in completion of the mandatory courses. 23 RFQs were raised in e-procurement to hotels/companies/vendors for goods relating to IT, arranging conferences/meetings & advocacy & 4 RFPs were raised to hire technical support agency for various events of the office. 1 staff successfully completed the CIPS certification. Payments amounting to \$ 2.96mn processed through 1335 vouchers. 440 POs raised for a total value of USD 1.95M. In 2022, the office procured an electrical vehicle to ensure reduced carbon emissions and sustainability. There is nil project closure compliance for India office.

Business continuity ensured during work from home through provision of smooth & uninterrupted IT services. Security Compliance Survey (SCS) for India completed Business Continuity & Crisis Management Application (BCCMA) rolled out. All the corporate deadlines are met by India office. One staff completed the CIPS -3 training in 2022. Procurement team member was also involved the UAT Ph2 Testing for Quantum ERP from Mar 2022 to Sep 2022. Training provided by the India staff for new joiners on Procurement Policy, processes, and guidelines as part of Induction training. The COVID-19 pandemic has changed almost everything. With the advance of vaccination, the return to normality is getting closer and organizations are taking the opportunity to rethink their office model. Among the most widely adopted options is hot-desking, which consists of creating shared and on-demand workspaces that are more flexible, more economical, and more oriented towards fostering collaboration among employees. Over the last few years, the number of staff has been increasing and it requires better planning for seating arrangement. Given the space constraints and limitations of available workstations, the office decided to renovate the existing space occupied by three agencies- UN Women, UNAIDS, UNOICT and UNDP. The renovation is towards re-designing the existing space to align with the renovations carried out by UNDP in other area of the premises. The main purpose of this work is to have better lighting facility, cubicle workspace, Orthopaedical chairs etc in the basement area which is currently occupied by the four agencies. UN Women- Operations Manager took the lead and coordinated in finalizing the contract, funding and other aspects of the renovation which will be carried out in due course. The UN Premises is occupied by UN Women, UNAIDS, UNOICT and UNDP. The India CO maintained consistency in organising All Staff meeting to learn from various thematic teams and operational teams on programmatic interventions, management skills, operational policies and guidelines, for effective delivery of the organisational commitment on GEWE. The Office also leveraged local opportunities to organise trainings on Wellness and Work-life balance, Prevention of Sexual Exploitation and Abuse, Ways of Joint programming etc. Further, the office leveraged regional opportunities to build capacities of various relevant staff members on Programme Management; Operations including new procurement systems; UN Coordination on GEWE; Corporate Policies etc. A fitting example of this is the Office's strong capacity to swiftly migrate onto Quantum, identifying early challenges and gaps, for quick solutions with ROAP and HQ. On the Human Resources front, the Office has grown strong in HR Strength, with retention of key technical capacities within the senior and mid-level staff members. 1. Prog. Assistant - Prog. Analyst 2. RM Consultant - FT 3. Comms consultant - SC