

"A STUDY WORKPLACE HEALTH PROGRAMMES AND GENDER EQUALITY" - CONCEPTUAL STUDY

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"A STUDY ON WOMEN EMPOWERMENT IN INDIA - CURENT SCENARIO"

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"It is impossible to think about the welfare of the world unless the condition of women is improved. It is impossible for a bird to fly on only one wing." - *Swami Vivekanand*

Abstract:

Women empowerment has been completely bandied in the last two decades it refers to adding and perfecting the social, profitable, political and legal strength of the women, to insure equal-right to the women. Women are significant contributors to the growing frugality. Women commission is essential for the achievement of sustainable development. The full participation and cooperation of both women and man is needed in productive and reproductive life. In all parts of the world, women are facing threats to their lives, health and well- being as a result of being overburdened with work and of their lack of power and influence. The current script of women commission is veritably misbalance across the colourful member of the society. Knowledge plays a pivotal part in promoting women's right, achieving commission, enhancing overall livelihood and social status of women. Various measures have been taken by ways of making laws and enforcing programs to empower women, but still there's a big gap that needs to be filled by way of apply further stronger programs and laws and creating a terrain of mindfulness.

Keywords :- Women Empowerment, knowledge, Urban, Rural, Adult education, Sexual abuse, Domestic Violence, Physical abuse, Social Struggle, Government Role, Status of Women

Introduction:-

In Vedic times, women were supposed to be equal to men in all the way, there were no restrictions on the women. This was accepted by scholars like 'Sir Herbert Risley' that the women of Vedic period in India had enjoyed more freedom than the European women of the moment. She acquired the good position in the society, but the freedom didn't continue for a long time and 18th and 19th century women had to face numerous bad immoralities like Sati, Purdah pratha, Child marriage etc.

Although by the great sweats of social liberals these immoralities were dissolved, they didn't get the same freedom like Vedic time and continued living a down trodden life. 1 Before independence, the status of women within India was in an important-depressed state. They were overwhelmed by the practices of polygamy, sati, child marriage, womanish infanticide etc.

Advancements came into their conditions from the great sweatshops of social liberals like Raja Ram Mohan Roy, Swami Vivekananda, Ramakrishna Param hansa etc. After the Indian constitution came into actuality the conformation of laws abolished the immoralities and started the women commission process by giving them numerous rights.

Women empowerment can be defined as promoting women's capability to determine their own choices and their right to impact social change for themselves and others. Women's commission and promoting women's rights have surfaced as a part of a major global movement and are continuing to break new ground in recent times. By standing up for equivalency, women have helped other women speak up and empowered them.

In the words of 'Gloria Steinem', an American positivist, intelligencer and social political activist, "Women are always saying 'we can do anything that men can do' but men should be saying, 'we can do anything that women can do'".

A Pakistani activist for womanish education and the youthful Nobel Prize laureate 'Malala Yousafzai' said "I raise up my voice not so I can roar, but so that those without a voice can be heard. We cannot succeed when half of us are held back".

The position of women and their status in any society is an indicator of its civilization. Women are to be considered as equal mates in the process of development. But, because of centuries of exploitation and subjection, Indian women have remained at the entering end. Their commission of women becomes necessary as they're being discerned against on all fronts.

The concept of women empowerment was introduced at the transnational women's conference held at Nairobi in 1985. Women empowerment means liberation of women from the colourful grips of social, profitable, political, estate and gender- grounded demarcation. It means granting women the freedom to make life choices. Women empowerment itself elaborates that social rights, political rights, profitable stability, judicial strength and all other rights should also be given inversely to women.

Swami Vivekananda quoted that "there is no chance for the weal of the world unless the condition of women is bettered." Kofi Anan quoted that, "We cannot all succeed if half of this are held back".

There are numerous attributes for women empowerment, which are as follows:-

- Pradhan Mantri Matru Vandana Yojana (PMMVY), {erstwhile Maternity Benefit Programme} has been contributing towards better enabling environment by providing cash incentives for improved health and nutrition to pregnant and nursing mothers.
- Scheme for Adolescent Girls aims at girls in the age group 11-18, to empower and improve their social status through

nutrition, life skills, home skills and vocational training Pradhan Mantri Mahila Shakti Kendra scheme, promote community participation through involvement of Student Volunteers for empowerment of rural women.

- National Creche Scheme to provide day care facilities to children of age group of 6 months to 6 years of working women who are employed.
- Rastriya Mahila Kosh (RMK) to provide micro-credit to poor women for various livelihood support and income generating activities at concessional terms in a client-friendly procedure to bring about their socio-economic development.
- Swadhar Greh to provide relief and rehabilitation to destitute women and women in distress. Ujjawala, a Comprehensive Scheme for prevention of trafficking and for rescue, rehabilitation, re-integration and repatriation of victims of trafficking for commercial sexual exploitation.
- Working Women Hostels for ensuring safe accommodation for women working away from their place of residence. Under this scheme, 2 new proposals have been received and 2 sanctioned in Himachal Pradesh during last three years.
- Schemes of One Stop Centre (OSC) and Women Helpline (WH) are being implemented to facilitate access to an integrated range of services including medical aid, police assistance, legal aid/ case management, psychosocial counselling and temporary support services to women affected by violence.
- Gender Budgeting Scheme is being implemented as a tool for mainstreaming gender perspective at various stages of planning, budgeting, implementation, impact

assessment and revisiting of policy/programme objectives and allocations.

The Scheme helps in strengthening of institutional mechanisms and training of various stakeholders so as to mainstream gender concerns in Central and State Governments. For Child Development Integrated Child Development Services (ICDS) Scheme is being implemented through States/UTs with the aim of holistic development of children upto 6 years of age and to meet nutritional needs of pregnant women and lactating mothers.

- Integrated Child Protection Scheme (ICPS) (now Child protection Services) is being implemented through the State Government/UT Administrations to create a safe and secure environment for overall development of children in need of care and protection in urban and semi-urban areas.
- National Nutrition Mission (NNM): The Government of India has approved setting up of National Nutrition Mission (NNM) commencing from 2017-18. The NNM, as an apex body, will monitor, supervise, fix targets and guide the nutrition related interventions across the Ministries. The programme through the targets will strive to reduce the level of stunting, under-nutrition, anaemia and low birth weight babies.
- Beti Bachao Beti Padhao (BBBP), a comprehensive programme is being implemented to address the declining Child Sex Ratio (CSR) and related issues of empowerment of women over a life-cycle continuum. And a national initiative run jointly by the Ministry of Women and Child Development, the Ministry of Health and Family Welfare and the Ministry of Human Resource Development.

Highlights

- It's focused on multi-sector action in 100 districts across the country with a low CSR.
- Aims at generating awareness about the importance of girl children and improving the efficiency of welfare services intended for girls in India.
- Working towards preventing female infanticide.
- Under the BBBP scheme, even district-level education officials must ensure that the benefit of free elementary education reaches all the girls in their area.
- Sukanya Samriddhi Yojna Part of the 'Beti Bachao, Beti Padhao' campaign, this Government of India backed saving scheme is targeted at the parents of girl children. The programme encourages them to build a fund for future education and marriage expenses for their female child. Parents can start saving early as the minimum amount of investment required is small, and the account is active for 14 years from the date of opening the account.

Highlights

- It has tax benefits and an interest rate of 9.1%.
- It is meant for girls under the age of 10 years.
- You can start the account with just Rs 1,000.
- The maximum deposit is Rs 1,50,000 per year.
- Balika Samridhi Yojna This scheme was launched by the Government of India on 15th August 1997 and covered all girls born on or after 15 August 1997 who are below the poverty line. Aimed at offering financial aid to girl children born on or after 15 August 1997, the schemes key objectives include improving the enrolment and retention of the girl child in schools and helping raise daugh-

ters until their legal age of marriage. If successful, young girls will get an education that will help them with jobs to generate a steady income.

Highlights

Gift deposit of Rs 500 at birth and second fixed amount deposited every year of school she progresses until class 10.

- Up to Class 3rd - Rs 300 per year
 - For Class 4 - Rs 500 per year
 - For Class 5 - Rs 600 per year
 - For Class 6 & 7- Rs 700 per year
 - For Class 8 - Rs 800 per year
 - For Class 9 & 10 - Rs 1000 Only one girl child per family can use this scheme.
- CBSE Scholarship Scheme/Policy for Girl Education This central government scheme is available at Government CBSE schools only. It is applicable for one girl child per family across India and aims to supplement the school tuition fee.

Highlights

- Relaxation of Rs 500 per month in school tuition fee.
- The girl should have scored at least 60% or 6.2 CGPA in her 10th board exams.
- The girl child should be the single girl child of her parents.
- Her school fees should not be more than Rs 1500 a month.

While many of these programs tackle the issue of savings and education, some like the Kishori Shakti Yojana also aim to educate adolescent girls about the importance of health care. Adolescent girls get access to current and updated healthcare initia-

tives and learn about good hygiene. As future mothers to be, knowing about 13 life-saving vaccines that the

government provides free of cost and the importance of MMR, Polio and similar vaccination is integral to their health and reducing child mortality through vaccine-preventable diseases in the future.

Challenges Faced by Women Entrepreneurs

The World Economic Forum finds India slightly improving in gender parity ratio though it is still ranking low as per Global Gender Gap Report, with economic status widening the gap in women's equality in every sphere. Let us look closely at those specific areas where women need a nudge.

❖ Limited Finance

According to an IFC report published in 2022, about 90% of female entrepreneurs in India had not borrowed from a formal financial institution. In addition, whereas 53% of male business owners lacked financial reserves during the 2020 lockdown, the number for female-led enterprises was as high as 72%.

In India, women obtain credit equal to just 27% of the deposits they provide, compared to males who receive credit equal to 52% of their deposits. This disparity might be attributed to financial organisations not granting credit evenly to women.

❖ Access to Professional Networks

Another fundamental issue for women entrepreneurs in India is a lack of access to professional networks. According to the Google-Bain survey, 49% of respondents experience a lack of professional support as a result of restricted inclusion in formal and informal networks.

❖ Family Duties

Women in India are expected to be the caretakers at home regardless of their duties in the office or business. Juggling roles,

they are expected to be efficient in both. It is time that women start addressing these gaps and stop playing the super women that eventually compromise their output.

♦ **Lack of Training**

A major chunk of female entrepreneurs (44%) say that lack of structured knowledge and skills is a significant impediment to expanding.

♦ **Health problems**

We have made progress in several areas related to health as substantiated by the success in barring or controlling conditions similar as smallpox, leprosy, polio and TB, still there are other pointers which highlights serious problems. High frequencies of malnutrition continues to affect our children and women limiting their literacy capacity. Our motherly mortality rates and child mortality rates are still far too high. The prevalence of anaemia among women and children is at inferior situations. Our pastoral population continues to warrant in access to affordable health care (GOI 20074). The weak social structure similar as the lack of acceptable seminaries or health centres, drinking water, sanitation and hygiene installations inhabit a veritably large section of man and woman.

♦ **Education and knowledge**

A broad ideal of the national education policy (NEP), 1986 modified in 1992 has been that education should play a positive and interventionist part in correcting social and indigenous imbalances, empowering women. Education is the most important strategic variable affecting the status of women. In our country, due to conservative conservatism, women's status has,

through periods been considered to be lower than that of man, in malignancy of the recognition of women's status equal to that of man, the maturity of them suffer in primitive ignorance as

ever ahead. Maternal station, lack of structure, lack of security, superstitions related to girls, socio profitable condition of parents are the major challenges for promoting girl's education in India.

❖ **Violence against women**

Women are getting affected by the colorful violence nearly every day which is dismembering the society. Women are being victims of the violence at huge position day by day because of adding crimes against women. They may face violence within the family (dowry related importunity, death, connubial rape, woman battering, sexual abuse, privation of healthy food or, outside the family- hijacking, rape murder etc.

❖ **Gender demarcation**

Women are considered as weaker section off the society than the man and given lower significance. There are also demarcation of power and work between men and women because of the patriarchal system families in India. Gender demarcation affects woman in the areas like nutrition, education, health care, decline of womanish population, public life etc.

Government Loan Schemes for Women

- Mudra Yojana Scheme
- Stand-Up India Scheme
- Mahila Coir Yojana
- CGTMSE (Credit Guarantee fund Trust for Micro and Small Enterprises)
- PMEGP (Prime Minister Employment Generation Programme)
- Udyam Shakti
- TREAD (Trade Related Entrepreneurship Development Assistance Scheme)
- Economic empowerment of women enterprises and start-up by women

- Bharatiya Mahila Bank Business Loan
- E-Kisan Vikas Patra Scheme, Government Saving Bonds, Gold Monetization Scheme, PPF (Public Provident Fund), agree to an EPF (Employees' Provident Fund), ULIP (Unit-Linked Insurance Plan) that also provides tax benefits, NSC (National Saving Certificate), SSY (Sukanya Samriddhi Scheme) and the latest small saving scheme Mahila Samman Savings Certificate.

Conclusion

Achieving change requires policy and programme conduct that will ameliorate women's access to secure livelihoods and profitable coffers, palliate their extreme liabilities with respects to housework, raise social mindfulness through effective programmes of education. Education is one of the most important means of empowering women with the knowledge, chops and tone- confidence. Thus, it's vital to induce mindfulness and formulate measures that would help in barring all practices that distinguish again women, violence against women, discriminative practices by employers against women and encouraging them towards attainment of commission openings. Government should establish mechanisms to accelerate women's equal participation and indifferent representation at all situations of the political

process and public life in each community and society. Although numerous sweats have been taken by Indian government like Protection of women from domestic violence Act, 2005 have been legislated to criminalise cases of dowry and domestic violence. The government has also increased motherliness leaves for women in employment from 12 weeks to 26 weeks under Maternity Benefit Act in 2017. But still there's huge gap that needs to be filled, participation of Government, common people and colourful association is needed to spreading mindfulness about rights of

women. and taking all measure to adding knowledge, adding chops and upgrade livelihood of women, and therefore leading to needed commission of women.

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