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Gender Discrimination-Empowering of Women



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Gender Discrimination - Empowering of Women

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V Gender Exercise: To assess the levels of women empowerment.

[I] Status of Women in India

(1) Declining Sex Ratio

- The statistical data on sex ratio, literacy rates, child sex ratio, infant and maternal mortality rates manifests the prevalence of gender discrimination in India.
- The underlying causes of gender inequality are related to social and economic structure, which is based on informal and formal norms and practices. The sex ratio of females has been declining from
 - 972 in 1901 to
 - 940 in 2011.

The reasons for lower sex ratio is

- deep rooted traditional son preference,
- continued practice of dowry and
- exploitation of women and girl children.

2) *Low female literacy rate*

- Literacy is one of the main indicators of human development more specifically female literacy is the indicator of social development .
- The data shows that there is continuous gaps in literacy rates in India which can be filled through promoting girls education.
- When we compare the female literacy rate in
 - 1951 (8.86%) to
 - 2011 (65.5%)
- there is no doubt that there is noticeable increase in female literacy rate.
- But when we compare with male literacy rate (82.1%) there is a gap in literacy rates (16.6%)

◎ *3) Low levels of Women's Workforce Participation*

- ◎ India today has lower levels of women's workforce participation than many other countries in the Middle east.
- ◎ **India ranks 127th on the gender inequality index and**
- ◎ **108th on the gender gap index.**
- ◎ Women's labour participation
 - in rural areas - 32 %
 - in urban areas - 21 %

According to ILO, in 2011-12, women employed in

- agriculture sector - 62.8 %,
- industry - 20 %
- services sectors - 17 %

According to government statistics that women's labour participation rate fell from **29.4 %** in **2004-2005** to **22.5 %** in **2011-2012**.

The idea of women working outside the home is still culturally not accepted by the people.

The social identification of 'female honour' deeply entrenched ideas about gender roles and concerns around the social implications of women's economic empowerment have influenced the patriarchal attitudes that intrinsically believe that the safest space for a woman is at home.



- *(d) Increasing Violence against Women*

- Crimes against women have been increasing over the years.

- Every five minutes a violent crime is reported against women.

- According to the report of NCRB the incidents of crimes under **sexual offences** reported in India during 2014 were accounted for 1,32,939 cases .

- **Based on the type of violence against women**
- **-intent to outrage the modesty** accounted for 82,235,
- **rape cases (36,735) ,**
- **cases of insult to the modesty of women (9,735) , and**
- **attempt to commit rape (4,234).**
- **in the state of united Andhra Pradesh the reported crimes were 8,322 .**
- **Among them cases related to assault on women with intent to outrage her modesty** accounted for 4,547,
- **insult to the modesty of women (2,649) and**
- **rape cases (961)**
- **attempt to commit rape (165).**
- **the total crime rate under sexual offences in India during 2014 was 22.16 %**
- **in united Andhra Pradesh it was 32.8%.**

Global Statistics on violence against women

- ◉ In India there is **crime against women in every three minutes**
- ◉ **One rape every twenty nine minutes**
- ◉ One recorded case of **dowry death in every seventy seven minutes**
- ◉ Cases of **cruelty meted out by husbands and in-laws in every nine minutes**

◎ The problem of Gender discrimination can be removed by providing

◎ - **Equal Rights**

◎ - **Equal opportunities**

◎ - **Equal responsibilities**

◎ **to women**

Gender discrimination and the concept of Gender Mainstreaming

The Government of India has been initiating various policies and programmes for bringing women into the mainstream of development.

In the process of its implementation any **planned actions, policies or programmes should be assessed the implications for both men and women in all areas at all levels for its success.**

It requires gender based analysis of different sectors. In this process **gender mainstreaming contributes the redresses of systematic gender based discrimination** which manifests itself in various forms like trend of continuously declining sex ratio in the population, low literacy levels of females, increasing trend of domestic violence, discrimination against girl children, adolescent girls and the like.

■ *III The need and priorities of Gender Equality*

- **1) Enhancing Women's Voice in decision making, leadership and peace building**
- **2) Promoting Women's Empowerment**
- **3) Ending violence against women and girls**
-

Women Empowerment

- ◉ *IV Women Empowerment - the strategy for Gender Equality*
- ◉ What is women empowerment ?
- ◉ Why women empowerment?
- ◉ Who empowers?
- ◉ How to empower?
- ◉ Core elements of Women Empowerment.
- ◉ Women Empowerment in Contemporary India
- ◉ Components of women empowerment
- ◉ Strategies for Women Empowerment
- ◉ Government Schemes and Programmes for Empowering Women

◎ *What is women empowerment ?*

- ◎ Empowerment is a process of
- ◎ **increasing awareness and**
- ◎ **capacity building**
- ◎ leading to greater participation in socio-political processes,
- ◎ acquiring greater decision making power and association with transformative action.
- ◎

- ◉ **Women empowerment includes**
- ◉ **Cultural empowerment**
- ◉ **Social empowerment**
- ◉ **Economic empowerment**
- ◉ **Political empowerment**
- ◉ **Educational empowerment**

All of these approaches together reinforce the real goal and objectives of the concept of women empowerment in real sense.

◎ *Why women empowerment?*

- ◎ Women constitute almost 50% of the world's population.
- ◎ As per their social status women are not treated as equal to men in many places.
- ◎ All over the world , gender problem has assumed importance during the recent years.
- ◎ It is now widely believed that women empowerment that is
- ◎ *providing equal rights,*
- ◎ *opportunities and responsibilities to women* will go along way in *removing the existing gender discrimination.*

- ◉ Women empowerment in contemporary Indian society in forms of
- ◉ their work
- ◉ education
- ◉ health and
- ◉ media images
- ◉ in the context of lineage
- ◉ the rule of residence and
- ◉ household chores
- ◉ their participation in social and political activities
- ◉ their legal status in terms of marriage
- ◉ divorce and
- ◉ inheritance of property should be taken into consideration.

◎ *Who empowers? And how to empower?*

- ◎ In the context of development the particular segment of the population , the poor, the women, the vulnerable, the weak, the oppressed and the discriminated have to be empowered to have control over their socio-economic and political conditions.
- ◎ Questions are raised as to who empowers them ? and how to empower them.
- ◎ Ideally speaking non one empowers anyone, the best way is **‘self-empowered’**.

◉ *Women Empowerment in Contemporary India*

- ◉ Women empowerment in India is a challenging task as
- ◉ gender-discrimination is a deep rooted social malice practiced in India in many forms since thousands of years.
- ◉ Gender roles and exceptions are a product of the stereo types of each gender.
- ◉ Women empowerment as a process which enables women to question and analyse the basis of their subordination to articulate this problem ways of addressing their problems and to take decisions to make forward and act upon.

Components of women empowerment

Women empowerment has the following components.

- ❑ **Women's sense of self**
- ❑ **Their right to have the power to control their own lives both within and outside the home**
- ❑ **Their ability to influence the direction of social change to create a just social and economic order nationally, internationally and universally.**

f) *Core elements of Empowerment*

The core elements have been defined as

- ❑ **agency** (the ability to define one's goals and act upon them)
- ❑ **awareness of gendered power structures**
- ❑ **self-esteem and**
- ❑ **self-confidence**

- ◉ Empowerment can take place at a hierarchy of different levels
 - individual
 - household
 - community and
 - societal ; facilitated by providing encouraging factors e.g. resources and skills
- ◉ Economic Empowerment is a precursor to women's all-round development .
- ◉ It means providing women with greater access to financial resources and
- ◉ levels of their vulnerability, especially poverty
- ◉ and enabling them to exercise their rights in a free environment.

g) Strategies of Women empowerment

- ❑ Address barriers faced by women
- ❑ Enhance educational outcomes for women and girls by prioritizing school retention and quality education for girls.
- ❑ Support women and girls to learn entrepreneurship vocation skills .
- ❑ Improve wages
- ❑ working conditions and
- ❑ safety and
- ❑ remove discrimination
- ❑ Support public and private sector organizations to eliminate discrimination against women in their organizations.

◎ (h) GOVT. SCHEMES AND PROGRAMMES FOR WOMEN EMPOWERMENT

- ❑ *National Mission for Empowerment of Women (NMEW)*
- ❑ *State Empowerment Policy for Women*
- ❑ *Andhra Pradesh Government Schemes for Women and child*
- ❑ *Other Schemes and Programmes of AP State Government for women empowerment*
- ❑ *Andhra Pradesh Government Schemes for Empowerment of Women (2016)*
- ❑ *central government schemes for poverty alleviation and economic empowerment of women*

◎ *National Mission for Empowerment of Women*

◎ *(NMEW)*

- ◎ The Indian Government has also launched the National Mission for Empowerment of Women (NMEW) for comprehensive empowerment of women.
- ◎ This is a centrally sponsored scheme,
- ◎ coordinating all the women's welfare and socio-economic development programmes across ministries and departments.
- ◎ The Mission **contributes to**
 - ❑ **empowering women socially, economically,**
 - ❑ **erase crime and violence against women,**
 - ❑ **to educate women,**
 - ❑ **establishment of policies and programmes and spreading awareness.**

◎ *State Empowerment Policy for Women*

◎ Empowerment of women is the hall mark of the approach of the Government in its development initiatives (social, political and economic). The State Empowerment Policy for women **aims** at the following objectives:-

- ❑ - Gender equality
- ❑ - Gender justice
- ❑ - Social security
- ❑ - Elimination of discrimination against women in all walks of life
- ❑ - Economic development and
- ❑ integration of women into main stream of economy.

- ◉ As a token of state's commitment to remove all barriers in the way of women's participation in the main stream of development, **the State Govt. declared 1997 as the year of 'Gender Equality with Social Justice'**.
- ◉ Steps have been taken to provide specific provisions for women towards
- ◉ **equality in all fields**, political, social, economic and cultural.
- ◉ The Department is playing a conscious role in empowering of women by striving to enforce:
 - ◻ **The reservation of 33% 1/3rd Jobs for women in Govt. and public sector with carry forward policy.**
 - ◻ **The 33% 1/3rd of budget of all departments for developmental programmes for women.**
 - ◻ **Implementation of Girl Child Protection Scheme.**

◎ *Andhra Pradesh Government Schemes for Women and child*

◎ Women Development Child Welfare and Disabled Welfare Department, Andhra Pradesh is implementing various schemes, programmes, social welfare schemes,

- ❑ Health and Nutrition,
- ❑ scholarship for women empowerment,
- ❑ Girl Child pregnant women,
- ❑ mothers,
- ❑ ward members,
- ❑ Anganwadi Workers,
- ❑ Women Health Volunteers,
- ❑ the women living in the rural & tribal areas,
- ❑ ex-servicemen,
- ❑ physically handicapped,
- ❑ nursing women,
- ❑ Lactating mother,
- ❑ widows/destitute,
- ❑ Old age women,
- ❑ women self-help group (SHG),
- ❑ Women Entrepreneurs and
- ❑ Adolescent Girls'.

◎ *The schemes has been initiated in order to :*

- ❑ To encourage **Women Empowerment**
- ❑ To promote development and empowerment, **gender equality and gender justice** of women
- ❑ To ensure women's social, economic and political empowerment, **fulfillment of their rights**, promoting their participation and **leadership**
- ❑ To **protect Women from Domestic Violence**
- ❑ **For child development**, empowerment and protection
- ❑ To the Child Sex Ratio, Child Care
- ❑

© *Women and child schemes of Andhra Pradesh Government*

- ❑ - Bangaru Talli
- ❑ - Girl Child Protection Scheme
- ❑ - MAARPU- A Convergence initiative to improve the health and nutritional status of children
- ❑ - New girl child protection scheme 2005

◎ *Other Schemes and Programmes of AP State Government for women empowerment*

□ *PavalaVaddi (2004-05*

□ *National Old Age Pension Scheme*

□ *SHG(Self Help Group) Bank
Linkage*

*SwarnajayantiGramaswarojgar Yojana
(SGSY)*

◎ *Swarnajayanti Grama Swarozgar Yojana (SGSY)*

- ◎ Swarnajayanthi Gram Swarozgar Yojana Scheme is a holistic approach towards poverty eradication in rural India through creation of self-employment opportunities to the rural Swarozgaries.
- SGSY came into existence in 1999-2000 duly merging the schemes of
- Integrated Rural Development Program (IRDP), Training for Rural Youth under Self Employment (TRYSEM)
- Development of Women & Children in Rural Areas (DWCRA) and
- Supply of Improved Toolkits to Rural Artisans (SITRA).

- ◉ The scheme aims to bring every assisted poor family above the poverty line by ensuring appreciably sustainable level of income over a period of time.
- ◉ This objective is to be achieved by organizing the rural poor in to Self Help Groups (SHG) through the process of
 - social mobilization,
 - their training and
 - capacity building, and
 - provision of income generating assets.
- ◉
 1. Training
 2. Infrastructure
 3. Revolving fund to SHGs
 4. Subsidy for Economic Activity
- ◉

◎ *Girl Child Protection Scheme (GCPS)*

- ❑ To eliminate prejudice against the girl child through direct investment from the Government.
- ❑ To encourage enrolment of the girl child in school and to ensure her education at least up to the Intermediate level.
- ❑ To encourage girls to get married only after the age of 18 years
- ❑ To reduce school drop out rate among the girls.
- ❑ To encourage parents to adopt family planning norms with two girl children.
- ❑ To provide social and financial empowerment to the girl child.
- ❑ Eliminate all forms of discrimination against the girl child.
- ❑ Eliminate negative cultural attitudes and practices against girls.
- ❑ Promote and protect the rights of the girl child and increase awareness of her needs and
 - ❑ potential.
- ❑ Eliminate discrimination against girls in education and provide skill development and training.
- ❑ Eliminate discrimination against girls in health and nutrition.
- ❑ Strengthen the role of the family in improving the status of the girl child.
- ❑

◎ *Andhra Pradesh Government Schemes for Empowerment of Women (2016)*

Government aim at ending discrimination and violence against women and girls and ensure equal participation and opportunities in all spheres of life.

On the occasion of International Women's Day. March 8th 2016 , **Andhra Pradesh government announced a number of schemes aimed at their empowerment, including**

- ❑ **opening an exclusive toll-free helpline '181' for women in distress.**
- ❑ non-combat **training for girls would be made compulsory while 'KanyaSakthi'** teams would be set up in all junior and degree colleges in the state.
- ❑ **A mobile application 'Abhayam' was launched exclusively for women's security,**
- ❑ **Expansion and strengthening of SHE teams to prevent eve-teasing and** harassment of women.
- ❑ **introduction of free master health check-up for women** in the 35+ age group **through a 'Master Health Card'** with special focus on early diagnosis and treatment of non-communicable diseases, breast and cervical cancer and lifestyle diseases.
- ❑ **Free tele-ultrasonography services** in 223 health facilities for screening of pregnant women, mother and child hospitals with 100 beds each to be made operational within 60 days.
- ❑ a legislation would be brought in **for compulsory registration of girls' and working women's hostels,** compulsory establishment of standing committees for women welfare and protection in all local bodies.

❑

◎ central government schemes for poverty alleviation and economic empowerment of women

- ❑ Schemes of Department of Animal Husbandry Dairying Fisheries
- ❑ Scheme on Development of Inland Fisheries and Aquaculture
- ❑ Scheme on Development of Marine Fisheries, Infrastructure and Post harvest Operations
- ❑ Scheme on Fisheries Training and Extension
- ❑ Assistance to Cooperatives
- ❑ National Bamboo Mission
- ❑ Central Poultry Development Organisation
- ❑ Development of Commercial Horticulture through Production and Post-Harvest Management
- ❑ Promotion and Strengthening of Agricultural Mechanization through Training, Testing & Demonstration
- ❑ GraminBhandaranYojna
- ❑ Capacity Building to enhance Competitiveness of Indian Agriculture and Registration of Organic Products
- ❑ Technology Development and Transfer for Promotion of Horticulture
- ❑ Marketing Assistance Scheme
- ❑ Scheme of Support to Voluntary Agencies for Adult Education and Skill Development
- ❑ Scheme of Fund for Regeneration of Traditional Industries (SFURTI)

- ❑ Performance & Credit Rating Scheme for Small Industries
- ❑ Entrepreneurship Development Institutions (EDIs) Scheme
- ❑ National Award Scheme/ Guidelines [Launched by Ministry of Micro, Small & Medium Enterprise (MSME)]
- ❑ Credit Linked Capital Subsidy Scheme (CLCSS) for Technology Upgradation of the Small Scale Industries
- ❑ Management Training Programs
- ❑ Scheme For Market Development Assistance For MSME Exporters
- ❑ Credit Guarantee Cover Fund Scheme for Small Industries
- ❑ Rajiv Gandhi Udyami MitraYojana (RGUMY)
- ❑ Raw Material Assistance Scheme
- ❑ Bamboo Cultivation
- ❑ Organic Farming
- ❑ Swarnajayanti Gram SwarozgarYojana (SGSY)
- ❑ Mushroom Farming
- ❑ Scheme of Financial Assistance for Preparing Young Professional in Rural Areas
- ❑ Mahatma Gandhi National Rural Employment Guarantee Scheme
- ❑ Pottery Technology
- ❑ Technopreneur Promotion Program
- ❑ Consultancy Promotion Program

- ❑ Technology Development & Utilization Program for Women
- ❑ Industrial R&D Promotion Program (IRDPP)
- ❑ National Backward Classes Finance and Development Corporation
- ❑ National Scheduled Castes Finance & Development Corporation
- ❑ Marketing and Export Promotion Scheme
- ❑ Scheme for Working Women Hostel
- ❑ Grant in Aid Scheme - Export
- ❑ Diversified Handloom Development Scheme (DHDS)
- ❑ Grant in Aid Scheme - Ambedkar Hastshilp Vikas Yojna
- ❑ Jute Manufactures Development Council Schemes
- ❑ Scheme for Integrated Textile Parks
- ❑ Grant in Aid Scheme - HRD Scheme
- ❑ Technology Upgradation Fund Scheme
- ❑ Technology Upgradation Fund Scheme (Handloom Sector)
- ❑ Dairy/Poultry Venture Capital Fund
- ❑ Targeted Public Distribution System (TPDS)
- ❑ Antyodaya Anna Yojna (AAY)
- ❑ Antyodaya Anna Yojna (AAY)
- ❑ Old and Infirm Persons Annapurna
- ❑ National Iodine Deficiency Disorders Control Program (NIDDCP)

- ❑ Nutrition Education and Extension
- ❑ RashtriyaSwasthyaBimaYojana(RSBY)
- ❑ Total Sanitation Campaign (TSC)
- ❑ National Rural Drinking Water Program
- ❑ Assistance to Cooperatives Scheme
- ❑ Strengthening Infrastructure for Quality & Clean Milk Production
- ❑ **Other Schemes**
- ❑ *Rajiv Gandhi National Crèche Scheme*
- ❑ *Short Stay Home For Women and Girls (SSH).*
- ❑ *Mid Day Meal.*
- ❑ Assistance to States for Feed and Fodder Development
- ❑ *Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG) or SABLA*

Social Empowerment and Education

- ❑ **Elementary Education**
- ❑ **Secondary Education**
- ❑ **Vocationalization of Secondary Education**
- ❑ **Adult Education**
- ❑ **Higher and Technical Education**
- ❑ **Nutrition Education and Extension**
- ❑ **SarvaShikshaAbhiyan**

◉ [III] *Health & Nutrition*

- ❑ Integrated Child Development Scheme
- ❑ Reproductive & Child Health Program,
- ❑ National Rural Health Mission
- ❑ JananiSurakshaYojana
- ❑ Integrated Child Protection Scheme
- ❑ Food Security Mission
- ❑ National Iodine Deficiency Disorders Control Program (NIDDCP)
- ❑ Indira Gandhi MatritvaSahyogYojana (IGMSY)

◎ *Kishori Shakti Yogana*

- ◎ This schemes aims to
 - improve the nutritional, health and
 - development status of adolescent girls,
 - promote awareness of health, hygiene, nutrition and family care, link them to opportunities for learning life skills,
 - going back to school,
 - help them gain a better understanding of their social environment and
 - take initiatives to become productive members of the society.

◎ *Empowerment of Vulnerable and Marginalized Groups and Women in Difficult*

◎ *Circumstances*

- ❑ Schemes of National Scheduled Tribes Finance and development Corporation (NSTFDC)
- ❑ Integrated Child Development Scheme
- ❑ Integrated Child Protection Scheme
- ❑ Swarnjayanti Gram SwarozgarYojana
- ❑ Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

Thank you