

CHAPTER-VIII

SUMMARY, FINDINGS AND SUGGESTIONS

This chapter presents a summary, findings and suggestions. It is organized as under: **Section-I** contains the summary of the research work. In **Section-II**, an attempt is made to presents major findings of the entire research work. In the final **Section-III**, some suggestions are put forth based on the study.

SECTION-I

SUMMARY

Gender budgets are referred by several names like “Gender Budgets”, “Women’s Budgets”, “Gender Sensitive Budgets”, “Gender Responsive Budgets”, “Applied Gender Budget Analysis”, etc. All these terms refer to gender budget initiatives.

In 2000, Government of India in collaboration with United Nations Development Fund for Women (UNIFEM) commissioned National Institute of Public Finance and Policy (NIPFP) to conduct a study on gender budgeting in India. As a result, the concept of gender budgeting came into existence in 2005. For the first time, the government of India included a statement on gender budgeting in the budget 2005-06. The basic aim of this was to make the allocation of resources/funds for various programmes, policies and schemes which are designed for the benefit of women. Gender budgeting is looking at the economy through women’s eyes. The issue of gender budgeting has become very much important in the present context for the social, economic and educational development of women as a whole. It is particularly important in the Indian context because a strong gender discrimination and cultural dominance of male folk has been imposed on the female folk from a long time.

For the first time, the Government of India included a statement on gender budgeting in the budget 2005-06. With the production of the gender budgeting statement as part of the Union Budget documents, an institutionalized effort is being made to answer the basic question that how much of the government’s total expenditure is flowing to women. The

basic aim of this was to make allocation of resources/funds for various programmes/policies/schemes which are designed for the benefit of women.

For the development of women in all spheres of life, the starting point is to engender the national budget. The concept of gender budgeting has now become a watchword. Throughout the world, several schemes and programmes are launched to reduce gender gap and to achieve women's development. These are all clubbed under the umbrella of "Gender Mainstreaming". Gender budgeting is also one of the important components of gender mainstreaming.

A gender analysis of government budgets offers a new tool for ensuring a better match between government's policy commitments and development outcomes for women recognising the underlying gender inequalities and redressing them through the allocation of public resources.

The Ministry of Women and Child Development of Government of India is the sole department which makes the allocation of funds for women in almost in all programmes and schemes of government.

8.1 Objectives of the Study

- 1 To analyse plans and policies in agriculture in Haryana State from the perspective of women.
- 2 To assess the impact of government expenditure on the socio-economic situation of women.
- 3 To see *ex-ante* and *ex-post* impact of Support to Training and Employment Programme for Women (STEP) and Women's Training-cum-Production Centres and Stipend Scheme on women beneficiaries.
- 4 To offer policy suggestions on the basis of what was envisaged and what has been the outcome from the programmes/policies.

8.2 Hypotheses

1. Plans and policies for women in agriculture sector mainstream women issues.
2. There is a positive relationship between resource allocation and socio-economic situation of women.
3. Employment generation programmes have a positive impact on the development of women.

8.3 Research Methodology

The present study aimed to assess the role of gender budgeting on development of the women. To fulfill the objectives of the study, the present study is based on both primary and secondary data. Descriptive-cum-analytical research design has been adopted by the researcher to describe the role of gender budgeting in the development of women. For field survey, two programmes namely Support to Training and Employment Programme for Women (STEP) and Women's Training-cum-Production Centre & Stipend Scheme are selected. STEP provides employment and income generation opportunities to poor and asset-less women in the traditional sectors. Women's Training cum Production Centres & Stipend Scheme (WTPCSS) promotes income-generating activities among needy women of weaker section. The sample for the field survey was drawn by adopting purposive and multi-stage random sampling procedure for selecting districts, blocks, villages and beneficiaries. Therefore the selected district for STEP was Rohtak and for WTPCSS was Jind. In this way, eight villages for STEP and eight craft centres for WTPCSS were selected purposively for drawing the sample. At the final stage, a sample of 25 beneficiaries from each village and each craft centre were selected by simple random sampling method. In this fashion, a total number of 400 (200 for STEP and 200 for WTPCSS) beneficiaries were selected in eight villages and eight craft centres in two districts for the field survey.

The secondary data was gathered from various sources like Census of India; National Family Health Survey, Various Issues; Sample Registration System Bulletin, Various Issues; National Sample Survey Organization Report on Employment and Unemployment Situation in India, Various Issues; Haryana Statistical Abstract, Various Issues; Annual

Reports of Ministry of Women and Child Development; Expenditure Budget, Volume 1 (Statement 20), Various Issues; Various Issues of Draft Annual Plan, Planning Department, Haryana; District Census Handbook Rohtak, 2011 and District Statistical Abstract, Jind (2012-13).

To achieve the objectives of the study, raw data was treated with different kinds of analysis especially percentage, compound annual growth rate, simple linear regression model and paired sample t-test were applied. Pie diagram and bar diagram had also been used.

8.4 Hypotheses Testing

➤ **H: Plans and policies in agriculture mainstream women issues.**

The study found that most policies described in the plans and budgets of agriculture and allied sector did not give a positive boost to women farmers creating special opportunities, designing gender sensitive policies that ensure equitable intra-household distribution of benefits. The truth is that women were completely absent from the framework of policy makers in the agriculture sector. So, the hypothesis stand rejected.

➤ **H: There is a positive relationship between resource allocation and socio-economic situation of women.**

The study found a positive relationship between resource allocation and socio-economic situation of women. There is a significant impact of resource allocation under gender budgeting statement in India and women component plan in Haryana on women's socio-economic indicators (sex ratio, female literacy rate, total fertility rate, maternal mortality rate, workforce participation rate and labour force participation rate). Hence, we accept the hypothesis.

➤ **H - Employment generation programmes have a positive impact on the development of women.**

In order to comment on the said hypothesis, the study has taken three indicators viz., income, expenditure and saving of the respondents before and after joining STEP and WTPCSS. There is a positive impact of employment generation programmes (STEP & WTPCSS) on the development of women in terms of income, expenditure and saving. Hence we accept the hypothesis that employment generation programmes (STEP & WTPCSS) have a positive impact on the development of women.

SECTION-II

FINDINGS

8.2.1 Major Findings of Plans and Policies for Women in Agriculture

- ❖ Women constitute the preponderant labour force amongst cultivators. The number and percentage share of cultivators in both male and female declined in 2011 as compared to 2001. In 2011, 27.82 per cent persons were working as cultivators in which 26.28 per cent were males and 32.78 per cent were females. The number of cultivator in the case of both male and female was low in Panchkula, Gurgaon, Faridabad and Ambala in 2001-2011. On the other side, the participation of cultivators to total working population was much higher in the case of Mahendergarh, Bhiwani, Jind, Mewat, Fatehabad and Hissar districts.
- ❖ The overall number and percentage share of the agricultural labourers had increased in 2011 as compared to 2001. 23.08 per cent of the females were working as agricultural labourers in 2011 as compared to 15.30 per cent of males in Haryana. The number of the agricultural working population had increased during 2001-2011. In the districts of Panipat, Rewari, Gurgaon, Panchkula and Rohtak, the number of female agricultural labourers as compared to male had reduced during the period from 2001 to 2011.
- ❖ Workforce participation rate (WPR) for rural female had decreased from 25.0 per cent in 2009-10 to 16.2 per cent in 2011-12. WPR for urban female had decreased from 13.0 per cent in 2009-10 to 9.7 per cent in 2011-12. There had been a drastic decline in labour force participation rate for women worker both in the rural and urban areas in Haryana.
- ❖ As per provision of Modernization of Agricultural Extension Services under Macro Management Mode Scheme, minimum 30 per cent of resources meant for programmes and activities were required to be allocated to women farmers and women extension functionaries with specific documentation of expenditure and performance for women being maintained.

- ❖ Under Scheme for Promotion of Cotton Cultivation, components like distribution of seeds and agricultural inputs, women farmers were to be given priority particularly those who own land. 30 per cent of the funds under this scheme were being spent for the benefit of women farmers.
- ❖ Beneficiaries of National Food Security Mission included small and marginal farmers including women farmers. 30 per cent of funds were kept aside for women farmers. To create more and visible impact of technologies, women farmers were given preference for seed mini kits and demonstrations.
- ❖ Under Integrated Nutrient Management programme, 25 per cent seats had been reserved for training of women farmers in organic farming.
- ❖ Under National Mission for Oilseed and Oil Palm, components like distribution of agricultural inputs, training and demonstration, etc. preference was given to women headed house-hold. Small/marginal, SC/ST and women farmers were provided a maximum of 4 hectares per beneficiary for the development of oil palm. Further, assistance provided to women farmers for drip irrigation component was 50 per cent of cost whereas, for other categories, it was 35 per cent.
- ❖ To improve the knowledge of the farmers including women farmers, farmers-scientist interaction, Krishi expo, agri-tech, kisan melas and exposure visits were organized at the regional level in Haryana State.
- ❖ Under the Integrated Pest Management (IPM) programme, subsidy on the total cost of equipment was provided at 35 per cent for general category and 50 per cent for SC/ST/Women's Organizations.
- ❖ The study found that most policies described in the plans and budgets of agriculture and allied sector did not give a positive boost to women farmers creating special opportunities, designing gender sensitive policies that ensure equitable intra-household distribution of benefits. The truth was that women were completely absent from the framework of policy makers in the agriculture sector.

8.2.2 Major Findings of Gender Budgeting Statement in India

- ❖ The coverage of 'Gender Budget Statement' in terms of Union Government ministries/departments had increased from 10 in 2005-06 to 36 in 2016-17.

- ❖ There had been an increase in the number of Ministries and Departments undertaking gender budgeting exercise that forms the basis of gender budgeting statement of the government.
- ❖ The total allocation for gender budgeting from 2005-06 to 2016-17 varied between 2.79 per cent and 4.58 per cent of the total union government expenditure. There were noticeable fluctuations in between.
- ❖ The average percentage share of allocations under Part-A (100 per cent allocation for women) of gender budgeting statement was 27.91 per cent during 2005-06 to 2016-17. The compound annual growth rate for allocation of funds for women specific programmes was 7.44 per cent.
- ❖ The average percentage share of allocations under Part-B (30 per cent allocation for women) of gender budgeting statement was 72.09 per cent during 2005-06 to 2016-17. The compound annual growth rate for allocation of funds under Part B was 14.74 per cent.
- ❖ The percentage share of allocations under Part-A had always been below than the allocation under Part-B. Part-B constitutes the maximum portion of funds under gender budgeting statement which is not exclusively for women.
- ❖ There was no consistency in the introduction and implementation of women-oriented programmes/schemes. Sometimes the schemes were dropped and at some other times, one scheme was merged with the other schemes.
- ❖ Department of Rural Development had the highest allocation of funds followed by Department of Health and Family Welfare under Part-A of gender budgeting statement.
- ❖ Department of School Education and Literacy had the highest allocation of funds followed by Department of Rural Development, Ministry of Health and Family Welfare and Ministry of Women and Child Development under Part-B of gender budgeting statement.

8.2.3 Impact of Resource Allocation under Gender Budgeting Statement on Women in India

- ❖ The grim picture of unfavourable sex ratio prevailed at all India level. The overall sex ratio for India had increased by 10 points in 2011 respectively. It means that

there was a positive impact of gender budgeting on overall sex ratio. The child sex ratio in India had decreased by 8 points in 2011.

- ❖ Female literacy rate in India had registered an improvement from 53.71 per cent in 2001 to 64.63 per cent in 2011. It showed the positive impact of expenditure under gender budgeting statement in India on female literacy rate.
- ❖ The total fertility rate in India was 3.4 in NFHS-1, 2.9 in NFHS-2 and 2.7 in NFHS-3. Total fertility rate in India became 1.5 in NFHS-4 which implied a significant impact of gender budgeting on the total fertility rate.
- ❖ The maternal mortality ratio in India had decreased from 327 in 1999-2001 to 212 in 2007-09. It implied positive impact of gender budgeting on maternal mortality ratio in India.
- ❖ The researcher found that female Workforce participation rate declined from 25.9 per cent in 1999-2000 to 21.9 per cent in 2011-12 at all India level.
- ❖ The researcher found that labour force participation rate during post gender budgeting period in India remained lower for women as compared to pre gender budgeting period.

8.2.4 Major Findings of Women Component Plan in Haryana

- ❖ There was an increasing trend of outlay/expenditure under women component plan during annual plans under major heads of development in Haryana. While allocating outlays for the departments, highest priority had been accorded to social justice and empowerment sector in each annual plan.
- ❖ After annual plan 2008-09, no expenditure had been made for community development under women component plan.
- ❖ There was no explanation, however, on how the Planning Commission arrived at this particular figure of 30 per cent under the women component plan.
- ❖ The domain of women component plan was restricted only to plan allocations by the ministries/departments, and women component plan provides a benchmark to

assess the performance of ministries/departments in prioritizing plan resources for schemes which benefit women.

- ❖ Women component plan treated women as one homogenous group but, in reality, there were layers and layers of discrimination even within women, thus a dalit woman would be doubly discriminated and a differently-abled dalit woman would be even more vulnerable.
- ❖ A small amount of funds had been released to urban development which remained constant at Rs. 4.00 lakh in each annual plan.

8.2.5 Impact of Resource Allocation under Women Component Plan in Haryana

- ❖ The grim picture of unfavourable sex ratio prevailed at Haryana state level. The overall sex ratio for Haryana had increased by 10 points in 2011 respectively. It means that there was a positive impact of women component plan WCP on overall sex ratio. Child sex ratio in Haryana had increased by 17 points in 2011.
- ❖ Female literacy rate in Haryana state had made a quantum jump from 56.31 per cent in 2001 to 65.9 per cent in 2011. It showed the positive impact of expenditure under women component plan in Haryana on female literacy rate.
- ❖ Total fertility rate in Haryana was 4.9 in NFHS-1, 2.9 in NFHS-2, and 2.7 in NFHS-3. Total fertility rate in Haryana became 2.1 which implied a significant impact of women component plan on the total fertility rate.
- ❖ The maternal mortality ratio in Haryana had decreased from 242 in 1999-2001 to 153 in 2007-09. It implied positive impact of women component plan on maternal mortality ratio in Haryana.
- ❖ Workforce participation rate for females in Haryana increased from 13.7 per cent in 1999-2000 to 14.1 per cent in 2011-12 which showed a positive impact of resource allocation under women component plan on workforce participation rate.
- ❖ In all NSS round, labour force participation rate for females in Haryana had increased. It showed a clear cut positive impact of women component plan on female labour force participation rate in Haryana.

8.2.6 Major Findings of Support to Training and Employment Programme for Women (STEP)

- ❖ The study found that majority of STEP respondents (45.0 per cent) were from age group of 30-39 years followed by 25.5 per cent who were in the age group of 40-49 years. Out of the total number of respondents, 65.5 per cent belonged to SC category, followed by 23.0 per cent belonged to OBC category, 11.5 per cent belonged to general category.
- ❖ 84.5 per cent of the STEP sample respondents were married, 1.5 per cent of respondents were unmarried and 14.0 per cent of respondents were widows/divorced/separated. Around 60.0 per cent of them were illiterates. Only 2.5 percent of respondents mentioned that they had studied graduation and above.
- ❖ 51.5 per cent of respondents belonged to nuclear family and 48.5 per cent of respondents belonged to the joint family type. It was observed from the table that the members of both nuclear family and joint family were interested in STEP. 50.5 per cent of respondents were from medium family size followed by 33.0 per cent of respondents were from large family size and 16.5 percent of them belonged to small family size.
- ❖ The study observed that out of 200 beneficiaries, 44 per cent had kachha house followed by 32.5 per cent who had semi pakka house and 44 per cent had kachha house.
- ❖ The occupational distribution of respondents indicated that 65.0 per cent worked as wage labour either in agriculture or construction sector. 28.5 per cent were housewives.
- ❖ The studies found that majority of respondents (94.5 per cent) were influenced to join STEP by N.G.O. Majority of sample respondents stated that they joined STEP for improving financial position.
- ❖ The study found that 71.0 per cent of respondents had membership for two years followed by 21.5 per cent of respondents had attached to STEP for the past three years.

- ❖ 62.5 per cent of respondents reported that they had undergone a health and nutrition session during STEP training. However, it was found that barely 5.5 per cent respondents know anything about health insurance scheme like Rashtriya Swastha Bima Yojana. This showed that apart from the training on the specific trade, there was also a need to train women other relevant social issues and government schemes and programmes related to health, education and income generation etc.
- ❖ The study found that majority of respondents (91.5 per cent) had known about mushroom before coming to STEP training.
- ❖ The study found that most of respondents were aware of the important aspects of mushroom cultivation like work-shed, watering arrangement, dark room and raw material cost, maintenance of hygienic condition and conditions to avoid disease etc.
- ❖ Surprisingly, it was found that, a couple of important items were not learned by a large group of beneficiaries. One among those was about the thatched unit/framework. 31.5 per cent of the respondents stated that this was not thought during the training. Again 50 per cent respondents had no idea about spawning.
- ❖ The study observed that 55.0 per cent of respondents reported that lack of storage facility was a major problem. The uncontrolled price structure of mushroom was another problem as reported by 25.5 per cent of the respondents.
- ❖ 78.0 per cent of respondents cultivated mushroom both for self-consumption and business. Most of the women preferred direct sell of mushroom in the local market.
- ❖ Respondents were mostly aware of the medicinal and nutritional values of mushroom. Only one aspect that 37 per cent of respondents were not aware of was the low sugar content in mushroom.
- ❖ The percentage of sample respondents (36.5 per cent) whose annual income was between Rs. 10000-20000 before joining STEP had declined to 20 per cent and the percentage of respondents (24.0 per cent) whose annual income was Rs. 30000-40000 had increased to 34.0 per cent after joining STEP. This signified that STEP helped the member in increasing their income by taking up productive activities.

- ❖ The percentage of sample respondents (21.5 per cent) whose average annual expenditure was less than Rs. 10000 before joining STEP had declined and the percentage of respondents whose average annual expenditure was between Rs. 20000-30000 and above had increased after joining the STEP. This showed that the members spending power increased after they become members of STEP.
- ❖ The percentage of sample respondents whose annual savings was less than 5000 had declined and percentage of sample respondents whose savings were between Rs. 5000-10000 and above had increased after joining the STEP.
- ❖ Out of 200 respondents, 73.0 per cent of respondents agreed about economic betterment after joining STEP. 82.0 per cent of reported that their skill was upgraded after joining STEP while 84.0 per cent reported that their knowledge was upgraded after joining STEP.
- ❖ The study found that 71.0 per cent of respondents reported that their capacity building had improved after joining STEP while 69.0 per cent of respondents agreed that their social status had improved after joining STEP. Only 33.5 of per cent of respondents reported that there was a significant impact of STEP on their decision-making.

8.2.7 Major Findings of Women's Training-cum-Production Centres and Stipend Scheme (WTPCSS)

- ❖ The majority of WTPCSS respondents (50.5 per cent) belonged to the age group 20-30 years and 75.5 percent of respondents were married. Only 4.0 per cent of respondents were illiterates. 27.5 per cent of respondents had completed senior secondary education and 11.5 per cent had completed college education.
- ❖ With respect to family type, 65.5 per cent of WTPCSS respondents belonged to a nuclear family and 34.5 per cent of respondents belonged to a medium family size ranging between 5 to 8 members per family.
- ❖ Out of total number of respondents, the highest number of respondents belonged to SC category and the lowest number of respondents belonged to general category.

- ❖ The study found that 40.5 per cent of respondents were house wife, 21.0 per cent were non agricultural labour, and 19.5 per cent of respondents were agricultural labour. The majority of respondents (62.5 per cent) lived in pakka houses.
- ❖ The study found that most of respondents (90.0 per cent) joined WTPCSSS due to motivated by N. G. O. 57.5 per cent of the members joined WTPCSS mainly to improve their financial position, 15.5 per cent of respondents to promote savings and 12.5 per cent of respondents to improve social status.
- ❖ 39.5 per cent of respondents received training for 10 months up to 1 year followed by 27.0 per cent of respondents received training up to 3 months, 18.0 per cent of respondents for 4 to 6 months and remaining 15.5 per cent for 7-9 months.
- ❖ 47.5 per cent of respondents stated that their present level of skill was adequate, 33.0 per cent of respondents reported basic level of skill and the rest 19.5 per cent of respondents reported the expert level of skill.
- ❖ Most of the time, women were made to learn the cutting using old newspapers usually called as drafting. Once, the women pick up the skill, they were made to use the cloth, threads, frames which women bring their own. Out of 200 sample respondents, cent per cent of respondents said that they get only sewing machines and needles as raw material under WTPCSS.
- ❖ Cent per cent of respondents said that they did not get marketing facilities under WTPCSS and cent per cent of respondents opined that they did not get credit facilities under WTPCSS Scheme.
- ❖ The study found that 69.5 per cent of respondents agreed about economic betterment after joining WTPCSS, 89.0 per cent of respondents reported that there was significant impact on skill up gradation after joining WTPCSS, 86.5 per cent of respondents reported that their knowledge was upgraded after joining WTPCSS,
- ❖ 71.0 per cent of respondents agreed that their capacity building had improved after joining WTPCSS. 69.0 per cent of respondents reported that their social status had improved after joining WTPCSS and only 33.5 per cent of respondents stated that there was significant impact of WTPCSS Scheme on their decision making.
- ❖ The present study found that majority of respondents (61.5) said that the training was very useful. 26.5 per cent of respondents opined that the training was of some

useful. 72.5 per cent of respondents were satisfied while 27.5 per cent of respondents were not satisfied, 15.0 per cent were satisfied.

- ❖ Lack of credit support by financial institutions was a major problem as stated by 85.50 per cent of respondents. 79.50 per cent of respondents felt the lack of infrastructure facilities for starting self-employment. 79.50 per cent of respondents stated problems in the marketing of products.

SECTION-III

SUGGESTIONS

- ❖ Gender budgeting should be initiated not only at the State level but also at the level of all local bodies like village and town panchayat.
- ❖ Gender disaggregated data from different departments should be gathered at various levels for the effective implementation of gender budgeting.
- ❖ Government should conduct evaluation of plans/policies/programmes of various ministries designed for the welfare of women.
- ❖ There is a need to conduct sectoral analysis of budgetary allocations under gender budgeting statement for different programmes of various ministries/department. Education, health, forestry and agriculture sectors should be covered in the initial phase of analysis.
- ❖ Resource allocation should be increased in the areas like education, economic empowerment initiatives, sanitation and nutrition.
- ❖ The Centre and State Governments should collect gender wise data on ex-post beneficiaries of all its major programmes/schemes that are meant for both men and women. Such data should be used to formulate more appropriate policies for women in the state.
- ❖ There is an urgent need that women should have access and control over the budget for the development purpose.

- ❖ The monitoring of the gender budgeting should be done at regular interval so that progress should be measured.
- ❖ For effective gender budget analysis, there should be a close interaction between activists in the women's movements and policy makers.
- ❖ It is necessary to tighten the system and closely monitor implementation of each scheme, to secure a result-oriented direction all rounds.
- ❖ The allocation of funds under women component plan in each sector should be increased by increasing per capita income. Some government schemes need to introduce at the end of the planning commission to enhance the expenditure in budget for the empowerment of women.
- ❖ The Government of Haryana should develop a "Mission Statement on Gender Budgeting in the State" and the process of gender budgeting should be initiated immediately.
- ❖ The State government of Haryana should immediately initiate in collaboration with women's organizations in the state, a serious process of methodological debates for carrying out gender budgeting in Haryana. There is also the urgent need to sharpen the methodological tools for monitoring the progress of women component plan in the State.
- ❖ Women component plan should be extended to all ministries and departments and should not just be confined to the realm of some ministries and departments which have historically been perceived as "women-related".
- ❖ The government should formulate policy guidelines in order to earmark adequate amount of outlays for women in all of the major programmes/schemes being implemented in the state. Also with regard to the outlays for state plan programmes, flow to the women component plan should be reported for all sectors in the Annual Plans.
- ❖ There is a need to cover technical and gender issues under the support to training and employment programme for women (STEP) and women's training-cum-

production centres and stipend scheme (WTPCSS) to ensure skill upgradation of women.

- ❖ Training should be imparted to beneficiaries through audio-visual exhibitions and visits.
- ❖ The backward and forward linkages including access to credit should be strengthened at the implementation stage under STEP and WTPCSS.
- ❖ There should be more facilities for technical trainings and employment opportunities for women under STEP and WTPCSS.
- ❖ Stipend should be increased to the WTPCSS beneficiaries during the training period.
- ❖ Government should support and strengthen the opportunities for marketing of STEP and WTPCSS product.
- ❖ Insurance scheme to STEP and WTPCSS beneficiaries must be introduced by the government.
- ❖ Implementing agencies should provide training certificates to the beneficiaries of STEP and WTPCSS.
- ❖ Credit and infrastructural facilities should be provided to the beneficiaries to start new business.
- ❖ Supervision by higher authority on STEP and WTPCSS for effective functioning is required.
- ❖ There should be increases in the number of days of training programme under STEP and WTPCSS.
- ❖ Support services like health and nutrition training, awareness about the various welfare schemes run by government should be provided under STEP and WTPCSS.
- ❖ The arrangement for coordination and monitoring should be strengthened in order to improve the implementation of the self employment cum income generation programmes.
- ❖ A strong network of trained extension workers should be created in the identified rural areas.