Sangam: Convergence as a Strategy to Empower Girls and Women

A Workshop Co-hosted by
3D Program for Girls and Women and **YASHADA**

Wednesday, 27 September, 2017
YASHADA, Pune, India

Workshop Proceedings

The workshop *Sangam: Convergence as a Strategy to Empower Girls and Women* was co-hosted by the 3D Program and YASHADA on September 27, 2017. The opening panel for the workshop included remarks by Shri Yashwant Shitole, Additional CEO, Pune Zilla Parishad, who represented Shri Daulat Desai, CEO, Pune Zilla Parishad, and Shri Kunal Kumar, Municipal Commissioner, Pune City. The workshop had over 50 participants, including district and municipal officials, representatives from civil society, the private sector and academic institutions. Most of the dialogue at the workshop was conducted in Marathi. However, some presentations, inputs and comments were in Hindi and English. The proceedings and the recommendations from the discussions and the group work will inform next steps for the 3D Program.

Workshop Objectives

- Introduce the 3D Program for Girls and Women
- Explore the utility of convergence as a strategy to empower women and girls and strengthen program outcomes
- Share lessons learned about convergence efforts in India
- Identify opportunities and constraints in joint planning, implementation and monitoring for the empowerment of girls and women

Opening Remarks and Introductions

Mr. Sumedh Gurjar, Director, Research and Documentation Centre, YASHADA opened the workshop. He highlighted the importance of convergence as a concept and expressed his excitement for the 3D Program.

Following Mr. Gurjar's opening remarks, Geeta Rao Gupta, Executive Director, 3D Program for Girls and Women welcomed all participants and gave an overview of the 3D Program. Geeta highlighted the rationale for the 3D program, specifying the need for convergent action between the government, civil society and private sector to address women's multiple and intersecting needs. She spoke about the 3D's strategy to:

Sumedh Gurjar, Director, Research and Documentation Centre, YASHADA

- Use knowledge and evidence on what works (Document),
- Link diverse stakeholders to work together (Drive) and

- Facilitate the development of programs to deliver a minimum package of services across sectors to foster economic empowerment and address health, education and safety needs (Deliver)

Geeta also introduced the 3D team and partners (International Center for Research on Women, MASUM, KKPKP, 3D Program Advisory Committee and United Nations Foundation).

Session 1: District and Municipal Government Perspectives on Gender Equality and Women's Empowerment

Shri Yashwant Shitole, Additional CEO, Pune Zilla Parishad, represented Shri Daulat Desai, CEO, Pune Zilla Parishad (ZP). While talking about government perspectives on gender equality and women's empowerment, Mr. Shitole highlighted that:

Shri Yashwant Shitole, Additional CEO, Pune Zilla Parishad

- The government is implementing many schemes for women and girls, but it continues to be a challenge to meet the mark.

- He stressed the resource crunch in rural areas, where investment continues to focus on education and the other sectors continue to lag.

- He highlighted that the ZP has a lot of potential to work at the grassroots; it is like a mini secretariat, with officials from the health department, education, women and child development, agriculture, social welfare, etc.

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In the discussion that followed Mr. Shitole's comments, Harsha Mehta, CHD from UNICEF highlighted that while the 3D model is very interesting, bringing together partners is highly challenging. For any such effort, it is important to think of a monitoring mechanism and develop capacity and understanding in the areas of gender and adolescence. Further, things function very differently in rural and urban areas. It is important to address how a convergent effort will work around this difference. For a convergence model to succeed, one must be clear about who will play the lead role. Bharti Kotwal from YARDI wanted to know the value addition of the 3D program, because in many of their projects they are already working together with the government.

Responding to these queries, Geeta Rao Gupta from 3D suggested that in India, the government should lead any convergence effort. She highlighted that 3D is hoping to use the scale and structure of the government and combine it with the innovations and quality of work in the civil society and the private sector. As a response to Ms. Bharti from YARDI, Geeta highlighted that a program like 3D can add value by connecting YARDI to

organizations and initiatives that work around the same issues and provide opportunities to explore channels for upscaling their work.

Shri Kunal Kumar, Municipal Commissioner, Pune Municipal Corporation, reiterated the need for a platform like 3D and was appreciative of the workshop. He stressed that all sectors are working in their own capacities, but for goals to be achieved, it is crucial to work together. He highlighted that sectors should work with the values of inclusion, collaboration, gender-equality and resilience at a large scale. Mr. Kumar, highlighted some relevant efforts of the Pune Municipal Corporation (PMC):

- Safe spaces in the city for all citizens (children, women and men) through building codes (e.g. transparent lifts)

- Equal access to opportunities – working with people living in slums to help them access education (not just school education, but also digital and vocational education) and health, e.g. Pune City Connect (PCC) Lighthouses, to develop agency among youth living in slums – especially women.

- Digital literacy – by 2020 – Pune will be a city where at least one member in each family is digitally literate. Women, are a key focus area this program.

Mr. Kunal Kumar, Municipal Commissioner, Pune Municipal Corporation

- Agreement with women waste pickers (SWaCH/KKPKP), providing both livelihoods and dignity.

- Street children survey of over 10,000 children, including girl children, with the Rainbow Foundation, they are relocating girls to homes and linking them to schools and health clinics.

- Health – community health centers, basti clinics, maternal child health. They have developed indicators (with Save the Children) on MCH, nutrition and child marriage.

Geeta Rao Gupta, Executive Director, 3D Program welcoming Mr. Kunal Kumar, Municipal Commissioner, Pune Municipal Corporation

Mr. Kumar ended on the note that there needs to be an understanding of "who is doing what and how can they work together'. How can initiatives be made sustainable? He said, the PMC would be happy to work with other organizations and expressed his keen interest to work with 3D.

Session 2: Convergence in Action

This session focused on sharing experiences and lessons from existing models of convergence.

Chair: Ravi Verma, Regional Director, ICRW's Asia Office.

Speaker 1: Sumedh Gurjar shared YASHADA's experience of working on a comprehensive mapping exercise with UNICEF on gender and adolescence.

- He highlighted that convergence is about governance. Convergence is not about bundling services, it is about planning for certain outcomes.

- As a part of their mapping exercise, YASHADA thought of outcomes on a priority basis and then identified opportunities for convergence to achieve these outcomes. For this purpose, they mapped:

  o International conventions / agreements

  o National legal-policy provisions in India - Laws; Government Resolutions; Guidelines

  o State legal-policy provisions in Maharashtra - Policies and National Laws

  o National & State Programmes / Schemes

  o Ongoing Civil Society Initiatives

  o Resource and reference material, Modules, Kits and IEC materials, etc.

  o Monitoring and Vigilance structures

- Based on this mapping, they identified areas of synergies. These revolved around data management, integrated planning, common implementation protocols, integrated capacity building plans, and development of common accreditation standards.

- Mr. Gurjar stressed the crucial role that the planning department can play in facilitating convergence.

Speaker 2: Anupama Pandey, who was formerly with Mission Convergence in Delhi, highlighted that:

- The government is doing a lot of good work and with good intent. However, there is no synergy. There are several schemes, but they don't talk to each other.

- Under Mission Convergence, they tried to rectify this, they mapped beneficiaries and collected data for around 600,000 families. The decision to converge was taken at the Cabinet level.

- They took schemes of around nine government departments to the doorsteps of the beneficiaries. They established a single window system through a network of 130 NGO's who ran Gender Resource Centres.

- They also identified vulnerable populations based on spatial, social and occupational criteria. The project was managed by a project management unit (PMU), formed at the Cabinet level.

- It did well for three years.

- Challenges under Mission Convergence:
    - The PMU became overburdened, and outstretched.
    - The organization was too complex; there were three bosses and the PMU reported to multiple departments.
    - There was a lack of a single unified structure
    - Computer illiteracy prevented use of data
    - There was lack of institutional memory with frequent transfers
    - Clash of incentives.
    - Project goals kept changing with change in government
    - The project received bad publicity due to some delinquent NGOs

Session 2, L to R: Ravi Verma, Anupama Pandey and Leena Ranjan

- For convergence to succeed, Ms. Anupama highlighted that the structure must be simple and there must be intelligent and sustainable convergence. The roots for convergence must be built in the bureaucracy and not government, because governments change but bureaucracies remain.

Speaker 3: Leena Rajan, Former Head, Community Processes, Health of Urban Poor Program, Pune presented on the USAID-funded Health of Urban Poor Program, which:

- Was implemented in eight states, including Maharashtra, through a bi-lateral agreement.

- Developed a Pune City level map, including the location of slums, health facilities, population type.

- Created 61 groups (Mahila Arogya Samitis)

- Was part of the roll-out of the National Urban Health Mission (NUHM).

- Held urban health days.

- Built capacity of Anganwadi workers and link workers (the urban equivalent of ASHAs).

- Did not create new women's groups, because strong women's groups already existed.

- Convergence activities included:
    - Sharing data
    - Joint meetings
    - Tracking beneficiaries
    - Linking sectors – Health and WASH
    - Multi-level stakeholder committees in 3 city wards
- Convergence happened between the program and:
    - The PMC
    - Two NGOs – FPAI and CASP
    - A corporate sector partner - Deepak Foundation
- Pre-requisites for convergence include: Clear objectives, roles, outcomes and monitoring mechanisms.

Geetu Sachdeva, Secretary, Pune Smart City Development Corporation spoke briefly on Smart City as a Special Purpose Vehicle, with goals to advance tech, infrastructure and a better quality of life. There is a Smart City Plan, with different stakeholders, including PMC and the central government. The vision and strategy are driven by Municipal Commissioner Kumal Kumar.

Session 3: Women's Perspectives on Services and Needs

Chair: Pradnya Dasarwar, Coordinator, Project Monitoring Unit, Centre for Research and Documentation, YASHADA.

The focus of this session was to understand the demand side of convergence and the priorities of women, through the work of two civil society organizations, KKPKP and MASUM.

Speaker 1: KKPKP was represented by Mangal Jadhav, Member, KKPKP and SWaCH and Lakshmi Narayan, Co-founder, KKPKP.

- Mangal Jadhav shared her experience of working as a waste picker and the impact on her life after the formation of the KKPKP platform and the SWaCh cooperative.

- She described the challenges that girls and women face, including those in accessing social welfare programs and entitlements.

- Lakshmi highlighted the challenges that KKPKP faces in its collaboration with the PMC. She said they struggle to decide between protesting and negotiating.

- The program is not currently sustainable and has gaps. Lakshmi spoke about the need to make schemes fairer, so that they reach the poorest of the poor.

- A short film clip on SWaCH and the women waste-pickers was shown.

Speaker 2: MASUM was represented by Meena Shendkar, Coordinator, MASUM Rural Program and Sarpanch, Pimpri village, Purandar Block and Kajal Jain, Project Coordinator, MASUM.

- Meena spoke about MASUM's work in Purandar Block in the areas of health, violence, women's political participation and women's economic empowerment through savings and credit groups.

- MASUM runs interconnected programs in Purandar, using the strength of women's collectives to demand accountability and services from various government departments.

Session 3, L to R: Pradhnya Dasarwar, Meena Shendkar, Lakshmi Narayan and Mangal Jadhav

Session 4: Corporate Sector Perspectives on Collaborative Approaches

Chair: Sia Nowrojee, Program Director, 3D Program for Girls and Women.

During this session, representatives from the private sector shared the work they are doing under their corporate social responsibility (CSR) programs.

Speaker 1: Bharati Kotwal, Head, CSR, Yardi Software India

- Bharati highlighted the work that YARDI does in urban slums in Pune around sanitation, hygiene, maternal and child health, accessible education and enhanced employment opportunities.

- She expressed a desire to work more closely with the government and said that they have the resources and would be very happy to collaborate with other partners.

Speaker 2: Ruchi Mathur, CEO, Pune City Connect

Ruchi highlighted the work of the Pune City Connect (PCC):

- She shared PCC's collaborative model for social transformation: enabling corporates, NGOs, citizens and government to work together towards the development of the city in contrast to existing silos.

- They work in four areas in partnership with the Pune Municipal Corporation: 100% Digital Literacy, Quality Education, Sustainable Livelihood, and Governance

- For each area, they use the strengths of each sector: Funding from corporates, on-ground implementation through NGO's, citizen volunteers, and infrastructure and support from government.

- Their formula is: clear goals + coordination + communication + program management, combined with effective partnerships with the government (PMC), corporates and civil society.

- Their approach is sustainable and stable, because they integrate their work with existing systems, e.g. their Lighthouse project uses skilling programs of the PMC.

- The value addition of PCC is that it facilitates common goals and vision; has helped in developing common metrics; acts as an interface platform for the functioning of a collective of different stakeholders; and provides program management support, which acts as a spine for the program.

Speaker 3: Priti Kibe, Senior Manager, Department of Social Initiatives, Forbes Marshall.

Priti described the work that Forbes Marshall's CSR program does on education, life skills, health, environment and women's empowerment, including:

- Need-based programs using a participatory approach involving local governments, NGOs, and women and children as key stakeholders

- Working on economic empowerment with self-help groups in partnership with an NGO, the Development Support team (DST), addressing gender discrimination, domestic violence and other issues. They have trained women to make newspaper bags and handicrafts (Umang) and established market linkages.

- A health program called SATH (Safe Adolescent Transition and Heath) in partnership with the government, working with ASHA workers and existing health schemes.

- Several education, support and training programs, including a pre-school for children (GAMMATWADI); a child guidance centre for counseling services to children from low income communities; a learning centre for high school students; a training program for adolescents on reproductive health and gender (TARANG); a multi-skill foundation course for middle school students (SWADHEEN); and a goatery development project for livelihood enhancement

- The sustainability of their programs is based on the fact that they are driven by community-based processes and have developed capacity and leadership at the grassroot level.

Speaker 4: Vijay Wavare, Manager, Pune and Nagpur, Tech Mahindra Foundation

Vijay shared some of the work that Tech Mahindra Foundation is doing on employability and skill building and teacher training, model schools. He noted that:

- Tech Mahindra's experience of working in rural areas in partnership with NGO's for skill building of girls and boys has been very good.

- NGOs should come up with innovative ideas, and we should move beyond training girls on stereotypical jobs. We should enhance their employability.

- There is a need to redefine how we address gender issues and women should lead any initiative that works on gender equality.

Session 4, L to R: Bharat Kotwali, Sia Nowrojee, Priti Kibe, Ruchi Mathur and Vijay Wavare

Session 5: Economic Empowerment as an Entry Point for Women's Empowerment

Chair: Madhu Deshmukh, Senior Consultant, ICRW/3D Program for Girls and Women

Speaker: Geeta Rao Gupta, Executive Director, 3D Program for Girls and Women

Geeta presented the preliminary findings of the 3D Program's evidence review on economic empowerment, including:

Session 5, L to R: Madhu Deshmukh, Geeta Rao Gupta and Sidharam Mashale

1. Economic empowerment as an entry point for girls and women's empowerment

2. Review of government schemes, civil society programs and private sector initiatives to advance economic empowerment of girls and women, including:

   o Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

   o Maharashtra State Rural Livelihoods Mission (MSRLM) through self-help groups (SHGs)

   o National Urban Livelihoods Mission (NULM) through self-help groups (SHGs)

   o Kagad Kach Patra Kashtakari Panchayat (KKPKP) waste pickers union

   o Job skills training programs run by corporates

3. Opportunities for convergence to strengthen outcomes for girls and women

4. Framework for economic schemes, programs and platforms for women in Maharashtra

Respondent: Sidharam Mashale, RMO, Mahila Arthik Vikas Mahamandal (MAVIM)

Mr. Sidharam gave an overview of MAVIM's work in Maharashtra, particularly the Tejaswini Maharashtra Rural Women Empowerment Program. MAVIM:

- Works in the areas of grassroots institution building, microfinance services, livelihood and microenterprise promotion and women empowerment and social equity.

- Has a structure of Community Managed Resource Centres (CMRCs), SHGs and village organizations.

- Operates in 34 districts, 53 cities, 10,495 villages and 90,831 SHG's with 11 lakh members and 361 CMRCs.

- Has enabled women in rural areas to access financial and insurance services, strengthened SHGs, provided women access to new and improved livelihood options with market linkages and an access to financial education, social services, labor saving infrastructure and participation in local governance.
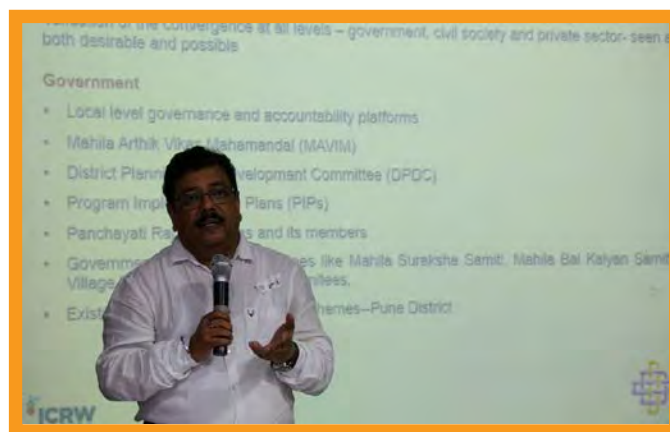
Session 6: Landscape Analysis of Pune City and Pune District

Chair: Geeta Rao Gupta, Executive Director, 3D program for Girls and Women

Speaker: Ravi Verma, Regional Director, ICRW, Asia Office

Ravi presented the preliminary findings of 3D's landscape analysis of Pune City and Pune District, including key schemes/initiatives serving girls and women. In his presentation, he highlighted:

- The status of girls and women in Pune City and Pune District: Despite considerable progress, there is still room for improvement, including the alarming sex ratio, early age at marriage, early pregnancy, anemia and low workforce participation.

- The reason why Pune is an excellent site for convergent programming: history of strong women's and social movement, progressive schemes and initiatives by the government, thriving corporate sector, strong IT hub, strong civil society.

- What have been the responses so far: Key issues and opportunities have emerged within the government, civil society and corporate sector

- What do we need to do to make convergence as a response: government must lead, development of an institutional mechanism to facilitate convergence, identify data need and sources, incorporate demand-side voices, and develop monitoring mechanisms and community-led accountability mechanisms.

Session 6: Ravi Verma presenting the Landscape Analysis

Session 7: Group Work

Objectives:

- To explore and report back on opportunities and constraints for convergence across stakeholders and sectors for girls' and women's empowerment

- To generate appreciation among participants about gender as a frame for convergence, as well as the importance of convergence of diverse sectors and programs to achieve gender equality and the empowerment of women

- To facilitate participants from diverse sectors to think across sectors for promoting gender equality as common vision, translated into common outcomes and related processes for planning and accountability

- To help inform the development of an operational plan to achieve convergent planning, implementation and monitoring across sectors

Group Formation:

Participants were divided into four groups. Two groups each were formed to discuss convergence for women and adolescent girls in Pune city/urban area and Pune District (Rural areas). Each group had a mix of representatives from various government departments, CSOs, and the private sector. Each group was facilitated by a member from the 3D team.

Group Work Questions:

Technical discussions in the group work addressed the following:

1. What are priority outcomes/indicators to improve the lives of girls and women in Pune City/District?

2. What are the current schemes, programs and platforms of government, CSOs and the private sector in Pune City/District that present opportunities for convergence?

3. Based on the above, what are the potential opportunities for convergence across stakeholders and sectors?

Each group discussed the questions for about an hour and then presented to the larger group of workshop participants. Discussions from each group are summarized below.

<u>Group 1: Rural</u>

Priority outcomes to improve the lives of girls and women in Pune City/District:

Economic empowerment:

- Independent decision-making by women on how to spend the loan from SHG
- Active participation and ownership of women in management of the SHGs
- Complete payment of outstanding loans by SHG women members
- Increased use of SHG loan amount on self-care and health needs
- Continued SHG membership by women over a period of time
- Increased outreach of schemes for women's empowerment to marginalized communities
- Regular participation by women in SHG meetings
- Increased linkages of women's SHG groups to markets

Group 1: Rural

Education:

- Girls getting married above the age of 18 years
- Sustained classroom attendance of school-going girls
- Increased confidence of girls
- Number of bicycles distributed to girls (We need to cross-check with the list of beneficiaries that ZP generates, photographs of girls with by-cycles)
- Number of girls completing 10th grade compared to number of girls in that age group in the village
- Increase in the number of classrooms in the village over a period of time

Health:

- Number of institutional deliveries
- Increased nutritional status of women
- Being able to rest post-delivery and duration of rest
- Women being more visible outside the household
- Increased understanding of maternal health information
- Increased negotiation by women around mobility
- Increased access to health care services by a woman
- Increased participation women in 'Jan Sunwais'
- Participation of women in the preparation of health project implementation plan (PIP) for the village

Group work in progress

Safety:

- Increase in sharing of incidences of violence in support groups
- Neighbors reporting decrease in the incidences of violence
- Increased mobility of women in public transport buses
- Increased mobility without fear even in the late evenings.
- Involvement of women members of SHGs in cases of domestic violence

Other priority outcomes/indicators:

- Quality of life of a woman
- Whether the household uses the food from Public Distribution System (PDS/Ration) or they eat better quality rice and food
- Sustained interest of the family to participate in SHG activities over the last three generations

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- Women's increased visibility and participation at all levels of village life and leadership
- Understanding of teachers on gender issues, especially girls' issues, such as safely traveling to school
- Increased sensitivity and understanding of SHG members about specific vulnerabilities of single/widow/destitute women
- Social norms challenged by members of women's groups ("Which social norms women challenge show how empowered they are")
- Increased participation of women in general Gram Sabha (not just in Mahila Gramsabha)
- Increased interface of women with political leaders for their demands
- Current schemes, programs and platforms (or missions) of government, CSOs and the private sector that present opportunities for convergence:

Government: Schemes, programs and platforms

- MAVIM and its network of CMRCs. However, it was highlighted that the programme runs in silos and has little connection with other government programmes
- Janani Shishu Suraksha Yojana and the Nirmaya scheme for mentally challenged
- The Sarkar Aaplya Dari (Government at your Doorsteps) - a scheme where various departments conducted outreach at the block level related to documents required for various schemes. However, data collected and documentation was incomplete. The group suggested that the government should collaborate to generate lists of beneficiaries, with CSOs and private sector stakeholders, as they have a better reach with marginalized communities. A need for micro-level forums of government authorities, CSOs and CSRs was recommended.
- A counselor from Social Welfare department is available at the Block level every 1st and 3rd Saturday.

Civil society: Programs and platforms

- The work of MASUM was highlighted
- Engagement of civil society with SHGs and micro-credit groups
- Public accountability forums like *Jan Sunwais* (public hearing): NGOs prefer *Jan Sunawais* as a platform to work on health issues from a rights perspective. The private sector considers this platform to be 'anti-government' and suggest calling the platform *Jan Samvaad* (public dialogue) instead.
- Preventive programs on violence against women and responses through women collectives

Private sector: Programs and platforms

- UNDP has ongoing efforts of collaboration with government officials in Talasari block of Maharashtra and they have had collaboration meetings with the CEO of Zilla Parishad and Larson & Tubro CSR.

- Forbes reported an effort of collaboration of Chakan CSR Forum and NGOs neighbouring Chakan region near Pimpri Chinchwad (on Nasik Road)

Other take-aways:

- A major challenge reported was in accessing government data and the accuracy of data to plan CSR activities

- There are no forums at the local level to plan need-based and collective activities for the community

- The private sector can be engaged in community-based monitoring activities. Currently, only CSOs and the government are working in this area. Government infrastructure, particularly in health, could be used for service provision by CSR and CSOs

- It was suggested that there should be three platforms for convergence:
    - Local convergence platforms at village/block level (Ownership should be with people)
    - District level convergence platforms
    - State-level convergence platform

Group 2: Rural

Discussions in Group 2 highlighted some issues that girls and women face in their daily lives:

- Lack of self-esteem among adolescent girls

- Sexual harassment and violence faced by adolescent girls

- Lack of education, poor quality of education and lack of employment opportunities

- Lack of computer training and skills

- Economic autonomy and empowerment: decision-making regarding spending money

Group 2: Rural

- Decision-making around choice of partner for marriage

- Lack of mobility

1. What are priority outcomes/indicators to improve the lives of girls and women in Pune City/District.

    o Participation of women in Gram Sabha

    o Percentage of women speaking in the Gram Sabha

    o Rate of school-drop outs

    o Participation of women in SHGs

    o There is need for gender sensitization of men, which could be organized during annual cultural fairs.

2. Current schemes, programs and platforms (or missions) of government, CSOs and the private sector that present opportunities for convergence:

    o Grassroot health workers: Anganwadi workers, ASHAs and ANMs

    o Panchayati Raj Institutions

    o Self-help groups

    o Maharashtra State-Certificate in Information Technology (MS-CIT) training scheme for girls studying in 5th grade till 12th grade

    o 10 % funds for women's development with Local Self Government for the provision of flour mills, sewing machines, MS-CIT course, etc.

    o NGOs can collaborate with the village secretary (Gram Sewak) for implementation of these schemes

    o Funds can be raised from CSR, government and NGOs.

Group 3: Urban

1. Priority outcomes to improve the lives of girls and women's in Pune City/District:

    o Health: Anemia in adolescent girls, mental health and disability

    o Education: Access to education for girls, girls drop-out rates (need to work with the students of 5th to 7th class)

    o Need to involve indicators related to judiciary and police, women from low-income groups, disabled populations, single women, sex workers, senior citizens, housewives, and college students

Group 3: Urban

2. Current schemes, programs and platforms (or missions) of government, CSOs and the private sector that present opportunities for convergence:

   o Health: RKSK and ICDS. However, the structure of ICDS does not align with the PMC and communication becomes challenging.

   o Safety: Pradhan Mantri Awas Yojana (Prime Minister's Housing Scheme). However, the implementation of this scheme suffers from lack of information and data on land, authorized and non-authorized slums, people and adequate maps. This makes planning challenging.

   o Life-skills education program being implemented by YARDI: A 6-8-month program of 14-15 modules/sessions. Scope to expand the project to address various issues, including age at marriage, anemia, menstrual hygiene, reproductive health and nutrition.

   o The work of the organization Shyamchi Aai

   o Child protection can be linked with the Smart City project- housing, lightning the streets

   o Swachha Bharat Abhiyan: The issue of toilet can be linked with safety of women

   o The issue of public transport can be linked with safety, education and employment

   o Involvement of police to work on protection and safety

   o Working with adolescent in WASH programs

   o Building an alliance of CSO's for convergence: 'National Society for Clean City: To work on the issues of adolescent girls and women'

Other take-aways from Group 3:

- NGOs have the capacity to work but they do not have enough resources, whereas corporate sector has money and lot of enthusiasm but not necessarily the capacity

- Convergence must be driven by data

- Data challenges are a prime concern: Lack of data on disability and various economic groups, challenges with Census data

- Important to develop common indicators, while working in respective sectors

- Demand-generation and community-based accountability platforms are important

- Convergence needs to be holistic, institutionalized and not project-based

- For convergence, begin small, e.g. Seeing measurable change in 40,000 households over a period of three to four months.

<u>Group 4: Urban</u>

1. Priority outcomes to improve the lives of girls and women's in Pune City/District:

   o Education: Number of programmes being implemented for education, number of students benefitting from programmes

   o Safety: Safety measures provided by schools for safety of girls

   o Hygiene and sanitation

Group 4: Urban

2. Current schemes, programs and platforms (or missions) of government, CSOs and the private sector that present opportunities for convergence:

   o Economic empowerment: Sanitary napkins program

   o Health: Mid-day meal, WASH

   o Education: Smart-girl program, Meena Raju Manch, PMC scholarship programmes, PMCs digital classroom initiative, Pragat Shaikshanik, Sarv Shiksha Abhiyan, distribution of school uniforms and textbooks. However, the quality of education and human resources are a grave concern for the PMC schools. Participants suggested developing a curriculum based on gender equality with experts from each sector.

   o Saral Pranali software, but it does not capture indicators on quality of education, only shows numbers. Convergence presents an opportunity to strengthen this software

   o Safety: Self-defense training schemes

   o Shasan Aplya Dari (Government at your doorstep): PMC is working with NGOs like Tata Trist, Rainbow, Doorstep, Swadhar and Pratham to deliver government benefits to the doorstep of beneficiaries

   o Rainbow Foundation is working with YARDI and PMC on the issue of school drop-outs

   o IIT foundation's initiative of preparing class 9 and 10 students for the field of IT

   o Tech-Mahindra's Mulashi project. They are preparing a module on gender equality

   o Utilizing private funds to create public venues for interaction of women and youth work.

Other take-aways from Group 4:

- Government is over-stretched, needs support of CSOs and corporates
- It is important to work with men and boys
- Training of parents and teachers is also important
- For convergence to be sustainable, it should be long-term.
- Government must lead, CSO's and corporates should work with the government system

Appendix 1:

Workshop agenda

SANGAM: CONVERGENCE AS A STRATEGY TO EMPOWER GIRLS AND WOMEN

Co-hosted by: 3D Program for Girls and Women and
Yashwantrao Chavan Academy of Development Administration (YASHADA)
Wednesday, September 27, 2017, 9:00 am – 5:30 pm, Room MDC 4, YASHADA, Pune

AGENDA

9:00 am   **REGISTRATION**

9:30 am   **OPENING AND WELCOME**
Chair: Sumedh Gurjar, Director, Research and Documentation Centre, YASHADA

- **Opening Remarks and Introductions**
  Sumedh Gurjar, Director, Research and Documentation Centre, YASHADA
  Geeta Rao Gupta, Executive Director, 3D Program for Girls and Women
- **Overview of the 3D Program for Girls and Women**
  Geeta Rao Gupta, Executive Director, 3D Program for Girls and Women
- **District and Municipal Government Perspectives on Gender Equality and Women's Empowerment**
  (listed according to arrival/departure time)
  Yashwant Shitole, Additional CEO, Pune Zilla Parishad
  Kunal Kumar, Municipal Commissioner, Pune City

  Discussion

10:45 am   **TEA**

11:00 am   **COVERGENCE IN ACTION**
Chair: Ravi Verma, Regional Director, ICRW, Asia Office

- **Convergence for Adolescents**
  Sumedh Gurjar, Director, Research and Documentation Centre, YASHADA
- **Mission Convergence Delhi**
  Anupama Pandey, Formerly with Mission Convergence, City of Delhi
- **Convergence in Urban Health, Pune**
  Leena Rajan, Former Head, Community Processes, Health of Urban Poor Program, Pune

  Discussion

11:45 am   **WOMEN'S PERSPECTIVES ON SERVICES AND NEEDS**
Chair: Pradnya Dasarwar, Coordinator, Project Monitoring Unit, Center for Research and Documentation, YASHADA

- **Urban Women's Perspectives**
  Mangal Jadhav, Member, KKPKP and SWaCH and Lakshmi Narayan, Co-founder, KKPKP
- **Rural Women's Perspectives**
  Meena Shendkar, Coordinator, MASUM Rural Program and Sarpanch, Pimpri Village, Purandar Block and Kajal Jain, Project Coordinator, MASUM

  Discussion

12:30 pm   **CORPORATE SECTOR PERSPECTIVES ON COLLABORATIVE APPROACHES**
Chair: Sia Nowrojee, Program Director, 3D Program for Girls and Women

- **Yardi Software India**
  Bharati Kotwal, Head, CSR, Yardi Software India
- **Pune City Connect**
  Ruchi Mathur, CEO, Pune City Connect
- **Forbes Marshall**
  Priti Kibe, Senior Manager, CSR, Department of Social Initiatives, Forbes Marshall
- **Tech Mahindra Foundation**
  Vijay Wavare, Manager, Pune and Nagpur, Tech Mahindra Foundation

Discussion

1:15 pm LUNCH

2:00 pm   **ECONOMIC EMPOWERMENT AS AN ENTRY POINT FOR WOMEN'S EMPOWERMENT**
Chair: Madhu Deshmukh, Senior Consultant, ICRW/3D Program for Girls and Women

Geeta Rao Gupta, Executive Director, 3D Program for Girls and Women
Respondent: Sidharam Mashale, RMO, MAVIM

2:30 pm 3D   **PROGRAM LANDSCAPE ANALYSIS**
Chair: Geeta Rao Gupta, Executive Director, 3D Program for Girls and Women

Ravi Verma, Regional Director, ICRW, Asia Office
Madhu Deshmukh, Senior Consultant, ICRW/3D Program for Girls and Women

3:00 pm   **GROUP WORK: To explore and report back on opportunities and constraints for convergence across stakeholders and sectors for women's empowerment**
Chair: Madhu Deshmukh, Senior Consultant, ICRW/3D Program for Girls and Women

Facilitators/Rural groups: Anand Pawar, Executive Director, Samyak/3D Program Liaison Officer; Geeta Rao Gupta, Executive Director, 3D Program for Girls and Women; Shweta Bankar, Technical Specialist, ICRW
Facilitators/Urban groups: Lakshmi Narayan, Co-Founder, KKPKP; Madhu Deshmukh, Senior Consultant, ICRW/3D Program for Girls and Women

4:15 pm   **TEA BREAK**

4:30 pm   **REPORT BACK AND DISCUSSION**
Facilitator: Anand Pawar, Executive Director, Samyak/3D Program Liaison Officer

5:00 pm   **NEXT STEPS AND CLOSING REMARKS**
Geeta Rao Gupta, Executive Director, 3D Program for Girls and Women

Appendix 2:

Participant list

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PARTICIPANT LIST

	Name	Title	Organisation
1.	Mashale Sidharam	Regional M&E Officer	MAVIM, Mumbai
2.	Dipanwita Sengupta	Executive	YARDI Software
3.	Bharati Kotwal	Head CSR	YARDI Software
4.	Varsha Tol	Research Consultant	KEM HRC
5.	Harsha Mehta	CHD Officer	UNICEF
6.	Laxmi Narayan	KKPKP, Founder	SWACH-KKPKP
7.	Shivaji Kare	Team Lead	YARDI
8.	Manoj Bhavsar	Team Lead	YARDI
9.	Santosh Bhor	PMC DY. Commissioner	PMC
10.	Ravi Verma	Regional Director	ICRW, Asia
11.	Anupama Pandey	Special Documentation & Comm	Mission Swaraj
12.	Sneha Giridhari	SPO	SWISS AID
13.	Dr. Joshi P.B	Medical Officer	Zilla Parishad
14.	S.M. Badamikar	Social Development Department	PMC
15.	Jaya Sagade	Director, WSC	ILS Law College
16.	Mangal Sanjay Jadhav	Representative	SWACH
17.	Mrs. Manjusha Kankurikar	Community Organiser	Social Development Department, PMC
18.	Dr. Ganpat More	Education Officer, Secondary	Zilla Parishad
19.	Pravin Bhikale	Project Executive	Dhan Foundation
20.	Priti Kibe	Sr. Manager CSR	Forbes Marshall
21.	Meena Shendkar	Representative	MASUM
22.	Shital Chavan	Representative	MASUM
23.	Laxmi Kumbharkar	Representative	MASUM
24.	Surekha Harpale	Representative	MASUM
25.	Sanjay Ranzane	Chief Social Development Officer	PMC
26.	Mr. V.G. Kulkarni	Chief Engineer (Water Supply)	PMC
27.	Pradnya Dasarwar	Coordinator, Project Monitoring Unit Centre for R&D	YASHADA
28.	Geetu Sachdeva	Secretary	Pune Smart City Development Corporation Limited
29.	Shiv Daundkar	Chief Labour Officer	PMC
30.	Mrunalini Pendse	Program Manager	Deepak Foundation
31.	Shirke Ujwala	IEC EX. SBM	IEC, ZP
32.	Suvarna More	Water Supply	PMC
33.	Gandhar Desai	Consultant	UNDP
34.	Wasnik Mahendra	CDPO Maval	Women and Child Dev, Pune
35.	Sneha Deo	Research Officer	YASHADA
36.	Mrs. Meera Sabnis	Executive Engineer	PMC
37.	Sanyogita Dhamdhera		CFAR
38.	Sushma Dabade	Z.P. Superintend	Zilla Parishad
39.	Dr. Laila Garda	Director, Research Centre	KEM Hospital
40.	Damini Mainkar	Project Manager	Leadership for Equity

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PARTICIPANT LIST

	Name	Title	Organisation
41.	Dr. Hemant Apte	Consultant	Ethno-vision
42.	Kamini Kapadia	Consultant	UNICEF
43.	Moiz Shaikh	Project Director	Leadership for Equity
44.	Chaitali Seth	Director	Aangan
45.	Sandhya Gawali	Research Assistant	K&P Women's Studies Centre
46.	Shailaja Darade	Education Officer (Primary)	Zilla Parishad
47.	Dipak Mali	Education Officer (Secondary)	PMC
48.	Manisha Waghmare	Project Executive	DHAN Foundation
49.	Vijay Wavare	Manager	Tech Mahindra Foundation
50.	Kajal Jain		MASUM
51.	Aishwarya Rathi		
52.	Leena Rajan	Program Manager	Bajaj Auto
53.	Deepak Abule	Dy. CEO	Zilla Parishad
54.	Yashwant Shitole	Additional CEO	Zilla Parishad
55.	Suvarna Khandagale	Jr. Clerk, Water Supply	PMC
56.	Rishad Surti	Consultant	UNDP
57.	Arpit Kabra	Intern	UNDP
58.	Poornima Chikalmane	Founder	KKPKP
59.	Ruchi Mathur	CEO	Pune City Connect
60.	Sumedh Gurjar	Director	R&D, YASHADA
61.	Shweta Bankar	Technical Specialist	ICRW Asia
62.	Madhu Deshmukh	Senior Consultant, Strategy and Implementation	ICRW Asia
63.	Sapna Kedia	Senior Research Associate	ICRW Asia
64.	Ravi Verma	Director	ICRW Asia
65.	Sia Nowrojee	Program Director	3D Program for Girls and Women
66.	Geeta Rao Gupta	Executive Director	3D Program for Girls and Women