



Centre for Gender Analysis

Empowering Women
through better Governance

PROSPECTUS



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In the pursuit of economic growth, reduced income inequality, and enhanced development outcomes, gender equity and the economic participation of women are ~~ideals~~ necessities.

But despite significant efforts to advance women's economic prospects, gender inequality and constraints on women's participation persist:



They have fewer economic opportunities



They receive lower wages and benefits



Are amongst the worst affected in the face of shocks and crises

One reason for this is that women's needs and considerations are often an afterthought rather than a proactive priority when instruments of public governance—systems, policies, regulations, and budgets—are designed and enacted.

Women's unique challenges are only brought up for consideration once programs are already underway.

Economic disempowerment of women can lead to losses estimated to range from*

10%

Advanced Economies

30%

South Asia, Middle East and North Africa

*Dabla-Norris, E. and K. Kochhar (2019) Closing the Gender Gap. In Finance & Development, March 2019, Vol 56, No. 1 (IMF: Washington DC).



The Case for CGA

The Centre for Gender Analysis (CGA) is a pioneering initiative by the JustJobs Network aimed at conducting systematic and comprehensive assessments of instruments of public governance—systems, policies, regulations, budgets and more—towards improving women’s economic empowerment.

Built upon a systematic methodology that utilises measurable indicators, CGA seeks to instigate structural, systemic, and, over time, behavioural change.

Our mission is clear: to revolutionise decision-making processes, reshape budget allocations, and influence policies, regulations, and schemes toward improving the quality and quantity of women’s economic participation and their outcomes.

Our unwavering commitment lies in catalysing systemic change and fostering an environment that empowers women economically.



Every policy, legislative, or judicial action has an impact on women.



Policies and actions by institutions focus only on interventions that expressly target women



Systemic, indirect and ‘below the surface’ effects of policies and structures on gender parity are rarely considered



Women are difficult to locate in policies, national budgets and the economy as a whole



Social norms introduce biases and take away attention from how policies affect women

The Indian Context

While we celebrate a noteworthy increase in the labour force participation rate for women, surging from 21 percent in 2017-18 to an admirable 32% in 2022-23, it is crucial to recognise the context.

This growth primarily stems from new female entrants into the agriculture sector, where women now outnumber men at a striking ratio of **60 percent to 36 percent**. However, an alarming trend emerges as the share of women in modern services has significantly plummeted, dropping from 17 percent in 2018-19 to a mere 12 percent in 2022-23, indicating **a rise in precarious work**.

Additionally, the increase in self-employment among women, from 50 percent in 2017-18 to 65 percent in 2022-23, is accompanied by a decline in the share of women in casual and regular-wage employment.

These numbers underscore the pivotal role of the Centre for Gender Analysis (CGA) in addressing these disparities and fostering a more inclusive and empowering environment for women.

Source: Periodic Labour Force Survey 2022-2023

Desired Outcomes



Systematic measurement of trends over time will yield evidence-based pathways to empower women



Provide a comprehensive view of instruments of state action that impact women's empowerment



Methodologies would be made available to other institutions who want to conduct gender assessments



Our Strategy

Our approach to addressing these challenges include



Creating a Robust Framework

We are developing a rigorous framework to evaluate the impact of various governance instruments such as policies, regulations, budget allocations, and programs on women.



Prioritising Women's Considerations

Proposing innovative solutions that prioritise women's considerations for their integration into policies, regulations, budgets, and programs.



Promoting Change

Calling for changes in policies, regulations, budgets and programs to enhance their gender sensitivity.



Building Knowledge

We are building a knowledge base and fostering understanding among decision-makers to raise awareness of women's economic empowerment.



Private Sector Engagement

Equipping private firms with analytical tools to assess their overall gender inclusiveness.



Capacity Building

Strengthening the capacity of organisations that join our movement.

Forging Strategic Partnerships

In its brief time of operation, the Centre for Gender Analysis (CGA) has been working to forge partnerships with Central, State and local governments; companies; non-profit and multilateral organizations; to as well as grassroots partners. Together, we aim to analyse various aspects of women's economic engagement from labour force participation; conditions of work; the (in) visibility of women's work in data and instruments of governance; to gender sensitive budgeting and more.

Building on these endeavours, we are excited to spotlight our collaboration with the Panchayati Raj Department, Government of Karnataka and the Fiscal Policy Institute.

This partnership is pivotal in our mission, as it involves:



Budget Analysis

Conducting an in-depth analysis of panchayat budgets to assess their impact on promoting women's economic participation and empowerment, with a focus on specific provisions.



Transportation Study

Undertaking a benchmarking case study on the impact of affordable and accessible public transport systems for women in Karnataka with the aim to improve mobility and employment prospects.



**Together, we can shape
a more inclusive, fair,
and equitable future
for women, building a
better world for all.**



For more information visit

[www.justjobsnetwork.org/initiatives/
centre-for-gender-analysis/](http://www.justjobsnetwork.org/initiatives/centre-for-gender-analysis/)

JustJobs

WORKING FOR SHARED PROSPERITY

About JustJobs Network

The JustJobs Network is an applied research organisation finding evidence-based solutions to one of the most pressing challenges of our time: how to promote better work in a rapidly changing 21st-century economy. We produce research on good job creation and workforce development, focusing our work on the critical knowledge gaps in the employment landscape.

JustJobs convenes a global network of diverse stakeholders—including policy shapers, academics, and grassroots leaders—to deepen the practical implications of our research endeavours and amplify their impact. Through the combination of cutting-edge research and global knowledge sharing, we aim to forge a fresh, dynamic channel for policy dialogue on employment at national, regional and international levels. Our team members are based in New Delhi and Washington, D.C.

For more information visit
www.justjobsnetwork.org or write to us at
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