PART-A

Answer the following in 200 words each.

1. Why should we mainstream gender in the policy making process? Explain.
   
   **Ans:** “Mainstreaming gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Gender mainstreaming involves bringing the contribution, perspectives and priorities of both women and men to the centre of attention in the development arena in order to inform the design, implementation and outcomes of policies and programs. It is a critical strategy not only in the pursuit of gender equality – a development goal in its own right – but also in the achievement of other development goals, including economic ones. Indeed, overlooking relevant gender factors in macroeconomic policies and institutions can undermine the successful outcome of those very same policies and institutions”.

Gender awareness is the ability to view society from the perspective of gender roles and how this has affected women’s needs in comparison to the needs of men. Gender sensitivity is translating this awareness into action in the design of development policies, programs and budgets.

2. Write a short note on the “Nairobi Forward Looking Strategy”.
   

The strategies contained in the World Plan of Action and in the Programme of Action were important contributions towards enlarging the perspective for the future of women. In most areas, however, further action is required. In this connection the General Assembly confirmed the goals and objectives of the Decade - equality, development and peace - stressed their validity for the future and indicated the need for concrete measures to overcome the obstacles to their achievement during the period 1986-2000.

The Forward-looking Strategies for the Advancement of Women during the Period from 1986 to the Year 2000 set forth in the present document present concrete measures to overcome the obstacles to the Decade's goals and objectives for the advancement of women. Building on principles of equality also espoused in the Charter of the United Nations, the Universal Declaration of Human Rights, 3/ the International Covenant on Civil and Political Rights, 4/ the International Covenant on Economic, Social and Cultural Rights, 5/ the Convention on the Elimination of All Forms of Discrimination against Women, 6/ and the Declaration on the Participation of Women in Promoting International Peace and Co-operation, 7/ the Forward-looking Strategies reaffirm the international concern regarding the status of women and provide a framework for renewed commitment by the international community to the advancement of women and the elimination of gender-based discrimination. The efforts for the integration of women in the development process should be strengthened and should take into account the objectives of a new international economic order and the International Development Strategy for the Third United Nations Development Decade.

The Nairobi World Conference is taking place at a critical moment for the developing countries. Ten years ago, when the Decade was launched, there was hope that accelerated economic growth, sustained by growing international trade, financial flow and technological developments, would allow the increased participation of women in the economic and social development of those countries. These hopes have been belied owing to the persistence and, in some cases, the aggravation of an economic crisis in the developing countries, which has been an important obstacle that endangers not only the pursuance of new programmes in support of women but also the maintenance of those that were already under way.

3. How can we engender bureaucracy in India?
   
   **Ans:** Indian bureaucracy faced an intricate transitional period, “From the night watchman orENTADE of the ‘men who ruled India’ to the developmental orientation of administrators in a nation ruled by elected leaders”.95 gradual amalgamation of women into the administrative hierarchy was one of the basic characteristics of that transition. Beginning with only a single entrant in 1951, followed by a dribbling annual intake up to 1963, the number of successful women candidates to the IAS showed a spiky increase from 1964 onwards. The percentage of women entrants each year to the total annual intake ranged from 1% to 5% between 1951 and 1963, except for 10% in 1953 when there were three lady officers out of a total of 30. From 1964, however, the percentage of women entering the IAS showed a steady increase from 5.3% in 1964 to 6.25% in 1965, 8% in 1966, 10% in 1967, 9.5% in 1968, 19.7% in 1969, and 12.5% in 1970. The overall rising picture may console, but in case of West Bengal the scenario was quite unsatisfactory. In 1962 the total posts in the