

**IASbaba**

## **Women Issues III- GS I**

**Integrated Learning Programme 2018 is a step towards ‘Enabling a person located at the most remote destination a chance at cracking AIR 1 in UPSC/IAS’**

# Women Empowerment

**The United Nations Development Fund for Women (UNDFW)** includes the following factors in its definition of women empowerment:

- Acquiring knowledge and understanding of gender relations and the way in which these relations may be changed
- Developing a sense of self-worth, a belief in one's ability to secure desired changes and the right to control one's life

**Women's' empowerment is seen as the process and the result of the process of:**

- Challenging the ideology of male domination and women's subordinations
- Enabling women to gain equal access to and control over the resources (material, human and intellectual)

## Dimensions and Parameters of Women Empowerment

**Cognitive dimension**-refers to women having an understanding of the conditions and causes of their subordination at the micro and macro levels. It involves making choices that may go against cultural expectations and norms

**Psychological dimension**- includes the belief that women can act at personal and societal levels to improve their individual realities and the society in which they live

**Economic component**-requires that women have access to, and control over, productive resources, thus ensuring some degree of financial autonomy. However, she notes that changes in the economic balance of power do not necessarily alter traditional gender roles or norms

**Political element**-entails that women have the capability to analyse, organise and mobilise for social change

**Physical element**-of gaining control over one's body and sexuality and the ability to protect oneself against sexual violence to the empowerment process

## **Parameters of women empowerment:**

- Raising self-esteem and self-confidence of women
- Elimination of discrimination and all forms of violence against women and girl child
- Building and strengthening partnership with civil society particularly women's organisations
- Enforcement of constitutional and legal provisions and safeguarding rights of women
- Building a positive image of women in the society and recognising their contributions in social, economic and political sphere
- Developing ability among women to think critically
- Fostering decision-making and collective action
- Enabling women to make informed choices
- Ensuring women's participation in all walks of life
- Providing information, knowledge, skills for self-employment
- Elimination of discrimination against women's participation in the areas of:
  - Access to food
  - Equal wages
  - Property rights
  - Family resources
  - Freedom of movement and travel
  - Access to credit
  - Control over savings, earnings and resources
  - Guardianship and custody of children and their maintenance
- Gender sensitisation training in schools, colleges and other professional institutions for bringing about institutional changes

## **Beijing Conference, 1995**

Had identified certain quantitative and qualitative indicators of women empowerment:

### ***Qualitative Indicators:***

- (i) Increase in self-esteem, individual and collective confidence
- (ii) Increase in articulation, knowledge and awareness on health, nutrition reproductive rights, law and literacy
- (iii) Increase in personal leisure time and time for child care
- (iv) Increase or decrease of workloads in new programmes
- (v) Change in roles and responsibility in family and community
- (vi) Visible increase or decrease in violence on women and girls
- (vii) Responses to, changes in social customs like child marriage, dowry, discrimination against widows
- (viii) Visible changes in women's participation level attending meetings, participating and demanding participation
- (ix) Increase in bargaining and negotiating power at home, in community and the collective
- (x) Increase access to and ability to gather information
- (xi) Formation of women collectives
- (xii) Positive changes in social attitudes
- (xiii) Awareness and recognition of women's economic contribution within and outside the household
- (xiv) Women's decision-making over her work and income

***Quantitative Indicators***

(a) Demographic trends

– Maternal mortality rate

– Fertility rate

– Sex ratio

– Life expectancy at birth

– Average age of marriage

(b) Number of women participating in different development programmes

(c) Greater access and control over community resources/government schemes—crèche, credit cooperative, non-formal education

(d) Visible change in physical health status and nutritional level

(e) Change in literacy and enrolment levels

(f) Participation levels of women in political process

## **Women Empowerment Policy 2001**

**Goal:** To bring about the advancement + development + empowerment of women

**Objectives:**

- (i) Creating an environment through positive economic and social policies for full development of women to enable them to realise their full potential.
- (ii) The de jure and de facto enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres—political, economic, social, cultural and civil.
- (iii) Equal access to participation and decision making of women in social, political and economic life of the nation.
- (iv) Equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office, etc.
- (v) Strengthening legal systems aimed at elimination of all forms of discrimination against women.
- (vi) Changing societal attitudes and community practices by active participation and involvement of both men and women.
- (vii) Mainstreaming a gender perspective in the development process.
- (viii) Elimination of discrimination and all forms of violence against women and the girl child; and
- (ix) Building and strengthening partnerships with civil society, particularly women's organisations

## **Initiatives taken for Empowerment of Vulnerable and Marginalised Groups and Women in Difficult Circumstances**

- Schemes of National Scheduled Tribes Finance and Development Corporation
- Integrated Child Development Scheme
- National Rural Health Mission
- Janani Suraksha Yojana
- Integrated Child Protection Scheme
- Swadhar—A scheme for Women in Difficult Circumstances
- Targeted Public Distribution System (TPDS)
- Antyodaya Anna Yojna (AAY)
- Ujjawala—A Scheme for Prevention of Trafficking and Rescue, Rehabilitation and Reintegration
- Rashtriya Swasthya Bima Yojana(RSBY)
- Sarva Shiksha Abhiyan
- Indira Gandhi Matritva Sahayog Yojana (IGMSY)—A Conditional Maternity Benefit Scheme
- Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG)—Sabla
- Swayam Siddha
- Scheme for Working Women Hostel
- STEP (Support to Training and Employment Programme for Women)
- Swarnjayanti Gram Swarozgar Yojana
- Indira Awaas Yojana (IAY)
- Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

## Gender Budgeting in India

### Nodal Ministry for women- The Ministry of Women and Child Development (MWCD)

Gender Budgeting (GB) has been adopted by the Government as a tool for ensuring that adequate budgetary commitments are made for women

#### Nirbhaya Fund-

- A tribute to the Delhi gang-rape victim of Dec 2012, government in the
- Fund has Rs 1,000 crore for safety and empowerment of women

#### Need:

- Focus upon Gender Audit
- Appropriate training modules/manuals are required to be developed and capacities built in gender auditing
- GBC of the Ministry needs to be set up fully to provide support to the growing GB activities

## The National Mission for Empowerment of Women (NMEW)

### Mission Poorna Shakti

#### Mandate—

- To strengthen the inter-sector convergence
- Facilitate the process of coordinating all the women's welfare
- Socio-economic development programmes across ministries and departments

#### Key Strategies

- Inter-sectoral convergence of schemes for women; monitoring and review of progress
- Strengthening institutional framework for greater efficiency in support to women
- Focused research, review of schemes, programmes and legislations, and gender audits for evidence based policy-making
- Investment in skill and entrepreneurship development, microcredit, vocational training and SHG development for economic empowerment of women
- Support to Panchayati Raj Institutions; women's movements and community representatives for strengthening of local bodies

- 360 degree approach on media and communication for behaviour change and social mobilisation for gender equality

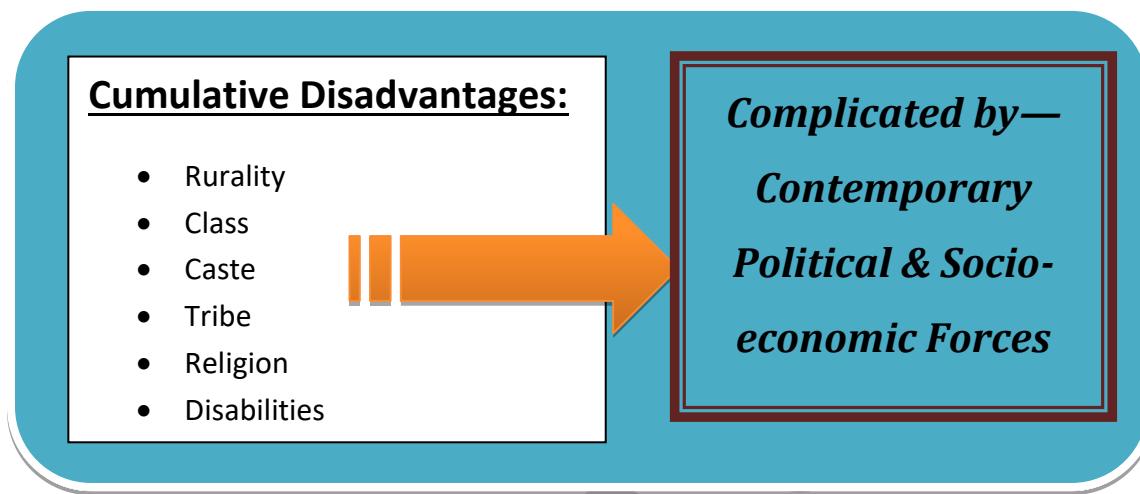
*Woman is an incarnation of 'Shakti'—the Goddess of Power. If she is bestowed with education, India's strength will double. Let the campaign of 'Kanya Kelavni' be spread in every home; let the lamp of educating daughters be lit up in every heart*

*—Narendra Modi*

IASbaba

# Cinderella Goes to School

Gender disparities in education is no accident but is a case of conscious choice of depriving access, creating obstacles and neglecting gender concerns



## Barriers to Education

### Poverty & adverse impact on Gender:

- Child-care of siblings
- Domestic Work
- Labour outside home to compensate household income
- Support education of Male Siblings

### Controlling Girl's Sexuality:

- Issues of Mobility & Security
- Sexual Harassment, Rapes & Sexual Abuse

}] Early Marriages of Girls

### Infrastructural Issues

- Lack of separate Toilets
- Lack of Water
- Lack of Female teachers

- Lack of lightning in streets

### **Other Issues**

- Absence of forward linkages with employment & skill-building
- Alcoholism of male members in the family
- Domestic Violence
- Inability to cope up with course curriculum

### **Does a Magic Wand exist?**

- Providing bicycles, School Uniforms and Textbooks
- Separate Toilets
- Residential Schools
- Conditional Cash Transfers
- Appointment of women teachers
- Co-curricular activities designed for girl-child
- Eliminating gender stereotyping in textbooks
- Selection of school sites with consultation of community (Ease of accessibility)
- Training & orientation on gender issues

### **Want of a ‘Prince’:**

- Conditional cash transfers exists to enhance the values of girls and increase their retention in education
- They end up maturing at 18 years and post that '*Syndrome of un-wantedness*' starts creeping in
- Plus these financial incentives should not be linked to
  - Support in marriage expenses
  - Enhancing illegal discriminatory practices like 'dowry'
  - Family Planning/Sterilization of parents
- **These incentives should be linked to:**
  - Creating assets in the name of daughters
  - Investment in their healthcare and education
- **Government** can create forward linkages by integrating 'career counselling' &'skill building' through vocational training designed for women

### Attitude of 'Neglect' towards

- Gender Sensitization Training
- Recruitment and retaining of women teachers
- Limitation of teaching as well as pedagogy
- Issue of sexual abuse at school- By male students + Principals + Teachers

## BETI BACHAO, BETI PADHAO

- PM Modi launched the Beti Bachao, Beti Padhao and Sukanya Samridhi Yojna today
- Scheme targets to improve child sex ratio from 918 girls to every 1,000 boys

### ACTION PLAN

- Promote early registration of pregnancy and institutional delivery
- Ensure panchayats display gudda-guddi board with number of newborn boys and girls every month
- Hold panchayats responsible for child marriage
- Create parliamentary forum of MPs representing 100 districts



PM Modi and HRD minister Smriti Irani present Sukanya Samridhi account passbook to a girl during the scheme launch in Panipat

### SUKANYA SAMRIDHI ACCOUNT

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>► Account opened in girl child's name any time before she attains the age of 10</li><li>► Minimum deposit required Rs 1,000; any amount in multiple of Rs 100s can be deposited subsequently, up to a maximum Rs 1.5 lakh in a year</li></ul> | <ul style="list-style-type: none"><li>► Govt will provide rate of interest of 9.1% for the savings account; no income tax will be charged</li><li>► 50% money can be withdrawn by the girl child after 18 years</li><li>► Account will remain operative till girl is 21 years</li></ul> |
|---|---|

## **Sukanya Samriddhi Account New Saving Scheme for Girl Child**



1. The account can be opened by Natural or legal guardian of girl child.
2. The age of the girl at the time of opening of account should not be more than 10 year. One year relaxation available this year.
3. Minimum deposit amount is 1000 and maximum amount is 150000 per annum.
4. Money must be deposited for 14 years.
5. Amount can be deposited in cash or cheque.
6. Interest is 9.1 % per month.
7. Maturity date is 21 year from date of opening or date of marriage of girl child whichever is earlier.
8. 50% withdrawal can be made for higher studies of girl child after her age of 18 years.
9. Account shall be closed premature in the case of death of girl child.

### **Breaking the Cinderella Mould**

- Ensure exercise of ethical & rights based protocol + Code based on Vishakha guidelines
- Constituting mandatory committee against sexual harassment
- Regular training and orientation of both students and teachers
- Emphasis to be laid upon bargaining & negotiating power for rights
- Implement all laws (Gender Specific)
- Improving:
  - Safe Travel
  - Street Lighting
  - Curbing & awarding punishment to criminal activities
- Need to focus on personhood of girls by emphasizing more upon—
  - Economic self-reliance
  - Equal right to dignity
  - Self-expression of girls towards marriage

# INVEST IN GIRLS' EDUCATION



## 31 MILLION GIRLS OF PRIMARY SCHOOL AGE ARE NOT ENROLLED IN SCHOOL.

### THE PICTURE IS DIFFERENT FOR GIRLS AND BOYS

{Enrollment rates in sub-Saharan Africa}

Entering School



100 girls per  
100 boys

Primary School



93 girls per  
100 boys

Secondary Education



83 girls per  
100 boys

Tertiary Education



60 girls per  
100 boys

### WHY DO GIRLS DROP OUT?



CHILD  
MARRIAGE

SCHOOL  
FEES

SEXUAL  
VIOLENCE

LACK OF  
SANITARY  
FACILITIES

### BUT... IF WE COULD KEEP GIRLS IN SCHOOL BEYOND GRADE 7, THEY WOULD BE:



More likely  
to marry  
4 years later



Less likely to die  
in pregnancy/  
childbirth



More likely to have  
an average of 2.2  
fewer children



More likely to  
have healthier  
children



More likely to  
send their  
children to school

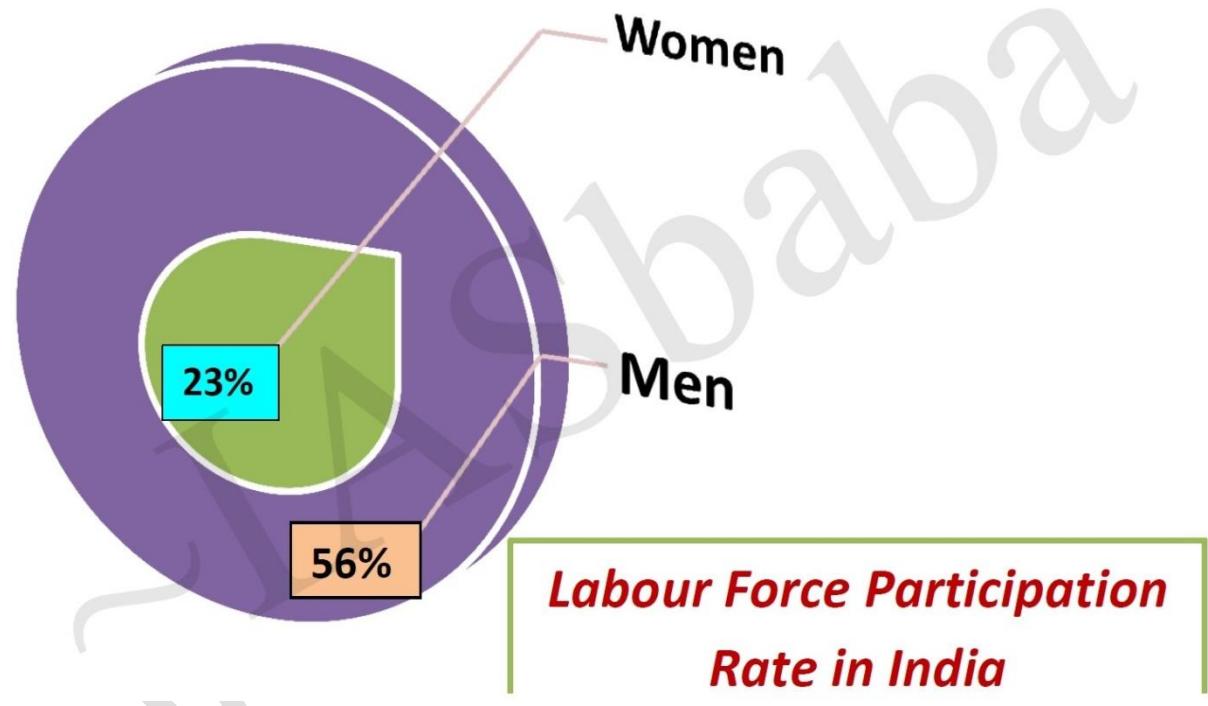
## Skill Development & Women

To increase the number of skilled women in the economic life of the country—it is necessary to deal with:

- Factors that inhibit women from taking up skill training

And, if they do

- Factors that inhibit the employment of a skilled woman



## Skill Development of Women

### **Issues to be dealt with:**

#### **During Child-bearing years:**

- i. Importance attached to taking care of the children as the patriarchal dictated society identifies women's main role to be a provider for her children
- ii. Inability to match the regular working hours when employed in sectors like manufacturing
- iii. Lack of companies providing child-care within the same premises that can bring a sense of relief and add value to the work being done

#### **Non-availability of Job for Skilled Women:**

- i. **Cost:** The cost of employing women also means providing working hours flexibility as well as child care benefits which increases the cost of the employer  
**Sol:** To levy a system of cess/levy on employers industry-wise by incorporating a part of it in the CSR Expenditure of the company
- ii. **Working Hours & Lack of Safety:** Shifts cannot work in the favour of women due to the added concern for the safety of women on the backdrop of heinous crimes taking place against them. Provision of transportation does negate the risks associated with the same to a certain extent but this factor is the most discouraging one on both the sides.

**Thomson Reuters Foundation:** India is the fourth most dangerous place for a woman to travel in a public transport

#### **Quick Solutions:**

- Monthly orientation meetings with the auto drivers: Gender Sensitivity
- Criminal Background Check & Training before granting permission
- Common Control Centre (G-Auto model, Ahmedabad)
- Proper Lighting & Visibility

### **Constitution of India guarantees to all Indian women:**

- Equality- Article 14
- No discrimination by the State- Article 15(1)
- Equality of opportunity- Article 16
- Equal pay for equal work- Article 39(d)
- Special provisions to be made by the State in favor of women and children- Article 15(3)
- Renounces practices derogatory to the dignity of women- Article 51(A) (e)
- Provisions to be made by the State for securing just and humane conditions of work and for maternity relief- Article 42

# Why invest in women?

## 99%

of maternal deaths each year occur in the developing world.

Adequate health care, a skilled birth attendant and emergency care help prevent maternal deaths.

Aid programs that provide women opportunities to better their health, education, and well-being have effects far beyond a single individual.

**A woman multiplies the impact of an investment** made in her future by extending benefits to the world around her, creating a better life for her family and building a strong community.

## 1 in 5

girls in developing countries who enroll in primary school never finish.



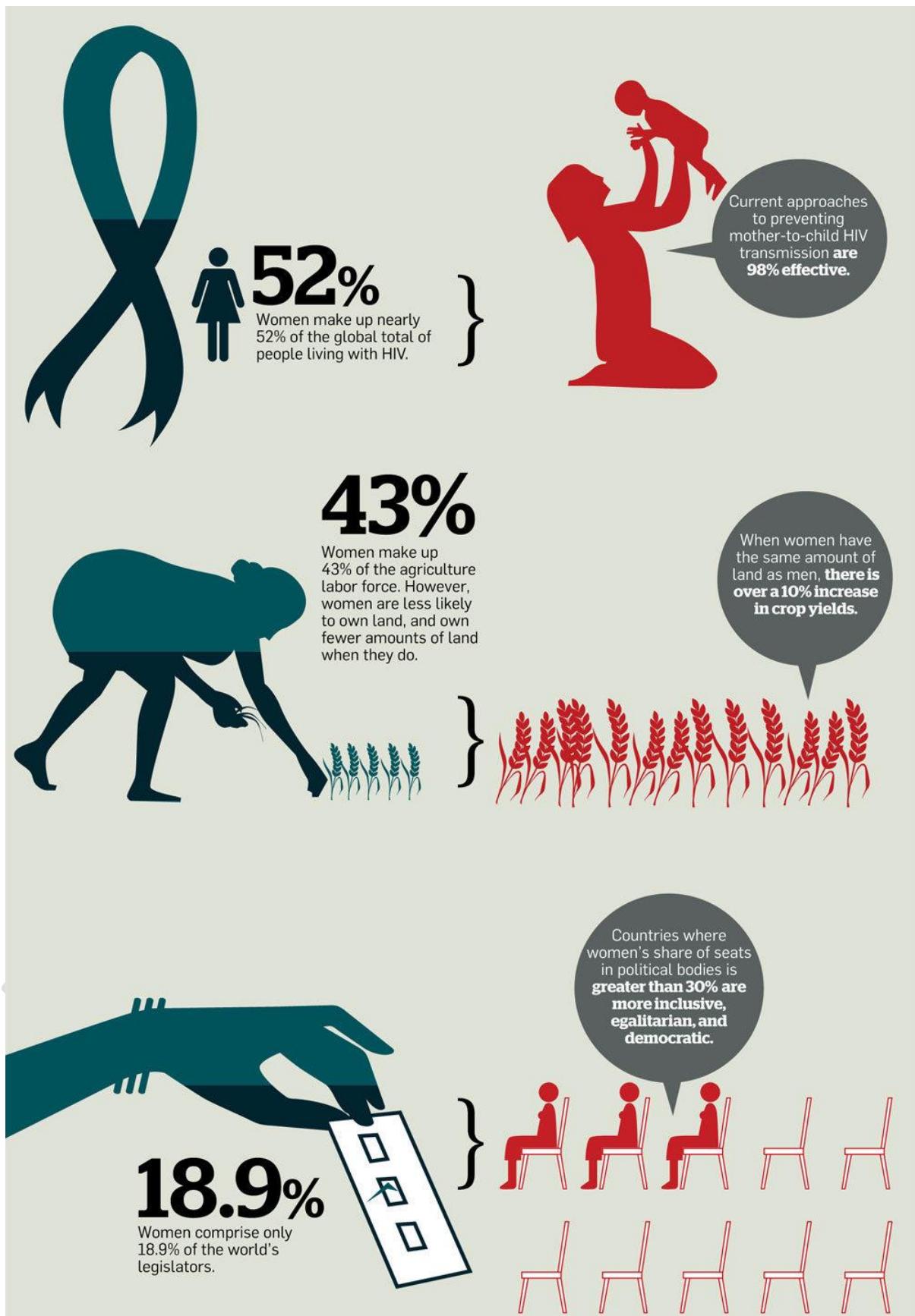
When 10% more girls go to school, a country's **GDP increases on average by 3%.**

## 1 in 7

girls will marry before they are 15 in the developing world.

Girls who stay in school for seven or more years, **marry four years later and have two fewer children.**





**\*Get the idea. Numbers change!**

## **THE POWER OF PARITY: Advancing Women's Right to Work**

Gender inequality is a pressing issue which has time and again pulled up its socks to give out a signal of readiness to walk out of the maze of constant ramifications that it holds, to be witnessed-- but unfortunately has always been silenced; pointing towards an unwillingness of the society to embrace it.

Progress on all aspects of gender equality in India is not only critical to its economic growth but to achieving the world's aim of advancing gender equality and the Sustainable Development Goals and thus, underlying social attitudes about the role of women are, arguably, some of the biggest barriers India's women face, which needs to be shed urgently.

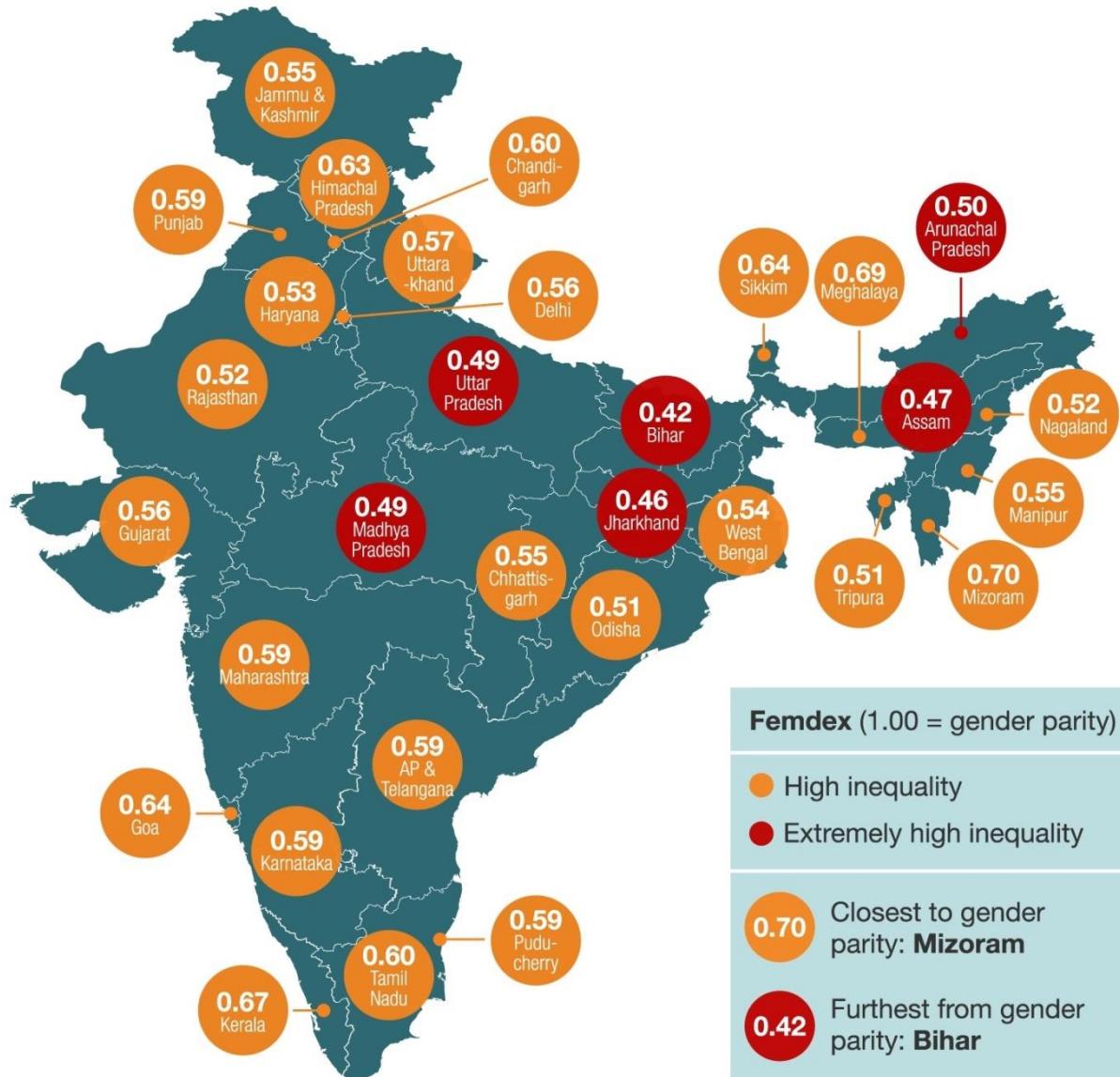
Women's economic empowerment is about increasing the ability of women to bring about change that drives valuable outcomes as result of their increased economic capabilities and agency by influencing the processes of each sphere enabling determination of growth and development. Therefore, empowering women economically and making them central to solutions is not only a moral imperative but makes good economic sense.

### **Observations by MCKINSEY**

- The world can add \$12 trillion to GDP in 2025, doubling the contribution of women to global growth in business-as-usual scenario in the coming decade. India could boost its GDP by **\$0.7 trillion in 2025** or **16 percent** of the business-as-usual level (largest relative boost). This translates into **1.4 percent per year of incremental GDP growth** for India.
- Where gender parity is set at 1.00, India's GPS is just **0.48**, lower than warranted by its stage of economic development

### **Original Report**

**McKinsey Global Institute's Female Empowerment Index (Femdex) points to where states in India stand on gender parity.<sup>1</sup>**



<sup>1</sup>The India Femdex covers 10 of MGI's 15 gender-equality indicators that are available at the state level.

Source: *The power of parity: Advancing women's equality in India*, McKinsey Global Institute, November 2015

McKinsey&Company

## **40% of the Global Workforce- UNTAPPED**

### **Trend**

- More likely to be unemployed than men
- Dominate the unprotected informal sector
- More likely than men to be in part-time formal employment in most high income regions
- Spend more time than men in unpaid care-work globally
- Have lower levels of productivity
- Earn less than men for work of equal value
- Poorly represented in public and corporate economic decision-making
- *Hardest hit by:*
  - Financial and economic crisis,
  - Volatile food prices
  - Energy crisis,
  - Export driven agriculture
  - Subsidized imports
  - Climate Change

### **Areas in need of Concerted Actions:**

1. Closing gender gaps in secondary and tertiary education in India's large states;
2. Lowering barriers to job creation;
3. Expanding skills training for women in key sectors;
4. Expanding the reach of financial and digital services to enable women entrepreneurs;
5. Stepping up gender diversity policies and practices in private-sector organisations;
6. Further strengthening legal provisions for women and the enforcement of laws;
7. Improving infrastructure and services to address the high burden of routine domestic work, childcare and elder care;
8. Reshaping deep-rooted attitudes about the role of women in work and in society.

### **If taken care of the above mentioned points:**

- \$2.9 trillion of additional annual GDP in 2025 could be added in India by fully bridging the gender gap in the workplace (60% higher than business-as-usual GDP in 2025)
- \$0.7 trillion could be added in 2025 by matching the best-in-region country in progress toward gender parity in work, an increase of 16% compared with business-as-usual GDP in 2025

- India can bring 68 million more women into the workforce by 2025 (70% from the top 9 states)

### **The Why-Syndrome Addressed**

*Enhancing women's economic participation—*

- Improves national economies,
- Increases household productivity and living standards,
- Enhances the well-being of children with positive long term impacts and
- Can increase women's agency and overall empowerment

***Food and Agriculture Organization (FAO) estimates*** that if female farmers had the same access to productive resources as male farmers

- Would increase yields on their farms by 20 to 30%,
- Raise total agricultural output in developing countries by 2.5 to 4 per cent

### **Women at Work-Maternity Protection**

- The Central government's move to ensure adequate maternity protection has welcomed a happy response especially when India stands out in the world owing to its shocking low rates of recognised work participation (24%) that has gone on to only decline.
- This is not only a huge economic loss but is a sign of '**low status**' being continuously accorded to women as well as the lack of agency to correct it in the country

### **Recognition & Measures**

**Increase in maternity Leave-** From the current 12 weeks to 26 weeks

**Establishments with 30 women workers or 50 total workers:** Provide crèche facilities either in their premises or within half a kilometre

But there have been concerns regarding employers backing off from employing women and if they do, they would push women to adhere to informal contracts where their rights are not recognised

### **Well-formulated Steps—Need of the hour**

Women's empowerment and equal participation in social, political as well as in the economic sphere is important at all levels of Indian society. But merely addressing the challenges shouldn't be the goal—exploring the emerging opportunities should be the focal point of the present day political workers and policy formulators.

#### **Paid vs Unpaid: Need to be Gender-Responsive**

- Substitute non-market work with market-base work (lead to increase in GDP- will provide value to market-based production)
- More equitable sharing of unpaid work among men and women
- Productivity-enhancing measures for unpaid work (greater financial independence for women, and intergenerational benefits)

### **REPRODUCTIVE HEALTH—**

Complete physical + mental + social well-being

Reproductive processes + functions + system at all stages of life

Health of a new-born:

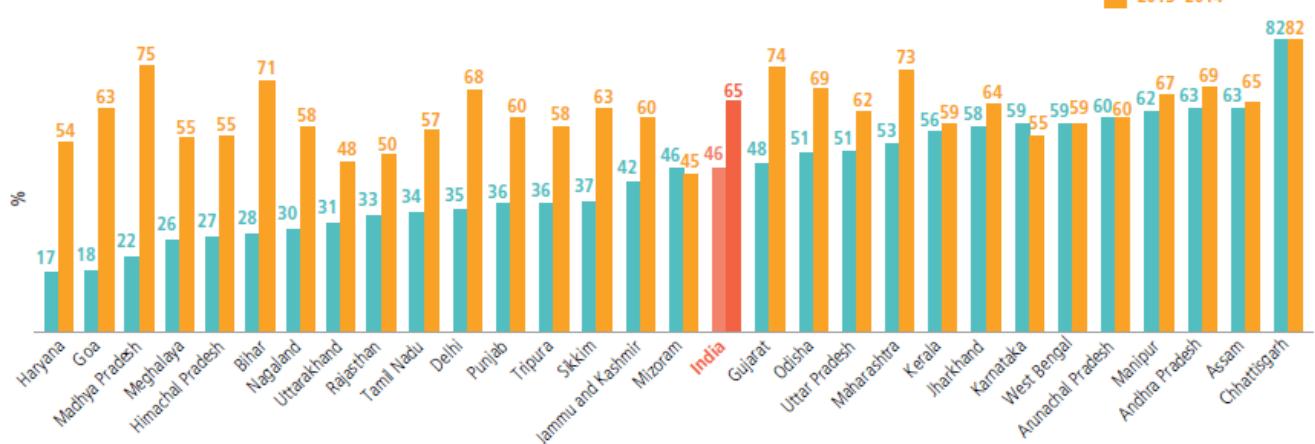
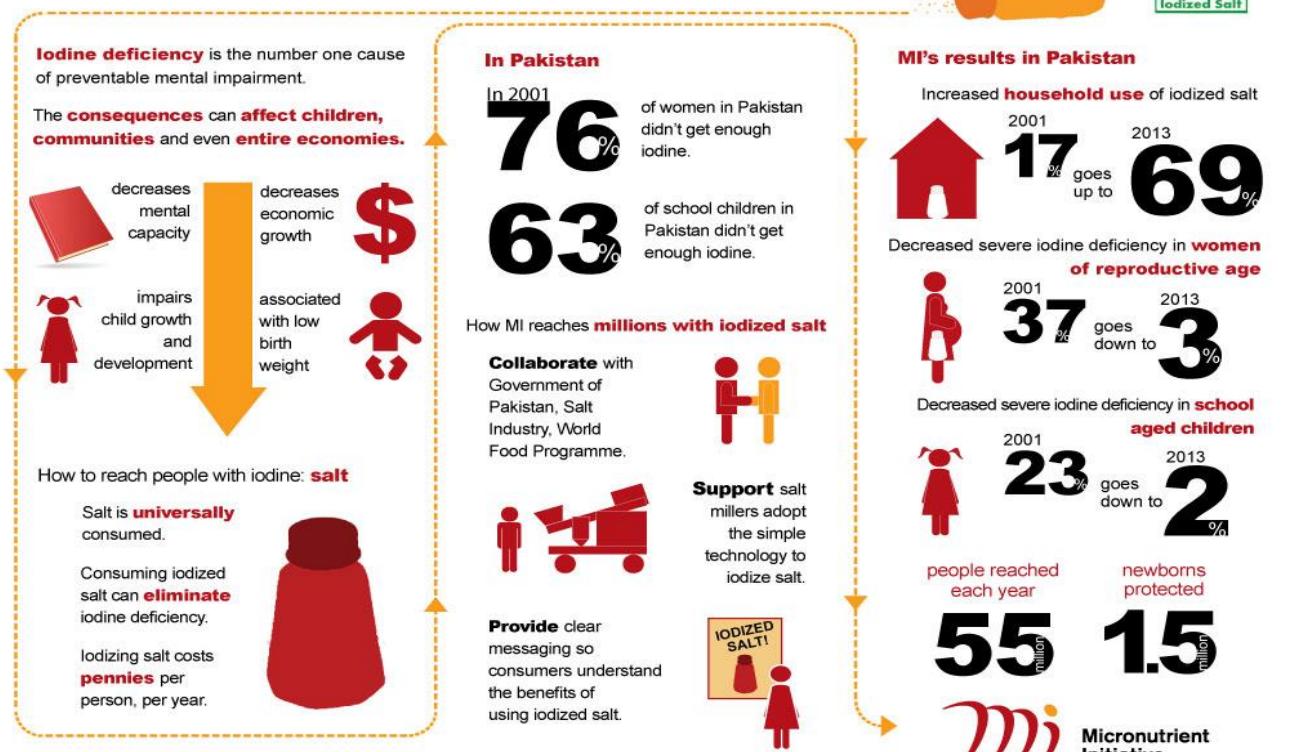
Function of a mother's Health + Nutrition + Access to healthcare

Must be understood in the context of relationships:

***Fulfilment + Risk + Opportunity to bear desired child + Avoiding unwanted pregnancy***

# HOW IODIZING SALT IS HELPING WOMEN & KIDS IN PAKISTAN

## A MICRONUTRIENT INITIATIVE SUCCESS STORY



Source: Authors, based on data from India, Ministry of Women and Child Development (2015).

### Changes in breastfeeding rates over the past decade, Per cent



## Eliminating Threats to Maternal Health and Survival

IN 2013, APPROXIMATELY 289,000 WOMEN DIED FROM PREGNANCY- AND CHILDBIRTH-RELATED COMPLICATIONS.<sup>1</sup>

THAT'S 800 WOMEN EVERY DAY.<sup>2</sup>



99% of all maternal deaths occur in developing countries,<sup>5</sup> mostly in sub-Saharan Africa (62%) and Southern Asia (24%).<sup>6</sup>

In 2012, 40 million births in developing regions were not assisted by a skilled birth attendant.<sup>3</sup>



Only 46% of births are assisted by a skilled birth attendant in low-income countries.<sup>4</sup>

For every woman who dies of pregnancy-related causes, 20 to 30 others experience acute or chronic morbidity.<sup>7</sup>



Many maternal deaths occur with stillbirths (2.6 million per year<sup>8</sup>) or with early newborn deaths (2.9 million per year<sup>9</sup>).

## WOMEN HELP BUILD STRONGER FAMILIES, RESULTING IN THRIVING COMMUNITIES WITH LESS POVERTY AND MORE PRODUCTIVE ECONOMIES.



About 40% of the global labor force and more than 60% of workers in agriculture in sub-Saharan Africa are women.<sup>10</sup>

Helping more women survive pregnancy will result in

**US\$15 BILLION**



**IN REGAINED PRODUCTIVITY**

contributing to stronger and healthier communities.<sup>11</sup>

### A MOTHER'S DEATH IMPACTS:



- financial stability
- mortality of children
- families staying together
- children's education, health and nutrition<sup>12</sup>

## Connecting Moms to Quality Health Services Saves Lives

BY ADDRESSING THESE DELAYS<sup>13</sup>— WE CAN IMPROVE MATERNAL SURVIVAL.

### no. 1 DELAY IN SEEKING CARE AND HELP

#### Problem:

Women often lack access to or control of resources due to gender inequality; are uncertain about the severity of the emergency; are not aware of available health services.



#### Solution:

Educate and empower pregnant women, girls, families and communities about the importance of family planning and seeking antenatal and postnatal care. Equip trained health workers, community health workers, midwives and others with messages and materials to raise awareness.

### no. 2 DELAY IN REACHING A HEALTH CARE FACILITY

#### Problem:

Long distances to health centers, cost of transportation, poor roads, and rough terrain can be significant impediments to a woman's access to life-saving care.



#### Solution:

Develop programs, including community involvement and transport vouchers, to increase a woman's ability to reach a health facility.

### no. 3 DELAY IN RECEIVING QUALITY CARE

#### Problem:

Facilities often lack skilled staff, essential medicines, and proper infrastructure.



#### Solution:

Ensure women receive quality care from trained health workers, such as midwives, who can provide basic emergency obstetric care, and refer women with severe complications and the newborn to a well-functioning referral facility.

### no. 4 DELAY IN MONITORING AND EVALUATION

#### Problem:

Many countries do not record the deaths or causes of deaths of mothers and newborns.



#### Solution:

Recording stillbirths and maternal and newborn deaths at community and facility levels provide data which may produce solutions to help reduce deaths of mothers and babies.

**Table 2: High Impact Interventions**

Stage	Intervention	Reason
Pre-pregnancy	Folic acid supplementation	
During pregnancy	Calcium supplementation	Improves maternal nutrition, reducing low birth-weight and neonatal mortality
During pregnancy	Protein supplementation	
Pre-pregnancy	Compulsory iodising of salt	Reduces stunting
Postnatal	Encouragement to breastfeed	Reduces neonatal and post neonatal mortality
Postnatal	Vitamin A supplementation	
Postnatal	Zinc supplementation and treatment for diarrhoea	Reduces infant mortality
Postnatal	Deworming	Reduces stunting and wasting

*Source:* World Bank.

**In seeking and receiving  
maternity care before,  
during and after childbirth:**

**1** ARTICLE I **EVERY WOMAN HAS THE RIGHT TO  
BE FREE FROM  
HARM AND ILL  
TREATMENT**

**NO ONE CAN PHYSICALLY  
ABUSE YOU**

**2** ARTICLE II **EVERY WOMAN HAS THE RIGHT TO  
INFORMATION, INFORMED  
CONSENT AND REFUSAL,  
AND RESPECT FOR HER  
CHOICES AND  
PREFERENCES, INCLUDING  
COMPANIONSHIP  
DURING MATERNITY CARE**

**NO ONE CAN FORCE YOU OR DO  
THINGS TO YOU WITHOUT YOUR  
KNOWLEDGE AND CONSENT**

**3** ARTICLE III **EVERY WOMAN HAS THE RIGHT TO  
PRIVACY AND  
CONFIDENTIALITY**

**NO ONE CAN EXPOSE YOU OR  
YOUR PERSONAL INFORMATION**

**4** ARTICLE IV **EVERY WOMAN HAS THE RIGHT TO  
BE TREATED WITH  
DIGNITY AND  
RESPECT**

**NO ONE CAN HUMILIATE  
OR VERBALLY ABUSE YOU**

All rights are grounded in established international human rights instruments, including the Universal Declaration of Human Rights; the Universal Declaration on Bioethics and Human Rights; the International Covenant on Economic, Social and Cultural Rights; the International Covenant on Civil and Political Rights; the Convention on the Elimination of All Forms of Discrimination Against Women; the Declaration of the Elimination of Violence Against Women; the Report of the Office of the United Nations High Commissioner for Human Rights on preventable maternal mortality and morbidity and human rights; and the United Nations Fourth World Conference on Women, Beijing. National instruments are also referenced if they make specific mention of childbearing women.

Safe Motherhood is more than the prevention of death and disability...It is respect for every woman's humanity, feelings, choices, and preferences.

## **RESPECTFUL MATERNITY CARE: THE UNIVERSAL RIGHTS OF CHILDBEARING WOMEN**



**5** ARTICLE V **EVERY WOMAN HAS THE RIGHT TO  
EQUALITY,  
FREEDOM  
FROM DISCRIMINATION,  
AND EQUITABLE CARE**

**NO ONE CAN DISCRIMINATE  
BECAUSE OF SOMETHING THEY  
DO NOT LIKE ABOUT YOU**

**6** ARTICLE VI **EVERY WOMAN HAS THE RIGHT TO  
HEALTHCARE  
AND TO THE HIGHEST  
ATTAINABLE LEVEL  
OF HEALTH**

**NO ONE CAN PREVENT  
YOU FROM GETTING THE  
MATERNITY CARE YOU NEED**

**7** ARTICLE VII **EVERY WOMAN HAS THE RIGHT TO  
LIBERTY, AUTONOMY,  
SELF-DETERMINATION,  
AND FREEDOM  
FROM COERCION**

**NO ONE CAN DETAIN YOU OR YOUR  
BABY WITHOUT LEGAL AUTHORITY**

**Disrespect and abuse during  
maternity care are a violation of  
women's basic human rights.**



For more information visit:  
[www.whiteribbonalliance.org/respectfulcare](http://www.whiteribbonalliance.org/respectfulcare)

## Economics of Reproductive Health

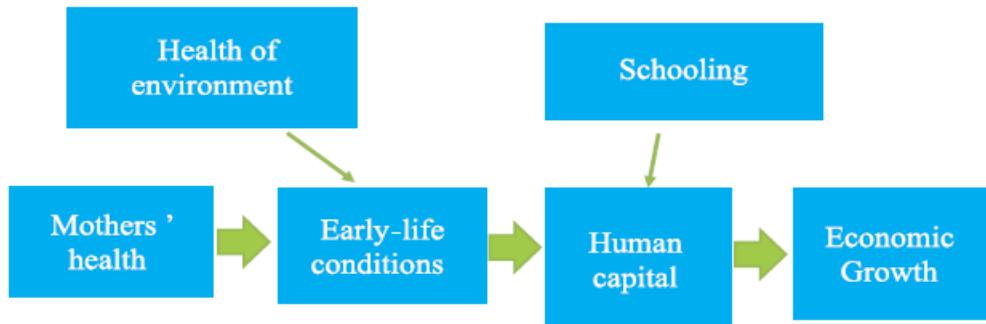
Events which occur while a child is in utero (in the womb) or very young (below the age of 2) cast a long shadow over cognitive development and health status even in adulthood

The most rapid period of physical and cognitive development in a person's life occurs in the womb, and epidemiological evidence suggests that a mother's health and nutritional status significantly affect the biological development of the foetus

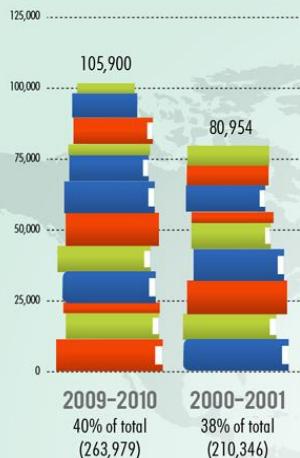
There may be "dynamic complementarities" in human capital accumulation, because early life conditions affect cognitive development

A healthy mother is more likely to give birth to a healthy baby who learns better and stays on in school longer as a result

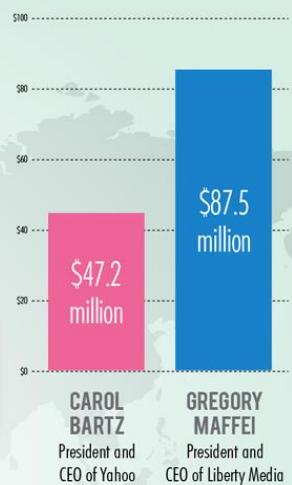
→ "Skill begets skill" (Nobel Laureate James Heckman)



## WOMEN TAKING THE GMAT



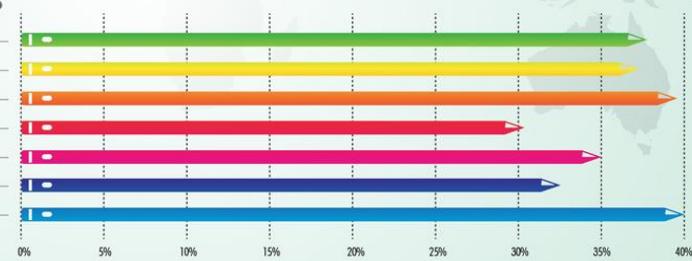
## HIGHEST PAID CEO'S IN 2009



## WOMEN ATTENDING

### CLASS OF 2011 AT TOP FULL-TIME MBA PROGRAMS

Yale Univ. - Women 37%  
 Harvard - 36%  
 Stanford - 39%  
 Univ. California, Berkeley - 30%  
 MIT Sloan - 35%  
 Insead, France - 33%  
 Univ. of Penn. Wharton School - 40%



## FORTUNE 500 CEO'S

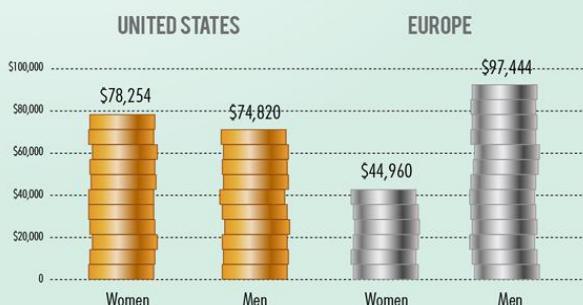
### NUMBER OF WOMEN CEO'S

26% of women attend Executive MBA programs, yet only 3% are in the C-suite.



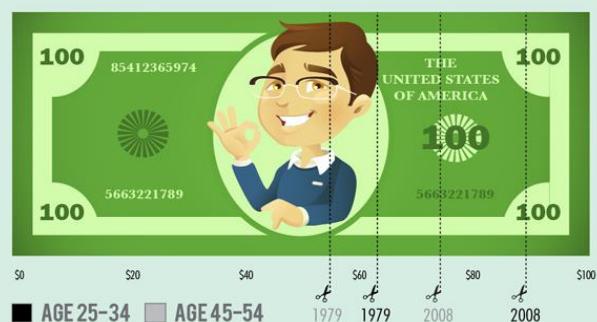
## SALARY

The MBA salaries for women were higher than men, though in Europe the gap was almost double.



## SALARY GAP

We've come a long way towards equitable earnings when women once earned 62 dollars for every 100 dollars men earned in 1979 to today's 80 dollars for women.



## References

**U.S. Department of Labor**  
<http://www.bls.gov/cps/cpswom2008.pdf>

**The Graduate Management Admission Council**  
[http://www.gmac.com/NR/rdonlyres/F1B8EE06-8FD5-44C0-852B-3152F4F72BFF/0/DTG\\_GMEandWomen2011.pdf](http://www.gmac.com/NR/rdonlyres/F1B8EE06-8FD5-44C0-852B-3152F4F72BFF/0/DTG_GMEandWomen2011.pdf)

[http://www.gmac.com/NR/rdonlyres/68C9D07F-14A9-4113-8E41-081D9E422702/0/GMAT2010PrintedProfile\\_online.pdf](http://www.gmac.com/NR/rdonlyres/68C9D07F-14A9-4113-8E41-081D9E422702/0/GMAT2010PrintedProfile_online.pdf)

**Businessweek**  
<http://www.businessweek.com/bschools/rankings/>

## Credits

Provided by 280 and  
**MBA-Online-Program.com**

## Gender Equality in Work

- Labour-force participation rate,
- Professional and technical jobs,
- Perceived wage gap for similar work,
- Leadership positions and
- Unpaid care work

### Legal Protection and Political Voice

- Presence of legal protections for women
- Representation of women in parliamentary and ministerial positions (Reservation Bill)

IF FEMALE LITERACY INCREASED 8% IN INDIA



### Physical security and autonomy

- Sex ratio at birth,
- Child marriage
- Violence against women
- Hostel facilities for girls & working women
- Plantation of Sapling- Every rural household should plant a sapling at the birth of the girl child to be liquidated at the time of her marriage (Source of financial support & a source of freedom)

### Women need to be

- Fully engaged in efforts to shape responses to these interfacing crises, both in terms of
  - Influencing the design
  - Assessing the impacts of recovery packages from a gender perspective
- Have an equal voice with men at all levels of economic decision-making
- Public intervention can bring about a real difference and therefore, it has to be wider and much ambitious.

**Table 9.4: Employment in the Organized Sector (as on 31 March)**

Sector	Employment (in lakh)			Percentage change	
	2010	2011	2012	2011/2010	2012/2011
Public	178.62	175.48	176.09	(-1.8	0.4
Private	108.46	114.52	119.70	5.6	4.5
Total	287.08	289.99	295.79	1.0	2.0
Women	58.59	59.54	60.54	1.6	1.7

Source: Directorate General of Employment, Ministry of Labour and Employment.

**Table 9.5: LFPR, WPR and UR for Persons Aged 15 Years (in per cent)**

Parameter	Rural			Urban			Total		
	Male	Female	Persons	Male	Female	Persons	Male	Female	Persons
LFPR	74.7	29.1	54.7	73.8	18.5	47.2	74.4	25.8	52.5
WPR	71.6	27.2	52.1	70.9	16.2	44.6	71.4	23.8	44.9
UR	4.2	6.4	4.7	3.9	12.4	5.5	4.1	7.7	4.9

Source: Fourth Annual Employment-Unemployment Survey 2013-14, Labour Bureau.

Notes: LFPR is labour force participation rate; WPR is worker-population ratio; UR is unemployment rate; UPS is usual principal status.

**LFPR: Labour Force Participation Rate; UR: Unemployment Rate**

## More Women Work in Rural India Than in Cities

Overall, the labour force participation rate for women is falling: from 37% in 2004-05 to 28% in 2016.<sup>26</sup>

- In 2015-2016, women comprised 26.7% of all rural workers, down from 31.8% in 1972-73.<sup>27</sup>
- In 2015-2016, women comprised 16.2% of all urban workers, a small increase from 13.4% in 1972-73.<sup>28</sup>
- 13.4% of Indian working women have a regular salaried job (2013) compared to 21.2% (2011-2012) of working men (aged 15-59).<sup>29</sup>

## The Gender Pay Wage Gap is Shrinking in India<sup>30</sup>

Women earn 57% of what their male colleagues earn for performing the same work.<sup>31</sup>

- The more educated a woman is, the wider the gender pay gap.<sup>32</sup>
- The gender pay gap increases as women advance in their careers.<sup>33</sup>

## India's Labour Force Is Growing

India will add 110 million people to its labour force in the next 10 years, including youth and women entering the workforce.<sup>34</sup>

- Over the next 40 years, India is projected to add 424 million working-age adults.<sup>35</sup>

If India can increase women's labour force participation by 10 percentage points (68 million more women) by 2025, India could increase its GDP 16%.<sup>36</sup>

## WPR: Worker Population Ratio

### India Labour and Employment Report 2014-

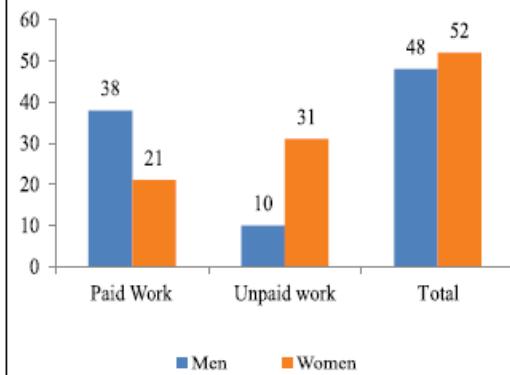
- Prepared by the Institute for Human Development (IHD)
- The low labour force participation in India is largely because the female LFPR, which is amongst the lowest in the world and the second lowest in South Asia after Pakistan
- Participation of women in the labour force and employment rates are heavily impacted by economic, social and cultural issues and care work distributions in the home
  - (*Human Development Report- HDR, 2015*)

**Men's share in paid work:** Around 1.8 times that of women

**Women's share:** Three times that of men in unpaid work

Paid work which is visible and accounted for by the System of National Accounts (SNA) is dominated by men, while unpaid work which is not accounted for is dominated by women and remains unrecognized and unaccounted for.

**Figure 9.4: Global Share of Men and Women in Paid/Unpaid Work (in per cent)**



*Source: Human Development Report 2015.*

### **Box. 9.3: Capturing Women's Participation in Work: Unearthing the Potential of TUS Statistics**

#### **Paid/Unpaid work activities identified by the TUS 1998-1999**

The TUS classification was based on the grouping of activities under the following three broad categories:

##### **SNA activities**

- Primary production activities
- Secondary activities
- Trade, business and services

##### **Extended SNA activities**

- Household maintenance, management and shopping for own household
- Care for children, the sick, elderly and disabled for own household
- Community service and help to other households

##### **Non-SNA activities**

- Learning
- Social and cultural activities, mass media, etc.
- Personal care and self-maintenance

#### **NCATUS 2013**

The NCATUS classifies activities into five groups:

- Economic activities of the self-employed, job workers and outworkers/home-based workers, i.e. those in the SNA 1993 production boundary
- Activities for which remuneration is in the form of cash or in kind
- Economic activities covered under SNA 1993 but not covered under Indian System of National Accounts (ISNA), like processing farm produce for home consumption, or not reckoned as economic activity under Employment and Unemployment Surveys (EUSSs) like free collection of minor forest products for home consumption
- Activities relating to domestic work and family care, which fall within the general production boundary but are outside the production boundary of SNA 1993
- Activities relating to personal care and self-maintenance.

---

*Source:* Based on the TUS July 1998- June 1999 and NCATUS 2013.

## **Case Study—**

### **Supreme Court Bench- The torchbearer of progressive attitudes towards women**

In a directive given to the Chhattisgarh government, the Bench directed the State government to appoint a **woman Excise Sub Inspector** as **Deputy Superintendent of Police** after granting her relief in the upper age limit.

### ***Richa Mishra & Chhattisgarh Police Executive (Gazetted) Service Recruitment and Promotion Rules, 2000***

Richa Mishra's name was not included in the list of successful candidates for the post as she had crossed the age limit stipulated for the same

**Why:** As per the Chhattisgarh Police Executive (Gazetted) Service Recruitment and Promotion Rules, 2000, the upper age limit for appointment to the post of Deputy Superintendent of Police is **25 years** and Ms. Mishra had already crossed that age

#### **Judges:**

- Overruled this proposition
- **As per Rule:** age relaxation as per Rule 8 of the Rules, 2000 which states, “there shall be **age relaxation of ten years** for women candidates for **direct appointment** in all posts in the services under the State **in addition to the upper age limit prescribed** in any service rules or executive instructions”.
- **Judge's Statements—**
  - “It is to encourage women, hitherto known as weaker section, to become working women, by taking up different vocations, including public employment. It would naturally lead to empowerment of women, which is the need of the hour... Empowerment of women... is perceived as equipping them to be economically independent, self-reliant, with positive esteem to enable them to face any situation and they should be able to participate in the development activities.”
  - “There is a bidirectional relationship between economic development and women’s empowerment, defined as improving the ability of women to access the constituents of development — in particular health, education, earning opportunities, rights, and political participation”

## The Need—

### To recognise the

- Vital role which women play in the economy
- Policy, data collection and programme design

### To emphasise that

- Livelihood is a critical requirement for self-affirmation (enhance the outcomes of development it the self)
- Economic power within and outside the household makes a difference to gender relations (strengthening of the agency, freedom and intra-household power)
- Equality of opportunity allows women to make the choices that are best for them, their families and their communities

## **India has to address the issue of unpaid work**

**Recognize it-**Via systematic and regular time-use surveys that captures people's activities

**Reduce it-**By providing more goods and services that will mitigate the need for such work

- Provisioning basic amenities- piped fuel and water
- Better quality and affordable healthcare
- Proper education- Reduce the number of female drop-outs
- Huge Gender Gap in wages & granting leadership positions

**Redistribute-**Between households and society and within households across males and females

# Empowering Rural Women

## A) Economic Empowerment

- Heavily engaged: Domestic Work + Subsistence Agriculture + Informal Sector
- Heavily bracketed: Being reproducers and not producers
- **Need:**
  - ✓ Education: Young + Old
  - ✓ Ownership & Control over productive assets
  - ✓ Decision-making Role
  - ✓ Access to land + household budgeting + bank accounts
  - ✓ Political Awareness

## B) Physical Empowerment

- Tedious Work Profile: Very long hours + Domestic Responsibilities
- Gender-Gap: In Human Capital endowments
- Hand to Mouth existence + Large family to feed → Women sacrifice their meals leading them to suffer from anaemia
- **Need:**
  - ✓ Recognize the hardships (Productive + Reproductive)
  - ✓ Delivering public service in a timely manner
  - ✓ Availability of clean water & sanitation
  - ✓ Efforts to improve their health- Female Mortality + Skewed sex ratios

## C) Psychological Empowerment

- Common Occurrence: Belittling their position in the society & contribution to the economy
- Negative 'self' image of their potential and importance

## D) Capacity Building

- Complementary to empowerment → Enhance Knowledge + Skill + Abilities
- **Need:**
  - ✓ Separate agency to provide skill building training
  - ✓ STEP: Support to Training & Employment Programme (by Govt.)

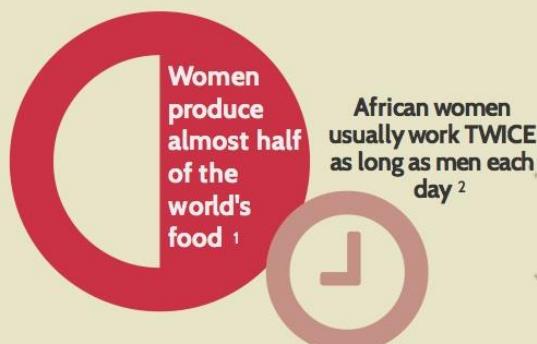
## Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)-

Guaranteeing at least 100 days of employment to every household in rural areas has been enacted with a stipulation of one-third participation by women



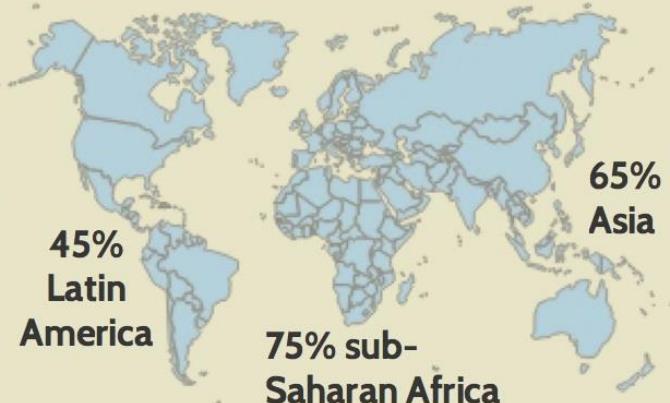
# Gender & Agriculture

Bringing men and women together to reduce hunger and support livelihoods



Women in Nepal spend 30% of their day collecting water<sup>4</sup>

## Household food provided by women<sup>3</sup>



## Many women lack access to:

### Land

Often, women must grow food on degraded, smaller plots than those owned by men<sup>5</sup>



### Credit

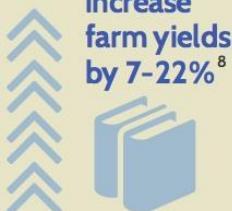
In Kenya, women represent 48% of business owners  
only 7% receive credit<sup>6</sup>



Indonesia: women receive 12% of credit  
3% is for agricultural investments<sup>7</sup>

### Education

Achieving gender equality in education could:



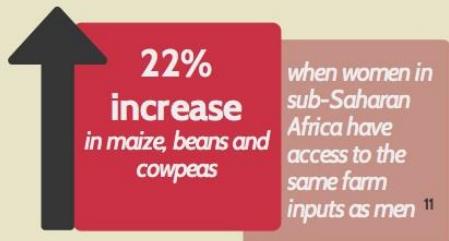
### Services

Only 5% of the resources provided through extension services in Africa are available to women<sup>9</sup>



South Africa: less than 7% of community water managers are women<sup>10</sup>

## Women . . . a key piece of food security



If women had the same access to resources as men, farm yields could increase 20-30% and reduce hunger 12-17% in developing countries<sup>12</sup>



RESEARCH PROGRAM ON  
Water, Land and Ecosystems

LED BY:  
**IWMI**  
International Water Management Institute

### Sources:

- 1.) & 2.) FAO n.d.; 3.) Stoparic 2006; 4.) WFP 2004; 5.) Gurung et al. 2006; 6.) Chidzero et al. 2006; 7.) IFC 2006; 8.) Van Crowder 1996; 9.) FAO 2011; 10.) Mjoli and Nenzhelele 2009; 11) Caldes and Ahmed 2004; 12.) FAO 2011.

# Women & Microfinance

An entire range of financial and non-financial services to meet their normal financial needs; encompassing:

- Skill upgradation
- Entrepreneurship Development

Attempts to combine lower transaction costs & high degree of repayments

## The Strategy

Through forming informal SHGs, rural women in India are getting credit & extension support for various production oriented income generating activities

*'having cash in hand and greater control over it can lead to empowerment'*

## Focussed implementation of Prime Minister Jan Dhan Yojana

**Need** for the women to have separate accounts:

- Operation of the account at her will and not under pressure
- Boost their participation in decision making
- Boost their will to take up economic activity on scale

**Way Ahead-** Via SHGs or special camps, the bankers should organize village camps to solely open accounts in the name of women in a campaign mode

**Merger of Bhartiya Mahila Bank with SBI is a great move towards more financial inclusion of Women- [Click](#)**

## SHG Ecosystem

Self Help Groups (SHG) in India started with the global emergence of micro-finance as the solution for financial inclusion of rural and urban poor in developing nations

Developed along the lines of "**Community Driven Development**" with a focus on financial intermediation through micro-finance interventions

**1991-** Self-Help Groups rose to prominence with NABARD promoting SHGs on a large scale and RBI allowing them to open a savings account and have since, seen tremendous expansion

**SHGs—** Perceived as a platform for empowering women through financial inclusion and social development

### Establishment:

- The existing institutions of Panchayats and NGOs play an active role in mobilization of people to form an SHG. The following steps are involved in establishing an SHG:
  - Field Officers from NGO to meet Village Resource Management Committee and Panchayat members and hold discussions with the women of the village talking about the advantages of organizing themselves in an SHG and other modalities.
  - Women come together to form the SHG and also select a group leader and other key members to facilitate interaction with the bank/ NGO
  - Group agrees on the frequency of meetings and amount of savings to be collected in each meeting
  - Responsibilities of the group leader is to ensure that the SHG practices '**Panchasutra**'
    - Regular meetings
    - Regular savings
    - Regular inter-loaning
    - Timely repayment
    - Up-to-date books of accounts
    - Registration of group at the District Program Management Unit (DPMU)

## **Capacity building of SHGs**

Focus on capacity building via following methods:

1. Preparing micro investment plan (MIP)
  - Take stock of how the credit could be used for creating livelihood
  - Micro credit plan + previous credit history → to avail the loans given by NABARD and through NRLM scheme
2. Creating linkages with banks
  - Account is registered in the name of group after obtaining the details of group leader and the details of group members
  - Have to maintain various record books like pass book, credit ledger to keep track of their activities
  - Eligible to apply for a loan after 6 months of having operated its savings account
3. Setting up primary federation
  - Provides a platform to voice their social and financial concerns
  - Help in knowledge and technology dissemination and also act as hubs of production and commerce
  - **NRLM** → Enhance sustainability via building strong systems of good governance, planning, accounting, procurement, audit etc.

## **SEWA**

A trade union registered in 1972; an organisation of poor, self-employed women workers—

- earn a living through their own labour or small businesses
- Do not obtain regular salaried employment with welfare benefits like workers in the organised sector (unprotected labour force)

**Objective:** Gender equality + Eliciting full participation in nation-building

## Women with Disabilities

Support and income protection for women with disabilities can be provided in the following ways:

- Income support & protection that protect women from poverty (as a preventative measure- safeguarded from poverty and abuse)
- Flexibility to move between income programs and employment
- Separate income programs from disability-related supports and services
- Supported entrepreneurship programs
- Accessible, affordable housing be made available to disabled women who have children
- **Change in Attitude:**
  - Social attitudes about women with disabilities are improved
  - Knowledge about women with disabilities is expanded
  - Creation of support groups and forums for women with disabilities (as an information resource)

# Women & Food Security

Women in agriculture— “Invisible & Silent partners”

**Responsible for half of the world's food production**

- Producers of Food
- Managers of Natural Resources
- Income earners
- Caretakers of household food & nutrition security
- Custodian of traditional knowledge related to seeds- Traditional Seed Mgmt + Exchange systems
- Involvement in Allied Sectors: Dairy + Piggery + Poultry + Fishery + Sericulture + Apiculture + Horticulture

**Involvement ranges from...**

*Crop selection to land preparation to seed selection, planting, weeding, pest control, harvesting, crop storage, handling, marketing and processing*

**Constraints faced by Farm Women:**

- No ownership of land
- High illiteracy rates
- Poor living conditions
- Lack of leadership and management skills
- Inadequate participation in the organisational & economic affairs of the agricultural institutions
- Lack of appropriate agriculture technology aimed at reducing physical drudgery of farm woman
- Inadequate access to credit & agricultural inputs
- Lack of female farm extension workers
- Lack of marketing facilities and opportunities
- Less participation in decision-making even within the household
- Lack of opportunities to improve socio-economic situation of the farm women

## **Key Aspects— Empowering Farm Women**

### **Gender Friendly Technologies**

Technology + tools + implements + techniques need to be designed in a way that helps in

- Increasing the production
- Reducing drudgery

### **Access to Extension Services**

Women remain malnourished and eat less food especially when food is scarce, and therefore should be ensured with

**Easy access:** Agriculture related input & other services

**Funds:** Certain amount of the advances to be fixed exclusively for women farmers

**Cadre:** Of Women Extension Agents need to be created to provide timely information to the women farmers

**Make:** Women empowerment to be an integral component for sustainable agriculture

### **Mobilization of Farm Women**

**Goal:** Gender mainstreaming + Gender equality

### **Capacity Building via**

- SHGs
- Educational & Training programmes
- Demonstration & Advisory services
- Drudgery reduction through appropriate tools & technologies
- Small scale enterprise development

### **Gender Equality**

Gender-blind policies— Lack of access to

- Land and water resources + Credit & other support services
- Gender difference- Role & activities
- Agricultural extension & research
- Agricultural biodiversity & commercialization
- Resource entitlements & Decision-making

## **Department of Horticulture**

**Aim:**

- Fillip to local production
- Ensure women become economically self-reliant

**Special scheme for training women in:** Fruit preservation viz. pickles, jams, chutney, fruit juices, etc.

## **Dairy Department**

**Origin** of Women Dairy Development Scheme: 1994-95

**Aim:**

- To bring about rural women's economic & social development
- Ensure they assume leadership positions

**Scheme envisages:**

- 100 per cent participation of women
- Women's milk cooperatives be run and managed by women themselves

**Training—**

- How to measure the fat content and purity of the milk
- First aid for the cattle
- Grass cultivation
- Seed production
- Setting up kitchen garden
- Use of smokeless challah (stove)
- Production of organic manure
- Setting up community toilets

# GENDER EQUALITY & FOOD SECURITY: WOMEN'S EMPOWERMENT AS A TOOL AGAINST HUNGER

Persistent gender inequalities that prevail in the Asia-Pacific region constrain women's potential for contributing more effectively to agriculture, rural development, food and nutrition security, which undermine the region's goal of long-term food security.

**60% OF THE UNDERNOURISHED GLOBALLY ARE WOMEN OR GIRLS**  
*- UN estimates*



**GENDER EQUALITY CAN MAKE A SUBSTANTIAL CONTRIBUTION TO A COUNTRY'S ECONOMIC GROWTH, AND IS THE SINGLE MOST IMPORTANT DETERMINANT OF FOOD SECURITY**

## ■ AGRICULTURAL GENDER GAPS



gender inequities in access to rural resources, services, labor market opportunities



undervaluation of women's roles and contributions



gender neutral policies



lack of gender specific data

## ■ IMPROVING WOMEN FOOD PRODUCERS' PRODUCTIVITY

A Food and Agriculture Organization of the United Nations (FAO) study estimates that closing the gender gap in access to productive resources such as land, credit, machinery, or chemicals could...

eliminate yield gaps of  
**20% - 30%**  
among men & women

increase domestic agricultural output by  
**2.5% - 4%**

**100 million**  
fewer people living in hunger

## ■ ADDRESSING THE PROBLEMS

A new report, *Gender Equality and Food Security - Women's Empowerment as a Tool against Hunger*, prepared jointly by the Asian Development Bank and the FAO, recommends the following to policymakers.



Tackle laws and regulations which discriminate against women,  
**PARTICULARLY IN LAND OWNERSHIP**



Initiate programs to  
**BOOST GENDER EQUALITY**  
in agriculture and the labor market



**UPDATE EDUCATION & EMPLOYMENT POLICIES**  
to make them more gender sensitive



**DEVELOP FOOD SECURITY STRATEGIES**  
to improve women's access to childcare, farmer support mechanisms, and credit & agricultural services



**FINE-TUNE SOCIAL PROTECTION PROGRAMS**  
such as active labor market programs with targets for women's employment

## SOURCE

- Asian Development Bank (2013). *Gender Equality and Food Security - Women's Empowerment as a Tool against Hunger*

# Women as Vote Bank

**Theory:** Women is free to choose and vote for anyone

**Stats:**

- Comprise almost 50% of our electorate
- Both men & women legally eligible for office

**Issues:** Not given priority in the election manifesto → not considered as vote-bank

**Who are they then-** A mere Puppet

**In favour:** Secret Ballot (for women to exercise their vote independently)

**Reality:**

- Men decide who to vote for
- Women follows the decision and cast their vote as directed

**Exhibits:**

- Deep flaws within the Political System
- Denies them sufficient opportunity to be integrated within the political system

**Way Ahead for Women:**

**State their gender-specific concerns:**

*Safety + Security + Discrimination + Rising Crime + Domestic Abuse*

**Due to?**

- *Alcoholism*
- *Sexual Harassment*
- *Rape*
- *Molestation*
- *Eve-teasing*
- *Social Taboos*

**Should not be happy with:** *Mangalsutras + Sarees + Blankets*

### **Political Parties should-**

- Prioritize mitigation of women's issues with a proper time-bound plan for implementation of the promised in their manifesto
- Every Manifesto should clearly state their Plan of Action towards issues identified to be deserve added attention
- Squarely address their entrenched inequality with emancipation and deeper democracy that touches everyone by-
  - Mobilisation & Skilling
  - Disruption of Tradition
  - Democratisation

**Constitution:** 73<sup>rd</sup> Amendment to the Constitution stipulates that one-third of the seats in the Panchayati Raj local governance institution are to be reserved for women

Year	Members in Lok Sabha			Members in Rajya Sabha		
	Total Members	Female	%	Total Members	Female	%
1952	499	22	4.41	219	16	7.31
1957	500	27	5.40	237	18	7.59
1962	503	34	6.76	238	18	7.56
1967	523	31	5.93	240	20	8.33
1971	521	22	4.22	243	17	7.00
1977	544	19	3.49	244	25	10.25
1980	544	28	5.15	244	24	9.84
1984	544	44	8.09	244	28	11.48
1989	517	27	5.22	245	24	9.80
1991	554	39	7.17	245	38	15.51
1996	543	39	7.18	223	19	8.52
1998	543	43	7.92	245	15	6.12
1999	543	49	9.0	245	19	7.8
2004	539	44	8.2	245	28	11.4
2009	543	58	10.6	245	22	8.98
2014	543	61	11.2	245	29	11.8

SOURCE: Election Commission of India ([www.eci.nic.in](http://www.eci.nic.in))

# Women & Climate Change

- The threat of climate change, manifested in the increase of extreme weather conditions such as, droughts, storms or floods, has been recognized as a global priority issue and has broad disparities existing among regions, between different generations, income groups and occupations as well as between women and men.
- Women in rural areas in developing countries are highly dependent on local natural resources for their livelihood, because of their responsibility to secure water, food and energy for cooking and heating. The climate change and its effects thus, make it difficult for women to secure these resources.

## More women die than men during natural disasters

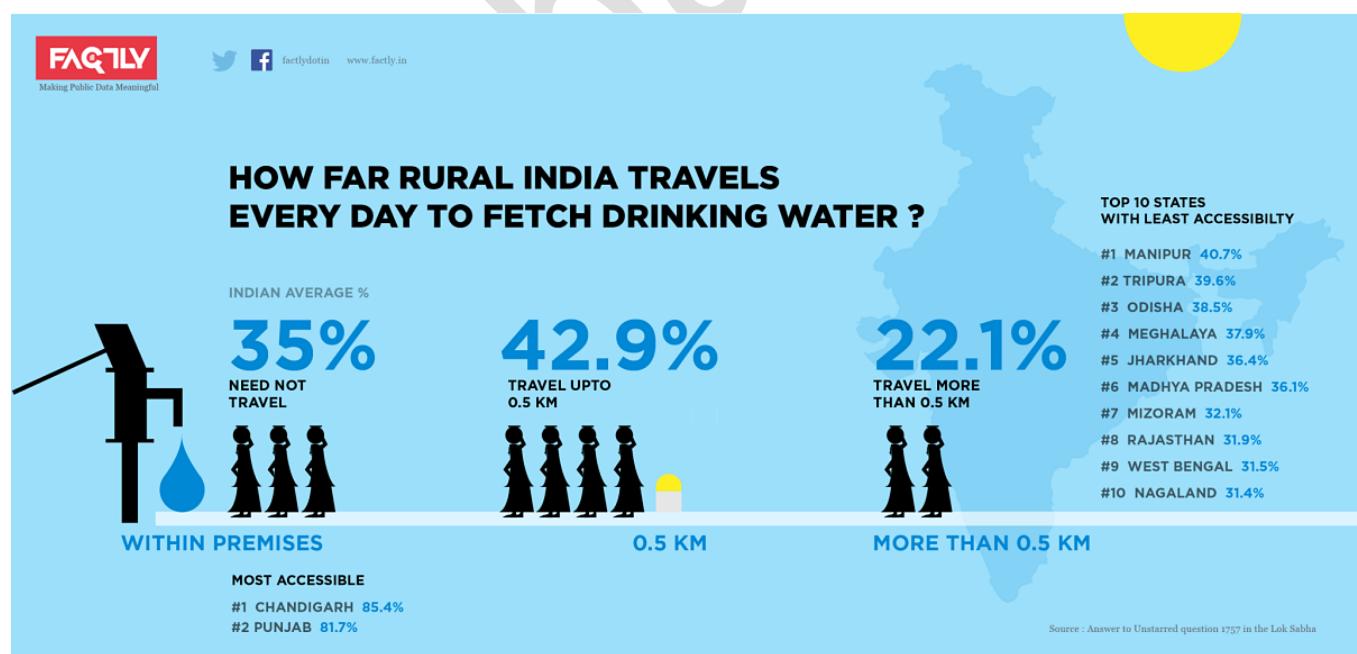
**United Nations Population Fund (UNFPA) Study:** In a natural disaster, women and children are 14 times more likely to die than men and the reason is cultural norms. For example, in the 2004 tsunami in Asia, more than 70% of the dead were women.

**International Union for Conservation of Nature (IUCN)** has noted that in Sri Lanka, men survived the tsunami more easily than women:

- Men are taught life-saving skills like swimming and climbing trees while women's role stays restricted as a perfect home-maker
- **Taking care of others:** The food and relief material are directed more towards men with women also supporting the move (Compassion & care)
- Rate of death of women increases with the severity of the disaster as a study exhibits the reduction in the normal life expectancy of a woman
- **Alternate explanation:** More men might die owing to the fact that they do take up more risks during disasters (Trait of a saviour)

## Water stress impacts women more adversely

- Climate change leads to droughts and water scarcity, adversely affecting women's physical and emotional wellness.
- Burden of **water collection** and **firewood collection** largely falls on them: Finding and fetching water can consume up to 85% of a woman's daily energy intake.
- **Drought:** Search for water takes a toll not only on the time and health but also on their psychological well-being



### **Climate change increases health risks for women**

Women and children are more vulnerable to the health effects of climate change

**Data for 2000 and 2012 from South-east Asia:** The diarrhoeal diseases killed more women than men (common during instances of flooding)

### **Perpetuation of gender inequality:**

- Unequal access to health services
- General neglect of women's health in unequal societies: Studies in India, Bangladesh and Indonesia showed that the sex of a child influences the extent of the care given.
- **Common for girls:** Delayed hospitalization and lower rates of hospitalization

**Women's World 2015 Report:** Certain effects of climate may affect older women more as they tend to live longer

### **Cultural Norms at Play:**

- Primary caregivers for families
- Responsibility increases during times of emergency and disaster
- More likely to suffer from **malnutrition** following a disaster:  
Neglected nutritional needs of pregnant and breastfeeding mothers  
More importance to food hierarchies that favour men

### **Women farmers face greater hurdles in adapting to climate change**

Women make up **43%** of the agricultural force and Food and Agricultural Organization (**FAO**) has noted that women suffer from the following issues citing **Gender gap** as the main evil:

- Possess smaller landholdings
- Face greater hurdles in accessing farm credit
- Less knowledge of Technical know-how and extension services
- Difficulty in accessing, using, and supervising male farm labour
- Use less fertilizer and of lower quality
- Under-representation in decision making (+formal forest user groups)
- Lower access to management of natural resources

### Way Ahead:

- A gender analysis needs to be applied to all actions on climate change and the gender experts should be consulted in climate change processes at all levels, so that women's and men's specific needs and priorities are identified and addressed.
- Women around the world must adapt their lives to a changing climate depending upon the regional variations and availability of resources. Vulnerabilities need to be tamed with the help of behavioural changes and more changes on a personal as well as on an individual level.
- Women need to be made in control of their required resources as they possess a strong body of over-the-years traditional and environmental knowledge while helping, collecting and managing resources, and raising their families.

#### **In control of resources:**

- Women are more likely than men to use them for family health and economic stability
- More likely to change strategies in response to new information
- Take decisions that minimize risk

	<ol style="list-style-type: none"><li>1. <b>Count women in</b> Planning Designing Implementing Resourcing Evaluating ....all programmes and schemes.</li><li>2. <b>Convergence &amp; Integration</b> of the working schemes Eg: MNREGA linked with a different scheme</li><li>3. <b>Capacity Development</b> of women at the grassroot level (adaptation responsive workforce)</li><li>4. <b>Collaborations</b> to in-build the gender parity amongst the various groups through participatory innovation, highlighting benefits and converging available resources</li></ol>
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## THE WORLD AT SEVEN BILLION

# WOMEN AND DEVELOPMENT

Gender equality is a key factor in the economic growth of a nation. The empowerment of women leads to lower birth rates and greater economic productivity as women can devote more time to the labour force

### GENDER INEQUALITY OF STATES

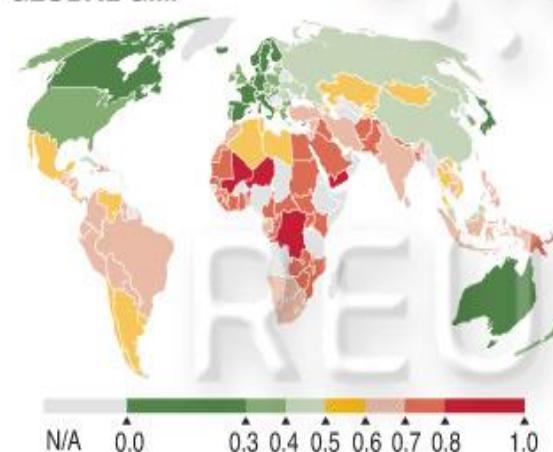
Human Development	Gender Inequality Index (GMI)	Maternal mortality ratio*	Adolescent fertility rate**	Labour force participation (%)	Contraceptive prevalence (%) <sup>^</sup>
	Women	Men	Women	Men	Women
Very high	0.319	8	19.1	65.3 80.2	-
High	0.571	82	47.7	52.7 79.5	66.3
Medium	0.591	242	41.8	54.7 84.1	68.4
Low	0.748	822	108.9	61.3 83.4	27.8

\* Maternal deaths per 100,000 live births

\*\* Number of births per 1,000 women aged 15-19

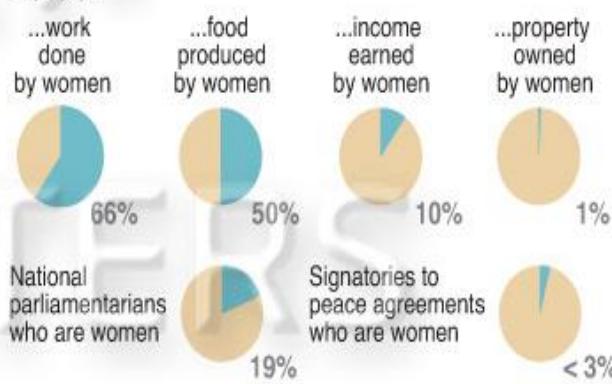
<sup>^</sup> Women ages 15-49

### GLOBAL GMI



### GLOBAL FACTS

#### World's...



Source: UNDP

Graphic: Brice Hall

REUTERS

# WOMEN FACE HIGHER RISK OF STROKE

NEW GUIDELINE OFFERS WAYS TO LOWER YOUR RISK

## WOMEN HAVE MORE STROKES THAN MEN, AND STROKE KILLS MORE WOMEN THAN MEN.

Talk to your healthcare provider about how to lower your risk, using the below information from the new American Heart Association/American Stroke Association prevention guidelines.



1 in 5 WOMEN has a **STROKE** at some point in her life

### Stroke RISK GOES UP due to ...



#### PREGNANCY



#### + PREECLAMPSIA

About 3 out of 10,000 pregnant women have a stroke during pregnancy compared to 2 out of 10,000 young women who are not pregnant.

This is a term for high blood pressure that develops during pregnancy, and it doubles the risk of stroke later in life.



#### BIRTH CONTROL PILLS

May double the risk of stroke, especially in women with high blood pressure.



#### HORMONE REPLACEMENT THERAPY

Once thought to lower stroke risk, this in fact increases the risk.



#### MIGRAINES WITH AURA + SMOKING

Strokes are more common in women with migraines with aura who also smoke.



#### ATRIAL FIBRILLATION

Quadruples stroke risk and is more common in women than men after age 75.

### LOWER YOUR RISK for stroke by...

Pregnant women with very high blood pressure should be treated with safe blood pressure medications.

Talk to your healthcare provider about whether you should follow the guideline recommendation of low-dose aspirin starting in the second trimester (week 12) to lower preeclampsia risk.

Women should be screened for high blood pressure before taking birth control pills. Women should not smoke, and they should also be aware that smoking and the use of oral contraceptives increases the risk of stroke.

Hormone replacement therapy should not be used to prevent stroke in postmenopausal women.

Smokers who have migraines with aura should quit to avoid higher stroke risk.

All women over age 75 should be screened for atrial fibrillation.

## STROKE BY THE NUMBERS



About **55,000** more women than men have a stroke each year.



Number of STROKE DEATHS IN ONE YEAR

Women **77,109** Men **52,367**

(from 2010, the most recent year the statistics are available)



*Do you know how to identify a stroke and when emergency help is needed?  
Learn how to spot a stroke F.A.S.T. at [StrokeAssociation.org/warningsigns](http://StrokeAssociation.org/warningsigns)*

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