

Women Empowerment- Awakening of a New Era

Dr. Tazyn Rahman



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PREFACE

“A WOMAN IS THE FULL CIRCLE. WITHIN HER IS THE POWER TO CREATE, NURTURE AND TRANSFORM.”

The growth and development of human societies has been diversely analyzed across the globe. The distribution and existence of human races and the progress made thereof has put both the genders on the centre stage, where, on one hand men have been shown responsible for major part of development and on the other women as deprived and neglected. This inequality between men and women is probably the most disturbing aspect of many modern societies. Though gender inequity is a global phenomenon yet, it is more prominent in developing countries. But of late it is the result of awakening of women's consciousness which has led women to re-define their roles from a subordinate, dependent and child bearing traditional women to the modern empowered women.

Women empowerment is a new phrase in the vocabulary of gender literature. It refers to empowering women to be self-dependent by providing them access to all those freedoms and opportunities, which they were denied in the past. In the 21st Century women are recognized as important stakeholders of social development. This edited book is an attempt to recognize the work done by women in various arenas of development. It comprises of twenty nine chapters.

The first few chapters focus on various aspects of Women Empowerment like the how changes in policies have helped Women to empower themselves. The next few chapters talks about the work that has been done towards Women Empowerment in different states and cities of India. The last few chapters talks about the policies that have been implemented to ensure Women Empowerment.

We hope that this book will be prove to be helpful to students, research scholars, academicians and business executives in having a better understanding of the concept of Women Empowerment.

ACKNOWLEDGEMENT

I am really feeling very honoured and privileged to have had this Opportunity to bring out an Edited book on a topic very close to my heart “Women Empowerment”. At the onset I would like to express my heartfelt Gratitude to the Almighty for always showering his blessing on us.

This Edited Book would not have been possible without the contribution of the learned authors who have put life to this book through their valuable research work. I am indebted to each one of them for their contribution.

I am thankful to my parents Ms. Nazma Begum & Mr. Nakibur Rahman for making me what I am today. The upbringing they gave has helped me to become a confident and a capable individual. No words can do justice to the feeling of gratitude that I have towards them.

I am indebted to my Mother-in- law Ms. Rumena Begum who has always been very supportive in all my endeavors. Without her support I could not have been able to pursue my professional career. I know she is always blessing us from the Heaven above.

My deepest gratitude is towards my Husband Dr. Akhter Alam and my Son Irfan Alam for always coping up with my erratic work schedules. They have been my pillar of strength. Without their motivation and support I would not have been able to complete this project.

Last but not the least, I express special thanks from the core of my heart to Mr. Arvind Kumar and Empyreal Publication House for their support to print and publish this book in a very short period of time.

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Women Empowerment: A Journey from Baby Blues to Monday Blues

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Abstract

Women empowerment in the fields of teaching, professional level, home and in society has been tremendous. Many steps have been taken by the government to empower women in developing and developed nation. Women empowerment basically means that they have equal rights unlike men whatever benefits and avenues are available for men a women can also avail the same. Currently this paper deals with how empowered women face the challenge of post partum depression while being independent and financially autonomous. Postpartum Depression is a non-psychotic depressive experience. It is believed that by 2020 depression will become the second leading cause of disability worldwide. In recent years this concept has received a great attention in medical literature and other streams is now the subject of discussion in state legislatures. It is a step by step process and it follows different stages. The contributing factors may include physical, environmental factors and emotional factors Study is based on primary data and the study is casual in nature.

Keywords: Post Partum Depression, Stages, physical factors, environmental factors, emotional factors

Introduction

Post partum depression is gaining wide attention nowadays due to the fact that although it is intangible in nature but its impact can be seen and felt in women around the globe. By the help of prior studies three classes of postpartum disorders have been identified: post-partum psychoses, non psychotic post partum depression and transitory "Post partum blues". If we consider the case of only India more than 10 million cases are reported per year in India of post partum depression.

The contributing factors may include physical, environmental factors and emotional factors. The physical factors may include hormonal changes that occur while giving birth to a baby. Sleep deprivation is also considered as a prominent physical factor. Apart from physical factors emotional factors also play a major role in PPD these factors may include stress and anxiety due to the new responsibilities and a completely new and different role. The environmental factors may include the level of education of a new mother, the quality of physical environment provided to that female, the kind of social environment, whether the female is provided the power or choice to decide the routine and major decisions of her life and the kind of communication that is done by the female.

Each woman brings with her a complex history of relationships filled with hardships, misunderstandings, mistaken beliefs, and possible unintentional mistakes. Each mothers' experience is a novel story of how this child or children were conceived. And when this story creates a dilemma in her mind that whether she is really ready for this new responsibility or whether she can cope up with this new phase of life, all that she encounter is a number of questions and the presence of these questions is called as Post Partum Depression.

Literature Review

Postpartum non-psychotic depression is the most common issue while a women is expecting a baby and data shows that it affects approximately 10-15% of women and as such represents a considerable public health problem affecting women and their families (Warner et al., 1996). The effects of postnatal depression on the mother, her marital relationship, and her children make it an important condition to diagnose, treat and prevent (Robinson & Stewart, 2001).

With a few notable exceptions, most of the relevant research into psychiatric disorders associated with childbearing has been confined to developed countries, mainly in Western Europe and North America (Kumar, 1994).

It is well established that there are marked cultural differences in the way that psychiatric symptoms are presented to health professionals (Kleinman, 1996) with some groups more likely to somatize symptoms. Upadhyaya et al. (1989) found no marked differences in rates of depression or level of somatic and psychological symptoms between groups of indigenous white and Asian women presenting to clinics in India. However, when their reasons for consulting their doctors were examined, the Asian women consulted exclusively for somatic symptoms whereas the white mothers were more likely to present with depression. This may be linked into women's reluctance to admit to symptoms of depression because of cultural expectations of motherhood. The rituals adopted within some cultures following childbirth have been purported to protect against the development of postpartum depression. For example, Okano et al. (1992) have drawn attention to the Japanese custom of Satogaeri Bunben in which the new mother stays with her own mother for several weeks after giving birth. They have suggested that there may be a link between the onset of depression and having to leave the maternal home. Therefore a perceived, or actual, lack of social support may contribute to the onset of the illness. Behaviorist theory hypothesizes that a sudden and deep change (like the one in peripartum period) in the environment surrounding the individual causes a decrease in the rewarding and positive activities, whence appears the decline of positive reinforcement as a key prerequisite for depression onset. (Lewinsohn, Youngren and Grosscup, 1979, cited by Atkinson and Rickel, 1984). Pedersen et al., 1993 determinate that the presence of postpartum depression is due to these possible physical causes namely anaemia, diabetes, and thyroid dysfunction these all could potentially contribute to depressive symptoms. Postpartum alterations in body weight are highly variable and it is important to ask about a woman's 'desire for food' and 'whether food tastes good'. The issue of libido should be expanded to include the acceptance of affection.

The emotions did not include just depression and sadness (Wood, Thomas, Droppleman, & Meighan, 1997), but women covertly suffered through a myriad of emotions such as anger, guilt, being overwhelmed, anxiety and loneliness. Some mothers also experienced obsessive thoughts or cognitive impairment and contemplated harming themselves or their infants, which led to increased feelings of anxiety and guilt. The women who admitted to thoughts of self harm and suicide spoke about how suicide provided a glimmer of hope 'to the end of the nightmare' and 'the blackness'.

Women consistently talked about a profound sense of isolation and loneliness. They frequently felt discomfort at being around others and their belief that no one really understood what they were experiencing (Beck, 1992). They socially withdrew to escape a potentially critical world (Semprevivo, 1996). Social factors appeared to modify the sense of isolation. Primiparas felt physically isolated from other mothers, but multiparas had already developed a network of other mothers from their previous children (Mauthner, 1995). Depending on the reaction of their coworkers to the mothers' return to employment, the mothers' sense of isolation could be increased or decreased. Some mothers valued the companionship of their work colleagues but at the same time felt they were missing out on the network of mothers who stayed at home. Others felt an increased sense of isolation because their colleagues disapproved of working mothers

Conceptual Development

Although post partum depression is framed by a collection of enormous factors, but these factors can be categorized as:

- **Emotional Factors:** These factors affect the self esteem of a woman. A new mother usually requires a high level of support and post partum depression occurs due to lack of social support. A new mother is usually vulnerable to high level of anxiety and stress .Specially in the cases of cesarean delivery a new mother requires more attention and love .The amount of time a mother is in the hospital also affects her emotional well being. The new mother is not used to all these changes and thus it affects the emotional well being of a new mother.

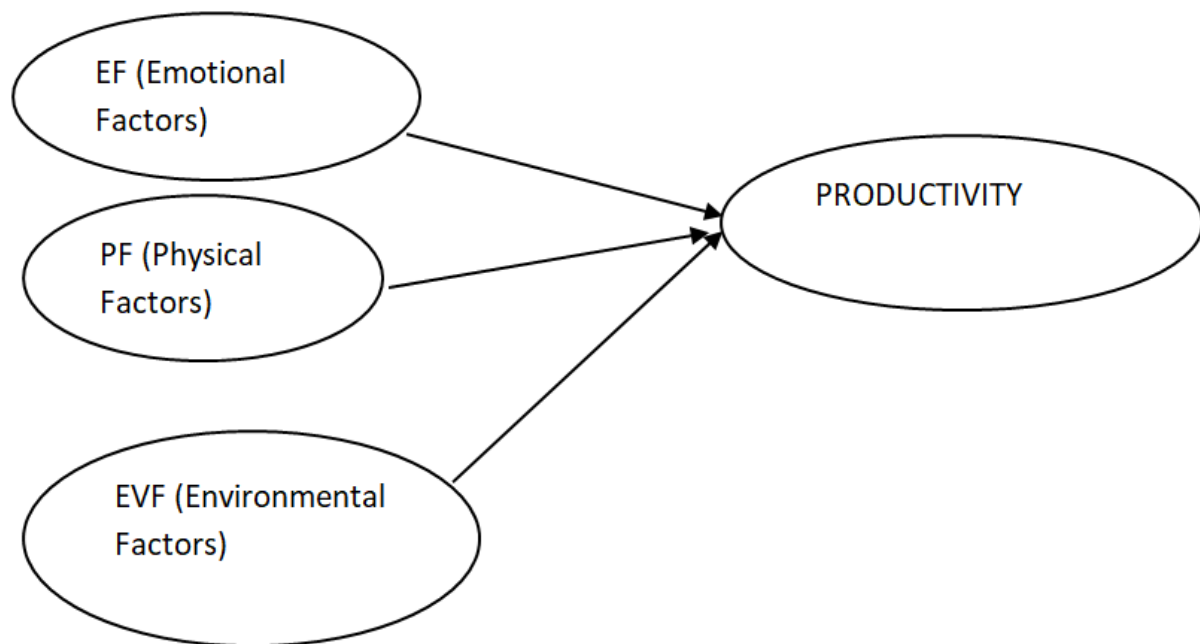
- **Physical Factors:** The physical factors may include physical pain from the delivery or the deprivation of sleep. Sometimes a new mother is also conscious about the physical attractiveness after the delivery.
- **Environmental Factors:** Environmental factors may include any happening or event that may critically affect the new mother. It may include death of a loved one, loss of the baby, financial troubles of high stress situations.

Post Partum Depression (PPD):

Each woman brings with her a complex history of relationships filled with hardships, misunderstandings, mistaken beliefs, and possible unintentional mistakes. Each mothers' experience is a novel story of how this child or children were conceived. And when this story creates a dilemma in her mind that whether she is really ready for this new responsibility or whether she can cope up with this new phase of life all that she encounter is a number of questions and the presence of these questions is called as Post Partum Depression. It is not just a phenomenon or just a medical condition it can rather be a major emotional as well as psychological trauma for a female.

Productivity

Productivity in simple terms means a measure of efficiency. Productivity can be measured by the number of units produced or the number of hours spent on the job or by the feedback of the clients but when it comes to any organization the main objective is to enhance the overall productivity of the organization.



A framework of the research problem

The hypothesis for this research problem states **that there is no significant impact of post partum depression on productivity.**

Methodology

Based upon the extensive literature review, the instrument used for the collection of data has been self-administered questionnaire. The degree of agreement or disagreement of the respondents for each of the statements were captured on a five-point Likert scale, from strongly agree to strongly disagree. Reliability and validity of the instrument was also tested. The sample size was **100** and **multiple regression** was used in this. **ANOVA** was also applied

Findings

The study highlighted upon three main factors affecting post partum depression: physical factors, emotional factors and environmental factors. For the respondents analyzed it was found that there is a

high probability of such factors in creating a medical condition called as Post partum depression. The study further emphasized that Post partum depression usually results in lack of concentration and lower productivity. Post partum Depression contributes to various other issues like higher attrition rate and higher absenteeism in the organizations.

Results

Regression Test

H₀: There is no significant impact of efact,pfact,enfact on productivity

Model Summary^b

Model	R	R Square	Adjusted R Square	Durbin-Watson
1	0.41	0.489	0.468	1.048376

a. Predictors: (Constant), efact,pfact,enfact

b. Dependent Variable: productivity

This table provides the R and R² value. The R Value is 0.41 a positive correlation between both variables. The R² indicate how much of the dependent variable, “productivity”, is explained by the independent variable, “efact, pfact and enfact.”, is 46.8%

ANOVA^a

Model	Sum Of Squares	Df	Mean Square	F	Sig.
1Regression	16.946	1	16.946	22.81356	0.00000
Residual	41.443	99	3.188		
Total	58.389	100			

a. Dependent Variable: productivity

b. Predictors: (Constant), Predictors: (Constant), efact,pfact,enfact

This table indicate that the regression model predict that the outcome variable significantly well. Here **P** < 0.000 and indicates that, overall, the model applied is statistically significantly predict the outcome variable. The P Value of F statistics (.000) < Standard value 0.05, hence H₀ is rejected.

Coefficients^a

VARIABLE	COEFFICIENT	STD.ERROR	T STATISTIC	PROB.
C	-21.09630	8.287490	-2.545560	0.0125
Efact	0.446913	0.063982	6.984926	0.0000
Pfact	-1.045136	0.518538	-2.015545	0.0467
Enfact	0.770967	0.389529	1.979230	0.0493

a. Dependent Variable: productivity

The outcome of regression model has shown that the Prob. value of t-statistic of independent variables; efact (0.0000), pfact (0.0467) and enfact (0.0493) respectively is less than to 0.05 so, there is a significant effect of efact, pfact, and enfact on productivity.

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Achieving Sustainable Development through Women Empowerment

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ABSTRACT

Today we are facing a crisis with regards to poverty and the huge chunk of women population at the bottom of pyramid without having adequate education and employment. We have to find out a feasible solution that allows us to grow and regenerate as humans in a sustainable manner. To achieve a sustainable society, it is imperative to consider the importance of a variety of social concerns such as social equity and justice, and notion of freedom, etc. along with environmental and economic factors. For achieving sustainability at all sections of society, the need of the hour is a clear focus on empowering women who constitute the foundation of a typical Indian family.

Corporate, Government and Non-Government Organisations (NGOs) are looking for new concepts and methods to operate so that true development happens to the people at grass root levels of the society. International Association for Human Values (IAHV), an international humanitarian and educational non-governmental organization founded in 1997 in Geneva by H.H. Sri Sri Ravi Shankar, maintains special consultative status with the Economic, Social and Cultural Council (ECOSOC) of the United Nations and works with its sister organisation, the International Art of Living Foundation in five main areas related to sustainable development through empowerment of people. This paper is an exploratory case study on some of the activities initiated by IAHV specifically on empowering women to attain sustainable development solutions in a progressive world.

Keywords: Sustainable Development, Women Empowerment, Human Values, IAHV

1. Sustainable Development

1.1 Introduction to Sustainable Development

The World Commission on Environment and Development (WCED), in 1987, brought out its seminal report on “Our Common Future” which defines “sustainable development” as a process of development that ‘meets the needs of the present generations without comprising the ability of future generations to meet their own needs’ (WCED, 1987)

UNDP Report (1994) explains, ‘Sustainable development is development that not only generates economic growth but distributes its benefits equitably; that generates environment rather than destroying it; that empowers people rather marginalizing them. It gives priority to the poor, enlarging their choices and opportunities and providing their participation in decisions affecting them. It is development that is pro-poor, pro-nature, pro-jobs, pro-women and pro-children’ (Srivastava 1998).

According to Barbier (1987), “sustainable development” is one which is directly concerned with increasing the material standard of living of the poor at the grass root levels which could be quantitatively measured in terms of increased food, real income, educational services, health care, sanitation and water supply, emergency stock of food and cash etc. and only indirectly concerned with economic growth at the aggregate national level. In specific, “sustainable development” aims at reducing the absolute poverty of the world’s poor through providing long lasting and secured livelihoods that minimize resource depletion, environmental degradation, cultural disruption and social inability. It is no longer just about planting trees or giving free food and clothes to the poor.

1.2 Development and Empowerment

Despite the achievements of the last three decades, the present concepts of sustainability and sustainable development are clearly inadequate to drive the transitions necessary to adapt human relations with the rest of the biosphere for the future. Something new is needed in order to raise the

people belonging to the widest portion of the pyramid and to ensure sustainability. The scale of transformation needed demands new concepts, new ideas, new ways of engaging citizens and opinion leaders in the search for solutions. Under the conventional development model, the 'good life' is defined in narrow economic terms, in terms of access to goods and services. This formulation is inadequate. Just as Amartya Sen's concept of 'development as freedom' (the expansion of the real freedoms that people enjoy) transforms understanding of attempts to achieve development, so too there is a need to concentrate not on the means to achieve sustainability, but on ends (Sen, A, 2001).

One organization that has been in the space of 'catalysts and enablers' for over two decades provides a good illustration for developing sustainable societies. The International Association for Human Values' (IAHV) mission is to strengthen communities, develop local resources and uplift individuals around the world. Through its various initiatives they enable women to be the change agents in areas like hygiene and healthcare, environment, human rights, and economic development. To date, IAHV has reached more than 70,000 villages in India alone, benefitting 8,687,000 lives. Such viral, bottom-of-pyramid solutions to sustainability challenges through empowerment of the people, are the need of the hour. This case study explores the activities of this unique organisation – IAHV, an international humanitarian and educational non-governmental organisation founded in 1997 in Geneva by H.H. Sri Sri Ravi Shankar, which maintains special consultative status with the Economic, Social and Cultural Council (ECOSOC) of the United Nations and works with its sister organisation, the International Art of Living Foundation in areas related to sustainable development through empowerment of people.

2. CASELETS

The participation of women –half the world's population-is indispensable in the conduct of daily life and policy –making, from the community to the national and international level. Everywhere, women are initiators and catalysts of environmental and developmental activism. Their perspectives, values, skills and diverse experiences must be brought into leadership and policy-making, but their virtual exclusion from leadership and disregard for their needs and views are among the major factors responsible for environmental degradation, worsening poverty, pervasive militarism and violence against people and nature. (Sinha, 1998)

IAHV works throughout India to empower women, particularly in rural communities. It believes that the rural woman is at the foundation of the rural community. The various programs equip women with the conditions to nurture inner strength, creativity and self-esteem. Women can then become agents for peace and change for their families, the community, and society as a whole.

2.1 Women Empowerment Program in Jharkhand

A tribal school facility functions as the vocational training center and evening adult education center. In the area of sustainable development for rural women, the focus is laid on developing the capacity of women through increasing their economic power, social power, participation and decision making levels. This is being achieved to a large extent through the IAHV Women Empowerment Program.

The vocational training center caters primarily to the girls and women in the region, as part of IAHV's Women Empowerment program. Women are provided with vocational training in income-generating activities such as tailoring, knitting, incense sticks, jute bags, candles, baking and crafts enabling them to become self-reliant. Women Empowerment Program of IAHV also focuses on training women in life skills, health, hygiene, etc. and creates awareness among them in addressing domestic violence, AIDS, female foeticide, education and the role of women in public life.

2.2 International Women's Conference

The 'bottom line' measure of poverty is lack of income, but it also consists of lack 'measure of poverty is lack of income, but it also consists of lack of access to services and opportunities for human development, lack of a voice in political life and decision making, and social subordination and exclusion. All poor people experience these deficits, but in almost all cases women and girls suffer from them to a greater degree than men. (Shrivastav, 2004)

The UN commission on status of women observed 'women who contribute half of the world's population by virtue of accident of birth, perform two third of the world's work, receive one tenth of its

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income and own less than one-hundredth of its property'. In India women produce 30% of all food commodities consumed but get only 10% of the income, and own 10% of the property or wealth of the country (Karmakar, 1999)

The participation of women –half the world's population-is indispensable in the conduct of daily life and policy –making, from the community to the national and international level. Everywhere, women are initiators and catalysts of environmental and developmental activism. Their perspectives, values, skills and diverse experiences must be brought into leadership and policy-making, but their virtual exclusion from leadership and disregard for their needs and views are among the major factors responsible for environmental degradation, worsening poverty, pervasive militarism and violence against people and nature. (Sinha, 1998)

These facts clearly illustrate the financial vulnerability of women across the globe. In such a state the condition of women becomes very miserable. In India the state of rural women is very shocking; they suffer from financial as well as social marginalization. Women Empowerment Program of IAHV also focuses on training women in life skills, health, hygiene, etc. and creates awareness among them in addressing domestic violence, AIDS, female foeticide, education and the role of women in public life.

IAHV organizes the biennial International Women's Conference (IWC) to bring together women leaders and change makers to facilitate dialogue and create social transformation. IWC's forum showcases women's unique contributions in fostering human values and in sustaining peace and development. The Conference provides a global platform for women, often-key policy and decision makers to come together and exchange best practices.

"Women uphold values and traditions in society and are the binding factors for harmonious living", said Bhanu Narasimhan, Chairperson, IWC and Director of Women Empowerment, Child Welfare Programs, The Art of Living Foundation.

The 8th edition of the International Women's Conference, last year, saw the confluence of women from 60 countries including 250 delegates, 60 students from over 30 colleges and 150 rural women from 4 states of India. The conference set the tone for open discussions about critical issues faced by women in positions of leadership and influence and how spirituality provides key tools for their professional and personal journeys. Speaking at the conference H.H. Sri Sri Ravi Shankar said, "Women have silent, quiet strength and power. They have all come together to bring prosperity, happiness and joy to the world in whatever way possible".

"A woman is a flowing fountain of invaluable resources and her need to assert herself has become urgent", opined Ms Kalyanee Juggoo (Exec Member of the Mauritius Labour Party).

Government leaders mingled with doctors, entertainers with educators, farmers with lawyers, police officers with media professionals, models, film-stars and singers. Together these ladies debated, networked and chatted.

"I have taken on a cultural commitment to make sure that the 14,000 children within my region are never felt to be orphans. Every child deserves the best opportunity", said Carol Martin (First Indigenous woman elected to Parliament in Australia).

Attendees were also reminded of female specific atrocities that continue to plague society such as female feticide, child trafficking, sex slavery, educational inequalities, and the suppression of women in the lower socio-economic strata. Speakers with hard evidence repeatedly showed the influence of women arising from their innate leadership qualities and urged for action at both the individual and collective level.

2.3 VISTA and Project Pavitra

The Value Integrated Services to All (VISTA) project of IAHV empowers rural women with alternative means of income generation, empowering them with economic self-reliance and improved livelihoods. The project provides vocational training in sewing and embroidery, while women are also

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taught literacy and informed about basic knowledge of health and hygiene. Over 2000 women from 30 villages in Karnataka have been trained under the VISTA 'Earn while you learn' program.

Another initiative, *Project Pavitra* is aimed at enabling women in the society to become change agents. The vision of the project is to empower girls and women with knowledge and awareness on menstrual health and hygiene. Since the launch of the project in March 2018, volunteer trainers have delivered workshops on menstrual health and hygiene to over 11,000 adolescent girls across India. 1,060 women volunteers of the IAHV and Art of Living have been trained to become menstrual health and hygiene champions. The training includes the wisdom of Yoga and Ayurveda for the beneficiaries, enabling them to better experience their periods. The pool of trainers is expanding rapidly and an active community network of women change makers is evolving organically. Master Trainers are being created in each state, who in turn are creating local menstrual health champions. A training module spanning 90-minutes-a-day for three consecutive days has been developed through research and consultation, and advice with in-house experts of Yoga and Ayurveda. This comprehensive program addresses menstrual health issues across all age groups.

The next step is to develop a pilot entrepreneurship model for rural women to provide access to socially impactful products and services like safe menstrual care and wellness products by leveraging the pan- India network of inspired community trainers created by *Project Pavitra*. A positive attitude towards menstruation and menstrual practices needs to be inculcated in the girl child at the onset of menarche. To ensure this, it is important to make menstrual hygiene a part of health education for the girl child. The comprehensive programme provides complete information on menstruation, menstrual hygiene, product basket available, disposal and treatment, and equips girls and women with the self-confidence and self-efficacy needed to address harmful socio-cultural norms.

Health and hygiene program for adolescent girls is a 3 day program of 90 minutes per day to sensitise girls between the ages of 11 and 19 years on the issue of menstrual hygiene. The workshops focus on teaching management of mental and physical aspects of stress experienced by girls due to menstruation by teaching them:

- Pranayama to reduce premenstrual tension (increased irritability, bloating and cramps)
- Yoga *asanas* (postures) to keep pre-menstrual syndromes (PMS), excessive or scanty blood/menstrual flow under check
- Diet for having healthy periods and regaining lost nutrients (using locally available food items (to avoid anemia and weakness)
- Games and skits to help girls dispel myths and superstitions surrounding this natural phenomenon in a playful manner
- Maintaining adequate menstrual hygiene using local resources
- Information on products access, use and safe disposal

A vocational training center caters primarily to the girls and women in the region, as part of IAHV's women empowerment program. Women are provided with vocational training in income-generating activities such as tailoring, knitting, incense sticks, jute bags, candles, baking and crafts enabling them to become self-reliant.

The social impact:

- More than 1,11,000 rural women trained in vocational skills
- Over 623 Self-Help Groups formed in various areas
- Sensitised more than 1,50,000 people against child marriage

2.4 A project for the upliftment of sex workers & their children- "Udaan"

Sonagachi is the largest red light district in Kolkata, India and one of the largest in Asia. It is an area with several hundred multi-story brothels and estimated 11,000 sex workers. In Kolkata, Kalighat is

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the second largest area of commercial prostitution and is home to sex workers from India, Nepal and Bangladesh. The Art of living and IAHV initiated the intervention for the Kalighat red light area in Kolkata in 2012. The proposed target group was twofold – first target group were the mothers & youth in the community, in the red-light district which could be groomed to become leaders of social change; children of sex workers were divided in two groups for focused attention:

- 0 – 5 Years (special focus on immunization and health)
- 6 – 18 Years (special focus on health and education)

The objectives of the intervention were:

- To de-traumatize the mothers and children through the Art of Living programs and equip them mentally, physically and emotionally for sustainable behavior transformation.
- To create social leadership among sex workers and youth in the area for becoming leaders of social change in their community.
- To create an enabling environment for children for all- round development of their personality and inculcate the passion for self- growth in their lives.
- To provide better health and hygiene practices to check out- break of diseases in the area.
- To provide better educational facilities and counseling to children to reduce number of school drop outs.
- A comprehensive awareness program and community center providing services for health care, cleanliness, hygiene, quality education and referrals for vocational training.

3. CONCLUSION

To achieve a sustainable future, it is essential to integrate social, economical and environmental considerations. An inclusive dimension, in our social, economical, environmental and political systems, can help to establish a foundation by empowering the marginalized sections of the society, thus making a holistic sustainable development.

It was in 1997 that H.H. Sri Sri Ravi Shankar founded the International Association for Human Values (IAHV), along with Dalai Lama and other people. It is registered as an association under Swiss law, with headquarters in Geneva. IAHV Switzerland is the umbrella organisation for the 17 national and five regional IAHV organisations. It works through decentralised structures, with national organisations operating as separate legal entities registered as charitable organisations and maintains special consultative status with the Economic, Social and Cultural Council (ECOSOC) of the United Nations, participating in a variety of committees and activities related to health and conflict resolution. The IAHV partners with governments, educational institutions, other NGOs, corporations, businesses, and individuals, to develop ethics and promote programmes for personal development. Having one of the largest volunteer-based networks in the world its projects have benefited over 370 million people in over 155 countries from all walks of life (IAHV Annual Report 2017). The foundation of IAHV's global activities is revitalising and nurturing human values in people's lives through:

- Empowering individuals
- Community-building, to attain sustainable development solutions
- Dialogue, to generate wider appreciation and understanding of fundamental human values

IAHV is unique in that it believes that by empowering the individual, we can build a more peaceful and harmonious society. Progress and economic growth are more meaningful when the development of the individual as a total human being is placed at the centre of social change. Courses in personal and community development are a key part of the leadership training courses provided for local youths. This element of IAHV's approach, based on fostering human values, has been demonstrated to strengthen and bond community spirit. Train-the-trainer methods, combined with ongoing refresher

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courses, ensure ongoing focus and make the projects self-sustaining over the long term. IAHV works in five main programme areas:

- Value-based education
- Rural development and socio-economic progress
- Conflict management through dialogue between the cultures
- Humanitarian relief and post-disaster rehabilitation/reconstruction
- Ethics in business and corporate social responsibility

The sustainable dimension of this case study is that the developmental intervention commenced from 1970s and are still visible as with the passage of time the involvement and the participation of people has grown into a very structured manner. Today we can see the efforts that have been made by IAHV in order to pursue sustainability in terms of environmental education programs, women empowerment, socio-economic rural development, human values and so on. However, the success of all these efforts is dependent upon how much we care about these issues and to have a sense of urgency to act to ensure a sustainable future. Thus, it is the responsibility of every one of us to empower those around us to act in the line of the highly successful 5H model of IAHV, on these issues in a sustained and conscientious manner.

Acknowledgement – The author is highly indebted to H.H. Sri Sri Ravi Shankar (Founder of IAHV) for the inspiration and guidance in undertaking this study. Special thanks to Mr.Dilraj Bedi, Mr. Darshak Hathi and Mr. Neeraj Kohli (IAHV, Bangalore) for the kind support extended towards this project.

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An Exploratory Study on Role of Workforce Diversity Managerial Practices in Women Empowerment

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Abstract

In 21st century managerial practices of workforce diversity play key role to improve productivity of any organization. Workforce diversity has visible dimensions (gender, age, religion, race, education, mental or physical disability, family background, caste, economic class etc.) and non visible dimensions (sexual orientation, beliefs, attitudes, values, emotions, perception, prejudice, ethnocentrism, personality, lifestyle, work style etc). Out of these dimensions gender diversity have an important role in empowering women at workplace.

Managerial practices of workforce diversity can be used for empowerment and gender equality; from a strategic perspective to hire, promote, and retain women in the workforce and in so doing contribute to organizational success (Taneja, Pryor, & Oyler, 2012).

The study is exploratory in nature and review based; in which secondary data (journals, articles, books, Google scholar etc) has been used.

The study contains a systematic representation of literature review, role of women in innovation of organization, factors that influence gender diversity at workplace, initiatives taken by Indian and global organizations, report of Asia Pacific Economic Forum-2017 (APEF), retention and promotion of women at workplace, barriers and challenges to manage gender diversity & lastly recommendations.

Objectives of the study

- *To study existing literature about workforce diversity.*
- *To investigate initiatives regarding gender diversity in the organizations.*
- *To study importance of women empowerment at workplace.*
- *To study role of workforce diversity managerial practices in empowerment.*

Keywords: “Workforce Diversity”, “Gender Diversity”, “Women Empowerment”, “Innovation”, “Retention & Promotion”.

1. Introduction

This study is designed to explore the role of workforce diversity managerial practices in women empowerment. Particularly it will give a broader scope to understand how diversity management can contribute towards gender equality. This paper will also give a broader perspective about role of women at workplace, challenges and obstacles faced by female employees. Also it gives a clear picture about how organizations can level up their policies and programs for women at top managerial positions.

(Bagshaw, 2004) Defined workplace diversity broadly as a systematic and planned commitment by the organization to recruit, reward and promote a heterogeneous mix of employees.

Due to globalization diversity managerial practices like *top leadership commitment, diversity linked to performance, measurement (qualitative and quantitative), accountability, open door policies,*

awareness programs, succession planning, diversity training etc. have been implemented from a decade.

According to (Nair & Vohra, 2015) Having a diverse workforce is increasingly being recognized as instrumental in improving the firm's performance, and also an imperative that organizations can no longer choose to ignore. It is very well understood today that diversity has both tangible and intangible value, even if it requires working through the issues and costs that sometimes accompany it. What we see today is the discourse increasingly shifting to one of inclusion, over and beyond that of diversity.

One of the most studied and discussed issue of workforce diversity is gender diversity. The current scenario about gender diversity and women empowerment draws a picture; which has two sides: many government and private organizations are doing quite satisfactory to empower women at workplace but other organizations are still struggling with this issue.

It is important to know that recruiting a higher number of women is just not enough, to retain and promote them at every level of top management positions is also equally important. In this study it is discussed and suggested that how workforce diversity managerial practices can contribute in empowering women at workplace.

2. Research gap identified

The proposed topic gains prime relevance in the context that the history of role of workforce diversity Managerial Practices in women empowerment in Rajasthan is nil. To the best of researcher's knowledge no study has been done in Rajasthan in this particular field so far.

3. Theoretical Framework

This part of the study includes a systematic representation of literature review, role of women in innovation of organizations, factors that influence gender diversity, initiatives taken by Indian and global organizations, discussion of the report of the Asia Pacific Economic Forum, retention and promotion of women at workplace and barriers & challenges.

3.1 Systematic representation of literature review

The literature that has been referred and reviewed is presented as follows, by researcher:

The study has been divided into three parts:

1. Studies on Gender Diversity
2. Studies on Women Empowerment at Workplace
3. Studies on Role of WFD Managerial Practices in Empowerment

LITERATURE REVIEW						
	INTERNATIONAL		NATIONAL		REGIONAL	
	Referred	Reviewed	Referred	Reviewed	Referred	Reviewed
Studies on Gender Diversity	8	3	5	1	-	-
Studies on Women Empowerment at Workplace	6	2	6	1	-	-
Studies on Role of WFD Managerial Practices in Empowerment	9	2	13	5	-	-
Total	23	7	24	7	0	0

Table-3.1-Systematic Representation of Literature Review

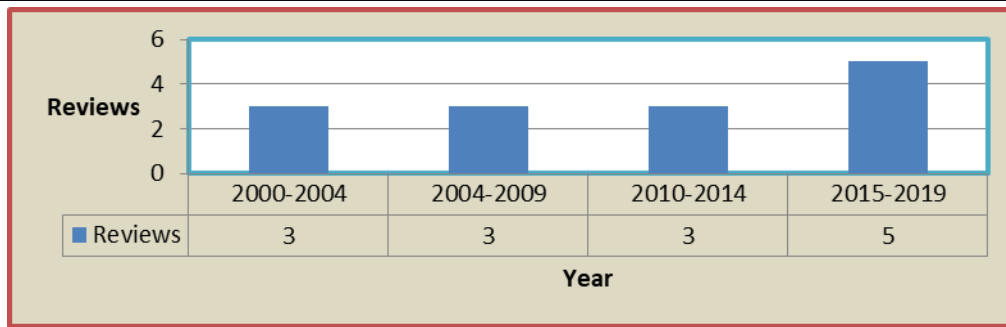


Figure-3.1: Year wise literature review

The researcher analyzed major research papers, articles, books which have been published between years 2015 to 2019.

3.2 Role of women in innovation of organizations

There are many studies about role of women in society, education and business. In this particular section the researcher has studied role of women in innovation of organizations.

(Dwyer, Richard, & Chadwick, 2003) examined the influence of gender diversity in management on firm performance. By taking contingency theory and configurational theory, as a basis, their result suggested that gender diversity's effects at the management level is conditional on, that is, moderated by, the firm's strategic orientation, the organizational culture in which it resides, and/or the multivariate interaction among these variables.

In the view of (Mckinsey & Company, 2012) the fundamental strength of women that fueled the growth of organizations:



Figure-3.2: Role of women in organizations

(Joinremo Hub, 2017) argued that women do have a role to play in the business industry, and more it can be understood by following points:

- **Women bring gender equality:** The more women enter into the corporate world; the more countries fulfill the gender equality balance.
- **Women have better relationship building skills:** Women build stronger relationship with other organizations, partners and shareholders. This kind of relationship helps any organization to grow as every business requires other partners to succeed.
- **Women create a healthy economy:** When more women are in higher positions in the corporate world, there is a balance on distributions of money and wealth on average.
- **Women in communication:** Corporate leaders with better communication skills create harmony both internally externally.

3.3 Factors that influence gender diversity

The factors that have been identified which influence gender diversity: corporate social responsibility, workplace stress, political, functional and social factors etc.

(Grosser & Moon, 2004) studied one of the dimension of demographic diversity that is gender diversity. They investigated the contribution of corporate social responsibility (CSR) to gender equality in a framework of gender mainstreaming (GM). It introduced GM as combining the technical (monitoring, reporting, evaluating) with the political (women's participation in decision-making) and considered the ways in which this is compatible with CSR agendas. It examined current gender

reporting practices with reference to three related CSR tools: human capital management (HCM) reporting, CSR reporting guidelines, and socially responsible investment (SRI) criteria on employee and diversity issues. They found only sporadic and unsystematic attention to gender equality in CSR.

(Gyllenste & Palmer, 2005) studied the role of gender in the level of workplace stress. The research was particularly relevant for working women - multiple roles, lack of career progress, and stereotyping and discrimination. The personality characteristics may contribute to the work stress but there are many more reasons that contribute to the stress. The research was done in several different countries using questionnaire. In conclusion it was suggested that gender played an important role in the level of work stress, with women experiencing higher levels of stress than men. However, the literature based other studies and reviews suggested that gender was not an important factor in the level of workplace stress. Consequently, it is difficult to draw any firm conclusions regarding the role of gender in the level of workplace stress. The literature concerning stressors suggested that multiple roles, lack of career progress, and discrimination and stereotyping were more common for women than for men, and had a negative impact upon women in particular. Variables that may be important to consider include occupation, education, ethnicity, culture, age, socioeconomic group, social support, rank, personality variables, family roles and responsibilities.

(Cunningham, 2008) studied about the gender inequality in sport organizations. He argued that political, functional, and social pressures will call into question the legitimacy of the institutionalized nature of gender inequality in sport organizations. The relationship between the pressures for deinstitutionalization and commitment to gender diversity are thought to be moderated by four factors: the presence of change teams, education, top management support, and systemic integration. He developed a model to specifically explicate the specific dynamics and processes for creating and sustaining gender diversity in sport organizations. In this model it was highlighted the pressures that would call into question the legitimacy of the institutionalized nature of gender inequality, the nature of those pressures on employee commitment to diversity initiatives, and specific steps sport managers could adopt to positively influence the aforementioned relationships.

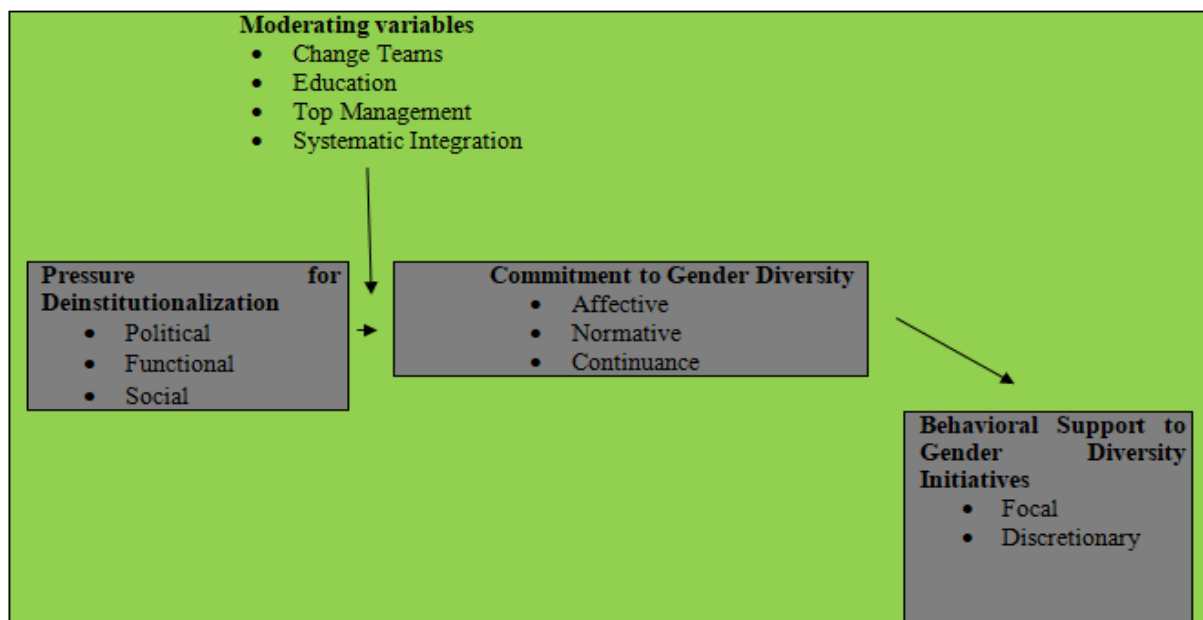


Figure-3.3: Summary of Factors that Influence Gender Diversity in Sport Organization

3.4 Initiatives taken by Global and Indian Organizations

It is quite satisfactory to know that many organizations are working towards workforce diversity managerial practices. As India is becoming a hub for multinational companies; it is quite daunting to manage a diversified workforce. Since the researcher is focused about women empowerment at workforce through diversity management; initiatives taken by organizations like Genpact, HCL technologies, Wipro, TATA have been studied.

(Shrivastava & Rajesh, 2017) investigated **Genpact's** approach towards promoting **gender diversity** in India. To encourage the rise of women to higher levels of management, organizations need to focus on creating equal opportunities for all. Initiatives should be taken to create a work environment that is conducive for women to continue working so that juggling career and family becomes easier for them. Organizations can contribute towards this in ways as mentioned next:

- Change in mindset
- Culture and diversity training
- Supportive human resource practices
- Work-life policies

In an effort to retain their female employees, Genpact has implemented special recruitment initiatives such as **“Returning Moms”** and **“Career 2.0”**. These steps have been taken to increase the number of women in significant positions and to prevent the drain of valuable female talent from the organization.

(Donaldson, 2017) studied diversity management practices of **HCL technologies**. Global technology firm HCL Technologies has taken a three-tiered approach to improving gender diversity and inclusion outcomes, which has resulted in a number of positive outcomes across the business. The three key elements of HCL Technologies' gender diversity strategy involve:

- Leadership commitment and extensive ongoing advocacy to address the unconscious bias in the workplace.
- On-boarding multiple stakeholders and driving the agenda based on diversity and inclusion goals of the respective unit, wherein the framework is global but the implementation is global to suit varied business and location needs, and
- Two enabling programs for women leadership development which are based on formal mentoring.

The first program is called **‘ASCEND’**, which mandates increases in the representation of women in senior management via multiple ways, including support programs, peer mentoring and coaching at all levels, and providing platforms to enable women leaders to learn and exhibit transformational leadership. The second program is called **‘Stepping Stones’**, which is a focused career development program to enable mid-level female employees to realize their career aspirations and potential and help them in their developmental journey.

- HCL Technologies run **‘iBelieve HCL Women Connect’** which aims to engage and advance women through development programs, and advocate a gender neutral work environment by suggesting appropriate policies as well as position HCL as an employer of choice by women across the globe.
- Another initiative is **‘Feminspiration’**, which is a platform facilitated by the HCL Women Connect Affinity Network in which successful women leaders are invited to address employees and provide insights into successful leadership as well as understand perspectives on gender matters.
- Another internal program is called **‘BlogHer’**, which is an internal platform where many aspects of gender-neutral policies are discussed.

Diversity Management of **(TATA)** group is working towards management of workforce diversity. The group respects the uniqueness of each individual employee. The diversity and inclusion (D&I) culture across Tata companies enables employees to achieve their full potential without being discriminated on the basis of factors such as religion, age, gender, ethnicity, race, and physical and mental ability.

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The D&I strategy of the group has been further strengthened with the launch of Tata LEAD, the group D&I initiative. Launched in March 2014, the initiative is steered by the Group Diversity Council (GDC), which comprises representatives from group companies and provides strategic direction to the program. Gender diversity is the initial area of focus for Tata LEAD.

Tata Steel has chosen the path of diversity and inclusion through Mosaic for a diverse mix of people. The program has a five-pillar approach that covers commitment, sensitization, development, infrastructure and celebration. Through Mosaic, Tata Steel implemented a range of initiatives which aim to achieve an overall goal of 25 percent of diversity mix in the company. Tata Steel has taken fast-paced steps over the last year, through the initiative, which displays its urgency to make a change.

- **Structured approach:** Appointment of a chief diversity officer and formation of councils chaired by senior management.
- **Increase awareness about D&I:** Mosaic facilitates workshops on topics related to women empowerment, safety and security, and health through forums like SWATI (Steel Women Aspirational Team Initiatives).
- **Improve diversity recruitment ratio:** Aim to increase the intake of women and differently-abled employees through campus and lateral hiring, with a goal to recruit 25 percent women from campus.
- **Provide better amenities for women and differently-abled employees:** Facilities have been modernized at several locations including canteens, toilets, restrooms, car parks and crèches.
- **Facilitate work-life balance:** The Company has implemented several policies to help employees achieve a healthy work-life balance as well as improve engagement.
- **Groom future women leaders:** High-potential women employees are identified and groomed for leadership roles through mentoring program and leadership development workshops called Engage and Ignite.
- **Facilitate skill development program:** Women employees on the shop floor are given the opportunity to develop skills which can help them in their career progression by enabling them to handle higher roles.

Nurturing inclusivity at **(Wipro)** is an intrinsic part of its culture. There is a focus on providing an enabling work environment for women. For example: WoW or the Women of Wipro program has various initiatives following the research led insights from a life stage based approach for women (e.g. some of the key initiatives are WoW Career Mentoring, Women in Technology, WoW Speaker Series, Day Care Centers etc.)

3.5 Report of Asia Pacific Economic Forum-2017

Asia-Pacific Economic Cooperation is an inter-governmental forum for 21 Pacific Rim member economies that promotes free trade throughout the Asia-Pacific region.

(Tetlow & Nakamura, 2017) stated a report of Asia Pacific Economic Forum (APEC); all economies are encouraged to increase gender diversity at top management at companies to support strong strategies for diversity management. One of the key elements of this research project is that it is focused on the voluntary efforts by corporate leaders to address challenges in diversity management and overcoming gender bias in the private sector through implementing diversity policies at their companies and banding together through initiatives to share good practices and encouraging other companies to follow their leads. Following are the best practices which were introduced in APEC:

- Women's empowerment must be embraced at all levels of a company
- Communicating the economic case for women's empowerment to stakeholders
- "Thinking outside the box" to spur the increase of female representation in leadership positions

- Building systems and platforms to support retention in the workforce and career advancement of women
- Positioning diversity management within a broader framework of sustainable management practices

However, the effective implementation of these policies in companies is also dependent on a commitment to diversity from within the firms, as well as knowledgeable diversity management staff. For these reasons, initiatives that support the implementation of diversity management in the private sector play a valuable role.

The researchers found in their study unconscious bias one of the challenges. They noted that raising awareness among employees requires clear messaging from top executives on the company's values of embracing diversity, educating and training middle management about diversity management practices, and actively promoting the visibility of women in workplaces.

3.6 Retention and Promotion of Women at Workplace

It is necessary to know that hiring a large number of women is just not enough, to retain and promote them at every level of top positions is equally important as **nearly half of Indian women leave the workforce between junior and middle management levels. In 2019, according to the Fortune list there are only 25 women are working as CEO's worldwide. Among them Indira Nooyi (PepsiCo), Michele Buck (Hershey), Safra Catz (Oracle) are breaking all the stereotypes regarding women at top leadership positions.**

(Tyagi, 2019) studied about gender diversity in India and suggested that to get women more into leadership demands a major culture shift. And, this does not happen overnight. Diversity-leading companies know that to breed leaders who both understand and echo the needs of their customers, they need to invest time. Gender-diversity will not only increase the number of women in leadership but it will go a long way in building a mutual, unbiased workplace where the common goal will be the organization's growth and profit.

Gender diversity must be appraised based on the opportunities women have access to, and the challenges they have to navigate, instead of making a numbers game alone. To leverage the true potential of gender diversity in organization performance, the management in India needs to go beyond the short term goals of token representation, plurality, and diversity management, to creating an environment of inclusion. Studies substantiate that organizations with greater gender diversity generated more incomes from innovative products and services as compared to the rest of the workplaces. By promoting gender diversity at the organization level, discouraging discriminatory employment practices, providing equal access to quality jobs, and investing in creating opportunities for women to rise in employment ranks across the sectors, we can curtail occupational discrimination, and unlock noteworthy productivity gains and economic development.

(Mellinger, 2019) argued that organizations need to prepare the women in their workforce by instituting women's initiatives in the workplace. Following points can be helpful:

- Explain Benefits of having women at top management to Managers
- Identify harassment and bias
- Initiative ways to empower women:



Figure-3.4: Ways to empower women at workplace

3.7 Barriers and Challenges

Gender inequality continues to prevail in the workplace today as women are paid less for the same performance and remain underrepresented in top positions. To strike a greater gender balance in the workplace, more women need to find their voices and the good news is, organizations and managers can help make a difference.

(Barsh & Yee, 2012) from Mckinsey & Company studied stubborn barriers to women's advancement:

- **Structural Obstacles:** It is simply harder for women to get into the right networks of powerful executives and to cultivate sponsor relationships.
- **Lifestyle Choices:** Accordingly women may choose to slow their careers or shift roles to increase predictability and lessen travel.
- **Institutional Mindsets:** When leaders pay attention to the differences between men and women at workplace, they may respond in ways that limit the options for women who can juggle between the family and work.
- **Individual Mindsets:** The women who were interviewed by Mckinsey and company team felt they held themselves back from the accelerated growth.

4. Suggestions for Women Empowerment at Workplace

Suggestions for women empowerment at workplace can be classified into two categories:

✓ **Recommendations to the individual:**

1. Women should participate in informal and formal training/mentoring program
2. Women should let go the subconscious biases by asking questions
3. Track and measure own progress
4. Should participate in capacity enhancement and leadership development programs
5. Women should understand that it is incumbent upon them to have high expectations of their organizational leaders in terms of empowerment and gender equality.

✓ **Recommendations to the management:**

1. Formal mentoring program
2. Work life programs to bridge the work-life gap
3. Work-community programs to bridge the community-work gap
4. Human Resources policies designed for consistency, ready availability, fairness and equity (job descriptions; compensation; benefit information; clear, equitable and public hiring, promotion, and reward programs)
5. Diversity training programs
6. Give timely and specific feedback about performance to ensure internal support to help advance women's career growth
7. Remove structural obstacles and the intuitional mindset about women at top management
8. (Pryor, Hurtado, Saenz, Santos, & Korn, 2007) suggested Leaders should utilize a systems approach to managing their respective organizations. The 5P's Strategic Leadership Model is such an approach.

5. Synthesis of the study

This study is designed to create a relationship between workforce diversity managerial practices and women empowerment. Although workforce diversity has so many dimensions in the form of visible and non-visible; but gender diversity is the most studied and discussed topic.

Women by their robust work ethics, result oriented nature, reliance and team leadership can contribute to the organizational effectiveness. Both internal and external factors like social, political and functional have an impact on gender diversity at workplace. Organizations like Genpact, HCL technologies, TATA, Wipro, Mckinsey & Company are doing their best in not just hiring more number of women but in retaining and promoting them at top management positions.

A report from Asia Pacific Economic Forum-2017 put light on the fact that initiatives regarding women empowerment that support the implementation of diversity management in the private sector play a valuable role. One has to remove structural obstacles and institutional mindsets to make a path for women who juggle between family and work at daily basis.

6. Conclusion

After reviewing so many articles and literature, it is clear that Diversity cannot be limited to one or two dimension. In this era Diversity not only include age, gender, sexual orientation, occupation, race, culture, education, geographic background, language, physical disability but perception, attitude, prejudice, ethnocentrism, stereotypes also. Some of the studies also indicate that even political belief can create Diversity among people. Hence, this concept is very much linked to the organizational effectiveness. Because ultimately the people who are from diverse background are working in a team and there should be a common goal within the organization. It can be concluded by reviews of researchers, is that workforce diversity is a multidimensional concept. Generally dimensions of diversity depend on the location of industry or organization. If diversity is well managed it can improve organizational effectiveness but if it is not very well managed, it can go against productivity and effectiveness.

As this study discussed about women empowerment as a workforce diversity issue organizations must create an inclusive environment, where female employees can feel included. Employees also need to be aware of diversity issue and it can be increased with the help of training, mentoring, counseling, socio-culture awareness program, minimizing miscommunication, clear goals, open door policy, educating oneself etc.

Women employees need to engage in formal mentoring program as well diversity training program. By doing this only women can remove obstacles created by system and by them.

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Women Empowerment in Changing the Rural India: Policy Perspectives

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Abstract

Woman make almost half of the population of any country, thus their involvement in the development cannot be ignored. Delivering multiple roles in every single day, women are undoubtedly the backbone of any society. However, they have also been an ignored fraction of the society in many parts of the world. The role of women in India has always been far greater than its societal definition which is merely a mirror image of the general bias surrounding gender. Without educated woman a nation cannot fulfill her distant dreams as woman are the mothers who write the future of a generation. Chetan Sanghi, Joint Secretary, Ministry of Women and Child Development, once said: "We would like to change the paradigm to women-led development". In last few years there has been considerable improvement of women education in India. A large number of women are coming out of houses and opt for education in India. To restore their rightful and dignified status Government, NGO's, various agencies have initiated empowerment programmes that provide a solid foundation to nurture the inner strength and self-esteem for the rural women. Govt. of India has declared 2001 as the year of Women Empowerment. On 9th March, 2010, one day after International Women's Day, Rajya Sabha passed Women's Reservation Bill, ensuring 33% reservation to women in parliament and state legislative bodies. Now the time has arrived to realize the relevance, in a rapidly developing country like India for empowering the women through education and leadership development. The present paper has been planned with a view to discuss the issues related to the empowerment of women and to suggest measures in the form of the various government policies for achieving the end.

Keywords: Empowerment, Growth & Development of Women, Laws & Act of Women Empowerment, Govt. Policies & Schemes

"I measure the progress of a community by the degree of progress which women have achieved".

-Dr. B.R. Ambedkar

Introduction

Today in India women empowerment is a buzz word. As a nation, India is committed to the empowerment of women. Women are increasingly making more of an impact than men in rural India. Women's empowerment, although it still has miles to go, has certainly come a long way. Despite gender equality seeming a far from attainable goal, the winds of change are blowing, slowly but surely, in rural India. Thanks to progressive laws such as the 73rd Constitution Amendment (1950), more than one million women are participating in local governance and development in India's 600,000 villages. Rural women are starting to assert themselves, challenging deep rooted patriarchal practices and beginning to negotiate new roles and opportunities for themselves. With a new-found confidence, marginalized rural women are gaining a voice and a visibility both at home, and in their communities. They are increasingly becoming aware of their rights and demanding not only basic needs but also a share in household and community resources. Since independence, Government has made concerted efforts towards removing various biases. The initiative has to be taken by the NGO's and international agencies working in a rural setting to address issues related to the empowerment of women.

Empowerment –Conceptual Framework

Empowerment is a process having personal, economic, social and political dimensions with personal empowerment being the core of the empowerment process. Gender equality and women's empowerment are human rights that lie at the heart of development and the achievement of the

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Millennium Development Goals. Despite of the progress that has been made, six out of ten of world's poorest people are still women and girls, less than 16 percent of the world's parliamentarians are women, two thirds of all children shut outside the school gates are girls and, both in times of armed conflict and behind closed doors at home, women are still systematically subjected to violence (UNDP, 2009). Many use the term empowerment without understanding what it really means. According to Cambridge English Dictionary empowerment means "to authorize". In the context of the people they have to be authorized to have control over their lives.

Women Empowerment: Trends Analysis

Over the past few millennium the status of Women in India has been subject to many great changes. In early Vedic period Women enjoyed equal status with men. *Rig Ved & Upanishads* mention several names of women sages and seers notably *Gargi & Maitrey*. However, later the status of women began to deteriorate approximately from 500 B.C., the situation worsened with invasion of Mughals and later on by European invaders. Some reformatory movements by *Guru Nanak, Jainism, Rajarammohan Rai, Ishwarchandra Vidya Sagar, Pandita Rama Bai* and others did give some relief. It is not that Britishers didn't do anything for improving the condition of women. Some laws were enacted such as "Abolition of practice of Sati", *Widow Remarriage Act 1856* etc. The real change came after independence. Constitution of India guarantees *Equality to Women (Article 14)*. There are other articles too which ensure *Rights of Women* e.g. no discrimination by the state (*Article 15 (1)*), *Equality of Opportunity (Article 16)* etc. Feminist activism picked up momentum in India during later 1970's. Hence, in India education for women has to be paid special attention.

Table-1: Trends in Women Education (Literacy Rate %)

Year	Persons	Males	Females	Literacy Gap
2011	74.04	82.14	65.46	16.68
2001	64.88	75.26	53.67	21.59
1991	52.21	64.13	39.29	24.84
1981	43.56	56.38	29.76	26.62
1971	34.45	45.96	21.98	23.98
1961	28.30	40.40	15.75	25.05
1951	18.33	27.16	8.86	18.30

Source: Census of India, 2011

Day by day the female literacy rate in India is though gradually rising; it's lower than the male. The gender gap in education is far greater in northern states of India. Although in states where enrollment rates for girls are higher, many girls drop out of school after a few years of education.

Table-2: State-Wise Percentage of Female Literacy (%)

Sl. No.	Name of the State	Female Literacy
1.	Andhra Pradesh	59.7%
2.	Arunachal Pradesh	59.6%
3.	Assam	67.3%
4.	Bihar	53.3%
5.	Chattisgarh	60.6%
6.	Delhi	80.9%
7.	Goa	81.8%
8.	Gujarat	70.7%
9.	Haryana	66.8%
10.	Himachal Pradesh	76.6%
11.	Jammu and Kashmir	58.0%
12.	Jharkhand	56.2%
13.	Karnataka	68.1%
14.	Kerala	92.0%
15.	Madhya Pradesh	60.0%

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16.	Maharashtra	75.5%
17.	Manipur	73.2%
18.	Meghalaya	73.8%
19.	Mizoram	89.4%
20.	Nagaland	76.7%
21.	Orissa	64.4%
22.	Punjab	71.3%
23.	Rajasthan	52.7%
24.	Sikkim	76.4%
25.	Tamil Nadu	73.9%
26.	Tripura	83.1%
27.	Uttar Pradesh	59.3%
28.	Uttarakhand	70.7%
29.	West Bengal	71.2%
Union Territories		
1.	Andaman & Nicobar Islands	81.8%
2.	Chandigarh	81.4%
3.	Dadra & Nagar Haveli	65.9%
4.	Daman & Diu	79.6%
5.	Lakshadweep	88.2%
6.	Pondicherry	81.2%
All India		65.46%

Source: Census of India, 2011

Women's equality has shown a major improvement. As a result the higher participation of women in literacy campaigns, the gender gap in literacy levels is gradually getting reduced. Even more significant is the fact that disparity in enrolment of boys and girls in neo-literate households is much lowered compared to the non-literate householders.

Professional Growth of Women

Although in India about Women's empowerment, still has miles to go, has certainly come a long way. Globally, there has been transformation about the role of women in the higher education. More awareness is being created with regard to incorporating gender perspectives, in policy-making and the adoption of gender-inclusive approaches in the implementation of development-related goals in order to empower women.

Table -3: Top Profession of Women

Sl. No.	Occupational Sector	Male (%)	Female (%)
1.	Nursing Professionals	23	77
2.	Social Workers Professionals	26	74
3.	Flight Attendant/ Travel Stewards	59	41
4.	Teaching	64	36
5.	Philosophers, Historians, Pol.Sc.	78	22
6.	Computer Programme	82	18
7.	Health Professionals	83	17
8.	Administrative officials	91	9
9.	Lawyers	93	7
10.	Protective Service Workers	97	3

Source: Census of India, 2011

The issue of women's empowerment in higher education in India depends on an equitable distribution of resources for today and for the future. It should be a key principle of all policies and actions, which are broadly designed to create a society which is based on freedom, democracy and respect for fundamental rights, fostering equality of opportunity and solidarity within and between generations.

Legislative Provisions: Women Specific

The Government of India has also enacted several women-specific legislations to protect women against social discrimination, violence and atrocities and also to prevent social evils like child marriages, dowry, rape, practice of sati etc. these could be broadly classified within two categories: *i) the crimes identified under the Indian Penal Code (IPC) and ii) the crimes identified under the Special Laws (SLL)*

Table-4: Legislative Provisions of Women in India

Sl. No.	Crimes	Indian Penal Code (IPC)
1.	Homicide for dowry, dowry deaths or their attempts	Sec.302/304-B IPC
2.	Molestation	Sec. 354 IPC
3.	Kidnapping & Abduction for different purposes	Sec. 363-373
4.	Rape	Sec. 376 IPC
5.	Torture, both mental and physical	Sec. 498-A IPC
6.	Sexual harassment and importation of girls (<i>up to 21 years of age</i>).	Sec. 509 IPC

Source: Constitution of India, 1950

Table-5: Special Laws for Women in India

Sl. No.	Special Laws (SLL)	Year
1.	The Employees State Insurance Act	1948
2.	The Plantation Labor Act	1951
3.	The Family Courts Act	1954
4.	The Special Marriage Act	1954
5.	The Hindu Marriage Act	1955
6.	The Hindu Succession Act	1956
7.	Immoral Traffic (Prevention) Act	1956
8.	The Maternity Benefit Act	1961(Amended in 1995)
9.	Dowry Prohibition Act	1961
10.	The Medical Termination of Pregnancy Act	1971
11.	The Contract Labor (Regulation and Abolition) Act	1976
12.	The Equal Remuneration Act	1976
13.	The Child Marriage Restraint (Amendment) Act	1979
14.	The Criminal Law (Amendment) Act	1983
15.	The Factories (Amendment) Act	1986
16.	Indecent Representation of Women (Prohibition) Act	1986
17.	Commission of Sati (Prevention) Act	1987
18.	The Marriage (Amendment) Act	2001

Source: Constitution of India, 1950

The constitutional and legislative provision in India is not only grants equality and protection to women, but also empowers the state to adopt measures of positive discrimination in favour of women.

Special Initiatives for Women Empowerment

Moreover the Constitution also empowers the states to adopt measures of positive discrimination in favour of women. Special initiatives were also taken by government of India for building confidence and self-dependency across Indian women. The policy assured equal access to women to healthcare, quality education, participation and decision making in social, political and economic life of the nation. The national policy also aims at strengthening legal system for eliminating discrimination against women. It also visualizes strengthening partnership with Civil Society, particularly Women's organizations. Government of India has also taken various measures for empowerment of women. Some of these are as follows:

Table-6: Govt. Initiatives for Women Empowerment in India

Sl. No.	Year	Name	Purpose
1.	1992	<i>National Commission for Women (statutory body)</i>	To study and monitor all matters related to constitutional and legal safeguards provided for women, review the existing legislation to suggest amendments wherever necessary, etc.
2.	1992	<i>The 73rd Constitutional Amendment Act</i>	To ensure one-third of the total seats for women in all elected offices in local bodies whether in rural areas or urban areas
3.	1991-2000	<i>National Plan of Action for the Girl Child</i>	To ensure survival, protection and development of the girl child with the ultimate objective of building up a better future for the girl child.
4.	2001	<i>National Policy for the Empowerment of Women</i>	To bring advancement, development and empowerment of women in all spheres of life through creation of a more responsive judicial and legal system sensitive to women and mainstreaming a gender perspective in the development process. The strengthening and formation of relevant institutional mechanisms and implementation of international obligations/ commitments and co-operation at the international, regional and sub-regional level was another commitment.
5.	2005	<i>The Protection of Women from Domestic Violence Act</i>	It provides for more effective protection of the rights of women guaranteed under the constitution that are victims of violence of any kind occurring within the family and for matters connected herewith or incidental there to. It provides for immediate and emergent relief to women in situations of violence of any kind in the home.
6.	2006	<i>Ministry of Women and Child Development (MWCD)</i>	India for the advancement of women and children.

Source: Ministry of Women and Child Development, GOI

All these policies are aimed at ensuring the women empowerment through higher education for the full development of women.

Women Empowerment: Different Schemes

Government of India is trying to prepare urban and rural uneducated women for their self-employment, which is vital for the economic empowerment of the women. A large number of schemes have gained increased attention in the field from grass-root level to national & international level. like: *Beti Bachao Beti Padhao Scheme, One Stop Centre Scheme, Women Helpline Scheme, UJJAWALA Yojana, Working Women Hostel, SWADHAR Greh (A Scheme for Women in Difficult Circumstances), Nari Shakti Puraskar, Awardees of Stree Shakti Puruskar, 2014 & Awardees of Nari Shakti Puruskar, Awardees of Rajya Mahila Samman & Zila Mahila Samman, Mahila police Volunteers, Mahila E-Haat, Mahila Shakti Kendras (MSK), NIRBHAYA*. There are various UN agencies working for the empowerment of women like *The Commission on the Status of women, The Committee on the elimination of discrimination against women, The Division for the advancement of women, The United Nations Development Fund for women*, and recently, the *UN Women association* is formed which co-ordinates the activities of all the former UN agencies. These international agencies work to ensure that women have a real voice in all governance institutions, from the judiciary to the civil service, as well

as in the private sector and civil society. In short, all these programs are contributed towards the realization of women empowerment and sustainable community development.

Conclusion

India is fast developing country but women's in India continue to be discriminated. It is to remind ourselves that the issue of women empowerment in rural India has become one of the most important concerns of 21st century not only at national level but also at the international level. There still exists a wide gap between the goals enunciated in the constitution, legislation, policies, plans, programs and related mechanisms on the one hand and the situational reality of the status of women in India, on the other hand. Efforts and initiatives by the Government, NGO's alone would not be sufficient to achieve this goal. Society must take initiative to create a climate in which there is no gender discrimination and women have full opportunities to take higher education and participating in the Social, Political and Economic life of the country with a sense of equality. Hence, education for women has to be paid a special attention in rural areas. Greater access for women to education must be ensured in the educational system for creating a sustainable future generation in rising India.

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Women as Entrepreneurs - Prospects and Challenges

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ABSTRACT

Entrepreneurs are playing key role in the economic development of a country. They are the job providers to the job seekers. One single person idea can change the many persons life in positive path. In this context the role of women entrepreneur is very much significant and important in economic improvement of a family and to the nation. A single women can do lot of creations, because women are basically creative. This paper highlights the challenges faced by the women entrepreneur and opportunities available to women entrepreneur from government and in the society.

INTRODUCTION TO WOMEN ENTREPRENEUR

A large number of women are entering into entrepreneurship in some form or the other. The drive to pursue entrepreneurship is due to the immense passion and certain compulsions. Entrepreneurs play an important role in the economic development of a nation. Women's skills, knowledge, talents, abilities and desire of to do something for themselves and their children or family are some of the reasons for the women to become entrepreneurs.

- Women in India are a manifestation of Strength (Shakthi), Knowledge (Saraswathy) and Prosperity (Lakshmi)
- Women proved their mettle in every sphere of life
- Home maker – Grappled to be in powerful positions in the society (politics, business, technology, arts)
- Gandhiji stated that women are intellectually, eventually and spiritually equivalent to a male and she can participate in every activity
- Proved to become trend setters and game changes in the yields of entrepreneurship

DEFINITION

Women Entrepreneurs may be defined as the women or a group of women who initiate, organize and operate a business enterprise. Government of India has defined women entrepreneurs as an enterprise owned and controlled by a women having a minimum financial interest of 51% of the capital and giving at least 51% of employment generated in the enterprise to women.

ENTREPRENEURSHIP

- Catalyst of economic development
- Largest sections for capital accumulation
- Economic growth – efforts taken by entrepreneur

Development Activities of Women Entrepreneurs in India

In India, entrepreneurship for the development of women is an essential part of human resource when compared with other countries. But, the growth of women entrepreneurship is very low in India, especially in the rural areas.

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Moreover, women from middle class are less enthusiastic to change their role because of their fear to face the social backlash. The development is more found in the families at upper class society in urban areas.

Several institutional arrangements have been made to protect and develop women entrepreneurship in India. The Nationalized Banks and State Financial Corporations advance loans to women entrepreneurs on a preferential basis.

State Industrial Development Corporations and District Industries Centers give loans, subsidies and grants to small-scale women entrepreneurs. State level agencies help women entrepreneurs in preparing project reports, purchasing machinery and building and training and hiring staff.

The Federation of Indian Chambers of Commerce and Industry (FICCI), FICCI Ladies Organisation (FLO), National Alliance of Young Entrepreneurs (NAYE) and other voluntary agencies lend assistance to women entrepreneurs. Under the Social Education Scheme of Community Development Programme, Mahilasangams (Women's groups) were organized and women's Industrial co-operatives were set up in 1958. Within the overall aim of promoting regional co-operation by strengthening technology transfer mechanism in the Asia-Pacific Region, the Asian and Pacific Centre for Transfer of Technology have actively been promoting development of women entrepreneurship and participation of women in the field of technology.

The APCTT implements projects which have been funded by multi-and bilateral donor organisations for technical training for women and programmes for technology exposure training for trainers in spreading technology to rural women. Under the banner of "Technology sharing among grass-root women's groups in the food processing sector" the Centre organised a series of workshops and technical training programmes were organized by the centre during 1997-1998.

In addition, various government agencies are involved in the development, promotion, monitoring, evaluation and expansion of women entrepreneurship programmes.

Some of them are listed here, namely Entrepreneurial Development Institute (EDI), National Small Industries Corporation Limited (NSIC), Small Industries Development Organisation (SIDO), District Industries Centre (DIC), National Level Standing Committee on Women Entrepreneurs (NLSCWE), National Research Corporation of India (NRDCI), The National Alliance of Young Entrepreneurs (NAYE), Indian Council of Women Entrepreneurs (ICWE), Federation of Indian Chambers of Commerce and Industry (FICCI), National Commission of Self Employed Women in the Informal Sector (NCSEWIS), World Association of Women Entrepreneurs (WAW), Associated Country Women of the World (ACWW), National Association of Women Entrepreneurs and Executives (NAWEE), The Industrial Development Bank of India (IDBI), Industrial Finance Corporation of India (IFCI), Self-Employed to Educated Unemployed Youth (SEEUY), Women Development Project (WDP), Development of Women and Children in Rural Area (DWCRA), Science and Technology for Women (STW), Training of Rural Youth for Self Employment (TRYSEM), National Institute for Entrepreneurship and Small Business Development (NIESBUD). The women entrepreneurs have to approach the nearest commercial banks, institutions and co-operatives to know the different schemes and to take advantage of this programme of assistance.

Thus, a positive growth in women entrepreneurship has been noticed. As more and more motivation and support are provided to them, it will definitely enhance their socio-economic status, which is a pre-requisite for the growth and development of women entrepreneurs.

Top Indian Women Entrepreneurs List

There are a lot of famous women entrepreneurs in India. In our opinion, these are the best of the best!

1. Dr. Kiran Mazumdar Shaw

She has worked her way up through sheer hard work and determination. From starting her career with an investment of meagre INR 10,000 in her venture Biocon India, she went on to become the richest woman in the country in 2004 and owner of one of the biggest pharmaceutical companies.

2. Radhika Roy

She is a media mogul who is the co-Chairperson and MD of leading company NDTV. Beginning modestly as a print journalist, she began her company in a garage and today owns three TV channels. She was awarded the 2003 Ernst & Young Entrepreneur of the Year award for Information, Communication and Entertainment.

3. Vandana Luthra

She is one of the top Indian women entrepreneurs, who used her education and training in cosmetology to initiate a chain of successful salons across India and Middle East. With over 150 beauty centres by the name of VLCC in the country, she is a renowned face all over.

4. Ekta Kapoor

She is known as the czarina of Indian TV industry as she revolutionised the concept of TV viewing in the country with her K soaps. She continues to produce several serials on the telly under her company Balaji Telefilms and has now productively ventured into films as well.

5. Richa Kar

She is one of the bright young women entrepreneurs who took the risk of dabbling with online retail segment and launched Zivame, an online lingerie store in 2011.

6. Shehnaz Hussain

Her name every person in the country is familiar with. CEO of Shehnaz Herbals, a cosmetic company, her fame has transcended borders and has won her many accolades including Padma Shree.

7. Neeta Lulla

She is a well-known face in the tinsel town as she has styled and designed clothes for numerous Bollywood celebrities. Her label Neeta Lulla Fashions is a rage in the fashion circuits and she has recently opened a fashion school in partnership with Subhash Ghai.

8. Shubra Chaddha

She is the co-owner of the famed online retail store Chumbak, which is popular for its quirky designs and style. Started in 2010, the brand has made its presence felt in 130 stores in the country and 70 more in Japan.

9. Nidhi Saxena

She is the owner of Karmic Lifesciences, which is a research organisation focusing on oncology, diabetes, cardiovascular and neurology.

10. Sheetal Mehta Walsh

She is another example of beauty with brains, who has launched a unique venture called Shanti Life. The microfinance company helps the poor in Gujarat to make sustainable businesses.

11. Ajaita Shah

She is the founder and CEO of Frontier Markets that manufactures energy products for rural parts of the country. She has received many laurels including Business Week's 30 under 30 award and Forbes Magazine's Top 30 Under 30's Social Entrepreneur of the Year.

12. Indira Nooyi

This list cannot end without naming **Indira Nooyi**, who might not be an entrepreneur, but surely has made the whole world look up to her. An IIM Kolkata and Yale University alumnus, she is the Chairman and CFO of PepsiCo. She has helped the cola giant rake in \$30 billion in just a few years.

13. Indu Jain

Another talented businesswoman, **Indu Jain** wielded power at the top position as the Chairman of Times Group for a long time before stepping down and making way for the young guns.

14. Naina Lal Kidwai

She is the proud recipient of the Padma Shree and has made it to the Fortune global list of top women in business. She is the head and group general manager of HSBC Group India. The charming lady is also the global advisor at Harvard Business School and non-executive director at Nestle SA.

15. Preetha Reddy

She is considered as the forerunners of businesswomen in the country and holds the position of managing director at Apollo Hospitals.

Problems for the Growth of Women Entrepreneurship in India

There are a number of problems regarding the growth of women entrepreneurship in India, which are given below

1. Absence of Definite Agenda of Life

The educated women do not like the limitation of their life with in the narrow boundary of the house. They want equal opportunity and respect from their partners as well as from the society. However, in India some women have reached good positions in the business world. Yet, most of the women are either illiterate or semi-literate in rural India. They haven't got a proper idea of self-esteem and self-respect. The question that arises immediately is how they can attain self-respect and have a definite agenda to reach a good position in the society.

2. Absence of Balance between Family and Career Obligations

Women in general are concerned about family duties. They show no equal concern for the duties in career. Women in India dedicate much their lives for the welfare and care of their family members. But they fail to use their talent to create extra income source for their families. It will also make them self-reliant. Some women haveno least idea of self-reliance and can never think of it. But women need the support of the family members to succeeded in business and extend their business and management.

3. Poor Degree of Financial Freedom

There is very poor financial freedom for women in Indian families, especially in uneducated and rural families. Women in these families can't take any decision on their own to take up entrepreneurship without the family members' consideration. They have to consider also social ethics and traditions for women. A woman can't commence any business or any economic activity to become independent even if she is financially dependent. Thus the dependency has become a vicious one for women in India.

4. No Direct Ownership of the Property

There is no doubt that the right of property is given as a legal provision in India. But the right to property for women is still a question mark. A very few women have on paper the right of property, but they are actually not aware of this right. They become aware of it when there are problems in the family due to family disputes. Most of the women do not enjoy their right of property and they have been treated just as mere relatives to the family. It is a cause which keeps them in a 'pervasive cycle of poverty'.

5. No Awareness about Capacities

Awareness about individuals' capacity should be created through increasing the level of education. It is very unfortunate that the educational system in India is facing a failure in creating awareness of ability and capacity of women and their hidden talent and power for handling economic activities. There is an increase in the level of education for women and social awareness to the role that women play in society, but it applies only to women in urban India and not in rural India. Environment in the urban area is favourable for identifying and creating awareness about women capacity and capability for doing many things. On the contrary, the atmospheres in the rurual areas are unfavourable for identifying and developing the capacity and ability of women.

6. Low Ability to Bear Risk

Women lead a protected life in India. The women in India are taught naturally by several things to depend on the male members of her family from their girlhood period. They are prevented from taking any risk even if they are ready to take any risk and have the ability to bear it. But despite the restriction put on women, some women have proved that they have the capacity to face and bear risks in entrepreneurial activities. They have identified their rights, capacities potentials as well as they

become aware of the potential situations. As a result, they have entered various business and professions.

However, entrepreneurial activities are not performed by the women in large scale because of their lack of capacity. Therefore, the government should try through conducting many awareness programmes for women to make them identify and develop their risk bearing capacities.

7. Problems of Work with Male Workers

It is true that many women have skills for doing business, but they hesitate to work with male workers and sometimes male workers are not ready to work with women entrepreneurs. Most of women entrepreneurs are of the opinion that semi-educated or uneducated class of workers cannot visualize and accept a "female boss" in their work field.

8. Lack of Self-confidence

Women have a strong mental outlook and an optimistic attitude which create fear in them of committing mistakes while working. Women's potential for entrepreneurial development cannot be accepted by the family members and the society, which always look down them. Women must face boldly such situation and develop their self-confidence to break such barriers, but women in India feel that they need a well secured life for developing their self-confidence. Thus they are not both mentally and economically self-reliant.

INDIA'S TOP 10 WOMEN ENTREPRENEURS

- **Falgunin Nayar** – Founder of **Nykaa**,
- **Neeru Sharma** – Co-Founder at **Infibeam**
- **Radhika Ghai Aggarwal** – Co-Founder of **Shopclues**
- **Risha Kar** – Founder of **Zivame**
- **Sabina Chopra** – Co-Founder in **Yatra**
- **Sairee Chahal** – Founder of **Sheroes**
- **Shradha Sharma** – Founder of **your story**
- **Suchi Mukherjee** – Founder of **Limeroad**
- **Upasana Taka** – Founder of **Zaakpay**, Co-Founder in **Mobikwik**
- **Vandana Luthra** – Founder of **VLCC**

CONCLUSION

Women Entrepreneurs are the symbol of success for all the nations especially developing country like our India. We need to rectify some communication gap between the government schemes and to the entrepreneurs because many of the schemes announced by government not properly reaching the entrepreneurs. And comparing to men entrepreneur, Women Entrepreneur are facing lot of difficulties in family, society etc. So to overcome this we need to encourage them to do more and get success. As we know one man is educated he is only educated but if women is educated the entire family is educated likewise one women become successful entrepreneur, she can change entire environment as successful one. We never under estimate the role of women entrepreneur in the nation's development. The above paper explains what are all the problems faced by women entrepreneur in the various parts of the world. And we suggest to the government and to the society that if women entrepreneur provides more working freedom, safety environment and sufficient financial assistance they can shine and showcase their talents to the world.

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A Study on the Issues and Challenges of Women Empowerment with a Special Reference to Kerala State

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Abstract

Women empowerment is the transformation or strengthening the women community and moulding them to hold the key roles in the society. Women empowerment indicates a transformation from a position of disempowerment to a position of one to be empowered. But in reality it is the need of the hour to analyze whether the women are really empowered, if not it is primarily to discuss the reason for the setback in attainment of self-empowerment. This study titled "A study on issues and challenges with a special reference to Kerala" attempts to answer the need, hindrance and challenges faced in the state with regard to women empowerment. This study also facilitates to analyze the factors influencing the economic empowerment of women, available government schemes for women empowerment and the trivialities in the path of empowering the women community. Reprehensible utilization of educational qualification, Gender discrimination, financial constraints, family responsibility, low mobility and the ability to bear risk are the major concerns faced by the women population in Kerala. The suggestions put forward as the result of this study are , the first and foremost priority should be given to the education of women , the state need to address the lack and improper utilization of education of women, awareness programs on women's right need to be organized in association with both governmental and non-governmental agencies, the state should make sure that the women are safe, and there should be a work life balance and there should be strict implementation of programmes and acts to curb the mal-practices prevalent in the society.

"To be liberated women must feel free to be herself, not in rivalry to man but in the context on her own capacity and personality" Indira Gandhi

Introduction

Women empowerment is profoundly depend on many variables which include the geographical location, both urban and rural, educational grade, social condition and age. The policies for women empowerment are made in considering the national, state and local levels in many sectors, including health, education, economic opportunities, gender based violence and political participation. Conversely there are significant gap between policy advancements and actual practice at the community level. Women empowerment is the actual outcome of the upliftment of economic, social and political status of women in the society. Thus in other words empowering a woman engages the changes made in the edifice of a society, a political environment, wherein women can breathe without the fear of oppression, exploitation, apprehension, discrimination and the general feeling of persecution which goes with being a woman in a traditionally male dominated structure. Women constitute almost 50% of the world's population but India has shown disproportionate sex ratio whereby female's population has been comparatively lower than males. As far as their social status is concerned, they are not treated as equal to men in all the places. In the Western societies, the women have got equal right and status with men in all walks of life. But gender disabilities and discriminations are found in India even today. The paradoxical situation has such that she was sometimes concerned as Goddess and at other times merely as slave.

\Review of literature

Duflo E. (2011) Women's Empowerment and Economic Development, National Bureau of Economic Research Cambridge The study argues that the inter relationships of the Empowerment and Development are probably too weak to be self-sustaining and that continuous policy commitment to equality for its own sake may be needed to bring about equality between men and women.

H. Subrahmanyam (2011) compares women education in India at present and Past. Author highlighted that there has a good progress in overall enrolment of girl students in schools. The terms empower means to give lawful power or authority to act. It is the process of acquiring some activities of women.

M. Bhavanisankara Rao (2011) has highlighted that health of women members of SHG have certainly taken a turn to better. It clearly shows that health of women members discuss among themselves about health related problems of other members and their children and make them aware of various Government provisions specially meant for them

Doepke M. Tertilt M. (2011) Does Female Empowerment Promote Economic Development? This study is an empirical analysis suggesting that money in the hands of mothers benefits children. This study developed a series of non-cooperative family bargaining models to understand what kind of frictions can give rise to the observed empirical relationship.

Venkata Ravi and Venkatraman (2005) focused on the effects of SHG on women participation and exercising control over decision making both in family matters and in group activities.

Objectives of the Study

1. To know the need of Women Empowerment
2. To assess the awareness of women empowerment in Kerala.
3. To analyze the factors influencing the economic empowerment of women.
4. To study the government schemes for women empowerment.
5. To identify the trivialities in the path of women Empowerment.
6. To offer useful suggestions in the light of findings.

Research Methodology

This paper is basically descriptive and conceptual in nature. In this paper an attempt has been taken to analyze the empowerment of in India. The data used in it is purely from secondary sources according to the need of this study

Crime against Women in Kerala during 2007 to 2018 (upto March)

The crimes against women fly directly against orchestrating Women Empowerment in India. A report on the crimes against Women by the State Crime Records operated and managed by Kerala Police comes up with alarming statistics. The Crime Head Wise details of reported crimes during the year 2007 to 2018 (up to March) along with trend analysis are presented in Table 1.

Table-1: Crime against Women in Kerala during the Period 2007-2018(Up to March)

Sno	Crime head	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018 (Up to March)	Percentage variation in 2017 over 2016
1	Rape	500	548	554	617	1132	1019	1221	1347	1256	1656	1987	444	20.44
2	Molestation	2604	2756	2539	2939	3756	3735	4362	4367	3987	4029	4498	1122	11.64
3	Kidnapping & Abduction	166	167	171	175	221	214	185	143	192	166	200	34	20.44
4	Eve teasing	262	255	394	539	573	498	404	257	267	328	394	89	20.12
5	Dowry death	22	25	21	21	15	32	21	28	8	25	13	6	48.14
6	Cruelty by husband / relatives	3976	4135	3976	4788	5377	5216	4820	4919	3668	3455	2863	349	17.13
7	Other offences	1851	1820	1699	1702	2205	2288	2725	3463	3107	5455	4299	1163	21.19
	Total	9381	9706	9354	10781	13279	13002	13738	14524	12485	15114	14254	3207	5.71

Source: Public information, Kerala Police

Women Empowerment - Awakening of a New Era

A total of 14254 Incidents of Crime against Women (both under IPC and SLL) were reported in the state during the year 2017 as compared to 15114 in the year 2016 recording a decrease of 5.69 % during the year 2017. These crimes have continuously decreased during 2015 with 12485 cases in the year 2015. 14524 cases in 2015 and 13738 cases in 2014 and 13002 cases in 2013 and 13279 cases in the year 2012. The proportion of IPC crimes committed against women towards total IPC crimes has decreased during the last five years.

Crime against women - district wise statistics: The crime head wise and district wise details of reported crimes during the year 2007 to 2018 (upto March) are presented in Table 2.

Table-2: Crime against women - 2018 (Up to March)

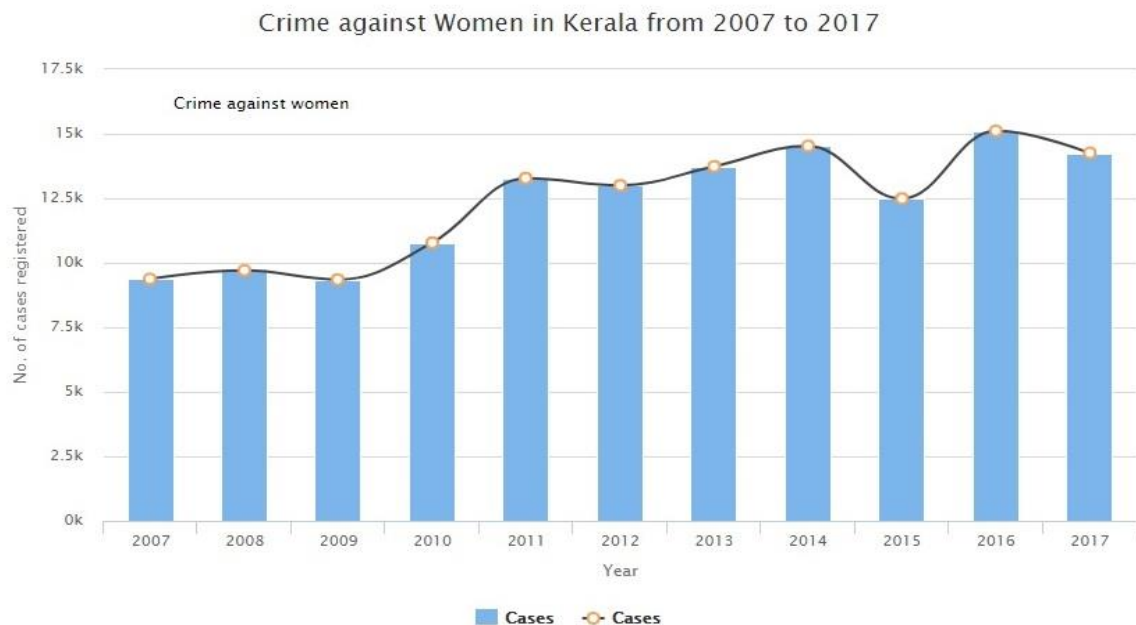
SL. No.	Name of Dist/city	Rape	Molestation (354 IPC)	Kidnapping & Abduction	Eve-teasing 509 IPC	Dowry Deaths	Cruelty by husband or relatives	Other Offences	Total
1	Trivandrum City	16	40	0	6	1	11	45	119
2	Trivandrum Rural	51	138	3	6	0	36	73	307
3	Kollam City	14	69	2	2	1	10	33	131
4	Kollam Rural	22	71	0	2	0	24	11	130
5	Pathanamthitta	17	50	0	5	0	11	137	220
6	Alappuzha	23	56	4	5	0	14	95	197
7	Kottayam	39	42	3	9	0	11	17	121
8	Idukki	23	69	4	6	0	21	6	129
9	Ernakulam City	15	61	1	5	0	10	176	268
10	Ernakulam Rural	25	80	2	7	0	21	67	202
11	Thrissur City	11	22	1	2	0	12	67	115
12	Thrissur Rural	32	69	1	11	0	17	48	178
13	Palakkad	31	30	5	8	1	26	13	114
14	Malappuram	43	99	2	4	1	47	89	285
15	Kozhikode City	10	35	0	5	0	8	79	137
16	Kozhikode Rural	23	65	4	1	2	20	34	149
17	Wayanad	15	39	2	1	0	13	17	87
18	Kannur	24	45	0	2	0	19	89	179
19	Kasaragod	10	37	0	2	0	18	60	127
20	Railways	0	5	0	0	0	0	7	12
21	CBCID	0	0	0	0	0	0	0	0

Source: Public information, Kerala Police

Crime against women in kerala from 2007 to 2017

The Crimes reported in Kerala during the year 2007 to 2018 (up to March) are presented in the Graph 1: Crime against women - 2018 (Up to March)

Crime Against Women



Source: Public information, Kerala Police

Why the Need of Women Empowerment?

Reflecting into the “Vedas Purana” of Indian culture, women are being worshiped such as Laxmimaa, goddess of wealth; Sarswatimaa, for wisdom; Durga maa for power. The status of women in India particularly in rural areas needs to address the issue of empowering women. About 66% of the female population in rural area is unutilized. This is mainly due to existing social customs. In agriculture and Animal care the women contribute 90% of the total workforce. Women constitute almost half of the population, perform nearly 2/3 of its work hours, receive 1/10th of the world’s income and own less than 1/ 100th the world property. Among the world’s 900 million illiterate people, women outnumber men two to one. 70% of people living in poverty are women. Lower sex ratio i.e. 933, the existing studies show that the women are relatively less healthy than men though belong to same class.

Hindrances of Women Empowerment faced in Kerala:

The main Problems that were faced by women in past days and still today up to some extent:

1. Gender discrimination
2. Reprehensible utilization of educational qualification and lack of Education
3. Financial Constraints
4. Family Responsibility
5. Low Mobility
6. Low ability to bear Risk
7. Low need for achievement
8. Absence of ambition for the achievement Social status

Women are deprived of Decision Making Power ,Freedom of Movement, Access to Education, Access to Employment ,Exposure to Media and Domestic Violence

How can women be empowered?

1. **Social empowerment:** Women are educated about the social benefits including awareness about the existing social problems in the society, good recognition & image in the family & community,

role in making important decision in their family, plan & promote better education for their children, taking care of health of the aged and the children just to mention a few. Women are also allowed to participate in political and public life. Therefore, they are given a chance to serve the community including fighting for the basics amenities & welfare needs of the village community such as safe drinking water, public sanitation and chance to help the weaker people like disable and the aged

2. **Empowering Indian women by education:** Most women are given a chance of finishing their education to the degree level. They are discouraged from getting married and raising a family when they are young. There are number of women education grants that offer help to women from poor background in order to give them a chance to be educated. There're various scholarships that benefits women in India to achieve their career by going back to school or various training institutions where they can further their education. Also, many **NGO's** in India offer support to women in order to benefit them in education. The government of India is also setting aside funds that are used to empower women & other initiatives that will empower them.
3. **Empowering women in business:** The government of India set aside some reasonable amount of money which women who have business ideas can borrow in order to start businesses. Women are encouraged to start small business in order to have their own source of income thus they become independent. Various non-governmental organizations also offer financial support to women in India and encourage and teach them how they can be making their own money by starting various business activities.

Women Empowerment Schemes

1. Beti Bachao Beti Padhao Scheme
2. One Stop Centre Scheme
3. Women Helpline Scheme
4. UJJAWALA : A Comprehensive Scheme for Prevention of trafficking and Rescue, Rehabilitation and Re-integration of Victims of Trafficking and Commercial Sexual Exploitation
5. Working Women Hostel
6. Ministry approves new projects under Ujjawala Scheme and continues existing projects
7. SWADHAR Greh (A Scheme for Women in Difficult Circumstances)
8. Support to Training and Employment Programme for Women (STEP)
9. NARI SHAKTI PURASKAR
10. Awardees of Stree Shakti Puruskar & Awardees of Nari Shakti Puruskar
11. Awardees of Rajya Mahila Samman & Zila Mahila Samman
12. NIRBHAYA
13. Mahila police Volunteers
14. Mahila E-Haat
15. Mahila Shakti Kendras (MSK)

Challenges in empowering women

There are several challenges that are plaguing the issues of women's right in India. Targeting these issues will directly benefit the empowerment of women in India

Education: While the country has grown from leaps and bounds since independence where education is concerned. The gap between women and men is severe. The gender bias is in higher education, specialized professional trainings which hit women very hard in employment and attaining top leadership in any field.

Women Empowerment - Awakening of a New Era

Poverty: Poverty is considered the greatest threat to peace in the world, and eradication of poverty should be a national goal as important as the eradication of illiteracy. Due to this, women are exploited as domestic helps.

Health and Safety: The health and safety concerns of women are paramount for the wellbeing of a country and are an important factor in gauging the empowerment of women in a country. However there are alarming concerns where maternal healthcare is concerned.

Professional Inequality: This inequality is practiced in employment and promotions. Women face countless handicaps in male customized and dominated environs in Government Offices and Private enterprises.

Household Inequality: Household relations show gender bias in infinitesimally small but significant manners all across the globe, more so, in India e.g. sharing burden of housework, childcare and menial works by so called division of work.

Constitutional Provisions for Empowering Women in India

- Equality before law for all persons (Article-14).
- Prohibition of discrimination on grounds of religion, race, caste, sex or place of birth (Article 15(I)).
- However, special provisions may be made by the state in favors of women and children Article 15(3).
- Equality of opportunity for all citizens relating to employment or appointment to any office under the state (Article 16).
- State policy to be directed to securing for men and women equally the right to an adequate means of livelihood (Article 39(a); (v) equal pay for equal work for both men and women (Article 39(d).
- Provisions to be made by the state for securing just and humane conditions of work and maternity relief (Article 42).
- Promotion of harmony by every citizen of India and renouncement of such practices which are derogatory to the dignity of women Article 51A (e).
- Reservation of not less than one-third of total seats for women in direct election to local bodies, viz; Panchayats and Municipalities (Articles 343(d) and 343 (T).

Findings of the Study

1. The society must admit the colossal transform required in the mindset of the people in the state. Both men and women should be the part of makeover.
2. Government programmes and NGO's must reach the nook and corner of all districts for the successful reach of all defined programs by the central and state authorities.
3. There should be equal distribution of responsibility sharing within the family members since the size of the family is comparatively higher and the responsibility of nurturing the family members falls on woman.
4. Poverty, illiteracy, poor health conditions, lack of time and awareness regarding healthy sanitation are the other hindrances.
5. For ensuring women empowerment, economic and social status acts as major consideration.

Suggestions

1. The state need to address the reprehensible utilization of educational qualification and the lack of education to women.
2. Awareness programs on women's right need to be organized in association with both governmental and non-governmental agencies.

3. The state should make sure that the women are safe, and there should be a work life balance.
4. Strict implementation of Programmes and Acts should be there to curb the mal-practices prevalent in the society.

Conclusion

The greatest need of the hour is change of social attitude to women. “*When women move forward the family moves, the village moves and the nation moves*”. It is essential as their thought and their value systems lead the development of a good family, good society and ultimately a good nation. The best way of empowerment is perhaps through inducting women in the mainstream of development. Women empowerment will be real and effective only when they are endowed income and property so that they may stand on their feet and build up their identity in the society. The Empowerment of Women has become one of the most important concerns of 21st century not only at national level but also at the international level. Government initiatives alone would not be sufficient to achieve this goal. Society must take initiative to create a climate in which there is no gender discrimination and women have full opportunities of self-decision making and participating in social, political and economic life of the country with a sense of equality.

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Women Empowerment: A Veritable Tool for Sustainable Urban Water Development

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ABSTRACT

Women are mostly hit by environmental issues, especially water scarcity. This is because the responsibility of sourcing for water for family use is on the women folks and they use the water most at home for cooking, bathing, washing and other household chores. This study therefore selected Agbadagbodu Community in Ibadan for the study. This community is in the core of Ibadan city and is characterized by water scarcity as the Water Corporation of Oyo Service (WCOS) does not service the area regularly, hence there is inadequate water supply in the community. The coordinate of the water project site was established with the use of Global Positioning System (GPS) which was located on the Google Earth Map of Ibadan. 500 meter radius was taken around it and the number of buildings within the 500 meter radius was counted, given 1,999. 5% of the building, that is 100 buildings, were randomly selected as the sample size for the study. Findings among others revealed that the women cherished the water project in the community. This makes them to take good care of the project as it eased the stress of scouting around for water.

Keywords: Community, water scarcity, water supply and women

1.0 INTRODUCTION

Water is one of the most important natural resources and its effective management is essential given its scarcity (Aladuwa & Momsen, 2010). The issue of management of resources is the genesis of environmental conservation which makes it an essential ingredient for sustainable development, such that, the present needs are met without jeopardizing future requirements.

Due to different tasks involved in water such as provision, transportation and storage of water for cooking, cleaning and washing dishes and clothes, bathing children, household hygiene among others, women have different priorities, demand and knowledge on water management compared with men. However, women are not as widely consulted on issues relating to water supply and women's priorities and requirements are not given as much attention due to different power relations between women and men (Intallance & Porter, 2010). One of the reasons for the limited consultation of women relates to women's limited control and access to land and water. Control over and access to resources is a determining factor for decision-making over the resource while land ownership is often linked to water access. Women's control over natural resources is limited because of societal values and practices which dictate that men are the 'guardians' of property, the 'heads of the household' and the decision-makers in the public sphere. Control over resources further depends on factors such as ethnicity and socio-economic class, despite realizing that control over natural resources is limited for basically all women worldwide. As a result of women's limited participation in decision-making, valuable knowledge and expertise are lost and decision-making processes may result in failure of policies and programmes (Okoko, 1998). This non-involvement of women operates in Ibadan and most cities both in and outside Nigeria.

The World Health Organization & Nations Children Education Fund (WHO & UNICEF, 2010) noted that water-related issues affect women 2 to 3 times more than men, and children are also particularly

susceptible. Obando (2003) stated that for indigenous and local women, a lack of access to water is particularly difficult, as they are the ones who are traditionally tasked in most developing countries with searching for water. It is estimated that women and girls use more than 8 hours a day travelling to get 10 to 15 litres of water in each trip. The average distance that women in Africa and Asia walk to collect water is 6 km a day and the weight that they carry on their heads averages 20kg (Obando, 2003).

The volume of water available to Ibadan residents is not adequate to meet their required volume of water as documented by Tokun and Adeloje (2005). However, Ibadan both its urban and the rural settings is well-endowed with water resources in terms of existence of numerous natural springs that could be developed to provide potable water and even construction of deep wells and boreholes for community use (Agboola, 1996). This is necessary as a way of augmenting the shortage of potable water being supplied by Water Corporation of Oyo State (WCOS) whose supply could not serve even a quarter of the population of Ibadan City (Tokun and Adeloje, 2005).

The recent call for women participation in decision-making at various levels in the society is justified by the general acceptance of the world opinion that women as a disadvantaged group should enjoy their basic human rights and therefore, should not be subjected to any discrimination vis-à-vis men or any other group (Kanshahu, 2000). Furthermore, the fact that women constitute about 50 percent of the world population should accord them a fundamental focus in decision-making activities.

Gender needs and interest, according to Peter (2006) are influenced to a great extent by gender roles and relationships since men and women play different roles in a given social group or system. Gender sensitivity means being sensitive to the needs of women and men, boys and girls. The ultimate goal is to achieve equity or equality. Gender sensitivity entails searching, considering and accommodating social relations between women and men in their context, in any analysis of policy, planning and programming. Kanshahu (2000) reported that culture and society are the determinants of gender roles.

As documented by Mitchell (2002), women's work usually involves three components.

i. *Reproductive* work which relates to child-bearing and raising, as well as nurturing all family members to ensure their health and well-being. Such reproductive work extends beyond biological reproduction to include those domestic tasks necessary to maintain and reproduce the labour force for a society. While child-bearing is a biological function unique to women, there is no particular reason or logic as to why child-rearing and nurturing, and caring for the family should be uniquely women's work.

ii. *Productive* work, which involves activity by both women and men, for payment in cash or in kind. Such work can be "market-based production" which results in earning of money or, it can be subsistence or home production which generates an in-kind rather than a monetary value. Much of the productive work of women, especially in rural areas, generates in-kind returns which are essential for the well-being of their families. However, because there is no exchange value, such activity is normally invisible in the regional or national economy and therefore, does not get the same recognition as market-based activity. As with most aspects of reproductive work, there is no reason why there should be such a gender division of labour. However, those involved in market-based activity tend to have more power because of their income-earning capacity.

iii. *Community management* involves time allocated to participating in activities within the local community to help further the welfare of its members. In many ways, this kind of activity is an extension of the *reproductive* role. The focus here normally is to ensure both provision and maintenance of facilities for collective needs, such as water, health-care and education. The *community management* work usually is voluntary and is done in "free time" after reproductive and productive tasks have been attended to. In contrast, men tend to allocate their time to *community politics*, which involves participation at the formal political level. Their community work often is paid, either directly or indirectly, by earning wages or by achieving enhanced status and power. There is no good reason why women should concentrate with *community management*, and men upon *community politics*, but traditional gender divisions often result in this split.

The implications of the multiple roles of women are significant regarding issues of empowerment, social justice and equity. First, the triple role for women in many Third World countries means that they are the first to begin working during the day and often the last to finish at the end of the day. As a result, little time is available either for self-improvement or to pursue interests of their own. Second, much of their *productive* and *community management* activities are invisible in any economic accounting, and thus, their contribution to the household, community, region and country is often under-valued by family members and political leaders. Third, the reduced opportunity to earn monetary income contributes to reduced overall status and power in the household and community. Fourth, the lack of involvement in *community politics* reinforces a gender bias in many decisions and helps contribute to the maintenance of a *status quo* in which the role of, and opportunities for, women are significantly less than for their male counterparts. All of these implications have fundamental ramifications for resource and environmental management.

Blackden and Wodon (2006) observed that women do most of the work of collecting water in Kenya, as elsewhere in Africa, including Ibadan, Nigeria. Research on women's time allocation in sub-Saharan Africa, where Nigeria lies, has identified "Time Poverty" as a constraint to development, with "women working especially long hours due in part to a lack of access to basic infrastructural services such as water and electricity, but also due to the rising demands of the 'care economy'" (Blackden *et al*, 2006). Time poverty is the idea that individuals do not have enough time for rest after completing their work tasks. Several studies have shown that women work longer hours than men (Ilahi, 2000). A key outcome of access to piped water in the homestead may be that women are liberated from the time-consuming work of collecting water. Therefore, the study aimed at assessing the level of women involvement in the provision of water in the community with a view to making them do more to achieve sustainable urban development.

2.0 THE STUDY AREA

Ibadan is the largest indigenous city in tropical Africa (Onibokun, 1994). It is the capital city of Oyo State which is one of the 36 States of the Federal Republic of Nigeria (see Figure 1). The metropolis is made up of eleven LGAs (see Figure 2). Five of these are in the inner city, viz Ibadan North-West, Ibadan North, Ibadan North-East, Ibadan South-West and Ibadan South-East. These inner city LGAs are surrounded by the six LGAs of Akinyele, Lagelu, Egbeda, Ona-Ara, Oluyole and Ido. Agbadagbudu, which is the study area for this study is within the Ibadan North Local Government Area (see Figure 3).

The present day Ibadan is a product of the Yoruba civil wars that took place between 1810 and 1893. It was established in 1829 as a refugee and war-camp for dissidents from Oyo and Ile-Ife areas of Yorubaland. It is located on the fringe of the forest zone. The location of Ibadan was defined as the area extending for about 55 kilometres from Asejire in the East to Agemo in the West, and for about 70 kilometres from Iroko in the North to Mamu in the South (Akintola, 1963).

Since 1893, the planning of Ibadan has been characterized by both planned and unplanned growth. The unplanned sector of the city is mainly its Southeastern part which is predominantly inhabited by the indigenes of the city and constitutes about 40 percent of its spatial coverage. The non-indigenous sector is a mixture of planned and unplanned areas, and makes up about 60 percent of the spatial coverage of Ibadan. The so-called planned areas have experienced varied degrees of haphazard growth. Thus, the growth of the city has been by both planned and unplanned accretion. Its land use structure is "jig-saw" affair which has not been coordinated within the framework of either an overall outline or comprehensive plan (Onibokun, 1994).

Ibadan, especially the inner LGAs, have come under serious pressure of rapid urbanization. About 70% of the population crowd themselves up in the 30% of the land area of these LGAs (Agboola, 1996). This poses great environmental problems, including an over-stretch of the available water supply to the communities by the government.

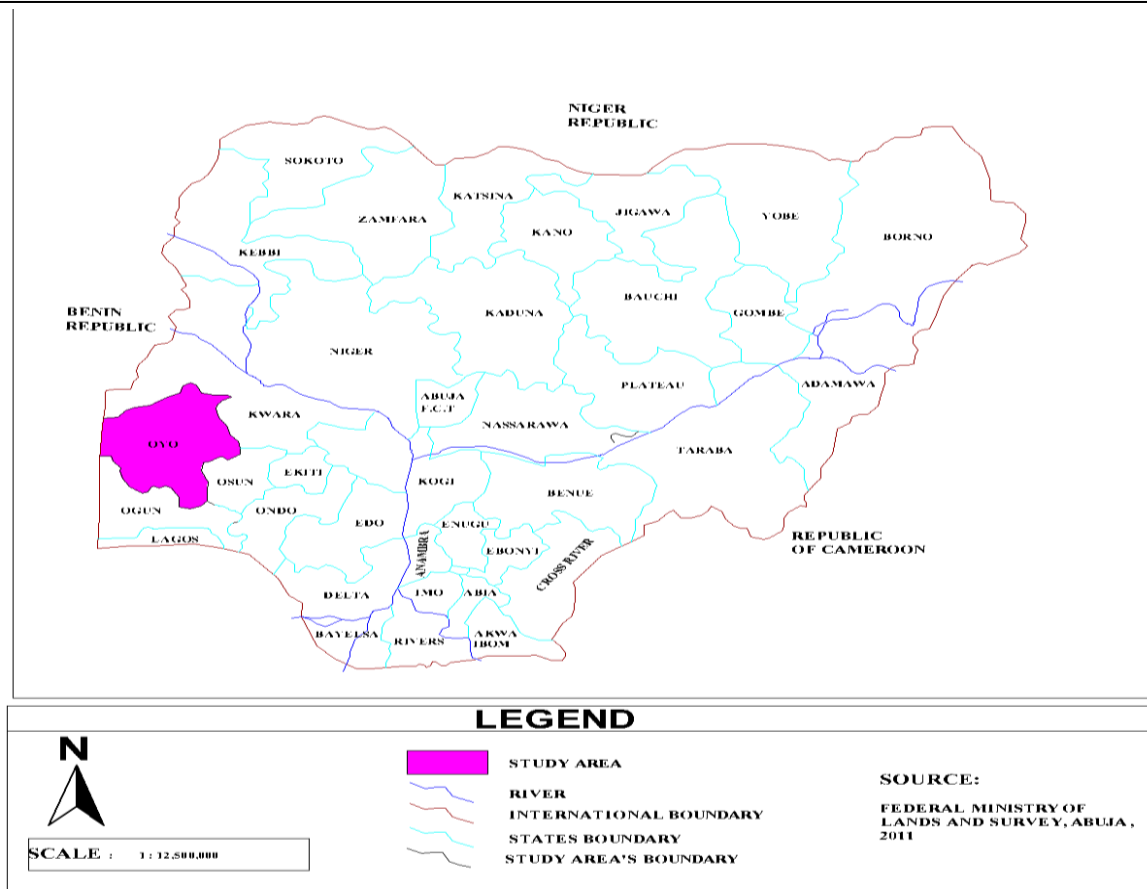


Figure-1: Map of Nigeria showing Oyo State

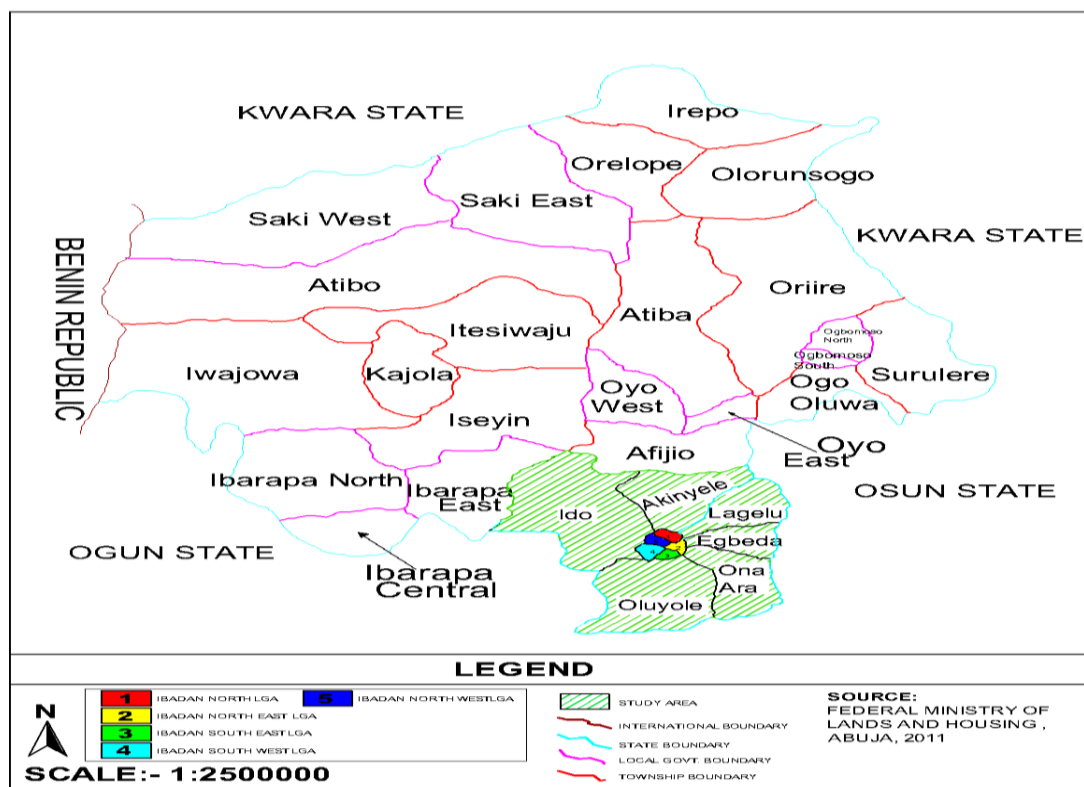


Figure-2: Map of Oyo State showing Ibadan

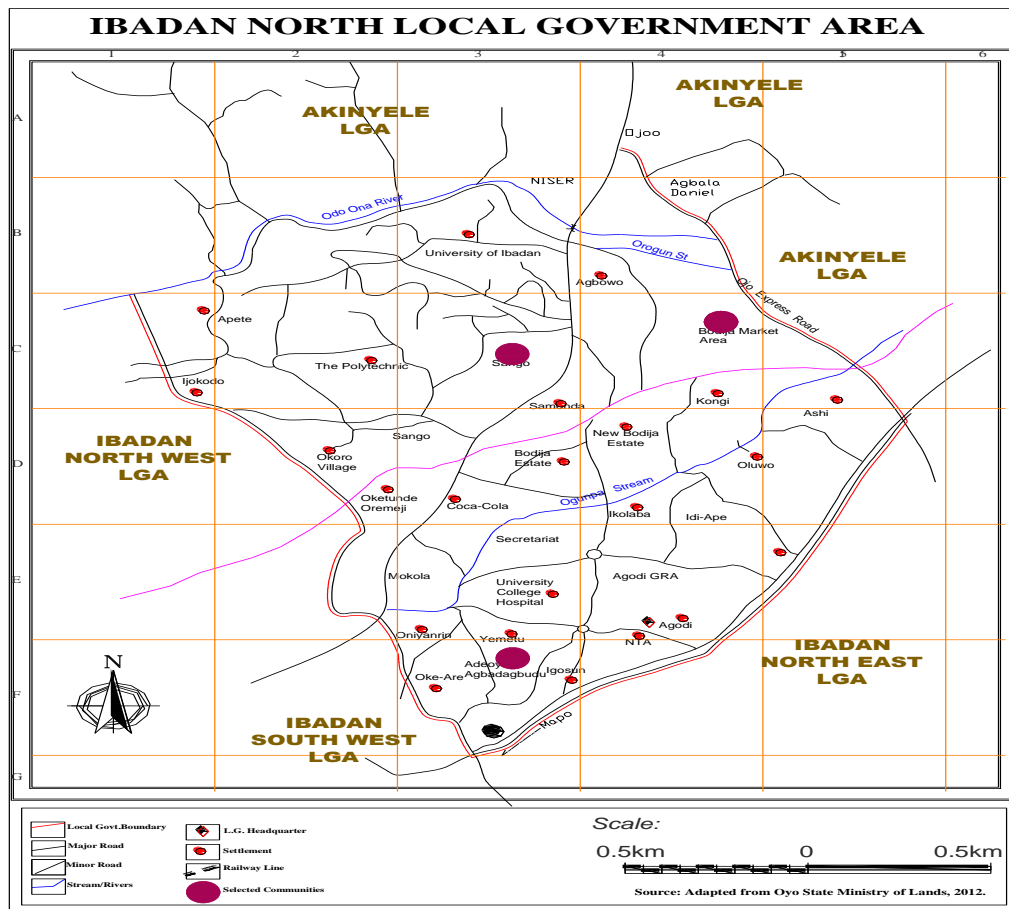


Figure-3: Map of Ibadan North Local Government Area showing the SIP Water Project Sites

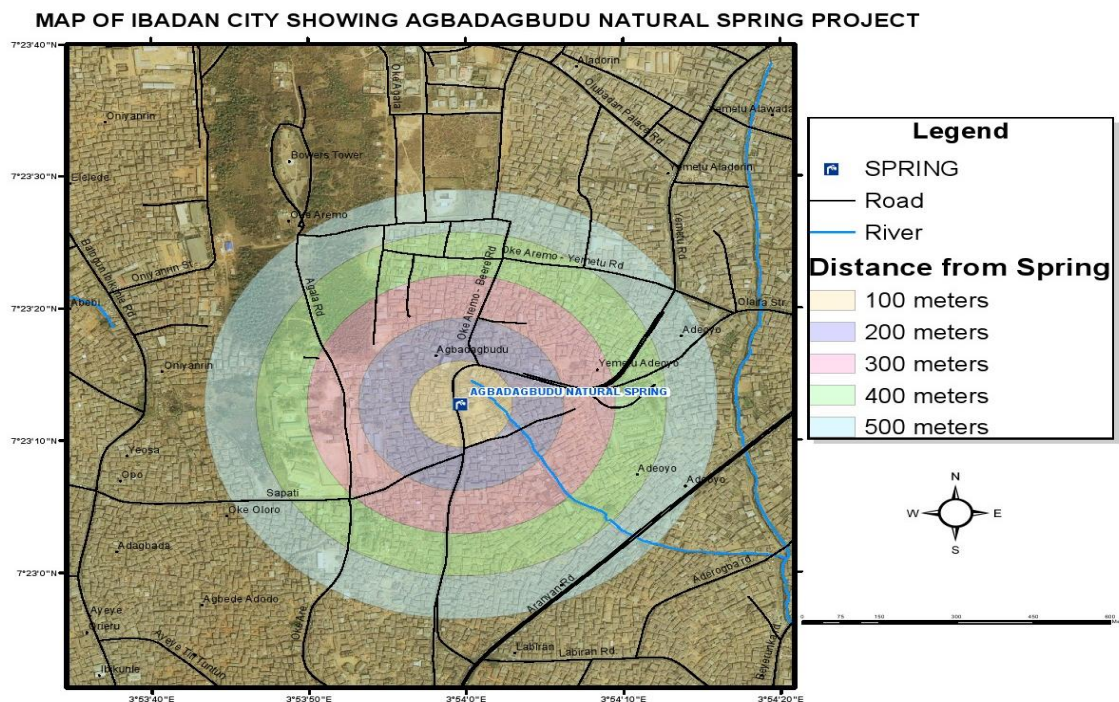


Figure-4: Map of Agbadagbudu Natural Spring Project Showing the 500-meter radius round the Project Site

Source: Adapted from Google Earth Map (2018)

3.0 METHODOLOGY

Agbadagbodu community in Ibadan North Local Government was selected for this study because it hosts a community water project. Though the project was facilitated by Sustainable Ibadan Project (SIP) – a UNHABITAT sponsored project, the community was actively involved in the various stages of the project.

In an attempt to generate the sample size for the study, the coordinates of the project site was established with the use of Global Positioning System (GPS). This was located on the google earth map. 500-metre radius was taken around the project location. This was because the United Nations considered only water gotten within 500-metre radius as safe water. (WHO & UNICEF, 2010; WHO & UNICEF, 2012).

The number of buildings within the 500m radius was counted with the use of the of proximity analysis tool in ArcGIS software. This gave 1,999 buildings. 5% of the buildings, which is approximately 100 buildings were selected as sample size for the study. Questionnaires were administered on one person in each of the 100 randomly selected buildings in the study area which gave a total of 100 persons that were sampled.

The data gotten from the questionnaire were analyzed with the use of statistical package for social sciences (SPSS) and results were presented in Tables.

4.0 RESEARCH FINDINGS

The research findings are presented in cross-tabulation format to enhance understanding of the findings as presented by each gender, that is, male and female. The variables are cross-tabulated with sex of the respondents.

4.1 Socio-Economic Characteristics of Respondents.

One hundred samples were taken for the study. 60% are male while 40% are female. Occupation and income of the respondents were other characteristics isolated for this study as they are considered more relevant. It was found that the women are either employed by private sector or self-employed, none of the female respondents are employed by the government like the male counterpart as presented in Table 1.

The community is low income community of Ibadan basically because it is in the core area where you find elderly and people with little or no education but the women are more hit with this low income as none of the female respondents earn above N60,000 in a month (see Table 2).

Table-1: Sex and Occupation of the Respondents

Sex	Occupation			
	Government employed	Private sector employed	Self employed	Total
Male	20	0	40	60
Female	0	20	20	40
	20	20	60	100

Source: Authors' Fieldwork, 2018

Table-2: Sex and Income of the Respondents

Sex	Monthly Income (₦)				Total
	Less than 20,000	20,001-40,000	40,001 – 60,000	Above 60,000	
Male	0	20	25	15	60
Female	20	15	5	0	40
	20	35	30	15	100

Source: Authors' Fieldwork, 2018

4.2 Water Supply to the Community by Water Corporation of Oyo State

Water Corporation of Oyo State (WCOS) is the government agency that has the responsibility of providing water for the residents of Ibadan and environs. The respondents all submitted that WCOS service the community but the supply is either once or twice a week and the volume supplied was not adequate for the family use (Table 3). This makes them usually seek for water from other sources like well, stream, springs to complement what is supplied by WCOS. They added that they normally travel some distance to get the water, even the water from WCOS because most of them do not have the water point in their compound. They go to queue for the water when and where it is available. This act may even make the water in the community unsafe as the distance usually travel to get the water is farther than the 500-meter distance recommended.

Table-3: Sex and Regularity of Water Supply to the Community

Sex	Regularity of Water supply to the Community		
	Once a week	Twice a week	Total
Male	40	20	60
Female	0	40	40
	40	60	100

Source: Authors' Fieldwork, 2018

4.3 Community Water Project

The epileptic water supply by the WCOS made the community to contact the Sustainable Ibadan Project (SIP) to assist them in facilitating water project in Agbadagbudu community to ease the stress of having to scout around for water. There exists a natural spring in the community over a hundred years ago, the community take water from there but the initial style of taking water was crude as everyone come with different containers to take water from the source for different uses. With the assistance of SIP, the natural spring was developed like hand-pump well which is safe and easier to fetch and tested to be appropriate for even drinking. Various stakeholders contributed to the development of the project including the community. They contributed both in cash and kind. Each building in the community was levied ₦100 and in kind, the community contributed the sand used for the concrete work and labor.

The women folks too were involved in the initiation of the project as gotten from the field work. But they were not involved at the planning and design stages of the project. This is because it was assumed that they do not have money and technical knowledge that is required at these stages. They were properly involved at the implementation and maintenance/management stages. They were well involved at these stages because it was believed that the activities here are majorly for women and children. The implementation stage require much labour such as carrying brick/blocks, concrete mix, water and other things while the maintenance/management stages involve washing and cleaning of the project site and its surroundings. Washing is one of the roles that is taken as responsibility of women among the Yorubas, which is the predominant cultural group in Agbadagbudu community in Ibadan.

The community women took the responsibility of maintenance of the project and its environs seriously as it is beneficial to them in the sense that they know they have ready source of safe water in their community and the problem of having to travel long distance to scout for water or having to wait for WCOS to supply water, which may not be available is eradicated. It should be noted that men are also involved in the maintenance of the project but majorly when there is technical faulty or need to replace some parts of the project. Fund is readily available to do this because a user-charge of ₦10 is charged to fetch water with any container with a maximum of 20 litres.

Majorly, due to the involvement of women, this water project is believed by the community members to be well maintained and managed. The proper maintenance of the project will make it sustainable and last longer unlike project that is not properly maintained.



Plate-1: Residents of Agbadagbudu Community Fetching Water
Source: Authors' Fieldwork, 2018

5.0 CONCLUSION AND RECOMMENDATION

Women stay more at home and understand the use of urban facilities and services better than men. These women have their expectations from these projects but are not often adequately involved in the development of the projects as much as men despite that they are more hit by the absence or inadequacy of these facilities especially water as revealed in this study. The study therefore recommends that women should be more empowered and involved more in development of urban facilities in order to achieve sustainable development. This is because if women have more money and education, they will not be sidetracked in making decisions that have relevance to them and the environment.

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Conceptualization of the Quintessence of Empowerment

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ABSTRACT

Empowerment is a cliché term now a days when applied in context to women. Frankly speaking with the rise of feminist movements, right from the time of Simone De Beauvois to Catherine Clement and Helene Cixous, a lot has been scrabbled on aspects of Women Empowerment. Empowerment in its true spirit insinuates the prevalence of environs wherein women can exercise their political , educational, psychological, moral and economic rights and then also the sexual orientation or preferences. Often talking about sexual orientation or preferences lands us in a scape to be only acquainted with terms such as bisexuality, heterosexualism ,transsexualism and as part of the new wave of empowerment , women can lay claim to any of these orientations and which if transgressed through external interference at the behest of any agent in the society is considered tantamount to repudiation of empowerment of women. As for the contemporary world, one striking aspect is that there is a tremendous crescendo in the enumeration of incidents of corporal molestation, psychological intimidation, conflagration and in the extreme sense that of permanent voice pacification of women. The existence of these level playing factors is suggestive of the fact that women are still disempowered and thus reversibility of this sort of status quo needs to be ensured through proper programming so that the nidus can be stoked to acculturate the empowerment of women. But the fact that deserves cognition and dissemination that the scope of empowerment is something bigger than imaginable and comprehensible. Proper empowerment invests the weaker sex with also sufficient physical potential to defend herself against any corporal infringement besides having been psychologically, educationally, morally, politically, and economically elevated. It will not be exaggeration if it is accentuated that only that hypothetical domain would be the most extreme form of environment where women shoulder the movement for precipitating positive engineering in the society whereby mankind profiteers and recognizes the existence of ubiquitous positivism and that of genuine form of gleichschaltung.

Keywords: psychological intimidation, nidus, stoked, hypothetical domain, gleichschaltung

INTRODUCTION

Empowerment is a cliché term now a days when applied in context to women. Frankly speaking with the rise of feminist movements, right from the time of Simone De Beauvois to Catherine Clement and Helene Cixous, a lot has been scrabbled on aspects of Women Empowerment. Empowerment in its true spirit insinuates the prevalence of environs wherein women can exercise their political , educational and economic rights and then also the sexual orientation or preferences. And today we talk about essentialism and mostly strategic essentialism, a term coined and popularized by the renowned contemporary feminist Gayatri Chakravati Spivak. Because of a stupendous surge in writings centred about women empowerment, one differentia has caught our intellectual perceptibility that empowerment presupposes the decantation of more and more rights, choices, predilections in the mental rucksack of the fairer sex. But nowhere there is any deliberation as to whether the haphazard investment of rights into the jurisdiction of the second sex is fairly interlarded with justice. The randomized bequeathing of rights has resulted in the genesis of a perception that empowerment means women are having the audacity to intimidate and extort the sterner sex. Obviously this is not to be termed as empowerment. This can be deservedly termed as diabolification or mis-empowerment that deessentializes women from the genetically and traditionally accultured philanthropic predilections , resulting in rendering humane service to the society and placing them on the pedestal of human divas and rather confers upon them the opportunities to draconize the sterner sex. The horrible fact is that only because of this status quo the impression of womanhood has become and will continue to become denigrated.

DEFINITION OF CONSCIENTIOUSLY ESTABLISHED VERSION OF EMPOWERMENT:

Regarding the definition of empowerment, a lot has been expounded here before and prevails upon the truly conscientious and far-sighted analyst or catalyst to posit that empowerment aspect should have to be emancipated from the calumny of prevalent lop-sided version where women have sufficient scope to draconize men. Even liberal masculinists including a group of women writers and intellectuals too think that the denotations covered by the term “women’s empowerment” is bias-larded. Thus this biased essence has to be expurgated from the connotation of empowerment. Thus by far the honest and truest definition of women’s empowerment will be ‘the genesis and acculturation of environs wherein women posing no threat of intimidating the basic rights of men, enjoy their civil, political, sartorial, constitutional and marital and sexual rights while having had the best of exemplariness in terms of ethics, morality and simultaneously enjoying protection against infringement into their physical intimidation by external and anti-social forces’.

INCONTROVERTIBLY JUDICIOUS VERSION ANALYZED

A deep introspection into formulating the definition of the essence “women empowerment” is the objective of this write-up at this moment. Empowerment as specified above has till date been so sparsely annotated that it often warrants a profound probation into why it has been so loosely interpreted as resultantly turning out lopsided. What is required is to deracinate the essences of lop-sidedness, bias, female chauvinism and judicial favouritism. Having cast a look at the prevailing scenario, what one with a eyesore encounters is that by often talking about empowerment, the legal system has been found to provide succour to the devilish schematizations of crooked weaker sex who have been found to be essentially deprived from the minimum requirements-cum-fundamentals of ethics and morality. But that very law has been found to be providing not the least amount of alimention and corroboration to those women who despite having morally and ethically fostered the highest standards fail to draw anything. The duty of law is definitely to diagnose those sort of women whom law should empower. But the irony is that law is empowering the undeserved and turning a silent audience in case of those having deserved empowerment in the truest sense. My Nation Hope Foundation Support Group has been very much vocal about this and has been on a bang roll of getting those registered victimized by the judiciously orchestrated loopholes

To speak straightforwardly, each and every aspect needs to be analysed while defining women empowerment. First step to empowerment is ensuring that mothers for bearing female children should not be destined to be exposed to indescribable and interminable physical, mental and psychological tormentation. The Beti Bachao and Beti Padoos Movement is one such now picking augmented momentum everyday under the aegis of the central government. When Girl Children are born, for their rearing, educational and existential support Government both at the state level and at the central level should come out with schemes by way of providing freeships, scholarships and total survival expenditure. If it is required, girls should get their education in female-staff centric schools. For their physical survival, girls should be trained in martial arts and female trained security personnels should be recruited and deployed. This is empowerment at grass roots level in terms of education, alimention, self-defence and protection. But the point is that ensuring the girl’s access to world class education is not enough. Psychological, ethical and moral upgradation are also grey areas that we must never flinch from having a brainstorming deliberation over. Educationally empowered is not a guarantee of this eventuality that the highest level of empowerment has been achieved. Philosophical and psychological lateralization of attitude resulting in the acculturation of philanthropy and the divine puissance of getting oneself acclimatized to one’s in-laws post emergence of ties eventuating out of nuptial should also be incorporated into the definition of empowerment. And in today’s world often it has become a fad to hearken to the frequency of precipitation of divorce cases the cause of which often investigated uncovers the growing fad of intolerance among educated women. Women being quagmired in intolerance become greatest enemy to the existence of women. Parliament and legal bodies have in recent years passed many laws which some sort of women unscrupulously and unethically leverage whereby simply the opposite sex is predestined to labour under inexplicable sufferings and miseries. This is negative empowerment obviously. What should be provisioned is that

women should be facilitated to indoctrinate their attitude of intolerance and supplant it by a dose of judicious liberality.

The truest form of empowerment of women in this case will be the burgeoning of such an environs where women really necessitating the bestowal of justice such as those victims of child and women trafficking, molestation, rape and gangrape are given opportunities for going through judicious, speedy and ethical trials. If the culprits are nabbed and they are allowed to be publicly slapped by these victims as mentioned, I think it can be dubbed as perfect justice and empowerment though ironically it contravenes the established norms of conventional justice giving.

In today's world where up to a particular point of time almost all spheres of life have been dominated by male, now the weaker sex have been witnessed to make headways. Women are joining armed forces, naval squadrons and aerial squadrons, conquering peaks and mountains, making sea dives into the deepest trenches of the ocean, flying and sailing the world solo, spearheading governments, banks and organizations into the vantage point of success and reputation, such a scenario can be aptly termed as conducive to the empowerment of women. The latest fad is the "Me Too Movement" which substantiates the reality that women will never keep silent on their traumatic experiences of the past engineered by the lascivious mentality of their so called sanctuary and propping god fathers and mentors.

EXEMPLIFICATIONS OF WOMEN EMPOWERMENT

Delving into the pool of exemplifications renders one a licentiate to dabble in penetralia over the very topic. Evidences can be divided into both historical and contemporary. Let us start with historical evidence.

Historical-cum-Mythical Scenario

The English Queen Lady Godiva carved out a niche in this domain by showing how being empowered she succoured the prevention of further deterioration of the highly impoverished status of the tenants of her country, orchestrated to be triggered by exorbitant taxation imposed by her husband on common folks. Her husband Leofric, king of Mercia acquiesced to abolish exorbitant taxation provided she rode naked the streets of Coventry which the former thought was an act of impudicity as she would be witnessed by lascivious lechers and peeping Toms and using which loophole king Leofric would latter on impose the stigma of immorality and thereby getting rid of both empathizing Godiva and the obstestations and insurrections of the commoners left marooned without anyone turning saviours for them. But the foresight of catastrophic eventualities though well pre-cyphered by Godiva did not daunt her from braving this act. Her empathy towards the people emboldened and empowered her to ride the horse in her birthdaysuit and no Peeping Tom precedents were recorded. This is one of the best specimens of empowerment where a philanthropic regina and activist betted her total nudity for the gleichschaltung of the commoners. Here the genesis of empowerment has been embedded in the seeds of conscience, ethics, philanthropy and at the cost of individual and regal luxury and complaisance as well as complacency.

In the similar fashion, the case of the some Chinese Royal Consorts can be cited. The only proviso in deliberating on their empowered status is the case of exclusion of their predilection for extra-maritality, ruthlessness and lasciviousness. What is outstanding about them is that all these women on having their consorts lost worked out strategies to rebuild their countries after the precipitation of political logjams and upheavals. If one takes the case of Wu Xetian or that of Empress Cixi or that of Yang Gufei what is understood is that all these empresses and consorts endeavoured to consolidate the position of their respective kingdoms in the times of crises, leading the military, indulging in volatile diplomacy and even shouldering the responsibility of rearing their legitimate, illegitimate and step children. This is a solid instance of women empowerment.

In one of the paintings of Bartolomeo Stepan Murillo, a girl has been painted as breastfeeding her ailing father with the latter being incarcerated, serving sentence decreed by Duke for no crime perpetrated by him. The girl in question is an empowered personality because she has indulged in no obscenity by breastfeeding her father as the incarcerated victim is allowed no kind of food in the cell.

so that his journey to deacease can be expedited. Having had all this knowledge, demonstrating no reluctance and apprehending the invitation of prosecution, the girl in painting does her self-provoked duty which eventuates in reaping the plaudit of the cruel Duke who ultimately passes the absolution decree for the ailing father and gudgeoning the virgin for her properly discharged paternal obligations.

Nobel Prize and Women Empowerment

Alfred Bernhardt Nobel instituted the Nobel Prize way back in 1895. Bertha Von Suttner was his personal secretary. She was a witness to the Austria-Germany confrontation eventuating in the compounding of collateral damages and she enterprised towards the total eradication of animosity-laden atmosphere between the two countries, pressurizing her mentor Alfred Bernhardt Nobel to institute a prize to gudgeon those women who were dedicated to the resurrection of peace and harmony.

The conferral of the Nobel Prize for literature upon Selma Lagerloef in the year 1909 for her writings on Spritual Genesis is a tacit indication of Alfred Nobel's committed vision to empower women. Shirin Ebadi from Iran, Malala Yusufzai from Afghanistan , Tawakel Karman from Yemen and Nadia Murad from Iraq are examples how women have been made to be feeling empowered on having their contribution to the society recognized through the conferral of the noble peace prizes. Iran is a country where women rights have been often reported to be abused with enterprising women being stone-pelted, hanged for indulging in cinematic smooching , horse riding, acting. Sarah Parenzaad, Gouhar Khairondush, Sarah Makhmalboff, Hanah Makhballboff have been sculpting new identity for their country through their specific contribution in their fields. As soon as Shirin Ebadi was conferred the very prize, the contemporary ruler Khomeini highly calumniated this selection but latter on softened his approach. Today Iranian women are playing football and kabbadi and this is partly due to the efforts of these glorious feminine figures from the very country. On taking the case of Malala , one is reminded of former beauty queens with roots in Afghanistan such as Vida Samazadai , Zohra Daoud who braved the extremely patriarchal and conservative regimes in the past to participate in beauty, diva contests and cultural medleys and were slapped with death-threats as well as attentat aux meurte(attempt on their lives). But the bestowal of Nobel Prize upon Malala in the year 2014 replenished the almost extinct confidence of women of that country and the result is that today woman in Afghanistan without the juggernaut of the least bit of reluctance participate in beauty contests, fashion shows, academia, politics, games and sports. All these fruits have been enjoyed by comtemporary Afghanistan , thanks to the empowerment of the likes of Malala Yusufzai as the world knows her today post the conferral of the Nobel Prize. Finally one can come to the analysis of the case of Nadia Murad , the Nobel Prize Recipient in the domain of peace.

International Movement and Women Empowerment

We are fully acquainted with the fact how ISIS recouped in the year 2014 after the leadership of Jewish-turned-Muslim Abu Bakr Al Baghdadi from the ashes of the army of Maqtada Al Sadr and went on a rampage of dilapidating all literary, cultural iconic monuments and sabotaged the access of women and girls to the minimum basic rights , forcing women to go for proselytization, human-bombs, sex-slaves . Due to which as is known to the entire world community, many Yazidi women originally from Kurdistan got brutally raped, mutilated and killed forcing the former to brandish arms against the very brigade. One such brave yazidi figure is Khatton Khider who along with her sister namely Aaliya started Yazidi Sun Brigade leading armed women against the ruthless ISIS mercenaries and reaped stupendous success. Asseema Dahir was another such fierce figure , falling in the lines of such sisters. The improvisation of a such kind of existentialist approach under totally hostile environs could be aptly termed as a perfect façade of woman empowerment. And latterwards , Nadia Murad has been working for the recuperation and rehabilitation of those women ensuring their celeritous assimilation to the mainstream and today she has been recognized for that very mission , inspiring many others to follow her steps.

Another significant movement that deserves citation here is none other than that of the Whistle-blower Movement of America in 2007&2008. The Wall Street Fall in 2007 is often interpreted as one of the tremendous massacre of the stable financial system. But the reality is that the whistle-blowers did a

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timely job by pre-empting the shockingly stupendous financial bleeding when they exposed the dubious ledger accounts of many wall street banks a, hedge funds, financial institutions which for a long time perpetuated a hype about their excellent performance which was actually a veneer to the seriously deteriorating financial balance sheet. Sheron Watkins , Cynthia Cooper and Coleen Rowley by blowing the lids off actually saved the entire world economy on time which if detected latter whould have seriously catapulted the market to such a statusquo that the recuperation of the economy even in 20 years would have become irreversible.

Even the movement succeeding this movement as Occupy Wall Street Movement too has been led by women. The OWS has ensured that the magnates of those companies which allegedly bloated and botched up their balance sheet were brought to book. Actually , hats off to those women who uncovered these fudged balance sheets of the big multinational giants. Even international movements led by women groups such as 'Pussy Riot' in America and Femen in Ukraine should be taken very seriously. Both Pussy Riot and Femen with exception to the fact that they have adopted totally immoral and flippant strategies to achieve their goals have actually till date pre-empted any possible leveraging of the global and specific national political economy by the vested groups both national and international. The goals set by them and the strategies embraced by them also connote a type of revolutionary format of women empowerment. In this connection , it will be judicious enough to refer to one latest fad in America, the upsurge of a wave justifying the impeachment of American President Donald Trump , led by a bevy of famous female icons with one being Indian-American Congresswoman Pramila Jaypal

Apart from the domain of Nobel Prize in peace , there is another domain pertaining to the Arabian world which has orchestrated strategies to ensure wholesale empowerment of women in the Arabian region which has for a long while been hogging the limelight. Crown Prince Salman soon after the arrests of Saudi Arabian activists Eman Al Nafjan and LoujainAl Hathloul, Aisha al Mana, Aziza al Yosef, and Madeha al Ajroush decided to grant permission to women to drive. Rememberable way back in 2008 activist Wajeeha al Huwaider and then in 2011 she along with Manal Al Shariff appealed to the crown to grant driving licences. Shaima Jastania was lashed for driving way back in 2011. Now today the first full-fledged female driver is Esra Albuti and another one is Rema Jadawat . Both of them are today proud owners of driving licence. King Saloman even agreed to ensure more incorporation of women into workforce. This is an apparent case to be analysed seriously as it directly vindicates women rights and empowerment.

The African Scenario also deserves to be brought into context. The conferral of the Nobel Prize on Wangaari Mathai is a clear indication on the part of the international community to endorse and orchestrate initiatives that will empower the weaker sex in the dark continent. Liberian President Ellen Johnson Sirleaf , just chosen Ethiopian President Sahle Work Zewde and the Ethiopian Lawmaker Birtukan Mideska and the moves of Ethiopian PM Abiy Ahmed to grant more portfolios to women must be read as initiatives undertaken to dilapidate the cliché image that it is hostile to women empowerment. And finally , the latest news is from Ghana as Mrs Phyllis Ama Tebuah Osei of Jubaland has been conferred the UN Police Officer Award.

One can move forward to the Asian scenario where one gets reported about a Phillipino Flight Attendant Patricia Organo who breastfed a baby when the mother was out of milk to feed her child and point to be noted is that this very act of humanity ultimately sealed her promotion. Coming to the case of Pakistan , Asia Bibi who was earlier sentenced to death , has now her death sentence rescinded resulting in her being apotheosized as a national icon. Pakistani women , defying the dictates of Taliban and other fundamentalist organizations have joined Pakistan Airforce, Army and Navy as well. Ayesha Farukh happens to be the first female fighter pilot in the history of Pakistan though other fighter pilot Mariam Mukhtiar died. The approval for the incorporation of women into Pakistan Armed Forces must be interpreted as the country's liberalized standpoints towards women. All these can be interpreted as instances of social empowerment

For Europe , Britain was led by PM Theresa May before the arrival of incumbent prime minister Boris Johnson and Queen Elizabeth is also there cheering for feminist grand daughter-in-laws such as

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Meghan Markle and then Cate Middleton , both being extrovert feminists, championing feminine empowerment. As far as France is concerned, there is Christine Lagarde who was the former IMF CMD. As for countries like Germany and Croatia one encounters a pro-feminine PM Angela Merkel and then President Kolinda Grabar Kitarovic. Lady Brenda Hale is currently the UK Supreme Court President. Pinelopi Koujianou Goldberg is an exceptional woman with the calibre to be donning the portfolio of the chief economist at World Bank. Gita Gopinath has been serving as the chief economist of IMF under its current MD Cristalina Georgieva, hailing from Bulgaria ,the successor of Christine Lagarde. Jacinda Kate Laurell Ardern has been currently functioning as the P.M of Newzealand. The presence of women in the political arena bespeaks the political empowerment of women

While talking about empowerment of women , it would be injudicious to talk about American women. In 2007 Wall Street collapsed and then a group of women actually brought US out of this financial turmoil. And again apart from citing the case of those women, one can talk about Yahoo CEO Marissa Mayer, Randi Zuckerberg, Pepsico CEO Indira Nooyi. These women have been reshaping the identity for women in the USA. Same is the case with some other potential figures such as Sallie Krawcheck, the cofounder of Ellevest and that of Wendy Cai Lee , the President of Piermont Bank. Huda Kattan has founded the Huda Cosmetics Empire; Kylie Jenner has founded Kylie Cosmetics and Serena Williams has launched her clothing line Serena and all these figures have mobilized huge income from their launched labels and these they have not achieved in a day but through properly engineered venture. These leading entrepreneurs simply emit one message which is that of economic empowerment of women

Modelling and Beauty Pageants too to a considerable extent justify the empowerment of women. Who does not want to be the muse of Victoria's Secret every year? And what about Miss Universe, Miss World, Miss Earth and Miss Intercontinental and Miss International Contests? This year Sireethorn Leearamwatof Thailand has donned the crown of Miss International and then Nellys Rocio Pimental Capuccino has donned the Miss Earth Crown of 2019 Carlee Beanear another American while doing Yoga breastfed both her babies. American actress Christina Teigen shared her breastfeeding pictures which no human being with the minimum civic sense found objectionable. Celebrity models such as Victoria Lee, Alexandra Agoston, Gemma Ward, Georgia Fowler and Charlee Fraser have been constantly clamouring for the salvaging of the endangered coral reefs of Australia

Whenever one talks about America, one is bound to talk about Jeff Bezos. Bezos credits his success to his shadows: in 2015 a woman called Maria Renz started her stint as his shadow and very recently she was supplanted by another woman called Wei Gao of Chinese Origin. These shadow women are behind the success of Jeff Bezos and Amazon.

The Indian Scenario

Coming to India , Indian women have found themselves at a vantage position which endorses all out feminine empowerment. Currently Women Filmmakers such as Santana Bordoloi , Reema Das from Assam, Kalpana Lazmi have donned public acclaim for their works in the domain of moviemaking. In the field of Sports, women such as Hima Das, Irom Sharmila Chanu, Sania Mirza, Saina Nehwal, Jyotsna Chinappa, Jwalla Gutta, MC Mary Kom have done wonders and this is a clear-cut vouchsafing of the fact that government of India is committed to doing more and more for the sportswomen whou would make the country proud. Manushi Chillar is again a case of feminine empowerment , the reigning Miss World. Very recently , the Indian woman Shivangi scripted history by becoming the 1st full-fledged naval pilot of India. Also it deserves to be remembered that IAF Squadron leader Minty Aggarwal is known for intercepting messages emitted by Pakistani Jets ,leading to the salvaging of Abhinandan Varthaman

In the Industrial Sector Isha Ambani , the visionary daughter has catapulted Reliance into a very comfortable zone with ever-increasing revenue. Swati Piramal her mother –in-law, a doctor by profession , has been leading Piramal Health Care and in the same viewpoint her mother Nita Ambani can also be held. Her sister-in-law Sloka Mehta has been leading one of the very powerful diamond houses of India. Apart from this one can cite the case of Flipkart which recently appointed after a hiatus of 18 months Chief Human Resources Officer Smriti Singh. Indian Online Startups such as

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Zivame, Clovia Limeroad, Fashion House of Noida, Abiti Bella and Biba are run and owned by far-sighted women such as Richa Kar, Neha Kant, Suchi Mukherjee, Shivani Poddar, Tanvi Mallik, Rakhi Khera and Meena Bindra. Nykaa the famous cosmetics marketplace is run by none other than a famous women entrepreneur, Falguni Nair and then Keya Cosmetics a famous brand is run by an aggressive businesswoman Keya Seth. Who does not Sleepwell, the mattress brand but the point to be taken into account is that Sleepwell too has been founded by Sheela Gautam. How have these women entrepreneurs prepared the tilling ground for multi billion dollar business. Obviously through grit and dedication, all these have become mobilizable and this success achieved by these women and their ability to achieve success can also be embedded in the sphere of empowerment. In holistic sense, what they have achieved is also a form of empowerment.

One can start with the show K.B.C 2018 hosted by Amitabh Bacchan where the first female participant is Kiran Ajor. Kiran Ajor a Phd student narrated how she coming out of utter penury tried to turn around the condition of her father Ram Ajor a plant seller. Binita Jain the only crorepati in this season really can be termed as an inspiration for women to get better of any form of adversity in life. In the K.B.C season of 2019, Charna Gupta showed her indomitable spirit by attempting the answer of 1 crore question and in the latter stage of the show, Babita Tade, a midday meal cook won laurels by becoming the only female crorepati of the season.

The latest fad in India is the 'Me Too Movement'. First Tanushree Dutta opened up against Nana Patekar, Ganesh Acarya and Atul Agnihotri. Latter on Priya Nanda opened up against Alok Nath, Niharika Singh against Nawazuddin Siddiqui. Even journalists like M.J. Akbar also did not get any respite in this case and so is the case with Music Director Anu Malik who quit. The publicization of such physical humiliations experienced in the past by the victims today insinuate the blossoming of a womanly essence-conscious mind set. The emergence and blossoming of the very movement is indicative of the fact that women are brave enough to speak out their hearts about the psychological injuries inflicted upon them and furthermore reinforces the appreciation that these women are feeling empowered by scripting success when their sexual offenders have eaten the dust in legal proceedings. The adoption of such a strategy by these women are potent enough to reinvigorate the feeble hearts of many women who silently tolerate such kind of impudent and arrogant vindication of them at the behest of the opposite sex.

It also necessitates to be reiterated that in contemporary India, one vexatious issue is that of the frequent exposure of women to sexual violation and intimidation and frankly speaking, India has earned the perfidy of being the rape capital of the world. 2012 is the black year when the first Nirbhaya case broke out and even after the elapse of seven years, there seems to be no dwindlement in the incidence of such type of incriminatory precedents. Though justice has been clamoured for and in some occasions has been dispensed in certain cases, awarding capital penalizations to the accused, this no way guarantees the descendance of this phenomenon and very recently the Hyderabad case wherein the veterinarian has been gang-raped and incinerated to death is an sterner indication of the fact that women still remain unempowered. Empowerment is an illusion and the extirpation of the same is the need of the hour, achievable through engineering the emboldenment of justice dispensation system wherein the culprits are celeritously arrested and vindicated. Only then without any reluctance, it can be categorically emphasized that women empowerment is a feasible phenomenon. Dispensation of speedy justice to women victims of violence can be likened to acculturing the ground for seeding the empowerment of women by infiltrating into their guts indefatigable and inexhaustible confidence to iron out the time thrown challenges and then to embrace and out-general unprecedented challenges of life.

Token Activities adopted by Government of India:

Another aspect of empowerment without any doubt can be averred to be that of the initiatives undertaken by Government of India aimed at giving women more exposure and maximum advantage so that their making headways along with women never gets stymied. The Beti Bachao, Beti Pado Movement, the Sukanya Samridhi Yojana, DDVY have been launched and have been reported to be extremely benefitting women by securitizing their future financial stability, ministering into their

hands more space to engineer their psychological, mental, physical, political and academic growth and thereby conditioning them to enjoy the warmth of being in a vantage position to claim and reclaim all sorts of rights due to them, and to live existential lives of their own choice. Moreover, the government from time to time has shown its panache for bringing to justice the rape accused at a pan-India level

Conclusion

What has been found till date is not at all disheartening in the Indian Context and same can be said of the Global Context. In the Indian Scenario, what has become highly obtrusive is that those who have been gunning for the bestowal of empowerment on them to free themselves from the shackles of injustice, ignominy, physical and mental excruciation have got the backing of concerned ministries, NGOS, Judiciary and famous educationists as well as reformers hailing from the Dalit Community, Minority and Female Brigade. The resultant right now noticeable is that justice delayed does not mean justice denied; rather justice revindicated or hyper vindicated. Each and every woman at the Indian context and also at the global context is required to explore the inner urges and give them a manifestation. If this fiery approach is facilitated to burgeon, definitely the so called 'Disempowered Status of Women' would be swept into oblivion and the society can experience a U Turn with women enjoying all benefits, privileges and facilitating non-circumvention of the legal quandaries by their male counterparts who have been slapped with charges of orchestrating the peripheralization of the weaker sex in the community. But at this juncture, it deserves reiteration that as supplementation to building the blocks to truest form of empowerment of women, provisioning should be ensured to bestow justice upon the sterner sex who have been victimized by the hideous and devilish schematizations of some so-called women who take advantage of the lopsided legal corroboration to excruciate the former in all ways. The exemplifications drawn from state, global and international domains have emboldened the very perception that empowerment of women lies in her enjoying varied rights accessible to the opposite sex, living positivism-infested existential lives, shouldering the conspicuous responsibilities of the society, contributing to the overall elevation of the social status quo through her sustained efforts, accessing all forms of justice, and sculpting a niche for herself in the society so that man recognizes the indispensability of her existence and her contribution in shaping the façade of an ideal society. This is what can be termed as the pith or quintessence of women empowerment.

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Women Empowerment to Reduce Crime Against Women

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Abstract

Women empowerment refers to empowering women socially, economically and politically with women having equal rights given by constitution of India. From a decade Women empowerment now has become a globally discussed concern. The definition, the purpose, and the need of women empowerment is still not clear among the general population. The crime committed against women also known as gender based violence (GBV) and how women empowerment can be helpful in mitigating the crime still need illumination. This chapter will deal with such questions and try to frame some techniques on empowering women which will not only be helpful in stabilizing the society but also help in reducing the crime rate, the locus where women empowerment needs application and the pros and cons that comes with women empowerment.

Keyword: women empowerment, need, gender based violence (GBV), locus, and pros & cons.

Women empowerment

Women empowerment is a global matter of concerned, which has gained strength and popularity in recent decades. Women Empowerment means to create such environment where they have the equal right to make their own decisions, ensures that women have equal rights and also developing the confidence to act upon those rights. Women empowerment refers to increasing the spiritual, political, social, educational, gender or economic strength of individuals and communities of women (Dr. Rajeshwari M. Shettar, 2015). Women empowerment ensures that women too live their live a freely as any other member of the society and get to decide for themselves. It aims to develop a sense of self-worth and dignity in women. Women Empowerment tries to eliminate any kind of discrimination on the basis of gender bias and tries to put an end to privileges given on the bases of gender. It is giving women an opportunity for education and equal employment opportunities without any gender bias and to provide a safe and comfortable working environment for women.

The need of empowerment

The persistence of gender inequality is most starkly brought home in the phenomenon of “missing women” (Amartya Sen, 1990). There are many more women who fail to get an education, a job, or a political responsibility that they would have obtained if they had been men. The need of women empowerment is also derived from the current scenario of crime against women. As stated earlier the report published by NCRB on national crime record shows tremendous figures on crime against women and also signifies the rising trend of the crime as well as the brutality, cruelty and inhumanness in those crimes.

In 2012, women occupied only 8 out of 74 ministerial positions in the union council of ministers. There were only 2 women judges out of 26 judges in the Supreme Court and there were only 54 women judges out of 634 judges in various high courts. report on Human Development Indicators, all south Asian Countries except Afghanistan, were ranked better for women than India It predicts: an Indian girl child aged 1-5 years is 75% more likely to die than the boy child. A woman is raped once in every 20 min and 10% of all crimes are reported. Women form 48% of India's Population, only 29% of the National work force; only 26% women have access to formal credit. (UNDP, 2013).

The empowerment is not the sole preventive measure for the preventing crime against women. But it is the most important key to unlock the door for women which creates barrier for her to represent

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herself to the world. It is the very fact that society as well as women themselves has this notion that women do not have any say in any matter whether it is related to society or to their own family. Though women are less likely to work, they earn less than men for similar work, and are more likely to be in poverty even when they work. Women spend almost twice as much time on housework, almost five times as much time on child care, and about half as much time on market work as men do (Beniell and Sanchez, 2011).

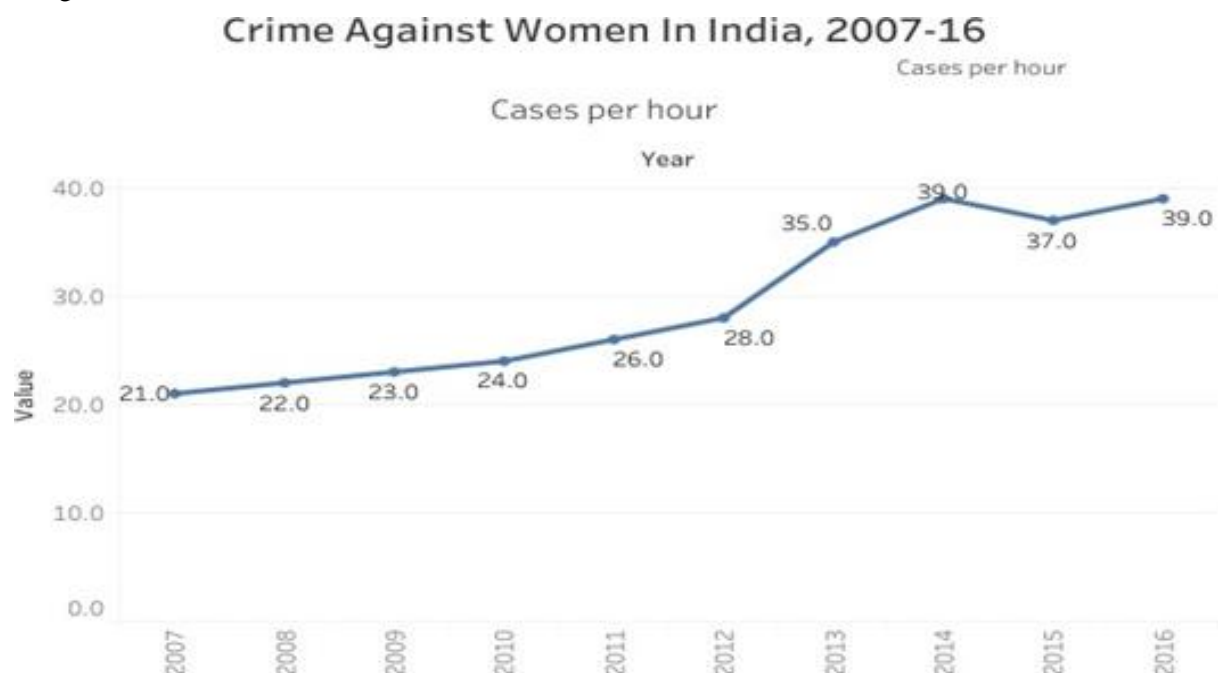
The need of women empowerment is to create an identity of women which is politically, socially, economically and personally more strong to make women more capable of making their own decision, choosing what they want to do in life and what path they want to follow and most importantly making them capable of standing against wrong and vicious done to them.

Crime rate against women

For a matter of fact crime against women is not a new thing to ears, in fact today it's a more than normal and conventional phenomena for us and for the rest of the world. Crime against women has been continuously rising, as per the NCRB repot 2017, a total of 3, 59,849 cases were reported which is higher than the reported cases as compare to 2015 and 2016. The most common crime against women is gender based violence which means the crime committed against women on the bases of women's position in society. General form of gender biased violence includes act, or threat by males that may result into physical, sexual or psychological injury. The crime is committed against them just because they are women.

All forms of violence against women, physical and mental, whether at domestic or societal levels, including those arising from customs, traditions or accepted practices shall be dealt with effectively with a view to eliminate its incidence. Institutions and mechanisms/schemes for assistance must be created and strengthened for prevention of such violence, including sexual harassment at work place and customs like dowry; for the rehabilitation of the victims of violence and for taking effective action against the perpetrators of such violence. A special emphasis should also be laid on programs and measures to deal with trafficking in women and girls.

Rape, Honor killing, Sexual assault, Domestic violence, Stalking, Dowry death, Abetment, Kidnapping/Abduction, Acid attack and many other forms of crime against women are on rise. The list of crime against women is endless and the efforts put till now to end the crimes against women even to mitigate them are all futile.



Source: National Crime Records Bureau 2016

Women: A Vulnerable Group

After coming across the daily news and reporting we all know that crime against women are in momentum and these are just the numbers of reported cases. The dark figures are still in veil. Women are the most vulnerable group of the population at this time in terms of the crime. But why are women subjected to such types of crime and why the current situation needs to focus on women empowerment? Why out of all the population, the strata of women outnumber the inequality than any other portions? There are several challenges that are plaguing the issues such as women's right in India. Targeting these issues will directly benefit the empowerment of women in India Education: While the country has grown from leaps and bounds since independence where education is concerned. The gap between women and men is severe. While 82.14% of adult men are educated, only 65.46% of adult women are known to be literate in India. The gender bias is in higher education, specialized professional trainings which hit women very hard in employment and attaining top leadership in any field. Poverty: Poverty is considered the greatest threat to peace in the world, and eradication of poverty should be a national goal as important as the eradication of illiteracy. Due to this, women are exploited as domestic helps. Health and Safety: The health and safety concerns of women are essentials for the wellbeing of a country and are an important factor in gauging the empowerment of women in a country. Women have always seen as a weak and incapable of protecting themselves. Women are seen as obliged object whose only duty is to please the family and the society without any saying and has always been advised to live as per the ideals and standard set for them by the family and the society which means not achieving much, living quietly and suppressed.

Misconceptions about women empowerment

Women empowerment is superiority

There are various misconceptions about women empowerment around the world. And the most common misconception is that women empowerment means the superiority of women. Let's just clear out the misunderstanding about this notion. Women empowerment is not by any means refer as women superiority instead it means equality irrespective of gender- Equality in rights, equality in having a choice, equality in having an identity, equality of status. Women empowerment is not meaning in any way that give women the right because they are women. What it actually means is to give women the equal rights because they are as much human as any other individual and simply because they are an individual, a whole entity and citizen of this country.

Women empowerment is a westernized phenomenon

The another misconception about women empowerment is that it's a westernized phenomenon and that it is not for the women of India and that it is disrespecting the culture and values of our culture. For a matter of fact women empowerment is not a westernized phenomenon as India has a history of strong and powerful women who had been a strenuous status and had represented themselves well at their time for e.g. Savitri Phule, Rani Lakshmi Bai, Kalpana Chawla, Vijaya Lakshmi Pandit.

Locus of women empowerment

- Family- empowerment starts from the family. The family plays the role in developing the values in a child in the molding years of his personality and thinking pattern. It's the family that introduces the child to the world and how the society functions. If the family teaches the difference in sex and equality in gender, there is nothing much left to do in order to control the crime rate. Family needs to involve the boy and girls of the family at equal level to inculcate the equality between men and women.
- Education - if one male child is literate personally he alone becomes educated but if one girl child is educated the whole family becomes benefited. This notion has lifted the need of women's education. The most important thing is that women need to be given free and compulsory education so as to make them aware of the rights and duties and possible free legal aid so that they can fight their cases without spending money (Sethumadhava Rao, 2001). An educated mother is a one thousand fold superior to a mere lecturer. Education creates self-confidence, self-esteem, self-sufficiency to a person. It brings light of hope; increases social, political, intellectual,

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cultural and religious consciousness; broadens the length of mind; removes all kinds of bigotry, narrowness, superstition and enhances fellow-feeling, tolerance etc.

- Workplace - “Wage employment means economic power” (Elliott, 2008). By means of employment women earn money and it enables women and girls to become one of the earning members of the family, contributing members of households with a strong sense of their own economic independence. Women without economic self-sufficiency, their other rights and scopes remain meaningless to the people. SEWA (Self Employed Women’s Association) has emphasized on the economic empowerment of women. It holds that raising voice and visibility is not possible unless there is an access “to the ownership of economic resources by the poor women.”
- Society- social empowerment refers to strengthens women’s social relations and their position in social structures. Women’s empowerment is considered as equal status to women opportunity and freedom to develop herself (K.D. Gangrade, 2001).

Griffin (1987), aptly pointed out that, “being able to make a contribution at all levels of society and not just in the home. Power also means having women’s contribution recognized and valued.”

- Politics- “Without our own voices being heard inside the government areas and halls of public policy and debate, we are without the right to accountability – a basic establishment of those who are governed.”(Alida Brill, 2000). “Empowerment is not giving people power; people already have plenty of power, in the wealth of their knowledge and motivation, to do their jobs magnificently. We define empowerment as letting this power out” (Blanchard, Carlos, & Randolph, 1996). Women globally have been struggling to break away the shackle of bondage, subjugation, oppression and all kinds of ill treatment both within and outside of their families. Without bringing them in the corridor of power where women can formulate policies and programs and implement them, the survival of women is very difficult.

Women empowerment in crime reduction

Violence against women is a persistent and universal problem that is same in every culture and social group. Around the world, at least one in every three women has been beaten, coerced into sex, or otherwise abused in her lifetime – most often by someone she knows, including a member of her own family, an employer or a co-worker (Council of Europe’s Equality Division, Summary of the Plan of Action to Combat Violence Against Women). Violence against women has been called “the most pervasive yet least recognized human rights abuse in the world. Violence against women is often known as ‘gender-based’ violence because it partly stems from women’s subordinate status in society. It includes any act or threat by men or male dominated institutions that inflict physical, sexual, or psychological harm on a woman or girl because of their gender. In most cultures, traditional beliefs, norms and social institutions legitimize and therefore perpetuate violence against women.

Violence includes physical, sexual and psychological violence such as domestic violence; sexual abuse, including rape and sexual abuse of children by family members; forced pregnancy; sexual slavery; traditional practices harmful to women, such as honor killings, burning or acid throwing, female genital mutilation, dowry-related violence; violence in armed conflict, such as murder and rape; and emotional abuse, such as coercion and abusive language. Trafficking of women and girls for prostitution, forced marriage, sexual harassment and intimidation at work are additional examples of violence against women.

One of the essential components of most prevention programs to reduce the rate of Gender based violence (GBV) is direct involvement of women to make them aware of the different forms of GBV and recognize when it is happening to them. Sometime women are subjected to different kinds of GBV but many of them are not aware that they are the victims of such kind of violence and it’s a crime. The main reason of such unawareness is that they have seen it being practice in their family or community and endurance of such act has become the part of their life.

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It is essential that women know their rights and where to access support if they are experiencing or have questions about GBV. In communities and cultures where violence against women is common, many women will not even know that what is happening to them is wrong or is against the law (if it is indeed against the law). They may themselves accept or condone violence against themselves or other women because that is all they know and have been taught. A critical first step, therefore, is raising awareness among women and their communities of what GBV is, its impacts on individuals, families, and communities; and options for support and safety. Equally important is working with women to build their confidence and provide the support needed for them to take action, if they wish to do so.

The main intervention is to empower women, which may relate to their rights to choose if, when, and with whom to marry and have children; school enrollment; and economic empowerment. Since so many women are completely dependent on their male partners, access to education and/or financial support can be transformational in helping a woman leave an abusive relationship, increasing her power to negotiate with her partner, or bringing additional income that could reduce some of the stress and potential triggers for discord and violence in the home.

A confident woman filled with values and self esteem and who knows her rights; legal, social economical and political, does not only improve her generation but also the upcoming generation whether that generation consist man or woman. In order to reduce the crime, women of this generation needs empowering so that the next generation knows that in a democratic country there is no superiority in gender roles and every human is respectable irrespective of their gender, got the right to choose what they want. Equality does not come with gender, equality comes with the right of equality provided in law applies to every citizen irrespective of in what sex they are born.

Measures for women empowerment (UNFPA, ICPD POA, Cairo, 1994)

Crime is a social phenomenon (Sutherland) as it just does not affect the individual only but has a huge impact on the society as a whole. In the same manner mitigating the factors and dealing with the crime cannot be done individually. All the members of the society and the whole country have to contribute to fight with current scenario of the country. The women empowerment can happen overnight and cannot be achieve by just individually but the whole society as a single group has to come together irrespective of age, gender, race, ethnicity, social status, religion to deal with the crime against women effectively.

Country like India should direct their act to empower women and should make efforts to abolish inequalities between men and women as early as possible by:

- Political equality- As a respective citizen of this country and as a potential voter contributing in electing the government of the country in equal portion government should establish mechanisms for women's equal participation and equitable representation at all levels of the political process and public life in each community and society and enabling women to articulate their concerns and needs, Ensuring the full and equal participation of women in decision-making processes in all spheres of life. Governments and civil society should take actions to eliminate attitudes and practices that discriminate against and subordinate girls and women and that reinforce gender inequality.
- Personality and intellectual growth –Encouraging the fulfillment of women's potential and requirement through education, skill development and employment, giving paramount importance to the elimination of poverty, illiteracy and ill health among women;
- Abolishment of any kind of discrimination- Eliminating all practices that discriminate against women; assisting women to establish and realize their rights, including those that relate to reproductive and sexual health. Government in collaboration with civil society should take the necessary measures to ensure universal access, on the basis of equality between women and men, to appropriate, affordable and quality health care for women throughout their life cycle.
- Women employment- Adopting appropriate measures to improve women's ability to earn income beyond traditional occupations, achieve economic self-reliance, and ensure women's equal access to the labor market and social security systems;

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- Eliminating violence against women;
- Eliminating discriminatory practices by employers against women, such as those based on proof of contraceptive use or pregnancy status;
- Making it possible, through laws, regulations and other appropriate measures, for women to combine the roles of child-bearing, breast-feeding and child-rearing with participation in the workforce.

Pros of women empowerment

- When a woman studies, it's not only the woman but the whole family gets educated.
- Reduction in crime can be achieved through women empowerment.
- Increases the economic strength.
- Women empowerment helps in building a stable society without discrimination.

Cons of women empowerment

- Misuse of women empowerment by women through false allegations.
- Confusing women empowerment with women superiority.
- Confusing the sex (biological difference) with gender equality (opportunities).

Suggestions

Awareness about the rights of the women

Educating women about their rights is the essential element of women empowerment. Most of the women even now-a-days, are not aware of their constitutional rights and are subjected to the atrocities been committing against them. Several rights which are given to them are still unknown such as right to have the same employment opportunities, including application of the same criteria for selection, the right to have free choice of profession and employment, the right to promotion, right to equal remuneration, right to equality etc.

Awareness about the execution of rights

Even though some of us are very well aware about our rights, we all face difficulty with the execution part of these rights with legal system and sometime become the victims of legal authorities. There should be awareness among the women about the execution part of the legal motions starting from the filing the case till the conviction or acquittal. Awareness should also be created about the legal and medical aids provided to the victims of the crime.

Awareness about the technology

Most of the women still are not aware about the technology and how they can utilize this for their benefit. Women from rural areas and first or second generation women still find the technology difficult to access. Awareness about the use of technology, its significance should be created and basic lessons program should be initiated to teach them about how to use the technology and where the technology can be helpful to them e.g. filing the e-complaints, getting education and e-commerce etc.

Awareness about the available helpline number

There are many helpline numbers initiated by the government which are 24/7 available to help the women in need. But even though the helpline numbers are there still many of the women are unaware of them and are not able to use them at the time of emergency. Helpline numbers like 1091 is still far from the reach of these women. These helpline numbers should be reached to all the women who can make use of it when facing any difficulty.

Teaching man to respect the decision of women

Most of us have forgotten that the “missing women” concept has its root to the ignorance. We forget that women do deserve their rights as a human and a citizen of this country. We don't teach our men that women can be as equal as them. To accomplish the women empowerment we can't forget our

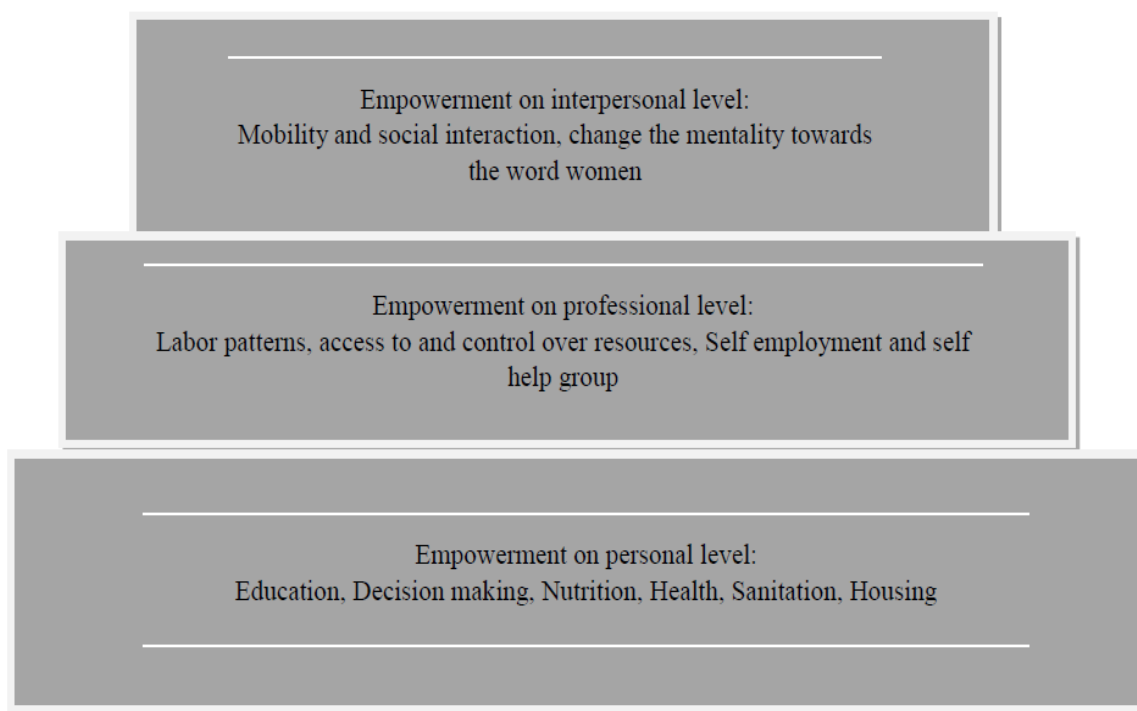
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men has a lot to contribute in it. Until and unless we teach them from the primary stage of their life about respecting women and their decision we can't claim to have achieved women empowerment.

Rights of equal opportunities

Women need equal rights of opportunity at every step and stage of her life whether it's about women contribution at home or in society, workplace or in politics. Women consisting the 50% of the total population of this country need to raise her voice for the stability of the democracy. If women do not have the equal rights and opportunity as men then there will be a democracy paralysis in the country which will eventually stagnant the growth of the country and will be an obstacle in the becoming a developed nation.

The basic principle of encouraging women empowerment



Picture-1: Hierarchy of women empowerment

Conclusion

Today we live in such a society which has kept on degrading its thinking about women and the problems a woman suffers. For us as a society why is it so difficult to understand the plight of a survivor? We live in such a place where the ministers who claimed to run a whole state or country, who claims to work for the benefit of people, who claims that they are for the people made such terrible remarks while referring to women of the country. We have come to such a devastating state so much so that we as a society have failed miserably in protecting our women. Why women need empowerment is because they need to survive, they need to help the next generation to survive. We at our home and in society has always been taught to not say things loudly, keeping our pains to ourselves, listening to the elders and do things according to them even if we do not agree, not to choose things on our own, not to make decisions even at the age when women are at the age where a man can decide for himself but a women cannot, she has to seek somebody who can make decision on her behalf. We have come to this devastating condition that if a women is a victim of crime she has to think and seek support to even report the crime to the police and to seek the justice. The problem of increasing rate of crime against women can only be solved if we all work as single unit and encourage our women to make their decision on their own and teach the men of the society that women are not object, they are as equal as men are. Women too deserve their rights as much as men do and that and that we both have equal status in the society, politics, economic and as a human.

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Women Empowerment

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Abstract

The word 'Empowerment' refers to practical measures designed to increase the existing degree of Autonomy and Self-determination among people and communities in order to enable them to represent their interests in responsible, positive and self-determined way and act on their authority. It can be defined as an act of empowering someone; grant of the power, right or authority to perform different duties. 'Women Empowerment' is a term used to inspire, encourage and celebrate the strides women have taken in terms of Gender Equality, Financial Independence and High level confidence. It is a research subject; in the opinion of the researcher; to ascertain whether women are really respected in the Indian society or not.

People feel empowered when they are able to access the opportunities without limitations or restrictions. It depends upon a number of factors, personal as good as social, their age, education, thinking trend, official and social status, and stage in the family life cycle; etc. After interacting with working women in private sector and educational institutions, the researcher tried to find the commonality among different meanings of the word 'Women Empowerment. However, it was experienced that it was difficult to arrive at a common or general meaning. Therefore, it was decided to summarize all such meanings along-with other opinions and personal views in this Research Paper.

Keywords

1. Gender Equality
2. Financial Independence
3. Domestic Violence
4. Women - a Machine

Introduction

In generic sense, the word 'Empowerment' refers to several practical measures which are designed to increase the existing degree of Autonomy (Freedom) and Self-determination among people as well as communities in order to enable them to represent their own interests in a more responsible, positive and self-determined way and also to act on their own authority in their personal and social life. In another sense, **Empowerment is the process** of becoming more stronger and confident, especially in shaping and controlling one's own life and claiming one's own personal rights, social as good as legal. Furthermore, **Empowerment as an action** refers both to the process of Self-empowerment and Professional Support of people within the society. Furthermore, the word '**Empowerment**' *can be defined as an act or action of empowering someone or something; grant of the power, right or authority in order to perform various acts or duties.*

'**Women Empowerment**' is a term used to inspire, encourage and celebrate the strides women have taken in terms of **Gender Equality, Financial Independence and High level confidence**. Also, the phrase 'Women Empowerment' is used pervasively in the context of **Economy and Politics**. As an interesting observation, this word does not exist in many languages, quite surprisingly.

Rationale of the Research Paper

This is one of the very hot topics of discussion as well as narration, at present. In more than fifty percent of the seminars conducted; related to women; very loud comments are passed in favor of women. Almost all the eminent authors specialized in Sociology or Social Sciences are busy in writing columns on this topic in leading national and regional news papers. Not only every organization but also each Indian citizen claims that women are respected in the society. As a matter of fact, it is a research subject; in the opinion of the researcher; to ascertain whether or not women are really respected in the Indian society.

Research Paper Objectives

The following are the Objectives of the Research Paper.

1. To Ascertain the meanings associated with the Word ‘Women Empowerment’
2. To summarize Women’s Thoughts on Empowerment

Research Paper Scope

The Scope of this Research Paper extends to the working women in the Private Sector which *prima facie* include Private Limited Companies and some Educational Institutions also.

Research Paper Methodology

The Methodology adopted for writing this Research Paper is *formal or official interactions; entertained* with the working women in the Private Sector; with *unstructured disguised questionnaire*.

What is Empowerment?

As a matter of fact, people feel empowered when they are able to access the opportunities available to them without limitations or restrictions like education, profession and lifestyle. When one develops a feeling of freedom to take one’s own decisions without any external interference; indeed it creates a sense of empowerment. In the present context, women empowerment includes the action of raising the status of women through education, raising their awareness, level of literacy, and training. It is all about equipping and allowing them to make life-determining decisions through various problems arising in the society. In other words, it is the way or a social action in which women elaborate and recreate what it is to be in a circumstance that they previously were denied.

Women’s Views and opinions

The real meaning or rational interpretation of the word ‘Empowerment’ is different for different women. Moreover, it depends upon a number of factors, personal as good as social, their age, education, thinking trend, official and social status, and stage in the family life cycle; etc. after interacting formally or officially with a number of working women in private sector and in educational institutions, the researcher tried to find out the commonality existing among all such different meanings. However, it was experienced that it was quite difficult to arrive at a common or a general meaning. Therefore, it was decided to summarize all such meanings along-with other opinions and personal views in the following lines.

1. Some women take this topic personally and tend to describe their personal views, opinions and experiences. In their opinion, empowerment means full freedom or permission to participate in decision making in all the matters in general and exclusively related to them, in particular.

On the other hand, some women incline to socialize the same topic and put forward a very broad view. They expect more and better social status as well as recognition for them. This view seems to be debatable as there are many working women who enjoy reasonably good social status and recognition, especially those women who have better official position.

2. Some women are of the view that there need not be gender bias, as such. As a result, those persons who have adequate caliber should be empowered; in society, indeed; irrespective of the gender. They are of the view that they are reasonably empowered, right now. They are performing quite well and consistent in all the fields, Family, Office, Academics, Sports, Films, Dramas, Politics, Social Service, Public Affairs, to mention a few. Thus, further rise in the degree of empowerment is not necessary, also because, they themselves are self sufficient, competent and efficient to offend or protect themselves, whenever necessary, provided they do not travel ‘Out of the Way.’
3. Some women are of the view that in spite of undertaking herculean efforts for overall social awareness about women empowerment in India, there is lack of awareness especially in the rural regions of India. In simple words, women in rural regions are still ill treated or exploited and unfortunately they are not involved in major decision making. Gender bias is observed in such

regions and male child is given priority over female child for education and allied progressive activities.

4. Some women are of the view that women are paid less remuneration or honorarium as compared to their gents' counterpart for the same task in all the fields, for example, Film Industry, Information Technology, Education, Service Industry, Private Sector, etc. Moreover, one of the leading actresses of Indian 'Hindi' Film Industry also opined the same, a few days back. This news was published in almost all the leading national and regional news papers.
5. In the opinion of some women, the cases of **Domestic Violence** reveal that the woman who has been victimized needs the empowerment. Although the proportionate percentage of such cases have reduced, over a period, particularly in urban regions, further decline in the same percentage is still socially desirable and essential.
6. Some women feel that women need to stand up and fight for their basic needs like Education, Health and Financial independence. It is not because they are weak but because Indian traditions, customs and *mentality of old people in the society is orthodox*.

The saddest part comes into picture when women have to fight with their mother-in-laws at home or lady superiors at workplace. In India there are male dominated societies and although everyone is fighting, at present, to bring both the genders; male and female; at par with each other, really there is very little success in the process.

7. Some women perceive that indeed, India needs to go a long way in giving the women their due respect and position at home. But when the same would result, Indian social scenario would definitely be drastically and dramatically different. At the same time, the overall situation of women even in educated or elite families at home is not as sound as it actually ought to be right now.
8. Some working women too have to suffer mental and physical abuse, today. They are not treated as human beings; but they are treated as if they are **machine – money earning and hard working**. Thus, although education is expected to play major role in developing the awareness about women empowerment, surely, a lot is yet to be desired to be done, in India. In other words, women need to be financially empowered further in the sense that they should be given financial freedom, like investment in one's own name, freedom to spend for the articles or items of their choice or for their personal use; say ornaments, etc.
9. Some women think that psychographic makeover of women in India would turn the tables. There is a real need to undertake a serious introspection at personal as well as community level in the way the family raises and society expects upbringing of the women from childhood to adulthood. Last but not the least, the Government of India is also supporting women in the movement towards their empowerment through announcement of various schemes, '*Beti Bachao Beti Padhao*', '*One Stop Centre*', '*UJJAWALA*' (*A Comprehensive Scheme for Prevention of Trafficking, Rescue and Rehabilitation*) to name a few.

Researcher's Views and Opinions on Women Empowerment–

1. All said and done, the researcher is of the view that women should, no doubt, be empowered. But, there should certainly not result unnecessary propaganda of so called empowerment within the Indian society. It is observed that sometimes women are shown oppressed; deliberately; when; in fact, they are not and thereafter an artificial need is created to empower them. The majority of the women are better empowered as on today especially as compared to past, but the degree of the same empowerment is desired to be improved, a lot.
2. Furthermore, when women claim that they need to be empowered, the first and the foremost question crops up as to why they feel disempowered. What may be interpreted as empowerment by one woman may be treated as disempowerment by the other. Thus, the concept of empowerment or disempowerment is, in fact, purely personal in its practical nature or character.

As a result, it is very difficult to generalize as regards the degree of dispersion of empowerment to the women.

3. There is no substance in the view that women are paid less remuneration or honorarium as compared to their gents' counterpart for the same task in all the fields. There are situations when the gents' actors have been paid less as compared to women actresses. In contrast to what has been contended by the actress, some actresses are acting as partners with the producers when they are contributing only through their acting and not, at all, through money. It is, after all, a question of merit and not of gender, at all. The same seems to be the case in almost all the other fields, referred to, by the actress. If, at all, one intends to come to a final conclusion in this regard, he would have to conduct a survey of a specific sector.
4. It is not necessary to comment on personal views, opinions and experiences of working women because they are hardly going to contribute to the present research, quite qualitatively.

Research Paper Limitation

1. As the Research study for this Paper is based on Human Views, that is, Views of the Researcher, all the limitations of Human Views have direct and deep impact on various views expressed and inferences arrived at by the Researcher in this Research Paper.

(At the same time, it may, necessarily, not, at all, be out of place to point out, over here that those views and inferences are based on fully considered, well balanced and sound judgments as regards women empowerment.)

Scope for Future Research

During the course of the study of this Research Paper, the researcher found out that there is an ample scope and potential for research in future for the following topic.

Are Women Respected in the Indian Society? – A Study

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Secured Land and Housing Rights as a Means of Empowering Women in Developing Countries: A Review

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Abstract

The importance of housing to the individual, family and nation as a whole cannot be over emphasized. Women especially value housing as it is pivotal to their success in fulfilling their roles of child bearing and rearing. Despite the importance of housing to the fulfillment of a woman's role as wife and mother, a lot of factors have combined to limit her housing right. Factors of illiteracy, poverty, lack of access to credit facilities, lack of representation at policy making levels and cultural attitude of male dominance have constituted a barrier to women's security of housing rights. Discriminatory inheritance rights and inhumane treatments of widows all boil down to efforts to deny women access to land and housing rights which further lead to poverty and sometimes diseases such as HIV/AIDS as evidenced in some East African countries. This paper reviews the importance of housing especially to the female gender and showcases the economic benefits derivable from having secured rights to land and housing. Factors affecting the contribution of women to housing provision and the constraints to the security of housing tenure by women were discussed as well as proposing the way forward for women to overcome the hurdles on their way to having secured land and housing rights through encouraging female education at all levels, joint titling of land documents by spouses, public campaigns against gender discrimination in inheritance rights and legal literacy and support for widows whose property rights are being violated by in-laws. All these efforts are deemed to be essential and needed to be put in place by both Government and Non-Governmental Organisations in the struggle to ensure gender equality and women empowerment especially in developing countries of the world.

Keywords: housing, land, rights, security, women empowerment

1. Introduction

The provision of housing is traditionally seen as a man's affair. It is believed that it is the duty of a man to provide food, clothing and shelter, the three basic human needs for the family. The role of women in a traditional African setting includes child bearing and rearing coupled with other domestic chores like cooking, fetching water and washing clothes. With the changing trends of employment patterns and civilization, the roles of women have since gone beyond just staying in the kitchen. Women occupy more important positions now in government, education, science and technology, business, politics, religion to mention a few. However, with the advancement of most women in other spheres of life, housing ownership is one aspect where most women are still lagging behind perhaps due to the stereotyped belief that housing development is a male affair (Okewole, 1997).

The international human rights law provides for equal legal protection of property rights of women and men. Among the fundamental human rights are the right to adequate standard of living and housing and right to own property. Being the traditional custodian of property rights, many men have used this position to cause needless pains to women by depriving them of their property rights. Exclusion from matrimonial property at divorce, disinheritance at widowhood and lack of inheritance rights of the female child are some of the ways that women's housing security have been threatened (Ajayi and Olotuah, 2005).

This paper therefore examines the various factors threatening the security of the housing tenure of women and their housing ownership. It hopes to show that there is a link between access to land and housing and women's economic empowerment. As Mullins (2008) puts it, there is a link between the attitude of a people to women's property right and economic development. The customary attitude of male dominance and female subjugation in issues relating to landed property may not be far from being related to the economic backwardness of most developing countries in Africa, Asia and the

Latin America. Access to land and the security of land tenure are important as they are the means by which the right to housing can be realized (Ghazi et al, 2017). Most productive activities take place on land and housing being on land is an asset and a means of creating wealth. Any women empowerment policy therefore must address issues constraining women from having secure rights in land and housing.

2.0 Review of Literature

2.1 Significance of Housing Rights

One of the fundamental human rights is access to adequate housing. For housing to be adequate, it must satisfy some minimum criteria according to the United Nations High Commissioner for Human Rights (2009) which include security of tenure, availability of services, materials, facilities and infrastructure, affordability, habitability, accessibility, location and cultural adequacy. Housing is not adequate if its occupants do not have a degree of tenure security which guarantees legal protection against forced evictions, harassment and other threats. Housing is sometimes used interchangeably with the term shelter; however it should be noted that housing is more than shelter, the physical dwelling. Shelter has been universally accepted as the second most important and essential human need after food (National Housing Policy, 1991). Housing as against mere physical structures that provide shelter is bound up with certain concepts such as shelter itself, privacy, location, environmental amenity and investment. Housing provides the space for protection, privacy, economic activities, recreation and livelihood. Hence, the housing condition of a country is a pointer to the health motivation, economic well-being and the social circumstances of her citizens (Omole, 2001).

There are three schools of thought on housing. Firstly, housing could be defined in terms of its physical form (structure). Secondly, it is a dwelling that provides a bundle of services, which includes shelter itself and housing as a base for economic activities. The third definition views housing as a process, which makes the act of dwelling possible. The second definition is most relevant to this paper as housing provides a base for women to pursue other economic activities.

Differentiating the significance of housing between the genders, it was observed that the urban woman rates housing highly because it provides a base for household formation, income generation, workplace, networking, security and urban identity (Sokomba, 1987). Oruwari (1996) opines that housing is important to the woman in the course of performing her productive and reproductive roles and as a community manager.

Access to adequate housing impacts upon other human rights as without it, employment is difficult to secure and maintain, health is threatened, education is impeded, violence is more easily perpetrated, privacy is impaired and social relationships are frequently strained. According to the United Nations High Commissioner for Human Rights (2009), for housing to be adequate, it must, at a minimum, satisfy some criteria which include: Security of tenure, Availability of services, materials, facilities and infrastructure, Affordability, Habitability, Accessibility, Location and Cultural adequacy

- *Security of tenure*: housing is not adequate if its occupants do not have a degree of tenure security which guarantees legal protection against forced evictions, harassment and other threats.
- *Availability of services, materials, facilities and infrastructure*: housing is not adequate if its occupants do not have safe drinking water, adequate sanitation, energy for cooking, heating, lighting, food storage or refuse disposal.
- *Affordability*: housing is not adequate if its cost threatens or compromises the occupants' enjoyment of other human rights.
- *Habitability*: housing is not adequate if it does not guarantee physical safety or provide adequate space, as well as protection against the cold, damp, heat, rain, wind, other threats to health and structural hazards.
- *Accessibility*: housing is not adequate if the specific needs of disadvantaged and marginalized groups are not taken into account.

- *Location*: housing is not adequate if it is cut off from employment opportunities, health-care, schools, childcare centres and other social facilities, or if located in polluted or dangerous areas.
- *Cultural adequacy*: housing is not adequate if it does not respect and take into account the expression of cultural identity.

Out of these elements of adequate housing, security of tenure is relevant to this study. Legal security of tenure derives from the fact that interests in land upon which houses are built must be protected from intrusion by others. Interest in land must be enjoyed to the exclusion of others and hence the need for security of tenure. These conditions for adequate housing are beyond the reach of many. Women especially cannot afford adequate housing due to a lot of factors that prevent them from housing development and ownership. For those women who developed housing perhaps with their spouse, they are faced with threats to the security of their tenure.

2.2 Empirical studies on factors affecting women's secured land and housing rights

Various studies have been conducted on the issue of women land right and how it affects their economic well being. Most of these studies focused on ownership of land for agricultural purposes and found that women usually have use rights in agricultural land hence cannot invest in permanent cash crops that can boost their economic power (FAO, 2011, 2012). Indicators of women's well-being and autonomy include a host of measures such as their agricultural productivity and earnings, self-esteem, the respect from other family members, employment, educational attainment, mobility outside of the home, and decision-making power (Yana and Nidhiya, 2012). This paper will however focus on the causes of insecure rights to residential land and housing and how these have implication on women's economic empowerment and well being.

In a survey of women's property rights in East Africa, Human Rights Watch (2004), discovered that violation of women property rights take the form of exclusion from inheriting real properties, eviction of widows from their lands and homes by in laws, being stripped of their possession and forced to engage in risky and non-consensual sexual practices in order to keep their property. In divorce, women leave with only personal properties while married women can't prevent husbands from selling family property. This situation is similar to what obtains in some cultures in Nigeria. According to Nosike (1996), a lot of Igbo women in Nigeria do not have land because of cultural divorce and inheritance laws that are discriminatory and do not give them access to land owned by men. In some cultures, women face inhuman treatments at the decease of their husbands. They lose their houses to in-laws as well as bank accounts and other economic resources and left with no assistance with the upkeep and education of the children. These inhumane treatments take no cognisance of the widows' financial contribution to the housing development or their level of educational attainment (Ajayi and Olotuah, 2005).

According to Royce (2002), the issue of women's inheritance rights is all the more pressing given the HIV/AIDS pandemic which tragically has led to an explosion in the number of widows, as well as in the number of grandmothers and orphaned girls becoming the heads of households. When women are dispossessed of land, it leads to low agricultural production, food shortages, underemployment, rural poverty and HIV/AIDS. In sub-Saharan Africa, the rate of economic growth has fallen by approximately 4% because of HIV/AIDS which has close links to labour productivity. Kariuki (2006) reveals that in Tanzania, the custom that obliges a man to marry his brother's widow has increased the spread of HIV /AIDS leading to a growing number of landless widows and orphans. HRW (2004) further reveals that 58 % of HIV/AIDS cases in Kenya, are got through wife inheritance and cleaning rituals. This phenomenon is a big obstacle to women's empowerment as good health is essential for wealth creation.

There is gender imbalance in the distribution of power and access to resources especially landed property. Several factors are responsible for limiting women's access to land which according to Mehra (1995) can be grouped into two namely the supply-side factors and the demand-side factors. Barriers to women's access to land on the supply side include legal discrimination, scarcity of arable and common land due to environmental degradation and government policies. Even when land is

available and the laws are not favourable. The demand-side factors that deter women from access to land and consequently housing include poverty, social and cultural constraints, illiteracy, lack of access to credit facilities and lack of status, power or representation at policy-making levels. Legal discrimination against women's ownership and inheritance of land is widespread throughout developing countries. Modern or constitutional laws frequently co-exist with customary and personal laws governing women's rights to property, land and inheritance. In extreme cases, women can be prohibited from holding land even if they acquired it themselves, as among the Gaddis of Himachal Pradesh in India (Agarwal, 1998). In some countries such as Botswana, Kenya, Lesotho and Sri Lanka, laws actually discriminate against women. In Lesotho, a woman who marries becomes a minor and her husband her legal guardian (Munyakho, 1994).

Worldwide, more women than men are living below the poverty line and the numbers of poor women are growing especially in the rural areas of developing nations (Jazairy, Alamgir and Panuccio, 1992). Economic disparities persist between men and women because much of the unpaid work within families and communities falls on the shoulders of women (Karim, 2014). Poverty prevents women from benefiting from some reforms such as privatization that entails titling and registration because they cannot afford the cost. Access to productive resources such as land and capital is essential for survival in a hard world. Women are predominant in the informal employment which had not improved women's economic status considerably (Ajayi, 2014). In a similar vein, lack of access to credit facilities by women can constitute a hurdle to their land rights. Opoko (1997) reveals the factors limiting women's access to credit facilities to include legal, institutional and procedural constraints such as eligibility criteria, application procedures and repayment terms. For instance, collateral securities such as landed property which are required by lending institutions are beyond the reach of majority of women. Hence women are in a cyclical chain of poverty as they have no landed property in their name to use as collateral to obtain loans to expand their business.

Despite widespread changes in gender roles in the family and society due to education, employment patterns, civilization and economic factors, the cultural attitude of most women to land and housing ownership seems to have remained constant and stereotyped. This is linked to the cultural belief that issues relating to land and housing is a male affair. This can be substantiated by the findings of Agbola as reported in Okewole (1997) in a survey of women's participation in housing development in Ibadan where a lot of the women showed disinterest in housing development. Toulmin and Quan (2000) also reveal that in male-led societies, there is generally the fear that access of women to land may lead to increased independence of women. According to Lee-Smith (1995), in a survey of three settlements in Kenya, there were various responses from peasant women who stated that women have no land rights because only male children were permitted under customary laws to have land, property could not be purchased in a woman's name and women neither have the money to purchase or the right to inherit. These are a reflection of the cultural constraints affecting women's land ownership, hence limiting their economic development.

Another factor affecting women is illiteracy. About two-thirds of the illiterate adults in the world are female and 31 million out of 57 million children who are out-of-school in primary education are girls (UNESCO, 2015). Studies across Africa reveal that the population of female decreases as one moves up the educational ladder (Mamman, 1996; Ajayi, 2000). Female students are more likely to drop out of school than male due to demand for female labour within the household, early pregnancy, early marriage and the structural factors in the school system favouring boys. Some parents also prefer to send their sons to school at the expense of the daughters. According to Akpan (1996), education was seen as an investment capable of yielding dividends; such dividends benefit the parent's family directly in the case of boys and the husband's family in the case of girls. Lack of education is prevalent in developing countries as the governments often cannot afford to provide for good public schools, especially in rural areas (Corbett, 2007).

Deininger *et al.* (2013) used 2006 survey data in India to examine the effects of the Hindu Succession Act, a legal reform that gave girls the right to inherit land. Results indicated that the legal reform led to an increase in daughters' likelihood of inheriting land and to an increase in girls' educational

attainment. This shows security of land and housing tenure can improve the education of women and girls.

Furthermore, women are at a disadvantage in other spheres of life where education is pivotal. They have less representation at policy-making levels in the society and hence cannot make contribution to policies that affect their wellbeing. For instance, the legal and juridical framework to defend widows whose rights to land and houses are being violated by in-laws is grossly overlooked by the society and the government. Because women lack political power, they generally are unable to seek and obtain support for their rights in courts (Agarwal, 2001).

All these factors should be addressed by policy makers in both national and local levels to ensure that gender equality as a Sustainable Development Goal is achieved. If this is achieved, it will indirectly eliminate poverty as women become empowered and better enabled to contribute meaningfully to economic development.

3. Conclusion

Housing as a fundamental human right and what makes it adequate were reviewed and the focus was on the security of tenure. Factors threatening the security of women's housing rights were highlighted as well as the effects that insecure land and housing rights could have on women's economic empowerment as well as physical and emotional well being. Despite the significance of housing ownership and its ability to empower a woman in carrying out both her reproductive and productive roles, thus contributing to economic development, many cultural and economic factors have deprived a lot of women especially in developing countries of the world from having access to land and housing. In the light of the above, the following recommendations are made to empower women through secured housing right:

1. Female enrolment and admission into all levels of education should be increased. Factors that create gender gap in educational attainment between male and female such as female child labour, early marriage and preference for sponsoring male education by parents should be combated by both the family and the government. With higher educational attainments, women stand the chance of been able to purchase land and get knowledgeable about how to protect their land and housing rights.
2. Joint titling of land documents by spouses should be encouraged. The names of both husband and wife should be written on the title documents. Joint titling is also of utmost importance at widowhood in cases of property grabbing by in-laws and may also have an auxiliary effect of reducing divorce rates as observed in Ethiopia.
3. Public enlightenment campaigns against discriminatory inheritance systems against the female child and inhuman treatment of widows should be embarked upon by both government and NGOs.
4. Provision of legal literacy and support for widows whose housing security are being threatened by in-laws.

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Economic Empowerment of Women: An Essential for Sustainable Development of Society

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Abstract

Empowering women economically is not only the “right thing” to do to honour the world’s commitments to human rights. It is also the “smart thing” to do for the Development, economic growth and business. Said by UN Secretary-General’s High-Level Panel on Women’s Economic Empowerment, September, 2016. It is well known that societies which discriminate by gender have a tendency to experience less speedy economic growth and poverty reduction than societies which treat men and women more equally. Ending of gender based inequities, discrimination and all forms of violence against girls and women has been accorded primary priority if any society wants to catalyse women empowerment for an equalitarian society. This is fundamental to enabling women to participate fully in development processes and in fulfilling their economic, social, civil and political rights, for more inclusive growth.

The paper has attempted to find out the importance of women empowerment, effort to identify those loopholes or limitations which are observing the realization of empowerment of women, women economic empowerment in global context and How to secure progress on women’s economic empowerment.

Research methodology: The study is carried out based on existing research, and secondary data from various sources.

Keywords: Inequality, women, empowerment, economic, Awareness,

Objectives

The major objectives of this paper are stated below-

1. What is women’s economic empowerment?
2. Why is women’s economic empowerment important?
3. Challenges to Women empowerment: An overview of the global context
4. To provide some suggestions to overcome these issues.

Introduction

Women are as essential as men for the continuation of human life and development of society. Any discrimination based on gender is a serious offense. Time has helplessly watched women suffering in the form of discrimination, oppression, exploitation, degradation, aggression and humiliation. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large that are why Since 1990s women were identified as a key agent of sustainable development.

1. What is women’s economic empowerment?

Although it has gained increased attention amongst policy and development communities in recent years, there is no universally agreed definition of women’s economic empowerment. Women’s individual and collective increased economic advancement, agency and power to access and control economic assets and make economic decisions is core to many understandings. Others highlight that any consideration of Women Economic Empowerment should examine the terms of women’s entry

into the labour market, notably poor women, which requires recognising women's contributions, respecting their dignity, and enabling them to negotiate a fair distribution of the returns to economic growth. Making progress requires change in individuals, communities, institutions, markets and value chains, and in the wider political and legal environment. Yet this process is not linear and straightforward, and no single intervention or approach can address all of these aspects and be effective for all women. Sustained effort which recognises that women are not a homogenous group is essential. Women Economic Empowerment cannot be achieved unless the most marginalised women in society experience transformation in their lives. This means focusing on the intersecting inequalities experienced by women in addition to their gender, for example on the basis of their class, race, ethnicity, caste, age or disability status, and taking action to ensure that nobody is left behind.

2. Why is women's economic empowerment important?

Oxfam said in a report released ahead of the world economic forum meet in Davos, Switzerland that world's richest 1% have more than twice the wealth of the rest of humanity combined. In India and elsewhere, the brunt of this inequality is born by women, who have battle the double disadvantage of socio-economic deprivation and discriminatory norms.

It is well recognised that societies which discriminate by gender tend to experience less rapid economic growth and poverty reduction than societies which treat men and women more equally. Ending of gender based inequities, discrimination and all forms of violence against girls and women has been accorded primary priority for catalysing women empowerment for an equalitarian society. This is fundamental to enabling women to participate fully in development processes and in fulfilling their economic, social, civil and political rights, for more inclusive growth. Achieving women's economic empowerment will have far-reaching benefits across multiple spheres. As recently recognised by the UN Secretary-General's High-Level Panel on Women's Economic Empowerment- *Empowering women economically is not only the "right thing" to do to honour the world's commitments to human rights. It is also the "smart thing" to do for development, economic growth and businesses.* the World Bank also suggested that women empowerment should be a key aspect of social development programs. Women's empowerment and economic development are closely interrelated. While development itself will bring about women's empowerment, empowering women will bring about changes in decision making, which will have a direct impact on development.

Barriers to gender equality and women's economic empowerment:

Why, despite advances in education and rising incomes in much of the world, do these gender gaps in work persist? As women had entered paid employment, most have gone into predominantly female Occupations. (Reskin and Roos 1990; Reskin 1993). The evidence points to four overarching systemic constraint to the economic empowerment of women: adverse social norms; discriminatory laws and lack of legal protection; the failure to recognize, reduce and redistribute unpaid household work and care; and a lack of access to financial, digital and property assets. These constraints undermine women's economic opportunities in all aspects of work (figure 1). To accelerate progress, transformations are needed to break through all of these constraints. As it had been mentioned Figure 1 Major universal constraints contribute to persistent gaps in women's economic opportunities.

Systemic constraints	persistent gaps in women's economic opportunities
Adverse social norms	Labour force participation Unpaid work Types of paid work Informal work Pay and prospects Formal enterprise ownership
Discriminatory laws and gaps in legal protection	
Failure to recognize, reduce and redistribute unpaid household work and care	
Gender gaps in access to digital, financial and property assets	

Source-For-Klugman-Ws-empowerment-HLP-WEE-Report-2016-09-Call-to-action OVERVIEW
AND CALL TO ACTION OF THE UN SECRETARY-GENERAL'S HIGH-LEVEL PANEL ON
WOMEN'S ECONOMIC EMPOWERMENT

Women's economic empowerment cannot be achieved while significant gender gaps in Women's access to education, health care, decent work, and representation in political and economic decision-making processes exist globally. According to Allmendinger's words "educational opportunities, and the specific structure of educational systems, are as consequential for mobility in labour markets as are the attributes of the individual who make careers in those markets." The eAtlas of Gender Inequality in Education presents a wide range of sex-disaggregated data produced by the UNESCO Institute for Statistics (UIS) for all levels of education.

The suppression of women's voices in public sphere influences their decision-making power at home and discriminatory social and cultural norms, which contributes to gender inequality further. Due to strong preferences for male children, it was estimated that more than 100 million women are 'missing' as a result of sex-selective abortion or neglected care of female child. Maternal health is given the least priority in development policy and programmes. Gender-based violence remains a continuing problem. Women in Asia and the Pacific are less likely than men to own assets - whether they are financial assets, land, housing, or business assets; and when they own the value of women's asset are lower than that of men's. sub-Saharan Africa, Oceania and Western Asia, girls still face barriers to entering both primary and secondary school. Women in Northern Africa hold less than one in five paid jobs in the non-agricultural sector. The proportion of women in paid employment outside the agriculture sector has increased from 35 per cent in 1990 to 41 per cent in 2015 In 46 countries, women now hold more than 30 per cent of seats in national parliament in at least one chamber.

An overview of global and regional trends in women and work:

The problem of inequality in employment being one of the most pressing issues today, Despite the positive developments for women increased visibility in the public sphere, presence of women in the labour force across international borders and lower fertility rates--gender discrimination persists all over the world. ***Women are more likely to work shorter hours for pay or profit and lion's share of unpaid house work is done by the women :*** The task of running households, including provided care to the elderly and children, leaves women with little time to acquire job skills and it also means that a good majority of them cannot opt for outside work. Both urban and rural men spend about 30 minutes a day doing house hold work, while their women counter parts spends close to 5 hours behind such chores.

On average, women carry out at least two and a half times more unpaid household and care work than men in countries where the relevant data were available. For example, the Nordic countries average only around 0.9 per cent of gross domestic product (GDP) on such programmes, and spending in southern Europe averages a mere 0.2 per cent of GDP. Overall, the gender gap for part-time employment between women and men in employment is 11 percentage points, with more women working less than 35 hours per week compared to men. ***Women are more likely to work excessive hours*** Across 100 surveyed countries, women are more likely to work excessive hours than men. More than one third of men in employment (35.5 per cent) and more than one fourth of women in employment (25.7 per cent) work more than 48 hours a week. ***Gender inequalities at work and at home translate into gender gaps in access to social protection*** Globally, the percentage of women in employment who are affiliated to a pension scheme is 1.7 and 2.9 percentage points lower than that of men for wage and salaried workers and self-employed respectively. Worldwide, close to 60 per cent of women workers (nearly 750 million women) do not benefit from a statutory right to maternity leave.

Source: Facts compiled from: ILO (2016) (except where otherwise stated)

HOW TO SECURE PROGRESS ON WOMEN'S ECONOMIC EMPOWERMENT?

In order to further women's economic empowerment we should consider the following actions: principles for a transformative agenda for women's economic empowerment as per *UN Secretary-General's High-Level Panel on Women's Economic Empowerment, September 2016*

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No woman left behind. The focus must be on women at the base of the economic pyramid, regardless of their characteristics or circumstances.

Nothing done for women without women. Women's voice and participation must be central to all actions.

Equal focus on rights and gains. Enabling women's economic empowerment is not only the "right" thing to do to honour the states' commitment to international human rights. It is also the "smart" thing to do for human development, inclusive growth and business.

Tackle root causes. Addressing adverse social norms and all forms of discrimination is critical. Gender inequality in the economy is rooted in and reinforces gender inequality in society.

State parties must respect international human rights and labour standards. Actions by states must be consistent with agreed upon international standards—as laid out in the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) and in ILO conventions and recommendations.

Partnerships are critical. Progress requires action from the local to the global level and by all parts of society—individuals, businesses, governments, employer and worker organizations and civil society—often working in partnerships to achieve scalable and sustainable impact.

Deliver globally. This is a global agenda. While the challenges and solutions vary, action is needed in every country.

1. Understanding of the structural barriers to women's economic empowerment and transformative, sustained change required to overcome them. This includes *inter alia* addressing critical decent work deficits and exploring means to ensure the necessary financial and political space for the provision of social protection and services essential to improve women's unpaid care and domestic workloads, support women's entry into quality roles in the labour market and protect against economic shocks.

2. Ensure the monitoring and follow-up of resolutions and other Parliamentary: Agreements with potential to advance women's economic empowerment, notably those focused on the gender pay gap, pensions and the forthcoming work-life balance package.

3. Establishment of laws and bringing practices in conformity thereto is necessarily a long drawn out process: The government, the legislature, the judiciary, the media and civil society has to perform their roles, each in their own areas of competence and in a concerted manner for the process to be speedy and effective. We need communities and individuals to be a part of this **change in mindsets, attitudes and beliefs.**

4. Create healthy environment for women and girls everywhere by supporting efforts to end gender inequality, bringing them to the centre of peace building, advancing their political participation and leadership and increasing their economic empowerment.

5. Create awareness everywhere about women to end discrimination against women and girl through the education and strong social, moral, and cultural values and make strong laws to punish victim immediately in Present Indian society.

6. Women Education: Education is one of the powerful tools in the liberation and the empowerment of women. It is the single utmost factor which can amazingly improve the position of women in any society. In Indian modern society it is very much essential to **all women get educated** to solve all women issues in any society and circumstance. Only education will give them strength and societal status, in order to live with honour and pride. This will increase the women smooth living in modern society. Every woman has a fundamental right to be safe protesting injustice, if a woman is able to protest herself with the right and education, it should be remembered that the socio economic empowerment must be ensured by the society to minimize the exploitation which can help to improve the status of women.

CONCLUSION

Thus, the attainment in the field of income / employment and in educational front, the scenario of women empowerment seems to be comparatively poor. The need of the hour is to identify those loopholes or limitations which are observing the realization of empowerment of women and this initiative must be started from the women folk itself as well as more importantly policy initiative taken by the state and society. But the Development Goal on gender equality and women's empowerment can be realised only when all will take the oath that we want an egalitarian society where everybody whether men or women get the equal opportunity to express and uplift one's well being and well being of the society as whole. Women represent half the world's population and gender inequality exists in every nation on the planet. Until women are given the same opportunities that men are, entire societies will be destined to perform below their true potentials. The greatest need of the hour is change of social attitude to women. Society must take initiative to create a climate in which there is no gender discrimination and women have full opportunities of self decision making and participating in social, political and economic life of the country with a sense of equality.

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An Analytical Study of Muslim Women Entrepreneurs: A Special Reference to Belagavi District

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Abstract

This study focused the role of women entrepreneurs in development of rural India. Belagavi District has been selected as a geographical area for this study. Aim of this study is to identify the problems which are faced by Muslim women entrepreneurs in Belagavi District and identify the role of women entrepreneurs in development of economy. 75 women entrepreneurs have been selected by using convenient sampling technique. Primary as well as secondary data have been used by researchers. Simple percentage method and averages have been used for data presentation. It is found that lack of communication, lack of finance and community perception regarding women entrepreneurs, these are the major problems faced by respondents.

Keywords: Entrepreneurship, Entrepreneurs, Women Entrepreneurs, Finance and Communication.

Introduction

The educated women do not want to limit their lives in the four walls of the house. They demand equal respect from their partners. However, Indian women have to go a long way to achieve equal rights and position because traditions are deep rooted in Indian society where the sociological set up has been a male dominated one. Women are considered as weaker sex and always made to depend on men folk in their family and outside, throughout their life. The Indian culture made them only subordinates and executors of the decisions made by other male members, in the basic family structure. While at least half the brainpower on earth belongs to women, women remain perhaps the world's most underutilized resource. Despite all the social hurdles, India is brimming with the success stories of women. They stand tall from the rest of the crowd and are applauded for their achievements in their respective field. The transformation of social fabric of the Indian society, in terms of increased educational status of women and varied aspirations for better living, necessitated a change in the life style of Indian women. They have competed with man and successfully stood up with him in every walk of life and business is no exception for this. These women leaders are assertive, persuasive and willing to take risks. They managed to survive and succeed in this cut throat competition with their hard work, diligence and perseverance. Ability to learn quickly from her abilities, her persuasiveness, open style of problem solving, willingness to take risks and chances, ability to motivate people, knowing how to win and lose gracefully are the strengths of the Indian women entrepreneurs.

Problems of the Study

Indian society is suffering from the various problems like poverty, hunger, and the illiteracy. Women are not included properly in financial system of India. Women have various skills but it has not utilized in proper way.

1. What is the demographic profile of Muslim women entrepreneurs in Belagavi?
2. Which problems faced by Muslim women entrepreneurs in Belagavi?
3. What is the role of Muslim women entrepreneurs in development of nation?

Objectives of the Study

The objectives of this research are as under;

1. To study the demographic profile of Muslim women entrepreneurs.
2. To study the business profile of Muslim women entrepreneurs.
3. To identify the problems being faced by Muslim women entrepreneur.

Research Methodology

The present study aims to assess the problems being faced by Muslim women entrepreneurs. The following methodology will be adopted for the present study:

Method of Data Collection

Both primary as well as secondary data have been collected for the present study. Primary data collected from respondents by using interview schedule and secondary data collected through journals and books.

Sample Design:

For the purpose of data analysis researchers have been selected 75 respondents by using convenient sampling technique.

Sample Size

Sr. No.	Name of Village	Sample
1	Adahalli	18
2	Ainapur	10
3	Balligeri	8
4	Darur	10
5	Hulagabali	14
6	Madhabavi	15
Total		75

Methods of Data Analysis

The data has been analyzed by using different statistical techniques and tools such as simple percentage method and mean.

Significance of the Study

This study is significant to Muslim women entrepreneurs to identify opportunities and threats of their businesses and improve their business. Also this study is significant for improve their entrepreneurial skills. Various problems being faced by women entrepreneurs, researchers identify such problems. This study also significant to the Government for prescribes policies regarding to women entrepreneurs in rural India. Also this study is significant to the further researchers who want to study in same phenomenon.

Scope of the Study

The scope of the research is summarized as follows:

1. The geographical scope of present study is confined to Belagavi District.
2. The researchers have been selected 75 respondents.

Data Analysis and Interpretation

The researchers have used structural interview schedule to understand the demographic profile of the respondents.

Table No-1: Demographic Profile

Particulars	Classifications	Frequency	Percentage (%)
Age Group	Below 25 years	6	8.0
	26-40 years	31	41.3
	41-50 years	35	46.7
	Above 50 years	3	4.0
Marital Status	Unmarried	7	9.3

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	Married	57	76.0
	Separated	11	14.7
Qualification	SSC	29	38.7
	HSC	21	28.0
	Diploma	10	13.3
	Graduation	15	20.0
	Post-graduation	0	0.0
Nature of Business Unit	Production	6	8.0
	Training	18	24.0
	Food Processing	15	20.0
	Fashion Designing & Tailoring	36	48.0
Source: Field Survey – November, 2019			

The above table reveals that 46.7% of the respondents are from the age group of 41 to 50 years. Only 4.0% are aged more than 50 years and 08.0% respondents are below the age of 25 years. It means that a majority (96.0%) of the Muslim women entrepreneurs are below the age of 50 years.

In Indian society marriage is required at cultural point of view. The parents expect that if a girl wants to make any career, it is after marriage. In this study found that 76.00% of women are married and only 9.3% are unmarried. The above table should also that 14.7% women are separated that means divorced and widow.

The table reveals that 28.00% of the respondents are taken education up to HSC and 33.3% are either diploma or degree holder. There are no any post graduate respondents. Also 38.7% respondents are only SSC holder. Most are educated girls choosing the entrepreneurship profession willingly.

Nature of business unit which to start, mostly depend upon the experience, availability of raw materials and market opportunities. In this study out of 75 respondents, 20.0% having a food processing unit, 8.0% respondents having a production unit, 24.0% respondents having a training unit and 48.0% respondents having a fashion designing and tailoring unit.

Table No-2: Profile of the Business

Particulars	Classifications	Frequency	Percentage (%)
Investment	Up to 50,000	17	22.7
	50,000-1,00,000	25	33.3
	1,00,000-2,00,000	18	24.0
	Above 2,00,000	15	20.0
Source of Investment	By own funds	42	56.0
	Bank Loan	8	10.7
	Loan From Relatives	25	33.3
Earn Profit per month	Up to 15,000	9	12.0
	15,000-25,000	29	38.7
	25,000-35000	33	44.0
	Above 35,000	4	5.3
Saving per month	No Saving	24	32.0
	Up to 10,000	36	48.0
	10,000-15,000	9	12.0
	above15,000	6	8.0
Workers Employed	No worker	30	40.0
	1-2	26	34.7
	3-4	10	13.3
	Above 5	9	12.0
Source: Field Survey – November, 2019			

In this study researchers have apply the structural questioners for well understand the profile of industry. Investment is life blood of business so it is very required for start any business. 17 (22.7%)

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respondents were started business with less than Rs 50,000. 20.0% respondents were started their business with above Rs. 2,00,000 as a capital.

Proper capital structure is essential for compiled the capital for the business. 56.00% women's invested their own funds for investment purpose. 10.7% respondents have taken loan from Banks for run business. Women who take loan from relatives are 33.3% i.e. 25 respondents.

Every business starts with specific purpose. To earn maximum profit is the main and basic objective of every business. In the study area researchers have observed that most women's i.e. 44.0% earn profit between Rs. 25,000 to 35,000. Only nine respondents get the minimum profit i.e. up to Rs. 15,000. 4 i.e. (06.00%) respondents earn maximum profit i.e. above Rs. 35,000.

Saving is a part of income keep a side. Thus, the increase in income leads to create high rate of saving. In the study area researchers have found that, women's who save up to Rs. 10,000 are 36 i.e. 48.0%. Only six women entrepreneur save the maximum amount i.e. above Rs.15,000. Out of 75 respondents 32.0% i.e. 24 women's are not saving.

Economic development of nation is depending upon development and expands the business. Expansion of business leads to create an employment. In the study area researchers have found that 9 business units have created more employment i.e. 5 workers. 40.0% business units haven't created any employment 34.7% business units having 1 or 2 workers for their business.

Table No-3: Problems Facing by Women Entrepreneurs

Classification	Yes	No
Financial Problem	48 (64.0)	27 (36.0)
Marketing Related	25 (33.3)	50 (66.7)
Government Policies	31 (41.3)	44 (58.7)
Scarcity of Raw Materials	12 (16.0)	63 (84.0)
Labour Problem	19 (25.3)	56 (74.7)
Source: Field Survey – November, 2019		

Muslim women entrepreneurs was faced various problems like related to finance, marketing, about Government policies, labour and shortage of raw materials. The most important problem being faced by Muslim women entrepreneurs are financial problem i.e. 48 (64.00%) women's. Near Belagavi District various markets are available like Hubballi, Poona and Kolhapur, so only 33.3% respondents facing related marketing issues. Government making various policies related to Muslim women entrepreneurship. In the study area researchers have found that 31 i.e. (41.3%) respondents are not satisfied about those policies and 44 respondents are satisfied about Government policies. Belagavi District has lot of natural beauty so that abundant raw materials are available. Thus, the 12 i.e. (16.00%) respondents are facing scarcity of raw materials. 63 (84.00%) women's has easily available of raw materials. 19 (25.3%) Muslim women entrepreneurs facing problems regarding for labour.

Findings

1. It is found that 96% respondents are above the age of 26 years. (Table 1)
2. More than 3/4th respondents are married in the study area. (Table 1)
3. All respondents are educated in nature. (Table 1)
4. 44% respondents invested more than Rs. 1,00,000 in their business for doing business activities. (Table 2)
5. 42 i.e. 56.0% women's was started business with their own funds, because banks are providing very limited amount of loan. (Table 2)
6. 88.0% respondents earn more than Rs. 15,000 per month.
7. Most of the Muslim women entrepreneurs faced problems like financial problem and issues regarding Government policies.

Suggestions

1. Government officers and Bank officers should provide proper guidance, motivations and information about various Government schemes.
2. Entrepreneurship awaring programs, seminars, workshops and campaigns should be arranged by government and collages for proper guidance.
3. All Muslim women entrepreneurs in Belagavi District should come together and undertake a union which is neither managed and controlled by government and nor run on the basis of co-operative society by keeping good faith on each other the women entrepreneurs should run this club and should create new schemes like “*Bhisshi*”, ‘Self Help Group’.
4. Respondents create new sources of funds because they have limited investment against lot of opportunity in Belagavi District.

Conclusion

From the above research paper it is concluded that, in rural area it is found that there is huge stock of raw material and women’s having lot of skills to take more efforts for doing any work. Therefore, in rural area Muslim women entrepreneurs are more efficient but they have shortage of capital and Government had not provided them effective schemes and policies.

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Economic Contributions of Fisherwomen In Pulicat Lake

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Abstract

India ranks second as fish producer at global level and Tamil Nadu ranks fourth in fish production in the country. Aquaculture has emerged as a major income generating unit in rural India. It has become the prime coastal economy and even as a major foreign exchange earner. Fisher women in Tamil Nadu have been contributing significantly in fish farming, hatchery management, development of fish products, aquaculture business, sea weed culture, transportation of fish, sales of fish, cleaning, of fishes, drying the fishes, culture of ornamental fishes, shrimps, crabs, and drying. There have been several successful women entrepreneurs in aquaculture sectors in Tamil Nadu (Shanti and et.al., 2012). However, it is very unfortunate to note that the economic contribution made by fisher women is not recognised. A Research Project funded by the University Grants Commission was undertaken during 2018-2019 to highlight the Economic contributions of fisher women of Pulicat Lake. The findings reveal that Fisheries Department of Tamil Nadu has taken several efforts in terms of training, providing infrastructural help and subsidies to encourage women Self Help Group's (SHG's) in Pulicat. In an earlier study it has been found that the role of women and their contribution towards the development of the society is not scanty. (Samantha, 2005). In addition, it is observed that several agencies have been catering to women's health, sanitation, non-formal education, skill development, environmental awareness and Eco restoration. They organise capacity building training programmes for women SHG's and encourage them to develop micro-enterprising.. Most of these programs have brought about sustainable livelihoods for these fisher communities. (CRENIEO Project Report, 2009). The income generated through all these types of work adds income to the fisheries sectors. But it is unfortunate to note that the role played by fisher women is systematically excluded from profitable sectors of fisheries and marine related activities. Therefore access to resources for women is very limited and hence unequal power relations exist. This systematic exclusion of women has led to the continuing feminization of poverty of the coastal communities (Subadhra Mithra and et.al., 2015).

Keywords: Aquaculture, Exclusion, Feminization, Fisherwomen, Unequal.

Introduction

The population in India has been steadily increasing at an alarming rate (United Nation Population Division Projection, 2019). In India, the rural population accounts to 83.3 crore and forms 68.8 percent. (Census India, 2011). It is observed that due to the population explosion, the fishery and poultry sectors are gaining importance. The fisheries sector has become a well known provider of livelihood to several million fisher communities. The contribution of fisheries to the Gross Domestic Product (GDP) of the country is estimated to be 1.4 percent, and the export earnings of fish products reached Rs.6443 crores. (Samantha.R.K, (ed), 2005).

The global position of India in Fisheries is 3rd and 2nd in aquaculture. The contribution of fisheries to the GDP is 0.91 and contribution to agriculture GDP is 5.23. the per capita fish availability per kilogram is 9.0. the annual export earnings is Rs 45,106.89 crores. The employment in sector is 14.0 million. The resources are coastline, exclusive economic zone, continental shelf, rivers and canals, ponds and lakes and derelict waters and estuaries.(National Fisheries Development Board). Fishery has become the prime coastal economy and a major foreign exchange earner. The use of technology has helped Indian fish production to increase manifold, particularly as the second largest inland aquaculture fish producer. Globally, India has increased the value of marine products export. India's frozen fish and shrimp continued to remain in the leading position in seafood export market. India could export 13,77,244 tonnes and earned Rs. 45,106.89 crores in 2017. (Economic Times Bureau, 2nd July 2018).

India has three major lagoons and the Chilka Lake situated in Orissa is the largest in Asia with 978 sq. kms, the second largest lagoon is the Pulicat Lake which is situated between Andhra Pradesh and Tamil Nadu. Earlier the lagoon had 461 sq kms but now it has shrunk to 350 sq kms. The depth of the lagoon was 1.5 metres earlier but now has reduced to less than 1 metre depth. Earlier the Pulicat lagoon was spread 55 km from North to South but now it is reduced to 35 km with a width of 18-19 kms. This is due to the siltation of the Pulicat lagoon. The third largest lagoon in India is Vembanand Lake of Kerala which is spread to 300 sq kms. (Sanjeeva Raj, 2006).

Fisheries in Tamil Nadu

Endowed with a rich reservoir of fishery resources from marine, inland and coastal aquaculture, Tamil Nadu is one among India's top five fish producers. In terms of marine and inland fisheries the state's contribution is significant. The marine fisheries potential of the state is estimated to be at 0.719 million tones and the inland fisheries potential is 4.5 lakh metric tonnes. The resources comprise of reservoirs, rivers, seasonal tanks, upland waters, estuarines, brackish water areas, creeks, swamps etc. Tamil Nadu ranks sixth among states in coastal farming. There is a lot of potential for women to involve in shrimp farming, fin fish farming, sea weed culture and other activities such as cage farming of fishes. The Fisheries Department under the state government includes marine, inland, aquaculture, research, extension and training and fish harbour management. The objectives of the fisheries department is to encourage fishermen to exploit the under-utilized fishery resources, to augment aquatic resource production in the inshore areas by conservation measures, stock enhancement and establishing of artificial reefs etc., along the coast, promoting sustainable eco-friendly fresh water aquaculture, coastal aquaculture and mariculture, strengthening the infrastructure facility for fish landing and marketing, uplifting the socio-economic condition of the fisher folk through welfare measures by generating employment opportunities and enforcing regulatory measures through legislation for conservation of fishery resources both in Inland and Coastal waters (Fisheries Department, Government of Tamil Nadu)

Pulicat Lake

Pulicat is known as '*Pazhaverukadu*' in Tamil. It consists of three different Tamil words '*Pazha*' means fruits, '*Veru*' means root and '*Kadu*' means Forest. Pulicat is a jungle of old mimosa trees known as '*Pallai Erukkankaddu*'. '*Erukkan*' in Tamil means calatropis also known as milk weed. (Azariah Jayapaul, 2007). The Pulicat Lake is considered as the second largest lagoon in India, which is situated about 60 km north of Chennai extending between Andhra Pradesh to Tamil Nadu. It is situated near to the mouth of Bay of Bengal. The Pulicat brackish water lake is known for its rich biodiversity with aquatic species besides harbouring about 12 species of prawns, 19 species of crabs, 168 species of finfish and harbours several endemic, endangered and keystone species which makes it unique ecosystem in the world. The Pulicat lake is famous for its bird sanctuary which lies in the Central Asian Flyway Region and supports several migratory species including high altitude migrant birds such as Bar Headed Goose. This major coastal wetland supports the livelihood of more than 44,000 fisher folk. (Sanjeeva Raj. P.J., 2006).

The Portuguese established its trading post in 1592 with the help of Vijaya Nagar Kings and built a fort in 1609 which is in ruins now. The Fort Geldaria is the Dutch Republicans first settlement in India and was the capital of Dutch Coromandal. The Dutch sold Indians as slaves. The Dutch cemetery is situated behind the Pulicat market which dates back to 1622 which is now under the Archaeological Survey of India. The old light house still stands on the banks of the lake. In 1825 when the British occupied Pulicat it came under the Madras presidency and later renamed as Tamil Nadu. During British Empire in India the name '*Paliacatte*' seems to have turned into *Pulicat*. (Azaiah Jayapaul, Paliacatte to Pulicat 1400 to 2007, CRENIO, 2007)

The Pulicat lake is surrounded by 97 villages. The region is a prime area for fisheries and related economic activities in the state. Nearly 25 percent of the fisher communities are engaged both in inland and marine fisheries and more recently aquaculture. Most of them have their own catamarans or mechanised boats to perform the fishing activities. A special type of traditional system of inland fisheries known as the '*paadu system*' which means rotation system is being followed by the

fishermen of certain specific communities in the area. It is a highly caste specific system where only the men (called as the *paatinavars*), who dwell in about 24 villages, are allowed to fish and all those who are involved in the catch get an equal share of the resources. Three villages Kattu Kuppam, Naduvar Matha Kuppam and Andi Kuppam follow paadu system using nets such as suthu valai to catch mullets and bodi valai which requires atleast 100 labourers to pull the nets. Under this paadu system the people choose their community leader who commands respect in the village. This is like a Participatory Democracy. Every year in the month of December only married male members of the village participate in the Tallakettu system. They are selected through lots. They leaders are responsible to take care of the common expenditures during festivals, litigations and maintenance of temples. (Dhanuraj, D., 2006).

Economic contributions of Fisher women in Pulicat

In Tamil Nadu women engage in seaweed collection in addition to fish curing, marketing, net making, prawn seed collection. Salt pans are a major sector which employs women in the ratio of women to men as 4:1.(Ashaletta et.al.) Aquaculture is a major activity post 1990 where the active participation especially of women has been observed while their roles varied depending upon caste, religion and position in the family hierarchy. Women are actively engaged in the trading and processing of fishes. A study conducted during the year 2016 to 2017 by the Fisheries Department of Tamil Nadu Government shows that there were 460 Fisheries Co-operatives with a membership of 2,50,276 women indicating a high level of women participation. It is evident from the success stories of women Self Help Groups (SHG's) in terms of the economic contributions made by fisherwomen in Pulicat. A research study funded by the University Grants Commission was undertaken to during 2018-2019 to highlight the economic contributions of fisher women in Pulicat lake.

The objectives of the research study

1. To examine the role of fishing sectors in the development of fisher women in Tamil Nadu in the Indian context.
2. To portray the socio - economic conditions of fisher women living in the Pulicat village of the Tiruvallur district in Tamil Nadu.
3. To study the income, work participation, ownership, pattern of productive assets of fisher women community in Pulicat lake.
4. To highlight the problems and prospects of fisher women of Pulicat village.
5. To assess the development programmes in ameliorating the socio economic condition of fisher women in Pulicat lake.

Research Methodology

Keeping the objectives of the study in view, the primary source for research were observation method, interactions through interviews and to collect data with the help of structured questionnaire relating to size of the family, occupation, level of income, land holdings of fisher women, level of education, living conditions, health status, etc. The secondary sources of the data were collected from the published books, journals and Internet sources to supplement the study. A simple random sampling method was chosen to conduct the study. About 32 respondents representing fisher women of Pulicat lake villages were selected as samples for the study. Before proceeding to the targeted community, a meeting with the fisher women was organized. An interactive session was held with the participants to create awareness on the Government policies, schemes and provisions available to safeguard the interest of women. Interviews were conducted with the fisher women from the selected villages. The data was collected through systematic structured questionnaire schedule. The frequency analysis of the questionnaire samples were analysed and interpreted to infer the important findings. The research revealed that women are actively engaged in the trading and processing of fisheries sector.

The study reveals that the Department of Fisheries conducts meetings regularly among the fisher women in co-ordination with Tamil Nadu Women Development Corporation and local Non Governmental Organizations (NGO's). The study shows that Government of Tamil Nadu is organising

training programmes in association with the District Rural Development Agencies, Tamil Nadu Women's Development Corporation, Tamil Nadu Social Welfare Board, Tamil Co-operative Department, Tamil Nadu Veterinary and Agriculture Sciences (TANUVAS), Central Institute of Fisheries Nautical and Engineering Training (CIFNET), Marine Products Export Development Authority (MPEDA), Investor Facilitation Portal (IFP) etc. for these women SHGs. The study shows that several measures have been initiated for the uplift of the fisher communities under both Central and State government schemes which include the Fisheries Development Mission Programme, the Fish Farmers Development Agency (FFDA), subsidies released by the Brackish water Fish Farms Development Agencies (BFDA), Anaithu Grama Anna Marumalarchi Thittam (AGAMT) as a Rural Development and Panchayat Raj Scheme introduced on 11.09.2006 and implemented from 21.01.2007 which allocated Rs one crore towards the programme. Several training programmes are conducted for the Tsunami affected coastal villages under *Swaranajayanti Gram Swarozgar Yojana*, funds provided to renovate the existing prawn and fish farms or to construct new one. Besides, the Department of Science and Technology has also been involved with imparting technical skills to the fisher folk dwelling in these areas- Technical Training Programme for fisher folk boys for repair and maintenance of outboard motor engines, Computer Operations Course for fisher folk and Scheduled Caste (SC) students and other programmes related to integrated farming and betterment of socio-economic conditions for SC women exclusively. (Tamil Nadu Rural Development and Panchayat Raj Department)

The Tamil Nadu Fisheries Department had drier and pulveriser machines established at Pulicat for the benefit of fisherwomen SHG's after imparting training to them to operate the machines and prepare chicken and fish feed. Along with the government, the role of NGO's in the uplift of fisherwomen and a holistic development of the fishing community is commendable. Agencies like CRENIEO and South Central India Network for Development Alternatives (SCINDeA) have had projects catering to women's health, sanitation, leadership, non-formal education, skill development, environmental awareness and eco restoration. capacity building programs for women, Self Help Group's and micro-enterprising are other main areas of focus. Most of these programs have brought about sustainable livelihoods for fisher community (CRENIEO)

The presence of middlemen, though prevalent is found to be minimal. Apart from fishes, crabs are another important commercial resource exploited especially from the central part of the lake with about 150 tonnes harvested per year. However, shrimp fishery constitutes the most important economic activity for the fisher folk community living around this lake with around 1232 kg of shrimps being captured every day. Aquaculture, is a major activity post 1990 where the active participation of women has been observed even while their roles varied depending upon caste, religion and position in the family hierarchy. Women take up these activities mainly due the institutional help they receive and the socio-economic development and benefits gained in the process. (Shanti, *et al*, 2012).

It is clear from the table 1 that majority of women respondents were married which reveals women financially contributed their families.

Table-1: Marital Status of Fisher women

Marital Status	No. of Fisherwomen	Percentage
Single	-	-
Married	25	78
Separated	7	22

Table-2: Educational Qualification

Educational level	No. of Respondents	Percentage
Illiterate	8	25
Primary	13	41
High School	10	31
College	1	3

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It is clear from the Table- 2 that, nearly 25 percent of the respondents were illiterates and majority of them had completed only school education. The Low educational attainment and socio-economic and cultural constraints hampered the full participation of women.

Table-3: Number of hours of work

Total No. of hours Fisherwomen work	No.of. Respondents	Percentage
2 hours	3	9
5 hours	10	31
8 hours	2	6
10 hours	4	13
More than 10 hours	6	19
Not responded	7	22

Table-4: Income contribution of Fisherwomen

Income per day	No. of Respondents	Percentage
Less than 100/-	8	25
Rs. 100/-	8	25
Rs.101- Rs.200/-	3	9.375
Rs.201-Rs.300/-	1	3.125
Rs.301- Rs.400/-	1	3.125
Rs.401-Rs.500/-	1	3.125
Above Rs. 500/-	1	3.125
Not responded	9	28.125

Table- 3 shows the inconsistent working hours of fisher women. The reason behind this situation is that women had to complete their domestic responsibilities and took up the convenient and suitable nature of work in the fishery sector. Hence, women's status in fishery households is low. It can be said from the Table -4 that nearly 50 percent of the respondents earned about Rs 100 per day and the remaining 50 percent of the respondents' earning capacity ranged between Rs.200 to Rs. 500/- per day.

Table-5: Number of work hours of fishermen

No.of hours fishermen work	No.of Respondents	Percentage
5 hours	1	3.125
8 hours	7	21.875
10 hours	7	21.875
More than 10 hours	13	40.625
Any other	4	12.50

Table 5 shows that majority of the fishermen were able to work for more than 8 hours a day. It is evident that fishermen worked very hard who venture into the deep seas and risk their lives to earn their living and their wives supported them in earning their livelihood by contributing atleast Rs 100 to Rs 500 a day while managing their domestic chores.

Table-6: Fisher Women in SHG

Occupation	No.of Respondents	Percentage
Fisheries	13	41
Member of a SHG	6	19
Any other	10	31
Not Responded	3	9

It is found that 41 percent of the women were engaged in fisheries, 19 percent of fisherwomen were the members of the Self Help Groups (SHGs) and nearly 31 percent of the respondents were engaged in other employment such as weaving, sewing grocery stores etc and 9 percent of the respondents were unwilling to respond. Similarly in a study carried in Mumbai in 2013 the report states that despite

the efforts taken by state authorities and private initiatives in fisheries sectors, women vendors were unable to act collectively because they viewed each others as competitors. (Shuddhawati Peke 2015)

Conclusion and suggestions

Fishing is the primary source of earning for the fishermen in Pulicat lake. Sea is their rice bowl, without which they cannot survive. The socio-economic condition of the fishermen was deplorable. The Tribal women (*Irulas Yanadies*) from five hamlets hand pick juvenile shrimps and mud crabs by treading in the lake bed in shallow waters. It is said by the scientists that it disturbs the lake bottom habitats which are not allowed to grow. In this situation if the Government and NGOs train the tribals with alternate sources they will be able to earn their livelihood and develop in their socio-economic conditions (Thirunavukkarasu, et.al., 2011).

The daily income of the fisherwomen varies depending on number of hours they could involve in the work. Most of the Fisherwomen were involved in selling fishes. They carried fish on their heads walking to distant inland villages which involves strenuous labour for earning their livelihood and to augment the family income. Most fishing villages are often poorly linked by road access so transporting the fishes before it gets spoilt because storage of fishes is a major issue. One of the major constraints is the fact that women with fish are considered unclean and not allowed to travel in the public transports. A study conducted by International Labour Organization states that 48 percent of the labour force globally are women. The ratio is stagnating for 15 years. It means the status of women has not improved (Richard Mahapatra, 15 February, 2019).

It can be concluded that most of the women in Pulicat lake were very poor and belonged to lower income group. Most of fisherfolk lived in small houses made of concrete or tsunami houses offered by the NGOs after 2004 Indian Ocean Tsunami and some lived in concrete houses with asbestos ceiling. It was observed that most of the girls discontinued their studies after school education. Some had acquired graduate degrees but it not take up jos according to their qualification. It was quite interesting to note that the society had great respect and regard for married men and women. It is witnessed in the paadu and tallakettu system which respects married men and selects them as a leader of the community. Similarly, only middle aged married women and aged women involved in fishing profession. The newly wedded or young brides were discouraged from joining the profession. Moreover the younger generation women were not attracted towards the profession. They stayed in their homes as house wives and took care of their children. They assisted their husbands remaining in their homes. Few of them took up other professions like basket making with organic materials or maintain grocery shops or vegetable vendors.

Though women are not involved actively in marine fishing yet they involve both during pre and post fishing harvest activities. They are exploited both socially and economically. Hence they remain poor and continue to occupy lower rung in the social strata. This affects the status of women in the country. Fisherwomen play a significant role in general livelihood of fishermen family. They not only maintain all day to day family and domestic activities, but also contribute significantly towards the most of fisheries and aquaculture activities. If more number of fisher women are encouraged to join as SHGs they could benefit from the training programmes offered by the State Government and the NGOs. Thus role of women, their effective contribution towards the development of the society should not be ignored.

The government has constructed a overbridge connecting the hamlets. Earlier the transportation to connect the villages were boats. The fishermen earned meagre amount to pick and drop the public from the neighbouring villages. But now flyover bridge has enables the people to travel by road instead of boats. If the Government takes immediate steps to desilt the lake it will fetch the fisher folk with more resources and also improve the biodiversity. Therefore desilting the lake is the need of the hour as it is causing much unrest and furore amongst these fishing communities. Besides certain unscientific practices are also causing problems to the environment and ecosystem making them vulnerable again. Lack of adequate technological upgradation with regard to fishing techniques and equipment, are another concern.

Pulicat lake is said be shrinking in size and depth simultaneously. A study states that nearly 12 to 15 species have vanished in the last two decades and it is said that it may disappear in another century (Thirunavukarasu , et.al., 2011). The Chennai Floods 2015 has caused 40 percent desalination of the lagoon (*Santhanam Harini and Natarajan, Thulasiraman (16 March 2018)*). As the competition with the marine fishermen are increasing and eventually the traditional practisers are losing out. Therefore, it is suggested that the role of government in providing subsidies for fisherwomen with effective training programmes to enhance their earning capacity is the need of the hour. Involving women in aquaculture management and access to marine resources will enable them to participate in achieving the sustainable development goals. Despite earning hardly Rs.200 to Rs 300 per day, the fishermen cannot imagine leaving their occupation as they believe it is the only livelihood that they are familiar with. (Seetha Gopalakrishnan , 2017).

A recent study conducted by Salim Ali Centre for Ornithology and Natural History-SACON in September 2019 reveals that the dredging of *Rajadorovu inlet* will benefit the eco system of Pulicat lake. The exchange of sea and lake will stabilize the salinity levels and increase the diversity and abundance of planktons leading to increase of fish in the lake. (SACON Report, 2019). From the above study it can be concluded that fisher women in Pulicat lake are tremendously contributing to the economic growth of the nation and therefore it is high time the contributions made by them are recognised by the Government and included in the GDP. The prime concern of the fisher folk is that Government should take immediate steps in dredging the inlet which will enhance the biodiversity and fish produce for the nation.

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Safeguarding Women through the Innovative Programmes of Dravidian Governments in Tamil Nadu

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Abstract

Tamil Nadu has always the forerunner in women empowerment and implementing welfare schemes. Perhaps, Tamil Nadu always dominated by the Dravidian parties, from 1967 to till date. Although the two major political parties dominated in Tamil Nadu namely Dravida Munnetra Kazhagam(DMK) and Anna Dravida Munnetra Kazhagam(ADMK). Both parties have remembered by the two legendary politicians like Dr,Mu.Karunanithi alias Kalaignar, and Selvi.J.Jayalalitha alias AMMA. On the long journey, The Dravidian governments have been introducing a number of social welfare programmes for women in Tamil Nadu in order to establish equal rights for women on par with men and to raise their dignity and self-esteem in the mind of public. The Dravidian Governments, both the DMK and AIADMK, introduced several welfare schemes for the emancipation and empowerment of women in Tamil Nadu. These welfare Schemes not only aimed to establish women's Right and right to live for female children but also tried to eradicate all injustices on women, particularly the eradication of female infanticide, from Tamil Nadu.

Keywords: Cradle baby Scheme, Dravidian Government, women empowerment, Women Rights

Introduction

Tamil Nadu always dominated by the Dravidian parties, from 1967 to till date. Although the two major political parties dominated in Tamil Nadu namely Dravida Munnetra Kazhagam(DMK) and Anna Dravida Munnetra Kazhagam(ADMK). Both parties have remembered by the two legendary politicians like Dr,Mu.Karunanithi alias Kalaignar, and Selvi.J.Jayalalitha alias AMMA. On the long journey, The Dravidian governments have been introducing a number of social welfare programmes for women in Tamil Nadu in order to establish equal rights for women on par with men and to raise their dignity and self-esteem in the mind of public. The most innovative scheme introduced to safeguard the life of female baby is the Cradle Baby Scheme. In this paper an attempt is made to analyse various welfare schemes, with special reference to Cradle Baby Scheme, introduced by the Dravidian Governments to protect the life of female child in Tamil Nadu.

Female Infanticide

This inhuman practice is not a new phenomenon. It existed in our country even in the 8th and 9th centuries. The female infanticide practice was universal among the Rajputs, Punjab, Sikhs and many of the Brahmans murder their female children as soon as they are born. In Madras Presidency some cases of infanticide took place sporadically here and there. But it is not systematically committed on female infant. These infanticides were committed by women due to the prevalence of other social evils like widowhood and polygamy. These females were convicted and sentenced to transportation for life and detained in the rescue home. For instance,

1. Thungamma, daughter of Venkata Rao and a Brahmin widow, aged about 29, had been committed for trial on a charge of having murdered her newly born infant at Hospital on 1st January 1930. She was sentenced to transportation of life for three years in Rescue Home.

2. Lakshmi @ Amakannu, an Irula woman about 25 years of age, charged with the murder of her 8 months old child by throwing it into a well. Hence, the number of women prisoners in Madras Seva Sadan increased to 26 during the year 1957. Recently, the heinous crime of female infanticide is acute in certain pockets of Madurai Salem, Dharmapuri and Periyar district. Nearly 3226 female infants were victims of infanticide in 1995 and 6 districts accounted for most of these deaths namely Dharmapuri-1129, Salem -1033, Madurai -571, Vellore -177, Dindigul -129, Periyar -

169. Thus the female baby deaths account for around one sixth of all infant's death in the state. Female infanticide is an act of an individual, directly or indirectly killing a female infant as a result of intentional purposive discrimination. It is a systematic elimination of female infants from this worldly life. Methods followed in committing Female Infanticide.

The evil practice of Dowry reached virulent form during 1980's in India as well as in Tamil Nadu. The number of dowry deaths in Tamilnadu between 1980 and 1984 were around 30. But it was increased to 12, 38 and 49 during the year 1985, 1986 and 1987. Due to this, parents decided to kill their female infant during their birth itself to avoid the problems of Dowry torture and harassment in their future. The Hindu mother had no decisive power to safeguard her daughter instead she has to act according to the whims and fancies of her husband to destroy her infant daughter to save her ancestral pride and avert the poverty which is caused by her marriage and other expenses. The phenomenon of India's "missing women", a term used by Amartya Sen (1990), attracted a lot of attention amongst policy-makers, activists and the academic community.

Dravidian Government Steps towards the abolition of female infanticide

1. The DMK Ministry introduced Equal property rights for women in 1989 to alleviate all kinds of sufferings of women, especially pernicious Dowry problems of women, since dowry is the main cause for female infanticide.

2. To emancipate women from economic hardships during marriage, the DMK government has been launching Marriage Assistance scheme and emancipate women from social distress, Government provided in the same scheme compulsory education up to VIII standard for girls to avail the scheme in the name of 'Moovalur Ramamirtham Ammaiyar Marriage Assistance Scheme' from 1989 onwards. Now, the scheme raised was changed the minimum qualification to X standard. Hence, the Government wanted to extend women's knowledge and to take self-decision.

3. Besides, both DMK and AIADMK government has already launched Family Welfare Programme to control birth in order to avoid unwanted children. But, the government has to intensify the programme in the vulnerable areas of female infanticide.

4. The Tamil Nadu Government introduces Medical Termination of Pregnancy Act in 1971 which permits mother to abort the baby during pregnancy, if there is any danger either to mother or to a womb. But this act was used only for the abortion of female foetus. Therefore, the government should take severe measures to misuse this act.

5. To create awareness among women about the evils of dearth of daughter as well as sensitize women, Self-Help Group programme has been launched initially in Dharmapuri District, by the DMK Ministry in 1989, since Dharmapuri district is mostly pronged to all the social evils like Child Marriage, Female infanticide and revival of the Devadasi system in Tamil Nadu. These programme powered women financially to start small-business through micro finance saving scheme and to take self-decision in family matters. Mr. Karunanithi, the Hon'ble Chief Minister of Tamil Nadu state in Budget speech 1990-91, in the assembly stated that "I am deeply grieved to refer to a horrible practice and to announce that Government will take stern action to put it down. We are celebrating 1990 as the year of the Girl Child. In Tamil Nadu, where we glorify the mother, there are reports that in certain districts female infants are put to death. I wish to inform the House that the government will take stern and prompt measures to punish all those who are guilty of such offences as well as those who aid and abet them. Further, the government will make arrangements for the safe upbringing of girl children".

6. Therefore, the DMK government issued an order to take severe action against the offenders by imposing severe punishment under section 302 of Indian Penal code. Accordingly, the Director General of Police was requested to issue suitable instructions to all the subordinate officers with a view to eradicate this pernicious practice.

7. Also, the movement permitted Director of Social Welfare to start a Reception Centre to rescue and to provide rehabilitation to the abandoned children. For this, the government incurred the outlay of Rs. 76, 800/-.

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8. To counter the menace of female infanticide in certain parts of Tamil Nadu the AIADMK government launched a revolutionary scheme called "Cradle Baby Scheme" in 1992. Under this scheme, cradles were placed in important places such as Hospitals, Primary Health Centres, Orphanages and Children Homes in order to enable the rescue of female children abandoned by their parents due to various social circumstances. A reception centre was started in Salem. This scheme is being implemented by setting up full-fledged reception centre each at Madurai, Theni, Dindigul and Dharmapuri district at a total cost of Rs. 12.96 lakhs. The children received in the cradle will be handed over to the reception centre for rehabilitation. Besides, action is being taken by the government for wide propagation against female infanticide. A sum of Rs. 5.70 lakhs has been provided for the year 2003-2004. Till 1993 the government has rescued 54 female babies from the Cradle Baby Scheme.

9. The Government deposits Rs. 5000/- in the name of cradle baby. The NGO who took care of cradle baby may receive the interest from the deposited amount in every 6 months from the Director of SWD. If the child is given for adoption to anyone, the interest of the deposited amount is allowed for accumulation and the maturity of fixed deposit is given to the girl when she attains the age 21

Dr. J. Jayalalitha, the honourable Chief Minister, stated in Salem function that According to this scheme the government has become the guardian of cradle baby and taken the care of baby and does everything for the progress of a child like their parents. It is the duty of the government to impart education, equip them to live independently as well as to choose their own life and to protect them till marriage.

10. To safeguard the life of female child AIADMK Government has introduced Puratchi Thalaivi Dr. J. Jayalalitha Female Child Protective Scheme. Accordingly, the parent should do birth-control and then the government deposits Rs. 2000/- either in the name of First or Second Female baby. Dr. J. Jayalalitha the then Chief Minister, introduced 15 point Children's welfare program in 1993 to protect girl children and to make over all development of children.

11. This programme was revived in 2001-2002 as Tamil Nadu 18 Point Programme for women and children welfare. From 2001 to 2006, a sum of Rs 1,750 million were spent by the Government for the benefit of 1,15,171 children. Thus elimination of girl children in Tamil Nadu have been reduced.

Impact of the Scheme

The innovative Cradle Baby Scheme rescued 3131 children from infanticide. Among them 2088 are Female babies and 372 are male babies. 2460 babies were given for adoption in Tamil Nadu under the Scheme of child adoption. 197 babies were given for adoption in foreign Countries. The most remarkable effect of this scheme was that it has changed the mentality of the parents and once again they received their own babies. Consequently, 160 rescued children are handed over to their parents. This scheme has increased the birth rate of Female baby in the districts like Madurai, Theni, Dindigul and Dharmapuri where the scheme was extended in 2001. but it was introduced in Salem during the year 1992.

KoSex-ratio of Female Baby

District	2001 Census	2011 Census	No. of Increase
Salem	851	917	+66
Madurai	926	939	+13
Theni	891	937	+46
Dindigul	930	942	+12
Dharmapuri	826	911	+85

In spite of various welfare Schemes introduced by the Dravidian governments, there is a decrease in the sex-ratio of Female Baby in the districts like Cuddalore, Ariyalur, Perambalur, Villupuram and Thiruvannamalai in Tamil Nadu due to socio-economic causes²⁵. It is the sorrow state of affairs in the state. Hence, the present AIADMK Government under the leadership of J. Jayalalitha ordered for the extension of the Cradle Baby Scheme in the above districts by establishing full-fledged reception centre with the total outlay of Rs. 33,20,000

Conclusion

The Dravidian Governments, both the DMK and AIADMK, introduced several welfare schemes for the emancipation and empowerment of women in Tamil Nadu. These welfare Schemes not only aimed to establish women's Right and right to live for female children but also tried to eradicate all injustices on women, particularly the eradication of female infanticide, from Tamil Nadu. Consequently, the sex-ratio of Female Baby has increased in Tamil Nadu from 1942 to 1946 per 1000 Male Baby the census report 2001 and 2011 respectively. If the Government take stern action for the eradication of female foeticide it will improve the health condition of women as well as raise sex-ratio in Tamil Nadu.

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Social and Economic Status of Women Domestic Workers in Karnataka State: An Evaluation

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Preamble

The Indian Constitution ensures the right to livelihood opportunities to the people. The women domestic workers demand decent work and reasonable facilities in accordance with the human rights and fundamental principles. They need support from the civil society and state on matters of minimum wage, hours of work, rest periods, social security, safe and healthy workplaces, protection from abuse, harassment and violence, access to skills development, grievance redressal and creating public awareness on employers' obligations under the provisions of the constitution. The placement agencies and employers should be controlled by the state and civil society. The champions of gender justice have advocated that legal interventions are required to recognize domestic workers as 'workers' and the home as a 'work place' in order to improve the socio-economic status of women domestic workers in modern times. Incorporation of women's lives, problems and perspectives as a legitimate area of concern, scientific enquiry and understanding within various disciplines is indeed a healthy development in India. Acceptance of integrating women's issues in the educational and developmental agendas is undoubtedly a vital step in the direction of empowerment of women. The present empirical study evaluated the socio-economic status of women domestic workers in Karnataka state.

Women Domestic Workers in Karnataka State

A large majority of unorganized workers are simply uncovered by any protective employment security schemes. The number of unorganized workers in Karnataka state has rapidly increased from 0.97 crores in 1981 to 1.96 in 2011. The domestic workers enjoy a much higher degree of employment security than other workers in the unorganized sector. The number of domestic workers is somewhat high in large and growing cities such as Bangalore, Mangalore, Mysore, etc. A majority of them also belong to socially and economically weaker sections of society. They are not entitled to minimum wages due to the lack of organization among them. They receive low wages from the employers even though they work long hours.

The women domestic workers are organized under the banner of Karnataka Domestic Workers Union, Bangalore. About 70% of domestic workers are hired because people need to go outside to work. Many domestic workers are single earners in their families. Often, men do not have any regular work. The domestic workers were included under the schedule of 'workers' as per the Minimum Wage Act, 2004 by the Karnataka Government. The domestic workers clearly articulate the need to be recognized as workers and treated with dignity and respect (Usha, 2008:22). Domestic workers are deprived of better employment opportunities in other sectors due to lack of skill development.

The process of unionization has also equipped these women with information about various government policies. They realized that collective bargaining power is an essential tool for achieving their rights (Eluri and Singh, 2013:06). The sources of supply of domestic workers have also changed

over time, with new classes and groups entering into the service. Karnataka is the first state to fix minimum wages for domestic workers. A bill namely Karnataka Unorganized Workers Welfare Bill (2001) was enacted and implemented. The working conditions of domestic workers are deplorable with long working hours and absence of job security (Madhumathi, 2013:13).

There no uniformity in the domestic workers' wages structure and it is very wages they are getting. The women domestic workers are economically disadvantaged group. The domestic work is the major growing informal sector activity largely occupied by women in Karnataka state. Domestic workers are the most exploited among the unorganized sector. Karnataka has launched a programme to teach new skills to domestic workers to help them avoid exploitation and broaden their job prospects (Nagaraj, 2017:16). There is a need to formulate a protective mechanism which allows women domestic workers to work free of any kind of exploitation in Karnataka state.

Review of Literature

The women domestic workers play a vital role in the development of economy in different capacities. Unfortunately, the issues and concerns of women domestic workers have not received adequate attention of the policy makers and other stakeholders of gender justice and equity. Prominent recent studies which are conducted by various scholars on women domestic workers include – Baboo and Laxmi (1984:02), Dhanalakshmi (1988:05), Galotti (1997:09), Smet (2000:20), Hassan (2002:12), Gothoskar (2005:11), Gaines et. al (2006:08), Rodriguez (2007:19), Mehrotra (2008:15), Tous (2009:21), Gonzalez (2009:10), Mehrotra (2010:14), Neetha and Rajini (2011:17), Eshaghi and Ghasemabadi (2013:07), Ramadevi (2015:18), Adin and Singhe (2016:01), Nagaraj (2017:16) and Chandramouli (2018:04). There is not even a single study conducted by any researcher in Karnataka State on the status, problems and prospects of women domestic workers.

Significance of the Study

There is a sharp division and discrimination based on sex and caste in society in respect of securing equality, justice, dignity and other basic rights and needs to lead a decent life in Indian society. There are several barriers to the empowerment of women in India which are manifested in several ways. Couple of investigations was carried out by the community of researchers in India on the issues, constraints and challenges concerning the women domestic workers in rural and urban areas in India. The major deficiency observed in their works is lack of emphasis on the intervention of government agencies, non-government agencies, judicial organizations, research institutions, media organizations and other welfare organizations for the security, welfare and progress of women domestic workers in Karnataka State. Hence, the study assumes great significance in the present times.

Objectives of the Study

With welfare and progress of women domestic workers of Karnataka state being the thrust area, the research proposes to:

1. Analyze the living conditions of women domestic workers.
2. Assess the attitude of employers towards women domestic workers.
3. Examine the working conditions of women domestic workers.
4. Evaluate the human rights status of women domestic workers.
5. Explore the economic conditions of women domestic workers.
6. Evaluate the work-life balance of women domestic workers; and
7. Suggest appropriate strategies and measures for the welfare and progress of women domestic workers in Karnataka state.

Conceptual Framework of the Study

The women domestic workers also represented the weak and vulnerable sections of the Indian society and lived below the poverty line according to the study. The present study was conducted on the basis

of the conceptual framework of (Bharat (2008:03) who has made notable contributions for the understanding of the socio-economic status of women domestic workers in Indian context.

Research Methodology

The present study approached the problem through a systematic survey method which is very popular in the field of social work. A structured and pre-tested interview schedule was administered to the women domestic workers in Karnataka state in order to gather primary data on their social and economic status. Primary data were gathered from about 308 respondents from the Gulbarga, Belagaum, Bangalore and Mysore revenue divisions. Questionnaire, interview and non-participant observation were the principal tools of data collection. The secondary sources practically contain the views and opinions of subject experts at regional, national and international levels on socio-economic status of women domestic workers across the globe. The writings which were found from all these sources were also systematically analyzed for the purpose of gathering additional authentic information on the salient features of the study and review of literature. Advanced statistical tests like percentage analysis, graphical representation, cross tabulation and Chi-square test were used for scientific data analysis.

Findings of the study

Demographic Features of the Sample

- A majority of the study sample represent illiterates' category (67.86%), backward sections (80.52%), married, divorced and widowed women's category (76.62%) and monthly income of Rs.2000 category (53.90%) respectively in the study sample.

Living Conditions of Women Domestic Workers

- A majority of the women domestic workers were deprived of own house (85.71%), pucca houses (75.32%), adequate accommodation (83.12%) and allied basic amenities.

Attitude of Employers towards Women Domestic Workers

- A majority of the women domestic workers had complained of bad treatment (60.39), caste based prejudice (67.53%), ignorance of health and well being (63.64%), unhealthy working condition (57.79%), ignorance of personal grievances (57.79%) and ill-will (56.49%) from their employers.

Working Conditions of Women Domestic Workers

- A majority of the women domestic workers carried out mopping and sweeping works (100%), washing of clothes (100%), cooking works (70.13%), cleaning of utensils (100%) and other works.

Violation of Rights of Women Domestic Workers

- A majority of the women domestic workers had complained of disrespect for human rights (73.05%), civil liberty (66.23%), abuse (64.29%), physical assault (72.08%), emotional harassment (64.94%), sexual abuse (74.68%), unhealthy working conditions (71.43%), work related pressures (77.27%) and unhealthy and unsafe works (70.13%).

Economic Status of Women Domestic Workers

- All the women domestic workers had BPL/Aadhar card (100%) but they lacked own house / site (74.68%), agricultural land (100%), minimum wages (100%), inadequate food security (70.78%), inadequate health security (66.23%), inadequate employment security (73.38%), inadequate life insurance facilities (75.97%) and allied facilities.

Work-Life Balance of Women Domestic Workers

- A majority of women domestic workers were deprived of constructive family encouragement, support and esteem (73.38%), job satisfaction (71.43%), secured working environment (83.12%), social respect (73.38%), family interaction (84.42%) and leisure time and recreational opportunities (87.01%).

Testing of Hypotheses

H1. Women domestic workers do not have good living conditions.

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Women domestic workers had good living conditions. Hence, the above hypothesis stands disproved.

H2. The employers have not cultivated positive attitude towards women domestic workers.

Women domestic workers had not experienced the positive attitude of the employers. Hence, the above hypothesis stands proved according to the data analysis.

H3. The employers have not provided healthy working conditions to women domestic workers.

Women domestic workers had not enjoyed the benefit of healthy working conditions in their workplace. Hence, the above hypothesis stands proved according to the data analysis.

H4. The women domestic workers are subjected to human rights violations by the employers.

Women domestic workers had been subjected to multi-faceted violation of human rights by their employers. Hence, the above hypothesis stands proved according to the data analysis.

H5. The women domestic workers have remained economically weak and vulnerable.

Women domestic workers had remained economically weak and vulnerable. Hence, the above hypothesis stands proved according to the data analysis.

H6. The women domestic workers have failed to achieve success in work-life balance.

Women domestic workers had not achieved success in work – life balance due to several factors and constraints. Hence, the above hypothesis stands proved according to the data analysis.

Implications of the Study

The implications of the findings of the study on the socio-economic status of women domestic workers of Karnataka state in general terms are given below:

Role of Government

- The government should facilitate public-private participation in the protection of women's rights in the country.
- The government should enact the new law for the protection of women domestic workers.
- The government should issue basic civic documents to the women domestic workers in order to ensure proper implementation of women development programmes.
- The government should ensure minimum wages, civic amenities and social security to the women domestic workers.
- The government should implement skill development programmes across the country and enhance the vocational and professional skill of women domestic workers.
- The government should develop mechanisms to regulate the process of recruitment of women domestic workers.
- The government should set up working group comprising of various stakeholders of the development of women domestic workers and improve labor law systems and operations.
- The government should strictly implement the domestic workers and social security Act, 2010 to ensure official registration, judicious wage and better working conditions for women domestic workers.
- The government should provide technical and financial support to women domestic workers to find out better entrepreneurship and employment opportunities.

Role of Civil Society

- The civil society should actively participate in the women's rights protection programmes.
- The civil society should facilitate meaningful networking for women's rights protection.

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- The civil society should work as a pressure group and prevail upon the government to implement women development programmes.
- The civil society should demand adequate budgetary provisions to implement women welfare schemes.
- The civil society should boycott certain institutions which exploit the women.
- The civil society should actively participate in the rehabilitation of the exploited women.

Role of Social Work Organizations

- The social work organizations should educate the children, parents and caregivers on women's rights protection.
- The social work organizations should create the sustainable projects to provide shelter, rehabilitation and counseling services to women's rights victims.
- The social work organizations should build the capacity of women's rights victims to lead the fight against exploitation of women.
- The social work organizations should work with government and civil society to provide adequate services to victims of women's rights violation.
- The social work organizations should prevent child labor, child marriage, human trafficking and other threats to women.
- The social work organizations should highlight the issues and concerns of women through media campaigns and research projects.

Role of Law and Order Organizations

- The law and order organizations should respect the principles of UN convention and constitutional obligations regarding women's rights protection.
- The law and order organizations should protect the women from various types of exploitation.
- The law and order organizations should provide security and support to the women.
- The law and order organizations should ensure strict implementation of legal guarantees and safeguards for women's rights protection.
- The law and order organizations should protect the women from corporal punishment.
- The law and order organizations should prevent the human trafficking through case tracking, protective services and rehabilitation services.

Role of Judicial Organizations

- The judicial organizations should ensure the speedy disposal of marital disputes.
- The judicial organizations should resolve intra-family disputes well in time and protect the affected women.
- The judicial organizations should adopt the innovative techniques for reducing victim stress during court interviews and medical examinations.
- The judicial organizations should enhance the practitioner capacity in women's protection and advocacy organizations.
- The judicial organizations should provide the legal counseling and other assistance to victims of women's rights.
- The judicial organizations should ensure the timely and adequate services for rehabilitation and empowerment of affected women.

Conclusion

Women domestic workers demand decent work and reasonable facilities in accordance with the human rights and fundamental principles. They need support from the civil society and state on matters of minimum wage, hours of work, rest periods, social security, safe and healthy workplaces, protection from abuse, harassment and violence, access to skills development, grievance redressal and creating public awareness on employers' obligations under the provisions of the constitution. The placement agencies and employers should be controlled by the state and civil society. The champions of gender justice have advocated that legal interventions are required to recognize domestic workers as 'workers' and the home as a 'work place' in order to improve the socio-economic status of women domestic workers in modern times. The government, civil society, social work organizations, media institutions, law and order organizations, judiciary and corporate houses are primarily responsible for creating necessary opportunities for the welfare and progress of women domestic workers. The future agenda for these stakeholders of women's rights protection must deal with adoption of pro-social behaviors and implementation of progressive legislations to improve the socio-economic status of women domestic workers in modern India.

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Prospects for Upward Mobility in the Informal Sector: A Case Study of Self-Employed Women in Chandigarh

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Abstract

It is a widely acknowledged fact that women, forming the bulk of self-employed workforce in the informal sector in developing countries, are usually concentrated in the lowest rung of the income hierarchy in the sector. However, little is known as to whether there is any scope for female self-employed workers, involuntarily trapped in the bottom segment, to achieve upward mobility. The present study, therefore, attempts to explore the prospects for attaining upward mobility in the informal sector, the time taken to achieve it as well as factors facilitating it, through a case study of self-employed women in Chandigarh. In addition, it also seeks to examine inter-generational transmission of self-employment status to assess whether economic prospects improve with each successive generation. The findings that emerge from the study reveal how prospects for attaining upward mobility in the informal sector, though not entirely absent, are contingent upon the resources or assets (financial, human and social capital) a person is endowed with at the time of market entry as also the resources a person accumulates during participation in informal sector activities. Also, each successive generation of self-employed women requires a comparatively shorter period of time to attain upward mobility as compared to the generation preceding it. This is because presence of an older generation of self-employed women aids the entry as well as economic performance of each succeeding generation, primarily through transfer of human as well as social capital.

Keywords: women empowerment, informal sector, livelihood, self-employment, upward mobility.

Introduction

Initially regarded as a peripheral sector bound to disappear with the modernization of the economy, the informal sector, today is viewed as a pivot around which all discussions pertaining to labour and employment revolve. This is especially true in case of a country like India with a prominent share of informal sector (81 percent) and an inconspicuous share of formal sector (18 percent) in total employment (International Labour Organization [ILO], 2018).

Within the informal sector, self-employment is a predominant form of employment. According to National Sample Survey Office (NSSO, 2014b), among informal sector workers engaged in the AGEHC (“agriculture sector excluding growing of crops, plant propagation, combined production of crops and animals without a specialized production of crops or animals,” p. i) and non-agriculture sector in India, more than 50 percent of the workers in rural as well as urban areas are self-employed. Also, the share of self-employment in the employment of informal sector is higher among females (77 percent for rural females and 66 percent for urban females) than among males (50 percent for rural males and 56 percent for urban males). The fact that women have an overwhelming presence as self-employed workers in the unorganised or informal sector in India has also been asserted by the National Commission for Enterprises in the Unorganised Sector (NCEUS, 2007).

However, the participation of women is more pronounced among workers occupying the lowest rung of the income hierarchy in the informal sector. Carr & Chen (2002) highlight how women find over-representation in the bottom segment of the informal sector composed of petty traders or home-workers (or those in precarious self-employment earning the lowest) and under-representation in the top segment composed of employers (or the secure self-employed earning the highest). This despite the fact that the informal sector, today, is no longer viewed solely as a disadvantaged or inferior sector owing to studies highlighting the diversity in the earnings and motives of workers engaged in it (Gurtoo & Williams, 2009; Unni, 2005; Maloney, 2003; Mazumdar, 1976). Emphasising the “internal duality” of the informal sector, Fields (2004) asserts that it is composed of two segments: a better-off segment or “upper tier” composed of opportunity driven voluntary micro-entrepreneurs and a worse-

off segment or “lower tier” composed of necessity driven survivalists involuntarily trapped in the informal sector (p. 24).

While the coexistence of distinct segments within the informal sector has been demonstrated by studies, what remains to be ascertained is whether there is any scope for female workers involuntarily trapped in the bottom segment to achieve upward mobility. In other words, do the informal self-employed women composing the worse-off segment remain forever trapped in petty activities (requiring little or no capital investment and skill) or do they manage to attain a better standard of living? Do economic outcomes improve with each successive generation or do patterns of poverty transmit across generations? Further, for those who manage to exit the worse-off segment and achieve a better standard of living (a sign of upward mobility), how long does it take for them to make such a transition and what factors work in their favour?

These are the questions that the present research attempts to answer through an in-depth study of self-employed women in the informal sector in India.

Literature Review

A review of available literature pertaining to the informal sector reveals that the theme of mobility has been discussed only at two levels. The first level deals with the movement of workers from informal to formal sector of the economy and emphasises how the informal sector functions as a temporary stopover for workers looking for formal sector jobs (Harris & Todaro, 1970). The second level highlights the movement of workers from the formal to informal sector of the economy after they have accumulated sufficient financial and human capital to set up their own enterprises (Maloney, 2003; Fields, 1990). However, the issue of intra-sector mobility within the informal sector has remained unexplored.

As far as inter-generational transmission of self-employment status is concerned, studies have analyzed how inter-generational transmission of financial, human and social capital impacts the decision to self-employed (Colombier & Masclet, 2008; Dunn & Holtz-Eakin, 2000). But most of these studies pertain to developed countries and do not shed light on the impact of family history of self-employment on economic outcomes of small or tiny enterprises which abound in the informal sector in developing countries (Pasquier-Doumer, 2013). The only study analyzing the intergenerational transmission of self-employment status in the informal sector in the context of developing countries has been conducted by Pasquier-Doumer (2013). The researcher used a large data set pertaining to seven economic capitals of West Africa to understand whether having self-employed parents provided any competitive advantage to second generation of self-employed. The results of the study revealed that having a self-employed parent had a positive influence on the economic performance of an informal entrepreneur through the transmission of informal human capital and social capital. But this competitive advantage was restricted to children opting for the same sector of activity as their parents.

Research Methodology

The present research is a case study based on primary data collected from four self-employed women engaged as street vendors in retail trade of non-perishable commodities in the market area of sector 17, Chandigarh (as part of an eviction drive carried out against vendors in Chandigarh in the month of December, 2019, these women were evicted from sector 17 and relocated to sector 15). Street Vendors, according to the National Commission on Labour, are a category of self-employed workers engaged in the informal sector offering “their labour for selling goods and services on the street without having any permanent built-up structure” (Bhowmik, 2001, as cited in Saha, 2009, p. 2). In defining street vendors, the present study adheres to the definition provided by The Street Vendors Act (2014). The act defines a street vendor as “as person engaged in vending of articles, goods, wares, food items or merchandise of everyday use or offering services to the general public, in a street, lane, side walk, footpath, pavement, public park or any other public place or private area, from a temporary built up structure or by moving from place to place and includes hawker, peddler, squatter and all other synonymous terms which may be local or region specific” (p. 3).

These self-employed women or street vendors were contacted using the technique of snowball sampling. To elicit information from them they were interviewed using a semi-structured interview schedule. The face-to-face interviews were conducted during 2018, in the month of October, at the worksite of the participants. The respondents belonged to one family, representing four successive generations of self-employed women engaged as street vendors in Chandigarh. Although they hailed from one family and were in the same trade, yet all four of them were dispersed in separate locations in the market area. They owned and operated separate own-account enterprises (enterprises that are run without employing any hired labour, as per NSSO), without sharing either the assets or the liabilities of one enterprise with another. In addition, the enterprise owners were paying separate vending fees for operating each individual enterprise in the market. Hence, they were functioning as four separate entities rather than one single unit.

Socio-Economic Profile

The oldest respondent (first generation of self-employed women contacted) was a ninety year old widow, a native of Rajasthan, who had migrated to Chandigarh around fifty years ago to escape extreme poverty and hunger. The second oldest respondent (second generation of self-employed women contacted) was a 58 year old women, also a native of Rajasthan. Her reason for migration to Chandigarh was marriage. Her daughter, (the third generation of self-employed women contacted), was a 45 year old widow who was born in Rajasthan and married in Haryana. She, along with her husband had migrated to Chandigarh in search of employment opportunities. The youngest respondent (fourth generation of self-employed women contacted) was a 25 year old married woman, born and brought up in Chandigarh.

As far as education is concerned, the first three generations of the self-employed women were found to be illiterate. However, the youngest respondent was found to be educated only up to the secondary level of education, having dropped out of school to assist her mother in running her enterprise. In addition, all four of them reported that they had never received any kind of formal skill training. All of them worked for 12 hours a day, for all seven days of the week and did not engage in any part time work to supplement their earnings from their current enterprise. The nature of their work was found to be perennial, as they operated their enterprises for all 12 months of the year. All four respondents were currently operating own-account enterprises dealing with non-perishable items, with the oldest respondent engaged in retail trade of plastic toys and the remaining three respondents engaged in retail trade of dupattas, stoles and suit pieces.

Analysis of their previous job history revealed that prior to setting up this enterprise, these women had engaged in multiple occupations. The oldest respondent had started out as a casual wage worker (a construction worker in sector 17, Chandigarh) before transitioning to self employment. Her first independent venture as a self employed worker pertained to food service activities (selling roasted corn on the cob). Thereafter, she shifted to retail trade of low grade non-perishable commodities. The remaining three were found to be previously engaged in self-employment only, with the two older respondents being own-account workers in their previous enterprises as well and the youngest respondent being an unpaid family labourer assisting her mother in running her enterprise.

Upward Mobility or Stagnation?

Upward mobility is defined as the “capacity or facility for rising to a higher social or economic position” (“Upward Mobility,” n.d.). The present study, though, is restricted to an analysis of economic mobility alone. The economic indicators used to assess whether the respondents had achieved upward mobility ever since their first participation in the informal sector labour market included monthly earnings (profits or value added from sale), employment status (self-employed [either own-account worker, employer or unpaid family labour], regular wage/salaried worker or casual labourer) and type of commodity sold (perishable or non-perishable). The respondents’ current performance across these indicators was compared with their performance upon their first entry into the informal sector labour market to assess whether there had been any change in their economic condition. Increase in monthly earnings was regarded as a sign of upward mobility. However, this was not a standalone criterion. It was supplemented by a comparison of monthly earnings from self-

employment with earnings of casual labourers as well as regular wage salaried workers in urban areas in India. Those reporting earnings above the earnings of the casual labourers as well as regular wage/salaried workers were regarded as having achieved economic mobility. The data concerning earnings of casual labourer as well as regular wage/salaried workers was obtained from 68th round of Employment and Unemployment surveys (2011-12) conducted by NSSO (2014a). In addition, transition of employment status from casual labourer or self-employed worker engaged in food service activities or petty trader dealing with perishable commodities to self employed worker dealing in non-perishable commodities was regarded as a sign of upward mobility. Employment status was used as a criterion to assess upward mobility due to research which highlights how “informal incomes worldwide tend to decline as one moves across the following types of employment: from employer to self-employed to informal and casual wagedworkers to industrial outworker” (Carr & Chen, 2002, p. 2). The researchers also point out how men who enjoy a higher income than women even in the informal economy tend to deal in non-perishable commodities. Hence, a transition from trade of perishable to non-perishable items was viewed as a sign of upward mobility, for the present research. The respondents were also asked about the number of years they had spent working in the informal sector labour market to ascertain the time taken by them to achieve their current level of earnings.

The oldest respondent had first participated in the informal sector as a casual labourer working at a construction site, then ventured into food service activities and petty retail trade of perishable items before switching to her current venture (retail trade of non-perishable items) involving a marginally higher level of investment (as compared to her previous venture) and yielding a slightly higher level of income.

She stated that she had involuntarily stepped into the informal sector market as a casual labourer (earning around 25 paisa a day) without any physical and human capital. Her first venture as a self-employed worker (selling roasted corn) was of a survivalist nature which provided her with very low level of earnings but enabled her to supplement the meagre earnings of her husband and meet the subsistence needs of her family. The level of investment in her current enterprise averaged between 1000-1500 rupees on a monthly basis. Her current monthly earnings stood at around 4500 rupees, which though higher than what she earned in her first job as a casual worker (7.50 rupees per month), were still the lowest among the group of women interviewed reinforcing the view that “most workers at the lower end of the job hierarchy are first generation migrants or first time workers” (Oberoi & Chadha, 2001, p. 18).

Also, her current earnings were only marginally higher than the average monthly earnings of casual labour in urban areas with per day earnings equal to 170.10 rupees (or monthly earnings equal to 4422.60 rupees) signalling that though she owned and operated her own enterprise yet she still belonged to the league of casual labourers. According to the respondent, it took her fifty years to reach her current state of work which she viewed as preferable to her previous occupations (which were temporary, exerting and provided her with a low and unstable level of income). Her current job, in her view, was not only less taxing than her previous occupations but also enabled her to make a small margin of profit after covering for the expenses involved in running her enterprise.

Her daughter, the second generation of self employed women who were interviewed, had also entered the informal sector market without any kind of skill training or capital to bank upon. Being poor, uneducated, unskilled and with a large family to support, she had no better choice for work than to set up her own venture involving very little capital investment. Hence, she undertook self-employment, alternating between being a seller of roasted corn and juice, depending upon the season. Thus, her initial own-account enterprise pertained to food service activities. In her words:

My husband used to work as an auto-rickshaw driver but he earned very little. I wanted to do something to support my family and ease the economic burden on my husband. But being illiterate, I was unfit to take up any kind of work. So, self-employment seemed to be the only way out to make a living. Every morning, I would bring a sack of corn on the cob to the market, roast it and sell it to customers frequenting the place. By evening, I would manage to sell the whole sack and the profits from the sale of corn constituted my earnings. With the change in season, I would switch over to

selling juice. My earnings were insufficient to provide any kind of comfort to us. Nevertheless, they enabled us to survive.

Her monthly earnings from her first venture as an own-account worker engaged in food service activities averaged between 80-90 rupees. In comparison, her monthly earnings in her current venture as a self-employed worker engaged in trade of non-perishable commodities varied between 12,000-15,000 rupees and the level of investment in her current enterprise varied between 25,000-30,000 rupees on a monthly basis. Her current monthly earnings were not only higher than the average earnings of casual labourers (already specified) but also higher than the average monthly earnings of regular wage/salaried employees in urban areas with per day earnings equivalent to 449.65 rupees (or 11,690 rupees on a monthly basis). Thus, she had transitioned from being a low wage self-employed worker selling low value perishable commodities (akin to a wage worker) to a higher earning self-employed worker engaged in the trade of high value non-perishable commodities. According to her, she had managed to make a transition to her current improved situation, running an enterprise with a higher level of investment and reaping a higher level of profits, in a span of 35 years.

The current economic position of the third generation of self-employed women interviewed was found to be the strongest among the group. This is evident from her monthly earnings and investment, both of which were highest among the group interviewed. Her monthly earnings averaged between 15,000-18,000 rupees, which, in addition to being the highest among the group of women surveyed, were also higher than the average earnings of casual labourers (already specified above) as well as the average monthly earnings of regular wage/salaried employees in urban areas (already specified above). The level of investment in her enterprise was as high as 50,000 rupees. The periodicity of investment in her enterprise differed from monthly to bi-monthly depending upon the sales and the need to replenish her stock of commodities. In contrast to her current earnings, her monthly earnings in her first venture pertaining to retail trade of perishable commodities were as low as 150 rupees.

The respondent also reported that at times she had even managed to make a profit of 10,000 rupees in a day. However, this was an exception rather than a norm, a windfall gain that had occurred only during the initial years of setting up their current enterprise when she had received bulk orders from boutiques. Now with the entry of a greater number of traders selling similar merchandise, a single player was unlikely to receive such bulk orders. According to her, increased competition and expansion of the informal sector market had trimmed the profit margin of each player.

Also, she had worked as a petty trader (dealing with low value perishable items offering little margin of profit and demanding little investment) for a period of 22 years unlike the generations of women preceding her who, on an average, had spent close to forty years in petty retail trade of survivalist kind. Thus, she had managed to transition from a self-employed worker engaged in trade of perishable items to one engaged in trade of non-perishable items in a shorter span than the generations of self-employed women preceding her.

Her strong economic health was also evident from the fact that she was instrumental in setting up the enterprise of her daughter, thereby eliminating the need for her to work either as a wage-worker or self-employed worker engaged in petty retail trade (of low value perishable commodities) for generating the funds necessary to set up her own venture. Apart from assisting her mother in running her own-account enterprise, the fourth generation of respondents had previously worked as a self-employed worker dealing in non-perishables (jewellery items) and had no history of engagement in casual wage work or petty retail trade of perishable commodities. Her current level of investment (40,000-50,000 rupees) and earnings (15,000-18,000 rupees) were equivalent to those achieved by her mother after several years of participation in the informal sector as a petty retail trader. She had managed to achieve her current economic state in a span of ten years.

Thus, barring the earnings of the oldest respondent, the earnings of all the three generations of self-employed women were also found to be above the minimum wages fixed for different categories of monthly and daily rated employees in Chandigarh viz. Un-skilled (9774 rupees), semi-skilled-I (10,024 rupees), skilled-I (10,449 rupees) and highly-skilled (10,849 rupees) (Labour Bureau, 2018).

The discussion above reveals how each generation of self-employed women engaged in the informal sector as a street vendor has managed to attain some level of upward mobility (evident from the increase in the earnings, change in employment status and nature of commodity sold by them). However, there are wide variations in both the level of upward mobility achieved and the time taken to achieve it, with each subsequent generation reportedly achieving a higher level of economic mobility in a shorter span of time.

Factor Facilitating Upward Mobility

An analysis of factors facilitating upward mobility reveals how the presence of an older generation of self-employed with considerable market experience has a positive impact on economic performance of each successive generation. This is evident from the case of the second generation of self-employed women who benefitted due to the presence of an older generation of self-employed women within the family. By the time the second generation of self-employed women entered the market, her preceding generation had already piled up multiple years of experience by working in the market; first as casual labourer and later as a self-employed worker. With sufficient knowledge of the market and its functioning, she facilitated in multiple ways the setting up of the own-account enterprise of her daughter.

The presence of her mother eliminated the need for her to search for a market in which to operate, besides obviating the need for her to consider working as an informal wage worker (under precarious and exploitative terms of employment). Since childhood, she had observed and occasionally assisted her self-employed mother in running her own account enterprise. Hence, she did not look for casual wage employment and directly forayed into self-employment. This is consistent with research which highlights that “having self employed parents increases the probability of being self employed” (Colombier & Masclet, 2008, p. 1). It is also in consonance with studies which report that there is a strong inter-generational correlation in self-employment status across gender lines (Dunn & Holtz-Eakin, 2000, p. 18)

Although her mother could not provide her with funds necessary to set up her first enterprise, yet she facilitated her entry into the market by providing her with informal learning opportunities and familiarising her with the functioning of the market. Studies explain how informal human capital (enterprise/firm specific skills or career specific skills and general managerial ability) transmitted by self-employed parents to their children has a potent influence on the decision of children to be self-employed (Colombier & Masclet, 2008). Continuous exposure to the work related activities of a self employed parent imparts practical know-how and working knowledge of running an enterprise. At the same time, it also enlarges the opportunities available to gain relevant work experience. All these factors combine to increase the likelihood for children of self-employed parents to engage in self-employment rather than wage employment (Lentz & Laband, 1990, as cited in Pasquier-Doumer, 2013). Very often its influence outweighs the influence of financial capital in determining the decision to be self-employed (Dunn & Holtz-Eakin, 2000).

Another factor that worked to the advantage of second generation of respondents was that unlike the first generation she had a network of relatives (first generation of migrants who had begun to flock to the city in search of job opportunities) to lean upon in times of need. As a result, she managed to make a transition to her current improved situation in a shorter period of time as compared to her mother.

Likewise, the third generation of self-employed women, also ventured directly into self-employment without first engaging in temporary and precarious casual wage work marked by job and income insecurity. This was chiefly because of the prior presence of preceding generations of self-employed women in the market. Although her mother was herself very poor and hence unable to help her financially in setting up her first enterprise (dealing with retail trade of perishable commodities) yet by the time she decided to shift to her subsequent ventures (involving retail trade of non-perishable commodities demanding a slightly higher level of investment), her mother was in a comfortable financial position. As a result, her mother provided her with a part of the funds needed to set up her subsequent ventures.

Her transition to her current enterprise (her most profitable so far) was motivated by a desire to enhance her income as she had perceived that retail trade of dupattas, stoles and cloth pieces offered an opportunity to earn a higher margin of profit. All the necessary trade related information (pertaining to demand, procurement, warehousing and pricing of the products) was passed on to her by her mother who had herself shifted to retail trade of similar commodities one year prior to her daughter. This reflects the utility of “strong ties” which are helpful in transmission of vital information regarding market opportunities. Contacts with family members are regarded as “strong ties”, and constitute a form of social capital (Granovetter, 1973, as cited in Colombier & Masclet, 2006, p. 8). However, their observed utility in improving economic outcomes for successive generations, quite evident in the present case, runs counter to the study by Fafchamps (2002) which discredited family relationships as a “productive component of social capital” owing to the fact that they carried insufficient information (as cited in Pasquier-Doumer, 2013, p. 5).

The fourth generation of self employed women was the only one stepping into informal self-employment equipped with all three forms of assets (financial capital, informal human capital and social capital), owing to their accumulation by the generations preceding her. Also, unlike the generations of self employed women prior to her, she received these assets at an early age. Consequently, she was the only one found to possess a growth orientation. She stated how she planned to expand her current venture by undertaking more investment and expanding the line of products sold. This underscores the need to expedite the provision of financial, human and social capital to self-employed women to help them unlock their growth potential. Enabling self-employed women realise their growth potential would not only improve their economic condition but would also boost employment prospects for informal sector participants trapped in petty activities or precarious wage employment. This is because some of them could be hired by these own-account workers as they transition to employer status and expand their ventures (Grimm, Knorringa & Lay, 2012).

Moreover, the fact that the fourth generation of self employed women was the sole recipient of assistance in the form of financial capital (money or funds to set up her enterprise) also indicates the length of time needed to accumulate financial assets in the informal sector. As a result, the transmission of financial assets across generations usually remains an impossibility for a long period of time in the informal sector. However, the absence of financial capital transfers is compensated through bequests of informal human capital and social capital.

Conclusion

The discussion above reveals that prospects for upward mobility are not completely absent in the informal sector. However, the time needed to attain the same is contingent upon the resources or assets (financial, human and social capital) a person is endowed with at the time of market entry as well as the resources a person accumulates during his or her participation in informal sector activities. For those venturing into informal self-employment without any kind of assets, for instance the poor, illiterate, unskilled, first time migrants, the prospects for attaining upward mobility are bleak and delayed. An improvement in economic condition, if at all achieved, is possible quite late in life if they continue to work even beyond the usual retirement age of 60-62 years. Nonetheless, economic outcomes improve with each successive generation of self-employed (assuming children of self-employed parents also opt for self-employment). This is because a self-employed parent, with considerable market exposure and experience, is able to transfer valuable informal human capital and social capital to her offspring, thereby shortening the time needed for each subsequent generation to achieve upward mobility. This reveals how each generation of self-employed women aids the entry as well as economic performance of each succeeding generation opting for self-employment. However, it is not until the fourth generation is reached that some stock of financial capital is accumulated which can be used for financing the enterprise of the offspring. Thus, accumulation of assets and achievement of upward mobility in the informal sector is a very slow and gradual process and steps need to be taken to accelerate it.

Improving as well as expediting access to financial resources, building human capital (through increased exposure to actual work environment) as well as fostering the development of social

networks would go a long way in improving economic prospects for self-employed women in the informal sector, especially for those without any family history of self-employment.

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A Comparative Study on the Investment Pattern of the Female Faculties and Male Faculties in the City of Mumbai

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ABSTRACT

The investment climate in India has undergone a see-saw change in the past few decades. With a lot of impetus to the financial sector, the investment pattern and preferences of investors are changing. There is more preference towards modern and innovative avenues than the traditional ones. It has become extremely important to study the investment trends and preferences of the different class of investors, which will serve as a vital information to the intermediaries who in turn can make more customized products that will best suit the needs and preferences of the investors. The investment decision making in India was traditionally dominated by the males in majority of the households. But, today in the era of women empowerment where the females are equally empowered and have the skills and abilities to make an investment decision. Therefore, a study of this kind becomes very imperative which can give us a brief status of the investment perception of the female investors, today. Thus, the researcher has initiated a comparative study on the investment Pattern of the female faculties and the male faculties in the city of Mumbai.

Keywords: investment products, investment pattern, investment, female investors.

INTRODUCTION

The financial market in India has undergone a drastic change in the last few decades. Development of the financial markets in terms of better governance, more transparency, better accountability and investor's grievances redressal mechanism has ensured larger participation of investors in the financial markets like never before. Investors, previously used to have a very limited option for investment which used to be mostly the traditional avenues like Gold, Real estate or Fixed deposits (FDs). But today, an investor has a wide array of financial products and instruments available in the financial markets and these products are totally customized as per their needs and preferences of the investor.

In the view of the above, the investment decision for an investor becomes a very challenging one. The investment climate is undergoing change every day, and therefore, it becomes very imperative for an investor to be informed and aware of the various investment avenues available in the market so that he can make a smart choice that will suit him the best. Market regulators like SEBI have also been successful in regulating the financial markets and gaining the confidence of the investors. The investment pattern of these individuals can be studied by examining the risk perception, objectives of investment and investment preference.

REVIEW OF LITERATURE

(K.Chandrakumar, 2013) in his research titled "A study of preferred investment avenues among salaried people with reference to Namakkal district, Tamilnadu" revealed that insurance was the most preferred investment avenue for that class of investors. The respondents were aware of the avenues like insurance, bank deposits, post office, but the majority of the respondents were not aware of stock markets, bonds and debentures. The studies suggested that awareness programs must be conducted by stock broking firms to create awareness to these investors.

(SIREESHA* & LAXMI**, 2013) studied the "Impact of demographics on selected investment avenues". Various demographic factors that influenced the investment of the investors were analyzed in this study and concluded that the majority of the respondents had a moderate risk bearing attitude. They preferred to invest in safe avenues which showed the conservative nature of the people in the cities of Hyderabad and Secunderabad.

RESEARCH GAP:- Majority of the studies conducted emphasized on the demographic factors like age, income and employment status. No much specific studies are conducted comparing the investment pattern of male and females which forms the research gap for the present study.

OBJECTIVES OF THE STUDY

1. To compare the perception of risk for different financial products between the male and female investors.
2. To study the objectives of investment of the female and male investors.
3. To study the investment preferences between the male and female investors.

RESEARCH METHODOLOGY

1. Sources of Data collection

Data is sourced from primary and secondary sources

Primary Sources: Samples were collected from 403 faculties from the Commerce faculty

Secondary Sources: Journals, periodicals and newspapers are referred for the purpose of the study

2. Statistical tests used

SPSS package is used for the purpose of analysis of data collected. The data collected was analyzed by using Mann Whitney tests, Wilcoxon W tests and Kruskal wallis tests.

3. Population and sample size

The study is based on the Commerce faculties who teach in colleges affiliated to the University of Mumbai. 403 samples are taken for the purpose of this study who are commerce faculties teaching in various colleges.

HYPOTHESIS FOR THE STUDY

Hypothesis 1

H_0 = There is no significant difference between the investment pattern of male and female faculty members.

H_1 = There is a significant difference between the investment pattern of male and female faculty members

ANALYSIS AND FINDINGS OF THE STUDY

1. Risk perception between male and Female

Mann-Whitney U test result for risk perception between male and female

	Government securities and Govt. Backed securities	Bank deposits	Equity Shares	Mutual funds/SIPs	Bullions	Real estate and Land	Insurance products
Mann-Whitney U	18416.500	17332.500	15952.000	16446.500	18016.500	20052.500	19055.000
Wilcoxon W	42947.500	41863.500	40483.000	40977.500	42547.500	36705.500	35708.000
Z	-2.201	-2.893	-3.806	-3.303	-1.887	-.052	-.962
p-value	.028	.004	.000	.001	.059	.958	.336

Source: Compilation from field study

P-value of Government securities and Govt. Backed securities, Bank deposits, Equity Shares and Mutual funds/SIPs is less than that of 0.05 indicates the significance of difference in the risky investment perception when compared between male and female. The lower mean rank value indicates

low risk, therefore we can conclude that female considers these products as less risky than male. While for Bullions, Real estate and Land and Insurance products male and female do not differ.

2. Objectives of investment between male and female faculty investors

Mann-Whitney U test result for objectives of Male and Female

	To avail tax benefits	To earn high returns	To meet contingency	To meet retirement needs	To meet children's needs	Medical needs	Purchase of assets	To meet inflation
Mann-Whitney U	17690.00	17962.50	18874.500	19891.50	18706.50	17968.00	18921.50	18643.0
Wilcoxon W	42221.0	42493.5	35527.500	36544.50	35359.50	34621.0	43452.5	43174.0
Z	-2.199	-2.121	-1.107	-.214	-1.341	-2.083	-1.064	-1.312
p-value	.028	.034	.268	.830	.180	.037	.287	.190

Interpretation: P-value less than 0.05 for availing tax benefits and earn high returns with significantly higher mean rank scores on the male side. This means males are finding these two parameters as more important than female. The P-value for Medical needs is also less than that of 0.05 with significantly higher mean rank score for female indicates that the objective of medical need is more important for female than male. For all other objectives male and female do not differ significantly as p-value is greater than that of 0.05. Therefore, we conclude that all these objectives are equally important for male and female.

3. Investment and Actual Preference

Mann-Whitney U test result showing investment preference between male and female

	Government securities and Govt. Backed securities.	Bank deposits.	Equity Shares	Mutual funds/SIPs	Bullions	Real estate and Land	Insurance products
Mann-Whitney U	16363.000	18168.500	20063.000	19800.500	18487.500	19477.500	19675.000
Wilcoxon W	40894.000	42699.500	36716.000	44331.500	43018.500	36130.500	44206.000
Z	-3.332	-1.707	-.042	-.274	-1.420	-.553	-.381
p-value	.001	.088	.966	.784	.156	.580	.703

Interpretation: P-value less than 0.05 for Government securities and Govt. Backed securities with significantly higher mean rank scores on the female side indicates that the female do have higher score of investment in Government securities and Govt. Backed securities than male. For all other parameter male and female do not differ significantly as p-value is greater than that of 0.05. Therefore, we conclude that all these parameters equally ranked by male and female for their investment.

Testing of hypothesis 1: For the above hypothesis, the parameters such as risk perception, objectives of investments, factors influencing investment decisions and actual investment preference is compared between males and females. After testing the hypothesis with the help of the various statistical tests, it is observed that the P value is less than 0.05 in certain parameters, and therefore we **reject the null hypothesis that There is no significant difference in the investment pattern of male faculty members and female faculty members** and **accept the alternate hypothesis that states there is a difference between the investment pattern of male faculty and female faculty**. Thus, we can conclude that there is a significant difference in the investment pattern of male and female respondents.

MAJOR FINDINGS OF THE STUDY

The study attempted to find out the role of gender in determining the investment pattern of the respondents. Investment pattern was analyzed on the basis of risk perception, objectives of investment and actual investment preference. It can be concluded that in all these parameters there is a difference in the investment pattern of male and female respondents that can be summarized as under:-

Risk perception and investment preference:- The male respondents perceive government securities, equity, mutual funds, and bullions as more risky compared to the females. Females perceive bank deposits and insurance products as more risky compared to males and as far as real estate is concerned there is no difference in the risk perception. After analyzing the investment preferences between males and females, it can be concluded that females have more preference towards government securities, bank deposits, and bullions. Males have more preference in real estate. For equity, mutual funds and insurance the preference remains the same.

RECOMMENDATIONS

1. There is a very typical mindset that women are a little behind when it comes to investment decision making. It is very often said that women do not have an appetite to take risk. But the studies prove that the risk perception for many financial products like mutual funds have a bolder perception towards the female investors.
2. Meeting Medical needs is the most important objective for a female investor. This can prove to be boon to the financial intermediaries to design product that meet the needs of these female investors.
3. The investment preference for most of the avenues do not differ on the basis of gender.

CONCLUSION

Women are definitely marching the way ahead. Right from Entrepreneurship to Financial decision making women are making a mark. Gone are the days when the women were dependent on their spouse and others in investment decision making. The women today are well informed and empowered to take informed decisions. Financial institutions and intermediaries need to design products that specifically meet the needs of these class of investors.

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Social Mobility and its Impact on Women Empowerment: A Case Study of BOR Mishing Village Women of Sivasagar District of Assam

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Abstract

Social mobility is a significant aspect which brings changes in society. It may encourage women towards socio-economic development to create a better and comfortable standard of living. Social mobility refers to the degree to which an individual's or group's status is able to change in terms of position in the social hierarchy. When he achieves a different amount of education from that of his parents, or moves into a different occupational stratum, or adopts a different style of life he may be considered to be socially mobile. Thus, in the present time of science and technology, empowerment of women is greatly influenced by social mobility. Because, when a girl receives higher education from her parents and moves into a different occupational stratum, she can adopt a different style of life whereas she belongs to ethnic community. This present seminar paper is a humble attempt to study the impact of social mobility on women empowerment of Bor Mishing village women of Sivasagar district of Assam. Here, the researchers will try to see the level of education, attitude toward health and nutrition, previous and present status of Mishing women, migration of population and social awareness toward science and technology.

Introduction

THE SECRETARY GENERAL OF UNO, Kofi Annan said, "There is no tool for development more effective than the empowerment of women."

Empowering women or women empowerment is an important agenda in the development process. Social and economic factors can contribute toward women's empowerment. Moreover, self-decision regarding education, participation, mobility, economic independency, public speaking, awareness and exercise of rights, political participation and many more factors ensure women empowerment. In short, women empowerment is the breaking of personal limitation.

But empowerment of women is affected by social mobility. Social mobility refers to the degree to which an individual's or group's status is able to change in terms of position in the social hierarchy. When he achieves a different amount of education from that of his parents, or moves into a different occupational stratum, or adopts a different style of life he may be considered to be socially mobile. Thus, in the present time of science and technology, empowerment of women is greatly influenced by social mobility. Because, when a girl receives higher education from her parents and moves into a different occupational stratum, she can adopt a different style of life whereas she belongs to ethnic community.

Assam is a state of various tribes. Presently, tribal population has occupied 12.82% of the total population of Assam, while the tribal population of the country is 8.08%. Mishings are also one of the tribes of Assam.

This seminar paper is based on "social mobility and its impact on women empowerment: A case study of Bor Mishing village women of Sivasagar district of Assam."

Objectives of Study-

1. To know about the level of education of Mishing women of Bor Mishing village of Sivasagar district.
2. To know about the attitude of Mishing women toward health and nutrition.
3. To know about the social status of previous generation and existing generation.

4. To know about the migration of population.
5. To know about the social awareness of Mishing women of Bor Mishing village women of Sivasagar district toward the improvement of science and technology.

Key Concepts or Operational Definitions of the terms-

1. Social Mobility- By 'social mobility', Young and Mack mean movement within the social structure. When a person serving at a lower job moves to a job which provides him higher position and status he has altered his position in the class structure and the man can be described as socially mobile. The term 'mobility' is also used synonymously with spatial movement, or migration of population. Such mobility occurs when the rural population migrates to urban areas or a section of population of one country migrates to another country.
2. Women empowerment- Women empowerment means improving the condition of women. It refers to increasing the spiritual, political, social or economic strength of women. It often involves the empowered developing confidence in their own capacities.
3. The Mishings- Mishings are one of those tribes who came to settle in the valley of the Brahmaputra as early as the beginning of the thirteenth century if not earlier. So far as their folk tales, folk lores and other references in the literatures of Assam history go, Mishings came down from the hills adjacent to the Lakhimpur District of Assam, to the Subansiri and Siyang districts of Arunachal Pradesh in search of peace and land in the valley. At first, they settled mainly along the upper banks of Subansiri and the north bank of the Brahmaputra rivers, and later on they gradually spread along the valley of the Brahmaputra river upto the present district of Sonitpur (Tezpur). This Mishing tribe, through migrated from Arunachal Pradesh, the neighboring state, almost eight hundred years ago, has become an integral part of larger Assamese community. It is evident that from the very beginning of their settlement they have contributed their share towards the growth and development of Assamese tradition, culture and literature. However, they have been able to maintain a distinct identity based on their own language, tradition, culture and literature.

Delimitations of the study

1. First delimitation has been done in case of geographical area. The investigators has delimited the area to Bor Mishing village of Sivasagar district of Assam.
2. Second delimitation has been done in size of the sample. Only 100 Mishing women have been selected as respondents.
3. Besides, the study has been delimited in case of the age of Mishing women. Only the Mishing women of the age group of 18-55 years have been selected.

Sampling procedure and sampling size

In this study, respondents have been selected on the basis of Simple Random Sampling Method and the sample size is 100.

Nature of study

Here, Descriptive Survey Method has been adopted. It is also exploratory in nature. Here the investigators describe and report the state of affairs as it exists at present.

Tools of Data Collection-

For collecting data, interview schedules and general observation methods have been used.

Analysis and Interpretation of Data-

For the analysis of data, the investigators used Descriptive Survey method. The analysis of data was based on logical as well as statistical data was based on primary and secondary data and logical analysis was based on information and comments of the respondents stated in the interview schedules.

1. Level of Education of Mishing Women

Educational Qualification	Number of Women
B.A.Passed	6
H.S.Passed	16
H.S.L.C Passed	60
Studying Law	1
Mass Communication	1
Teacher	5
Nurse	5
Asha Karmi	1
Illiterate	10

Table 1 shows the level of education of Mishing women.

In order to determine the level of education of Mishing women, the investigators can conclude that the level of education of Mishing women are not too high. There is a need to raise the level of education of Mishing women in Bor Mishing village.

2. Attitude of Mishing Women towards Health and Nutrition

Attitude of Mishing Women	Percentage(%)
i. Awareness of health	72%
ii. Knowledge about nutritional diet during pregnancy	69%
iii. Use of Sanitary Pad during Menstruation	60%
iv. Knowledge about Family Planning	70%
v. Knowledge about contraceptive methods	70%
vi. Knowledge about nutritional diet for children	80%

Table 2 shows the Attitude of Mishing Women towards Health and Nutrition.

In order to determine the attitude of Mishing Women towards health and nutrition, the investigators had administered that the attitude of Mishing women are good in the sector of health and nutrition.

3. Social Status of the Mishing Women-

SOCIAL PERSPECTIVE	HIGH PERCENTAGE	LOW PERCENTAGE
a) What is the status attained by you and your parents in the society as a socialworker?	60%	40%
b) Considering the capacity for social work on education, training, health, financial position how do you evaluate your social service capacity?	70%	30%

FAMILY PERSPECTIVE	HIGH (in percentage)	ORDINARY (in percentage)	LOW (in percentage)
a) How do your neighbours look at your family for its utility in terms of social service?	50%	40%	10%
b) How do your neighbours consider your family for its capacity in terms of social service?	30%	50%	20%
c) How do your neighbours regard and respect your family for the actual social service done by it as up to the present date?	20%	40%	40%

PROFESSIONAL PERSPECTIVE	NO.OF WOMEN IN DIFFERENT PROFESSION
a) If a lawyer	1
b) If a Teacher	
i. College Lecturer	1
i. Intermediate/H.S	1
i. School-Primary and High School	3
c) If a Farmer	
i. Owner of a farm	-
i. Less land cultivator	5
i. Agricultural labourer	10
d) Are you/your parents any of these?	
i. Contractor/Selling and Purchasing Officer	-
i. Insurance Corporation/Bank Employee/Accountant	-
i. Craftman/Peon	-
i. Labourer/House-wife	30

PROPERTY PERSPECTIVE	PERCENTAGE (of property in terms of cash value)
a) Kindly make an evaluation of your movable/ immovable property in terms of cash value.	
i. Over 50 lacs.	-
i. From 35 lacs to 49 lacs.	-
i. From 15 lacs to 34 lacs.	-
i. From 5 lacs to 14 lacs.	30%
i. From 26 thousands to 4 lacs.	30%
i. Below 25,000	40%
b) Monthly income perspective Note down the income of the family.	
i. Rs.46,000/-or above	15%
i. From Rs. 21,000/- to Rs.45,000/-	25%
i. From Rs.11,000/-to Rs.30,000/-	30%
i. From Rs.3,100/-to Rs. 10,000/-	10%
i. From Rs.1,000/-to Rs. 3,000/-	15%
i. Rs.1,000/-or below of it.	5%

Table 3 shows the Social status of previous generation and existing generation of Mishing Women.

In order to determine the social status of Mishing women, the investigators can conclude that in Bor Mishing village, women are becoming empowered through education so the social status of existing generation is becoming upgrading in comparison to previous generation.

4. Migration of Population-

i. People have migrated from that village to town or city due to different professions or business works	20%
ii. People who depend upon their local trade or cultivation.	80%

Table 4 shows about the Migration of population of Bor Mishing village.

In order to determine about the migration of Mishing women, the investigators can administered that only 20% people have migrated from that village to town or city due to different professions or

business works. Moreover, most of the Mishing women like to live together as they like their ethnicity.

5. Social Awareness of Mishing Women towards the improvement of Science and Technology-

i.	People who are aware about the changes of the society.	40%
ii.	People who uses mobile phone, television and other technological equipment.	60%

Table 5 shows the Social awareness of Mishing women towards the improvement of science and technology.

In order to determine about the Social awareness of Mishing women, the investigators conclude that though most of the women are aware about the society and science and technology, but there is a need to enhance the awareness of Mishing Women towards the improvement of Society as well as the improvement of science and technology.

Bor Mishing Village at a glance

The Bor Mishing village is situated in the bank of river Dikhow of Nazira subdivision, Dhupabor Mouza, Ramaniali gaon panchayat in Sivasagar district, Assam. There are 135 households in Bor Mishing village of Sivasagar district. Present total population of this village is 675. It is notable here that in Bor Mishing village, only the Mishings are found. There are 2 L.P.schools in the Bor Mishing village.

There is 1 unprovincialized M.E. schools in that village. There is no hospital in the area of Bor Mishing village, people have to go to hospital, situated few kilometers away from the village. The investigators found 1 Anglo-Indian family, but they accept Hindu religion similar to that of other families in that village. Although the Mishings accept the Hindu religion, yet have not given up their traditional beliefs. Their famous cultural festival is "Allie-ai-Lreegang", where all the village people are united together and they enjoy with themselves and take "Apoong". It is noteworthy to mention here that the number of women are more than the number of men resides in that village. They believe in worship of Hindu God and Goddesses. Every household of that village worship God "Viswakarma". To speak about the education of the people of that village, total literacy rate is 52.04%, while men literacy rate is 38.02% and women literacy rate is 29.28%. There is 1 Doctor and 1 Engineer in that village. It is noteworthy to mention here that still dormitory system is prevalent in Bor Mishing village. It is known as the famous 'Chang Ghar'. It is a great symbol of traditionalism.

Findings of the study-

A) Level of education of the Mishing women of Bor Mishing village of Sivasagar district-

1. According to the responses of the Mishing women, there are 6 B.A. passed women, 16 H.S. passed women and 60 H.S.L.C. passed women residing in that village.
2. 10 completely illiterate women are found while rest of the women simply completed primary education.
3. There is 1 women professor, residing outside the village.
4. There is 1 girl studying law and 1 girl have completed mass communication and presently working in Guwahati.
5. There are 5 women teachers, 5 nurses and 1 AshaKarmi residing in that village.

B) Attitude of Mishing women towards health and nutrition-

1. 72% women have health awareness.
2. 69% women know about nutritional diet during pregnancy.
3. 70% women have knowledge about family planning.
4. 70% women have knowledge about contraceptive methods.
5. 80% women know about the nutritional diet for children.

C) Social status of previous generation and existing generation-

In Bor Mishing vilage, as women are becoming empowered through education, so the social status of existing generation is becoming upgrading in comparison to previous generation. But 99% women do not give up their traditional belief and customs although their income is high in comparison to previous generation.

D) Migration of Population-

Only 20% people have migrated from that village to town or city due to different professions or business works. As they like their ethnicity, most of the Mishing women live together. Moreover, most of the Mishing women depend upon local trade and cultivation. Therefore, they like to live together instead of migrating to other places.

E) Social awareness of Mishing women towards the improvement of science and technology -

1. 50% Mishing women have awareness towards the changes of society.
2. 60% Mishing women have awareness towards the improvement of science and technology.

Suggestions and Conclusion-

Assam is a state of various ethnic communities. The Mishings are one of the famous ethnic community in Assam. Nowadays, the women of Mishing community are becoming empowered. They are becoming active participant in social, economic, political, educational, cultural field. It is noteworthy to mention that although women are more empowered, social mobility have an impact on empowerment. On the other hand, women empowerment is associated with social mobility.

In context with the present study, following are the suggestive measures for empowerment of Mishing women of Bor Mishing village women.

1. Women should be provided with various opportunities for cultivation, weaving and animal husbandry.
2. Mishing women, who are curious to get higher education should be provided the facilities for higher education.
3. Hospital facilities should be made available in that village.
4. Mishing women must be nourished properly and must have the feeling of well being if they are to be said empowered.
5. Health awareness camp must be arranged by the department of Health Service.
6. Demonstration on nutritious food should be given at village.
7. NGOs and other organizations should take initiatives for bringing awareness of Mishing women toward social change and towards the improvement of science and technology.
8. Last but not the least, the state govt. and the central govt. should take various steps to improve the condition of poor rural Mishing women.

KeyWords: Social mobility, women empowerment, the Mishings.

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Pay Equality: A Significant Step Towards Women Empowerment

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It is essential to understand and accept the fact that no nation on this earth can progress and prosper if women are not the important contributors in a country's economic development. For a developing nation like ours it becomes imperative that the role of women in the economic development should be given due importance and adequate measures must be taken to ensure. There have been specific fund allocations made by the Government every year to motivate women through various policies. Be it Rural or Urban setup, the women contribute significantly in daily business and value creation and form a significant portion of the work force, be it Corporate Board rooms or the paddy fields but unfortunately they have also been the deprived gender. India has seen the valour of Laxmi Bai, the leadership skills of Indira Gandhi, the elegance of Sushmita Sen, the fight of Mary Kom and the persona of Kareena Kapoor, and the list continues. Throughout the History, one can find many such names in variety of fields. The country has admired, acknowledged and loved them. Such strong women are symbols of progressive India. But it is also a fact that not all women get the limelight. In most of the cases women are the deprived due to gender bias. They do not have equal rights; they are subject to domestic violence or professional prejudices. They are treated as slaves or looked down upon in their own homes and many a times in the working environment. Some of the women are held in high esteem by their counterparts and earn laurels but one can also not ignore the discrimination the women face when it comes to position and payment.

In India, according to the latest Monster Salary Index (MSI), the current gender pay gap is at 19% where men earned ₹46.19 more in comparison to women. ("Gender pay gap still high", 2019). The gap has narrowed merely by 1% in 2018 from 20% a year ago. It is shocking that the gap widens with higher skill level in India. Semi-skilled level has no pay gap but it increases to 20% for skilled women and 30% for highly skilled jobs. It is also saddening that gap increases with experience and is highest at 15%. It definitely skewed for men with 10 years' experience (Bhattacharya, 2019). The manufacturing sector is plagued with highest pay gap at 34.9%; the banking, financial services and insurance sector and that of transport, logistics and communication are much better but not at parity level with 17.7%, according to the Monster Salary Index (Scroll.in, 2017).

What is Pay equality?

Many a times it is observed that though today Indian women have a fair representation in Corporates, their pay cheques are not fair. They occupy senior most positions and perform the same as their male counterparts, but the disparity in compensation is quite evident. Let us first understand what is pay parity?

As per the report published in one of the leading MNC Adobe Pay parity is defined as ensuring that employees in the same job and location are paid fairly relative to one another regardless of their gender and ethnicity.

Today when the women are no longer considered as the weaker sex, this issue of pay discrimination comes as a major blow to Women Empowerment. How can we ensure that the women of today are placed on the same pedestal as her male co-worker when she is not being offered the same salary also?

Sector-wise Disparity

Manufacturing Industry

According to the survey, the gender pay gap spans across key industries. IT/ITES services showed a sharp pay gap of 26 per cent in favour of men, while in the manufacturing sector, men earn 24 per cent more than women ("India's gender pay gap", 2017). Women in the manufacturing sector earn nearly Rs. 100 per hour less than men. Manufacturing sector is the worst paid industry in India. The men

working in the manufacturing sector, which was also named the ‘lowest paid sector,’ earned more than the women, creating a near 30% wage gap (“Gender pay gap”, 2017).

IT Industry

Though women has largely credited in creating technology industry . A women engineer in IBM had coined the term “ Software Engineering” , there numbers today are not very encouraging in the industry ,It is just 24% (Tarr, nd.). 63% of the time, men were offered higher salaries than women for the same role at the same company. In the tech industry, the widest gender pay gap is as 11.6 percent for computer programmer, 11.5 percent for data specialists, 9 percent for information security specialists, 8.8 percent for game artists, 8.1 percent for software architects, and 7.3 percent for SEO strategists (Gagliardi, 2019). Women undervalue their worth themselves . In tech sector also they ask for less pay 66% of the time and would often ask for 6% less salary than men(Tarr, nd.).

Sports and Film Industry

Indians have two religions: Bollywood and Cricket. The cricket players are worshipped and Bollywood stars are idealised. But the sad state is that even these two sectors are in the grip of unequal payment. There have been numerous cases where the female artists and sportsperson have reported that they are paid less than the male allies. Many of them have come out in open and reported that how the directors and producers bring down the payments of female artists because they think that the male artist is the “Hero” and it is his stardom which brings the moolah.

(Thadani, 2018)Top tier actresses like Kananga Ranaut, Priyanka Chopra and Deepika Padukone whose movies have earned in crores at the Box office , have bankable reputations have reported that they have always received less than the male artists. (Cunha, 2017)Top actors in Bollywood earn as much as five times more than the top actresses. The topic of gender pay gap is now getting feet in Bollywood. Many male actors have also lent their support. Aamir Khan was observed to support the cause of equal pay at the promotion of his movie “Secret Superstar” where he claimed that it is the mindset of the male dominated society which doesn’t consider women as hero.

(Krishnamurthy, 2019)The story is not different in sports. The women players be it cricket or hockey do not earn anywhere close to what male players are earning. The Indians are in awe of their “Men in Blue” who sometimes earn more by way of advertisements and sponsorships than their formal salaries. It is reported that female cricketers are paid less than half of what male cricketers are paid. Even the captain of India women cricket team earns only 7% of the amount Mr. Kohli makes. The scenario is pathetic in other sports too. There are few or no sponsors for women sports. The situation might have improved with few names like Saina Nehal and Sindhu, but still there is a long way to go. We as Indians need to realise that priority needs to be given to talent not gender.

CAUSES OF PAY DISCRIMINATION

1. Attitude

By far this is the most influential factor which causes a pay inequality between males and females. The women of India have been confined to the four walls of their homes and it has been considered Man’s job to go and earn the bread for the family. The roles of males and females have been clearly outlined with male being the superior counterpart as he earns for the family and the women merely sits and handles the family affairs.

It is only in the recent past that the women have come out and broken their chain of dependence. They are earning and becoming independent. The male ego is hurt. The woman who used to ask him for monthly allowances is now opening a bank account of her own. This orthodox thinking has not faded. There are still many males, some at very senior positions in corporates who consider women to be inferior and have their reservations about giving equal payment to women.

2. Scattered pattern of employment.

It is generally observed that the employment pattern of the women is scattered across various sectors and levels. For instance, there are few sectors where the women workforce is in abundance like Medical, Teaching, Hospitality and to some extent IT and ITES sector also. There are some where the

presence of women is barely noticeable like Defence Forces, Construction and Real estate and Industry Automation.

Medical and teaching have always been considered the preferred choice for females and it is worth mentioning here that they excel in their chosen fields. Such fields are considered to have easy entry as compared to Defence or industry automaton which are considered to be unfit as the society thinks a woman to be emotionally and physically weak.

Added to this scenario there is also one more aspect worth noticing that the presence of women at senior level is quite low. They have their presence felt at entry and middle level, but due to social and family commitments they usually quit after some time. In most of the cases they are unable to join back and those who return do not get the same position and payment to what their male colleagues are getting.

This further increases the pay gap between the two genders.

3. Shorter work Life

In a country where still the birth of a daughter is not celebrated how can one expect that she will be given the complete freedom to choose and fulfil her career ambitions. The number of hurdles a female has to face during her professional life takes a toll on her and in most of the cases she gives up and quits her job. Early marriage, birth of children, lack of support from family, health issues and above all the never-ending expectations of the society make her weak. She starts doubting her capabilities as she sees herself being defeated at every front. She has to take frequent breaks from her career whether its is for a school PTM or mother in law's doctor appointment. The overall impact is career is short lived and the chances of coming back are negligible.

She is not able to give 100% to her profession while at the same time the male colleague who joined with her is free from such social burdens because he is a MALE. She lacks in her effort misses the deadline and the chances of promotion are lost. Such instances are very common and are faced by 90% of the working women. A career graph with frequent breaks is no where welcomed and thus the pay difference.

4. Wrong perception

There is general notion among most of the Indians that women do not venture out and make money for survival. They are usually considered as the secondary earners whose salary does not make much of an impact on the financial commitments of the family. A female's salary is considered to be additional saving which is good till it is coming but kids and home cannot be jeopardised for that. After all it's the man's job to feed the family and because women these days are fairly well educated its okay to work till the family life does not get disturbed.

It is a very wrong perception; women should not be considered as the secondary earners in the family. Their careers need to be given due importance so that they don't die before blooming. The society needs to recognise that a woman can contribute as much to the family income as a male. The change will only come when the mindset of males will change who still think that they cannot survive on a female's salary.

5. Approach of Senior management:

Another crucial factor which accentuates the problem of pay gap among the gender is the conservative approach of the top management. Be it any sector, the top positions are usually occupied by males. There are a very few women who can be seen occupying the senior positions. There is no second opinion to the fact that the company policy and direction are governed by the thought process of the top management. The males sitting at the top often suffer from the myopic approach when it comes to giving a pay or position upgradation to the females.

Most of the top management people have a wrong notion that that women lack the leadership skills or they are incapable of working under tough deadlines and they should be paid just enough to suffice their "shopping" needs. Another wrong perception from which they suffer is that there are certain limits beyond which a female won't push herself.

Basically, there is a lack of empathy from the management side who considers males more responsible and females less dedicated towards their professional commitments.

Remedial Measures

1. Strict enforcement of Law

The problem of pay discrimination is prevalent at large. Be it any sector from IT Bollywood to manufacturing there are innumerable cases where it is found that women are paid less than their male allies. (“How to decrease gender pay gap in 7 steps”, 2019) The need of the hour is that there is some strict law which makes this gender gap redundant. For example, Iceland imposes fine on companies with more than 25 employees which are found to have not been following equal pay policy. Our country long back recognised the need of passing legislation on equal pay. The Equal remuneration Act 1976 is a testimony to its objective of achieving equal payment for all without any discrimination on the basis of gender. Mere presence of law will not serve the purpose, it is required that its strict implementation is also taken care. Another noteworthy example is that of UK where it is mandatory for companies having more than 250 employees to publish the average salary it pays to men and women. Such measures intend to bring in more transparency and hold the company more accountable for its actions.

2. Using prior salary as a parameter should be restricted

Another road block ahead in achieving the objective of Equal pay for men and women is the use of previous salary as the parameter of fixing the new one. Though it is the general practice that is followed across all the industries, but what happens is that when a woman is earning less and she switches to the next opportunity expecting equal emoluments, her previous remuneration blocks it. The gap thus remains the same, making the position all the more unfavourable for women. The companies should see the qualifications and work experience also before giving too much importance to the previous salary structure. Not only this Negotiation is another hurdle which women have to face. It is seen in many researches that women generally fall weak when it comes to negotiation, and they agree to the terms and conditions which the company lays before them. (“Equal pay day”, 2019). In some US states, employers are barred from asking job applicants how much they previously earned.

3. Making structural changes

Adobe India announced in January this year that it has achieved gender pay parity across the company. It started reviewing internal job structures as well as compensation packages making necessary adjustments to break existing biases against women.

It is very important that Corporates make some structural changes in their policy framework so that gender pay inequality is reduced if not completely eliminated. For example, in many German Companies the employees can access information about their peer's income if they feel exploited at any point of time.

4. Adequate awareness.

In some cases Ignorance is bliss, but what women need today is power, which Knowledge gives them. It is essential that working women are aware about their rights and their implications. They should be fully aware about the current HR policies and how is it benefitting them. Women are always held under the misconception she is not the sole bread earner of the family, hence salary might not be that important for her. She is seen to have last say when financial planning is done in the family. It is assumed that the males will do that job much better as they have been doing it from quite a long time. A study found that 57% of men attempted to negotiate their pay compared to only 7% of women (“Equal pay day”, 2019).

Women not only need to take charge of their own financial matters rather plan for their kids and husband too. Many Indian working women still ask their husbands for their opinion before spending. They in-fact leave the investment decisions on their husbands or fathers. This scenario presents a very depressing picture where the women themselves are not interested in getting financial independence.

5. Provision of certain Support facilities

Another measure which can be adopted is providing support facilities for women employees. It is a general observation that most of the women are forced to quit their jobs due to family pressures. The company policies can make it easier for the women.

Some of the facilities which can be offered to the female staff are :

- 1) Providing child care facility within the office premises, so that the women can work peacefully without taking the tension of their infants. Many companies like Infosys and Mahindra have day care and creche facilities which are a great support to the women.
- 2) Providing work from Home opportunities for women employees would also be a great help as it would help to look after their family without taking too many leaves.
- 3) The Companies need to provide Mentorship to the female employees. There are many evidences which prove that women take more stress than their male counterparts to fulfil multiple expectations. There are instances where they have gone into depression and taken a complete break from their professional life. A regular mentoring session will definitely help them to handle the stress.

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Victims of Trafficking- A silent Tale of socio-legal analysis

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ABSTRACT

Development of effective counter trafficking policies requires study and analysis of the social, economic and political context in which the process takes place, as well as research on psychological profiles and driving incentives of the actors involved in the process. The Indian court in the number of cases has given direction to curb the existing anomalies. There is a misunderstanding of missing child and trafficking child by the Police Personal. Recently, there had been various initiatives taken by the Union of India and the State of West Bengal. The Paper will discuss upon the loopholes in existing mechanisms. Although India has signed the international protocol in curbing trafficking but it failed to do so. The paper discusses about background of trafficking then next definition toward child trafficking, what are the elements involve in trafficking. The paper also tries to address the causes of child trafficking in a rampant manner. The paper also highlights the existing laws dealing with child trafficking and judicial interference in doing the undone. Also, bearing in mind the complexity involved in preventing the child trafficking. The Article, reviews the recent policy development in combatting child trafficking. It highlights the various spatial arrangements which result in child trafficking. The paper critically analyzes the activities of various Governmental Agencies. The paper also highlights the state of affairs of the children under UJJAWALA scheme, launched by the Ministry of Women and Child Development all over India, for the prevention of trafficking and rehabilitation of survivors by the NGO's, from 2007 onwards. The paper made an attempt to give a sorrow picture of the affairs of such scheme with special emphasis in the district of north 24 parganas, West Bengal. It further deals with the victimization of the child. The paper also deals with the challenges present before us and what can be its remedy.

Keywords- Child Trafficking, Child Labour, Combatting Trafficking, Impact, Initiatives, Prevention

Introduction

Today, child trafficking is a much more widely known issue than ever before. Every day, new studies are being carried out, books, articles are being published, conference and seminars are being held, various NGO's are formed and they worked on it. All this is a welcoming sign for us. What is bad is every day numbers of children are being trafficked for forced or bonded labor, prostitution, pornographic purpose, organ trade and also for forced beggary.

The entire civilization of is at a crossroad, every minute of every day, the most vulnerable sections¹ in the world are raped for profit, yet efforts to combat trafficking remains woefully inadequate and misdirected. There are several reasons for this insufficiency. First, despite increased media attention, trafficking remains poorly understood. Second, the organizations dedicated to combating trafficking are under funded and uncoordinated nationally and as well as internationally. Third, the laws against trafficking are overwhelmingly anemic and poorly enforced. Finally, despite numerous studies and reports, economic analysis of the industry, conducted to identify strategic points of intervention, has not yet been undertaken.²

There is a misconception in us about trafficking which is often been misunderstood and distorted. There is a need of clarity to these concepts. Trafficking does not mean prostitution. They are not

¹Specially referred to women and children. There is also gross injustice toward them, there is denial of basic human rights, dignity and personal liberty; See. Mohammad Shabbir (ed.), *Ambedkar on Law, Constitution & Social Justice* (Rawat publications, Jaipur, 2008).

²Sidharthkara, *Sex Trafficking- Inside the Business of modern Slavery* 3 (Columbia University Press, New york, 2009).

synonymous. It should be delink it from prostitution. As per Immoral Traffic (Prevention) Act, 1956 (here referred as ITPA) prostitution becomes an offence when she is commercially exploited by a person and that very person gains out of the same, it amounts to commercial sexual exploitation (CSE), which is a legally punishable offence wherein the culpability lies against all exploiters. Trafficking is the process of recruiting, contracting, procuring or hiring a person for CSE. Therefore, trafficking is a process and CSE is the result. The 'demand' in CSE generates, promotes and perpetuates trafficking. This is a vicious circle. Trafficking could also be means for other types of violations such as for developing pornographic material, for promoting sex tourism³, for sexual exploitation under the façade of bar tending, massage parlors, etc. or even for exploitative labor where sexual abuse may or may not coexist.⁴

Since trafficking is about movement from one place to another, sometimes situations of simple migration are treated as trafficking, without really establishing the facts of use of force/threat/coercion/fraud/deceit, involvement of other persons in causing the movement, monetary or other benefits to such other persons, exploitation of persons who have moved from one place to another-all of which together make a case of trafficking.⁵ It is often forgotten that migration is a right but smuggling and trafficking are a crime. A child migrates with his family or with their friends. But, to say that when children migrate it should always be seen as a case of trafficking would do great injustice.

Trafficking is a complex issue and therefore requires much greater thinking than has gone into so far. Trafficking is a systematic and organized economic activity, involving displacement and movement of persons for their exploitation. The traffickers have a conjoint relationship with the customers, preying on the ill-treated victims. Their *modus operandi* is to take their prey through unfamiliar routes to unknown destinations making retracing practically impossible and to cut them off their roots completely, making them totally isolated and has no risk of a lack of market as the demand for girls and children increases with time and those who help supply at the appropriate time and place and to appropriate people make huge profits with small investments made over a short time period.⁶

Regardless of how much or how little children are trafficked and exploited, what they in general *do* have in common is the fact that for them Human Trafficking is primarily an economic institution.⁷ It is nonetheless vitally connected to complex economic and structural gender inequalities. This issue is highlighted with recent global developments. Trafficking has never been a homogenous phenomenon. However, the present day is still characterized by a manifest diversification and transnationalisation of

³ Brian Eads and Adityakundalkar, "Suffer: The Children" *Reader Digest*, Sep, 2007.

⁴ Dr. P.M. Nair, *Trafficking women and children for sexual exploitation- Handbook for Law Enforcer Agencies in India* (UNDOC, New Delhi, 2007). ITPA envisages only trafficking for CSE. Commercial activity need not be in a brothel, but could also occur in places including a residential dwelling, a vehicle, etc. the police officer acting under ITPA has power to take necessary steps in all situations where trafficking leads or lead to CSE in any form including guest house, massage parlors, tourist circuit, escort services, etc.

⁵ Bharti Ali, "Child Trafficking: The Alarm that fails to Ring a Bell!" in Veerendra Misra (ed.), *Human Trafficking The Stakeholder's Perspective* 115 (Sage Publication India Pvt. Ltd, New Delhi, 2013).

⁶ Poonam Pradhan Saxena, "Immoral Traffic in Women and Girls: Need for Tougher Laws and Sincere Implementation" 44 No.4 *JILI* 505 (2002)

⁷ There is a less risk involve in this kind of business. There is close connivance between supplier and agency, recruitment agency and also sometimes with official working in their capacity as protector of law, it can be traced from various research work done by various non-governmental institution. See. R.H. Waghmode, J. L. Kalyan and S. S. Angadi, "Human Trafficking in India: A Study" 1 Issue 7 *Research Direction* 3 (2014), available at: <http://researchdirection.org/UploadArticle/153.pdf> (Visited on March 5, 2015).

the commercial market for sex, much of which is due to globalization⁸ forces such as international migration, the tumultuous change caused by the end of the cold war and the growing gap between the rich and poor (countries as well as people).⁹ The growing expansion of trafficking industries which further promotes other industries as well (prostitution, child pornography, cheap labour, sex tourism, etc.). It is also noticed that global 'supply' of potential prostitute is expanding due to 'various root causes', many of which relate to entrenched gendered discrimination and inequality, as well as violence against women, along with the particular impact of globalization forces (for instance economic liberation and restructuring on those (mainly women) already most impoverished and marginalized).¹⁰

Defining Trafficking

The definition of trafficking can be found in the various sections of Immoral Trafficking and Prevention Act, 1956 first of its kind. Section 5 says about procuring, taking and even including a person for the sake of prostitution. According, to the section even the attempt to procure and attempt to take or cause a person to carry on prostitution amounts to trafficking. There are various definitions to combat the trafficking of women and children.¹¹

A detailed definition of trafficking is available in the Goa Children's Act 2003.¹² The definition is comprehensive enough. Under section 2(z), "Child Trafficking" means "*the procurement, recruitment, transportation, transfer, harboring or receipt of persons, legally or illegally, within or across borders, by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of giving or receiving payments or benefits to achieve the consent of a person having control over another person, for monetary gain or otherwise*"

Article 3, paragraph (a) of the Protocol to Prevent, Suppress and Punish Trafficking in Persons¹³ defines Trafficking in Persons as the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

⁸ Globalization is a complex concept, but essentially involved increased (and increasing) interconnectedness and interdependence in global economic, political and social progress.

⁹ HeliAskola, *Legal Responses to trafficking in women for sexual Exploitation in the European Union* 28 (Hart Publishing, USA, 2007).

¹⁰ *Id.* at 29.

¹¹ Child trafficking- working definition of save the children alliance, which says, All acts of recruitment, transportation, purchase, sale, transfer, receipt or harbouring of a person including a child within or across borders that involve the use of deception, coercion(including the use or threat of force or the abuse of authority) or debt bondage, whether or not any payment is given or received, for the purpose of placing or holding such person in involuntary servitude(domestic, sexual or reproductive), in forced or bonded labor, in slavery-like condition or false adoption. See. UNICEF, Training Manual for Combating Trafficking in Women and Children, (March, 2001). *available at:* http://www.childtrafficking.org/pdf/user/training_manual_for_combating_trafficking.pdf (Visited on March 2, 2015).

¹² The Goa Children Act, 2003 (Goa Act 18 of 2003).

¹³ United Nation, *United Nations Convention Against Transnational Organized Crime And The Protocols Thereto* (United Nations Office On Drugs And Crime, 2004). *available at:* <http://www.unodc.org/documents/treaties/UNTOC/Publications/TOC%20Convention/TOCebook-e.pdf> (Visited on January 29, 2015).

Trafficking is a complex issue and therefore requires much greater thinking than has gone into it so far. The U.S. State Department is one of the key players focusing on the issue of Human Trafficking today. Their concern of illegal migrants entering their boundaries from various part of the world felt the necessity to monitor every country and rank them for their performance on combatting Human Trafficking. The U.S. State Department has an office to Monitor and Combating Trafficking in persons, which comes out with a Trafficking in Persons (TIP) Report every year, with countries narratives.¹⁴ In 2014 TIP report, India ranked Tier-2 Country¹⁵, India is regarded as source, destination, and transit country for men, women, and children subjected to forced labor and sex trafficking. The forced labor of an estimated 20 to 65 million citizens constitutes India's largest trafficking problem. It consist of men, women, and children in debt bondage sometimes inherited from previous generations are forced to work in industries such as brick kilns, rice mills, agriculture, and embroidery factories. Ninety percent of India's trafficking problem is internal, and those from themost disadvantaged social strata lower caste Dalits, membersof tribal communities, religious minorities, and women from excluded groups are most vulnerable. According to the report the Government of India does not fully comply with the minimum standards for the elimination of trafficking however,it is making significant efforts to do so.¹⁶

The Criminal Law (Amendment) 2013¹⁷ substitute section 370 of Indian Penal Code, 1860. The new Section 370 criminalizes anyone who recruits, transports, harbors, transfers or receives a person using certain means (including threats, force, coercion, fraud, deception, abduction, abuse of power, or inducement) for purposes of exploitation. Exploitation in turn is not defined but is said to include any act of physical exploitation or any form of sexual exploitation, slavery or practices similar to slavery, servitude, or the forced removal of organs. Punishment ranges from 7 to 10 years' rigorous imprisonment with fine. This is further enhanced and graded depending on whether the victim is an adult or minor, if more than one person or minor is trafficked, if the trafficker is a repeat offender and whether the trafficker is a police officer or public servant. Recognizing that targeting the demand for trafficked labor is often crucial in the fight against trafficking, Section 370A (1) criminalizes anyone who engages a trafficked minor with punishment of rigorous imprisonment shall not be less than five years or extended up to seven years and fine. Section 370A (2) penalizes anyone who engaged trafficked adult for labor shall be punishable with rigorous imprisonment of three years or extended up to five years and fine.

Process of Trafficking

Historically, the term "traffic" was first used at the turn of the 20th century to refer to the movement of persons for immoral purposes, e.g, Prostitution.¹⁸ Until the 1970s concern about trafficking was limited exclusively to prostitution and sexual exploitation. In contemporary literature, trafficking is

¹⁴ United Sates of America, *2014 Trafficking in Persons Report* (Department of State, 2014). *available at*: <http://www.state.gov/documents/organization/226844.pdf> (Visited on January 30, 2015).

¹⁵*Ibid*.In the initial years of the TIP Reports, India performed favorably but was soon demoted to the Tier-2 Watch List between 2004 and 2010 before returning to the Tier-2 List in 2011.Tier-2 means countries whose governments do not fully comply with theTrafficking Victims Protection Act's minimum standards, but are making significant efforts to bring themselves into compliance with those standards.

¹⁶*Supra* note 14.*available at*: <http://www.state.gov/documents/organization/226846.pdf> (Visited on February 1, 2015).

¹⁷ The Criminal Law (Amendment) 2013(Act 13 of 2013) came in to force on Apr. 2, 2013.

¹⁸Annne George, U Vindiya“ Sex Trafficking and Sex work: Definitions, Debates and Dynamics- A review of Literature” 64-72 *EPW* vol. 45 no. 17 (April 24,2010).

variously referred to as a modern slavery in the global economy, and as rape for profits includes forced labour of various kinds.¹⁹

Recruitment

Place: people are reportedly recruited at places like cinema halls, bus stops, railway stations, airport, streets and their homes. Other places mentioned are cafes, restaurants, beauty contests and beauty parlors. State and national highways, quarry and construction work sites, and areas where locals are displaced without proper rehabilitation may also be sites for potential victims. The *Government of West Bengal, Department of Women & Children Development and Social (Directorate of Social Welfare)*, 2009²⁰ marked some vulnerable place in west Bengal NH 34 lining Dhabas.

Time: Some studies show that the traffickers choose special times for recruitment. They take advantage of difficult periods such as conflict zone areas or during drought. They also reportedly recruit people during festivals.²¹

Methods: The *Report of the Committee on Amendments to Criminal Law*, 2013 cites the range of the tactics or strategies reportedly used varies from the extremely violent (drugging, kidnapping and abduction) to persuasion, material inducement, befriending and deception. People are lured with fake job offers or false marriage. The booming business of 'placement agencies'.

The National Human Rights Commission, in its report²² published on 'missing children' says that on average 44,000 children goes on missing in the country every year. Out of these 11,000 children remain untraced. Traffickers approach girls or children in groups as it helps them to win their trust.

Recruiters: Recruiters can be neighbours, friends of families, relative of friends, women who have been migrated or who have been trafficked. They may be in disguise of boyfriend, husband, band leaders in dancing bars. Term like *dalal* is used form them. The money they makes is known as *dadal*. Traffickers are usually young men and middle-aged women who are significantly older than the young children they recruits. Some times they are also older women who are former prostitutes or are in themselves forced prostitution. It was also some range of players in the vicious circle such auto/bus drivers, police officials, some businessman or sometime with greater linkage with political person. In case of cross-border operation, it is more organized crime. As it has been rightly hinted in the definition of United Nations Protocol to Prevent, Suppress, and Punish Trafficking in Persons, especially Women and Children adopted in November 2000.²³

Movement

In the *Government of West Bengal, Department of Women & Children Development and Social (Directorate of Social Welfare)*, 2009²⁴ marked source areas of trafficking within the state is Murshidabad, Dinajpur (South and North), Nadia, Howrah, 24- Parganas North, Beharampur and Midnapur. But other literatures add some more places to it. Outside the Country is Nepal and Bangladesh. The transit area is howrah, Murshidabad, jalpaiguri and Bardhaman. Major railways junctions in these areas offer easy passage to the traffickers. Also NH 34 acts as a major transit route. The destination areas has been demarcated in Kolkata is Sonnargachi, lalhati and within the state there

¹⁹ Ibid.

²⁰ Department of Women & Children Development and social, Directorate of Social Welfare, 2009 (Government of West Bengal). Available at:

²¹ Poonam Pradhan Saxena, "Immoral Traffic in Women and Girls: Need for Tougher Laws and Sincere Implementation" 44 No.4 *JILI* 505 (2002).

²² Report of the NHRC Committee on Missing Children, 2007. Available at: http://nhrc.nic.in/Reports_misscl.htm (Visited on January 14, 2015).

²³ Supra note 2.

²⁴ Supra note 13.

are numerous of place such as Siliguri, Malda, Murshidabad, Nadia, Midnapore, 24-Parganas, Burdwan, South and North Dinajpur. In its own report the government accepts its drawbacks as highlighting west Bengal as an easy transit route, because it shares a vast border with Bangladesh and in most places vigilance is abysmally low. Recently there are number of cases are reported in the newspaper where children from west Bengal is trafficked in Mumbai, Delhi and Arab Countries.²⁵ As the report suggests routes are usually divided into origin, transit and destination points.

Commercial Sexual Exploitation

Trafficking for purposes of commercial sexual has been widely reported and studied. The relationship between these two processes is a matter of some major confusion and contention, resulting in diverse perspective and opinions. The different forms that commercial sexual exploitation takes are prostitution, pornography, cybersex and sex tourism.

Prostitution: Prostitution is mainly an economic phenomenon that is grounded in deeply patriarchal values. It involves moral, religious, health and human rights issues. The sector is characterised by economic exploitation, corruption, links with crime and is one which governments find difficult to deal with. The 'large-scale accumulation of capital takes place through a progressive appropriation and decimation of women's and children's bodies, sexuality and entire beings' (PoonamPradhanSaxena, "Immoral Traffic in Women and Girls: Need for Tougher Laws and Sincere Implementation" *Journal of India Law Institute* vol 44 No.4, 2002). The majority of the victims are women and young children, mainly girls.

The data collected by the Government of West Bengal²⁶ revealed that in Red Light prone zone in Kolkata itself consist of approximately 19,800 women in prostitution. But the data is inadequate so far as child prostitute is concerned. And the data is not updated in the government website as well. Various Non-governmental Organization(NGO's) working on this field gives different views about it, their report revealed that the number is increasing day by day (SANLAAP, Report 2013-2014).

In 1996, the UN Special Rapporteur on Sale of Children, Child Prostitution and Child Pornography stated that 'all reports indicate a dramatic escalation of the number of sexually exploited children all over the world' (International Labour Organization, *Tools for Prevention Participatory Monitoring Guidelines for Practitioners in the fight against human Trafficking* (The Mekong Sub-Regional Project to Combat Trafficking in Children and Women, 2005). Children are preferred as they are more likely to go along with practices which older prostitutes may refuse. Then there are myths relating to them that feed this preference. For instance, it is believed that sexually transmitted diseases, including HIV infection, can be cured and virility can be increased by having sex with younger girls. Younger girls are also preferred because they can put in more years of work as prostitutes, with high economic gains to be generated from their exploitation (See, Jini L. Roby, "Women and Children in the global Sex Trade: Toward more effective policy" 48(2) *International Social Work*. These assertions and beliefs are repeated in almost every report on prostitution.

Different organizational structures and hierarchies, modes of operation, and types of prostitutes are described in the available literature (Dr. Joyti sanghera,1999,Asian Development Bank 2002). Prostitution is carried out from rooms, apartments, small hotels, exclusive clubs, under the guise of call centers, friendship clubs, and beauty and massage parlours; along national highways. A new category that seems to be emerging is that of 'flying prostitutes'. Based on rough estimates, a workshop report concluded that in Delhi "the number of prostitutes operating outside the purview of

²⁵DeveshPandey, "Massive girls trafficking racket busted" *The Hindu* October 1, 2011.

"Major Trafficking Racket from west Bengal Busted in Delhi- A joint Effort of west Bengal , Shakti vahini, crime branch Delhi police" *The Telegraph* December 17, 2010.

DwipayanaGhosh, "Sold Twice, minor girl from Bengal rescued" *The Times of India* December 17, 2010.

²⁶ Supra note 13.

regular brothel system would be several times more, since GB Road accommodates only about 3,000 prostitutes and police sources state that there are 'around 10,000 to 15,000 female prostitutes in Delhi' (ApneAap Report, 2014). Thus, commercial sexual exploitation takes place at various locations, which keep shifting. The working conditions may depend on the type of establishment. Other players in the sector are pimps who are considered to be the 'pillars of the sex industry, viewed as protectors and more welcome than police'.²⁷ Clients are profiled as men separated from their families, visitors in tourist and religious centres other abusers, businessmen, politicians, transport operators, drivers, cleaners, migrant labourers, students and tourists.²⁸ The nexus between prostitution, politicians and government officials is frequently revealed by press reports.²⁹

Two main patterns of trafficking for commercial sexual exploitation have been documented. The 'traditional "two-step" pattern targets women already working in prostitution to be trafficked abroad, whereas the more aggressive "one-step" pattern targets women and young girls directly in their villages to be trafficked for prostitution abroad. With the increased demand for younger women arising from the fear of HIV infection, the "one-step" pattern is beginning to dominate' (Global Report on Trafficking in Person 2014, UNODC).

Unique to India are the traditions of devadasis and jogins.³⁰ Some communities induct their daughters into prostitution, and the boys start pimping for family members at the age of 15. These well-documented recruitment practices have an element of coercion.³¹ The report³² reveals that most of the victims live below the poverty line, are illiterate and belong to the labour class. Most of the victims of trafficking is Schedule Castes, Schedule Tribes, Other Backward Classes and Muslims. The Rescue home at Howrah also has trafficking victims who are Christian by faith. Although there is need of rigorous research in the field of child trafficking in west Bengal as well as in India. Although many initiative has been taken in nearby past but how far it is efficient is to be observation to be made.

Sex tourism: The growth of the tourism industry has contributed to the increase in the sexual exploitation of children, which often assumes intolerable forms. Sex tourism, or tourism for purposes of sex, has found its way into the mainstream tourism market.³³ Tourism creates conditions which facilitate an easy indulgence. The benefit of anonymity offered by the host country reduces the element of the external inhibitory factors to the minimum. South Asian countries are preferred because of the lax law enforcement. Sex tourism involves travel agencies, tour operators, hotels and others in the tourism industry. Paedophiles are said to be the dominant 'clientele' in sex tourism (Brian Eads and AdityaKundalkar, "Suffer" *The Reader's Digest* (Sep) 2007)

Labour exploitation

The problem of labour exploitation is widely prevalent in India. According to the Supreme Court definition, all those who are paid less than the stipulated minimum wages fall within the category of

²⁷ Emily K. Harlan, "It happens in the dark: Examining Current Obstacles to Identifying and Rehabilitating Child Sex Trafficking Victims in India and the United states" 83 U.Colo.L. Rev. 113 (2012).

²⁸ Ibid.

²⁹ "Sold, Violated, Exploited" *The Pioneer* February 27, 2015.

"NIA begins probe in Bengal on Child Trafficking to Kerala" *New Indian Express* July 27, 2014.

³⁰ Supra note 14.

³¹ B Vijay Murty/Saurav Roy, "Selling girls a business in Jharkhand, everybody has a share in the 'trade'" *Hindustan Times*, March 2, 2015. See also Report of Trafficking in person, 2014 (UNODC). It is evident from the report itself.

³² Supra note 13.

³³ Maggy Lee, *Trafficking and Global Control* (Sage Publication India Pvt. Ltd, New Delhi, 2011).

bonded labourers. Forced labour, including bonded child labour, in the carpet, garment, and other industries or factories. Forced or bonded domestic work be bought and sold or forced to work in inhuman and violent conditions that sexual abuse.³⁴ In *BachpanBachaoAndolan* case³⁵ the court has given direction to state government and all the Union Territories to monitor the activities of the circuses through the National Commission for protection of Child Rights.

The Ministry of Women and Child Development, being the nodal agency has to look upon the of child trafficking, juvenile justice issue and child labour. But the sorrow factor is that the governmental agencies are too fast to ignore them, as it has done in the past.³⁶

Trafficking for purposes of labour exploitation has not been sufficiently researched. Among the few studies conducted, an important one by ILO on trafficking (*Tools for Prevention Participatory Monitoring Guidelines for Practitioners in the fight against human Trafficking* (The Mekong Sub-Regional Project to Combat Trafficking in Children and Women, 2005). Sexual abuse among street children in parts of india is prevalent, found that all the victims were trafficked either for purposes of domestic child labour, or to work as hotel boys or as labour in the carpet weaving industry.³⁷ Children trafficked for labour exploitation may also be subjected to sexual abuse and exploitation. Employers prefer to hire children because they cost less, are easier to cheat, exploit and intimidate, and are hard-working.³⁸

Impact of trafficking

The impact of the experience of trafficking on the physical and mental health of the victims has not been properly documented and analysed in any of the literature available. Reports about the consequences vary, depending on whether the end purpose is included in the adopted definition of trafficking. Thus, some studies may include instances of human rights violation that occur at the destinations; others may not. Trafficking has health, social, legal and economic effects on the victims R.H.Waghmode, J.L.Kalyan,*et.al.*, “Human Trafficking in India: A Study” 1 (7) *Research Directions* (2014).

Individual

In RoshanDalvi, *Human Tafficking: The Angle of Victimology* describe trafficked persons are reportedly traumatised by their experiences. Depression and suicidal thoughts are commonly reported.³⁹ The mental and emotional state of the survivors may include malevolence, helplessness and withdrawal; disassociation; self-blame and identification with the aggressor; distraction; a foreshortened view of time; normalisation and shaping, whereby the victims convince themselves that their experiences had to happen instead of viewing them as traumatic. Some of the psychiatric disorders among survivors of trafficking are listed as posttraumatic stress disorder, depressive

³⁴ Government Of India, *Report: Judicial Handbook on Combating Trafficking of Women and Children for Commercial Sexual Exploitation*(Ministry of Human Resource Development and Ministry of Women and Child Development).

³⁵*BachpanBachaoAndolanvsUOI and Ors.*MANU/SC/0182/2015.

³⁶ See, also KailashSatyarathi, “Trafficking of Children: Causes and Possible Solutions” in VeerendraMisra,*et.al.* (eds.), *Human Trafficking The Stakeholder’s Perspective* 101-107 (Sage Publication India Pvt. Ltd, New Delhi, 2013).

³⁷ Ibid.

³⁸Sankarsen and P.M. Nair, *A Report on Trafficking in Women and Children in India 2002-2003* (NHRC-UNIFEM-ISS Project).

³⁹RoshanDalvi,” *Human Tafficking: The Angle of Victimology*“ inVeerendraMisra,*et.al.* (eds.), *Human Trafficking The Stakeholder’s Perspective* 241-250 (Sage Publication India Pvt. Ltd, New Delhi, 2013).

disorder, dissociative disorders, psychotic disorders and eating disorders (ibid). Girls are made to bear the responsibility of upholding the family honour through their sexual purity/chastity (Sankarsen and P.M. Nair, *A Report on Trafficking in Women and Children in India 2002-2003* (NHRC-UNIFEM-ISS Project). If they are trafficked into CSE (commercial sexual exploitation), they face additional stress because of the prevalent morality.

Society

The crime of trafficking involves the violation of a whole gamut of laws and human rights. It becomes a threat to society because traffickers operate across borders with impunity, with the growing involvement of organised criminals and by generally undermining the rule of law. Trafficking 'threatens the very fabric of society' because it involves not only criminals but also law enforcers. It manifests and perpetuates patriarchal attitudes and behaviour, which undermine the efforts to promote gender equality and eradicate discrimination against women and children (ADB 2002). (See, also Sanlaap Annual Report 2013-2014.)

The term *trafficking in persons* can be misleading it places emphasis on the transaction aspects of a crime that is more accurately described as enslavement. Exploitation of people, day after day. For years on end. After much neglect and indifference, the world is waking up to the reality of a modern form of slavery. The public and the media are becoming aware that humans prey upon humans for money. (Global Report on Trafficking in Person, 2009, UNODC).

Magnitude of Trafficking

The scale of the phenomenon is difficult to judge. It is very difficult to collect data on trafficking because of the clandestine nature of the operations. Human trafficking is a high-profit and relatively low-risk business with ample supply and growing demand. Even where human trafficking is criminalized, most of the investigations do not result in convictions of traffickers. Economic exploitation is probably the biggest motivation behind the most cases of human trafficking; nonetheless there is not enough attention given to human trafficking from an economic perspective.

In World Bank report *Human Trafficking: An overview* (Social Development Notes Crime, Conflict and Violence, 2009) pictured that the ILO's Global Report, *A Global Alliance Against Forced Labor* (2005), estimated the global annual profits generated by human trafficking to be around US\$31.6 billion. This figure represents an average of approximately US\$13,000 per year or US\$1,100 per month per trafficking victim. Half of this profit is made in industrialized countries (US\$15.5 billion). The Asia and the Pacific region generates the highest profits (US\$9.7 billion), which represent one-third of the global profits, followed by transition countries (US\$3.4 billion), Middle East and North Africa (US\$1.5 billion). In the most recent Global Report, *The Cost of Coercion* (2009), the ILO estimated that the total financial cost of coercion experienced by forced labor workers, including trafficked victims, would be over US\$20 billion.

The literature suggested on estimated revenue generated in India as a whole is \$343 billion. As per the study, law enforcement officials have gained nearly \$ 24 billion through child sexual exploitation. Similarly, lawyers and the judiciary in India have gained \$ 51.5 billion. While the total potential cost of the child sexual exploitation industry stands at \$ 309 billion, its potential gain is pegged at \$ 34 billion. Nearly 3.6 million children have been forced into child domestic labour by placement agencies in India, the study says. Delhi alone is reported to have nearly 3,000 placement agencies. " If, assume on a very conservative level, that the total market for child domestic labour in India is 2.5 times the market in NCR, then the illegal money in circulation could be anywhere between \$ 35 to 361 billion,"⁴⁰

Initiatives

The Judiciary is the fore frontrunner in curbing child trafficking. Recently, the Supreme Court given a landmark judgments in curbing child trafficking. An NGO named Prajwala, has sought relief from the Supreme Court to set up multi-disciplinary, anti-trafficking board in the lines of Narcotics Control

⁴⁰Swasti Das, "Child Sex Trade Worth \$345 billion" *Mail Today*, October 16, 2014.

Board to control the menace of child trafficking and prostitution.⁴¹ In plethora of cases Supreme Court has made significant effort in curbing trafficking and its effect on child rights movement in India. To mention few cases starting from *Gaurav jain v. Union of India*⁴² where the court has given direction to form a committee who would examine the material aspects of children of prostitute who should be given proper rehabilitation, the nodal agency which empowered to do so is Department of Woman and Child Development under the Ministry of Welfare and Human Resource, Government of India. In *Vishal Jeet v. Union of India*⁴³ directions were given to the State Governments and Union Territories to direct their concerned law enforcing authorities to take appropriate and speedy action under the existing laws in eradicating child prostitution without giving room for any complaint of remissness or culpable indifference. It also says about setting up of separate Advisory Committees for making suggestions for eradication of prostitution, implementation of the social welfare programs for the care, protection, treatment, development and rehabilitation of the victims, and amendments in the existing laws as necessary.

Now, coming to penalizing the traffickers there are very few cases that have been disposed of. (Statement of cases Reported and their Disposal by police and court under Human Trafficking in year 2012). Whereas with contradiction to National Crime Record Bureau (NCRB) report, Crime in India, 2015 reveals that in West Bengal alone 1119 cases registered under the head of child trafficking.⁴⁴ Crime in India, 2013 reveals that state of West Bengal is in top while registering human trafficking cases followed by Tamil Nadu, Andhra Pradesh, Karnataka, Maharashtra, and then goes on. Out of 669 cases of human trafficking 486 cases registered under procurement of minor girls in the state of West Bengal itself.⁴⁵ This is plight of the nation. There is also misunderstanding of fact between missing of children from an area and trafficking of children. Trafficking is often treated as missing cases not registered under the heads of Human Trafficking. The *Report of the Committee on Amendments to Criminal Law*, 2013 suggested that the police authority should act as soon as possible whenever there is information of 'missing child' and registered as a FIR not as a GD.

Recently many initiatives have been taken by Government of India and Ministry of Home Affairs. In 2006, Initiatives Taken by Ministry of Women and Child Development to Combat Trafficking of Women and Children to address action plan for regional co-operation for cross border trafficking and inter-state trafficking. In the same year, *Integrated Plan of Action to Prevent and Combat Human Trafficking with Special Focus on Children and Women* (Ministry of Women and Child Development, 2006) providing various measures to curb trafficking of women and children although the list is not exhaustive. Recently, in 2012 one of such initiative is establishing Anti-Human Trafficking Units (AHTU) in every state, and permissible to have one AHTU in every district. In latest update few states AHTU's are not functioning. In North 24 Parganas itself the AHTU's are not functioning any more, the body has been dissolved.

UJJAWALA Scheme- A Study in North 24 Parganas

In North 24 parganas itself there are 5 Sub-divisions (Barasat, Barrackpore, Bashirhat, Bidhanagar and Bongaon), 22 Blocks and 35 police stations. Out of total population 20.57% are S.C, 2.19% are S.T and others 77.24%.⁴⁶ A comprehensive scheme to combat trafficking was launched by the Ministry on

⁴¹ "Board Plea to curb child trafficking" *The Telegraph*, Jan. 30, 2015.

⁴² AIR 1990 SC 292.

⁴³ (1990) 3 SCC 318.

⁴⁴ National Crime Record Bureau, Crime India Report 2015. Available at: http://ncrb.gov.in/CD-CII2013/Chapters/6A-Human%20Trafficking_NEW.pdf (Visited on February 12, 2017).

⁴⁵ National Crime Record Bureau, Crime India Report 2013. Available at: http://ncrb.gov.in/CD-CII2013/Chapters/6A-Human%20Trafficking_NEW.pdf (Visited on February 12, 2016).

⁴⁶ North 24 Parganas, Data is based upon. Government of West Bengal Data, available at: <http://north24parganas.gov.in/n24p/page.php?nm=Demography> (Visited on March 10, 2015).

4th December, 2007 and is being implemented mainly through NGOs. The Scheme has five components — Prevention, Rescue, Rehabilitation, Re-Integration and Repatriation of trafficked victims for commercial sexual exploitation. The activities includes formation of community vigilance groups, adolescents groups, awareness creation and preparation of Information Education & Communication (IEC) material, holding workshops, etc., safe withdrawal of victims from the place of exploitation and Re-integration of victims into society.

While there is no critical evaluation of the impact of this scheme, the UN's global report on trafficking released last year found that there was no consolidated number available of the shelters and transit homes run by government agencies and NGOs in India. But discussions with civil society showed that there were inadequate shelters – both in terms of the number of homes available and the facilities available within the homes. It also found that not all states had a formal mechanism in place to refer survivors to the agencies providing support services (Editorial, “Sale of Innocence” *EPW* Vol 45 no. 7 February 13, 2010).⁴⁷

Although the state of West Bengal is on high risk for human trafficking according to NCRB data,⁴⁸ the Ministry of Women and Child Development fail to realize the gravity of offence and accordingly fail to release the fund under the *ujjawala* scheme in the year 2014-15 to any NGO's in West Bengal. Although there are 9 enlisted NGO's in West Bengal under *Ujjawala* scheme.

Recently, the state of West Bengal launched a program under the Department of Women Development and Social Welfare, Government of West Bengal (DWD&SW) has designed the *KanyashreePrakalpa* - a conditional cash transfer scheme with the aim of improving the status and well being of the girl child in West Bengal by incentivizing schooling of all teenage girls and delaying their marriages until the age of 18, the legal age of marriage. *KanyashreePrakalpa* is a West Bengal Government sponsored scheme which will be implemented henceforth in all districts of the State.⁴⁹

The scheme has two components:

- Annual Scholarship of Rs. 500/- (Rupees Five hundred only)
- One time Grant of Rs. 25,000/- (Rupees Twenty-five thousand only)

The Annual Scholarship is for unmarried girls aged 13-18 years enrolled in classes VIII-XII in government recognized regular or equivalent open school or equivalent vocational/technical training course. The One-time Grant is for girls turned 18 at the time of application, enrolled in government recognized regular or open school/college or pursuing vocational/technical training or sports activity or is an inmate of Home registered under Juvenile Justice Act, 2000. Both the benefits under the scheme will be granted to girls who belong to families with annual family income not more than Rs. 1, 20,000/- (Rupees One Lakh and twenty thousand only. The bar for family is not applicable if the girl has lost both parents, is physically challenged (40% disability) or is inmate of Juvenile Justice.

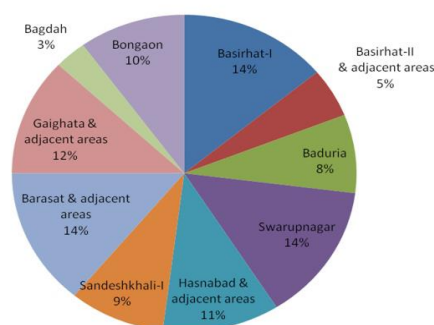
The objective of the scheme are discouraging early marriage of girls to ensure compliance with the legal provisions pertaining to the minimum age at marriage, Incentivize through scholarships, the continuation of education of the girl child in Secondary and Higher Secondary classes and those undergoing vocational training or sports training, Improving Infant Mortality Rate and Maternal Mortality Rate by delaying the age of marriage and consequently increasing the median age of first birth, Reducing the incidence of drop outs, especially amongst girls from poor families, Eradicating undernutrition and mal-nutrition of girl child, Preventing trafficking and exploitation of the girl child.

⁴⁷ See, also Implemetaion of UJJAWALA scheme (Ministry of Women and Child Development). Annual Report 2013-14 and 2014-15

⁴⁸ Supra note 45. See also, NCRB Data 2013, 2012 and 2011 available at: www.mha.org (last visited on 12th August, 2015)

⁴⁹ Available at: www.wbkanayashree.gov.in (last visited on 10th September, 2016).

Trafficking prone blocks of N. 24 Pgs.



Source- BarasatUnnayanProstuti

North 24 parganas district has been mainly source of trafficking for women and children who are subjected to forced labour and sex trafficking. Vulnerable Blocks are Gaighata, Bagdah, Bongaon, Bashirhat-I, Bashirhat-I, Bashirhat-II, Swarupnagar, Baduria, Hasnabad and Sandeshkhali (Out of this red-prone zone is Swarupnagar, Basirhat-I and areas adjacent to Barasat). When the research was conducted to find out the reason of trafficking in most of the cases it was carried in the name of affairs, marriage or in the search of job opportunity. It has also been reported that 75% girls are rescued from the state of Maharashtra.⁵⁰

Conclusion

It appears time is ripe for revisiting the concept and addressing the child trafficking and the government should come up with *victim* centric approach and child friendly approach to deals with cases of trafficking. Many states don't have Anti-human Trafficking units in force. They remained only in paper. It would be misleading to quote any of the available estimates relating to child trafficking. Most of the studies are conducted on micro level. There is also lack of defining and dealing with child trafficking and more importantly the lack of database management system to maintain records and update on the issue such as forced labor, selling of child, child beggars as such. It has been the biggest bottlenecks in assessing the magnitude and extent of the problem. In 2006 for the first time the chapter on human trafficking was included in the report. It has also restricted itself in considering the scope of crime.

Trafficking of children changes many hands and is characterized by revictimization of the trafficked child again and again. There is no comprehensive law to deal with all forms of child trafficking and the prevention, protection, prosecution of offenders, recovery, and rehabilitation aspects of the problem. Child trafficking continues to be an issue divided between ministries and department, with Home Ministry and its various institutions being responsible with it. Ministry of Women and Child Development having the nodal responsibility for the victims of trafficking, Ministry of External Affairs looks after the cross-border trafficking. The focus of all the institution is on *post-harm* situation. The government should come up with prevention model for trafficking. There is a need to strengthen and enhance the law enforcement's capacity and to provide more appropriate technical assistance equipping them to prepare strategies and activities for prevention. There is need to harmonize law enforcement and the work of other service providers, broaden linkages with organizations, professional, analyze and identify the constraints to achievement, and to engage all sectors of society, including local government units, indigenous communities, civil society group in combating trafficking. At the governmental level, there must be an effort to find practical ways of bridging the divide between policy and practice. The "*Culture of Silence*" within the community is one of the prime causes of perpetuation of exploitation. There should be a holistic way in tackling with the age old problem. The Alarm of trafficking is ringing at its pace but it is unheard all the time by us.

⁵⁰ See also, Annual Report of 2011-12 and 2013-14 of BarasatUnnayanProstuti, available at: www.bupindia.org (Visited on 18th August, 2016).

Gender Inequalities in the Socio Economic Sector: Affirmative Steps and their Impact

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ABSTRACT

Inequality in the socio economic sphere is an alarming issue. Though inequality is on the rise and various data depict the rising disparity in wages and working condition of women as compared to men; there are policies and steps taken by the government that are showing an impact on the society as a whole and depict a decline in the male dominance and certain trends of rise in women empowerment, acceptance and affirmation. This paper emphasizes on the studies done towards the incurring changes in the working condition of women, the rise of women leadership as a result of reservation in seats at the local elections and its impact as a whole, rise in the number of women in the labour market being the result of job recruiters visit to villages and encouraging young women and girls, training and recruiting rural women for factory based jobs in cities that have helped them in attaining economic security and social autonomy. The paper also analyses the implementation and impact of government policies, the extent of achieved targets, hurdles and failures.

Keywords: Gender Inequality, Policies, Impact, India, Socio- economic

PAPER

Inequality is rampant in Indian socio economic sector. Studies reveal that India ranked 130 out of 146 in the Gender Inequality Index in 2016. Gendered inequalities, as obvious are a result of the age old Patriarchal mind set and life style. The inability and non- exposure of women to progress and change has stagnated their position even more. Crime against women has almost doubled from 1991 to 2011. Physical, sexual and mental violence and harassment have increased both at the home front in the form of domestic violence by the hands of spouse and family as well as at the work place by colleagues and bosses.

The Constitution of India guarantees Gender equality in all spheres through the Preamble, Fundamental Rights and Duties, Directive Principles of the State Policy and various acts and Amendments. Various laws, policies and programmes have been launched by the government from time to time to address the issue. After the Fifth Five Year Plan onwards, the government shifted its focus from Welfare to Development and ultimately to Empowerment in the recent years. India ratified the International Treaty on Women by UN, i.e. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1993. The National Commission for Women was set up by an Act of Parliament in 1990 to uphold the rights and legal entitlements of women. The Cairo Conference organised by UN on Population and Development in 1994, attracted attention to women's empowerment as a central theme. UNDP developed the Gender Empowerment Measure (GEM) that emphasised on the three variables that echo women's participation in society— decision-making or political power, health and education. The 1995 UNDP report was dedicated to women's empowerment. The year 2001 was declared by the Government of India as the Year of Women's Empowerment (Swashakti). The National Policy for the Empowerment of Women was passed in 2001.

Government has enacted a number of legislations to deal with gender based discrimination.

Apart from this initiatives have been taken for Empowerment of Vulnerable and Marginalised Groups and Women in Difficult Circumstances.

GENDER BUDGETING

The Ministry of Woman and Child Development (MWCD) has been undertaking several initiatives for the empowerment of women being the nodal Ministry for women. The government adopted Gender

Women Empowerment - Awakening of a New Era

Budgeting (GB) as a tool for ensuring that sufficient budgetary commitments are made for women. Gender Budget Scheme was launched in the XIth Plan. As a part of this, the Ministry sponsored various training programmes and workshops at the Centre and in the States, developed training materials, arranged for direct interactive sessions with identified Ministries and provided technical support on GB in training courses organised by other organisations. Checklists have been laid down for implementing Gender Budgeting by the various Ministries and this Ministry is continuously taking up with the other Ministries as well as the state governments to carry forward this exercise. The Scheme also had a component for setting up a Gender Budgeting Cell (GBC) in the MWCD.

The National Mission For Empowerment Of Women (Nmew)

The National Mission for Empowerment of Women (NMEW) was inaugurated by the Government of India on 8th March, the International Women's Day in 2010 with the purpose of strengthening overall processes that promote an all-round development of women. The aim of launching it was to encourage inter-sector convergence, facilitate the process of coordinating women's welfare and socio-economic development programmes across ministries and departments.

The Ministry of Women and Child Development approved the setting up of a High Level Committee on the status of women on February 27, 2012 to undertake a detailed study to assess the status of women and to evolve appropriate policy interventions based on a contemporary assessment of women's needs. The introduction of the Gender-related Development Index (GDI) and the Gender Empowerment Measure (GEM) in 1995 coincided with growing international recognition of the importance of monitoring progress for the elimination of gender gaps in all aspects of life.

Swadhar

This scheme sets up a reassuring institutional framework for woman victims of difficult circumstances to enable her to lead her life with dignity and conviction. It visualises that shelter, food, clothing, and health as well as economic and social security are assured for such women. It also envisions that the special needs of these women are properly taken care of and they should be left unattended or abandoned under no circumstances that could lead to their exploitation and desolation.

Ujjawala

Ujjawala aims at preventing trafficking of women and children for commercial sexual exploitation by social mobilization and involvement of local communities, awareness generation program generating public discourse through workshops/seminars and such events and other innovative activities. It also facilitates rescue of victims from the place of their exploitation and places them in safe custody. It also provides rehabilitation services, both immediate and long-term to the victims by providing basic amenities/needs such as shelter, food, clothing, medical treatment including counselling, legal aid and guidance and vocational training.

IMPACT

➤ THE POSITIVE PICTURE

Though the figures and data revealing gender inequality and crime against women by UNDP and NHFS are indeed disturbing, yet there are some remarkable changes that are visible by certain positive paces by the government to endorse women empowerment.

The government has initiated a reservation of 33% of seats for women as a unique policy experiment in village-level governance for women in positions of local leadership, which has shown positive results. The 17th Lok Sabha has 78 women members, which has been the highest till date. 46 women representatives are present in the list of first time elected women MPs. This is after the BJP-led NDA retained power with winning 303 Lok Sabha seats. 17th Lok Sabha will see highest number of women representatives ever. The speaker of 16th Lok Sabha was a woman, Sumitra Mahajan. The 2019 elections saw 8,049 candidates, of which 724 were women.

A study initiated by MIT Economist Esther Duflo based on a survey done on roughly 8000 girls and their parents in 495 villages in West Bengal in 2007 showed that villages that did not have female leaders were less likely to educate their daughters beyond secondary school. The girls themselves were not much willing to pursue their education or aspire a career while villages that were led by female

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leaders had 25 % more aware and ambitious girls who wished to attain equal education as their male counterparts. They also aspired to pursue higher education and build a career for themselves. The study revealed that this owed much to the role model effect and changing perceptions.

Evaluations of this affirmative action policy have revealed that in villages led by women, the preferences of female residents are better represented, and women, now, are less hesitant in reporting crimes that earlier they may have considered too stigmatising to bring to attention.

It has been obvious by the working, that female leaders serve as role models and are becoming an inspirational step in the direction of education and career aspiration of young girls and women as well as their parents. These steps have been positive in reducing gender stereotypes as the traditional stereotypes are being challenged.

Another policy change aimed at equalising land inheritance rights between sons and daughters has helped women becoming more empowered and secure as they are able to get their share of property in their ancestral paternal homes. While some daughters have welcomed the change, still a majority of women surrender their part of property to their brothers and fathers, owing to the stereotype.

The revised HR policies and recruitment styles have led to the job recruiter's visit to villages for providing counselling and information regarding job prospects to young women. This has resulted in the positive effects on the labour market participation and enrolment in professional courses and trainings. Along with that training and employing young women from rural areas for factory-based jobs in cities have endowed economic independence and social autonomy to women that they were unaccustomed to in their parental homes.

This has led to an increase in age at marriage and childbearing age in women leading to less childbirths. Having fewer children has enabled women to enrol their children to schools, especially girls, as they are now more aware and conscious of the importance of education and self-dependence. Indian women constitute 41 % of students enrolled in universities and getting degrees in technology, marketing and finance instead of pursuing traditional Arts subjects that lead to getting low paying positions and jobs. According to the 2011 census, the literacy rate of women is 62% as compared to 82% for men.

India has been placed at the 101st position among 136 countries by the World Economic Forum in the 2013 edition of an Annual Report that makes global assessment of the advancement made in bridging the gender gap. India has fared better in terms of the political empowerment of women. India's gender gap index was 0.655 on a zero to one scale, with zero denoting inequality and one equality. India's position has improved marginally in recent years; after hovering between positions 114 and 112 between 2007 and 2011 it has now shot to the 101st position. But its best position uptil now was in 2006 - when it attained 98th position. It was ranked 105th in 2012. ¹

It is in the political empowerment arena that India has scored strong, being ranked 9th. The political sub-index measures the gap between men and women at the apex of the political decision-making hierarchy in terms of the ratio of women to men in minister-level positions and in Parliament. The ratio of women to men in terms of years in executive office (Prime Minister or President) for the past 50 years is also taken into consideration. But in the other three, India has not been ranked particularly high—124 in terms of economic participation and equality, 120 for educational attainment and 135 for health and survival. ²

➤ THE DARK FAÇADE- HURDLES AND NON IMPLEMENTATION OF SCHEMES

Over the years, there have been many initiatives by the government to promote the girl child and improve its poor child sex ratio. The schemes have differed in name, but have proved generally inefficient. Recently Prime Minister Narendra Modi has launched another similar scheme, grandly called the Beti Bachao Beti Padhao Yojana, in order to promote and educate girl child as India's child sex ratio has fallen appallingly since 1991. Previously there were 945 girls for every 1,000 boys. In 2011, the figure dropped down to 918. To address this problem, the new Bharatiya Janata Party-led

government announced the BBBP scheme in its first budget presentation in July last year, with Finance Minister Arun Jaitley **Error! Bookmark not defined.** Rs 100 crore towards the initiative.

Owing to this, the central government announced that the BBBP scheme would be run by the Ministries of Health, Women and Child Welfare and Human Resource Development. Also, it will focus on 100 districts with the lowest child sex ratio, and will predominantly involve social mobilisation and sensitisation campaigns aimed at changing societal norms on gender. Previous schemes by the central government and various state governments to tackle discrimination against the girl child, mostly launched in the past 10 years – involved the conditional cash transfer system, i.e. families that fulfilled certain conditions for allowing daughters to live and thrive would be helped by giving cash incentives by State agencies. Along with this scheme, Modi announced another cash transfer for girls called the Sukanya Samridhi Account.

The outcome of other such schemes

In 2008, the United Progressive Alliance government launched the Dhan Lakshmi scheme, one of many similar conditional cash transfer initiatives that State governments across the country still run to improve the child sex ratio. The Dhan Lakshmi scheme, with an annual budget of Rs 10 crore, offered Rs 1 lakh to a girl child if she had been immunised as a child, completed schooling at least till Class VIII, and reached the age of 18 without being married off. The scheme suffered from a lack of ground-level monitoring during implementation, and did not prove effective. The real purpose of the scheme and its impact was not visible nor could be traced whether the financial incentives were really helping Indian family's respect and value daughters as much as sons.

In 2010, the Planning Commission and the United Nations Population Fund-India commissioned an evaluative study of the progress of 15 selected Girl Child Schemes across India. Conducted by the Mumbai-based International Institute for Population Sciences, the study involved interviews with government officials, non-governmental organisations and beneficiaries of the schemes.

In many cases, the study found, governments spent large amounts of money on cash transfer schemes and also attracted thousands of applicants. But certain fundamental flaws came in the way of genuinely safeguarding the girl child. Conditional cash transfer schemes work on the assumption that low-income families are the chief offenders of gender discrimination against daughters, and that monetary incentives will lure them to change. (The Ladli scheme in Haryana was the only one among the 15 that offered cash incentives to all families, irrespective of their income.) On the contrary, the 2001 census revealed that child sex ratios are often lower among educated and affluent sections of society – indicating that the preference for sons and the elimination of daughters is widespread across different economic groups and it is the outlook that needs to change rather than money. Therefore, the study points out that it is important to rethink the target groups of girl child schemes.

Entwining sex ratio with family planning

In many of the schemes, such as Karnataka's Bhagyalakshmi scheme, Andhra Pradesh's Girl Child Protection Scheme, Punjab's Balri Rakshak Yojana and the Centre's Indira Gandhi Balika Suraksha Yojana, a common eligibility condition is that parents must accept sterilisation after having two children. Such schemes are often launched by government health departments, who want to achieve the double goal of family planning and improved child sex ratio. These schemes had the following common setbacks-

- By insisting on a sterilisation certificate as a condition to enrol into the scheme and avail monetary benefits, poor families are forced to accept sterilisation.

Corruption and complicated machinery

- Many beneficiaries interviewed for the study complained about bureaucratic hurdles in availing the cash incentive.
- Poor families found it difficult to obtain the many registrations and certificates of proof required to be submitted.

- Migrant families were often left out because they did not have domicile certificates.
- Many schemes give smaller incentives for the second daughter, indicating the assumption that girls are valued differently based on their birth order.
- The study also found numerous occurrences of incentives being handed out to ineligible candidates.
- One of the Comptroller and Auditor General audit found that the Madhya Pradesh government's Ladli Lakshmi Yojana was riddled with financial irregularities. The audit found that incentives worth Rs 67 lakh had been issued to ineligible beneficiaries.

Failure Of Maternity Assistance Schemes

On December 31, 2016, in a special address to the nation, Prime Minister Narendra Modi announced that his government would revive the scheme of giving maternity assistance of Rs 6,000 to every pregnant woman in India, that was the long overdue provision in the National Food Security Act of 2013, which mandates universalised maternity benefits, building on a pilot project that had been running in 53 districts since 2010. A year later, however, women did not receive the maternity assistance. In August 2017, the government released the guidelines for its maternity assistance scheme, Pradhan Mantri Matritva Vandana Yojana, but it was not operationalised till late. As an additional setback, the scheme limits maternity assistance to the first birth by a woman. Under the National Food Security Act, women are eligible for maternity assistance for every birth. The Indira Gandhi Matritva Sahyog Yojana, launched by the previous government in 53 districts, restricted the assistance to two births. But the present government has further narrowed this down.

The government also announced that assistance under the new scheme would be only Rs 5,000 – less than the Rs 6,000 mandated by the National Food Security Act that would be given in three steps – Rs 1,000 at the time of registering with a local public hospital, Rs 2,000 after completing four antenatal check-ups there, and Rs 2,000 after her newborn child is immunised. The government clarified that only women who had already enrolled and received the first instalment under the pilot programme in 53 districts would get Rs 6,000 on average between the existing and new schemes.

A group of economists in their letter to Finance Minister Arun Jaitley, have asked for the budget for maternal entitlements to be increased as per the National Food Security Act. According to them, the Union Budget 2017-18 allocation for the programme, that is Rs 2,700 crores, is barely a third of what is required. As per the letter:

“Maternity benefits of Rs 6,000 per child are a legal entitlement of all Indian women (except those already covered in the formal sector) under the National Food Security Act 2013. For more than three years, the central government did virtually nothing about this. On 31 December 2016, Prime Minister Narendra Modi finally announced that maternity benefits would be provided very soon. One year later, however, (1) the new scheme framed for this purpose (PMMVY) is yet to be operationalised, (2) the provision made for it in the Union Budget 2017-18 (Rs 2,700 crores) is barely one third of what is required based on NFSA norms; and (3) in flagrant violation of the Act, PMMVY restricts the benefits to Rs 5,000 for just one child per woman.”

In Uttar Pradesh, where women have an average of three children, giving maternity benefits only for the delivery and care of the first child deprives most pregnant women of their legal entitlements, according to health workers. Dipa Sinha, an assistant professor at Ambedkar University in Delhi who is part of the group that has written to the finance minister, pointed out that since Uttar Pradesh has a much higher total fertility rate than a state like Tamil Nadu, there will be more women having their second, third or fourth children in Uttar Pradesh than in Tamil Nadu. Therefore, the scheme when implemented, will benefit a larger proportion of women in Tamil Nadu having their first children as compared to women in Uttar Pradesh who had their first children before these benefits were announced.

Hurdles in Hospital Deliveries

Another scheme launched for pregnant women, the Janani Suraksha Yojana, launched in 2005, whereby a woman is given Rs 1400 in the hospital for an institutional delivery, continues to underperform in Uttar Pradesh. It needs to be mentioned that Uttar Pradesh's healthcare infrastructure is among the worst in India. For a population of 90,000, Balrampur has only three hospitals and 34 doctors (number of doctors sanctioned is 118).

The Uttar Pradesh government has instituted a free ambulance service, which picks up pregnant women and drops them home with the child after delivery though a number of women are still unaware of the benefits and services. In Balrampur, 70% women deliver at home. That is partly because none of the three hospitals have anaesthesiologists. Another problem is corruption, which may actually be worsened by cash-incentive programmes where the patients are pestered for bribe by the hospital staff and workers after childbirth.

To collar it all, women of lower caste face discrimination in treatment and facilities by higher caste hospital workers. For a large number of women who deliver at home, the government has made a provision of giving them Rs 500 for every child born at home. But most women in villages of Balrampur complain they did not receive any money as the condition is that the woman will be entitled to get Rs 500 only if the auxiliary nurse midwife performs the delivery. Another hurdle is that most women do not have the necessary documents such as ration cards or bank accounts. As a result there are a very few payments in such cases.

Many women who are eligible for benefits under the Janani Suraksha Yojana have not been able to access the **money because of the government's insistence on having an Aadhaar-linked bank account.**

Having a bank account became mandatory in order to get monetary assistance in 2014-'15. Earlier, women used to be given their incentives in cash soon after delivery, but following complaints that middlemen were siphoning off the money, the government decided to route it directly to the women's bank accounts. The government has now introduced the additional requirement of an Aadhaar number, which must be linked to the pregnant woman's bank account. The government has made the 12-digit biometric-based identity number mandatory for many social welfare schemes, arguing it can help identify beneficiaries accurately and plug leakage of funds. Since April 2017, more than 8,000 mothers in Balrampur have not received their incentives, according to an audit conducted by the health department. Another problem was that many bank accounts have been deactivated for being inactive as banks want some kind of transactions on the opened accounts.³

CONCLUSION

Though the government is trying its level best to diminish gender discrimination, change needs to come through the basic mind set of the people. Society has to incorporate the change in their households, living style and their perception towards women and men. Time has come that girl child should be groomed as equivalent to the male child. Empowerment should begin at ground level rather than just implementing policies and programmes. The preference for male child over female child should end, also girls should be given proper education and opportunities to garnish her for a better future. Socio economic inequality can be decreased only and only if acceptance towards the female gender increases and be given an equal status in society. Women are an integral part to the growth of the society and must be nurtured, protected and developed as the country's most prized assets.

Moreover there is a strong need for gender mainstreaming at the level of both, government as well as society. According to Jacqui True, a Professor of politics and international relations, "[e]very policy or piece of legislation should be evaluated from the perspective of whether or not it reduces or increases gender inequalities."⁴ Gender mainstreaming tries to ascertain a gender equality perspective across all policy areas. It includes as well as promotes equality, which proves to be a more holistic approach to gender policy in order to tackle the interconnected causes that create an unequal relation between the sexes in all areas of life whether it be work, politics, sexuality, culture, or violence. In order to successfully mainstream a gendered perspective in politics; culture, norms, language and prevalent

social systems need to be re-evaluated and used to change the parameters of how women are perceived. Equal participation of women in work and politics contributes a lot to end inequality present in the society at various levels.

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Prevention Framework for Victims of Sexual Crime and Case Studies

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Abstract

Even after the Amendment of Criminal Law (2013) in India, there is still a rise in the crime against women that is from 3,29,243 in 2015 and 3,38,954 in 2016 to 3,38,954 in 2017; the crime recorded was collected as crime per one lakh population (National Crime Records Bureau, 2017). The amendment aimed at deterrence, however the increasing crime against women gives an opposite notion. Crime against women is a global issue. This paper discusses few critical cases that shook India. An attempt is made to create a framework for prevention of Rape in three phases with suggestion for one stop access App for addressing the issue of desires and impulses. Rape is gruesome and cruel in nature and expresses the misogyny still prevalent in our society, which must be prevented. The framework is an effort towards prevention, it may or may not guarantee complete eradication of such crimes. However, it can lead to further discussion and critical thinking to improve the conditions prevalent in India and thus set a pathway to a change we all anticipate for our future.

Keywords: crime against women, framework, one stop access app, rape

Introduction

Crime is a social evil and a challenge faced by our civilization. It has existed from time unknown and still prevails even after great advancements in the field of investigations. From fingerprint, DNA profiling, cyber technology, criminal profiling and other several crime scene analysis methods developed over year, one may think committing a crime has become challenging as the likelihood of perpetrator to be sentenced by law for his crime has increased. Yet we are only witnessing a surge in the crime rates. We seize to forget that with advancements in technology over the year which led to better investigative methods, it also at same time led to convenience for a criminal to commit crime with ease. The law from ancient to current era has changed significantly, re-defining punishments with a shift to reformation of criminals.

In India we are witnessing a surge in crime against women, especially sexual offenses (see fig A and B) Women are considered weaker by the male dominant world therefore an easy target of violence. Since, prevention is better than cure, we need a framework to develop a system for preventing atrocities against women. After the Nirbhaya Case 2012, amendment was made in the Indian law (Mosely, 2013). There are different laws protecting women and for the redressal of their grievances.

Indian Laws for Protection Women

- The Immoral Traffic (Prevention) Act, 1956
- The Dowry Prohibition Act, 1961 (28 of 1961) (Amended in 1986)
- The Indecent Representation of Women (Prohibition) Act, 1986
- The Commission of Sati (Prevention) Act, 1987 (3 of 1988)
- Protection of Women from Domestic Violence Act, 2005
- The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
- The Criminal Law (Amendment) Act, 2013 (National Commission for women, n.d.)

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However, all the above law helps in protecting women's right after the commission of crime and overlooks the fact that such crimes should not be committed in the first place. Therefore, in this paper a focus is converted for a prevention model with some of the recent cases that shook India due to the extent of cruelty and gravity of cases with focus on cases of Rape.

FIG-A: Crime against Women, 2015-2017

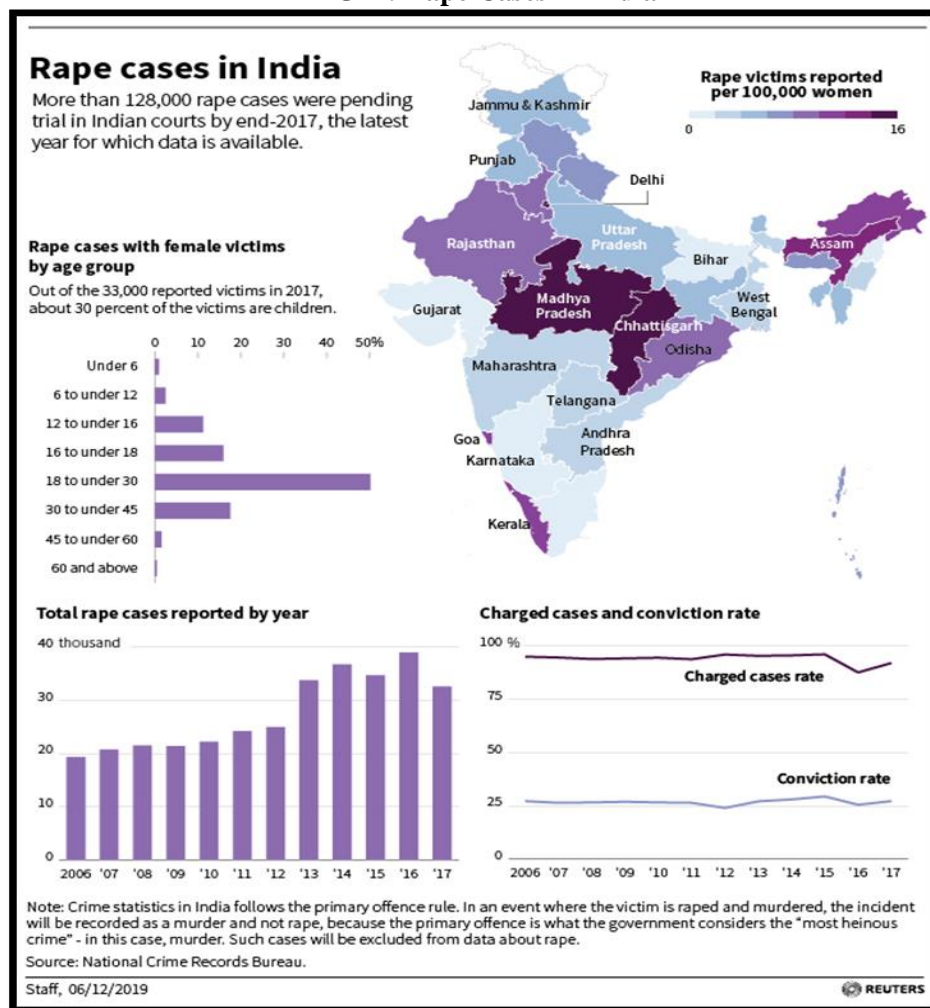
Crime against Women (IPC + SLL) - 2015-2017							
S. No.	State/UT	2015	2016	2017	Percentage State Share To All-India (2017)	Mid-Year Projected Female Population (In Lakhs) (2017)+	Rate of Total Crime against Women (2017)++
1	2	3	4	5	6	7	8
STATES:							
1	Andhra Pradesh	15967	16362	17909	5.0	259.8	68.9
2	Arunachal Pradesh	384	367	337	0.1	6.3	53.4
3	Assam	23365	20869	23082	6.4	160.7	143.6
4	Bihar	13904	13400	14711	4.1	510.3	28.8
5	Chhattisgarh	5783	5947	7996	2.2	130.9	61.1
6	Goa	392	371	369	0.1	9.3	39.6
7	Gujarat	7777	8532	8133	2.3	301	27.0
8	Haryana	9511	9839	11370	3.2	128.2	88.7
9	Himachal Pradesh	1295	1222	1246	0.3	34.9	35.7
10	Jammu & Kashmir	3366	2850	3129	0.9	60.3	51.9
11	Jharkhand	6568	5453	5911	1.6	166.3	35.6
12	Karnataka	12775	14131	14078	3.9	311.2	45.2
13	Kerala	9767	10034	11057	3.1	183.6	60.2
14	Madhya Pradesh	24231	26604	29788	8.3	379	78.6
15	Maharashtra	31216	31388	31979	8.9	581.1	55.0
16	Manipur	266	253	236	0.1	13.1	18.1
17	Meghalaya	337	372	567	0.2	13.9	40.7
18	Mizoram	158	120	301	0.1	5.2	57.6
19	Nagaland	91	105	79	0.0	11.5	6.9
20	Odisha	17200	17837	20098	5.6	212.7	94.5
21	Punjab	5340	5105	4620	1.3	135.4	34.1
22	Rajasthan	28224	27422	25993	7.2	354.8	73.3
23	Sikkim	53	153	163	0.0	3.1	53.1
24	Tamil Nadu	5919	4463	5397	1.5	348.4	15.5
25	Telangana	15425	15374	17521	4.9	185	94.7
26	Tripura	1267	1013	972	0.3	19	51.2
27	Uttar Pradesh	35908	49262	56011	15.6	1053.4	53.2
28	Uttarakhand	1465	1588	1944	0.5	52.8	36.8
29	West Bengal	33318	32513	30992	8.6	460.8	67.3
	TOTAL STATE(S)	311272	322949	345989	96.1	6091.9	56.8
UNION TERRITORIES:							
30	A & N Islands	136	108	132	0.0	2.8	47.7
31	Chandigarh	468	414	453	0.1	7.6	59.8
32	D&N Haveli	25	28	20	0.0	2	9.9
33	Daman & Diu	29	41	26	0.0	1.1	23.0
34	Delhi UT	17222	15310	13076	3.6	98.1	133.3
35	Lakshadweep	9	9	6	0.0	0.4	14.0
36	Puducherry	82	95	147	0.0	7.6	19.3
	TOTAL UT(S)	17971	16005	13860	3.9	119.6	115.8
	TOTAL ALL INDIA	329243	338954	359849	100.0	6211.5	57.9

Note : i) ++ Crime Rate is calculated as Crime per one lakh of population.

ii) + Population Source: Registrar General of India estimated population of 2017 based on 2001 Census.

TABLE 3A.1 Page 1 of 1

FIG-B: Rape Cases In India



Reuters (Statistics of rape in india and some well known cases, 2019)

Indian Cases of crime against women with focus on Heinous Rape Cases

On 16 December 2012 in Munirka, a neighbourhood in South Delhi, a rape and fatal assault occurred. The incident took place when a 23-year-old female Jyoti Singh, was beaten, gang raped, and tortured in a private bus in which she was traveling with her friend. There were in total 6 people who participated in this cruelty. This led to severe protest in India and led to development of The Criminal Law (Amendment) Act, 2013 (Nirbhaya case: Victim's mother moves Supreme Court opposing review plea of convict, 2019)

In Baduan, Uttar Pradesh, two cousins aged 14 and 15 were brutally gang-raped and murdered by five men which included two police constables. In this case, the men in uniform themselves were involved which indicates the abuse of power by these police constables (After Nirbhaya: the rape cases that shook the nation, 2017).

In recent incident, on November 28, 2019, a woman in Hyderabad was brutally raped and murdered by four men. As soon as the news was released, public opinion was that the women could have contacted the police easily and would have been saved. The offenders were highly motivated to commit the crime, this could be realized by the fact that they purposefully punctured her tires. Even if the police were informed, it would not have assured the victim from being prey since the offenders were highly motivated and planned the execution of their crime together (Reddy, 2019).

In another case, a rape survivor from Unnao in Uttar Pradesh was brutally set ablaze by five men amongst them were the accused. She later succumbed to her injury. These cases reflect the attitude of

people who are not scared of the consequences of law (Gaur,2019). They are not deterred by the law. This reflects the necessity for a prevention framework in India.

Framework for Prevention

In *Creating an Alternative Framework for Preventing Rape: Applying Haddon's Injury Prevention Strategies*, the author Frances J. Mantak, discusses phases for prevention of rape based on Injury prevention strategy which has been discussed in the following with respect to Indian context. (Mantak,1995)

Phase I

Primary Prevention

In primary phase, Mantak has discussed about strategies to change the thinking pattern and promotion of traits in men. This can be achieved by shifting the social norms from stereotypical gender roles and expectation. Promoting compassion and empathy, lesser aggression and expressing of emotion amongst the male. Empowering women with stronger policies to help them socially and economically. In school level, children should be taught conflict resolution and must go through compulsory sex education which involves promotion and understanding of healthy sex and the importance of consent.

Laws need to be more stringent and more victim oriented. Women should be educated on their rights as an individual and there needs to be change in their thinking pattern as well. Women often think of themselves as inferior to men, due to the society which makes them to adhere to gender specific roles. Women should empower themselves with the knowledge that they are not inferior and are as capable as any other men. If faced with situation where they feel violated, they should face the situation and fight for their rights. (Mantak,1995)

Phase II

Secondary Prevention

For already existing possibilities of hazards in the society, Men can be taught about non-violent means in order to express their sexuality. The portrayal of women in media could be changed. Most of the aggressive movies, games and other visual media represent women as objects, which must be changed. Men will have to develop and promote amongst themselves the importance of consensual sexuality (Calvete & Orue, 2011).

Carrying out of research on rape victims and offenders in order to understand what motivates a crime and what would have prevented the crime is necessary. Based on the research, information generated could be used to create preventive guidelines. This research can further help in improving the above-mentioned app accordingly.

Creating of helpline numbers for both men and women as preventive measure to sexual crime in order to assist and aid them. The helpline number for male might include information on prostitution services which should be legalized. Women helpline numbers should be directly linked to police authorities for immediate reaction if a woman calls the distress number. (Mantak,1995)

Phase III

Tertiary Prevention

This phase involves repairs to damages in order to prevent further mishaps. In this phase, Mantak has discussed access to legal and medical services to the rape victim. The legal aid includes provisions to help the victim to achieve justice. Medical services include examination of the victim for injuries and further treatment. The victims of rape are more likely to suffer from Post Traumatic Stress Disorder (PTSD) and therefore taking care of their mental health is also an important factor. Even the families of the victim should be assisted and provided mental health care, as it is not only the victim but the family that suffers (Mantak,1995).

Suggestions for implementation Phase I, II and III

On basis of above-mentioned framework given by Mantak, development of an all-inclusive app will be an ideal suggestion. The app will address and focus on desires and to promote healthy desires with help of Criminologists or Forensic Psychologist who will guide the people in need accordingly. The

app can be known as “DESIRE” app indicating a platform for healthy discussion and promotion of desires and way to deal with them along with measures for help and counselling through police portals and educational portals.

This app not only aimed at women but also towards men and children above the age of 10. The app also focuses on legalizing prostitution services. This will help the prostitutes live a life with dignity and minimum standard wages without being violated by their customers at the same time help the people to approach the prostitutes without committing an illegal act. It aims at curbing desires by healthy promotion. Educational portal will focus on videos and books to enhance knowledge on sex and consent, rights of victim, legal aspects and other informational methods to build in young minds the moral understanding.

The app will be completely under the control and supervision of the Government authority with special recruitment by the government agencies or within the Police structure. With each state government inter-connected through the app server. Any unhealthy activity or misuse will be under strict monitoring policies. The helpline numbers will aim at registering complains and distribution of immediate help to the person in need. The various branches and helping aids are structured out in the Figure C.

Role of Criminologist/ Forensic Psychologist

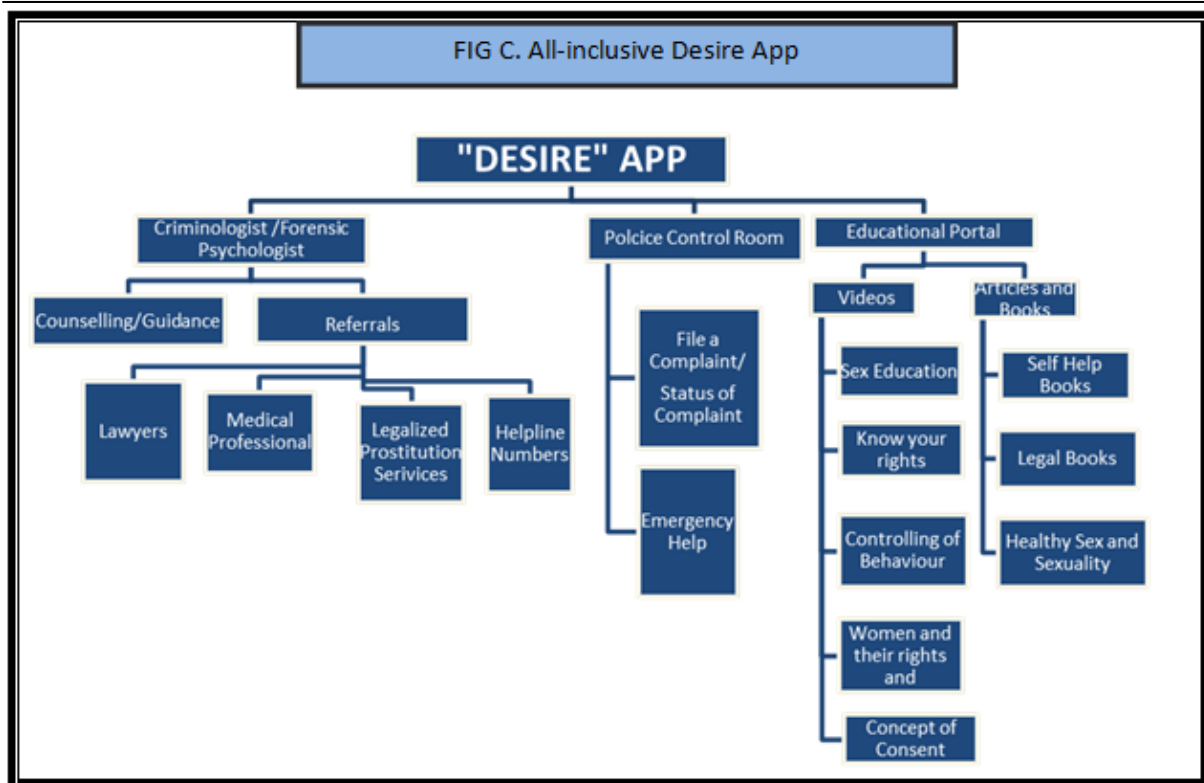
This app aims at prevention of impulse to act out on desires by counselling through the app where the criminologist or forensic psychologist will help them through various other measure by understanding their needs and helping them to cope with their desire in a healthy way. They will help them in giving counselling or guidance that will depend on their personal needs and desire. They will help in giving information and aiding them to the professional like lawyers, medical experts and to prostitution services which will be legal.

Role of Police Control Room

Immediate registration of complains and emergency help will be provided by Police control room. It will work similarly to the existing system of emergency helpline numbers. These helpline number will be in a national level with inter-connection and transmission of information amongst different state, districts and local police stations. They will help in monitoring of activities and ensure the prevention of any misuse of the app.

Role of Educational Portal

Educational portal aims at administering and developing conceptual and practical understanding on various subjects amongst men, women, children above age of 10 years and any other individual. These subjects will range from understanding about basic knowledge of sex and the role of consent in sex to victims right and legal processes. It will contain videos filled with informative contents about sex and sexuality, videos and books on women empowerment, healthy promotion of expression and behaviour changes through contents which will be educational in nature.



Conclusion C. Structure of the Desire App

In a society, crime exists due to prevalence of different factors that are personal, economical, political and social. Complete eradication of crime is not the goal of prevention framework, but a step towards discussion and attempt in reduction of the crime. Since ages crime has existed and still will prevail, however the goal is to create a civilized society with minimum crime rates. This framework is an attempt to shift the general understanding and concept of sex and sexual desires by promoting healthy alternatives through development of an all-inclusive app. Rape and other sexual crimes cannot be justified and tolerated, they are cruel and therefore the desire of such act should be curbed by attempting to prevent the thought in the initial stage which can be achieved through the app suggested in this paper. The framework is not full proof, even it has some limitations like will people show willingness to use such app and how effective such framework will be. However, with promotion of the app and creation of awareness about such medium along with necessary research may help in achieving the goal of reduction and prevention of sexual offenses especially rape.

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Unmet Need for Women Nutrition: A Quintessential Sustainable Development Goal

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Abstract

Women's nutrition is often obscured by maternal nutrition. There are important linkages between maternal nutrition and the health, cognitive development, and earning potential of future generations. Poor health has ramification not only for women but also their families. Women with poor health and nutrition are more likely to give birth to low weight infants. They are also less likely to be able to provide food and adequate care for their children. Finally, a women's health affects the household economic well being, and as a women with poor health will be less productive in the labour force. A woman's nutrition should matter not only because of her reproductive potential, but because it is fundamental to her rights as a person and to her well-being and ability to thrive. Specific actions are needed to improve the quality of the diet, to protect, promote, and support Infant and Young Child Feeding, to ensure that every women has access to essential nutrition actions, to provide adequate water and sanitation and to provide information and education.. Investment in nutrition is crucial to future efforts to improve the health of women, children, and adolescents; the potential human, societal, and economic gains from such investment are substantial. Clear global commitments to action are in place, backed by targets to measure progress. All contributors, across government , civil society and the community must come together to turn these commitments into action. Without investments in good nutrition, there is a bleak possibility that any of the 12 out of 17 Goals of the Sustainable Development Goals would be realized.

Key words: Nutrition, Sanitation, Sustainable Development Goal, unmet need , Women

“Nutrition is both a maker and a marker of development. Improved nutrition is the platform for progress in health, education, employment, empowerment of women and the reduction of poverty and inequality, and can lay the foundation for peaceful, secure and stable societies.” (Ban Ki-moon, 2016).

Without adequate and sustained investments in good nutrition, the SDGs will not be realised. The ambition to ‘End hunger, achieve food security and improved nutrition and promote sustainable agriculture’ is captured in SDG 2, however, at least 12 of the 17 Goals contain indicators that are highly relevant to nutrition.

Malnutrition will represent an often invisible impediment to the successful achievement of the SDGs. It results not just from a lack of sufficient and adequately nutritious and safe food, but from a host of intertwined factors linking health, care, education, water, sanitation and hygiene, access to food and resources, women's empowerment and more. (United Nation, 2019)

Women's nutrition is often eclipsed by maternal nutrition. There are important linkages between maternal nutrition and the health, cognitive development, and earning potential of future generations (Black et al., 2013). However, with reduced childbearing and longer life spans, women's experiences extend beyond motherhood (United Nation, 2017). A woman's nutrition should matter not only because of her reproductive potential, but because it is fundamental to her rights as a person and to her well-being and ability to thrive (Ruel et al., 2013, Fanzo et al., 2018, Powers, 2006). Nutrition interventions that target mothers alone inadequately address women's needs across their lives: during adolescence, preconception, and in later years of life (Fox et al, 2018).

The health of women is linked to their status in the society. The demographic consequence of the women has formed expression in various forms, such as female infanticide, higher death rate, lower sex ratio, low literacy level and lower level of employment of women in the non-agricultural sector as compared to men. Generally, at household level, cultural norms and practices and socio-economic factors determine the extent of nutritional status among women (Khan et al., 2010)

Poor health has ramification not only for women but also their families. Women with poor health and nutrition are more likely to give birth to low weight infants. They are also less likely to be able to provide food and adequate care for their children. Finally, a women's health affects the household economic well being, and as a women with poor health will be less productive in the labour force. While malnutrition is prevalent among all segments of the population, poor nutrition among women begins in infancy and continues throughout their lifetime. (Chatterjee 1990; Desai 1994). Women are the most important care providers for families and children. If they ignore their own health during providing care for their families which results in the development of malnutrition in many women. Research showed that reproductive-age women are susceptible to undernutrition throughout their life. Malnutrition among women not only impacts their own health but also on their children. An incessantly undernourished woman is probably going to bring forth an undernourished child, causing the cycle of undernourishment to be repeated over generation (Bitew et al., 2010)].

A Quarter of women of reproductive age in India are undernourished, with a body mass index (BMI) of less than 18.5 kg/m² (NFHS-4, 2017). Women in the age group 15-19 and 20-34 are 3.1 and 1.7 times respectively more likely to suffer undernutrition compared to women in the age group 35-49 (Hazarika et al., 2012). It is well known that an undernourished mother inevitably gives birth to an undernourished baby, perpetuating an intergenerational cycle of undernutrition. This cycle can be compounded further with adolescent girls who begin childbearing before they have grown and developed enough. The world's adolescent population is estimated to stand at more than 1 billion. India is home to 25% of population as children aged 10 to 19 years – the most adolescents of any country (Kumar A et al., 2018). About 25-50% girls become anaemic by the time they reach menarche (Rao et al., 1980, Agarwal et al., 1987). Beyond 13 years age group, around 60 % of adolescent girls are anaemic (Srivastava A et al., 2016). Anaemia among adolescents adversely affects these young women's growth, resistance to infections, cognitive development and work productivity.

When mothers take only short intervals between pregnancies and have many children, this can exacerbate nutrition deficits, which are then passed on to their children. Pregnancy and lactation are associated with major metabolic and physiologic changes in the mother. Nutritional requirements increase to optimize both maternal adaptation and fetal development. Improving the mother's diet before and during pregnancy reduces the risk of medical problems for her and her infant.

Moreover, past research has solidified the relationship of maternal undernutrition (low BMI, stunting) with maternal health conditions such as chronic energy deficiency of mothers, caesarean delivery, pre-eclampsia, anaemia, loss of productivity and mental health, as well as adverse pregnancy outcomes. (Shafiq et al., 2007, Mallia et al., 2017, Dahlui et al., 2016, Nnam, 2015, Khan et al., 2017, Xu H et al., 2009)

While it is globally acknowledged that focusing on the first 1000 days of a child's life – from conception to two years of age is a critical window of opportunity to address child stunting (UNICEF 2019, Mason JB et al 2014).

However, to date, the focus of nutrition programmes for Indian children has largely been post-birth, with child and feeding-centred interventions like Integrated Child Development Services Scheme. It is known that 50 per cent of the growth failure that gets accrued by two years of age occurs in the womb owing to poor nutrition its mother both during pregnancy and before pregnancy. There is sufficient knowledge base that foetal stunting is largely caused by inadequate nutrition of the mother before conception and in the first trimester. The major reason for stagnant levels of undernutrition among Indian children is because of a failure so far to adequately prevent undernutrition when it happens the

maximum i.e., in the womb - caused by poor nutrition of women before and during pregnancy. (Lowensohn, 2016).

Nutritional Needs during Pregnancy

The body goes through numerous physical and hormonal changes during pregnancy. The way the body is nourished during this time affects the health of mother and baby. One must eat a healthful, balanced diet to help ensure to stay healthy throughout pregnancy. The food eaten is the baby's main source of nourishment, so it's critical to consume foods that are rich in nutrients. Proper nutrition can help promote baby's growth and development.

By following some fairly easy nutrition guidelines, one can pave way to a healthy pregnancy.

The body has increased nutritional needs during pregnancy. More micronutrients and macronutrients are required to support mother and baby. Micronutrients are dietary components, such as vitamins and minerals, that are only required in small amounts. Macronutrients are nutrients that provide calories, or energy. These include carbohydrates, proteins, and fats.

Most pregnant women can meet these increased nutritional needs by choosing a diet that includes a variety of healthy foods. A simple way to ensure that one is getting all the necessary nutrients is to eat different foods from each of the food groups every day (Healthline Parenthood 2012). In fact, all meals should include at least three different food groups. Each food group has something to offer the body. For example:

- Grains are a good source of energy.
- Fruits and vegetables are packed with antioxidants, fiber, and water-soluble and fat-soluble vitamins.
- Meat, nuts, and legumes provide your body with protein, folate, and iron.
- Dairy products are great source of calcium and vitamin D.

The body can't function properly if it's missing the nutrients from any of these food groups. Goal should be to eat a wide variety of foods during pregnancy. Whenever possible, choose natural, low-fat foods over processed junk foods. Chips and soda, for example, contain no nutritional value. Both women and baby benefits more from fresh fruits, vegetables, and lean proteins, such as chicken, fish, beans, or lentils. Including the following nutrients in daily diet will help ensure that body's nutritional needs during pregnancy is met.

Protein is critical for ensuring the proper growth of fetal tissue, including the brain. It also helps with breast and uterine tissue growth during pregnancy. It even plays a role in increasing blood supply, allowing more blood to be sent to the baby (WHO, 2014). One should eat three servings of protein per day. Good sources include beans, chicken, fish, nuts, peanut butter, cottage cheese. Calcium helps build baby's bones and regulates body's use of fluids. Pregnant women need at least three servings of calcium per day. In pregnant teens, the recommendation is five servings. Good sources of calcium include Milk, Yogurt, cheese, cabbage, eggs, pudding (WHO, 2013).

Folate, also known as folic acid, plays an important part in reducing the risk of neural tube defects. These are major birth defects that affect the baby's brain and spinal cord, such as spina bifida and anencephaly. During pregnancy one needs 600 to 800 micrograms of folate. One can get folate from foods such as liver, nuts, dried beans and lentils, eggs, nuts and peanut butter, dark green leafy vegetables.

Iron works with sodium, potassium, and water to increase blood flow. This helps ensure that enough oxygen is supplied to both to pregnant mother and baby. The recommended daily allowance for iron is 27 microgram per day. Good sources of this nutrient include dark green, leafy vegetables, citrus fruits, enriched breads or cereals, lean beef and poultry, eggs, dried fruits.

Nutritional care after attainment of 40 years of age.

It is time to be serious about nutrition by the time women are 40 years of age. After 40, most women gain belly fat. Belly fat has been linked to diseases such as diabetes, heart disease, dementia, and certain cancers. (AAFP 2017)

After 40, hormone levels (estrogen) drops. This causes insulin (hormone that helps body use sugar) rise. Thyroid levels go down. This combination makes hungrier. This ends up eating more and burning fewer calories. Much of the weight gain occurs around belly. Foods with fibre (berries, whole grains, nuts) to be preferred to fill you up and helps eating less. Aim should be for 25 grams of fibre each day after the age of 40.

- Choose a variety of vegetables, including dark green, red and orange, beans and peas, starchy and non-starchy.
- Eat a variety of fruits.
- Include grains in daily diet. Half of grains should be whole grains.
- Stick to fat-free or low-fat dairy. This includes milk, yogurt, cheese, or fortified soy products.
- Have protein at every meal. Healthy protein includes lean meat (chicken), seafood, eggs, beans and peas, nuts, seeds, and soy products.
- Use healthy oils.

Additionally, women should consume:

- Less than 10 percent of daily calories from added sugars (desserts and processed foods).
- Less than 10 percent of daily calories from saturated fats (red meat, high-fat dairy).
- Less than 2,300 milligrams (mg) per day of sodium.

Calcium, dietary fibre, potassium, vitamin A and vitamin C are important nutrients to include in the daily diet.

Women, Nutrition, Sanitation and Hygiene- unfolding the link

It is learned that only 57.6% of women aged 15-24 years use hygienic method of protection during their menstrual period (NFHS-4). WASH interventions, such as toilet facilities, access to improved and safe water supply, and hand washing are associated with improved nutrition and health of entire communities (Bhutta ZA et al., 2013, Bhutta ZA et al., 2008, Rah JH et al., 2015, Cairncross S et al., 2010). For women and adolescent girls, WASH interventions were associated with improved menstrual hygiene (Campbell OM et al., 2015), reduced diarrhea and intestinal worm infections (Cairncross S et al., 2010, Wolf J et al., 2014, Bartram J et al., 2010, Fewtrell L, 2005), and reduced maternal mortality (Benova L et al., 2014).

The Way Forward

Given this, women's nutrition – before, during and after pregnancy it is pertinent to focus on universalizing the coverage of essential nutrition sensitive approach for women which ought be based on national consensus in line with policy framework.

The following enumerated Essential Nutrition Sensitive Approach (Women Nutrition 2019) could be a holistic solution for improving the Nutrition of women.

The Essential Nutrition Sensitive Approach

1. Improving the quantity and nutrient level of food consumed in the household

Ensuring

- Access to generalized household food ration through public distribution system (PDS)
- Access to supplementary foods under the integrated child development services scheme

- Access to knowledge to improve the local diet, production and household behaviours through nutrition and health education.

2. Preventing micronutrient deficiencies and anaemia.

Providing

- Iron Folic Acid Supplementation deworming.
- Pre and peri-conceptual folic acid supplementation
- Universal access to iodized salt
- Malaria prevention and treatment in malaria-endemic areas
- Access to knowledge and support to stop use of tobacco products during pregnancy
- Maternal calcium supplementation.
- Maternal vitamin A supplementation

3. Increasing women's access to basic nutrition and health services.

Providing

- Early registration of pregnancy
- Quality of antenatal check up, with emphasis on pregnancy weight gain monitoring
- Screening and special care of at-risk mothers

4. Empowering women to prevent pregnancies too early, too often and too close together:

- Ensuring marriage at/after legal age of 18 through awareness and ensuring a girl completes secondary education
- Prevent maternal depletion by delaying first pregnancy and repeated pregnancies through family planning, reproductive health information, incentives and services, Maternity entitlement
- Promoting community support system for women, skill development, economic empowerment
- Ensuring marriage at/after legal age of 18 through awareness and ensuring a girl completes secondary education and cash transfer
- Methods to prevent maternal depletion through family planning, reproductive health information, cash transfers, and services
- Community support system for women to support decision making, confidence building, skill development and economic empowerment

5. Improving access to water and sanitation education and facilities:

Providing

- Sanitation and hygiene education, including menstrual hygiene.

Conclusion

The health and nutrition statuses of women and children are intimately linked. Improving the health of women and children, therefore, begins with ensuring the health and nutritional status of women throughout all stages of life, and it continues with women being providers for their children and families. Thus, a key priority is female empowerment and women's full and equal access to, and control over, social protection and resources such as income, land, water, and technology. Direct multisectoral actions to tackle critical women's nutritional challenges, such as iron deficiency anaemia, need to be rolled out on a larger scale to achieve universal coverage.

There is a need to consider strategies that appropriately target and deliver interventions to all women. This means that nutrition researchers and practitioners need to further adapt existing strategies and modes of delivery to adequately engage women who might not be in clinic settings (Manson JB et

al.,2014). This also requires that researchers and practitioners explore how to deliver nutrition interventions to women and at different stages of life in order to reduce inequities in the delivery of nutrition services.

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Women in Brics — Are they Moulders and Builders in a Great Transformation for Future World?

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ABSTRACT

*Apart from the publication of Ester Boserup's *Women's Role in Economic Development* in 1970, where he asked one of the central questions that has come to shape the women and development literature over the past 40 years: what is it about economic development process that differentially incorporates and impacts upon men and women?, "Equity approach" in terms of women and development saw its heyday during the United Nations' Decade for Women (1975-85). This approach treats women as active participant in the development process with both productive and reproductive roles to fulfill. It has the political objective of promoting gender equality, primarily through state intervention. Women's equitable participation in and benefit from economic development is not seen as a goal in and of itself; it is seen rather as a means of ensuring the "efficiency" and "effectiveness" of that development. Women are treated as an untapped resource whose (often not with payments for that) labour time, productivity and fertility can all be harnessed (or controlled) to promote economic growth. It is in this context that paper endeavours to highlight the status and position of women in the newly created all five [Brazil, Russia, India, China, and South Africa (BRICS)] countries.*

Keywords: Gulag, 'a broken women', Chamber of Deputies, double burden, female-only police stations, SWAPO

[W]omen should understand that no one ever has liberated us and no one ever will liberate us, unless we do it ourselves.

- Anastasia Posadskia (Clements 2012: 291)

INTRODUCTION

Empowering women in terms of education, political participation, and control of assets and resources has great potential to improve purchasing power, the management of scarce household resources, and self-respect as well as knowledge of good habits, regarding food consumption, which are all very crucial in development perspectives. Within the agricultural sector, marginalization of female workers inhibits their economic and political empowerment, and is a serious constraint to improved food and others related securities.. For example, although women carry a very heavy workload, their work may not be valued as highly as that of men. Gender bias and gender blindness persist: policy makers, development planners and agricultural service deliverers still tend to perceive farmers as being male. Women find it more difficult than men to gain access to the resources— land, credit, agricultural inputs, technology, and extension and training services—that enhance productive capacity. In most developing countries, smallholders of both genders lack access to adequate resources, but women's access is further constrained by culture, traditional, and sociological factors.

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POSITION AND STATUS OF WOMEN IN BRICS

BRAZIL

Egalitarian Law, though crucial, is insufficient to eradicate deeply rooted discrimination in Brazil. A lack of political will and public funding has hindered implementation of constitutional principles on many fronts including equal pay, occupational opportunities, and guarantee of access to family planning and child care.

The 2002 election of President Luis Inacio "Lula" da Silva of the Partido dos Trabalhadores (Workers' Party) brought to power the Brazilian party with the most progressive platform on gender issues and the largest number of female officeholders.

World Bank statistics show that women are making gains in Brazil. Between 1980 and 2004, women's life expectancy increased from 66 to 75, the percentage of labour force increased from 31 to 42, and women surpassed men in school enrolment and literacy rates with increasing education and employment, fertility dropped from 4.0 births per women to 2.3, and infant mortality declined from 67 per 1000 live births to 32. Nevertheless, the wage gap persists, with the differential greater among those who have the most education. Among Brazilians with 12 to more years of schooling, women earn 61.6 per cent of what men earn. In addition, compared to the rest of Latin America and world averages, women's representation in Brazilian politics is lamentably low. Despite the 1996 passage of a quota law requiring political parties to reserve a minimum of 30 per cent slots for women candidates, women still made up only 9 per cent of the Chamber of Deputies in 2004. Loopholes in the law, weak institutionalization of Brazilian parties, and the persistence of masculine personality cults hinder women's advancement (Engel, 2008:256).

Here is a pen picture of status of female education of Brazil in comparison with other BRICS countries (Table 1) and proportion of seats held by women in Brazil in national parliaments (%) is lowest among other BRICS Countries.

Table-1: Status of female education in BRICS, 2017

	Brazil	Russia	India	China	South Africa
School enrollment, tertiary, male (% gross)	43.53	75.03	26.91	44.72	18.42
School enrollment, tertiary, female (% gross)	59.45	89.12	28.04	53.98	26.37
Gross intake ratio in first grade of primary education, male (% of relevant age group)		102.13	99.95	102.01	107.45
Gross intake ratio in first grade of primary education, female (% of relevant age group)		101.82	100.62	103.21	99.80
School enrollment, primary, male (% gross)	117.39	102.82	105.58	98.97	102.56
School enrollment, primary, female (% gross)	113.41	102.34	121.13	99.91	99.14
Primary education, pupils (% female)	47.91	48.69	50.88	46.42	48.65
School enrollment, preprimary, male (% gross)	95.91	87.71	14.28	84.54	24.56
School enrollment, preprimary, female (% gross)	96.69	85.82	13.15	85.10	24.68
School enrollment, tertiary (gross), gender parity index (GPI)	1.37	1.19	1.04	1.21	1.43

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School enrollment, secondary (gross), gender parity index (GPI)	1.03	0.98	1.02		1.09
School enrollment, primary and secondary (gross), gender parity index (GPI)	1.00	0.98	1.08	1.01	1.01
School enrollment, primary (gross), gender parity index (GPI)	0.97	1.00	1.15	1.01	0.97

Source: Compiled from the World Bank by the Authors.

RUSSIA

The women of Russia have, as it is, a chequered history of the struggle for their rights often contending with cross-currents of history, occasioned by the rise and fall of dynasties, and traditional conformist interpretation of religious values in the past. This is despite the fact that Russian history is replete with tales of valour and wisdom by exemplary women who have led Russia through difficult times and set the foundation of imperial Russia, the predecessor of the Russia that we see today (*Buddhapriya, 2019:1*).

The years of communism with its emphasis on communitarian ethics and egalitarian and emancipatory ethos should have, one would assume, made it easier for women to claim their place under the sun. However, their experience through the years of communism, and ever since, was not so elevating. The Russian women, like their counterparts elsewhere in the world, are engaged in an unequal struggle for recognition of their rights, with the even additional burden of having to operate in a moral and legal environment which has fully not recognized their aspirations.

The late 1920s under the Second Revolution and Stalinism saw some changes in the status and position of women under the leadership of Joseph Stalin. The economy became centrally planned, and new factories, mines, and plants provided work for millions of women. Yet most of the 1930s were a time of hardship for women. The collectivization of agriculture abolished individual farming. Collectivization failed to improve women's position. With growing demands of the Soviet state for production, the women were made to work long hours and throughout the week, in the place of 5 days a week earlier. Women were made to work in dangerous work situations like in logging and mining. Their maternity leaves were shortened. New laws between 1935 and 1944 made divorce more difficult and outlawed abortion, mandating the death penalty or imprisonment in a labour camp (often called Gulag) for those doctors who terminated pregnancies and eventually a tax on 'childlessness' was imposed. Nonetheless, the status of women in general improved. There were affordable day-care centres in the factories. Healthcare was easily accessible and extension of cafeteria networks brought great relief to women and helped them in managing houses better.

In the late 1930s women constituted roughly 58 per cent of collective farm workers. Access to health and maternity care did improve, but only slowly. Everywhere a sexual division of labour prevailed. Most married women bore a double burden.

Post' Stalin Reclamations

This situation continued till 1956 when the communist government under Nikita Khrushchev (1955-64) revisited the 'woman question' and women were once again banned from work in mines and on fishing boats; women currently employed in such jobs were transferred to other work at the same salary. After Joseph Stalin's death in 1953, life slowly improved. In 1955 the right to abortion was officially restored. Economic planners began to pay more attention to consumption needs. In December 1965, a new law simplified divorce procedures and reduced cost. A new family law of 1968 opened the door to paternity suits. Birth control became available on a limited basis. The leadership redirected greater resources to consumption goods. But women who were equipped themselves for better education than before with the initiatives of the government, expected more. Most continued to bear the double burden that prevented women from upgrading skills and advancing on the job.

In 1956, new laws entitled women to 112 days of maternity leave with full pay. There was a rapid growth of the number of women in the workforce (from 47 per cent of workers in 1960 to 64 per cent in 1975, with women forming as much as 73 per cent in some jobs). Although women progressed

economically and socially, discriminatory attitudes persisted and most women were still concentrated at the lower and middle level, often in low-status and low-paying occupations.

Under these circumstances, improved access to birth control and divorce meant that growing numbers of women in the European sectors of the Soviet Union— not in Central Asia— limited their fertility or sued for divorce or both. The birth rate steadily dropped from 26.7 per cent births per 10000 people in 1950, to 24.9 in 1960, to 23.8 in 1970, to 22.53 in 1980. Divorce rates doubled between 1963 and 1974; by 1978 a third of all marriages ended in divorce, and half of all marriages in Moscow and Saint Petersburg ended in divorce. In 1969 several women writers came forward, some wrote in underground feminist magazine: *Women and Russia: An Almaneo*.

Status of Women Under Communism

In the political sphere, women did participate in professional organizations and party committees as well as the organs of Soviet government. But their participation was mostly at the behest of the authorities, who introduced legal quotas (30-40 per cent) for female representation in these organizations. Many of these women were picked up to fill the quotas rather than on the basis of merit. Among those politically active, very few made a lasting impression. On the whole, critics hold that in general, ‘Soviet women participated in public life to a much greater degree than did women of the same generation in the West’ (Engel & Posadskaya-Venderbeck, 1998). At the same time, it has to be acknowledged that ‘equality before the law [did] not necessarily translate into equality in fact’ and ‘in the political arena, a substantial gender gap existed with respect to participation within the Bolshevik Party’ (Nechemias, 1996). It was as if the communist leadership approached the issue of women participation in politics from the point of view of Lenin’s skepticism, who had cautioned women to take politics seriously and not ‘twitter like a bunch of chatterboxes’ and remember that party congress was ‘not a parlour where women display their charm’. An ardent of advocate of women rights and gender equality, Lenin had doubts about women measuring up to the task of politics.

A new backlash against women’s emancipation began and intensified under Mikhail Gorbachev (leader 1985-1991) because the falling birth rate seemed to threaten productivity, military strength (Engel, 2008: 619). Conservatives argued for the need to stop “driving” women to the labour force, so that women could return to their proper sphere, the home. Economic restructuring brought a wholesale firing of women. After the collapse of Soviet Union in August 1991, the state completely abandoned the role of women. After 1991, women’s standard of living declined dramatically as millions of women lost their jobs. Women’s sexuality became commodified. With the help of the Internet, foreign men sought mail-under brides from Russia. The traffic in women from the former Soviet Union to Asia, the Middle-East, Europe and the United States became an internationally recognized problem.

Quest for Stability under Putin

In the early 1990s, approximately 75 per cent of all teachers, 69 per cent of physicians, 50 per cent of agronomists, engineers and technicians, 66 per cent of economists, and 40 per cent of all judges were women, thanks to their equal access to education backed by state laws. However, from 1993 onwards as multiparty elections took place and Soviet-era constitutional cushion was withdrawn the number of women declined at the political level most immediately and gradually in other spheres of governance also the women share came down significantly. The number of abortions grew manifold—192 abortions for 100 childbirths (in 1990). Inflation made allowances for child-rearing meaningless. At the political level, the quota for women was removed and the number of women serving the system dropped drastically. From one-third, the number came to about 57 out of 1,063 deputies in the Supreme Soviet. During 1992-2000, the number of male students went up by 3,27,000 or 25 per cent, while the number of female students rose by 7,63,000 or 50 per cent. There was, thus, a feminization of higher education during this period with 57 per cent of women and only 43 per cent of men. (Mezentseva, 2004) As Russian economy went through a crisis after the end of communism, unemployment became more visible.

Women Facing the Transition

In 1999, Boris Yeltsin, who set Russia on the post-Soviet path of liberalization handed over power to Vladimir Putin, a career intelligence officer. Like the leaders of many other successor states of Soviet Union, Putin governments adopted hard measures to stabilize Russian economy. The government, thus, ‘shut down inefficient factories, privatized some state-owned enterprises, encouraged the creation of privately owned farms and businesses, and cut funding for social services and benefits programmes’ (Clements, 2012). Overall unemployment situation worsened. While the total number of employed was about 71 million in 1992, the number declined to 58 million in 1998. Women were as much affected as men because of this economic crisis (Mezentseva, 2000). To deal with the crisis and in quest of new source of income, female entrepreneurs sought new avenues—they set up beauty salons, cosmetics distributorships, groceries, and laundries; became small traders, selling food, consumer goods, and handcrafts in hometown markets. Some others resorted to the sex trade, which was largely kept underground by law enforcement agencies during the Soviet period. Alarming reports of domestic violence in families stressed by the hard times also came to the fore adding another disturbing dimension to the fast-changing gender situation in Russia (Clements, 2012). Institutional reforms according to the corrective measures advocated by the World Bank and the International Monetary Fund, to boost Russian economy had adverse consequences for women rights. The responsibility for implementing the social benefit programmes of the Soviet era, most of these continued by the new governments, were passed on to local governments, which were revenue-strapped, resulting in the poor execution of these programmes.

Women Doing Better than Elsewhere

By the turn of the millennium, nevertheless, women in Russia, within the age bracket of 25-54 years, had a much better employment rate than their counterparts (Brazil, India, China, and South Africa) (Table 3) or elsewhere in the world even if they shared the same problems of gender segregation, discrimination by sex and age, and the gap in earnings. In post-Soviet Russia, the gender gap was felt more widely because during the communist rule the gap was much less.

Table-3: Employment Conditions of Women in BRICS , 2017

	Brazil	Russia	India	China	South Africa
Unemployment, female (% of female labor force) (modeled ILO estimate)	14.72	5.05	3.56	3.81	29.49
Unemployment, youth female (% of female labor force ages 15-24) (modeled ILO estimate)	33.23	17.25	12.60	9.34	58.75
Labor force, female (% of total labor force)	43.38	48.49	22.05	43.92	45.04
Labor force participation rate, male (% of male population ages 15+) (modeled ILO estimate)	74.60	70.95	78.67	76.27	62.67
Labor force participation rate, female (% of female population ages 15+) (modeled ILO estimate)	54.17	55.30	23.80	61.84	48.92
Employment in services, female (% of female employment) (modeled ILO estimate)	85.03	80.19	23.69	46.77	84.04
Employment in industry, male (% of male employment) (modeled ILO estimate)	27.68	37.48	26.10	29.13	31.98
Employment in industry, female (% of female employment) (modeled ILO estimate)	10.68	15.77	18.69	28.79	12.24
Contributing family workers, female (% of female employment) (modeled ILO estimate)	3.64	0.38	27.17	20.01	0.74
Wage and salaried workers, female (% of female employment) (modeled ILO estimate)	73.57	94.53	18.77	50.63	87.15
Vulnerable employment, male (% of male employment) (modeled ILO estimate)	30.84	5.89	76.15	41.95	9.46
Vulnerable employment, female (% of female	23.22	4.61	80.69	47.60	10.21

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employment) (modeled ILO estimate)					
Employment to population ratio, 15+, female (%) (modeled ILO estimate)	46.19	52.51	22.95	59.49	34.49
Self-employed, male (% of male employment) (modeled ILO estimate)	36.68	7.69	78.06	46.03	17.07
Self-employed, female (% of female employment) (modeled ILO estimate)	26.43	5.47	81.23	49.37	12.85
Employers, female (% of female employment) (modeled ILO estimate)	3.20	0.86	0.53	1.77	2.64
Employment to population ratio, ages 15-24, female (%) (modeled ILO estimate)	32.99	25.49	11.37	41.34	9.99
Employment in agriculture, female (% of female employment) (modeled ILO estimate)	4.29	4.03	57.63	24.44	3.72

Status of Women in Russia Today: According to the UN Report

According to the UN Women Report 2015-2016, Russia does not have laws banning sexual harassment in employment. It does not also have laws to ensure equal remuneration for equal pay, non-discrimination based on gender in hiring, and provisions for paternity leave. Women are granted 20 weeks of maternity leave with full salary through social insurance. Labour force participation rate for women aged 15 years and older decreased from 59.6 per cent in 1990 to 57.1 per cent in 2013 (for men the corresponding figures were 76.3 per cent and 71.7 per cent) (UN Women, 2015). Occupational segregation data for 2000-13 suggests that in terms of percentage of total persons employed, women constituted 58.6 of managerial, professional, and technical positions, 72.9 of clerical, services, and sales workers, and 10.7 of jobs as plant and machine operators with an unadjusted gender pay gap of 25.8. (UN Women, 2015) In the overall gender gap index brought by the WEF Russia went down from the rank of 49 (out of 115 countries) in 2006 to 75 (out of 144 countries) in 2016 (WEF, 2016). However, Russian sources claim that even if there is no law, there have been many prosecutions over cases of harassment which acts as a potential deterrent in practice. According to these sources, despite downward UN ranking over a decade, objective assessment of the gender situation would reveal that the status of Russian women is on the rise.

It is noteworthy to mention here that Russia has performed better than all other BRICS in respect of female education (Table 1).

Women on the Onward March—Volleyed and Thundered

Russian women are mostly employed in healthcare, sport, social security, and education (nearly 80 per cent) and less present in public administration, transportation, construction, and industry (roughly 30 per cent) (Zheleznikova, 2013). Today, every second car has a woman as a driver whereas 20 years earlier it was a rare sight.

As far as labour force participation is concerned, the data provided by the Federal State Statistics Service (FSSS, 2016) in Table 4 shows that out of a total labour force of 76.5 million, the women account for 37.1 million compared to 39.4 million unemployed men.

According to the data provided by FSSS (2016), out of the total 72.3 million employed, male workers number 37.1 million and women 35.2 million. Out of a total of 6.2 million in managerial positions, there are 3.8 million men and 2.4 million women. In a high-skilled profession (engineering, healthcare, biological, and agricultural sciences), however, women outnumber men (9 million/5.7 million). The same trend continues for the semi-skilled profession (7.4 million/3.7 million), for personnel preparing information, documentation, registration, and in services (1.8 million/0.2 million), and in services, housing and public utilities, trade and related activities (7.4 million/3.2 million). In relatively hazardous professions the male predominance is quite visible. For example among skilled workers in the industry, construction, transport, communications, geology and exploration surveys, men are four and half times the number of women (7.7 million/1.8 million) and almost either times the number of women as operators and drivers of units and machinery (7.9 million/0.8 million).

Table-4: Labour force size and composition (in Thousands)

	1992	2000	2005	2010	2111	2012	2013	2014	2015
Labour force (Total)	75060	72770	73581	75478	75779	75676	75529	75428	76588
Of which:									
Employed	71171	65070	68339	69934	70857	71545	71391	71539	72324
Unemployed	3889	7700	5242	5544	4922	4131	4137	3889	4264
Males	39197	37631	37311	38601	38716	38720	38720	38729	39433
Of which:									
Employed	37161	33574	34584	35566	36032	36470	36478	36605	37136
Unemployed	2036	4057	2727	3034	2684	2250	2242	2123	2296
Female	35863	35139	36270	36877	37063	36956	36809	36700	37155
Of which:									
Employed	34010	31496	33755	34367	34824	35075	34913	34934	35187
Unemployed	1853	3643	2515	2510	2238	1881	1896	1766	1968

Data source: Sample labour force survey: 1992 - as of end of October, 2000-2015 - average annual data. From 2010 - including data on the Chechen Republic.

Available at http://www.gks.ru/bgd/regl/bl6_12/IssWWWexe/stg/d01/06-01.doc.

The data very clearly shows that women in Russia manage to get proportional employment in high-skilled, semi-skilled, and desk jobs concerning documentation and services and occupy relatively low paid job clusters while their representation in managerial positions is only about 37 per cent. Women perform operational functions at lower levels of management, but almost all the senior posts are taken by men. As in politics, so in corporations and university department the heads and chairs are usually male. In government and legislature, 97 per cent of the country's ministerial jobs is taken by men, as are the 90 per cent of the parliament seats. Only recently, the Federation Council, the upper chamber of Russian Parliament, elected a woman, Valentina Matviyenko, to head it, and similarly, Olga Golodets was appointed as the Deputy Prime Minister. Such instances do show their gradual upward mobility in the political sphere, but this trend has to be sustained over time.

In what follows is that the women of Russia, like their counterparts elsewhere have passed through periods of utter repression and tyrannical rule and also phases of history when traditional interpretation of religious values was unhelpful for advancement of women's aspirations.

INDIA

The Feminists in India, even after Independence, remain utterly divided between those who favour some type of reservation for women and those who oppose it. Regardless of these differences, however, in 1991 and after the government of India passed the Seventy-third and Seventy Fourth Amendment to the country's Constitution. This ensured the establishment of local governance bodies at village, sub-district, and district levels; it also provided for the reservation of one-third of all seats in these institutions for women. As a consequence of this major intervention,— unique in the world— there are currently more than a million elected women in local government in India. And emerging evidence suggests that this may have had a positive impact on women's power and the manner in which the government resources are disbursed in some regions. The Indian government is currently engaged in legal reforms around the issue of rape, and, at the local level, has made efforts to improve the responsiveness of the state to gender concerns, for example by introducing female-only police stations.

Although women's presence in local government does not mitigate the effects of the lack of party support, criminalization of politics, and women's lack of mobility, education, and resources, it has strengthened a sense of community among women. For instance, the NGOs have mobilized local women into telling their elected women representatives how best to represent their interests and ensure their place on government agenda. But this is a ongoing process with mixed results, which thus

contributes to the ongoing contest between those who favour similar reservations for women at the legislative and parliamentary levels and those who do not.

More than 95 per cent of women who work in India are in the unorganized or informal sector. They also work in the lowest- wage occupations, such as rag packing, selling vegetables etc. Being outside the protective space of trade unions, they are exploited and harassed by contractors, middlemen, and petty state officials. According to the National Sample Survey, only 32 per cent of all rural women and 12 per cent of the urban women are in the workforce. The 1991 Census of India breaks down these percentages by nature of work, indicating that the majority of women are agricultural labourers, or cultivators. These are followed by women working in the service sector— only 8 per cent— and women working in non-household and household manufacturing— 3 to 4 per cent each. The class picture is clear: poor peasants and daily wage earners are in the majority, with middle-class women mostly occupying the service sector. Of course, this does not mean that women do not work— only that work is not counted because work is defined as “participation in any economically productive activity” (Raju, 1999: 35-39).

In this context, the following experience assumes great significance. In 1972 Elan Bhatt, a Gandhian set up the SEWA for poor working women in her home city, Ahmedabad, probably the first such organization in the world. Her idea was revolutionary “I thought I could begin *organizing* women, unionizing them not *against* someone but for themselves” (Bhatt, 2002: 84).

As a result of Bhatt’s tireless campaigning to count these thousands of women as the part of the productive labour force of the country, the ILO adopted the Convention on Home Work in 1996, a major achievement for women in the informal sector worldwide.

The “ SEWA story is exemplary for the way in which it brought enormous changes in the lives of working women without recourse to either reformists options or changes in the law. Rather, the organization adopted two apparently contradictory principles: the Gandhian, one of self-help or self-reliance and the collective organizing and bargaining strategy of trade union.

The SEWA’s success inspired other groups in the country. In 1978, the Working women’s Forum (WWF) was formed in Madras, in Southern India, in an attempt to organize women living in slums. If 80,000 members are now able to obtain credit without being prey to unscrupulous moneylenders.

Neither SEWA nor the WWF can be called feminist in ideology or practice, but both fulfill the fundamental criteria of autonomous women’s organizations: they are not party affiliated and they do not prepare members for political office.

The situation of women in India is full of contradictions. The many women in government services and professions like lawyers, doctors, teachers, and scientists exist alongside the close to 50 per cent of women who are still illiterate. High-visibility women in such fast-track fields as media, IT, and banking exist alongside the more than 90 per cent of women who still work in the informal sector. Sharply unequal gender relations, with the average age at marriage 15.6 years, exist alongside a marked increase in divorce in urban areas. The sex ratios is badly skewed in India and it is getting worse— from 972 women per 1,000 men in 1991 to 933 in 2011— reflecting the greater value that parents typically place on male children.

Here in India, more than a million elected women are representatives in local government, but the parliament has the lowest number of women since the 1930s, representing only 11.8 % and surpassing only Brazil in 2017 with comparison to South Africa (highest rates of women represented in parliament (42 %) and in senior government positions), China(24.2 %), Russia (15.8%) and Brazil (10.7%) (Table5). Thus the progress of Indian women could truly be said to typify the syndrome of two steps forward, one step back. So looms large a broken women amidst booming India (Karmakar & Mukherjee, 2020).

Table-5: Protection of women in BRICS, 2017

	Brazil	Russia	India	China	South Africa
Maternal mortality ratio (modeled estimate, per 100,000 live births)	60	17	145	29	119
Lifetime risk of maternal death (%)	0.106	0.032	0.347	0.047	0.301
Lifetime risk of maternal death (1 in: rate varies by country)	940	3100	290	2100	330
Nondiscrimination clause mentions gender in the constitution (1=yes; 0=no)	1		1		1
Mothers are guaranteed an equivalent position after maternity leave (1=yes; 0=no)	1	1	0	0	0
Legislation exists on domestic violence (1=yes; 0=no)	1	0	1	1	1
Law mandates nondiscrimination based on gender in hiring (1=yes; 0=no)	1	1	1	1	1
Law mandates paid or unpaid maternity leave (1=yes; 0=no)	1	1	1	1	1
Law mandates equal remuneration for females and males for work of equal value (1=yes; 0=no)	0	0	0	0	1
Law prohibits or invalidates child or early marriage (1=yes; 0=no)	0	1	1	1	0
Nonpregnant and nonnursing women can do the same jobs as men (1=yes; 0=no)	0	0	0	0	1
Proportion of seats held by women in national parliaments (%)	10.7	15.8	11.8	24.2	42

Source: Compiled from the World Bank by the Authors.

CHINA

Though the lives of women at the time of 1911 Revolution, which overthrew the Qing dynasty in China, varied greatly according to class, region, family, a few generalization can be made. Women's lives were defined by their roles as daughters, wives, and mothers. Most girl children still had their feet bound — a spiritual process that limited their mobility and tended to keep them close to home. The vast majority of girls were illiterate. Sons were considered much more desirable than daughters.

The struggle to improve women's status in the twentieth century China was linked closely to the growth of nationalism and struggle for modernity. Later during the May Fourth Movement, women advocated a feminist agenda for its own sake. Women were admitted to higher education in 1920. By the mid -1920s various approaches have developed within the women movement.

Women in Republic China

Many changes for women in the 1920s and 1930s were related t more to economic change than to government policy. Feminists continued to work to improve the lives of women through education and welfare work. The growth of factory produced a demand for a young female workforce. In the 1930s, two-thirds of the factory labour force of Shanghai was female. Pay and conditions of them were lamentable. In response to the spread of new ideas, foot-binding came to a halt in all but remote rural areas, while it was finally eradicated only after the Communist victory in 1949. During the late 1930s, many girl children were the victims of infanticide or were sold as maid servants, prostitutes, or child brides.

Economic work became a more important theme in the Communist women's movement. Women leaders followed the party line by arguing that the way to liberate women was to involve them in economic work, teach them agricultural skills and mobilize them to spin, weave, and produce uniforms for the army. Communist land reforms policies entitled women to allocation of land on equal terms with men.

Women Empowerment - Awakening of a New Era

Women in the communist areas, like women elsewhere, suffered a double burden of economic work and household work, and their difficulties were often blamed on their own backwardness rather than on their oppression.

Women in the People's Republic of China and Beyond

When the communist party came to power in mainland China, it implemented policies that tried to establish the equality of sexes. The land-reform program gave women the right to own lands in their names. Land reform was soon followed by collectivization of agriculture, under which the private ownership of land was abolished. All lands belonged to the collectives. Again, the hopes that this would improve the position of women were largely shattered and battered soon. Rural cadres were men who valued men's labour higher than women's.

Marriage law 1950 was not popular among women. Tens of thousands of women were reported to have been killed over marriage –related issues in the first years of the People's Republic. This put women into difficulty. The Party accepted the Marxist view that women were oppressed because they were outside the purview or excluded from production. A campaign to employ women was therefore launched, and women became an important part of the urban workforce all over China. This did not mean that they achieved equality. They were disproportionately allocated work in lower-paid employment, such as textiles and light industry. The All –China Women's Federation was the leading organization pressing for measures that would benefit women. The years after 1948 were good years for women's lives in respect of living standards, education, and health. In the field of health, improved nutrition, together with the introduction of preventive health measures and a focus on maternal and child welfare, brought infant and maternal death rate down dramatically.

Table-6: Female share of enrolment in primary, secondary and tertiary education (%)

	1951	1958	1974	1985	1995	2002
Primary	28	38.5	43.7	44.8	47.3	47.2
Secondary	26.6	31.3	38.1	40.2	44.8	46.7
Tertiary	22.5	22.3	33.8	30.0	35.4	44.0

Source: Dela Devin (2008) p366

The expansion of education was of special benefit to women, because women before 1949 had been over represented among those with no schooling. Table 6 shows how women have increased their share in enrolment at each level of education. Yet women have not achieved equality with men. However, even in primary school enrollment when the figures seen in the context of proportion of all children in school, primary school enrolment grew from about 25 per cent of the appropriate age-group in 1950 to 98 per cent by the end of the last century. Secondary school enrolment was 3 per cent of the age-group in 1950. By 2005 the great majority of children in China had at least some years of secondary schooling. Education has put hundreds of millions of women into better position to realize their potential.

Life expectancy for women improved from about 40 years in 1950 to 51 in 1957, 65.3 in 1980, and 73 in 2000. In 2017, the life expectancy at birth for female has improved to 78.83 years, only behind of Brazil (79.16 years) among the BRICS nations (Table. 7)

Table-7: Health of Women in BRICS , 2017

	Brazil	Russia	India	China	South Africa
Survival to age 65, female (% of cohort)	84.96	83.73	74.21	88.87	65.99
Fertility rate, total (births per woman)	1.74	1.76	2.24	1.68	2.43
Life expectancy at birth, male (years)	71.80	67.08	68.00	74.32	60.16
Life expectancy at birth, female (years)	79.16	77.41	70.43	78.83	67.06

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Mortality rate, adult, male (per 1,000 male adults)	188.60		209.92	95.12	378.91
Mortality rate, adult, female (per 1,000 female adults)	92.31		136.20	61.09	258.47
Adolescent fertility rate (births per 1,000 women ages 15-19)	59.11	20.70	13.18	7.64	67.91

Source: Compiled from World Bank

When Chairman Mao's aphorism during the Cultural Revolution, 1966-1976 : " what men can do, women can do" was used to justify the presence of women in male-dominated fields such as engineering and aviation etc., the percentage of women in all levels of education rose, and women were catapulted into leading role and positions in many institutions.

Women after the Economic Reforms: After the death of Mao Zedong in 1976, China introduced economic reforms that included liberalization of the economy, the restoration of markets and a private sector, and efforts to attract foreign investment. The changes produced extraordinarily rapid economic progress and had profound impact on society.

In this period also women's access to land again became a problem. Land was distributed to the household on a per capita basis. Women theoretically received their own share, but it was managed by the patrilocal households, so women could not own or control it as individuals. The patrilocal marriage system undermines gender equality in relation to land.

Many young rural women migrate to cities, where they work in factories sweatshops, and restaurants, or as domestic servants. They tend to work long hours in hard conditions. Some enjoy having money to spend on themselves. Others remit money back to their families or save to set up small business. Although their lives were hard and lonely, migration gives women a small window of independence between children and marriage. Most return to the rural areas to marry and perform the bulk of farm labour.

In urban China there have been winners and losers among women in the period of economic reforms. The expansion of commercial activity and creation of much office employment created many white collar opportunities for women. On the other hand, cutbacks and closures in the old state-owned industries have led to a large scale layoffs. The idea that men are more able than women is still widespread, despite many years of Marxist education to the country. So many political ideas of the Maoist have now been discredited. Whatever the reason, many employers openly discriminate against women in hiring practices, and women's confinement to the lower-paid sectors of the labour market is rarely even challenged. The Law to Protect Women's Rights, enacted in 1992, seems to have done little to help. Indeed, by requiring women to retire five years earlier than men, and by encoding maternity leave and special treatment during menstruation and pregnancy, the law may even have strengthened the image of women as different employees.

Beginning in the late 1970s the Chinese government inaugurated new economic and social policies designed to modernize the nation's economy, to increase national production and income, and to raise people's standard of living. These policies loosened the control of centralized, state planning and permitted more free market activities in both urban enterprises and rural agriculture. Agriculture was transformed into a ' family-responsibility system', in which individual male heads of the family contracted with former state collectives for specific plots of land on which families farmed and tried to turn a profit.

At the same time that the state permitted privatization of parts of the Chinese economy, it also began a nation-wide campaign to curtail population growth— a strict policy known as the One-child Family Plan (ICFP), announced in 1979, and introduced in 1980, the ICFP introduced a host of rewards and punishments to secure compliance, as well as a timetable of specific quotas and targets for national population reduction. It was a bold, unprecedented mass –mobilization campaign which used the authority of the state to compel the Chinese women drastically to alter their reproductive behavior.

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Both the agricultural and 1CFP policies have had deleterious effects on Chinese women, particularly at the point where the policies collide. While the 1CFP *discouraged* childbearing, the family responsibility system *encouraged* rural peoples' desires for larger families and especially for sons. Although rural families' incomes have increased substantially due to the new family-responsibility system, the reforms have precipitated shifts in labour allocation. Skilled male farmers have found jobs in town enterprises like transport, construction and commerce. On the other hand, rural women have become 'surplus labour' (unemployed due to the dismantling of the collectives), their work contributions becoming privatized and 'hidden' within the household income', with a concomitant decrease in both their public recognition as workers and their intra-family bargaining power. The effects of the birth limitation policies are even more serious, because the terrain of struggle of the 1CFP is women's bodies (*Dalsimer, & Nisonoff, , 1997*).Worth mentioning here is that document appeared in the *New York Times* of 16 and 17 June 1991, reporting 'several million little Chinese girls were missing.'

Women have no doubt suffered from the invasive and sometimes coercive methods used to enforce the policy. The burden of contraception has fallen mainly on women, and women commonly have to undergo abortions or sterilization that they do not really want. A Chinese women, Chi An, who desired a second child was being forced to abort her pregnancy, raised her voice: The Party is making use of this ploy in the one-child campaign, in effect holding women and children responsible for all of China's problems. In the West there is a name for such deceptions: it is called blaming the victim (*Moser, 1993:334*). The cultural imperative to have a son causes immense difficulties when the only child permitted turned out to be a female. Disappointed husbands and in-laws sometimes punish the mother. The sex ratio of boys to girls began to rise in the early 1980s. The rules were then relaxed to allow many rural families to have a second child, and sex-selective abortion, although illegal, was facilitated by new technology. However, the impact of China's population policy has revealed how fundamental the preference for boys remains.

The marriage law has been amended twice in the reform period once in 1980 and once in 2001. The 1980 law reflected the state's control with population control. It specially prohibited female infanticide, imposed a duty on all marriage couples to practice family planning. New Clauses in the law of 2001 deal with the problems of married people who cohabit with third parties, of domestic violence, of the abduction of women and coerced marriages, and of alimony or child support.

The modest gain in living standards achieved in Maoist China has been dwarfed by advances after Mao's death. People in urban and rural areas have lives that are incomparably richer in material terms than those of their parents and grandparents. Shopping is easy, and everything is available if you have the money. Consumerism is a powerful force in contemporary China and has transformed how women live in many respects. In the cities, this means fashionable and varied clothing, comfortable furniture etc. The media and advertisements commodify women as sex objects or portray them in domestic roles. Local governments sponsor beauty competitions. Prostitution is rife. Young women from poor rural regions are tricked into sex work or even trafficked against their will.

Although women are still clearly far from equal in China, much progress has been made in this direction. Some efforts of the state to empower women have met with little success, but advances in education and health care have enabled women to take a much more active role in the economy and society, and their health and life expectancy have shown remarkable gains.

SOUTH AFRICA

There was an attempt to restrict land ownership in the South Africa following the 1913 Natives Land Act that severely limited black ownership of land. The objective was to ensure labour for both white commercial farms and industrial mine complexes. These demographic shifts had a profound impact on women's economic activity.

The Natives Land Act, enamored with the expansion of white commercial agriculture, led throughout the 1910s and 1920s to the pulling of more rural Africans into a system of labour tenancy that became the dominant form of agricultural labour. Though women had long worked as the primary agricultural

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producers of their communities, these new trends, combined with male out-migration, placed additional burdens on already hard-pressed women. Traditional male responsibilities such as plowing and herding now also became part of women's domestic responsibilities as men left in search of wage labour. Because men's wages were kept artificially low by white industrial employers, women's ability to generate food and income made them increasingly important to the survival of African families. Rural economic dislocation also led to women's migrating to cities to seek opportunities for wage labour. In this way the women throughout South Africa frequently combined work in both the formal and informal sector.

As women became more visible and vocal presence within cities, they came under surveillance from colonial governments. In 1948 after the election victory in South Africa of the racist National Party lives for women became very hard, Laws passed by them extended throughout the country and it was against the favour for women that curtailed the movement of blacks.. Women protested vehemently. For the many black women employed as domestics, the laws had the implications of forcing them to be separated from their families in order to work as live-in help. Such laws also represented further intrusions of racist states into women's lives.

In the aftermath of World War II, situation changed. Women have resisted colonial rule and they were prominent participants in the struggle against colonialism after World War II. In 1957 women from the Food and Canning Workers' Union mobilized widespread demonstrations against the government's laws. Women were also among the hundreds of protestors gunned down by South African police in the township of Sharpeville on 21 March 1960, a critical event that pushed organizations such as the African National Congress (ANC) to initiate armed struggle against white minority rule. This shows that women played an active role.

Such portrayals, however, obscured a more complex reality. Though many women did fight and die in the struggle against colonialism, they continued to be affected by gender stratification within these same nationalist movements. Many were helpless but to put themselves as cooks and ironing dresses in the camp. Women were also prized for their sexual services, and senior male guerilla fighters often used them as sleeping partners.

By the end of the 1960s, though a few women, such as Winnie Mandela in South Africa achieved positions of prominence, most central positions remained shut to women. As the SWAPO leader Peter Katjavivi admitted in 1988, "SWAPO (South-West Africa People's Organization) is committed to women's equality but it still does not reflect this in its administrative structure." Such remained the case for women after independence. ; they remain marginalized throughout the region. In this context it became clear that for women, the work of liberalization continued long after colonialism was defeated and white minority rule came to a dead end.

When South African Women enters the 21st Century: In 1994, South Africa held its first nonracial democratic elections, marking the end of white dominance in the region. With women becoming more visible in public roles as elected politicians, government ministers, corporate executives, health administrators, educators, opportunities expanded beyond the patriarchal confines. But problems continued since the beginning of the new millennium, particularly for women. Although the political dynamics had changed, poverty, underdevelopment, unfair land distribution, urban violence, political corruption, and AIDs (that had claimed to take more than 25 million lives in sub-Saharan Africa by 2006), shaped badly the social relations throughout the region. Women were disproportionately affected by AIDs, with one estimate suggesting that 59 per cent of those affected with HIV infections and AIDs were women. Many of these women were single and had little in the way of social and economic support. Many of the women experience feelings of terrible isolation after being told they are seropositive; stigmatization is real and many have been abandoned by friends, relatives or lovers; nurses and health workers have been known to refuse care. This trend had important gendered and generational implications because older women were increasingly called upon to care for their orphaned grandchildren. Men affected with the AIDs virus attempt to cure themselves by having a sex with a virgin. Such phenomena have become a part of the broader cycle of violence against women, as evidenced by Africa's being the rape capital of the world.

CONCLUSIONS

Evidence shows that women in respect of equality, particularly in education and employment, contribute to economic growth. But a new measure of gender equality across 129 countries – aligned to the ambitious commitments made in the 2030 Sustainable Development Goals (SDGs) – shows the BRICS countries as a group is under-performing against the global average on gender equality. Many countries with lower levels of economic development than at least four of the five BRICS countries – including Georgia, Ukraine and Kyrgyzstan – performed better when it comes to gender equality. All of the BRICS nations should do more to convert their economic wealth into driving progress for women and girls. The BRICS economies have to work together to improve living conditions for women and the quality of social services. Various social sector indicators suggest that there is a large scope for improvement in all the BRICS economies.

Women's distress will likely continue, unless and until government officials of BRICS adopt sweeping, national affirmative action policies— in employment, education and political leadership—to raise the value of women to their families and to society. Ultimately, no single economic and demographic policy, as adopted in China or elsewhere earlier, will improve the status of women. Only political will — to make policy as if women matter — can do that.

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Constitutional Provision for Women In India

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ABSTRACT

In the context of 21st century women are playing equal role for the development of any country. Today Women are actively participated in every field of the society and to be precise women are in space, women are in corporate, women are in politics, women are in entertainment field, women are in defence field and the list goes on, but unfortunately, at the other hand today women's position is not good as the cumulative socio-economic, educational and political disadvantages are faced by them like gender inequalities, having torture, forcing, rape etc. The rights available to women in India there are provisional rights available for protecting them and empower them here we present an outline of the main constitutional and legal protection provision and system in India

Keywords: women's Constitutional provisions, legal provisions, Special Laws, special initiatives for women.

INTRODUCTION

Women in India from the ancient period to still today is that the rights and privileges of women in India. Women are struggling to find her social status and a respectable place in the society at the time Indian women were in a need of some laws in order to improve their social position and to ensure proper safety against mental and physical torture. At that time Dr. B. R. Ambedkar, author of our Indian constitution, took certain constructive and much needed steps in favour of Indian women to make them independent and socially strong and today we can see the revolutionary change in the position of Indian women. Due to the revolutionary changes brought by our constitution and efforts made by Indian women, they have earned themselves a respectable position in the society. Now they are treated equally with men. The Constitution not only grants equality to women, it gives the measures and solution for the problem of women's and also empowers the State to adopt measures of positive approach in favour of women. India has also ratified various international conventions and human rights instruments committing to secure equal rights of women. There is lots of provisions in our law which protects a woman from mental and physical torture. (Divya, M. 2017)

Now women are treated equally with men the constitution of India also guarantees the equality of rights of men and women. The Indian constitution construct special laws and constitutional provision to protect women from any kind of harassment, violence or torture.

IMPORTANT CONSTITUTIONAL AND LEGAL PROVISIONS FOR WOMEN IN INDIA:

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women. Within the framework of democratic polity, our laws, development policies, Plans and programmes have aimed at women's advancement in different spheres. India has also ratified various international conventions and human rights instruments committing to secure equal rights of women. Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1993.

1. CONSTITUTIONAL PROVISIONS

The Constitution of India not only grants equality to women but also empowers the State to adopt measures of positive discrimination in favour of women for neutralizing the cumulative socio

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economic, education and political disadvantages faced by them. Fundamental Rights, among others, ensure equality before the law and equal protection of law; prohibits discrimination against any citizen on grounds of religion, race, caste, sex or place of birth, and guarantee equality of opportunity to all citizens in matters relating to employment. Articles 14, 15, 15(3), 16, 39(a), 39(b), 39(c) and 42 of the Constitution are of specific importance in this regard.

(i) Equality before law for women (Article 14)

(ii) The State not to discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them (Article 15 (i))

(iii) The State to make any special provision in favour of women and children (Article 15 (3))

(iv) Equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State (Article 16)

(v) The State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood (Article 39(a)); and equal pay for equal work for both men and women (Article 39(d))

(vi) To promote justice, on a basis of equal opportunity and to provide free legal aid by suitable legislation or scheme or in any other way to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities (Article 39 A)

(vii) The State to make provision for securing just and humane conditions of work and for maternity relief (Article 42)

(viii) The State to promote with special care the educational and economic interests of the weaker sections of the people and to protect them from social injustice and all forms of exploitation (Article 46)

(ix) The State to raise the level of nutrition and the standard of living of its people (Article 47)

(x) To promote harmony and the spirit of common brotherhood amongst all the people of India and to renounce practices derogatory to the dignity of women (Article 51(A) (e))

(xi) Not less than one-third (including the number of seats reserved for women belonging to the Scheduled Castes and the Scheduled Tribes) of the total number of seats to be filled by direct election in every Panchayat to be reserved for women and such seats to be allotted by rotation to different constituencies in a Panchayat (Article 243 D(3))

(xii) Not less than one-third of the total number of offices of Chairpersons in the Panchayats at each level to be reserved for women (Article 243 D (4))

(xiii) Not less than one-third (including the number of seats reserved for women belonging to the Scheduled Castes and the Scheduled Tribes) of the total number of seats to be filled by direct election in every Municipality to be reserved for women and such seats to be allotted by rotation to different constituencies in a Municipality (Article 243 T (3))

(xiv) Reservation of offices of the Chairpersons in Municipalities for the Scheduled Castes, the Scheduled Tribes and women in such manner as the legislature of a State may by law provide (Article 243 T (4))

2. LEGAL PROVISIONS

To uphold the Constitutional mandate, the State has enacted various legislative measures intended to ensure equal rights, to counter social discrimination and various forms of violence and atrocities and to provide support services especially to working women. Although women may be victims of any of the crimes such as 'Murder', 'Robbery', 'Cheating' etc, the crimes, which are directed specifically against women, are characterized as 'Crime against Women'. These are broadly classified under two categories.

(1) The Crimes Identified Under the Indian Penal Code (IPC)

- (i) Rape (Sec. 376 IPC)
- (ii) Kidnapping & Abduction for different purposes (Sec. 363-373)
- (iii) Homicide for Dowry, Dowry Deaths or their attempts (Sec. 302/304-B IPC)
- (iv) Torture, both mental and physical (Sec. 498-A IPC)
- (v) Molestation (Sec. 354 IPC)
- (vi) Sexual Harassment (Sec. 509 IPC)
- (vii) Importation of girls (up to 21 years of age)

3. THE SPECIAL LAWS

Although all laws are not gender specific, the provisions of law affecting women significantly have been reviewed periodically and amendments carried out to keep pace with the emerging requirements. Some acts which have special provisions to safeguard women and their interests are:

-Laws before Independence

- The Indian Evidence Act, 1872
- The Indian Christian Marriage Act, 1872 (15 of 1872)
- The Married Women's Property Act, 1874 (3 of 1874)
- The Guardians and Wards Act, 1890
- The Workmen's Compensation Act, 1923
- The Trade Unions Act 1926
- The Child Marriage Restraint Act, 1929 (19 of 1929)
- The Payments of Wages Act, 1936
- The Payments of Wages (Procedure) Act, 1937
- The Muslim Personal Law (Shariat) Application Act, 1937
- Employers Liabilities Act 1938

- Laws after Independence

- The Minimum Wages Act, 1948
- The Factories Act, 1948
- The Employees State Insurance Act, 1948
- The Minimum Wages Act, 1950
- The Plantation Labour Act, 1951
- The Family Courts Act, 1954
- The Special Marriage Act, 1954
- The Hindu Marriage Act, 1955
- The Protection of Civil Rights Act 1955
- The Hindu Succession Act, 1956 (Amendment in 2005)
- Immoral Traffic (Prevention) Act, 1956
- The Maternity Benefit Act, 1961 (Amended in 1995)
- Dowry Prohibition Act, 1961

- The Beedi & Cigar Workers (Conditions of Employment) Act, 1966
- The Indian Divorce Act, 1969 (4 of 1969)
- The Medical Termination of Pregnancy Act, 1971
- The Contract Labour (Regulation and Abolition) Act, 1976
- The Equal Remuneration Act, 1976
- The Criminal Law (Amendment) Act, 1983
- The Family Courts Act, 1984
- The Factories (Amendment) Act, 1986
- The Indecent Representation of Women (Prohibition) Act, 1986
- The Muslim women Protection of Rights on Dowry Act 1986
- Commission of Sati (Prevention) Act, 1987
- The Pre-Natal Diagnostic Techniques (Regulation and Prevention of misuse) Act 1994
- The Protection of Women from Domestic Violence Act, 2005
- The Prohibition of Child Marriage Act, 2006

3. SPECIAL INITIATIVES FOR WOMEN

(i) **National Commission for Women** : In January 1992, the Government set-up this statutory body with a specific mandate to study and monitor all matters relating to the constitutional and legal safeguards provided for women, review the existing legislation to suggest amendments wherever necessary, etc.

(ii) **Reservation for Women in Local Self -Government** : The 73rd Constitutional Amendment Acts passed in 1992 by Parliament ensure one-third of the total seats for women in all elected offices in local bodies whether in rural areas or urban areas.

(iii) **The National Plan of Action for the Girl Child (1991-2000)** : The plan of Action is to ensure survival, protection and development of the girl child with the ultimate objective of building up a better future for the girl child.

(iv) **National Policy for the Empowerment of Women, 2001** : The Department of Women & Child Development in the Ministry of Human Resource Development has prepared a “**National Policy for the Empowerment of Women**” in the year 2001. The goal of this policy is to bring about the advancement, development and empowerment of women.

CONCLUSION

There has always been a discourse on women position in the historically of India and elsewhere, the global history has been one sided throughout its growth in terms of human rights. The history has always given a prime importance to man and his existence and never gave any chance to think of women rights. Due to the Indian constitutional provision for women now days Indian women has come a long way to prove that she is capable of doing anything and equal partner in the growth and development of the nation. Women plays different role in her life which is not an easy task. Their fore it can be said that the Indian constitution focus on to protect her from any kind of harassment, violence or torture.

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Natural Disasters and Empowerment of Indian Women

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Abstract

India is prone to several natural disasters such as earthquakes, floods, cyclones, droughts etc. of different intensity. When the disasters strike, it is observed that women are disproportionately affected by them due to several factors such as lack of safety and security, lack of training and awareness, shortage of supplies, financial resources and equal opportunities for leadership and decision making. Women face several impacts of disasters such as injuries, death, emotional stress, loss of support and income, difficulty in accessing information and necessary financial help for recovery and reconstruction, vulnerability to domestic and sexual violence, malnutrition, gender based discrimination and other long term and short term socio-economic impacts. It is necessary to encourage greater involvement and leadership of women in disaster risk management. There are several government initiatives to support affected women, promote women self help groups and to promote women's leadership and active participation in disaster risk reduction and post-disaster reconstruction. Although there are several challenges in the way of women empowerment, women's contribution as an equal partner in policy making and strategic decision making in disaster management can give a holistic view to the disaster management planning and implementation.

Keywords: Natural Disasters, Indian Women, Empowerment

1. Objectives

- To overview the various initiatives of empowerment of Indian women in respect of natural disasters
- To outline the opportunities and challenges in empowering Indian women in respect of natural disasters
- To suggest measures for empowerment of Indian women in respect of natural disasters

2. Research Methodology

The present research is a descriptive research based on secondary data collected from various reports, research studies, news-papers, journals and websites.

3. Significance of Study

The present study will help academicians, policy makers, corporate & other organizations and the society in general in understanding the need for empowerment of Indian women to face the natural disasters effectively.

4. Introduction

India is vulnerable to several natural disasters. There is a possibility of earthquakes of different intensities on more than 58.6 per cent of its land and more than 12% of its land is prone to floods. More than 50% of its coast line is susceptible to cyclones and tsunamis and almost 68% of its cultivable area is drought prone. There is a vulnerability to landslides and avalanches in the mountainous areas. When the disasters strikes it is observed that women are disproportionately affected by them. Within the vulnerable groups, women, especially those rendered destitute are exposed to higher risks. Gender issues arise from dynamic factors such as differentiated roles and responsibilities, skills and capabilities, vulnerabilities, leadership, cultures, beliefs and attitudes. The basic gender-based divisions of roles, responsibilities and identities are prevalent in different ways all over the world.

As per Census 2011, there were 58 million women in India out of which approximately 40 million stayed in rural areas. In India, it is the main responsibility of women to carry out the household chores. In rural areas they are usually overburdened with many household tasks such as fetching drinking water and firewood walking long distances. After a disaster, women still have to perform these tasks. In cases of houses collapse and destruction also they have to continue to perform the household tasks with inadequate facilities. Their traditional gendered role as caretakers and nurturers intensifies in post disaster situations having to take care of the injured and sick even when they themselves are injured. Women being the manager of the food resources generally tend to feed other members of the family and compromises many a times with own nutritional, health and hygiene related necessities. Studies confirm that the life expectancy of women is less than men in the natural disasters. This is due to several factors such as lack of safety and security, mindset of women to give more safety for their children and elders, their dressing pattern etc. Also, post disaster, women are more susceptible to trafficking, rape, and violence. There is a tendency to leave out women from accessing relief and recovery as they do not have control over resources and institutions (Parkinson 2011).

Mahatma Gandhi once mentioned that 'Judge a country by the place gives its women'. This shows the significance of women empowerment in all spheres. In India, several initiatives are being taken to empower women to face disasters effectively.

5. Literature Review

Bhadra, S. (2017) observed that the psychological vulnerability arises from the sense of loss women experience after disasters, making them prone to depression and other emotional disturbances. This psychological state makes women even more vulnerable when social vulnerability and the pressure of the stressful environment increase. This reduces their adaptive capacity and resiliency to deal with the adversities. The multidimensional impacts of disaster on health, nutrition, hygiene, security, protection, education, and livelihood of women are an absolute threat to the human rights and the dignity of the vulnerable women that are major hindrance in accomplishing MDG development agenda.

Walia Ajinder (2015) observes that the post-disaster period opens a window of opportunities for advancing social justice, redressing inequalities and reducing vulnerabilities. It offers opportunities to break down old patterns of dominance and to restructure decision-making processes. Building on empowering experiences after a disaster can facilitate the breakdown of gender stereotypes that often impede women's advancement in the economic, political and social spheres. Post-disaster recovery should therefore be guided by the overall principle of contributing to a just and equitable society where in women and other previously marginalized groups become equal players in the re-development of the country.

6. Impacts of Natural Disasters on Women

- Impact on health and injuries
- Emotional stress due to the suffering of family and neighbours in the disaster
- Loss of support and income due to the loss of the male /earning members of the family
- Difficulty in accessing information and necessary financial help for recovery and reconstruction
- Vulnerability to domestic and sexual violence
- Malnutrition during disasters eg. drought, when there is a food scarcity
- Intensified gender based discrimination of women in case of caste-based social marginalization
- Long term and short term socio-economic impacts

7. Overview of the Recent Initiatives of Indian Government

1. The Disaster Management (DM) Act 2005 specifically forbids all forms of discrimination – be it based on sex, caste, community, descent or religion in any aspect of DM.

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2. The National Disaster Management Plan (NPDM) 2009 notes that the economically weaker and socially marginalized sections, women, Scheduled Castes, Scheduled Tribes and minorities tend to suffer more during disasters.
3. One of the key objectives of the Ten-Point Agenda for Disaster Risk Reduction, of NPDM 2019 is 'Women's leadership and greater involvement should be central to disaster risk management'
4. The plan recognizes need for:
 - Participation and leadership of women in disaster risk management and reconstruction programs
 - Women volunteers' training to support special needs of women affected by disasters
 - Women engineers, masons and building artisans to participate in post-disaster reconstruction
 - Women self-help groups which can assist in livelihood recovery
 - Women's leadership and active participation in disaster risk reduction.
 - Women's right to use social security measures and income generation activities
 - Women Self Help Groups for livelihood opportunities and development of skills
 - Risk assessment for women protection
 - Gender audit of Disaster Risk Reduction (DRR) measures
 - Rehabilitation, regular counseling, training programmes, attention to health, nutrition and hygiene of women
8. **Emerging Opportunities**
 - If there is an empowerment to women who are almost half of the population of country, a huge capacity building can be achieved for the nation as a whole.
 - Women's contribution as an equal partner in policy making and strategic decision making can give a holistic view to the disaster management planning and implementation.
 - A gender perspective to DRR helps focusing attention on the distinct gender-specific capacities and vulnerabilities to prevent, prepare, confront, and recover from disasters (WCDRR 2015).
 - Women have unique strengths and insights which can be utilized for effective disaster management.
9. **Challenges**
 - Social attributes and notions to disregard the contribution and leadership that women can offer for the disaster risk reduction
 - Restricted access of women to economic and educational resources to prepare, prevent or cope up with the effects of disasters
 - An increase in violence against women, domestic violence and divorce rates have been reported in the aftermath of disasters (Fothergill 1998)
 - Unawareness of women about the impacts of disasters and ways to face them effectively
 - Reproductive burden and vulnerability to violence
 - Safety and hygiene problems in the shelter camps post disaster
 - Lack of focused trauma counseling post disasters
 - Lack of means of finance and ways of rehabilitation
 - Lack of education and training to face the disasters effectively

- Lack of toilets especially in remote areas making women vulnerable as they have to travel to far off places

11. Recommendations

- Central involvement of women in disaster management planning and implementation process as active contributors in building resilience
- Policies to ensure equal ownership of resources such as land, farm, house, livestock etc.
- Creation of awareness among women about the disasters, their short term and long term ill effects and ways to cope up with them
- Health care and rehabilitation of women post disaster
- Specific focus on safety and security of women and girls post disasters
- Trauma counseling post disasters while focusing on the specific emotions, distress and needs of women
- Legal help and access to finance post disaster
- Involving women in decision making and consultation in respect of building of infrastructure such as road, bridges, houses and toilets etc.
- Registering of the reconstructed houses in the joint names of husband and wife to promote gender equity

12. Conclusion

India is vulnerable to various natural disasters. Women face several impacts of disasters such as injuries, death, emotional stress, loss of support and income, difficulty in accessing information and necessary financial help for recovery and reconstruction, vulnerability to domestic and sexual violence, malnutrition, gender based discrimination and other long term and short term socio-economic impacts. It is necessary to encourage greater involvement and leadership of women in disaster risk management. There are several government initiatives to support affected women and their self help groups and to promote their leadership and active participation in disaster risk reduction and post-disaster reconstruction. Although there are several challenges in the way of women empowerment such as social attributes and notions to disregard the contribution and leadership of women, her restricted access to economic and educational resources, her vulnerability to violence, her lack of education and training to face the disasters effectively, If the women who are almost half of the population of country are empowered, a huge capacity building can be achieved for the nation as a whole. Women's contribution as an equal partner in policy making and strategic decision making in disaster management can give a holistic view to the disaster management planning and implementation. Their unique strengths and insights can be utilized for effective disaster management.

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Synergetic Role of Chemistry in Women's Success

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ABSTRACT

Development and growth of a nation is determined by the effective utilization of human resources, both male and female. Though, female category is about half of world's population, they are underrepresented in most of the sectors. Chemistry is playing a synergetic role in shifting the equilibrium towards the women's success. It is the social responsibility to eradicate the gender bias in chemical related fields (academic, professional, industrial, and research). The mean and methods for the same are discussed in the present article.

Keywords: Chemistry, Gender Bias, Social Responsibility, Women Empowerment,

INTRODUCTION

As women number occupies half of the population, encouraging their abilities and brain-power makes the usage of these precious human resources, which is essential for the growth of technological and scientific fields [1]. Only 20 Nobel Prizes were given to women out of the 607 in sciences. Five, three and twelve were the number of awards in Chemistry, Physics and Medicine / Physiology respectively. Noble prize winners in Chemistry are Marie Sklodowska Curie (1911); Irene Joliot-Curie (1935); Dorothy Crowfoot Hodgkin (1964); Ada E. Yonath (2009); Frances H. Arnold (2018) [2]. At present, women's share in chemistry doctoral degrees per year is about 40% [3]. This article discuss about impact of society on women chemists, support to women in chemical education, women role models, recognition and awards to women chemists, importance of mentoring to women chemists and supportive measures from Governments and NGO's.

SOCIETY IMPACT

Scarcity of successful women chemists might be due to two reasons. One of it is the influence of societal training on them which confines attainments in a scientific profession. Unconsciously, societal training assigns the implicit goals for women like seeking out safety, acceptance and affection rather than success. It indirectly makes and propagates the women as acquiescent, non-assertive and non-competitive. Another reason is outdoor hindrances (i.e., overt and covert discrimination). It mitigates the chances of women achievement in competitive arenas [4].

Women must be trained for competitors and risk takers which lead them to success in chemistry. Hidden barricades are lying on the women progression path due to unspoken gender favouritism and / or discrimination or harassment in society in general, in educational / professional communities, in openings for career progress, in networking in operational conditions and guidelines, and financing opportunities [5]. In spite of the societal barricades, some of the women were able to give their foot prints in the chemical field [6] (Table 1).

Table-1: Pioneering Women Chemists and their Contribution

Pioneering Women Chemists	Period & Place	Contribution
Marie Meurdrac	1610-1680, France.	First chemistry book written by a woman. Author of "La Chymie charitable et facile enfaveur des dames"

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Emma Perry Carr	1880 – 1972, America.	The first Garvan Medalist. Studied UV spectral studies on simple unsaturated hydrocarbons
Rachel Lloyd	1839-1900, America.	First American female to earn a doctorate of chemistry
Ellen Swallo Richards	1842-1911, US.	First woman admitted to the Massachusetts Institute of Technology.
Yulya Lermontova	1846-1919, Russia.	First woman in the world to obtain a doctorate in chemistry and first woman to join the Russian Technical Association
Ida Freund	1863-1914, UK.	She was the first woman to be a university chemistry lecturer in the United Kingdom.
Harriet Brooks	1876-1933, Canada.	First Canadian female nuclear physicist and famous for her research on nuclear transmutations and radioactivity.
Icie Macy-Hoobler	1892-1984, US.	Researcher on “chemistry of nutrition”, and was the first woman chairman of Biological Chemistry Division of the American Chemical Society.
Florence e.Wall	1893-1988, USA.	First woman to receive the medal of the Society of Cosmetic Chemists.
Gertv T. Cori	1896 –1957, US.	First Garvan Medalist and received a Nobel Prize in Medicine. Worked on the enzymatic synthesis of glycogen.
Christina C. Miller	1899- 2001, Scotland.	First female Scottish chemist and one of the first five women (also the) elected to the Royal Society of Edinburgh.
Marguerite Perey	1909-1975 France.	Physicist and radiochemist, a student of Marie Curie. First woman to be elected to the French Académie des Sciences

CHEMISTRY EDUCATION

A multiple regression path analysis shows that there is no direct effect of gender on course performance. However, noticeable sex difference was registered in chemistry course performance. Poor academic outcome in chemistry from female students was attributed to the weaker mathematics background. However, employing the female mathematics teachers at high school level helped the girls to exhibit better performance in computational tasks in comparison to boys, which was manifested in the improved score in scholastic aptitude test (SAT) score [7]. Enrolment of girls increases by recruiting more number of chemistry teachers and alteration in pedagogic procedures [8].

Few distinguished women chemists can be noticed in the history like Marie Curie who received two Noble prizes. She won the first Noble prize in Physics in 1903 along with her husband, whereas, the second prize awarded to her after eight years (in 1911) in chemistry. Deviation of women from the “academic track” is due to various complex influencing factors. Out of those, the prime reason is dearth of women role models and compassionate mentoring. Inspite of the arguments about considerable lack of female role models, information about some of the popular role models [8] is given in Table 2.

Table-2: Women Chemists as Role Models

Role Model Women Chemist	Period& Place	Contribution
Martine de Bertereau du Chatelet (Baroness de Beausoleil)	1600's, France.	Mineralogist and mining engineer
Elizabeth Fulhame	Late 1700s, Scotland.	Invented the concept of catalysis and discovered photoreduction
Madame du Chatelet	1706-1749, French	Proposed that fire and heat are not material, but, they are related
Marie Anne Pierrette Paulze (Madame)	1758 born in France.	Translated the work of many contemporary British chemists into French

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Lavoisier)		
Jane Marcet	1769-1858, London.	Author of "Conversations on Chemistry", which was a prescribed textbook in US and Great Britain for about 30 years.
Mary Sommerville	1780-1872, Scotland.	Author of "Connexion of the Physical Sciences"
Elizabeth Fulhame	1794, London	Author of "Essay on Combustion"
Anna Christina Persdotter Sundstrom	1795–1871, Sweden.	Laboratory assistant of Berzelius
Marie sklodowska Curie	1867-1934 Poland.	Pioneering researcher on radioactivity. First woman to win a Nobel Prize and only woman to win in two different scientific fields.
Laura Linton	1853-1915, America.	American chemist and physician, as a chemist she worked on analysis of asphaltum.
Helen Abbott Michael	1857-1904, America	American scientist who was among the first to study the relation of chemical composition to species of plants and to plant growth.
Agnes Pockels	1862-1935, Germany.	A German pioneer in chemistry. Her work was fundamental in establishing the modern discipline known as surface science
Mary Engle Pennington	1872-1952, USA.	Bacteriological chemist and refrigeration engineer
Willey Glover Denis	1879-1929, USA.	Apioneer in the field of clinical chemistry and the measurement of protein in biological fluids
Maude Lenora Menten	1879-1960, Canada.	Best known for her work on enzyme kinetics.
Edith Gertrude willcock	1879-1960, England.	Pioneering researcher with radium.
Ellen gleditsch	1879-1968, Norway.	Norway 's second female professor, Established the half-life of radium
Emma Perry Carr	1880-1972, USA.	Spectroscopist and a worldwide leader in the use of the ultraviolet spectra.
May Sybil Leslie	1887-1937, UK.	Worked on propertiethorium and actinium. During World War I she worked on large-scale manufacture of explosives.
Stefanie Horovitz	1887-1942, Poland.	Known for experimental work proving the existence of isotopes.
Catherine Chamie	1888-1950, France.	Curie's assistant and worked on radioactive atoms.
Helene Metzger	1889-1944, France.	Mainly focused on the history of chemistry.
Icie Macy Hoobler	1892-1984, USA.	Biochemist who did research in human nutrition.
Dorothy Maud Wrinch	1894-1976, Argentina.	Attempted to deduce protein structure using mathematical principles
Ida Tackennoddack	1896-1978, Germany.	In 1934 she was the first to mention the idea later named nuclear fissionand one of the discover element rhenium.
Katharine Burr Blogett	1898-1979, USA.	Well known surface chemist.
Rachel fuller Brown	1898-1980,	Best known for developing the first useful antifungal

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	Massachusetts.	antibiotic, nystatin.
Kathleen Culhane Lathbury	1900-1993, UK.	British biochemist known for her work with insulin and vitamins.
Erika Cremer	1900-1996, Germany.	German physical chemist, one of the most important pioneer in gas chromatography
Mary Fieser	1909- 1997 USA	Best known for the many books.
Dorothy Crowfoot Hodgkin	1910-1994, Egypt.	Awarded the Nobel Prize in Chemistry in 1964.
Gertrude bell elion	1918- 1999, USA.	Biochemist and pharmacologist, who shared the 1988 Nobel Prize in Physiology or Medicine with others for their use of innovative methods of rational drug design for the development of new drugs
Rosalind Franklin	1920 – 1958, London.	Crucial contributor to the identification of the double-helical structure of DNA.
Ruth Arnon	1933- , Israel	A leading chemical immunologist
<i>Irène Joliot-Curie</i>	1897-1956, France.	Shared the Nobel Prize in Chemistry in 1935 with her husband, in recognition of their synthesis of new radioactive elements.
Ada E. Yonath	1939- 2009, Israel.	The Nobel Prize in Chemistry for studies of the structure and function of the ribosome."

In addition to introducing the role models of women chemists, the other avenues to make the girls competitive are setting goals to girls on par with boys, promoting their participation in team sports, inspiring towards chemistry and mathematics by conducting contests in those subjects, conducting seminars to offset negative approach that influence a bright career in chemistry, training the teachers to motivate the girls to have inclination towards scientific careers etc [4].

WOMEN IN CHEMICAL PROFESSION

Chemistry has been practiced by women since the initial times of documentation [9] (Table 3). Domestic duties made the women familiar to the separation techniques which are renowned part of analytical chemistry.

Table-3: Women Chemists of Ancient Era

Women Chemist of Ancient Era	Period& Place	Contribution
Cleopatra's	69 BC – 30 BC, Egypt.	Study of the solvent action of vinegar on pearls.
Tapputi	1200 BC Babylonian Civilisation.	Systematic and quantitative extraction procedures for preparation of perfume products.
Belatekallim and Ninu	1200 BC Babylonian Civilisation.	Extracted essences from plant sources by extraction and distillation
Fang	1 st Century BC, China.	Extraction of silver from ores using mercury
Kleopatra Christopoeia	Third century AD, Alexandria.	Basic distillation still
Theosebeia	Third century AD, Alexandria.	Co-author of chemical encyclopaedia
Maria Hebraea (Mary the Jewess)	Third century AD, Alexandria	Devised new and improved alchemical equipment using glass (heating and distilling apparatus, <i>balneumMariae</i> / a double boiler), simple still (<i>kerotakis</i>) and complex distillation device (the

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		<i>tribikos</i>). Proposed mercury as the deadly poison, mixed metal sulphide (Mary's Black)
Keng Hsien-Seng	975 AD, China.	Primitive Soxhlet process for camphor extraction using alcohol, extraction of silver from ores using mercury
Perrenelle Lethas	14 th Century, Paris.	Reduction of silver ore followed by distillation of mercury

All over the world, women are in lag in comparison to men regarding recruitment, pay and promotion. In spite of limited number of female chemists in the history, an increasing trend in female students is recorded in the contemporary era [10]. Some of the women chemists feel that their career is diminutive due to male superiors who are jealous of women abilities, shun women, do not consider as a part of the work force. About 1/3rd of women are relocating after marriage due to career needs of husbands' or responsibility of child care. One of the difficulties faced by women chemists is working for long hours as per the employer's expectation. Scheduling is an issue for women chemist in the case of experimental research and to be successful, supportive family is essential.

Women claim that they are enforced to work hard than men to attain the equivalent career goals due to delayed acceptance of their experimental results, invisibility of women, either overlooking or underrating their work etc [11]. Another notion is that family issues inhibit the women to work for long hours as per the expectations of employers, whereas, men are not restricted from those hindrances.

FIGHT AGAINST GENDER BIAS

Gender inequality in fixation of speakers without inclusion of even a single woman for the scheduled International Congress of Quantum Chemistry, Beijing in June 2015 was exposed by Anna Krylov, Emily A. Carter and Laura Gagliardi. Protesting against the underrepresentation of women in respected positions at the conference, these three well known theoretical chemists called for a boycott. Responding to it, the president of the conference assured for gender balance [12]. However, Indian women chemists received moderate support to climb the ladders [13] (Table 4).

Table-4: Prominent Indian Women Chemists

Prominent Indian Women Chemists	Period	Contribution
Kamala Sohonie	1912 –1998	Pioneering Indian biochemist who in 1939 became the first Indian woman to receive a PhD in a scientific discipline
<i>Asima Chatterjee</i>	1917 –2006	Development of anti-epileptic drugs, and anti-malarial drugs. Conferred the prestigious Padma Bhushan and became the first female scientist to be elected as the General President of the Indian Science Congress Association. First female recipient of Shanti Swarup Bhatnagar award
Maharani Chakravorty	1937–2015	Well known Indian molecular biologist and worked on bacteriophage
Darshan Ranganathan	1941 – 2001	Pioneering worker in protein folding
H Ila nee Bhatnagar	1942	First woman to get a Ph.D. from I.I.T. Kanpur graduating in 1968
Seetha Coleman-Kammula	1950 –	Noted environmentalist and entrepreneur in petrochemical
ChitraMandal	1952-	A chemical biologist in the field of biomolecules and their applications in health and diseases. Former acting Director of CSIR - Indian Institute of Chemical Biology, Kolkata
AnjuChadha	1955-	Indian biochemist. She works in the fields of biocatalysis and enzyme mechanisms, green chemistry and biosensors.

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CharusitaChakravarty	1964 – 2016	Unravelled quantum mechanical effects in the properties of atomic and molecular clusters
Seema Bhatnagar	1971-	Famous in anticancer drug discovery
Yamuna Krishnan	1974-	Youngest woman recipient of the Shanti Swarup Bhatnagar Prize

RECOGNITION AND AWARDS

IUPAC (International Union of Pure and Applied Chemistry) recognizes and encourages the research contributions of women with a history of leadership and/or community service. It distributes “Distinguished women in Chemistry and Chemical Engineering awards” for every two years since 2011, i.e., International Year of Chemistry Celebrations. Kim Baldrige (China), Donna Blamond (USA), Susan Bourne (South Africa), Janine cosy (France), Vicki Grassian (USA), Otilia Mo Romero (Spain), Elizabeth ann Nalley (USA), Carol Vivien Robinson (UK), Molly Shoichet (Canada), Luisa Torsi (Italy), Chris Willis (UK), Pernilla Wittung-Stafshede (Sweden) were awarded during the ceremony held at Paris in July, 2019 [14].

2011 was declared as the International Year of Chemistry and the same year matches with centenary of awarding Madame Marie Curie with Nobel Prize in Chemistry. Hence, the year 2011 has a special significance to recollect and respect the efforts of female scientists to pave a smoother way to the next generation, as well as to remember the contributions to science by women. On the eve, special editions dedicating to the Women in Chemistry were released by different journals like “*Australian Journal of Chemistry*” [15].

Women scientific awards are significant as they alert the scientific field about the presence of women scientists and hence enhance proficiency. In addition, those awards highlight women scientific work and help them to receive invitations for different professional activities. Garvan Medal is one of such award. Instituting such awards by other chemical professional bodies will assist the women scientists. American Chemical Society awards Garvan medals to women for distinguished service to chemistry since 1936. This identification of chemistry's creative women makes them to act as role models [16].

PROFESSIONAL BODIES AND WOMEN NETWORKS

Active participation in scientific women networks enables the members to help each other to reach career goals. To upkeep and stimulate the Women in Chemistry, a networking breakfast was conducted on 18th January, 2011 by women from forty four countries [17]. An open platform is provided by social media which facilitates the exchange of information. It was found to be advantageous for women to bring out deliberations regarding gender related problems in science. ‘Women in Research’ maintains its facebook account [18] by the women scientists of Max Planck Institute for Biophysical Chemistry, Germany.

Inspiring young women chemists to join some of the organisations (like AWIS – Association of Women in Science) are promoting equal prospects for female to move in to scientific professions and thereby accomplish their career goals [19]. Membership in professional organizations and active participation in their meetings keep the women updated to the cutting end technologies (Table 5).

Table-5: Women Chemists in Professional Bodies and Journals

Women Chemists	Period	Role in Professional Bodies and Journals
Lesley Yellowlees	2012–2014	First Female President of Royal Society of Chemistry (RSC).
Barbara Albert	2012–2013	First Female President of Gesellschaft Deutscher Chemiker (GDCh).
Thisbe Lindhorst	Current president	Gesellschaft Deutscher Chemiker (GDCh).
Livia Simon Sarkadi	2015–present	First Female President of Hungarian Chemical Society (HCS).
Supawan Tantayanon	2011–2013	First Female President of Federation of Asian Chemical Societies (FACS).

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Anna Harrison	1978	First Female President of American Chemical Society (ACS).
Rachel Bodley	1831-1888	First woman member of the American Chemical Society.
Kathleen Yardley Lonsdale	1903-1971	First female member of the Royal Society in 1945.
Doreen Clark	1993	The first female national president of Royal Australian Chemical Institute (RACI).

MENTOR FOR WOMEN'S PROSPERITY

Participation of women in chemical sciences is encouraged by the support and environment extended to them. Role of mentors is significant in educating the women must have a career plan as a rule just like men. 'Virtue is its own reward' is the belief of many women and they wish to demonstrate themselves. Hence, they seldom choose a mentor. However, a mentor plays a key role to reach heights, in the modern era.

In academic, industrial and research fields, mentoring play a vital role to make out from underrepresentation women. Emotional support and inspiration are offered by the mentors, which build the confidence in women chemists and advices during the times of struggle and stress [20]. Existing gender disparity might be the cause for not having matching level and frequency of mentorship for female in various fields (academic, research, industrial etc) when compared to men. Taking into consideration of requirement of women mentorship towards academic / research / professional careers, initiatives were taken by different scientific societies. Based on focussing, mentoring organizations are classified into types, intramural and inter-institutional.

Intramural mentoring organizations mainly focus on creation of links among the people of an institution, while, inter-institutional organizations concentrate on connecting across institutions [3]. 'Committee on the Advancement of Women Chemists' (COACH) creates a platform to mentor the women scientists. It sponsors workshop on career orientation for women chemists working in academic field. Those workshops are aimed at skills improvement to enable their career growth and providing a network between participants and successful women chemists [21]. Chemistry Women Mentorship Network (ChemWMN) falls under latter category. It was formed in 2013 based on the breed idea during the telephone conversation between Brandi and Jillian. ChemWMN is aimed at providing inter institutional mentorship to graduate students and postdocs with the help of women faculty members, identified from matching areas. ChemWMN ensures the acceptability from the mentor by providing the brief details of mentee. In addition, carryout follow up activities like reminders about mutual check in, offering discussion point to endorse exchange, circulating network related news or career progression [3].

Similarly, WCC (Women Chemists Committee of American Chemical Society) is concentrating on career progress of women in chemistry related areas through monitoring of engagement, retention, etc [22]. Addressing harassment, advocacy, improving the scientific literacy, developing the resources to promote comprehensive scientific seminars are some of the themes in action plan of '500 Women Scientists', one of the grassroots organization which is aimed at empowerment of women in science [23]. The issues faced by women in science are advocated on national / international platform by AWIS (The Association for Women in Science). It is having chapters at grassroots level which help in networking and mentorship in order to improve groups among women in STEM [24]. Collaboration between National Center for Women & Information Technology and AnitaB.org had resulted in 'Mentoring-in-a-Box', a correlated mentoring toolkit, in order to upkeep specific mentee pairs [25]. One of the Swedish organization 'Women in Science' is aimed at helping women to achieve their goals by organizing mentor programs, workshops, seminars etc [26].

SUPPORTIVE MEASURES

Women are struggling to choose either family or endeavour for achievement in their career. Research career pursuance by women chemist is deterred by the birth and care of children. Some of the initiatives which address the issue are sanctioning paternity leave for working men which facilitates

them to share the new born responsibility and also to provide comfort to the working spouse. Some of the organizations are running on-site child to ease the mental encumbrance of working women about the care of toddlers [27]. Another relief is provision of flexible fellowships to researchers who are anxious to resume their research followed by a limited time gap due to family related issues. Some of the opportunities available for women chemists [28] are listed in Table 6.

Table-6: Available Opportunities to Women Chemists

Title	Subject Area	Opportunity Type	Organization	Age / Grade Range
ACS Women Chemist of Color Program	Chemistry	Network	American Chemical Society	Undergraduate and Professional
Priscilla Carney Jones Scholarship	Chemistry	Scholarship	American Chemical Society	Junior-Senior in Undergrad
Women in Science Project	First Year: All STEM, Sophomore: chemistry , physics/astronomy, computer science, engineering, and mathematics	Internship	Dartmouth University	Undergraduate

CONCLUSION

Though society has been showing the deterring impact on women chemists, they are striving towards their career goals with a support from various corners in the form of women reservation, inspiring women role models, specified recognition and special awards, cooperation from mentors and other supportive measures from Governments and NGO's.

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Remembring Women Who Empowered HIV Care in India

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Abstract

India with its comparably low prevalence of HIV/AIDS patients, was not always same. During its epidemic at the start of twenty-first century, it was estimated that 5 to 25 million HIV cases were living in India. With timely policies and strategic intervention by National AIDS Control Organization, we were able to reverse the epidemic. This was not done by one person but a combined efforts of many stakeholders. In this chapter we have discussed the achievements of three wonder women in the field of HIV Care who changed the course of HIV in India. These women refused to give in to societal pressures and their work should empower all of us with a sense of motivation.

Keywords: HIV/AIDS, NACO, ART, High Risk Group, Stigma

Human immunodeficiency virus infection and acquired immune deficiency syndrome (HIV/AIDS) historically was a disease of men involved with high risk activity and behaviour. With time it has expanded its victims to a current state where globally more women are infected with HIV/AIDS than men. Same holds true for Indian scenario as well, where HIV/AIDS is commoner among female. Interestingly, few females leaders were also the backbone behind HIV epidemic reversal in India. In this chapter we want to highlight the work of three extra ordinary women who changed the course of HIV in India.

1. India's contact with HIV

History of HIV in India starts with a special woman. She was special, not because she stepped forward to discover India's first case of HIV in the year 1986, but because she worked against the narrow mindedness and society norms. She was a lady microbiologists, **Dr. Suniti Solomon**. At that time, majority of people were not aware of HIV/AIDS while those who did, considered HIV as a disease of the "Debauched West" where "homosexuality and free sex" were prevalent. Indians, on the other hand, were considered a close society and were portrayed as heterosexual, monogamous and pious. The medical authorities in India, blindfolded in the societal norms, refused to believe HIV's existence in its people.

Dr. Solomon took a very bold step and started work on Surveillance for AIDS in Tamil Nadu, India. She advised one of her research scholar Dr. Sellappan Nirmala, to take this topic for her dissertation. They decided that they would collect 200 blood samples from high-risk community like sex workers, homosexual men, jail inmates and African students. They started their work in Madras, currently known as Chennai. Their work in the city of Madras came with own issues. It had no fixed address or red-light districts for sex workers and finding and communicating with homosexual was nearly impossible. Although there were few vigilance homes marked by authorities, where prostitutes and destitute women were frequently remanded. (Pandey, 2016). Dr. Nirmala collected blood samples from these remand homes through door to door visits. She gathered these samples with no gloves, no safety equipment and even had to keep these samples in her home refrigerator!

Because of unavailability of HIV testing facility in Madras, Dr Nirmala had to take the first batch of blood samples from the remand home to the virology department of Christian Medical College (CMC) Vellore, about 200km north of Chennai. As with all medical authorities in India at that time, the

doctors in CMC, Vellore also predicted the probability of success to be close to zero. To their surprise, 6 out of 80 blood samples which were tested came out positive in the initial test. These results stunned everyone. Fresh sample from the same sex workers were taken again and were independently tested at Johns Hopkins University, Baltimore, USA where a Western Blot test was done, which confirmed the arrival of the deadly HIV virus in India.

This discovery of the deadly virus was filled with mixed emotions. On one hand, these two wonder women had slapped the incompetent medical authorities and ministers with their successful demonstration of the presence of HIV in India. And on the other hand, their discovery was the start off point of the challenging journey ahead of HIV/AIDS in India. It felt like “A Cheerless Triumph” for them!(Pandey, 2016)

After the discovery of HIV in United States, experts predicted that countries in global south who are burdened with poverty, illiteracy and population are easy target for HIV and might face a devastating epidemic. This theory was proven from the experiences from many Sub-Saharan African countries, but thanks to the timely efforts by Dr. Solomon and Dr. Nirmala, the crisis never struck India.

Soon after the conformation, Dr. Solomon conveyed the grim news to the Indian Council for Medical Research, which further informed the state health minister as well as then-prime minister Rajiv Gandhi. Thus the medical fraternity that often ducked the issue of HIV before, after the findings of Dr. Solomon research, were forced to sit up and take notice. Dr. Solomon continued her efforts towards HIV research and set up India’s first HIV voluntary Testing and Counseling Centre at Madras Medical College. In 1993, she established the Y.R. Gaitonde Centre for AIDS Research and Education, today popularly known as YRG Care (“YRG CARE - About Us,” n.d.). For pioneering the research for HIV/AIDS in India and her passionate work towards HIV/AIDS people, Government of India, in the year 2017, honoured Dr. Suniti Solomon with a posthumous Padma Shri. (Ministry of Home Affairs, 2017)

2. India’s response to HIV

Soon after discovery, the authorities started massive screening and prevention programmes against AIDS. AIDS Task Force was setup by ICMR and National AIDS committee established under Ministry of Health. In the next year, National AIDS Control Programme (NACP) was initiated, its main activity being to screen the “sexually promiscuous population” and blood donors. These initiatives took a massive form in 1992 with the setup of NACO, banning of professional blood donation, improvement of qualities of condoms, STI clinics and University Talk AIDS initiatives (NACO, 2013). However, at the dawn of twentieth century, HIV/AIDS turned into an epidemic in India, growing rapidly, infiltrating in every corner of the country. With unaffordable treatment and no cure or vaccine, HIV was a death in waiting for any patient in India.

Another wonder women who played very important role in controlling the epidemic of HIV is **Mrs. Sushma Swaraj**. She was the Union Health Minister from 2003 to 2004. India’s Antiretroviral Treatment (ART) Programme to combat HIV saw the light of the day due to efforts of Sushma Swaraj. From the first discovery of a case of HIV in 1986 from Chennai, the number of people living with HIV had crossed six million in 2003. With sky rocketing prices of antiretroviral drugs and deep seated poverty in India, the hope was only in the government funded free drugs. Given the expanse of India’s population, starting a government funded ART Programme was considered cost prohibitive with many economic experts and medical authorities advised against it, projecting it as a big burden for the Government. During Mrs. Swaraj tenure as Health Minister, a obstinate file labelled as ‘ART’ was sitting on her table awaiting approval since ages. WHO and several international technical health experts cautioned her of many challenges for ART programme in India and advised her not to sign. While another international health organization, United Nation, was advocating “3 by 5” strategy – to reach three million people living with HIV/AIDS with ART by the end of 2005 (UNAIDS, 2003). Apart from the obstacle of infrastructure, human recourses and various technicalities, the major critical hurdle was negotiating the price of drugs from manufacturers and TRIPS regulations. At that time, a month of ART drugs would cost a patient about thirty thousand rupees which made these drugs unreachable to the common man of India.

Mrs Swaraj was on a visit to Kollam, when she was brought to notice a story of two orphaned siblings who had lost both their parents to HIV. These children were being discriminated by the society and were barred entry to their school on their being tested HIV positive. The Kerala government didn't help much. They were under the care of their grandfather, who asked Mrs. Swaraj to provide them with life saving drugs. Moved by his incidence, Mrs Swaraj hugged those children and express that the society must learn that AIDS does not spread by "touching and hugging". This was a hug of confidence and got wide media coverage which broke the long standing taboo. On World AIDS Day 2003, she finally signed the file approving the ART programme in India and open the new era of HIV free India. (BBC NEWS, 2003)

The ART programme was launched on April 1, 2004, with free drugs provision to the vulnerable section of society including pregnant women and children. It was started at eight institutions in six high prevalent states, with a proposal to progressively increase its coverage to other states and commitment to provide ART to every eligible HIV infected individual (NACO, 2014). The drug cost was major limiting factor for its application. It was estimated that in the years 2003, at least 4.6 million people with HIV were residing in India, the second highest number in the world, after South Africa, with a national prevalence of about 0.8% (Waldman, 2003). The government was yet to find a way to provide the budgetary support to the programme in order to pay for drugs for these people.

To deal with this was not an easy task for a developing country like India. There were many hindrances, customs and excise duties on import of drugs, patent of drug for in-country production, commitment of pharmaceutical companies for production of generic drugs and the pressure of international pharmaceutical companies were a few of them. Mrs Swaraj managed this by negotiating pharmaceutical companies with the price of the ART drugs which was initially broke to Rs 8,000-10,000, and a later commitment by the drug manufacturer to bring down to about half the price in the coming 2-3 years after relaxation in Trade regulations. The later was due to India signing the agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS) as a member of the World Trade Organization in 1994, which created some complication towards the access to ART (WTO, 1995). However, India changed its patent law on 1 January 2005 to grant permission to Indian manufacturers to continue their existing production of generic versions of drugs that have been patented elsewhere in the world between January 1995 and December 2004, at the same time they were not be able to initiate the production of additional generic versions of drugs that fall into this category (WHO, 2001). This resulted in marked reduction in the cost of ART. Indian pharmaceutical companies manage to manufacture their own generic version of ART and sold them at less than 1 US\$ a day. National AIDS Control Organization (NACO) drafted "Programme Implementation Guidelines for a phased scale up of access to Antiretroviral Therapy" which dealt with detailed plan of implementation of antiretroviral drugs to people living with HIV/AIDS. Under this programme, fixed dose combination of first-line drugs were being provided. These drugs were procured from the three large generic drug manufacturers in India (NACO, 2014). The ART programme kickstarted by Mrs. Sushma Swaraj, despite opposition from multiple sides, became the backbone of National AIDS Control Program to control India's AIDS epidemic, and made it one of the largest and best implemented public health programmes in the world.

Apart from giving India free drugs, Mrs Sushma Swaraj brought another shift in policies in tracking HIV in India. As a health minister, she moved away from "condom centric" education campaign towards more comprehensive and holistic policies and efforts to prevent the disease. She stressed that instead of focusing on just sexual transmission, they had to be protective towards all the routes of transmission of HIV.

3. India's reversal of HIV epidemic

With free drugs available to HIV/AIDS patients under ART programme, India documented a start of decline in the number of deaths from HIV/AIDS. Although, with estimated five million people living with HIV in India, controlling and reversing the epidemic was distant dream for health authorities. With new drug policy and negotiations with pharmaceutical companies successfully done under Mrs. Swaraj, India had all the raw material for success. All that that was needed was a working instrument

and a brilliant leader who would lead India to success. Stabilizing the system and upgrading the National AIDS Control Organization became the instrument, while the person who drove India close to success was another wonderful woman, **Miss K. Sujata Rao**. Miss Rao took over the NACO as Director General in the year December 2005. International health think tank estimated that if India authority continued the denial of the epidemic, India would be standing beside Sub-Sahara African countries in front rows of hyper endemic HIV nations.

Miss K. Sujata Rao had an extremely difficult task ahead as soon as she joined the office. India was sitting on a ticking atom bomb called HIV, and organization under her charge was not working enough to control it. She had three big challenge in front of her. First, building up the organizational capacity at central, state and district level. They were the backbone on which all the task and intervention could be placed. This was specially required because in order to achieve the reversal of HIV epidemic, NACO had to massively up scale the program many fold (NACO, 2014). She did this brilliantly with reshuffling the executives and recruiting new manpower and nurturing the them into bureaucrats and project officers. The second challenge was working closely with the group which made most of the high risk community. They were a socially discriminated population and often criminalized by the authorities. They had to be integral part of programme as all the policy guidelines were designed keeping them at central stage and were implemented on them. Third, was financial generation and absorption. For containment and reversal of the epidemic, higher amount of funds were required. Although there were many donors ready to provide funds, but a lack of a structural framework and chalk out plan rendered these funds useless. NACO at that time had about 50 odd employees and even lesser number of civil societal ties. Massive up scale of organizational capacity at all level made it possible to channel the funds in various interventions. This was done by a systematic cleaning of all the clog at operational level, which made it possible to absorb the fivefold funds coming from donors.

One more hurdle in front of Miss Rao was to manage was multiple stake holders. They were multiple national as well as international donors with money as well as ideas. The state government, which were the principle actors implementing the programme and the patients community were other stakeholder. While horizontally, almost all the central ministries could be helpful in reaching out the wider audiences. Lastly, the health provider community had to be an integral part for success of the programme. Miss Rao created a great collaborative environment where she planned to get all stakeholder on board in the form of technical resource groups (Rao, 2017). A regular meetings were held of technical resource groups which provided a concurrent dialog and consciences building. This was highly instrumental in policy guideline formulation, which used to be based on the idea and feedback provided by the group and were screened and approved by them at the same time. This strategic engagement of all the actors and stakeholder gave the distinct advantage in planning and implementing along with accountability.

Another strategy followed by Miss Rao was reaching out to the marginalized population and core groups involved with HIV/AIDS. They were commercial sex workers, men having sex with men, intravenous drug users, transgender, long distant truckers, single male migrants and sexually transmitted disease patients. Preventive initiative including Targeted Intervention, Needle-Syringe Exchange Programme, Link Worker Scheme, Blood Safety Program, HIV Counseling & Testing Services, Prevention of mother to child transmission, Condom promotion, Adolescence education Programme and Red Ribbon clubs were either started or strengthened under her term as Director General of NACO (NACO, 2007). The technical resource groups were also responsible for formulating operational guidelines of all the interventions which helped in implementing them universally as well as standardization at all the level. All these initiatives and policy paid well in the form of containment of the epidemic within few years and reversal of epidemic within a decade. Her instrument of governances, structural change and building up the organization are still resounding in National AIDS Control Organization.

Conclusion

A lesson to gather from these real life stories is that even though these women are not celebrated heroes of our society, neither did they create a huge uproar in the media, but their contribution towards

HIV care was enormous. Their work have truly turned the tide for India and we reached the current state because of these wonder women. One similarity among these women leaders was that they didn't bend by the societal pressure and working for people living with HIV/AIDS became their passion for a large duration, if not for their whole life. With the success of HIV program in India, we should recognize that women representation in economic, political decision-making, policy, governance, structural change and leadership makes huge differences. The facts stated in this chapter should empower women with confidence and courage to face the challenges that may come in their field of work.

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To know more about menopause: subtle phase of woman's life

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Abstract

Menopause is defined as permanent cessation of menstruation resulting from loss of ovarian follicular function. This chapter discusses about menopause, terms associated with it, role of hormones especially estrogen and symptoms associated with menopause and post menopause. Also focus on risk factors that make women highly susceptible to early onset of menopause has been made. Complications due to menopause including depression and ill function of bladder have been emphasized. Additionally this chapter will elaborate role of exercise and healthy diet for a woman, especially undergoing through menopausal transition phase.

Introduction

A regular exercise and balanced diet are the keystones for good health of a person. As men women should enjoy a variety of healthy food, including whole grains, fruits, vegetables, healthy fats, low-fat or fat-free dairy and lean protein. But being hormonally different women also have special nutrient needs at particular stages of life especially during menopause, because maximum hormonal changes occur at this peculiar time. This stage is inevitable in women's life. Studies suggested that around 43 million women undergo through menopause transition phase per annum and suffering through troublesome symptoms involving insomnia, vaginal dryness, vasomotor symptoms, decreased libido, fatigue, and joint pain (Unni, 2010). In addition, during menopause, women might also undergo depressive and cognitive symptoms which can lead to bundle of other illnesses. Thus understanding about this subtle phase of women's life is necessary. During menopause two hormones that are estrogen and progesterone, integral to reproductive aging are no longer produced. Many therapies targeted this hormonal decline have come into light but due to studied side effects food rich in antioxidants should be of main consideration. Thus present chapter aims to know about menopause and the nutrients to be taken during and after it.

What is menopause?

Menopause is not a disease or a disorder but a natural process in which reproductive hormones decline. It is a form of reproductive aging which involves discontinuous activity of ovarian follicular activity and eventually the menstrual cycle (Mishra and Kuh, 2011). Although menopause is a natural process of the body, but certain other factors including surgery, chemotherapy or iatrogenic insult can also lead to it (Hoffman et al., 2012). The main reason behind this reproductive aging is decline or cessation in two hormones (progesterone and estrogen) which can affect every woman in a specific way. These symptoms may include hot flashes, vaginal dryness, vaginal atrophy, osteoporosis, heart disease, breast tenderness and ovarian dysfunction. It is a slow process that occurs in women of 45 to 55 years old. Fertility decline is the first mark of this stage as the ovarian follicles decline in number after this time (Velde et al., 1998). This transition directly leads to the decline in production of ovarian hormones which leads to physical changes of the women (Li et al., 2012).

Terms associated with menopause includes premenopause, perimenopause, menopause and post menopause.

Premenopause: refers to the reproductive years of a woman life span.

Perimenopause: includes the years prior to the onset of menopause.

Menopause: is the time in which permanent cessation of menstruation occurs.

Post menopause: are the years following menopause.

Usually, the first indication of approaching menopause is irregular periods. This time is called **perimenopause**. For some, this period could last for as much as ten years. The irregularities may be in the length of period, level of bleeding and time between periods. If a woman stops having regular periods for more than twelve consecutive months and she is not suffering from any other ailment, she is in perimenopause.

Hormonal changes during menopause

Menopause marks the end of reproductive age of a woman. Egg production and hormones (Estrogen and progesterone) production decline during this phase. It does not occur with the blink of eye, it typically takes over duration of eight to ten years. With the decline in these hormones, ovaries erratically stimulate ovulation. Eventually, ovaries become unable to ovulate. This results into halting of monthly periods.

Estrogen and progesterone are the two main hormones responsible for menstruation. Estrogen helps in stimulating the growth of uterus lining for the implantation of egg after fertilization. Progesterone is mainly responsible for thickening the uterus lining which produces glycogen, which helps in nourishment of embryo. Each month, alternate ovaries release an egg for fertilization. After fertilization it gets implanted within the thickened uterus lining and proceeds through pregnancy. If the egg doesn't get fertilized, progesterone production stops and that results in shedding of uterus lining resulting menstrual periods. This is called menstrual cycle. This cycle does not stop abruptly. Reduced hormonal production by the ovaries may cause some unpredictable changes in menstrual cycles. Changes include heavy menstrual discharge sometimes and sometimes complete absence of menstrual periods. These changes occur over a span of five to eight years (perimenopause), finally resulting into menopause. Along with estrogen and progesterone, follicular stimulating hormone is also considered as another important hormone. During menopause the rise in follicular stimulating hormone (FSH) is followed by rise in luteinizing hormone (LH) (Djahanbakhch et al., 2007). Studies revealed that rise in FSH is because of the decreased production of inhibin B, a dimeric glycoprotein involves in suppressing formation of FSH. Inhibin is specifically observed to get declined during follicular as well as luteal phase of menstrual cycle, thus rise in FSH is considered as an early indicator of reproductive aging. These transitions are actually the results of cessation of ovarian activity. This period is known as perimenopausal period.

Estrogen- a women's soldier

Oxidative stress is an inevitable process occurring inside the cells resulting in the formation of free radicals including reactive oxygen species (ROS). Antioxidants present inside the body helps in neutralizing ROS thus preventing oxidative stress. Oxidative stress is the process in which free radicals generated inside the cells due to the ongoing metabolic activities interacts with biomolecules in order to damage it consistently. However as the person becomes old, the activities of the antioxidant enzymes declines leaving the body prone to age related diseases including liver damage, heart diseases etc. (Witteaman et al., 1989). In females oxidative stress also leads to decline in estrogen levels leading to various symptoms of menopause such as vasomotor disruption, osteoporosis and cardiac diseases (Agarwal et al., 2012). Thus pro oxidant state is created inside the body in which estrogen, a natural oxidant is lost. Various studies reported that oxidative stress alone cannot induce menopause but can lead to risk to ovaries including ovarian failure. The reduction in estrogen have been shown to increase in oxidative stress as in low concentrations it act as pro oxidant leading to the DNA breaks, adducts and crosslinks formation of DNA-DNA and DNA proteins.

Studies also revealed the atheroprotective effect of estrogen indicating its protective role in cardiovascular system (McCrohon et al., 1999). This hormone is also known to control levels of insulin, glucose and lipoproteins. However its decline or cessation leads to high risk of atherosclerosis.

Low levels of nitric oxide, a natural vasodilator present inside the body is another imbalance of chemical occurring in menopausal woman. Such depleted levels of nitric oxide leads to inflammation leading to cardiac diseases. Further the prominent reduction in estrogen during menopause leads to

accumulation of free fatty acid inside the body which further leads to metabolic syndrome and insulin resistance which are considered as key factors for cardiovascular dysfunctions.

Vasomotor disturbance is the symptom seen during menopause. Hot flashes and night sweats are the common seen symptoms of vasomotor disturbances in which women suffers from sudden feeling of warmth on face, neck and chest area. Temporary raise in metabolic rate, sweating, panic etc. are the other symptoms observed during menopause (Kronenberg, 2006). During menopause, these continuance vasomotor disturbance leads to prolonged rise in metabolic rate which leads to the occurrence of oxidative stress by hindering the activities of antioxidant enzymes and their function to quench ROS.

Studies also reveal decreased bone mass during menopause due to the decline observed in estrogen levels. This hormone is involved in the apoptosis of osteoclasts, the cells involve in breakdown of bone minerals. Thus due to loss of estrogen during menopause women become more susceptible to osteoporosis. Thus, it is evident that the effects of oxidative stress leading to decrease in estrogen and other substances during menopause can predispose women to many illnesses.

Risk factors for early menopause

Menopause is a natural event. Yet number of factors might lead to early onset of menopause.

These factors are

- **Genetic history**

If a woman has family history of premature menopause, high risk for her also persists.

- **Medical History**

If a woman undergoes any treatment which includes radiation or chemotherapy, that woman also high risks of early menopause.

- **Surgery**

Hysterectomy includes removal of ovaries, thus a women undergoing this surgery will enter premature menopause. If uterus is removed (not ovaries) such operation may not cause early menopause because ovaries still produce hormones such as estrogen and progesterone.

- **Smoking**

Smoking enhance early menopause. Women who smoke cigarettes regularly are highly prone to early menopause, around one to three years earlier than those who don't smoke. The nicotine present in cigarettes affects central nervous system leading to hormonal imbalance leading to early onset of menopause. Thus early menopause might make you prone to symptoms of menopause such as cardiac diseases, osteoporosis and cognitive symptoms. Thus women experience intensive menopause. Smoking also increases chances of ovarian, uterine or cervical cancer. If these cancers remain undetected for long, they might lead to ovarian failure.

- **Medicines:**

Specific medicines that lead to decline in estrogen level could cause early menopause.

- **Premature ovarian dysfunction**

This is one of rarest condition in which ovaries stop functioning before the age of forty due to certain genetic or medical reasons. This might lead to early menopause.

Menopause and depression

During menopause, several hormonal changes occur inside the body of woman which led to lots of changes which can be physical as well as emotional. Menopause occurs in middle aged women, these women are already into a lot of health and social issues, which are key factor in triggering depression (Yangin et al., 2008). Three milestones in women life are puberty, pregnancy and menopausal transition. All of these affect women in one or another way (Chrisler and Ghiz, 1993). The changes can be seen in their body shape, weight, heavy bleeding, variation in sleep cycles, aging (Pearche et al., 2014). According to a study 54.1% of women facing menopause have negative thoughts, whereas women with positive attitude experience lower symptoms of depression (Erbil. 2018). Negative

attributes toward menopause mostly occur due to loss of sexuality and attractiveness (Berger, 1999). Older women in postmenopause have more positive feelings as compared to younger women which are in their 40's (Sommer et al., 1999). Inability to conceive children, reduction in physical strength, loss of attractiveness, change in body are some major factors that contribute to negative attitude in women undergoing menopause transitional phase (Kisa et al., 2012). Depressive mood in women also occur due to changes in body which are associated with aging such as appearance of wrinkles (Janelli, 1999; Banister, 2000). Attitude of women in menopause is mostly due to decreasing level of estrogen (Llaneza et al., 2012). Symptoms of dipression can be mild, moderate and severe by the Hamilton depression rating scale. Around 42.6% women show somatic symptoms which includes fatigue, headache and backache. 32.16% women had anxiety symptoms which are sweating, stomach cramps, and urinary frequency. 35.6% women deal with insomnia, around 5.2% women had suicidal thoughts. 8% women start showing guilt sympyoms. All of these symptoms collectively highlight depression (Dutta et al., 2018).

Menopause and ill functioning of bladder

Menopause results in declined level of estrogen which can effect functioning of bladder and urinary system adversely. Menopause increases the chances of infection in urinary tract making muscles of bladder weak. Bladder muscles and sphincter helps in controlling urine leakage. Low level of estrogen leads to poor function of muscles and sphincter of bladder thus leading to incontinence. Simple surgery can help to improve sphincter function and control urine leakage. Another option can be collagen injections which can tone up the muscles of bladder improvising their function. Pelvic exercises can also provide relief. If these exercises are performed from young age the chances of incontinence decline during menopausal and postmenopausal phase.

This transition phase of women life need extra care. Women must involve in exercise and healthy diet to prevent them from the illnesses.

Exercise - a must routine

Exercise helps to modulate oxidative stress in the body. Certain studies reported increase in ROS concentrations following exercise; however this elevation in oxidative stress serves as a signal to activate antioxidant defense mechanism and eventual reduction in free radical species produced. (Wassmann *et al.*, 2004). Exercise is considered to be associated with reduction in free radicals species during oxidative phosphorylation leading to increase in oxidative stress during menopause. Studies claimed that postmenopausal women tend to have increase oxidative stress leading to accumulation of fat content as compared to women who are in premenopausal stage (Attipoe *et al.*, 2008). Therefore, exercising to reduce body fat during or after menopause is highly beneficial in enhancing the antioxidant capacity of the body. Overall, exercise has been proven to be a valuable, cost-effective option in alleviating menopausal symptoms and improving the redox balance in healthy, postmenopausal women (Gudmundsdottir et al., 2013). Exercise prompts your brain cells to release special hormones called endorphins. These are feel good hormones and stimulate mood to feel happy. Such effects remain for a long time. Thus exercise can help you get over depression and mood swings during menopause.

Right diet can be a woman's friend

Each woman experiences different symptoms with different intensity level because of her individual health situation. Healthy women Different women experience different symptoms and with different intensity because of their individual health situation. Healthy women with proper nutrients levels show less symptoms as compared to the women having imbalanced diet. Thus here are the few tips which can be helpful for the women undergoing menopause.

Lycopene is known to carry estrogen mimicking substances. Menopause results in reduced level of estrogen which leads to bone loss. However lycopene known to carry estrogen mimicking substances helps in preventing osteoporosis. Thus substances rich in lycopene are suggested for reducing menopausal symptoms. Lycopene is mainly present in red fruits and vegetables. Thus these should be added in the diet of a woman undergoing menopause.

Along with lycopene, two vitamins Vitamin C (Ascorbic acid) and E (α -tocopherol) are used against various disorders associated with age related decline in estrogen. These vitamins have the potential to neutralize oxidative stress. Study confirm the increase in oxidative stress marker i.e. malonaldehyde, and lower levels of the antioxidant enzymes, catalase and superoxide dismutase in which diet does not include these vitamins (Cook et al., 2007). These vitamins not only balance the redox process inside the body but also reduce the risk of cardiovascular disease. Coming to symptoms of menopause, both of these vitamins are helpful to reduce the severity and number of hot flashes by promoting the adrenal function which lead to the increase production of estrogen activating antioxidant defense system in postmenopausal women. Vitamin C intake has been linked to protective effect on bone. It possesses the suppressive potential on osteoblast and osteoclast activity which therefore prevents bone loss. However, extra consumption of these vitamins promotes deleterious effects on the body. More than 2,000 mg/day dose of vitamin C has been reported to cause diarrhea, abdominal cramps, bloating, nausea, vomiting, and kidney stones whereas more than 1,000 mg/day dose of vitamin E may result in high risk of bleeding as it carries anticoagulant properties. Thus appropriate dose of these vitamins are suggested to quell the severe effects of menopause (Kushi *et al.*, 1996). Bananas, lemons and oranges are considered as best source of vitamin C as well as potassium.

Phytoestrogens are naturally occurring compounds which have estrogenic effects. Cereal, legumes and grasses contains phytoestrogens. Soybean is also phytoestrogen carrying plant. Its phytoestrogen components has high efficacy to improve health in women undergoing menopause (Aedin et al., 2017). In post-menopausal women intake of whole soyabean protein isolate reduces cardiovascular risk, by effecting lipid markers. Hot flushes can be reduced by using soyabean-isoflavones extract. Endothelial functions may be improved by using it. Thus soy and soy products like soymilk and soy flour should be added in diet.

During menopause bone density decreases thus products rich in calcium should be included in a diet. Milk is a rich source of calcium. Thus milk, yoghurt, cheese could act as beneficial for the reduction of menopausal symptoms. Carbohydrates such as cereals, wheat bread help to find relieve from depression whereas lentils and beans are good sources of energy thus helps to overcome fatigue. Restrictions on salt and sugar product should be applied as sugar helps in adding more weight and salt helps in increasing hot flashes during menopause.

Thus consuming balanced diet along with antioxidants rich foods are helpful in providing benefits to postmenopausal women. Especially women who cannot withstand the extreme side effects of menopause hormone therapy may find it beneficial to use healthy diet along with dietary supplements rich in antioxidants to control the symptoms of menopause.

Conclusion

Menopause is an event related to cessation of ovarian function and menstrual cycle. During this phase, decline in estrogen is observed which is considered as natural antioxidant present inside the body of women. This leads to occurrence of various characteristic symptoms of menopause specifically increase risk of osteoporosis, cardiovascular diseases and vasomotor disturbances. This phase is inevitable but proper nutrition can help to overcome the complications of menopause therefore healthy diets along with exercise are recommended.

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