

PROMOTING GENDER EQUALITY
AND EMPOWERING WOMEN

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Women EMPOWERMENT



Women Empowerment in India

Women's empowerment in India has been a critical issue for several decades, given the country's socio-cultural norms and historical biases against women.

Here are some of the initiatives taken by the Indian government and civil society organizations to promote women's empowerment in India:

1. Women's education: Education is one of the key drivers of women's empowerment. The Indian government has launched several initiatives, such as the Sarva Shiksha Abhiyan, to increase access to education for girls and women.
2. Women's healthcare: Women's healthcare has been a focus area in India, with the government launching several schemes, such as the National Health Mission, to improve access to healthcare services for women.
3. Economic empowerment: Economic empowerment is a crucial aspect of women's empowerment. The government has introduced several schemes, such as the Mahila E-haat, to promote entrepreneurship among women and increase their access to finance.

Gender Gap

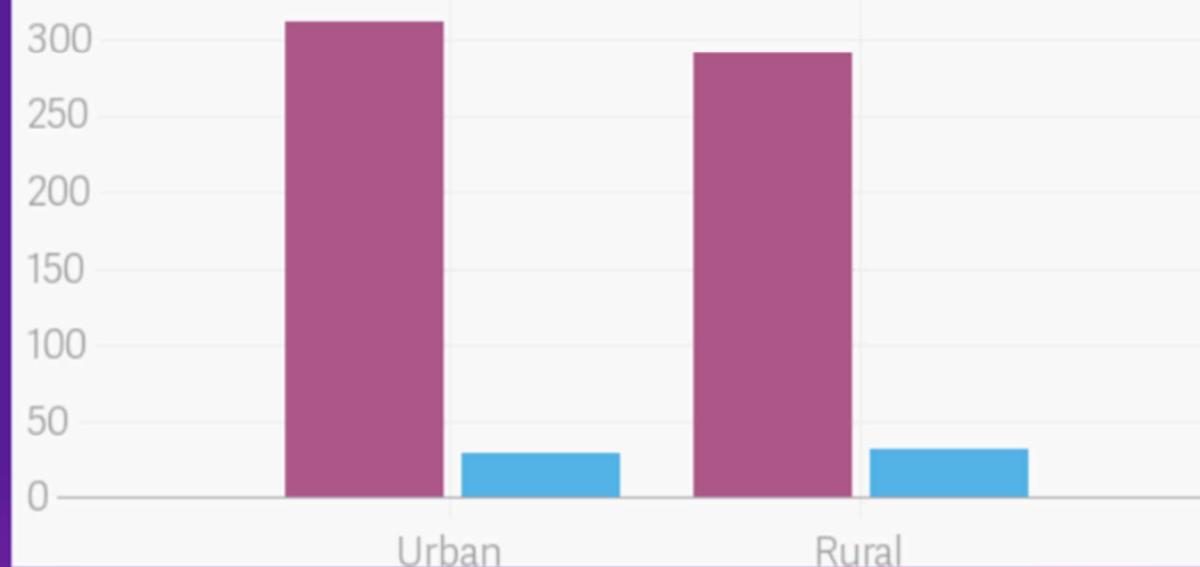
As per the Global Gender Gap Index Report 2020 published by the World Economic Forum, India ranks 112 out of 153 countries with a score of 0.668 out of 1. India ranked 108 out of 149 countries with a score of 0.665 as per the Global Gender Gap Index Report 2018. Thus, India's performance has marginally improved from 0.665 in 2018 to 0.668 in 2020.

- The literacy rate among the male population in India stands at approximately 84 percent, while that of women is roughly 72 percent. However, this gap was more evident in rural India as opposed to the urban areas. National studies revealed that illiterate women were generally unemployed or poorly paid and tended to get married at early ages.
- India is predominantly based on strong patriarchal and patrilineal customs. In such social systems, men are typically granted more privileges than women.
- Women have equal rights under the law to own property and receive equal inheritance rights, but in practice, women are at a disadvantage. This is evidenced in the fact that 70% of rural land is owned by men. Laws, such as the Married Women Property Rights Act of 1974 protect women, but few seek legal redress. Although the Hindu Succession Act of 2005 provides equal inheritance rights to ancestral and jointly owned property, the law is weakly enforced, especially in Northern India.

Indian women put in many more hours of unpaid work than men

■ Women ■ Men

350 minutes per day of unpaid care work



- Women in India spend around five hours a day on unpaid care work while men devote a mere half an hour on average. “This disproportionate burden of unpaid care work by women means they lose out on opportunities to participate in paid labour or are forced to undertake paid labour leading to their time poverty and loss in well-being,”

Why Should Gender Equality Matter?

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It turns out that gender equality is desirable, even for purely instrumental reasons, and should be supported even by those who think of equity concerns as getting in the way of business. As several of the Global Gender Gap reports point out, talent is important for competitiveness and to find the best talent, everyone should have equal opportunity. “When women and girls are not integrated ... the global community loses out on skills, ideas and perspectives that are critical for addressing global challenges and harnessing new opportunities.”



A photograph of a diverse group of women of various ages and ethnicities. They are all smiling and laughing together, creating a sense of joy and community. The lighting is bright and natural, highlighting their faces and the diversity of their skin tones.

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Change2Equal

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Problems

- Uneven access to education.
- Lack of employment equality.
- Job segregation.
- Lack of legal protections.
- Lack of religious freedom.
- Lack of political representation.

Did you Know?



Education is a crucial aspect of this empowerment!

Girls who have an education can eventually pursue meaningful work and contribute to their country's economy.

When girls have eight years of education, they are also four times less likely to marry young, implying that they and their families are healthier.

Idea Details

Gender gap can be overcome by these ideas:

1. Education: One of the most effective ways to address the gender gap is to provide access to education to girls and women. This can help them gain the knowledge and skills they need to become more empowered and independent. It can also help break down traditional gender roles and stereotypes.
2. Employment: Providing women with equal opportunities for employment and equal pay can help reduce the gender gap in the workforce. This can be achieved through policies such as affirmative action, equal pay laws, and flexible work arrangements.
3. Healthcare: Ensuring that women have access to quality healthcare, including reproductive healthcare, can help address the gender gap in health outcomes. This can help reduce maternal mortality rates and improve overall health and well-being.
4. Political representation: Increasing the representation of women in politics can help give them a voice and empower them to make decisions that affect their lives. This can be achieved through measures such as quotas, reserved seats, and encouraging women to run for office.
5. Changing cultural attitudes: Addressing the underlying cultural attitudes and beliefs that contribute to gender inequality is essential. This can be achieved through education and awareness campaigns, media campaigns, and community-based initiatives.

1. The specific behaviour that needs to be triggered: The change should start with an individual. When you stop differentiating between the colours and toys, household responsibilities and career, only then can the mindset of society change. We are a society, and when we change our thoughts, our country will enjoy the Freedom of Equality.

2. The target audience for the behaviour: The targeted audience for gender gap varies depending on the context like for education we can target government bodies and for change in attitude of people we can target the people of our nation.

3. Who will implement the idea and how: Most of them can be done by the government of India but the actual change lies in the hand of the people of India.

Testing Plan

Variables that will be tested and the sample size :

- There are several variables that can be tested to promote gender equality and empower women. Some of these variables include:
- Access to Education: Women's access to education is critical in promoting gender equality and empowerment. This variable can be tested by examining the enrollment and completion rates of girls and women in primary, secondary, and tertiary education.
- Economic Empowerment: Women's economic empowerment can be tested by examining their participation in the workforce, their access to financial resources, and their ability to start and run businesses.
- Political Participation: Women's political participation is critical in promoting gender equality and empowerment. This variable can be tested by examining the representation of women in political leadership positions and their participation in the decision-making process.
- Access to Healthcare: Women's access to healthcare is crucial for their well-being and empowerment. This variable can be tested by examining the availability and accessibility of healthcare services, including reproductive health services.
- Gender-Based Violence: Gender-based violence is a significant barrier to women's empowerment. This variable can be tested by examining the prevalence and types of gender-based violence in a given society.

Methodology for testing

There are several methodologies that can be used to test the promotion of gender equality and empowering women. Here are a few possible approaches:

1. Gender analysis: This approach involves examining policies, programs, and projects to determine whether they address gender issues and promote gender equality. Gender analysis can be used to identify gaps, biases, and opportunities for improving the promotion of gender equality.
2. Gender-sensitive indicators: This approach involves developing gender-sensitive indicators to measure the impact of policies, programs, and projects on women and men. Gender-sensitive indicators can be used to track progress over time and to evaluate the effectiveness of interventions.
3. Participatory approaches: This approach involves involving women and men in the design, implementation, and evaluation of policies, programs, and projects. Participatory approaches can help ensure that interventions are responsive to the needs and priorities of women and men.
4. Gender budgeting: This approach involves analyzing government budgets to determine how resources are allocated to address gender issues. Gender budgeting can help ensure that resources are allocated in a way that promotes gender equality.
5. Gender audits: This approach involves conducting an organizational audit to determine how well an organization is promoting gender equality and empowering women. Gender audits can identify gaps, biases, and opportunities for improving gender mainstreaming within an organization.

CONCLUSION

In conclusion, the issue of women empowerment and gender gap continues to be a pressing matter in our society. Through this project, we have learned that women still face significant barriers to achieving gender equality, both in the workplace and in their personal lives. These barriers include unequal pay, limited access to education and healthcare, and discrimination and bias.

However, we have also seen examples of successful initiatives and programs that are helping to empower women and bridge the gender gap. These include mentorship programs, affirmative action policies, and education and awareness campaigns.

It is clear that achieving gender equality requires the collective effort of individuals, organizations, and governments. By addressing these issues and working towards a more equitable society, we can create a brighter future for women and girls everywhere. It is our hope that this project has raised awareness of these important issues and inspires action towards achieving gender equality.

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