

**Department-wise Consolidation of demands presented to
Honourable Chairperson of the Tamil Nadu State Commission for Women, Ms. A. S. Kumari Avl,
during the Consultation on “Polices and Budgets for Women” on 29 March 2022.**

Department Concerned	Demands presented by Activists/Experts	Vulnerable Group	Contact details of the organizations working on the issue
Chief Minister's Office	<ul style="list-style-type: none"> • Introduction of a Gender Budget Bill. • Prior to presenting Gender Budget in the Legislative Assembly, Government of Tamil Nadu should engage in Decentralised Gender Budgeting process and pre-budget discussions with civil society and community-based groups • In the next budget session, Government to Tamil Nadu should release a “State of Marginalised Women Report” • Any committees formed by Government of Tamil Nadu should comprise at least 50% women members • Bring in a resolution in the State Legislative Assembly revoking the 4 new labour code of the Union government which deprives the unorganized worker’s basic right. • Recognising women as “farmers” and introduction of special schemes for women farmers • Special land schemes for SC/ST women farmers and agricultural workers • To evolve a separate legislation for the Domestic Workers for safeguarding their rights • Comprehensive Scheme for Rehabilitation of Victims of Domestic Abuse and Sexual Offences • To evolve a state policy for the Urban Homeless with specific focus on women and children in homeless situation • Special Policy for Salt Pan Workers to be introduced 	Legislations/ Policy for Vulnerable Groups	<p>Ms. Sheelu Francis, +91 9444015851 womenscollective1@gmail.com Tamil Nadu Women’s Collective</p> <p>Ms. Kamatchi S. +91 9884607084 kamatchi@swtn.org Social Watch – TamilNadu</p>

<p>Social Welfare and Women Empowerment Department</p>	<ul style="list-style-type: none"> • The regional consultations carried out prior to drafting the State Policy for Women was not participatory and did not include marginalised women. The Tamil version of the draft policy was uploaded almost three weeks after the English version with only a week's time to respond. There should have more time allotted after releasing the Tamil Draft to ensure that marginalized women had the opportunity to discuss the policy and provide comments for strengthening it. • The State Commission for Women should be included as a stakeholder • In the High Level Women Empowerment Committee (HLWEC) to ensure inclusion of 1 MLA and 1 MP (ensuring SC/ST are represented), woman legal expert, senior gynaecologist, and representation from local NGO. • To include a legal and regulatory framework in the policy • Increase allocation of funds for prevention crimes against Dalit Women and Children • To set up One Stop Crisis Centre in all the Urban Resettlement Sites in Tamil Nadu 	<p>Tamil Nadu State Policy for Women</p>	<p>Ms. Bimla.C +91 9443377872 Ektaambikkai@gmail.com Ekta Resource Centre for Women</p> <p>Ms. Sheelu Francis, +91 9444015851 womenscollective1@gmail.com Tamil Nadu Women's Collective</p> <p>Ms. Esther Mariaselvam, +91 9444951927 Esther.Mariaselvam@actionaid.org ActionAid Association</p>
<p>Department for the Welfare of Differently Abled Persons</p>	<ul style="list-style-type: none"> • To ensure reservation for women with disabilities in the local body elections • All districts to have special shelter/homes for women with disability who are in homeless/distress situation • Inclusion of women with disability in the Tamil Nadu State Commission for Women • Accessible environment in education institutions especially for girls to prevent children with disability dropping out of schools • To take actions against men who desert their spouses who are women with disabilities • To address issue of sexual offenses against women with disability, a special task force to be set up in all districts that includes a person who is proficient in sign language • To ensure that accessible toilets separately for women with disabilities is provided in all government offices, education institutions and other public places frequented by women • To ensure formation of self-help group for women with disabilities and provide skill development, revolving fund and other loans for these groups on priority in 	<p>Women with Disability</p>	<p>Uma, +91 7358728224 December 3 Movement</p>

	<p>coordination with Tamil Nadu Corporation for Development of Women</p> <ul style="list-style-type: none"> To ensure that women with disability working in government offices on contractual basis should be made permanent employees as per G.O 151 		
<p>Tamil Nadu Housing and Urban Development Department/ Tamil Nadu Urban Habitat Development Board (TNUHDB)</p>	<ul style="list-style-type: none"> All public housing programmes should ensure inclusion of women representation from the community in the planning, implementation, and evaluation stages of the housing programmes All committees constituted by the TNUHDB, especially the state and the district level habitat development committees should ensure participation of women from the communities Protection from arbitrary eviction without prior information To ensure that housing schemes provided by government for the vulnerable sections are closer to their place of work (within 5 kilometre radius) as resettlement has an adverse impact on women and often results in restriction of their mobility (because of distance of the settlement from their place of work, lack of safety in settlements, inadequate transportation, and limited access to day care facilities for children). To ensure that transit housing arrangements are provided for workers until the reconstruction of dilapidated houses are completed. To set up One Stop Centres in all the Urban Resettlement Sites in Tamil Nadu To establish All Women Police Station in all the Urban Resettlement Areas in Tamil Nadu To ensure that all housing programmes should ensure enabling environment for persons with disabilities with focus on women 	<p>Women residing in informal and low-income settlements (slums)</p>	<p>Sr. Valarmathi, +91 9940197583 mjavalalar@gmail.com National Domestic Workers Movement</p> <p>Ms. Esther Mariaselvam, +91 9444951927 Esther.Mariaselvam@actionaid.org ActionAid Association</p> <p>Vanessa Peter +91 9941537581 vanessa.peter81@gmail.com Information and Resource Centre for the Deprived Urban Communities (IRCDUC)</p>
<p>Municipal Administration and Water Supply Department</p>	<ul style="list-style-type: none"> To ensure enhanced participation of women in Area Sabha/Ward Committees by including specific provisions in the guidelines evolved by Government of Tamil Nadu To ensure that the elected women representatives are provided with regular capacity enhancement training programmes Establishing Gender Labs in all the Corporations, Municipalities and Town Panchayats. Replication of the Gender lab established in Greater Chennai Corporation (GCC) 	<p>Women in Urban Areas</p>	<p>Vanessa Peter +91 9941537581 vanessa.peter81@gmail.com Information and Resource Centre for the Deprived Urban Communities (IRCDUC)</p>

	<p>The gender labs can take up the following activities:</p> <ol style="list-style-type: none"> To ensure gender responsive infrastructure planning process in various programmes like the SMART Cities Mission, AMRUT, Kalaingar Nagarpura Membattu Thittam Decentralized Gender Budgeting process at the Urban Local Body (ULB) level Mapping of Safe and Unsafe Zones in the ULB Safety Audits in public toilets, parks, bus terminus, railway stations, markets and other places frequented by women Monitoring utilization of Nirbaya Funds Participation of women in Urban Employment Guarantee Scheme 		
	<ul style="list-style-type: none"> To evolve a state policy for the Urban Homeless with specific focus on women and children in homeless situation All Corporations, municipalities and town panchayats should ensure dignified rescue of women in urban homeless situation. Currently rescue process with a dedicated rescue team is carried out only in Greater Chennai Corporation All Corporations, municipalities and town panchayats should ensure dignified rescue of women in urban homeless situation should establish shelters for urban homeless women under the Shelter for Urban Homeless Scheme Shelters for women should have a specialized design and services that ensures safety, privacy, and well-being of women residents like installation of CCTV cameras, changing room, special nutritional requirements for pregnant women and lactating mothers. 	Women in Homeless Situation	<p>Vanessa Peter +91 9941537581 vanessa.peter81@gmail.com Information and Resource Centre for the Deprived Urban Communities (IRCDUC)</p>
Greater Chennai Corporation	<ul style="list-style-type: none"> Shelters for women should have a specialized design and services that ensures safety, privacy, and well-being of women residents like installation of CCTV cameras, changing room, special nutritional requirements for pregnant women and lactating mothers. Greater Chennai Corporation should increase the number of shelter for women as per the findings of the Third Party Survey on Urban Homeless In Chennai, and other cities where women reside along with their families in street situation, public toilet services should be made available throughout the night (currently it closes at 10 pm) 	Women in Homeless Situation	<p>Vanessa Peter +91 9941537581 vanessa.peter81@gmail.com Information and Resource Centre for the Deprived Urban Communities (IRCDUC)</p>

Rural Development and Panchayat Raj Department	<ul style="list-style-type: none"> • Ensure that the dalit women has housing rights with titles in their names along with proper documents with the allocation of minimum space of 5 cents for a decent living with livelihood enhancement allocation of land not being far away from their existing livelihood opportunities and ensure their enjoyment of basic facilities such as water and sanitation and increase access to schools and health care facilities. • Housing for SC/ST women should be allotted through easy and accessible procedures breaking the existing hurdles such as reimbursement after the construction of house • To ensure that the elected women representatives are provided with regular capacity enhancement training programmes. Special focus for elected SC/ST women to prevent suppression patriarchy and caste hierarchy • More women to be recruited as work site supervisors in the Mahatma Gandhi National Rural Employment Guarantee Scheme 	Women in Rural Areas	<p>Ms. Assumptha, +91 9442615837 aassumptha@gmail.com Social Equity Alliance</p> <p>Dr. Aranga Mallika, +91 9445844968 arangamallika@gmail.com HOD, Tamil Department, Ethiraj College</p>
Tamil Nadu Corporation for Development of Women	<ul style="list-style-type: none"> • To ensure that all the Self Help Groups are strengthened • District-level steering committees to be formed to monitor the implementation of schemes and to economic development of the most maginalised women in rural and urban areas • Special Rehabilitation Scheme for Women who are victims of domestic abuse and sexual offenses 	Livelihood and Economic Development	<p>Dr. Aranga Mallika, +91 9445844968 arangamallika@gmail.com HOD, Tamil Department, Ethiraj College</p>
Greater Chennai Police	<ul style="list-style-type: none"> • To evolve a rescue protocol to ensure dignified rescue of women in urban homeless situation. The protocol should also include specific provision for reuniting women with families (that includes family counselling) to ensure that they are not reintegrated in an abusive environment • Follow-up mechanisms to ensure that the urban homeless women are referred to the One Stop Centres and 'Recognised' Homes 	Women in Homeless Situation	<p>Vanessa Peter +91 9941537581 vanessa.peter81@gmail.com Information and Resource Centre for the Deprived Urban Communities (IRCDUC)</p>
Tamil Nadu Police Department	<ul style="list-style-type: none"> • Record all reported crimes, including trivial ones with no under recording of crimes against dalit and tribal women. Training programme for police personnel for reporting and investigating crimes against SC/ST women. A standard operating procedure to be evolved for the same. • Increased awareness and outreach programmes on Kavalan Apps and cyber-safety in schools, colleges, self help groups and other forums where women interact predominantly. All Women Police Station (AWPS) should engage in these 	Victims of Sexual Offenses Cyber safety	<p>Ms. Assumptha, +91 9442615837 aassumptha@gmail.com Social Equity Alliance</p> <p>Vanessa Peter +91 9941537581</p>

	<p>outreach activities</p> <ul style="list-style-type: none"> • Specialized Forensic Team for investigating sexual offenses against women and children to ensure that the evidence are not compromised during the investigation process thereby reducing the acquittal rate. • The Tamil Nadu Police Department in coordination with the District Administration should ensure that the Family Counselling Centres (FCCs) in police station are only managed by empaneled NGOs with experience of addressing gender-based violence. Tracking mechanism should be in place to monitor cases resolved through ‘dispute resolution’ • Regulation on internet is required and the cyber-crime department needs to be expanded to address the increase in the number of cybercrime issues against women. • To evolve protocols for issuing memo for the urban homeless individuals • To establish All Women Police Station in all the Urban Resettlement Areas in Tamil Nadu 		<p>vanessa.peter81@gmail.com Information and Resource Centre for the Deprived Urban Communities (IRCDUC)</p> <p>Ms. Esther Mariaselvam, +91 9444951927 Esther.Mariaselvam@actionaid.org ActionAid Association</p>
<p>Agriculture and Farmers Welfare Department</p>	<ul style="list-style-type: none"> • Recognising women as “farmers” and introduction of special schemes for women farmers that includes credit support, capacity building, social security measures and compensation during drought and floods • Special subsidies should be made available for women from marginalized communities on agriculture loans, land ownership tax etc. • Special land schemes for SC/ST women farmers and agricultural workers. Ensure the provisions of agricultural land of 2.5 acres for dalit women with simple, easy and accessible procedures breaking the existing hurdles such as reimbursement after the purchase of land. • Women’s collectives at the village level should be promoted to take up sustainable agriculture in common lands. • Periodic research has to be initiated on food and water insecurity, land distribution and the gender implications at the state level. 		<p>Ms. Assumptha, +91 9442615837 aassumptha@gmail.com Social Equity Alliance</p> <p>Dr. Burnad Fatima, +91 9444449657 burnadfatima@gmail.com Society for Rural Education and Development (SRED)</p> <p>Ms. Geetha Narayanan +91 9884004488 geets16@yahoo.com Development Consultant</p>

<p>Adi Dravidar and Tribal Welfare Department</p>	<ul style="list-style-type: none"> • To issue a special guideline for allotting 50% of allocation of funds under special component plan for Women • Skill development and employment opportunities for persons involved in manual scavenging • Allocation of funds for post matric scholarship, management of SC/ST Hostels, skill development and enterpreneural development • To provide better facilities in SC/ST hostels for girls in Tamil Nadu – To conduct periodic review for ensuring quality services in these hostels – Quality audits of SC/ST hostels to be taken up by third-party agencies • To set up block level resource centre for enabling SC/ST women to access Schemes under Tamil Nadu Adi Dravidar Housing and Development Corporation Ltd., (TAHDCO) • Gender and Caste-disaggregated data on caste-based discrimination should be collected. This data should be collected in consultation with affected women and should aim for the participation of affected women in the design, collection and evaluation of data to prepare a plan of action for prevention of gender and caste based atrocities against SC/ST women 	<p>SC/ST Women</p>	<p>Dr. Burnad Fatima, +91 9444449657 burnadfatima@gmail.com Society for Rural Education and Development (SRED)</p> <p>Ms. Assumptha, +91 9442615837 aassumptha@gmail.com Social Equity Alliance</p>
<p>Labour Welfare and Skill Development Department</p>	<ul style="list-style-type: none"> • To introduce specific programmes to promote dalit women entrepreneurs, producer organisations, or service provider organisations like garment company, tailoring units, establishing education institutions, computer sales and services, cab services, purchase of agricultural machineries etc, • Third party audit to be commissioned to monitor the facilities available in the Working Women Hostel especially within industries and ensure safe and secure environment for women workers and the report should be made available in the official website. (Tamil Nadu State Commission for Women can commission this audit) • Setting up gender responsive migrant workers facilitation centre at the zonal level 	<p>Skill Development</p>	<p>Ms. Assumptha, +91 9442615837 aassumptha@gmail.com Social Equity Alliance</p> <p>Ms. Esther Mariaselvam, +91 9444951927 Esther.Mariaselvam@actionaid.org ActionAid Association</p>
<p>Tamil Nadu Open University</p>	<ul style="list-style-type: none"> • Introduction of Constituent Community Colleges for women especially benefiting SC/ST Women 	<p>Skill Development and Employment</p>	<p>Dr. Burnad Fatima, +91 9444449657 burnadfatima@gmail.com Society for Rural Education and Development (SRED)</p>

Tamil Nadu Health Department	<ul style="list-style-type: none"> Local/District/State level Health Committees with representatives from different sections to be formed to ensure quality access to health care services A gender transformative strategy which would involve men on spacing methods for contraceptive to be developed and implemented Earlier detection and referral services for children with disability and special needs at sub centre level to be carried out Allocation and capacity building for health education materials for people with disability to be done and to be made available at sub centre level. To establish deaddiction centres in Taluk/Zonal levels and requirement of human resources and capacity building to be carried out Capacity building on medical knowledge for treating transgender people and sensitization about issues of transgender people for service providers to be initiated Ethical committees to monitor the ethical practices of health service providers .i.e decision on hysterectomy, C section ,hysterectomy for women with disability and mental health challenges Data on maternal and child morbidity to be brought out Front line Health workers to monitor high risk pregnancies to prevent sex selective abortions. Allocation for AYUSH to be utilized at primary, secondary and tertiary levels. To ensure that all government hospitals across Tamil Nadu should set up an exclusive rehabilitation ward for the homeless and unknown patients (with no attenders). The unknown wards can be operationalized with support from ‘empaneled’ NGOs. Currently a ward has been set up in Rajiv Gandhi Government General Hospital. The functioning of these wards have to be frequently monitored by a third party. 108 rescue services should not insist on presence of bystanders while rescuing women in urban homeless situations/women with mental illness requiring immediate medical care. A special directive should be issued on the same. 	Access to Health	<p>Ms. Geetha Narayanan +91 9884004488 geets16@yahoo.com Development Consultant</p> <p>Vanessa Peter +91 9941537581 vanessa.peter81@gmail.com Information and Resource Centre for the Deprived Urban Communities (IRCDUC)</p>
School Education Department/ Higher	<ul style="list-style-type: none"> To establish a monitoring mechanism to prevent discrimination at schools Strategy for imparting education on gender, sexuality, sexual health and life skills to be imparted for adolescents in school and out of school. Inter sectorial strategies to be worked out. 	Access to Education	<p>Dr. Burnad Fatima, +91 9444449657 burnadfatima@gmail.com Society for Rural Education and</p>

Education Department	<ul style="list-style-type: none"> • Strategy for imparting education on cyber-safety should be included in the curriculum 		<p>Development (SRED)</p> <p>Ms. Geetha Narayanan +91 9884004488 geets16@yahoo.com Development Consultant</p>
District Administration (All Districts)	<ul style="list-style-type: none"> • Form and strengthen district level monitoring committee with the representation of different stakeholders to ensure the well-being of women • Convene periodical Panchayat/Block level meetings for the women representatives from Self Help Groups, Panchayat Level Federations, PRI, ICDS, PHC, AWPS, Nationalized Banks to generate information on actual status of women and to plan redressal mechanisms • Additional grants to be allotted for SC/ST women elected representatives • To set up block level resource centre for enabling SC/ST women to access Schemes under Tamil Nadu Adi Dravidar Housing and Development Corporation Ltd., (TAHDCO) • Formation of Counselling Centres at Panchayat/Ward Level for women. Appoint professional counselors/trauma sensitive specialists to address the psycho-social issues of women and girl children • The District Administration should provide a list of empaneled NGOs with experience of addressing gender-based violence to the Police Department for the Family Counselling Centres (FCCs). • With a predominant share of women being employed in unorganized sector, there is a need for initiating awareness programmes on Local Committee (LC) under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Evaluating the functions of LC is critical in ensuring that women employed in informal sector of employment can access justice. Awareness generation should be made as a mandatory especially for women employed in conservancy, construction, domestic and other informal sector of work 	Victims of Sexual Offenses/Sexual Harassment	<p>Sr. Deepthi, +91 9597437976 gsheckaram@gmail.com Good Shepherd Health Education Centre and Dispensary</p>

<p>District Administration – Coimbatore</p>	<ul style="list-style-type: none"> • Establish Short Stay Homes in Valparai for women and children who are subjected to violence to ensure the proximity of support services and rehabilitation • Regulate the work time of women tea pluckers in Valparai from 8 am to 5 pm to reduce the human-wild animal conflict in Valparai • Ensure the availability of sanitary latrine facilities along with the facilities of sanitary napkin vending and incinerator in the tea plantations for women labourers • Increase the number of women supervisors in the tea plantations to reduce the exploitation of women 	<p>Women Tea Planation Workers</p>	<p>Sr. Deepthi, +91 9597437976 gscheckaram@gmail.com Good Shepherd Health Education Centre and Dispensary</p>
<p>Labour Department & Tamil Nadu Domestic Workers Welfare Board/ Tamil Nadu Manual Workers Welfare Board</p>	<ul style="list-style-type: none"> • To evolve a separate legislation for the Domestic Workers for safeguarding their rights. To take stringent measures to abolish the system of child domestic workers • The government of Tamil Nadu need to revise and amend the minimum wages of the Domestic Workers to Rs 80 per hour considering the current economic situation of the country. • Create a special grievance tribunal for domestic workers in each district labour welfare office and a panchayat, taluka and district level grievance committee should be set up to register cases of the affected workers under the Workplace Sexual Harassment Act 2013. With women being included in this committee. • Include Domestic Workers during the National Census and ensure that there is proper data of the unorganized labours especially of the domestic workers. • Increase the old age pension for the domestic workers to Rs 3000 • Increase pension of Rs. 5,000/- per month for single women and widowed informal women workers • Maternity benefits for women in informal sector of employment to be introduced • Simplifying procedure for enrolment into Tamil Nadu Domestic Workers Welfare Board/ Tamil Nadu Manual Workers Welfare Board- To start special e-sevai centres for enrolment into labour welfare board and other welfare scheme for women. • Special grievance tribunal for women for addressing grievance related to access to entitlements and enrolment in welfare boards. District level ombudsperson 	<p>Domestic Workers/ Women engaged in unorganized sector of work</p>	<p>Sr. Valarmathi, +91 9940197583 mjavalalar@gmail.com National Domestic Workers Movement</p> <p>K. R. Renuka, Centre for Women’s Development and Research (CWDR) cwdrindia@yahoo.com</p> <p>Ms. Esther Mariaselvam, +91 9444951927 Esther.Mariaselvam@actionaid.org ActionAid Association</p>

	can be appointed for monitoring the implementation of scheme directly benefiting women.		
Tamil Nadu Salt Corporation Limited	<ul style="list-style-type: none"> • Special Policy for Salt Pan Workers to be introduced • Basic needs of women workers such as toilet facilities under Gender Responsive Public Services (GRPS) scheme in salt pans. Toilet facilities in work sites need to be gender-based requirement of women to be met by the employers/government • As per the Occupational Safety and Health Code where 50 or more than 50 women are involved, a creche for the workers children has to be established at their workplace. Salt pan work should also be included in the hazardous job list. 	Women working in Saltpans	Ms. Esther Mariaselvam, +91 9444951927 Esther.Mariaselvam@actionaid.org ActionAid Association
Fisheries Department	<ul style="list-style-type: none"> • Women fish workers need to be recognized as 'labourers' and should also get the benefits available to factory-based employees • Rights of workers in fish processing industries to be safeguarded. In addition to unsteady wages, their working conditions also needs attention. Their basic needs including gloves to protect them from getting cuts and wounds and provision for sweaters/jackets to protect them from the cold environment 	Women Fish Workers	Ms. Esther Mariaselvam, +91 9444951927 Esther.Mariaselvam@actionaid.org ActionAid Association