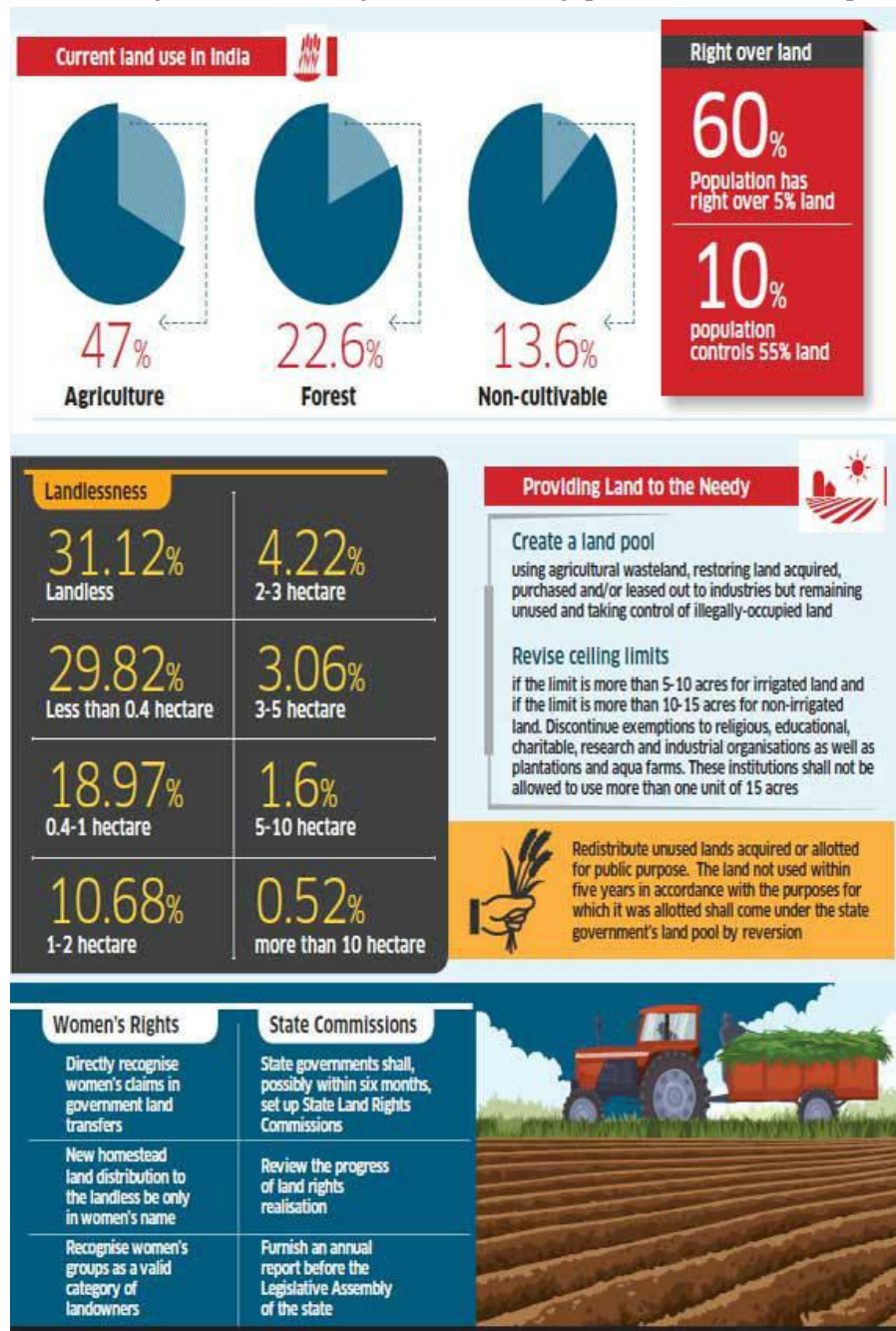


Land Rights For Women : Planning inclusion to address gender resource gap

by Shivani Bhardwaj, Sathi All For Partnerships (SAFP), August 12, 2013

The 2013 draft land policy of India gives women preferential treatment in further land distribution is an official recognition that the gender resource gap remains in most important means of production. The



the mention of group land rights for women is a way to get resources for women outside family and community resource control. The issue of gender resource gap and its link with patriarchal control of the powerful on resource base (Katrak 2009) is a complex contestation rendering most inclusion efforts to lessen impact. Yet historically rights are realized when a system of demand is consistent with legal and moral arguments. Equality is planned through tokenistic allocation of parliament seats to women in the era of privatized market that leaves less money for governance. More women hold positions that has least money like rural electrification when national power generation, transmission and distribution is done by men who are not planning for the woman MSE, farmer or family carer.

Exhibit 1

Source : http://articles.economictimes.indiatimes.com/2013-08-06/news/41132093_1_safe-landing

1. From land rights to gender resource gaps

The Consult for Women and Land Rights (CWLR) gathered voices of women across different cultures to advocate and lobby for change in law, policy and programs in 2003. Within no time, many networks emerged that created the human resource for organizations to support ground level work, research and policy reform work on women and land. (UNIFEM and SAFP 2008). The discourse has certainly evolved for the issue to be recognized at all levels and many groups have earnest successful pilot programmes on women and agriculture, homestead and right to the commons. Few studies have indicated the gains in reducing the control ownership and access of land women and men have at district and national level. It is time to gather data on how much land and assets have been transferred to women from 2002 to 2012 and this should be computed against a gender resource gap in spaces, sector and household to form base line for future development plans.

A land title in woman's name requires credit, access to services and asset base to sustain ownership and control while trying to make land productive and regenerating. The discourse on women and land right focused on agriculture, as if all women were farmers alone. A farmer belongs to a village, caste and class who has abilities and roles within their spatial and community setting. A farmer works cross sector as farming families shift to urban areas as unorganized sector workers. Women migrating due to marriage or with their work have to negotiate their right to land differently than men thus remain vulnerable as their ownership to housing and services is even less secure than their land right. The discourse of women and land thus incorporates housing and livelihood resources. For this reason most people working on women and land began to focus on related assets that help sustaining land once it is got on women's name. All along the role of women as carers of the young and elders of the household was upheld to compute the cost and gain of this gender role. The leadership of single women on housing and land rights asked for further disaggregation of data on land and assets which called for clarity on planning to be done for women and men as individual citizens rather than as people within a household as a unit of planning. However, when single women were defined as never married, married and divorced, deserted, widowed and in partnership with other women/men the planning unit remained household with addition of the category of women headed households. The conceptual clarity on what land rights constituted thus has had a long process which further got qualified on the basis of gender roles on management of land, assets and related resources. Households have reproductive role, productive role and community roles that need to be negotiated between its members on the basis of capabilities and opportunities different members of the household get to experience multiplicity in performing gender roles.

Skills to manage land and productive assets was a gap. Dr. Nitya Rao was one the first to expound in 2003 with CWLR members that related resources such as skills, access to forest and water as well as housing, livelihoods and credit are a prerequisite to get to realization of woman's land right (Rao 2006). While working on the issues since the 1990 one realized the important of working at both individual, local and district level. This realization becomes more acute after the passing of gender equal laws on private property. Most cases referred to members of CWLR had a very difficult time getting lawyers and judgments in a gender equal manner. Even after Hindu Succession Act amended in 2005 superseded the ZA act in Uttar Pradesh the local land recording officials i.e. patwaris still refuse to shift their operational work pattern related to land registration in women's name.

The work on gender resource planning was evolving under the policy concerns for gender equality (Beal 1999). In 2011 consultations were held on urban development flagship program – The JNNURM but this policy discourse did not lead to tangible gain for planning for increased access for women to urban infrastructure. Token allocations for land planning for a vending zone for women were attempted by town planners in 2011 and this was a welcome sign. However the rural and urban development ministries did not adopt a holistic method to compute gender resource gap as a basis of planning projects and area development plan. The demand for this planning was raised by SAFP but sans an academic and written

proposal of how gender resource gaps can be understood at micro and macro level the justification for this advocacy was weak. Pioneering research was to be conducted to establish the link of women resource rights gap and local planning as it was clear that private property will not be easily transferred to women by families. If they were to acquire skills in property management they had to first learn it from outside the family structure in their own neighborhood.

How can women gain and increase skills to manage property and how can women get more access to property to manage is a question that the author explored for the past decade. Through an organizational and individual efforts of many people an attempt was made to look at inclusion of women land and related resource rights within planning at different levels. The organization that the author belongs to, is called Sathi All For Partnerships (SAFP) which also is the coordinator of CWLR. The individual efforts that are mentioned in this article are of those people who partnered with SAFP on the journey to increase understandings to change perceptions on realization of women's land and resource rights. The initiatives are enumerated in 3 different sections ahead that build the understanding of gender resource gaps at different levels of planning that needs to plan for resource equity between and within each community based in urban and rural locations to foster gender equal sectoral and spatial planning in practical terms.

This paper thus shares a journey which women and land rights that meandered into understanding gender resource gap differentials in urban and rural locales with its implication on a Dalit and tribal women whose lack of resource base should form the slices of local, district and national planning process and end with a possible plugging in of the concepts in the urban and local planning process that should result in an increased realization of women's right to land and resource equality.

2. Section I . Locating gender resource gap at different levels in multiple forms.

In 2009 the author decided to explore computing gender resource gap in a constituency and a district through a doctoral thesis called "Differential resource access – An exploratory study of gender gaps in Delhi." The summary of this thesis is shared in this section.

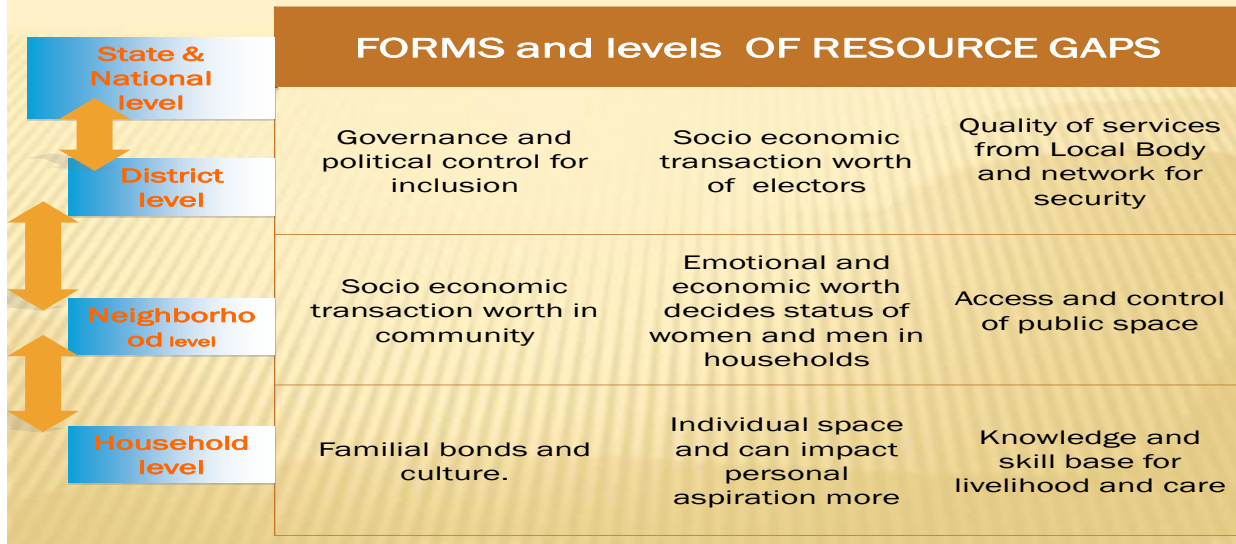
The unequal distribution begins from the smallest unit of our society that is the family. Gender Resource Gap epitomizes disparity in the society and economy. If the gap is known planning can ensure to reduce the same. The objective of the thesis was to map the multi forms in which gender resource gaps exist; to locate the gender resource gaps at different levels; to measure the quantum of gender resource gaps through Harvard Analytical Framework (Evertzen 2009); and to propose ways in which gender resource gaps framework could be accommodated at macro and micro levels.

Resource gaps in the thesis were explored in space, services and spousal income as forms of gender gaps to find out that women use and access 31% less space and avail 3% less services on an average. Multiple forms of gender resource gaps provided evidence to identify the socio-economic worth of women and men at different levels, i.e. the familial level, the socio economic level and at the level of governance.

These three levels decide gender roles of a household that works within a community to govern and impact lives of individuals living in an area. The quantification showed that married men have 130% more income than women. A 14% asset gap showed that women can buy fewer assets, sustain them less when they buy it and inherit less than men. Gender Resource Gaps (GRG) at the familial level can be understood at a 7% in literacy in favor of men. However among those who get education gender gap favored women in professional education. The men had 10% and 7% more access to resources within the house and institutions of governance, while women had 7% more access to schemes. At the level of economy the gender gap favored men by 10% more in access to resources outside the house, 30% access to livelihood opportunity and equipment and 7% control of resources. Qualitative data was collected through case studies and focus group discussions on perceptions about space needs, services and

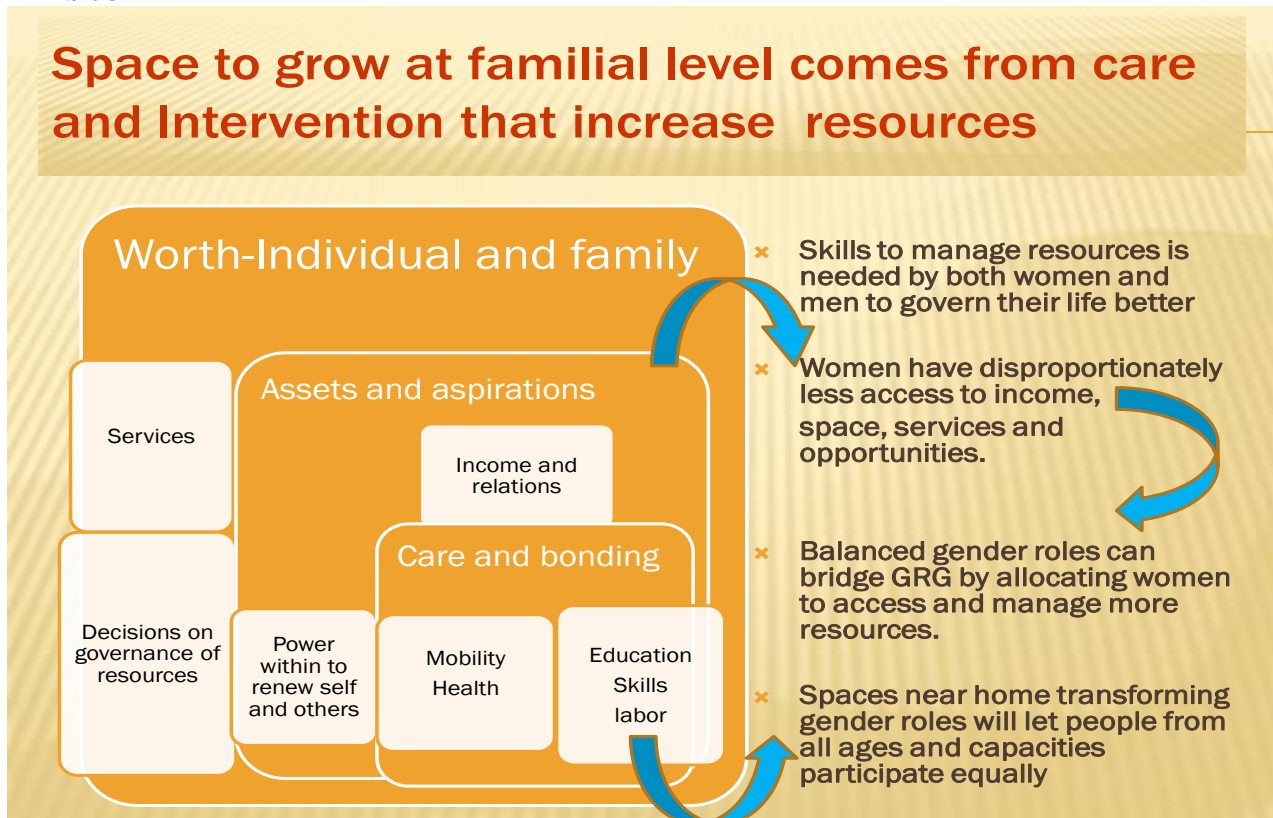
participation at socio economic and governance levels that were explored across high, middle and lower income categories. These were documented and shared with stakeholders who suggested different kinds of interventions that may **minimize gender resource differentials**.

Exhibit 2



The diagrams above present an understanding that at the house-hold levels and levels above many forms of gender gaps exist and are correlated with each other.

Exhibit 3



The gender resource gap form was most in spousal income, livelihood opportunities and space. Therefore a spatial plan was proposed to make gender resource centers with livelihood interventions connected through safe roads with many public infrastructure for care and production spaces. Outcome of this exploration is a methodology to compute gender resource gaps at a spatial unit level that clarify the forms of gender resource gaps and the output of the research are micro and macro plans with a set of next steps in form of recommendations for stakeholders at different levels.

This research explored ways on how inclusive planning can be manifested at a local area level. Towards this end discussion with respondents was evolved to develop gender resource increase options within a local area level plan that is linked to district planning. The exploration of the research thus demonstrated that cities and villages within a district could be planned to makes areas and its inhabitants regenerative. This regenerative plan was termed as a sustainable development zone within which a women resource zone exists. This research proved that balancing inclusion and development is possible. Specific projects could be developed to promote gender equality as a result of this work.

2.1 Relation between gender resource gaps and spaces

Women have less worth in terms of assets and income so they get to build and design fewer spaces. Spaces if co-created with men and women's participation in neighborhoods could provide a different visual image of inclusive design. Participation in a project from its inception builds web of relationships that can influence utility, usage and design. Attitude based on gender equality first needs to be imbibed in both women and men. A simple solution to closing the gender gap in space is to provide spaces that women can access more or even access exclusively. Changes can be brought at the level of public visibility. This visibility will help in transforming patriarchal attitudes.

If many women are visible moving around and interacting openly with men with purposeful confidence, men will also get opportunity to interact enough, leading to less of eve teasing and VAW””

Dr. Baraan Farooqui Faculty Jamia Millia Islamia

An example of government action is the Delhi Metro rail women compartment and example of exclusive space for women is the *Balak Mata* centre of Jamia University where children and mothers get educated under one facility (SAFP and NCW 2011). Such a convergence can be done for old age care as well as production needs.

2.2 Relation between gender resource gaps and services

One of the outcomes of the research was articulation of people in the locales who co created options after knowing about gender gaps in services through FGDs on cluster planning and green transport.

“If mobility, habitation and economic activity is planned with services and market areas in a sustainable way through projects it will benefit all at different levels within the district”.

Ms. Mamdooha Majid, Member Muslim Personal law Board

Architecture students guided by Equal saree a young women architect team from Barcelona, designed a solution of a safe road network for the neighborhood spaces and road networks and this plan was called

the Okhla gender plan. Thus the 130% GRG in income could be reduced by providing 3% services improvement linked through a network of roads and social relationship web in 31% spaces that women could manage to lessen their occupation and care role supports through a planning that promotes wellness and provides nurturing environment to build skills and mobility.

“The women view environment in relationship of family health and as a public health issue. Men exercise caution as they experience the effect of environmental laws on their business and jobs.”

Dr. M. Khalid, Climate Change Expert, Resident of Okhla.

Balancing growth and development against protecting the environment and preserving open space needs to be done in the solutions we seek that may close the gender gaps. Training for men to increase their livelihood and rejuvenation options near home will also help interchange of gender roles. Young women said “If boys get engaged in learning skills they have less time to follow us around and if men are educated on development needs they can take decisions that favor all equally”.

2.3 The Solution : Inclusive Development Zone : Towards this inclusive spatial planning was developed (Bhardwaj and Ghosh 2012) that included a Women Resource Zone (WRZ) proposal among other transformative projects proposed. Towards this focus group discussion was held at micro level and experts were consulted at macro levels with as respondents of this study to suggest solutions. These stakeholders were policy planners, academics and leaders responsible for the local and national development process who would rather respond to concepts like sustainability and inclusion than GRG and its reduction by a WRZ and other integrated development projects. A critical conclusion of the research process was to understand inclusion as a process inclusive for women and sustainability as an inclusive agenda. Thus sustainable inclusive development zone was a reformulation that was recommended to stakeholders at different levels within the locales and institutional systems responsible for decreasing GRG.

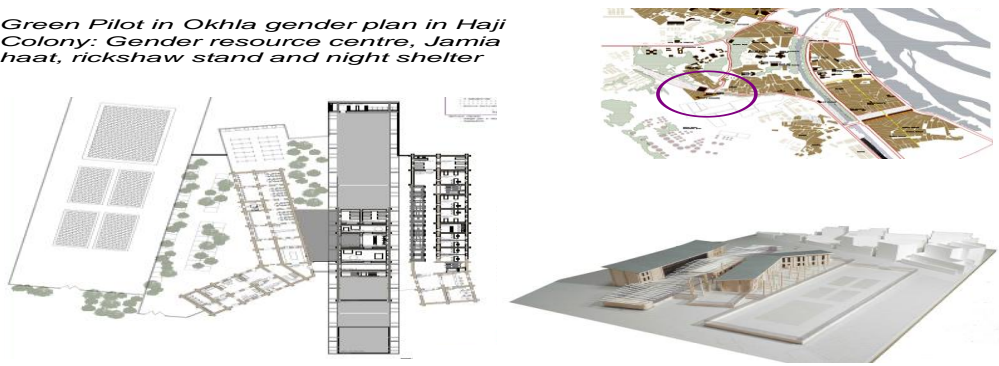
2.3.1 Gender resource gaps at micro and macro levels can be addressed by planning

To reduce gender gaps at household levels a macro plan was required that provided care services and training and employment to women near their housing. An example of this kind of a plan was developed within the Okhla gender plan.

Exhibit 4 shows that a gender resource centre provides training and production space to women, while the vending space provides market avenues for women locally. Different groups of women and men could manage the labor centers and rickshaw pullers parking and wet kitchen to have access to labor and financial resource. The space could also work itself as a green project by developing horticulture options around the campus as in the diagram below. Many such projects need to be planned in different parts of the district to make a macro plan.

Exhibit 4 source Equal saree <http://equalsaree.tumblr.com/>

Green Pilot in Okhla gender plan in Haji Colony: Gender resource centre, Jamia haat, rickshaw stand and night shelter



Many local level discussions led to recording aspirations of different people in the locales to make a Macro Plan with myriad projects that links local development with a district plan. Urban local bodies, city level leaders, academia and national planners were informed about the research results. Discourse thus has been generated from local to higher levels. The macro plans need to be linked to planning process of the city and village development. Therefore a GRG lessening agenda should become a part of an ongoing development project that is truly aimed at inclusion.

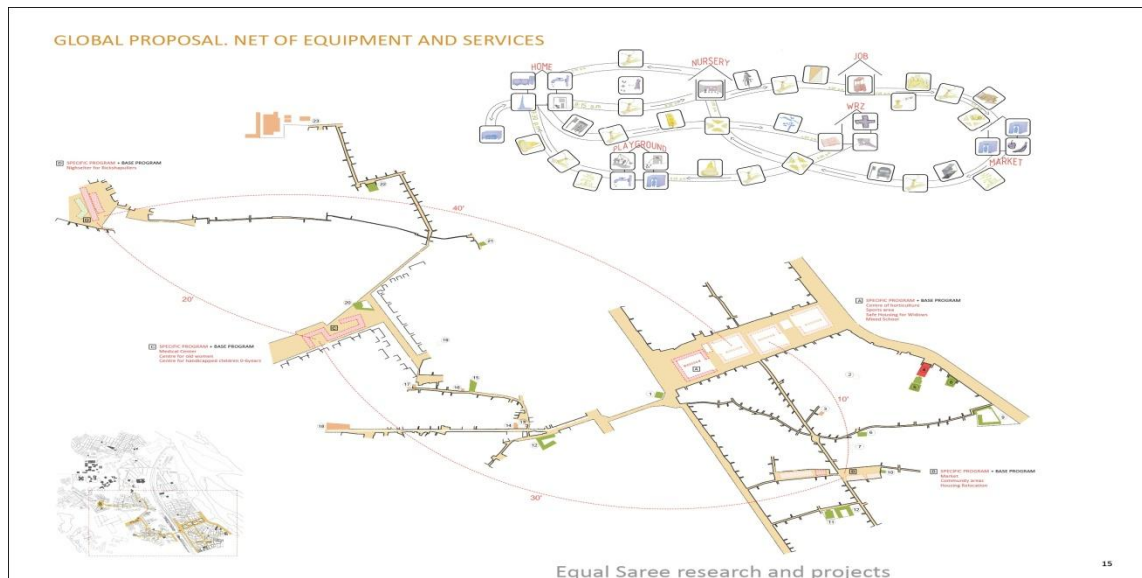


Exhibit 5: Source Equal saree

In Okhla, the 'Metro' is being introduced and transport systems will be reviewed for it. This opportunity could be used by the socio economic actors to carry forward proposals that have emerged as a result of the research process. In Okhla an elderly women and children centre, a vending area, Yamuna river bank revival, women resource zone, multipurpose halls, health and education centres are proposed as macro plan. The diagram on global proposal depicts this visually. The thesis thus provides the understanding of

how the gender resource gap exists; When and how can gender resource be quantified and when it can be used as a key indicator for planning.

2.3.2 The existence of a Gender Resource Gap is a violation of constitutional obligation of the state. The gender resource gap will vary at different levels such as at the household level, at work level and community level for women and men differently. The resource requirement for each person and each geographical area varies. Therefore forms of gender gaps can be multiple. For example, when women have less mobility at family level they are exposed to less information and situations to make informed decision as compared to men. Thus resource gap at the basic unit of society impacts the resource gaps at all the other levels. Gender resource gaps exist in services, access to income, asset base and credit. These gaps indicate that the work required to reduce gender resource gaps is yet to become a priority for stakeholders as they are not aware of the nature and quantum of gender resource gaps. Stakeholders have made themselves aware that they are constitutionally bound to reduce the gender gaps. However policy and planning level solutions proposed at macro level i.e. at National Planning Commission level or local or district, city or of village level require training to document gender resource gap in smallest area to monitor the reduction of the gap. Towards this social, economic and political will, to impact local area plans with inclusive planning is essential. The research process offered ways in which a local area plan can impact gender resource gaps at local level. This local level can easily inform the district and the national level planning.

The thesis did not cover all areas and suggested further research. SAFF undertook three other parallel studies to understand the Dalit, and the Tribal women's resource gaps. The section ahead will explain the context and preliminary learning from the dalit woman's resource gap study as an example of this work.

3. Section II : Research on GRG for women in different communities and work sectors

3.1 Dalit Women land and resource rights : SAFF partnered with CWLR members and NACDOR to compute the dalit woman's resource gap (SAFF 2013). The research was spread over 5 states and the sample of 1000 dalit and non dalit women drawn from rural and urban settings in Uttar Pradesh, Rajasthan, Bihar, Tamilnadu and Punjab. Each location and each state had a different rate of land less ness and resource equation.

In India Dalit women constitute 16.3 per cent of which 18 per cent women live in rural areas and they rarely own any land but work as agricultural labour as unemployment among them is high. In 1991, about 71 per cent of Dalit women workers in rural area were agricultural labourers. Only 19 per cent of them owned land (Tirmare, 2004). Dalit women have been at the forefront of Dalit land rights movements and whenever they have participated in these campaigns they have been much more successful (Nicholas

2005). About 90 per cent of women working in unorganized sector are mainly from lower castes (Jogdand, 2005). MNREGA workers are largely dalit women as workers from another caste are not willing to work on the low wage offered by the flagship program (interview with Geetha R 2012 for the SAFF dalit women resources study).

The results of the SAFF dalit women and resource study show that non dalit women have more access to resources such as 19.66% more land, 66.67 % more shop/workshops and 60.63 % more livestock besides having more access to health care and transport. The research found that Dalit women lag behind in education and skills, credit, access to natural resources in particular land, housing and services when compared to non dalit women. Even where schemes exist such as the SCP only 25% of Dalit women knew about it. Women's schemes, which did not seem to reach Dalit women, with the exception of those with political patronage had an awareness of around 58% among Dalit women where as only 33% non dalit women were not aware. The dalit women resource gap in access to schemes was 25% with 46% non-Dalit women reporting that say that they have not been benefited from the government or NGO schemes, where as more than 71% Dalit women say the same. This is also a huge gap when in addition 33% more Dalit women feel deprived services like health, transport and social get together and 20% Dalit women feel that they have not been benefited by education as compared to only 11% non-Dalit women responding on the same.

Discrimination across different institutional sites, from the household and community to the state and markets, and the pervasive violation of their human rights, implies that even when Dalit women gain access to resources, they are unable to translate it into improved welfare and wellbeing over a period of time. Dalit women are more agricultural labour, and less home makers as compared to non-Dalit women. The missing social networks seem to be a clear gap for Dalit women to get better employment who continue to work in their caste based occupations. About 33% Dalit women say that being Dalit is an obstacle to reform as compared to only 11% non-Dalit women saying so. The need to organise special awareness programmes on government schemes for Dalit women and promote their collectives and organisations to empower them and facilitate reduction in resource gap was felt by both dalit and non dalit women.

Considering the resource gaps found out by the study it is recommended that the success and failure of every government programme should be measured by their reach and impact on Dalit women. All government interventions should provide disaggregated data by sex, caste, income and minority households living in each electoral constituency. The computation of gender resource gap and caste and minority based resource gap then can be present for proper utilisation of SCP. The allocation and monitoring of the SC Sub-Plan with mechanisms need to be improved to ensure that 50% of the SCP should be earmarked for Dalit women. Since Dalit people are 16% of the population of India the Gender Budget Guidelines of the Government of India needs to make proportionate provision for SC/ST/Minorities women. In this case, 16% allocation for the Scheduled Caste women should be mandatory under the Gender Budgeting by the Government of India or the States. District development plans should be audited for gender and Dalit equity gaps. Towards this end the monthly action taken report of the District Collector should be utilised to monitor the reduction of resource gaps for Dalit women by tracking implementation of all schemes including SCP and Women component of budgets. Other recommendations included setting up an empowered government body to deal with Dalit women's development and protection of livelihood opportunities with special protection mechanism for the Dalit women who have filed police complaints. The right to livelihoods of Dalit women needs to be protected for specific sectors where Dalit women work as unorganized sector workers in urban and rural areas. Social audit of MNREGA, developmental projects as well as other schemes that can enhance land or

infrastructure base related to adequate housing and right to livelihood needs to be led by Dalit women's organisations.

To increase skill base of dalit women and girls an award of 100 percent pre-matric and college scholarship with hostels should be granted as the current scholarship amounts are too small to cover quality education in addition to self-employment schemes for manual scavengers. Public distribution system and services be made people and Dalit women-centric by facilitating their access to safe spaces for active participation in decision-making at all levels. Special schemes should be created the increase the resource base of Dalit women, including land. All existing schemes should be redesigned towards this focus.

3.2 Tribal woman's access to land, food and water security: As a member of Food Water Security Coalition of India (FWSCI), SAFFP partnered with Sewa Mandir and TAAL to explore the household food and water security gap through a study. The research locales were tribal areas in Madhya Pradesh and Rajasthan which provided insight on the Tribal woman's land, water and food security status. The research found out that women within tribal households have the least dietary diversity as they eat last as carers of their families and therefore tend to consume the left over by all members of her household. More than 70% of the households in Shivpuri have reported to having insufficient food leading to eating one particular type of food and eating something the family does not like. 59% have said that they eat less food and or eat less number of times and need to take cash on loan to buy food. 13% have reported that they have gone to bed without food in the past one month and 9.5% have had the entire day when the food was not available to them. Their family member has worked for food that day and perhaps had a meal for work. When asked about the food security condition personal perception of only 1% of the respondents was that they were severely food insecure while 19.25% felt moderately food insecure, 74% felt that they were mildly food insecure while 7.6 % felt that they were food insecure.

85% women largely consumed oil and spices while eating cooked dal or roots with roti. Oil and spices are used in small quantities while cooking vegetables and pulses. The intake of 40% roots, 2% green vegetables, 10%, Pulses and 55% beans is less as 83% of the household gets either cooked pulses or roots to eat. Women eat roti, spices and oil more than vegetables, milk and sweets. 0.49% women in the households reported that they consumed all four food items, 2.9% women in the households reported three items that were consumed, 27.1% reported two items were consumed, 50.7% households reported that they consumed only one item through days, while 18.7% reported that none of the four items were consumed. Thus dietary diversity for women on probing deeper appears to be low for 68.7% of women in the households.

More than 80 % homes had thatch roof and mud walls. Only 16.62% homes had separate place to cook, 29.35% of the households have a separate place to store food grains of these 35.5% only were safe from rats and pest. If the food grains are not covered properly the chances of them getting contaminated are high. These factors directly affect the nutrition absorbing capacity of the people in the households. 67.6 % respondents reported drinking water by straining and covering. This shows that woman's access and knowledge of hygiene is low. If clean water is not consumed for drinking then a large section stands vulnerable to falling sick of water borne diseases. 86% practice open defecation which adds to the problem of clean drinking water.

33% households suffer all loss of crops. 85.0% of households receive a regular food ration, all of which being from the Government in the form of PDS. However, with a score of 95.8% in Udaipur and 74.6% in Shivpuri a large disparity is noticeable between the two states. On top of this 15% respondents from

Udaipur received some form of occasional food assistance while only 6% in MP had done the same. Government supplies of specialized foods for children, the sick and pregnant or breastfeeding women as well as the school feeding programme are found to be substantially higher in Shivpuri. While only 1% household in the Seva Mandir work area in Udaipur received specialized foodstuffs, 42.6% of households in the Shivpuri received such supplies; while only 8.5% of households around Udaipur took school meals, 66.5% of their counterparts in Shivpuri received these meals. As a policy crop failure was not dealt with but food dole was provided only an average of 2-3% assistance each in seed ration, fertilizer, agricultural tools, livestock and care of livestock was found in both areas. There are no interventions to improve the productivity of land or animal or provision of labor relief were known to the respondent. Thus the major occupations i.e. agriculture, animal husbandry activities and wage labour get no social assistance or training input affecting the income and food generating capacity of the families.

Thus productivity of human and natural resources which can contribute to the improvement of the nutrition intake of the family has not been addressed. As the 79% title deeds are in undivided family name they are not eligible to get bank loan. Only 12.5% households were able to access loans. Around 2% of the land holding is without title deeds and the rest 20% of the land of the household is in title deeds of other members other than household members. No household reported any land title in a woman's name.

Women in the area are not educated and only 2.25% women had jobs as teachers and aganwadi workers. Rural livelihood programmes for women based on SHG group do help some women access credit but to begin any enterprise they will need access to land, training and infrastructure. Women are willing to work but have no guidance. Men who have completed eight standard can not even read or write. Vocational skills training should begin very early in the school related to agriculture, green enterprise and water supply.

The women are affected by poverty and environmental scarcity the most as they are the forest produce, fodder and water gatherers of their households. This study has measured food and water security utilizing accepted definitions to extrapolate indicators of food security, from which it becomes possible to suggest interventions that may enhance food security. The findings and analysis point towards an urgent need for agricultural as well as food policies to shift from focus of providing food aid to making the poor self-reliant to earn enough to grow and buy food with more safety nets and local infrastructure. Thus in addition to the FAO definition, FWSCI described food security as the "availability, access and use of food and the shift from food aid to food security, the focus needs to be on decentralized systems of food and water regeneration and its equitable distribution that gives each individual a role in conserving natural resources. While greater attention needs to be focused on improving agricultural methods, fair and equitable access to production means such as water, land, energy and diversification of income sources is needed. The securing of resource is a first step. Sustaining it requires additional work that needs equitable distribution of roles, responsibilities commensurate with efforts to maintain and strengthen resource base. Gender and generation equality therefore needs to be addressed along with measures to strengthen production, distribution and regeneration of food and water along with all resources in an area for all life forms. The inclusive development planning of the 12th five year plan must be manifested in the next five years.

4. Section III. Creating space for gender equal spatial planning

While inclusion in planning appears in official documents (NPC 2012), concrete examples are needed to be developed and presented to stakeholders for action. SAFP in collaboration with Equal saree and partners who work state government has made sustainable planning models that were addressing gender resource gaps. This planning includes a detailed gender resource plan within the urban or rural plan of any development project.

Each local area will have different levels of exclusion that need to be lessened for fostering inclusion as is clear from the SAFF dalit women and resource gaps research. If these gaps are worked through the gender lens two levels of vulnerability are dealt with simultaneously exclusion at the socio economic level gaps that could be addressed through area development projects that can impact status of women within their own households. The resource gaps at the familial or the household level will be addressed through local climate change adaptation and care services projects that benefit both the community and the household in each neighborhood. This plans should make visible contribution of women through local governance structures. Greater gender equality can enhance productivity, improve development outcomes for the next generation, and make institutions more representative.

The next short terms steps that are :

- Getting a constituency and stakeholders active to take on the process to understand gender resource gaps of different communities and neighborhoods they live and work in.
- Planning inclusion with owners, users and participant people by livelihood, care and development visioning exercise to map a way forward benefitting all but keeping the women incharge in 50% of development activity.
- Making the Detail Project Report for projects with ULBs and gram panchayats to own the process
- Secure financial, building and natural resource for neighborhood wellness projects that connect with each other as a district inclusion and gender equality plan.

The long term steps are :

Formulate the area and neighborhood plans :

- Setting up information and training service to improve access to resources for community under women's ownership.
- Data generation for community livelihood based on regeneration of local resources through women's cooperatives (for placement and productive and care services).
- Establishing neighborhood care services through gender resource centers that are linked with district wide for social infrastructure development that increases productivity and safety.

SAFF partner organization Drishti offers its land in Sita marhi in Bihar to develop a gender resource centre with a adolescent girls centre as the core to make a building that will link to the inclusive zone. This work was possible as SAFF partners in Delhi i.e Muslim Women's Organization and Taal in Shivuri Madhya Pradesh had worked out sustainable development area development plan for a urban district and two village locations to look at rural connotations of gender equal planning. The basis of any planning needs rationale and clarity on the quantum of resources required with the need to have implementation mechanisms for the same. The first step here is to understand what inclusive planning entails before the need for computing gender resource gap is clarified. The unit for each such planning could be the local constituency of each elected leader. Leaders and members of households need to be sensitized to invest in gender equal planning. SAFF has trained Urban Local Bodies (ULBs) in 5 cities in Bihar to plan an inclusive development zone where women's participation in decision-making levels could evolve

sustainable development in a local area of a counselor . Of the five the Mayor of Hajipur was most willing to carry forward the plan (IPE 2012). This planning now needs to be developed as a pilot to demonstrate the building and natural resource management projects as a reality. The projects could be differently designed housing, transport, production spaces and wellness spaces in a neighborhood to include every ones concerns in the habitat. The next steps need to be taken at different levels of governance to propose different women resource increase projects with a DPR or a Detailed Projects Report of each women resource increase enterprise with its infrastructure, care services or a natural resource revitalization process to suggest the planning of such a zone. Thus each WRZ needs a basic program that will link care roles support to help households to manage work at their level effectively and a specific program for all human being to manage their productive and community roles efficiently. The next short term and long term work in any area where local leadership gets trained is listed as a way forward and recommendations for institutions, civil society and academia circulated to shared research finding, outcome and output. This practical application is a way forward to work upon lessening gender inequality in the resource base that makes daily work easier for everyone.

5 Conclusion: Resources including private and public lands have been maintained differentially within communities through a state supported patriarchal, class and caste based structure which needs to now demonstrate that it wears a constitutional hat of gender equality. This research offers possibility of a transformation seen desirable by myriad protestors who thronged the streets after the Delhi Gang rape in December 2012. The recommendations of Justice Verma's report (Verma 2013) calls for individual virtuosity and virtuosity of institutions of governance. This virtuosity should make each person work on their own individual transformation. The practical application that emerged from the research can produce new solidarity among women and men and draw them together to work in public spaces near homes. Addressing sexual division of labor requires daily hard work while transforming a social order additionally requires infrastructure. In tandem these can make it easier for both women and men to perform their roles equally and bring growth, prosperity and peace to our land. The research for the thesis clarified that many form of resources at different levels are divided unequally between women and men and this can change peacefully through virtuous planning. The dalit women and resources showed the way to compute the dalit women's resource gap in relation to non dalit woman and the food and water security study showed that the tribal women in rain fed areas are most resource deprived. The solution is the work on making land productive and regenerative in a way women in groups could manage group enterprise. The new draft land policy 2013 of the Indian government therefore need to be supported for the gender equality aspects even as a very critical equity lens needs to used to analyse all other aspects that it is said to promote.

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