Data on Tertiary Sector

India's Gender gap Index-0.683

India's Gender Gap Index Rank-87

Woman Constitute 48.46% in Total Population

Crimes Meted Out Every Hour on Woman-26

Woman Internet User in India-20.77 million

Defining Women Empowerment

-Gayathri .R

Women empowerment has been an ongoing saga for many years. Gender equality and empowerment of women has been one of the major goals in various schemes and programmes launched by Government and also in United Nations' Millennium Development Goals. While Empowerment literally means 'To invest with power' in the context of women's empowerment the term denotes women's increased control over their own lives and environment.

The UNO (2001-04) has provided a meaningful conceptual framework of empowerment of women it reads: "Empowerment is defined as the process by which women take control and ownership of their lives through expansion of their choices. It is the process of acquiring the ability to make strategic life choices in a context where this ability has previously been denied". However, the most quoted definition of women empowerment by scholars is the one given by Batilwala; it says "Empowerment is the process by which the powerless gain greater control over the circumstances of their lives. It includes both, control over resources and over ideology. Ultimately, it includes a growing intrinsic capability-greater self confidence and an inner transformation of one's consciousness that enables one to overcome external barrier".

The critical areas of empowerment on the whole can be categorised into Social, Political, Physiological and Physical aspects. The physiological and physical aspect includes food, nutrition, health, sanitation, life expectancy and growth of a girl child and women. It is seen that malnutrition is a frequent direct underlying cause of death among women. Gender disparities even in nutrition are evident from infancy to adulthood. In a survey conducted in Punjab it was noted that women consume 1000 fewer calories than men. Hence health of the women is one of the most basic concepts of Women Empowerment. In addition, it is worth mentioning here the UNFPA (United Nations Population Fund) and office of the High Commissioner for Human Rights has decided to apply Human rights to Reproductive and Sexual Health of Women. It has stated that "Reproductive rights embrace certain human rights that are already recognised in national, international law and International human rights documents and other consensus documents. The rights rest on the basic rights of all women to decide freely and responsibly the number, spacing and timing of the children and to have the right to information and means to attain the highest standard of sexual and reproductive health. "(ICDP programme of Action, Para 7.3)

It was only in 1935, that all the provincial legislatures gave women the right of vote on the same

UN Women Empowerment Principles

-Mahamad Musstaf P. S.

UN Women, the United Nations entity devoted to gender equality and women's empowerment, advocates a stronger position for women in business. Gender equality for all is a key human right, but equality for women in the labour market is not yet a reality. The Women's Empowerment Principles (WEPs) developed by UN Women and the UN Global Compact address this issue and advocate equality of opportunity.

The WEPs are a set of seven principles intended to empower women in business. They include;

1.**Leadership Promotes Gender Equality**

■ Affirm high-level support and direct top-level policies for gender equality and human rights.

■ Establish company-wide goals and targets for gender equality and include progress as a factor in managers' performance reviews.

■ Ensure that all policies are gender-sensitive – identifying factors that impact women and men differently – and that corporate culture advances equality and inclusion.

2 Equal Opportunity, Inclusion and Non-discrimination

■ Pay equal remuneration, including benefits, for work of equal value and strive to pay a living wage to all women and men.

■ Ensure that workplace policies and practices are free from gender-based discrimination.

■Implement gender-sensitive recruitment and retention practices and proactively recruit and appoint women to managerial and executive positions and to the corporate board of directors.

■ Assure sufficient participation of women – 30% or greater – in decision-making and governance at all levels and across all business areas.

■ Offer flexible work options, leave and re-entry opportunities to positions of equal pay and status.

3 Health, Safety and Freedom from Violence

■Taking into account differential impacts on women and men, provide safe working conditions and protection from exposure to hazardous materials and disclose potential risks, including reproductive health.

■ Establish a zero-tolerance policy towards all forms of violence at work, including verbal and/or physical abuse and prevent sexual harassment.

■ In consultation with employees, identify and address security issues, including the safety of women traveling to and from work and on company-related business.

4. Education and Training

■ Invest in workplace policies and programmes that open avenues for advancement of women at all levels and across all business areas, and encourage women to enter non-traditional job fields.

■ Ensure equal access to all company-supported education and training programmes, including literacy classes, vocational and information technology training.

■ Provide equal opportunities for formal and informal networking and mentoring.

5. Enterprise Development, Supply Chain and Marketing Practices

■ Expand business relationships with women-owned enterprises, including small businesses, and women entrepreneurs.

■ Support gender-sensitive solutions to credit and lending barriers.

■ Respect the dignity of women in all marketing and other company materials.

6. **Community Leadership and Engagement**

■ Lead by example – showcase company commitment to gender equality and women's empowerment.

■ Promote and recognise women's leadership in and contributions to their communities and ensure sufficient representation of women in any community consultation.

7. Transparency, Measuring and Reporting

■ Make public the company policies and implementation plan for promoting gender equality.

■ Establish benchmarks that quantify inclusion of women at all levels. The Women's Empowerment Principles are the product of collaboration between UN Women and the UN Global Compact Created by the UN General Assembly in July 2010, UN Women - the United Nations Entity for Gender Equality and the Empowerment of Women - merges and builds on the important work of four previously distinct parts of the UN system, which focused exclusively on gender equality and women's empowerment:

•Division for the Advancement of Women (DAW)

•International Research and Training Institute for the Advancement of Women (INSTRAW)

•Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)

•United Nations Development Fund for Women (UNIFEM)

Source: http://www.unwomen.org

Women Empowerment Programmes in India

- Shivaprasad B. M.

Women Empowerment includes Social Rights, Political Rights, Economical Stability, Judicial Strength and all other rights women are entitled to. Swami Vivekananda, rightly said that "There is no chance for the welfare of the world unless the condition of women is improved; it is not possible for a bird to fly on only one wing."
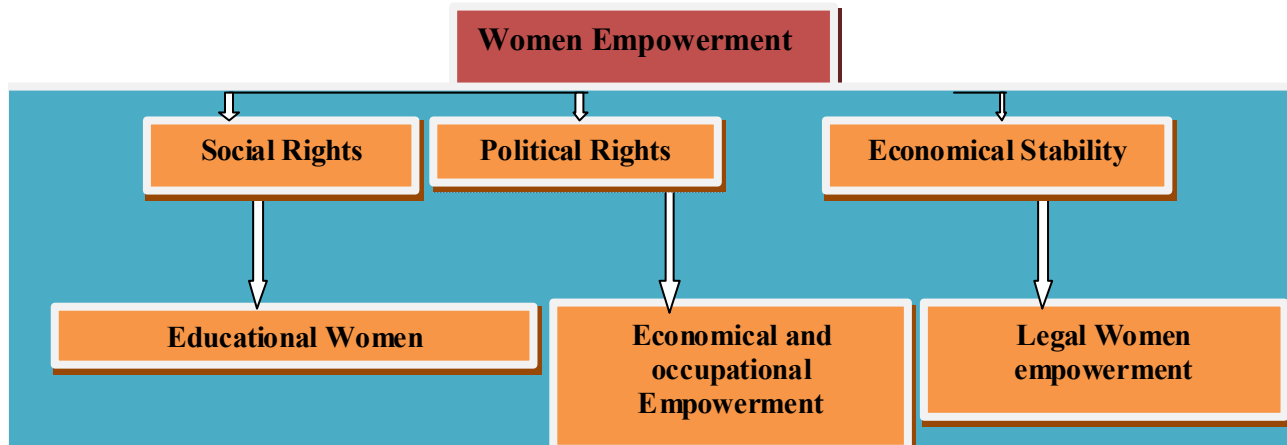
In order to achieve the status of a developed country, India needs to transform its colossal women force into an effective human resource and this is possible only through the empowerment of women. Therefore, government of India and that of Karnataka have introduced several women empowerment programmes, such as;

■ The *Rashtriya Mahila Kosh* (National Credit Fund for Women) - this was set up in the year 1993 to make credit available for women of lower income in India.

■ *Swadhar -* This scheme was started in the year 1995 to support women to become independent.

■ *Swayam Siddha-* This scheme was set up in the year 2001 to organise women into self help group.

■ **Support to Training and Employment Programme (STEP) - t**he Ministry of Women and Child Development launched this scheme in 1986, with the aim of developing skills of women for self and employment. The main targets of this scheme are rural women and urban poor.

■ *Beti Bachao Beti Padhao* **(Save girl child, educate girl child)- i**s a Government of India scheme that aims to generate awareness and improve the efficiency of welfare services meant for women. The objectives of this initiative are; prevention of gender biased sex selective elimination, ensuring survival & protection of the girl child and ensuring education and participation of the girl child.

■ *Sukanya Samriddhi – 2015 -* the objective of this scheme is to promote the welfare of Girl Child. A natural/ legal guardian on behalf of a girl child can open the account at any Nationalised bank and Post offices. Min.1000 of initial deposit with multiple of one hundred rupees thereafter with annual ceiling of Rs.150000 in a financial year is fixed. Tenure of the Deposit is 21 years from the date of opening of the account.Maximum period up to which deposits can be made is 14 years from the date of opening of the account.

Stree Shakthi - the programme was launched during 2000-01 and it is being implemented throughout the state to empower rural women and make them self reliant. *Stree Shakthi* Groups are formed at the village level to inculcate the savings habit among the members, empowering women economically. About 15 to 20 women members who are from below poverty line families, landless agricultural labourers, SC/ST women come together. *Stree Shakthi* Groups are formed through *Anaganwadi* workers and taluk federations.

Bhagyalakshmi - scheme was launched during 2006-07 with an objective to promote the birth of girl children in below poverty line families and to raise the status of the girl child in the family in particular and society in general. Financial assistance is provided to the girl child through her mother/father or natural guardian subject to the fulfillment of certain conditions**.**

Some other schemes are;

■ **Central Social Welfare Board (CSWB)**

■ **Short Stay Home for Women and Girls (SSH)**

■ **Conditional Maternity Benefit (CMB)**

■ **The Rajiv Gandhi Scheme for Empowerment of Adolescent Girls**

■ **Indira Gandhi *Matritva Sahyog Yojana*/Conditional Maternity Benefit plan** (IGMSY-CMB)

■ **Working Women's Hostel Awareness Generation Programme (AGP)**

Source:http://wcd.nic.in/schemes-listing/2405, http:// planningcommission.nic.in/plans/mta/mta-9702/mta-ch13.pdf

India Ranks 87ᵗʰ in Gender Gap Index

-Punithkumar L. M.

Gender gap refers to the differences between women and men in several important sectors like, social, political, intellectual, cultural, or economic attainments or attitudes and these gaps are harmful to the development of economy and sustainable development. Therefore, gender equality is very essential to sustainable development. According to world economic forum report "Gender equality refers to that stage of human social development at which the rights, responsibilities and opportunities of individuals will not be determined by the fact of being born male or female". The promotion of gender equality together with economic and social empowerment of women has been recently recognised essential to achieve sustainable development, as evidenced by its adoption as the third Millennium Development Goal by the United Nations member states in 2000 (Perrin, F. 2014).

Global Gender Gap report is published by the World Economic Forum to identify the gaps between women and men across the world in each year since 2006. The Global Gender Gap Index takes into account four critical dimensions when measuring the gaps between women and men's access to resources and opportunities: economic participation, education, health and politics.

The Economic participation of women refers to their presence in the workforce in quantitative terms is important not only for lowering the disproportionate levels of poverty among women, but also as an important step toward raising household income and encouraging economic development in countries as a whole. Political empowerment refers to the equitable representation of women in decision-making structures, both formal and informal, and their voice in the formulation of policies affecting their societies. Educational attainment is, without doubt, the most fundamental prerequisite for empowering women in all spheres of society, for without education of comparable quality and content to that given to boys and men, and relevant to existing knowledge and real needs, women are unable to access well-paid, formal sector jobs, advance within them, participate in, and be represented in government and gain political influence. Health and well-being is a concept related to the substantial differences between women and men in their access to sufficient nutrition, healthcare and reproductive facilities, and to issues of fundamental safety and integrity of person.

The table explains the rank and score of the India's position in the global gender gap index.

The Global Gender Gap Reports provided an overview of the current status of the global gender gap. The Index was developed in 2006 partially to address the need for a consistent and comprehensive measure for gender equality that can track a country's progress over time. India is in the middle range since 2006 to 2016. But it is evident that the gap is reduced. The index is helpful to identify the place of the country in the global scenario and also highlights the message to policy-makers that countries to achieve gender equality.

The table shows the India's place in the gender gap index from 2006 to 2016. The overall score through the years have improved considerably to 0.686 in 2016 from 0.601 in 2006, it shows that the efforts taken by the government and NGO's in reducing the gender gap is

Global Gender Gap Index

Year	Score	Rank
2006	0.601	98
2007	0.593	114
2008	0.606	113
2009	0.615	114
2010	0.615	112
2011	0.619	113
2012	0.644	105
2013	0.655	101
2014	0.645	114
2015	0.664	108
2016	0.683	87

Source: **World Economic Forum Reports**

slowly but steadily making the difference. **Source:** *Stotsky,M. J. G. (2016). Trends in Gender Equality and Women's Advancement.International Monetary Fund.*
* Global Gender Gap Reoprts (2006-2016)

I don't want to be remembered as the girl who was shot. I want to be remembered as the girl who stood up.

Malala Yousafzai- Noble Laureate

Women Empowerment Challenges

-Kiranbabu .P

Women empowerment refers to increasing the spiritual, political, social, educational, gender and economic strength of individuals and communities of women. Women's empowerment in India is heavily dependent on many different variables that include geographical location (urban / rural) educational status social status (caste and class) and age. Policies on Women's empowerment exist at the national, state and local (Panchayat) levels in many sectors, including health, education, economic opportunities, and gender based violence and political participation.

Women empowerment involves the building up of a

Crime Head Wise details of reported crimes during the year 2010 -14 along with percentage variation are presented in Table.

The crime against women during the year 2014 has increased by 9.2% over the year 2013 and by 58.2% over the year 2010. The IPC component of crimes against women has accounted for 96.3% of total crimes and the remaining 3.7% were SLL crimes against women.

The proportion of IPC crimes committed against women towards total IPC crimes has increased during last 5 years from 9.6% in the year 2010 to 11.4% during the year 2014.

The status of Women Empowerment cannot be viewed

Crime against Women

Sl. No.	Crime head	2010	2011	2012	2013	2014	Percentage variation in 2014 over 2013
1	Rape	22,172	24,206	24,923	33,707	36,735	9
2	Attempt to commit rape*					4,234	-
3	Kidnapping & abduction of women	29,795	35,565	38,262	51,881	57,311	10.5
4	Dowry deaths	8,391	8,618	8,233	8,083	8,455	4.6
5	Assault on women with intent to outrage her/their modesty	40,613	42,968	45,351	70,739	82,235	16.3
6	Insult to the modesty of women	9,961	8,570	9,173	12,589	9,735	-22.7
7	Cruelty by husband or his relatives	94,041	99,135	1,06,527	1,18,866	1,22,877	3.4
8	Importation of girl from foreign country	36	80	59	31	13	-58.1
						3,734	
			2,19,142	2,32,528	2,95,896	3,25,329	9.9
			0	0	0	0	0
			453	141	362	47	-87
			6,619	9,038	10,709	10,050	-6.2
						426	-
			2,436	2,563	2,579	2,070#	-
B.	Total SLL crime against women	8,576	9,508	11,742	13,650	12,593	-7.7
	Total(A+B)	2,13,585	2,28,650	2,44,270	3,09,546	3,37,922	9.2

Sl. No.	Year	Total IPC Crimes	Crime Against women (IPC cases)	Percentage to total IPC crimes
1	2010	22,24,831	2,13,585	9.6%
2	2011	23,25,575	2,19,142	9.4%
3	2012	23,87,188	2,44,270	10.2%
4	2013	26,47,722	2,95,896	11.2%
5	2014*	28,51,563	3,25,327	11.4%

Source: *NCRB*

society, a political environment, wherein women can breathe without the fear of oppression, exploitation, apprehension, discrimination and the general feeling of persecution which goes with being a woman in a traditionally male dominated structure.

Women constitute almost 50% of population in India. But India has shown disproportionate sex ratio whereby female population has been comparatively lower than male. As far as their social status is concerned, they are not treated as equal to men in all the places. The paradoxical situation is such that she is both God and a slave.

A report on the crimes against Women by the National Crime Records Bureau comes up with alarming statistics. The

Proportion of Crime against Women (IPC) Towards Total IPC Crimes

Source: *NCRB*

from a single dimension. A multidimensional assessment in terms of various components of women's life and their status would paint a clear picture. Government initiatives alone would not be sufficient to achieve this goal. Society must take initiative to create a climate in which there is no gender discrimination and women have full opportunities for decision making .

Source: *NCRB*

Every hour 26 Crimes are Meted on Women; NCRB

- Venugopal Gowda M.K.

Sexual violence in India is a grave issue and has deep roots. India's patriarchal and misogynistic culture is responsible for a society in which a woman is considered a liability - a burden on her family. The dowry system, although prohibited by law, has reinforced this problem. Additionally, male domination has led to growing rates of violent acts such as dowry deaths, domestic abuse, and rapes.

Violence against women has doubled in the last decade. According to the data released by the National Crime Records Bureau, as many as 2.24 million crimes against women have been reported over the last decade. Which means, 26 crimes are committed every hour or one complaint in every two minutes

Major Crime against Woman

Source: National Crime Records Bureau

registered. The semantic meaning of 'crime against women' is direct or indirect physical or mental cruelty towards women.

Major crime against women includes rape, cruelty by husband and relatives and assault on woman with intent to outrage her modesty. It is seen from the above table that, over the last decade the crime rate has seen an increase amidst the effort taken by government, NGO's and civil society organisation to sensitise people. The state of the affairs is definitely alarming.

The NCRB report further states that, rape is the major crime meted against women followed by, assault on women with intent to outrage her modesty. Kidnapping and abduction of women and dowry deaths follows the list. It is shocking to learn that, more than 66,000 cases have been reported under the Dowry Prohibition Act, 1961, over the last decade where, an equal number of cases would not even have been reported. Ten cases of cruelty by husband and relatives are reported every hour across the country followed by rape, cases of assault on

women with intent to outrage her modesty and kidnapping & abduction. NCRB added three more heads under which cases of crime against women have been reported in 2014. These include attempt to commit rape (4,234), abetment of suicide of women (3,734) under section 306 IPC and protection of women from domestic violence (426).

Steps Taken to Curb Violence against Woman

The government and Police department have taken several steps under the law to curb the violence against women. The Criminal Law (Amendment) Bill 2013 have provisions for increased sentences for rape convictions, including life term and death sentences, and stringent punishment for offences such as acid attacks, stalking, and voyeurism.

Through the revised bill the government has amended various sections of the Indian Penal Code, the Code of Criminal Procedure, the Indian Evidence Act, and the Protection of Children from Sexual Offences Act.

The Government is aware and concerned with this trend and ground situation and therefore have reemphasised the urgent action on the few mentioned below and the many that are been implemented:-

■ Crime prone areas should be identified and women police officers in adequate number fully equipped with policing infrastructure may be posted in such areas.

■ There should be no delay in registration of FIR in all cases of crime against women.

■ Help-line numbers of the crime against women cells should be exhibited prominently in hospitals/schools/colleges premises, and in other suitable places.

■ Women police cells in the police stations and exclusive women police stations should be set up as needed.

■ Police officials charged with the responsibility of protecting women should be sensitised adequately.

■ Women police officials in the State Police Force should be recruited widely.

■ Close coordination between the police and the NGOs dealing with the interests of women have be ensured.

■ Through counselling through professional counsellors is required for victims as well as her family to overcome the trauma of the crime.

■ The effectiveness of schemes developed for welfare and rehabilitation of women who have been victimised should be improved.

Source: *Ministry Of Home Affairs, National Crime Records Bureau*

Role of SHG's to Empower Women

- Nandeesha H.K.

Women constitute 48.46% of total population in India as per census 2011. To mitigate the problem of unemployment and underemployment, the role of women should not only be confined to generate employment, but also to provide employment to others. A Self-Help Group (SHG) is a village based financial intermediary comprising local women. In India, many SHGs are 'linked' to banks for the delivery of micro-credit.

Role of Self-Help Groups (SHGs): Individually, a poor is not only weak in socio-economic term but also lacks access to the knowledge and information which are the most important components of today's development process. However, in a group, they are empowered to overcome many of these shortcomings. Hence, the role of SHGs is highly essential which in specific terms covers ;

a) To mobilise the resources of the individual members for their collective economic development and improving the living conditions of the poor.

b) To create a habit of savings and utilisation of local resources including individual skills for group interest.

c) To act as a media for socio-economic development of the village.

d) To develop linkages with institutions of NGOs.

e) To gain mutual understanding, develop trust and self-confidence.

f) To build up teamwork.

g) To develop leadership qualities.

Empowerment is an active multidimensional process to enable women to realise their identity, position and power in all spheres of life. Empowerment provides a greater access to knowledge and resources, more autonomy in decision making, greater ability to plan lives, more control over the circumstances which influence lives, and freedom from customs, belief and practices. Empowerment is a process that gives a person freedom in decision making. An important aspect of SHGs is the implicit assumption that through participation in the groups, women will gain, generate and acquire power, and improve their position within the family and the society (Mazumdar 1986). In India as well as in Karnataka, many Self Help Groups are working for women empowerment, particularly in Karnataka; *Stree Shakthi Sanga* has been playing a prominent role to empower women in Karnataka.

Stree Shakthi Sanga: For economic empowerment of women it is necessary to have access to and control over productive resources to ensure financial autonomy. SHG is a good medium to congregate women. *Stree Shakthi* programme was launched in 2000-01 and is implemented throughout the State. Each group comprises of about 15 to 20 women members who come from families below the poverty line. Women belonging to families of landless agricultural labourers, SC/ST, have come together to form 1.40 lakhs *Streeshakthi Groups* comprising 20 lakh women members. Upto December 2015 the groups had saved Rs.1738.26 crore since inception. Bank loans have been availed by 129736 groups to the extent of Rs.2745.67 .

Source: Vidyakala.,Poornima.S & Nithyakala.k.(2014). A Study on role of self-help groups in women empowerment. Research paper. 4(4),pp.2-3.

Definition of Women...

Continued from page-

term as men. The government of India Act, 1935 enabled all women over 21 years to exercise their franchise provided. But the most significant landmark in the journey of empowerment is the historic 73rd and 74th constitution Amendment Acts, 1992 by the centre and its ratification by the state. The constitution Amendment acts reserved 1/3 seats of women in the Panchayati raj and Municipal bodies.

Speaking about Social empowerment the tenth five year plan (2002-2007) called for a 3 pronged strategy of social and economic empowerment and providing gender justice to create an enabling environment free of discrimination. Social empowerment of women addresses better status of women in the family, freedom from marriage, right to property, social mobility, social freedom, family welfare, social transformation etc., Further, the economic empowerment which is very important includes right to property, employability, importance in standard of living, fulfillment of basic needs and entrepreneurship development.

However, in a nutshell, empowerment varies across time, culture and domains of a person's life. Some of the indicators of empowerment are access to information, inclusion, participation, and accountability. Since it varies from place to place and time to time we can say that it is a self determined change which bridges the gap of supply and demand side of development. It defines the idea of power, power to change and the ability to influence and have control on oneself.

Source :http://www.uniassignment.com

Using Technology to Empower Women

- Deepa T.M

As per the Global fund for women report, worldwide, 200 million more men than women have access to the internet, and women are 21 percent less likely to own a mobile phone. Closing the gender technology gap means helping girls access training and educational opportunities. Digital technology is an increasingly important tool for movement building, allowing organisations and networks to exchange information rapidly, and to organise across geographical locations. It also creates opportunities for a diversity of voices to be heard and shared. As per the Economic Times, 2014, in 2005, 12.32 million women in India used the Internet, and today that number has reached 20.77 million. As Indian communities see the value of empowering women with technology, more women are joining the online world. Some projects in the direction of empowering women technically are;

SEWA (Self Employed Women's Association) - The main goal of SEWA is to promote local income generating opportunities among women. SEWA, with 200,000 memberships is spread over 800 villages in Gujarat. It uses an interactive satellite communication and internet-based training programme to develop a cadre of barefoot managers among the poor women workers, focusing on women in panchayats, forests, water conservation and so on.

Gyandoot started in Madhya Pradesh to fund rural networked cyber kiosks through panchayats. The project was started in Dhar district, to offer villages multiple services through internet based project. Through this project, information on rural life and agricultural projects are available. The internet gives information which was earlier available through middlemen. Information is available about education and employment opportunities. Complaints can be lodged on the internet which is of great help to women.

SMILE (*Savitri* Marketing Institution for Ladies Empowerment) is a voluntary organisation in Pune. This project has increased literacy level of underprivileged women through the usage of ICT. Internet has also helped them market their various products like soft toys, candles, bags, utility items, etc. Through internet, there is greater awareness, exposure and market reach for the products.

Datamation Foundation started in 2003 in *Seelampur* area of Delhi concentrates for Muslim women. People drop in to consult on matters other than computer training. The ICT centre has created self confidence among women and creating awareness about their interest and helps them to take collective decisions.

Dairy Information Services Kiosk (DISK) which uses Information and Communication Technology (ICT) in the dairy sector in Gujarat enables the creation of cost effective solutions that strengthen the exchange of useful information between farmers and the union. ICT facilitates dairy farmers with timely messages manage their milch cattle and enhance the production of quality milk.

Aamagaon Soochna Kendra **(My village's information centre)** is a project started by Government of Orissa by setting up 73 Information and Communication Technology (ICT) kiosks in the rural areas of 12 districts of Orissa. These kiosks are run by Women SHGs/ Panchayats/ NGOs / CBOs / Youth Clubs and managed by the Community IT volunteers paid through user charges collected and managed by the local hosts.

Mayank Joshi, a first secretary at India's UN mission, says that, the application of the technologies in education, health care, provision of clean drinking water, and energy can empower women and be "force-multipliers in society and bring about structural transformation in the lives of millions of women".

Source: https://www.globalfundforwomen.org/our-approach/ initiatives/technologyinitiative/