

# **FINAL REPORT**

## **INDIA: Country Gender Profile**

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## **Executive Summary**

1. The importance of attention for gender issues in development is now widely recognised. As the Millennium Development Goals (MDGs) remind us, where their impact on women is not taken into account, development projects and processes – no matter how well intentioned and well designed – are unlikely to achieve their stated goals and objectives. The JICA ODA charter cites gender equality as one of its basic policies, and emphasizes the significance of the gender equality perspective in development assistance. JICA has pledged to ensure that men and women equally reap the benefits of development, and to step up efforts to improve the status of women in developing countries. To successfully alleviate poverty and improve the lives of women and men in India, JICA thus recognises that in-depth knowledge of the social, economic and political constraints and opportunities that women are faced with in India is essential.

2. This India Country Gender Profile seeks to contribute to the realisation of this objective. It aims to provide a detailed understanding of the major longstanding social, economic and political barriers, frequently rooted in tradition, that confront women in India. But such constraints are not timeless and unchanging. Indeed, in order to lift both women and men out of poverty, it is of central importance to gain insight into the ways in which such traditional barriers are reshaped, transformed, and sometimes transcended, as a consequence of the widespread social change that is taking place in India at present. In order to maximise the new opportunities the liberalization process can provide to women, it is crucial to understand the various ways in which it has profoundly affected existing constraints, as well as given rise to new ones.

3. The information on which the India Country Gender Profile draws is provided by two key sets of data. One body of sources is produced by reputed international bodies, and includes various editions of the UNDP Human Development Report, UNICEF's State of the World's Children and the World Bank's World Development Report. A second body of information is generated within India for the use of the government and others, and is at the heart of government policy in the country. These sources include the Census of India, various rounds of the National Sample Survey, Planning Commission documents and Five Year Plan expert committee reports.

4. The picture that emerges from these sources is a Janus-faced one. The Indian economy has been growing at a little more than 8 percent per annum for the past four years. Increasingly, the economic reforms that have led to this invigorated performance and renewed dynamism are considered to have been highly successful. But the benefits of the liberalization process have not reached all segments of the Indian population in equal measure. For many poor women in India, the outcome of the liberalization process has been largely negative, as longstanding gender biases have become institutionalized in new ways. These processes are further inflected by discrimination on the basis of caste status, religion and region, which continue to shape the nature of gender inequality in India in particular ways.

5. The Government of India has recognised that women remain disproportionately excluded from development opportunities. In 2001, it adopted the National Policy for Empowerment of Women. In addition, the empowerment of women has been an explicit policy objective of the Tenth Five Year Plan (2002-2007) as well as of the forthcoming Eleventh Five Year Plan (2007-2012), with the latter focusing specifically on making growth more inclusive. Moreover, the Department for Women and Child Development, established in 1985, was transformed into a full-fledged Ministry in 2006. Despite these efforts, important challenges remain.

6. Women's educational levels, while improving, remain to lag behind those of men. Recent government policy initiatives have helped to greatly increase the Gross Enrolment Rates for girls at the primary level, to near-complete enrolment. But from the middle level onwards, girls enrolment rates drop significantly, while drop out rates remain unacceptably high at all levels of the system. Moreover, disparities in access to education and literacy remain glaring among different social groups: girls and women belonging to the Scheduled Castes and Scheduled Tribes or the Muslim community, living in rural areas or residing in specific districts remain highly disadvantaged in terms of their access to education. Thus, while women's literacy rate was 53.7 percent in 2001, this figure hides considerable disparities.

7. Gender discrimination in terms of health care is perhaps even more glaring. Despite promises to increase public spending on health to 2-3 percent of the GDP, actual spending remains one of the lowest in the world, at 0.9 percent of the GDP. At the moment, India seems far removed from achieving MDG Goal 5 – that of reducing maternal mortality – as the Maternal Mortality Rate remains high at 301 in 2003. Similarly, within a period of seven years (1998-99 to 2005-06), anaemia in pregnant women has risen from 49.7 percent to 57.9 percent, and in ever-married women from 51.8 percent to 56.2 percent. In addition, the child sex ratio in India continues to plummet, from 945 in 1991 to 927 in 2001, and 35 percent of women in India have experienced physical or sexual violence, with little formal support available to help them deal with it.

8. The period of liberalization and globalization has, however, not only coincided with rising levels of violence against women in India. For many women, the economic reform process has also lead to increasingly insecure livelihoods, as there is a growing feminization of poverty. Many fisherwomen, for example, have been hard-hit by the commercialization of the industry in which they attempt to eke out a living, as their role in the traditional artisan fishing system is increasingly undermined. As 75 percent of all female workers, and 85 percent of all *rural* female workers, are in agriculture, the crisis that has engulfed the agricultural sector in recent years, in particular, has hit women hard. Women – especially those from small and marginal farming families – perform over 60 percent of on farm activities and almost all off-farm activities in India. But agricultural knowledge and extension needs of farming women have often been neglected by the agriculture extension system, and many women possess only limited occupational skills. With the growing casualization of labor that accompanies the reform process, women are thus often particularly vulnerable to exploitation. At the same time, women's importance both as workers and as managers of farms has only been growing, as an increasing

number of men are moving to non-farm jobs or migrating to find work. This is leading to a feminisation of agriculture as well.

9. The precariousness of women's livelihoods is further heightened by the fact that 93 percent of India's labor force and 96 percent of its women workers are in the unorganised sector. Apart from field laborers, women serve as small traders, *bidi* (kind of tobacco) makers, and artisans. Most of these jobs are unskilled, low paying and do not provide benefits to the workers. While wage employment is the most important source of income for the rural poor, especially women, women are paid lower wages in many rural areas on the assumption that they are less productive than men. Moreover, most women lack the occupational skills that are in increasing demand. Finally, while a variety of actors provide micro-credit, its availability is usually limited in scope to very traditional economic activities such as purchase of cattle for dairy or traction, tailoring, retailing and equipment servicing.

10. The Indian government has recognised that despite high economic growth, women continue to be excluded from many development opportunities. A range of policies have been devised to right this situation. However, the challenges remain many. In order for the Indian government to fulfil its commitments to the MDGs, a lot remains to be done.

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## Abbreviations

AusAID	Australian Agency of International Development
BCG	Bacillus Calmette-Guérin
CARE	Cooperative for Assistance and Relief Everywhere
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CIDA	Canadian International Development Agency
CRC	Convention on the Rights of the Child
DANIDA	Danish International Development Agency
FEAR	Female Economic Activity Rate
FWWB	Friends of Women's World Banking
GAD	Gender and Development
GDP	Gross Domestic Product
GER	Gross Enrolment Ratio
GNI	Gross National Income
GOI	Government of India
GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ) GmbH/ German Technical Cooperation
HIV/AIDS	Human-Immunodeficiency Virus/ Acquired Immuno-Deficiency Syndrome
ICDS	Integrated Child Development Scheme
ICMR	Indian Council of Medical Research
IDA	International Development Association
IIPS	International Institute for Population Sciences
ILO	International Labor Organization
IMR	Infant Mortality Rate
JFM	Joint Forest Management
JICA	Japan International Cooperation Agency
MCH	Mother and Child Health
MDG	Millennium Development Goal
MMR	Maternal Mortality Rate
MS	Mahila Samakhya or 'Education for Women's Equality' program
MWCD	Ministry of Women and Child Development
NABARD	National Bank for Agriculture and Rural Development
NCRB	National Crime Records Bureau
NFHS	National Family Health Survey
NGO	Non Governmental Organization
NGRCA	National Gender Resource Center in Agriculture
NORAD	Norwegian Agency for Rural Development
NPAG	Nutritional Program for Adolescent Girls
NPEGEL	National Program for Education of Girls at Elementary Level
NRCW	National Resource Center for Women
NSS	National Sample Survey
NSSO	National Sample Survey Organization

OBC	Other Backward Classes
ODA	Overseas Development Agency
ORT	Oral Rehydration Therapy
PATH	Program for Appropriate Technologies in Health
RMK	Rashtriya Mahila Kosh/ National Credit Fund for Women
SC	Scheduled Castes
SHG	Self Help Group
SIDBI	Small Industries Development Bank of India
SSA	Sarva Shiksha Abhiyan or 'Education for All' scheme
ST	Scheduled Tribes
STD	Sexually Transmitted Disease
STEP	Support for Training and Employment Program
U5MR	Under-Five Mortality Rate
UNCTOC	United Nations Convention against Transnational Organized Crime
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
USAID	United States Agency for International development
UT	Union Territories
WHO	World Health Organization
WID	Women in Development
WPR	Worker Population Ratio

## 1. Basic Profiles

### 1-1 Socio-Economic Profile

#### Economic Indicators (Source: 1, 2, 3)

GNI/Capita (US\$)	GDP Growth Rate	GDP Implicit Deflator	GINI Index	Aid/GNI
820 billion (06)	7.4% (00-06)	4.1% (00-06)	36.8 (04-05)	0.2% (05)
440 billion (99)	6.0% (90-99)	8.5% (90-99)	37.8 (97)	0.3% (99)

#### Demographic Indicators (Source: 1, 2, 4, 8)

Total population (in millions)	% of female population	% of urban population	Population Growth Rate	Total Fertility Rate	Life Expectancy	
					Male	Female
1 134.4 (05)	48.3% (01)	28.7% (05)	1.5% (00-06)	2.7 (06)	62.3 (05)	65.3 (05)
998 (99)	48.4% (99)	28.1% (99)	1.8% (90-99)	3.1 (00)	62.4 (99)	63.3 (99)

#### Public Sector Expenditure to Sectors (Source: 1)

Health	Education	Social Welfare	Defence	Others
0.9% (04)	3.8% (02-05)	NA	2.8% (05)	NA
1.3% (90)	3.7% (91)	NA	3.2% (90)	NA

#### Industry/GDP (Source: 2)

	Agriculture	Industry	Services
2006	18%	28%	55%
1999	28%	26%	46%

#### Labor Force Participation (Source: 1, 5)

Total	Total No. (millions)	Unemployment Rate	Minimum Wage	Female	% of total	Unemployment Rate	Minimum Wage
2001	402.2	4.3%(96-05)	NA	2001	25.6%	NA	NA
1999	441	NA	NA	1999	32.2%	NA	NA

#### Employment by Selected Industries and by Rural-Urban Location (Source: 6)

	Agriculture				Manufacturing				Construction			
	male		female		male		female		male		Female	
	rural	urban	rural	urban	rural	urban	rural	urban	rural	urban	rural	urban
04-05	66.5%	6.1%	83.3%	18.1%	7.9%	23.5%	8.4%	28.3%	6.8%	9.2%	1.5%	3.8%
99-00	71.4%	6.6%	85.4%	17.7%	7.3%	22.4%	7.6%	24%	4.5%	8.7%	1.1%	4.8%

#### Decision-Making (Source: 1)

	Member of Parliament	Ministries	Deputy	Managers	Technicians
2005	9% (07)	3.4%	NA	NA	NA
1990	21%	4% (95)	6% (95)	2%	21%

#### Constitutional Provisions for Women (Source: 9)

Constitutional Article	Provision
Article 14	Equal rights and opportunities in political, economic and social spheres.
Article 15	Prohibition of discrimination on grounds of sex.
Article 15(3)	Enabling of affirmative discrimination in favor of women.
Article 39	Equal means of livelihood and equal pay for equal work.



Constitutional Article	Provision
Article 42	Just and humane conditions of work and maternity relief.
Article 51(A)(e)	Fundamental duty to renounce practices derogatory to dignity of women.

### Other Legal Provisions

Women-Specific Legislations	Economic Laws	Laws for the Protection of Women
Immoral Traffic (Prevention) Act, 1956	Factories Act, 1948	Relevant provisions of Code of Criminal Procedure, 1973 (e.g. punishment for rape)
The Maternity Benefit Act, 1961	Minimum Wages Act, 1948	Special provisions under IPC (e.g. punishment for eve-teasing)
The Dowry Prohibition Act, 1961	Equal Remuneration Act, 1976	The Legal Practitioners (Women) Act, 1923
Indecent Representation of Women (Prohibition) Act, 1986	The Employees State Insurance Act, 1948	The Pre-Natal Diagnostic Technique (Regulation and Prevention of Misuse) Act 1994
The Commission of Sati (Prevention) Act, 1987	The Plantation Labor Act, 1951	The Medical Termination of Pregnancy Act, 1971
Revised Child-birth Allowance Law (1988)	The Bonded Labor System (Abolition) Act, 1976	The Hindu Marriage Act, 1955
Prohibition of Child Marriage Act, 2006	The Hindu Succession Act, 1956 (& amended in 2005)	The Indian Divorce Act, 1969
73 <sup>rd</sup> and 74 <sup>th</sup> Constitutional Amendment (reservation for women in local and state-level decision making bodies)	The Indian Succession Act, 1925	Protection of Women from Domestic Violence Act, 2005

### Ratification and Signature of International Law for Women

Convention on the Elimination of All forms of Discrimination against Women (CEDAW)	Ratified in 1993
Convention on the Rights of the Child (CRC)	Ratified in 1992
United Nations Convention against Transnational Organized Crime (UNCTOC) (includes Protocol to Prevent, Suppress and Punish Trafficking in Persons especially Women and Children)	Ratified in 2000

### National Policy on WID/GAD

National Policy for the Empowerment of Women	2001
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### National Machineries and Governmental Organizations

Machineries/Organizations	Period Operational
Ministry of Women and Child Development (replacing the Department)	Since 2006
Department of Women and Child Development, Ministry of Human Resources Development	1985 – 2006
National Commission for Women	Since 1992

## 1-2 Health Profile

### Expansion of Health Services (Source: 1)

	No. of Physicians (per 1,000 people)	No. of Hospital Beds (per 1,000 people)		Public Expenditure on Health (% of GDP)
2000-04	0.6	NA	2001	0.9%
1990-98	0.4	0.8	1990	1.3%

### Child health (Source: 8)

	Mortality Rate	
	Infant (per 1,000)	Under 5 (per 1,000)
2005-06	56.5	51.7
2001-02	68.0	68.7

	Percentage of the vaccinated (1-year-old children)			
	BCG	DPT	Polio	Measles
1997-99	72%	69%	69%	55%
2006	78%	78%	58%	59%

### Family planning (Source: 1, 2, 8)

Contraceptive prevalence rate	Births attendance rate	Maternal mortality rate (per100,000 )	Age at first marriage (years old)	Total fertility rate
47% (97-05)	43% (97-05)	301 (05-06)	NA	2.7 (06)
41% (95-00)	34%(95-00)	410 (90-99)	NA	3.0 (99)

### Nutrition (Source: 2)

% of Infants with Low Birth Weight	Oral Re-Hydration Therapy Use Rate (% Under Age 5)
30% (98-05)	22% (98-05)
33% (95-99)	NA

### HIV/AIDS (Source: 1)

	% age 15-49	Women (No. of age 15-49)
2005	0.90%	NA
1999	0.70%	1,300,000

### Community health service (Source: 8)

	Access to safe drinking water		Access to adequate sanitation	
	Urban	Rural	Urban	Rural
2006	71.0%	27.9%	83.1%	25.9%
1999	NA	NA	NA	NA

## 1-3 Education Profile

### Commitment to Education (Source: 1, 2, 7)

Education System (Years)			Public Expenditure on Education (as % of GDP)
Primary	Compulsory		
5	10	2002-05	3.8%
		1991	3.7%

### Literacy Rate (Source: 5)

	Total	Male	Female
2001	64.8%	75.3%	53.7%
1999	56.5 %	67.8%	44.5%

### Enrollment ratio (Source: 3)

Primary Education (Net Enrollment Ratio)		Secondary Education (Gross Enrollment Ratio)		Higher Education (Gross Enrollment Ratio)	
Male	Female	Male	Female	Male	Female
NA	85% (05)	NA	50% (05)	NA	9% (05)
78% (95-99)	64% (95-99)	59% (95-97)	39% (95-97)	8% (94-97)	5% (94-97)

### Drop Out Rates for girls at different levels and among different social groups (Source: 7)

	All Girls	SC Girls	ST Girls
Primary (I-V)	25.4%	36.1%	42.0%
Middle (I-VIII)	51.3%	60.0%	67.1%
Secondary (IX-X)	63.9%	74.2%	80.7%

**Sources:**

1. Human Development Report, UNDP, 2007-08, 2006, 2005, 2001
2. World Development Report, World Bank, 2008, 2007, 2004
3. World Development Indicators database, World Bank, April 2007  
<http://devdata.worldbank.org/external/CPPProfile.asp?PTYPE=CP&CCODE=IND>
4. The State of the World's Children, UNICEF, 2008
5. Census of India 2001, Government of India
6. Data from NSSO 55<sup>th</sup>, 60<sup>th</sup> and 6<sup>st</sup> rounds
7. Select Education Statistics, Ministry of Human Resource Development, GOI
8. National Family Health Survey 3, 2005-06
9. Constitution of India, 1950

## 2. General Situation of Women in India

### 2-1 General Situation

- The GDP growth rate of the Indian economy has been over seven percent since 2003-2004
- For many poor women in India, the fall-out of the liberalization process has been negative, as longstanding gender biases have become institutionalized in new ways
- A widespread loss of agricultural livelihoods in particular has led to the feminization of agriculture and of poverty as well as to increasing numbers of women being trafficked
- Levels of violence against women are also steadily on the increase, as reflected by plummeting child sex ratios and rising numbers of crimes against women

In recent years, the booming Indian economy has caught attention worldwide. As the GDP growth rate increased, Indian per capita income has nearly doubled, from US\$440 in 1999 to US\$820 in 2006, and foreign investors have come to regard the country as an attractive investment destination. But two decades after neo-liberal policies were first introduced in India, it has become amply evident that the benefits of the liberalization process, which began in the early 1990s, have not been distributed equally. In particular, while globalization may have generated opportunities for local producers and entrepreneurs to reach international markets, it has intensified existing inequalities and insecurities for the poor, especially women: since the gains of globalization are often concentrated in the hands of those who own resources and have access to capital, poor women are usually the least able to seize the longer term opportunities offered.

For women, the effects of liberalization policies thus frequently have been contradictory. It is true that work force participation of women has increased in India. In addition, while men continue to form the majority of labor migrants, there is evidence that women, too, are increasingly migrating to avail of employment opportunities. But women's work participation rate increased by only 3 percent (from 22.5 percent to 25.7 percent) between 1991 and 2001, and the average wage differential between men and women showed a marked deterioration between 2000 and 2004 for both rural and urban areas.

Moreover, work opportunities for women generally continue to be highly insecure, underpaid and irregular. The large majority of women are heavily dependent on the agricultural sector to eke out a livelihood, and have been hard-hit by the increasing casualization of labor that has resulted from structural-economic change in this sector. As a consequence, many women have been forced to work as day laborers on farms where wage differentials between male and female workers are high. In addition, as the men in their families are absent for long periods of time, many women are also left behind to take care of house and fields on their own, leading to an increasing number of effectively female-headed households, as well as a feminization of agriculture. The lack of alternate employment opportunities, skills training and credit facilities for women who seek these further contribute to the feminization of poverty. In the process, India has emerged as an important source, transit point as well as destination for traffickers of women and

children, including a substantial number of girl children. Indeed, with their livelihoods under attack, the growing demands for flexibility and mobility on the part of the labor force also increase women's vulnerability to trafficking, as a vast majority of trafficking episodes start after migration or movement from one place to another has already begun.

During the period of liberalization and globalization, long standing gender biases thus have become institutionalised in new ways. Traditional patriarchal systems across religious groups in India value women first and foremost insofar as they are as wives and mothers. Not only does this mean that traditionally, widows, divorcees, childless women and unmarried women enjoy a very low social status, it also means that girls are considered only temporary members of their natal families, who will "go to their husband's house" after marriage, and child marriage remains common in India.

These patriarchal ideologies have resulted in deep-seated gender discrimination. Until today, Indian women have far less access than men to health care, education or productive assets that could increase their return to labor. Women's nutritional levels are lower than men's; more women than men die before the age of 35. Because of social understandings of propriety as well as the relatively lower value placed on women, a weak social infrastructure, including the lack of adequate schools or health centers and sanitation and hygiene facilities, are greater barriers for women than men to surmount. Some 90 percent of rural and 70 percent of urban women workers remain unskilled and are thus not able to respond to the increasing need and demand for skilled labor in all sectors of the economy. In addition, women continue to be denied basic rights to land and other property – in practice if not legally. These processes are further inflected by discrimination on the basis of caste status, religion and region, which continues to shape the nature of gender inequality in India in particular ways.

During the past two decades, the refashioning of these traditional biases and discrimination has not only led to the continued and disproportionate exclusion of women from development opportunities, it has also contributed to heightening levels of violence against women. The absolute number of crimes against women has risen from 128,320 in 2000 to 164,765 in 2006, an increase of 28.4 percent. Among 35 cities in India, Delhi alone accounted for 18.9 percent of such crimes in 2006, followed by Hyderabad at 8 percent. In general, although only slightly more than seven percent of India's population lives on its territory, Andhra Pradesh accounted for 13 percent of the total number of reported crimes against women in India.

This violence can take various forms. Instances of sati, where a wife is seated alive on top of her husband's funeral pyre to burn to death with him, are not common today: between 2002 and 2006, the National Crime Records Bureau (NCRB) recorded only one incident, in 2005. But far more widespread and equally gruesome are female foeticide and violence related to dowry – despite the existence of laws that explicitly ban these discriminatory practices.

Over the past three decades, as the capitalist market economy expanded and deepened in India, dowry gained a new lure in the country: as an investible capital, it can play an

important role in successful social mobility and economic competition alike (Kapadia 2002). As a consequence, the giving and taking of dowry has become increasingly widespread, including among groups that traditionally did not do so, such as India's 'Dravidian' South. But for too many women, the consequences of this renewed significance of dowry have proven to be deadly. In 2006, NCRB recorded 7618 dowry deaths, an increase of 12.2 percent over the preceding year. Almost a quarter of these cases were reported from Bihar, while slightly more than fifteen percent were recorded in Bihar. In addition, 4504 cases were registered under the Dowry Prohibition Act, 1961: about one third of these were reported from Orissa and one fifth from Bihar. It is likely that the actual number of instances of dowry related violence against women is far higher.

Female foeticide continues to be underreported far more heavily: although an increase of 45.3 percent over the previous year, only 125 such cases were reported in the whole of the country in 2006. Rajasthan and Punjab together accounted for 37.6 percent of these. That the situation is far more serious, however, is indicated by the country's child sex ratio which continues to plummet, from 945 in 1991 to 927 in 2001. In the state of Haryana, the child sex ratio in 2001 was as low as 861 females per 1000 males.

Several factors contribute to further exacerbating the situation. Community based protection systems are generally poor. The weak law enforcement and gender insensitivity of the various functionaries fail to check the growing violence against women. At the same time, poor levels of awareness amongst women themselves on their rights also perpetuate violence against them. The lack of adequate rehabilitation and reintegration facilities is another crucial factor that finds victimized women further victimized or ostracized by the community. The media too does not reflect gender issues with sympathy and sensitivity; instead there is a tendency to glorify patriarchal traditions or to depict women as objects of sexual entertainment.

All these trends are interconnected and they reflect the situation of women in India at present in crucial ways. Even young girls seem to be starkly aware of such biases and their consequences: in a study of the MWCD on child abuse conducted in 2007, 48.4 percent of girls said they wished they were boys.

## **2-2 Government Policy on Gender**

- National Policy for Empowerment of Women was adopted in 2001 aims to bring about the advancement, development and empowerment of women
- Women's Component Plan was introduced in the Tenth Plan and gender budgeting has been introduced in several departments and ministries in India.
- The Eleventh Plan aims at inclusive growth and recognizes the importance of taking into account women's need and interests in all aspects of the development process.

The Indian government has recognised that the trends described above constitute an important challenge. The principle of gender equality is enshrined in several Articles of the Indian Constitution. In addition, India has made a number of international commitments to gender equality, including as part of its commitments to the Millenium

Development Goals (MDGs) in 2000. Both these mandates and the realisation that renewed efforts are required to translate principles into realities, are reflected in a number of recent policy initiatives.

In 2001, the National Policy for Empowerment of Women was adopted to bring about the advancement, development and empowerment of women. Some of the specific objectives of this Policy include:

- creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential
- the *de-jure* and *de-facto* enjoyment of all human rights and freedom by women on equal basis with men in all spheres-political, economic, social, cultural and civil
- equal access to participation and decision making of women in social, political and economic life of the nation
- 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.
- strengthening legal systems aimed at elimination of all forms of discrimination against women
- changing societal attitudes and community practices by active participation and involvement of both men and women.
- mainstreaming a gender perspective in the development process.
- elimination of discrimination and all forms of violence against women and the girl child
- building and strengthening partnerships with civil society, particularly women's organizations

The language of empowerment has been adopted in India's most recent Five Year Plans as well. While in earlier Plans, women's well-being was considered under the rubric of "welfare" or "women development", since the Ninth Five Year Plan, the focus has been on the empowerment of women.

- In the Tenth Plan (2002-2007), a three fold strategy was adopted, that focused on women's social empowerment, women's economic empowerment, and gender justice. In addition, a 'Women Component Plan' was implemented, which aimed to ensure that not less than 30 percent of funds/benefits under various schemes of all Ministries/Departments were earmarked for women. In addition, gender budgeting was introduced in several Ministries/Departments of the Union Government.
- As the title of the Eleventh Plan, "Towards Inclusive Growth", indicates, the Government of India recognises that more needs to be done to ensure that the benefits of development reach women as well as men. The Approach Paper to the Eleventh Plan recognises explicitly the importance of taking into account women's need and interests in all aspects of the development process. It promises to further strengthen and extend the Women Component Plan and Gender Budgeting exercises started under the previous plan. In addition, the Approach

Paper states that special attention will be paid to violence against women, economic empowerment, political participation and women's health during this plan period.

## 2-3 National Machinery

- The leading government agency responsible for the implementation of development programs for women is the Ministry of Women and Child Development.
- Apart from the governmental structure, the Ministry has 4 autonomous organizations working under its aegis at the central level. These are, Central Social Welfare Board, Rashtriya Mahila Kosh, National Institute of Public Cooperation and Child Development and the Central Adoption Resource Agency.

### *Ministry of Women and Child Development*

In 1985, the Department of Women and Child Development was set up as a part of the Ministry of Human Resource Development, with the aim of giving impetus to the holistic development of women and children. In further recognition of the need for increased efforts to include women and development, the Department has been upgraded to a Ministry in its own right with effect from 30 January 2006.

As a nodal Ministry for the advancement of women and children, the Ministry formulates plans, policies and programs; enacts/ amends legislation; guides and coordinates the efforts of both governmental and non-governmental organizations working in the field of Women and Child Development.

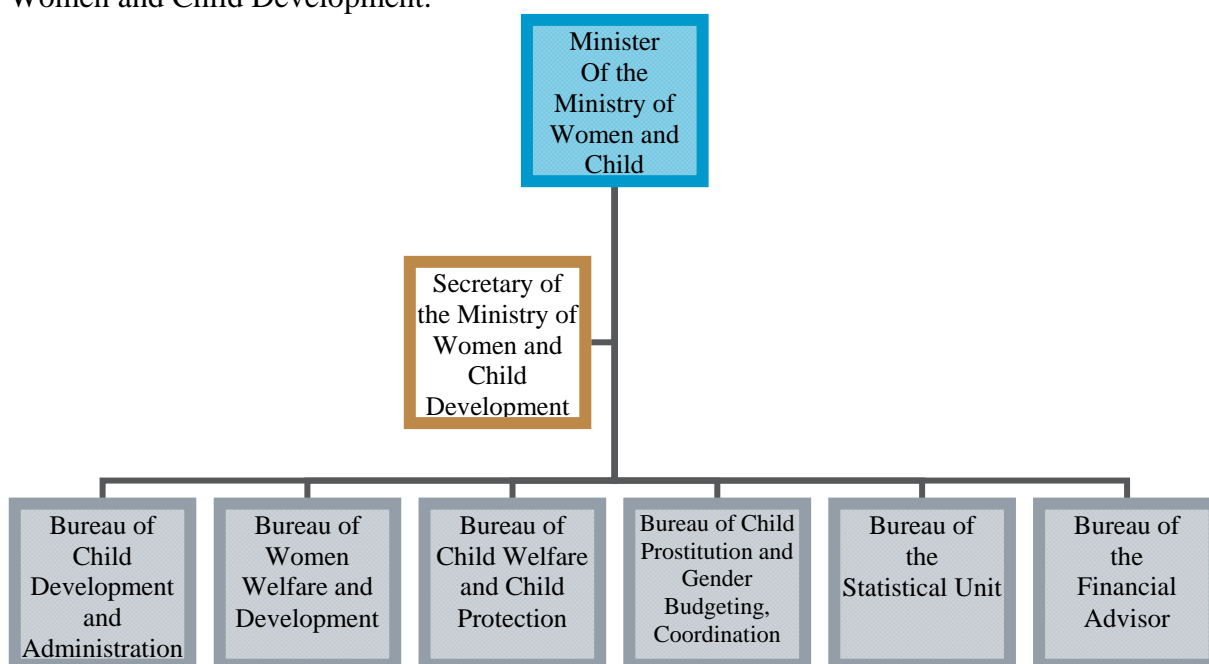


Figure 1. Organizational structure of the Ministry of Women and Child Development



The schemes and programs of the MWCD can broadly be categorized into those that contribute to the economic empowerment of women, those that provide rescue and shelter to women in need of care and protection and those that provide gender justice and safeguard the rights of women.

The flagship scheme for women of MWCD is Swayamsiddha. Organized around women self help groups, it aims at women's holistic empowerment through awareness generation, economic empowerment and the convergence of various on-going sectoral programs. Phase one of the scheme ends on 31 March 2008; the Ministry has proposed to launch phase two during 2008-2009. The Support for Training and Employment Program (STEP), first launched in 1986, also seeks to empower women economically. It aims to raise the incomes of small groups of rural women by updating their skills in traditional sectors – such as dairy development, animal husbandry sericulture, handloom and social forestry – and by providing them with access to credit as well as support services to further improve their training and employment conditions.

The Ministry has further set up support systems like Working Women Hostels and crèches to help women in their struggle towards economic empowerment. Under the Swadhar Scheme and the Short Stay Homes Scheme, shelters have been set up to provide care and services for women in distress. Finally, the Ministry enacts/amends and implements laws and legislation, such as the Dowry Prohibition Act 1961 and the Immoral Traffic in Women and Girl Act 1956.

Some of the Ministry's policy initiatives have been specifically targeted at adolescent girls. Kishori Shakti Yojana, launched in 2000 as a part of the Integrated Child Development Services (ICDS), seeks to provide health and nutrition education, job training, life skills and vocational skills to empower the adolescent girls. In the year 2005-06, this scheme was extended to all the 6118 ICDS projects in the country. The Nutritional Program for Adolescent Girls (NPAG) was started on a pilot basis in the year 2002-03 in 51 districts of the country. Under this program undernourished adolescent girls with a body-weight of less than 35 kg are given 6 kg of food-grains per month, free of cost for an initial period of three months initially. Thereafter, if their nutritional status does not improve, they are referred to a doctor, while the provision of free food grains is continued.

The Ministry has 4 autonomous organizations working under its aegis at the central level.

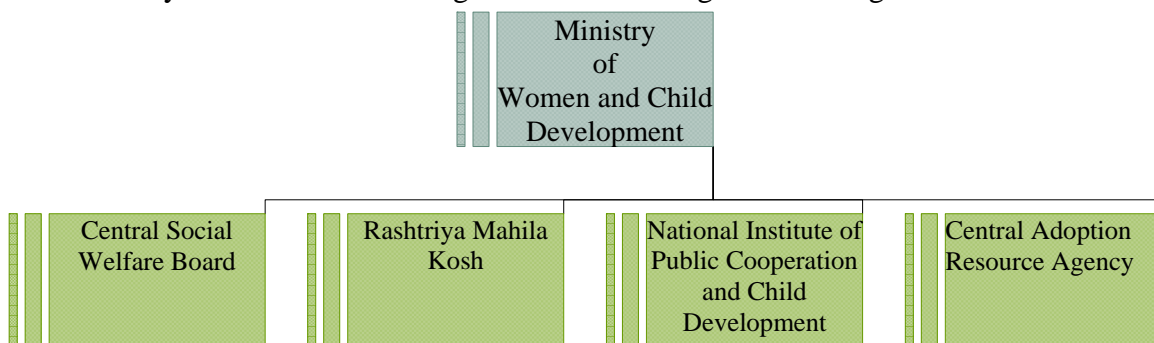


Figure 2. Autonomous organizations under the MWCD

These organizations are fully funded by the Government of India and they assist the Ministry in its functions, including implementation of some programs/schemes. These are:

<ul style="list-style-type: none"> <li>Central Social Welfare Board:</li> </ul>	set up in 1953, it promotes social welfare activities and implements welfare programs for women and children through voluntary organizations. It also recommends gender specific policy initiatives and aims to generate awareness about the challenges women face in a transforming society.
Rashtriya Mahila Kosh (RMK) (National Credit Fund for Women):	aims to promote self-employment of the poorest, and through that social change, by providing credit through self help groups. Functioning since 1993, it is India's premier micro credit lending institution exclusively focused on lending to women SHGs.
<ul style="list-style-type: none"> <li>National Institute of Public Cooperation and Child Development:</li> </ul>	established in 1966, it is devoted to the promotion of voluntary action, research, training and documentation in the domain of women and child development. The institute has regional centers in Guwahati, Bangalore, Lucknow and Indore.
<ul style="list-style-type: none"> <li>Central Adoption Resource Agency:</li> </ul>	has as its mandate to find a loving and caring family for every orphan/destitute/surrendered child in the country.

#### *National Commission for Women*

The National Commission for Women was constituted as a national apex statutory body in 1992 for protecting and safeguarding the rights of women. Its main functions include, reviewing existing constitutional and legal safeguards for women; recommend remedial legislative measures; and advise the government on all policy matters affecting women. The Commission also facilitates redressal of grievances; to this end, it, among other things, undertakes activities to generate legal awareness among women, provides pre-litigation serves and facilitates speedy delivery of justice. The Commission has a Complaints and Counselling Cell, a Legal Cell, a Research and Studies Cell, and a Public Relations Cell.

#### *National Resource Center for Women*

The objectives of the National Resource Center for Women (NRCW) are to create an information base and disseminate information in the field of women's development and to facilitate generation of data on contemporary issues of women in development; to provide networking facilities to institutions and individuals actively engaged in the field of women's empowerment; and to assimilate the gender perspective in policies, planning, implementation and monitoring in selected sectors. The NRCW's website, which aims to

function as a virtual resource center and digital library on women and gender issues, was inaugurated on 8 March, 2005, the International Women's Day (see: <http://nrcw.nic.in/>).

### 3. Current Situation of Women by Sector

#### 3-1 Education

- Recent policy initiatives of the government have helped to greatly increase the Gross Enrolment Rates for girls at the primary level.
- From the middle level onwards, however, girls' enrolment rates drop significantly, while drop out rates remain unacceptably high at all levels of the system.
- Disparities in access to education and literacy remain glaring among different social groups: girls and women belonging to the Scheduled Castes and Scheduled Tribes or the Muslim community, living in rural areas or residing in specific districts remain highly disadvantaged in terms of their access to education.

#### *Background*

A uniform structure of school education, the 10+2 system, has been adopted by all the States and Union Territories of India. This consists of a Primary stage (five years), a Middle stage (three years), a Secondary stage (two years) and a Senior Secondary stage (two years).

With the passing of the Constitution (86<sup>th</sup> Amendment) Act in December 2002, India's commitment to provide free and compulsory education to all children in the 6-14 years age group is now a fundamental right of every child in the country: the Federal Government stipulates that all the States and Union Territories should provide ten years of compulsory education (from primary education to secondary stage) for free..

#### *Educational Policy*

Concurrent with its commitments to the Millenium Development Goals, which includes the achievement of universal primary education for boys and girls alike, elementary education has thus emerged as a key policy and programmatic concern of the Indian Government. In 2001, the 'Sarva Shiksha Abhiyan' (SSA) or 'Education for All' scheme was launched. This scheme includes a variety of provisions specifically targeted at girls, such as free textbooks for all girls upto class VIII and the recruitment of 50 percent women teachers. It also includes programs that focus exclusively on girls in educationally backward districts:

<ul style="list-style-type: none"><li>• National Program for Education of Girls at Elementary Level (NPEGEL):</li></ul>	launched in 2003, this scheme provides additional provisions for enhancing the education of underprivileged/disadvantaged girls at elementary level through more intense community mobilisation, the development of model schools in clusters, gender sensitisation of teachers, development of gender sensitive learning materials, early child care and education
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	facilities and provision of need-based incentives like escorts, stationery, work books and uniforms etc. for girls.
<ul style="list-style-type: none"> <li>• Kasturba Gandhi Balika Vidyalaya (Kasturba Gandhi Girls School):</li> </ul>	launched in July 2004, this scheme aims to set up residential schools at upper primary level for girls belonging predominantly to the SC, ST, OBC and minority communities.

The national Mid Day Meal Program has been recently introduced. This scheme has been welcomed as it positively impacts nutritional levels and school participation of children, especially girls and children belonging to poor and marginalised sections. In the India Budget 2008-09, the government has announced the extension of the Mid-Day Meal Scheme to upper primary schools across the country.

### *Primary and Secondary Education*

The gender gap in access to elementary education has decreased significantly in recent years. In 1990-1991, the female-to-male proportion in respect of primary education (classes I-V) was 71:100; this figure has risen to 78:100 in 2000-2001, and further to 88 in 2004-2005. In the case of secondary education (classes IX-X), the proportion has increased from 50:100 to 63:100 and further to 71:100 during the same period. Moreover, in 2004-2005, the Gross Enrolment Ratios (GERs) for girls and boys for classes I to VIII reached 89.9 percent and 96.9 percent respectively (Selected Educational Statistics, Ministry of Human Resource Development, 2004-2005).

India thus has made important steps towards achieving the second MDG of universal primary education, which requires it to increase the primary school enrolment rate to 100 percent by 2015. It is also increasingly successful at ensuring gender parity in education levels, a necessity to achieve the third MDG of promoting gender equality and empowering women.

However, the figures hide important disparities, in different regions, at different levels of the education system, and among different social groups. For example, while the GER for girls at the elementary level is as high as 126.8 percent in Manipur, it is only 54.4 percent in Bihar. In addition, GERs drop substantially for all girls once they reach the middle level. The differences are especially significant for SC and ST girls: while the GER for all girls is 65.1 percent at the middle level and 45.3 percent at the secondary level, the corresponding figures for SC girls are 61.5 percent and 37.5 percent respectively, while those for ST girls are 59.5 percent and 30.5 percent respectively. In Bihar, GERs for SC and ST girls at the middle level are only 19.5 percent and 14.7 percent. At the same time, gender disparities in enrolments grow as students move from one stage to the next in the educational system: in 2004-05, while the female-to-male proportion was 88 in primary classes, it decreased to 80 at the upper primary level and further to 71 at the secondary level.

Moreover, drop out rates – which need to be eliminated by 2015 for India to achieve MDG 2 – continue to be high. In 2004-05, the drop out rates for girls and boys for classes I to VIII are 51.3 percent and 50.5 percent respectively. Again, however, a breakdown of figures betrays considerable disparities between different regions, at different levels and among different social groups. Thus, while the drop out rate in Kerala stands at 0 percent, Rajasthan, Bihar and Assam all have drop out rates of more than 70 percent. Also, while the drop out rates for all girls at the primary level is 25.4 percent, that for SC girls is 36.1 percent, while that for ST girls is as high as 42 percent. The figures further increase when girls reach the middle level, where the drop out rates are 51.3 percent, 60 percent and 67.1 percent respectively.

### *Higher Education*

The percentage of women/girls in higher education, which includes colleges, universities, professional colleges of engineering, medicine and technology, has increased from 33.3 percent in 1990-91 to 38.9 percent in 2004-05. Figures for 1999-2000 indicate, for example, that while 34 percent of students in science courses are women belonging to the general categories, only 2.8 percent are dalit women and 0.6 percent are ST women. The corresponding figures for BA courses are 40 percent, 3.4 percent and 1.4 percent respectively (Selected Educational Statistics, Ministry of Human Resources Development, 1999-2000).

### *Literacy and Non-Formal Education*

According to the Census 2001, the overall literacy rate is 64.8 percent, which is an increase of 13 points over the 1991 figure. Women's literacy rates increased from 39.3 percent in 1991 to 53.7 percent in 2001. In fact, for the first time since Independence, the absolute number of illiterates had declined in 2001.

In this area too, however, despite important gains, glaring disparities remain. While the literacy rate is 72.9 percent among urban women, it is only 46.1 percent; among rural women. Among SC and ST women, the aggregated literacy rate is only 41.9 percent and 34.8 percent respectively. As pointed out by the Sachar Committee Report, the educational status of Muslim women too is a cause for concern, as their literacy rate is only 50 percent. Finally, there are important regional variations, with Kerala having the highest female literacy rate at 87.7 percent and Bihar the lowest at 33.1 percent. The literacy rate of women in Jarkhand, too, stands at a low 38.9 percent. The female literacy rate remains below 50 percent in 253 districts in the country.

Since 1988, the Total Literacy Campaign of the National Literacy Mission constitutes the government's dominant strategy to eradicate adult illiteracy in India, using volunteers in time-bound decentralized programs. The thrust is on attainment of functional literacy through prescribed norms of literacy and numeracy, as well as on the dissemination of a basket of socially relevant messages. As the figures indicate, the achievement of the Total Literacy Campaign has been slower in the Hindi speaking states of Bihar, Haryana, Punjab, Jharkhand and Uttar Pradesh.

The Mahila Samakhya program (Education for Women's Equality), is an education and empowerment program that specifically targets poor, socially disadvantaged women. First launched in 1989, it is now operational in 9 states. Process-oriented, it involves information and capacity building, developing analytical, decision-making, leadership capabilities, and facilitating the agency of women to address their problems, to make informed choices and collectively act to bring about change. The educational strategy is built around the issues /needs as articulated by Women's Collectives – with a focus on legal literacy (rights and entitlements), health and nutritional education, political education (focus on women in the political process), education for livelihoods, environmental education and basic literacy. The effectiveness of the MS approach and strategy in mobilizing poor rural women around education issues has been consistently commended by successive program evaluations, and the program received the UNESCO Noma Literacy Prize in 2001.

### **3-2 Health**

- India's spending on health as a percentage of GDP remains, at 0.9 percent in 2004, one of the lowest in the world, and women's health situation is precarious.
- India seems far removed from achieving MDG Goal 5, that of reducing maternal mortality, as the Maternal Mortality Rate remains high at 301 in 2004-05.
- Within a period of seven years (1998-99 to 2005-06), anaemia in pregnant women has risen from 49.7 percent to 57.9 percent, and in ever-married women from 51.8 percent to 56.2 percent.
- The child sex ratio in India continues to plummet, from 945 in 1991 to 927 in 2001, and 35 percent of women in India have experienced physical or sexual violence.

#### *Background*

Public health expenditure of India has been among the lowest in the world. As a percentage of GDP, it has declined from 1.3 percent in 1990 to 0.9 percent in 2004. Although in more recent years annual expenditure has slowly started to rise, the longstanding promise to increase expenditure on health care to 2-3 percent of the budget – a promise that is again reconfirmed in the Approach Paper to the Eleventh Plan – remains unfulfilled. The health infrastructure thus is inadequate to accommodate the large number of patients in the country. Health service indicators like the number of physicians (0.6 per 1,000 persons for the period 2000-2004) have remained at roughly the same level during the last two decades.

#### *Health policy*

In 2002, the Government of India released a new National Health Policy, to replace the first one that was formulated in 1983. The main aim of the new policy is to strengthen primary health centers. The policy, too, proposes increasing expenditure on the health sector from 5.2 percent to 6 percent of GDP, with government contribution increasing from 0.9 percent to 2 percent by 2010 in order to improve healthcare in the country. The policy defines the role for the center as designing the national public health programs;

providing financial resources and technical support; and monitoring and evaluation. As under the constitutional structure, public health is the responsibility of the States, implementing the national program would be their responsibility.

The National Population Policy 2000 seeks to provide a framework to meet the reproductive and child health needs of the people of India and to achieve net replacement levels of total fertility rate by 2010. The immediate objective of the policy is to address unmet needs of contraception, health infrastructure, health personnel and to provide integrated service delivery for basic reproductive and child health care. It seeks to improve the quality of reproductive health care by working more closely with community based organizations and women's groups.

In 2005, the National Rural Health Mission was launched, which will continue to run until 2012. The Mission seeks to provide effective healthcare to rural population throughout the country with special focus on 18 states, which have weak public health indicators and/or weak infrastructure. It seeks to improve access of rural people, especially poor women and children, to equitable, affordable, accountable and effective primary healthcare. The goals of the Mission include:

- reduction in Infant Mortality Rate (IMR) and Maternal Mortality Ratio (MMR);
- universal access to public health services such as women's health, child health, water, sanitation & hygiene, immunization, and nutrition;
- prevention and control of communicable and non-communicable diseases, including locally endemic diseases;
- access to integrated comprehensive primary healthcare;
- population stabilization, gender and demographic balance;
- revitalize local health traditions and mainstream Indian systems of medicine, including Ayurveda and Yoga, as well as homoeopathy;
- promotion of healthy life styles.

### *Causes of Death*

Under the age of 35 years, the female mortality rate is higher than the male. Apart from maternal deaths, other important causes of death are respiratory diseases such as tuberculosis, pneumonia, bronchitis, malaria, typhoid, gastroenteric, and other infectious diseases. However, in consonance with MDG Goal 6, the prevalence and death rates associated with malaria and tuberculosis are consistently coming down. The proportion of tuberculosis patients successfully treated has also risen, from 81 percent in 1996 to 86 percent in 2003. Moreover, as improved data became available, official HIV estimates in India were revised in 2007, and revealed that the country's HIV-positive population is about half that it was believed to be earlier. In general, 0.22 percent of Indian women are now thought to be HIV-positive, as compared to 0.36 percent of men.

### *Mother and child health*

To achieve MDG Goal 5, India should reduce maternal mortality (MMR) from 437 deaths per 100,000 live births in 1991 to 109 by 2015. However, India seems a long way off from achieving this goal: according to government estimates (NFHS-3), the MMR for



2004-05 stands at 301 (the Human Development Report notes an adjusted figure of 450 for 2004). This official figure means that a maternal death occurs every five minutes. The MMR is particularly high in Uttar Pradesh (510) and Rajasthan (445) – in southern states the MMR tends to be much lower. The proportion of births attended by skilled health personnel has been continuously increasing in the country, from 25.5 percent in 1992-93 to 43 percent for the period 1997-2005.

MDG Goal 4 aims at reducing the under five mortality rate (U5MR) from 125 deaths per thousand live births in 1988-92 to 42 in 2015. In 2005, the U5MR stood at 74 per thousand live births. The infant mortality rate (IMR) has also come down from 80 per thousand live births in 1990 to 56 per thousand in 2005.

As for MDG Goal 6, compared to other developing countries the number of pregnant women infected with HIV in India is low. While the prevalence rate was thought to be 0.74 per thousand pregnant women in 2002, it was estimated to be 0.86 in 2003. Since then, however, improved data on HIV infections among the Indian population have become available, leading to a substantial downward revision of the overall number of people believed to be infected with HIV in the country in 2007. Specific data on the prevalence rate of HIV among pregnant women have not yet been released since then.

### *Nutrition*

Only 52 percent of women are at a healthy weight for their height. Girls and women in low-income group have worse nutritional status than boys and men in the same category. Nutritional problems are particularly serious for rural women, illiterate women, SC and ST women, and women in the lower wealth quintiles. More than two out of five women are too thin in Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, and Orissa; similar proportions of men are too thin in Tripura, Madhya Pradesh, and Rajasthan.

Anaemia is widespread among women and children, and is an important cause of maternal mortality. Within a period of seven years (1998-99 to 2005-06), anaemia in pregnant women has in fact risen from 49.7 percent to 57.9 percent, and in ever-married women from 51.8 percent to 56.2 percent. Anaemia in children exacerbated by 5 percentage points to reach 79.2 percent. Iodine deficiency is another pertinent nutrition problem. Only 51 percent of Indian households use salt that is adequately fortified with iodine.

### *Family planning*

In India, program to reduce the birth rate has been promoted since 1952. According to NFHS-3, the contraceptive prevalence rate among currently married women is 56 percent. Contraceptive use is highest in Himachal Pradesh (73 percent) and West Bengal (71 percent) and lowest in Meghalaya (24 percent). Female sterilization accounts for two-thirds of contraceptive use, with more than half of these women having the operation before they reach 26 years of age. Women are more likely to use contraception if they already have a son.

### *Violence against Women*

The child sex ratio (ages 0 to 6) in India continues to plummet, from 945 in 1991 to 927 in 2001. In Punjab, the child sex ratio is as low as 798, in Haryana it is 819. In Kerala, West Bengal and the north-eastern states, child sex ratios are above the national average.

Adult women, too, have to deal with significant levels of violence. Among women age 15-49, 34 percent have ever experienced physical violence, and 9 percent have ever experienced sexual violence. In all, 35 percent of women in India have experienced physical or sexual violence, including 40 percent of ever-married women.

### *Traditional medical treatment*

Various forms of traditional medicine like ayurveda, unani, yoga and homoeopathy are practiced throughout the country. Three out of every five births in India take place at home; in Nagaland, Chattisgarh, Jharkhand and Bihar this is true of more than four out of five births. More than a third of these are delivered by a traditional birth attendant. In the poorer group of the society, the costs of treatment and affordability are crucial in determining women's access to healthcare. Traditional techniques of medication and local practitioners are easily accessible to women and children and are culturally more acceptable than allopathic providers. However, sometimes the quality of these services is questionable.

## **3-3 Agriculture, Forestry and Fishery**

- Out of the 156,562 farmers that have committed suicide between 1995 and 2004 due to the agrarian debt crisis, one-fifth of the total suicides are by women.
- 75 percent of all female workers, and 85 percent of all *rural* female workers, are in agriculture
- An estimated 20 percent of rural households are de facto female headed, due to widowhood, desertion, or male out-migration.

## **Agriculture**

### *Background*

A large majority of the population depends on agriculture for survival as this sector provides livelihood to over 60 percent of India's population. Today, 75 percent of all female workers and 85 percent of all *rural* female workers, are in agriculture. Hence, good performance of the agricultural sector is vital to livelihood and food security for millions subsisting below or near the poverty line. The growth rate of agriculture was about 2 percent during the Ninth Plan (1997-98 to 2001-02) and has declined to 1.8 percent per annum during the Tenth Plan according to the Eleventh Plan Approach Paper. This deceleration in agricultural growth is therefore, a major cause for concern at present. The Tenth Plan (2002-03 to 2006-07) released by the Planning Commission of India had aimed to reverse the deceleration in agricultural growth and had targeted a growth rate of

agricultural GDP of 4 percent per year. Achievements have been far short of targets. In order to achieve the same targeted 4 percent growth again during the 11<sup>th</sup> Plan period, sustained efforts are needed to ensure food security in India.

During the last decade, farmers have suffered acute distress in several parts of the country and farmers' suicides have occurred on an unprecedented scale, even though numbers are contested by governmental and non-governmental sources. Not only several thousands of small and marginal farmers, but hundreds of big farmers too, have committed suicide. The Finance Minister has announced a Rs. 600 billion institutional debt waiver package in the Indian Budget 2008-09 to alleviate the situation and this points to the fact that the Indian government is trying to cope with the agrarian crisis. However, such efforts have limited reach since it does not waive debt incurred from non-institutional borrowings and private money lenders. Non-institutional debt covers more than 40 percent of the total indebtedness faced by farmers, especially the small and marginal ones. Over 60 percent households own less than one hectare. Farmers owning over one hectare comprise about 28 percent of rural families. Thus, the majority of farmers in India are marginal and small farmers, a large proportion of them are women. Hence, the recent debt waiver will only impact those agricultural families who own assets (e.g. land) that they can offer as collateral to institutional lenders and have access to such services. The National Policy for Farmers has called for adequate investment and pro-small farmer public policies, to restore agricultural productivity.

### *Women in Agricultural Activities*

Women play a pivotal role in agriculture. Women are involved in a range of both farm and non-farm activities – primarily as agricultural labor; also as farmers, co-farmers, female family labor, as managers of farms and farm entrepreneurs. 75 percent of all female workers, and 85 percent of all *rural* female workers, are in agriculture. There exists a clearly demarcated sexual division of labor in agricultural work. Women work extensively in production of major grains and millets, in land preparation, seed selection and seedling production, sowing, applying manure, fertilizer and pesticide, weeding, transplanting, threshing, winnowing and harvesting; in livestock production, fish processing, collection of non-timber forest produce etc. In animal husbandry, women have multiple roles ranging from animal care, grazing, fodder collection and cleaning of animal sheds to processing of milk and livestock products. Keeping milch animals, small ruminants and backyard poultry is an important source of income for poor farm families and agricultural laborers. Landless women agricultural laborers play a pivotal role as they are involved in most of the agricultural operations. Landless women also lease in land for cultivation. The majority of workers involved in collection of non-timber forest produce are women, particularly tribal women. Women also augment family resources through tasks such as collection of fuel, fodder, drinking water and water for family members and domestic animals.

According to NSS data, the proportion of male workers in rural India, engaged in the agricultural activities declined gradually from 81 percent in 1977-78 to 67 percent in 2004-05. For female agricultural workers, the decline was less – from 88 percent in 1977-

78 to 83 percent in 2004-05. Hence, while women have always played a key role in agricultural production, their importance both as workers and as managers of farms has been growing, as an increasing number of men are moving to non-farm jobs or migrating to find work leading to the feminization of agriculture. Moreover, an estimated 20 percent of rural households are de facto female headed, due to widowhood, desertion, or male out-migration.

#### *Land rights /ownership*

The Hindu Inheritance Law has recently been reformed in a major way through the Hindu Succession Amendment Act 2005. This has finally brought women at par with men legally, in relation to agricultural land. Earlier, tenancy rights in agricultural land were exempt from the Hindu Succession Act 1956. Most state tenure acts gave the male lineal descendant the first right with the daughters and sisters totally excluded as heirs. In case of land transaction, a woman was not considered as a single unit even though she owns land while a man could however be considered as an independent unit. In case of Muslims, agricultural land has been excluded from the purview of the *Shariat*, the Muslim personal law and continues to be governed by local customs which limit women's rights to land.

Denial of land ownership to women, the single largest dominant working group in agriculture, even today, continues to be one of the most significant facets of agriculture in India. Direct ownership and control of land continues to remain largely in the hands of men. In most of India, women are forbidden to till the land, even though they perform the most essential, time and energy consuming activities. Men, on the other hand, do not participate or share in women's work as which includes transplanting, seeding, threshing, winnowing, etc. In agriculture, women are paid much lesser than men and their payment is usually in kind, (e.g. uncooked foodgrains). Despite, some efforts made via rural employment and empowerment programs to give fair wages, women's labor continues to be severely undervalued and underpaid in the agricultural sector.

#### *Extension and training*

Women - especially from the small and marginal farming families - perform over 60 percent of on farm activities and almost all off-farm activities in India. Yet, their contribution to agricultural production is undermined since the type of work assigned to them is seen as demeaning for men to do. It is undervalued as it is thought that it does not require any special skill, and so, is underpaid. Majority of women are engaged in subsistence agriculture and are responsible for food security in the household. Besides, the farms are owned largely by men, and despite the increasing numbers of women paid workers, education and training opportunities for women are low. Apart from gender disparities in economic power-sharing, unequal distribution of unremunerated work between women and men, lack of technological and financial support for women's entrepreneurship, unequal access to, and control over capital and resources, particularly land and credit continue to constrain empowerment of women in agriculture in many developing countries. Some efforts have been made to expand the program for training

women in soil conservation, dairy development, social forestry and other occupations allied to agriculture like sericulture, horticulture and increase the number of female extension workers, especially the farm extension workers. However, the overall number of extension workers remains abysmally low despite the fact that many NGOs that have been assisting in the training of women extension workers.

However, efforts are being made to engender the process of agricultural development. The ATMA program provides for a minimum of 30 percent resources to be utilized for women farmers. In order to provide the necessary impetus to gender mainstreaming, the erstwhile Women's Cell has been rechristened the National Gender Resource Center in Agriculture (NGRCA). This Center has also been mandated to perform functions of the Gender Budgeting Cell. The NGRCA has taken up several studies to promote gender mainstreaming in the department of Agriculture and Cooperation. For further information, please see <http://agricoop.nic.in/genderperagri/genderperagri.pdf>

## **Forestry**

The nodal agency for activities relating to environment is the Ministry of Environment and Forests. Gender sensitive resource management is encouraged through several schemes. Reservations have been made for women to ensure their involvement. The implementation strategy seeks to ensure that program benefits reach women, and to institutionalize and deepen their participation in the decision making process at grass roots level. Some important initiatives include:

- Women's participation has been built into the Joint Forest Management (JFM) Committees which are grassroots level institutions for conservation, protection and management of degraded forests. At least 50 percent of the members of the JFM general body are required to be women, and at least 33 percent of the membership in the JFM Executive Committee/Management Committee is to be filled by women. However, decision making powers of these women remain limited due o lack of empowerment and education.
- Gender issues relating to forestry are given special focus in the training of Indian Forest Service officers.
- Women's participation is encouraged in community resource management and watershed programs.
- Rural women living below the poverty line are provided with financial assistance to raise nurseries in forest lands
- The Ministry of Non-Conventional Energy Sources is implementing several programs to benefit women by reducing drudgery and providing better and convenient systems for cooking and lighting.
- Environmental education programs supported by the Department of Education play an important role in creating awareness and seeking local specific solutions to environmental problems.
- New initiatives to improve urban environment, especially water and sanitation, emphasize partnerships between private, community and government agencies

## **Fishery**

According to the Ministry of Agriculture statistics, the fish production in India was 6.3 million tonnes in 2004-05. In all, an estimated 3.15 million people are engaged in fishing and ancillary activities. In India, nature and extent of women's participation in fishery varies across the states. Fish drying/curing, marketing, and hand-braiding and net-mending are the main areas of women's involvement in Tamil Nadu, Andhra Pradesh and Orissa. Women are also involved in shrimp processing in these states. In addition, in Andhra Pradesh, women are engaged in mollusk and shell collection on a seasonal basis in a few places along the coastline. However, marine fish capture is a men's domain. Among the mangroves on the Orissa coast, both women and men fish in the fresh water estuarine areas. Men cast nets while women and children catch fish with hands. But fishing by boat in deeper sea is exclusively performed by men. In contrast, women's participation in small-scale fisheries is very limited in West Bengal. Even ancillary industry, which in the other Indian east coast states is a women's domain, is dominated by men in other coastal areas, as a relatively low number of days in a year is spent on actual fishing. In the fishing communities, fish drying/curing is performed by both women and men. In coastal aquaculture, women are involved in prawn and seed collection in some coastal places.

Another issue of concern facing Indian fisherwomen is the commercialization that has begun to undermine women's role in the traditional artisan fishing system with, for instance, synthetic nets replacing handcrafted ones (which were usually made by women) or the large fishing companies that are now dominating the market place and displacing poor fishing communities. Earlier, women would be integrally involved in the processing and marketing of fish products but their involvement is reducing due to larger processing units and competition by large entrepreneurs. In addition, prevailing gender gap in wages leaves these women with lesser earnings when compared to men.

The National Bank for Agriculture and Rural Development (NABARD), the apex financial institution catering to the financial needs of agriculture and rural development, has been paying special attention to gender issues in credit and support services in fisheries since 1992. NABARD has made an analysis of developments in the fisheries sector and have identified several fisheries technologies, which could facilitate women to become entrepreneurs and enhance their incomes. The bank has extended financial support to some fisheries activities which involve women.

National Agriculture Policy 2000 has specific provisions for structural, functional and institutional measures to empower women, build their capabilities and increase their access to inputs. The Ministry of Agriculture has constituted an Expert Committee of Women in Agriculture to analyze policies and strategies and suggest ways to make agriculture policy gender friendly under the Eleventh Plan.

### 3-4 Economic Activities

- India has 397 million workers of which, 123.9 million are women.
- 106 million women work in rural areas, 18 million women work in urban areas.
- Only 7 percent of India's labor force is in the organized sector; 93 percent of its labor force is in unorganized, informal sector.
- 96 percent of women workers work in the unorganized sector.

#### *Employment*

The impact of globalization on women has been a consequence both of the manner of their participation in the economy, as well as of pre-existing social norms and networks that have influenced the manner in which production is organized. Traditionally, women were restricted to housework which continues to be undervalued and unpaid, and when allowed to work outside their home, have been paid lower wages on the assumption that women are less productive.

According to NSS 61<sup>st</sup> round (2004-05), about 42 percent of the population in the country was usually employed. The proportion was 44 percent in the rural and 37 percent in urban areas. The gender differential in the worker population ratio (WPR) was distinct: 55 percent for men and 33 percent for women in the rural areas, and 55 percent for men and 17 percent for women in urban areas. Between 1999-2000 and 2004-05, in the rural areas the work participation ratio increased by about 2 percent for men and by about 3 percent for women. In the urban areas, the rates increased by about 3 percent for both the men and women.

NSS data shows that the gender gap in wages has widened for all categories of workers between 1999-2000 and 2004-05. Also, the gender gap is more pronounced in casual than regular work. For the first half of the 1990s, real wages of regular women workers have declined for every category of educational level, both in rural and urban. The average decline was about 32 percent for all women and was 10 percent for urban women. For illiterate women in rural areas wages fell by 20 percent, while for those who had secondary and higher secondary education the average wage cuts was nearly 30 percent. In urban areas, wages of illiterate women workers declined by more than 22 percent while even for the graduate women workers it fell by 5 percent. The average wages of regular salaried workers by education level also clearly show the gender differential in wages. Hence, it emerges that rural illiterate women are the lowest paid on an average. The urban women are slightly better off.

#### *Informal Sector*

The 61st round of NSS data (2004-05) shows that 93 percent of all workers in India are in informal employment; the percentage is even higher for women, at 96 percent. Nearly 99 percent of agricultural workers are in informal employment. In the non-agricultural sector, 86 percent of women and 83 percent of men are in informal employment. Informality of employment is thus a key characteristic of the workforce in India. The informal sector

includes activities carried out by small and family enterprises partly or wholly with family labor, and in which wage-paid labor is largely non-unionized due to constraints of the casual and seasonal nature of employment and scattered location of enterprises. Self employed persons including women run majority of these enterprises. A number of workers work part-time, either independently or under contract with some larger enterprises. Majority of female employment is concentrated in the informal sector. They serve as small traders, *bidi* (kind of tobacco) makers, artisans, or field laborers on a family farm. Most of these jobs are unskilled, low paying and do not provide any social benefits to the worker. Moreover, 45 percent of the non-agricultural female workforce is home based which points towards the informalization of women's labor in India.

### *Formal Sector*

While women remain largely concentrated in agriculture, there has been some increase in the employment in export oriented manufacturing units. For urban women, the service sector accounted for the highest proportion (36 percent) of the total usually employed, followed by manufacturing (28 percent) and agriculture (18 percent). The proportion of urban women employed in manufacturing sector increased from 24 percent in 1999-2000 to 28 percent in 2004-05. For rural women workers, there is a steady decline in their share of employment in agriculture while it has slightly increased in the manufacturing sector. The shift for urban women too, has been largely due to their increased share of employment in manufacturing. A comparative analysis of Census data shows that the work participation rate of women has increased. According to 2001 Census, it is 25.6 percent as compared to 22.3 percent for the year 1991. The work participation rate of women was 15.9 percent in 1991, and 14.68 percent in 2001 (for main workers). The corresponding figures for marginal workers were 6.3 percent and 10.9 percent. This is in contrast to that for men, as data suggests that most men are in relatively stable employment (with 45 percent recorded as main workers and 6 percent as marginal in the 2001 Census). While the increased incidence of casual work has affected both male and female workers, it is far more striking for female workers. Another important feature of women's work is that 45 percent of the non-agricultural female workforce is home based (Human Development Resource Center, UNDP 2004).

### *Unemployment*

In both the rural and urban areas, unemployment rate among the educated (secondary and above) was higher than that among those whose education level was lower than secondary. It is difficult even for the educated to find jobs. Rural women are the worst off followed by urban women with regards to educated unemployed people; unemployment among rural female graduates was nearly 30 percent while it was nearly 20 percent for urban women with high school and above. Educated unemployment decreased marginally for men but even here we find nearly 7-8 percent for graduates both in rural as well urban areas.



### *Support for micro-enterprises and micro-credit*

Public sector agencies mandated to promote small and micro enterprises work through intermediaries in the formal sector primarily by refinancing commercial banks or by lending at concessive rates of interest to other institutions for on-lending purposes. The largest of these, NABARD, SIDBI, RMK and FWWB started their micro enterprise support programs around 1992. Combined, they have been able to facilitate delivery of micro credit amounting to well under Rs. one billion - over the last few years. However, the availability of micro-credit is limited in scope since it finances very traditional economic activities such as the purchase of cattle for dairy or traction, tailoring, retailing and equipment servicing. Government, Banks, Cooperatives, NGOs and other informal sectors like moneylenders provide various types of credit.

### *Self Help Groups*

The main strategy being used to organize rural women is the formation of self-help groups (SHGs). These groups are expected to achieve the following objectives- saving and micro credit facilities, basic health and hygiene awareness, literacy, social advocacy like prohibition. Many of these groups also aim at the economic independence of the women through income generating activities. The experience of SHGs has shown that they have provided improved access to credit as poor women are now perceived by the mainstream financial sector as credit worthy. Women have used savings and credit for needs such as those related to education and health, and in particular for crisis related needs.

Participation in SHGs has meant opportunities related to mobility and a legitimate space in the public realm for leaders of SHGs. It is increasingly being reported that SHG members have limited control over financial resources that they borrow despite being the conduit for access to such credit through their groups. The burden of repayment of such loans falls almost exclusively on the women. As SHGs are almost exclusively women-only, often women become proxy to husband's demands without the men taking up the responsibility for repayment or proper utilization of these loans. Many of the micro enterprise activities undertaken have tended to be unviable. Low levels of credit absorption capacity, low skill base and low asset base have been challenges to the SHG movement, which are yet to be addressed.

### *Support system for female workers*

The government has spread a wide network of support services for women and children belonging to lower economic strata through voluntary organizations. These support services represent an important plank for empowerment of women as they reduce the burden of child care and employment related problems. These include:

- Institutional mechanisms to assist women workers to get their due include the Minimum Wages Act and the Equal Remuneration Act, monitored by a special cell of the Ministry of Labor.

- Coordination and monitoring of vocational training institutes of women is done by the women's cell within the Directorate of Employment and Training.
- The MWCD also coordinates the Rajiv Gandhi National Creche Scheme for Children of Working Mothers, Hostels for Working Women and the Swadhar Scheme which purports to address the specific vulnerability of each of group of women in difficult circumstances.

#### 4. Ongoing Gender Projects

Project/ Program	Implementing Agency	Donor	Duration	Budget	Objectives
<b>Education and Training</b>					
Nabanna – Networking Rural Women and Knowledge	Change Initiatives	UNESCO	2002-	Undisclosed	To explore innovative uses of databases in the local language for rural women of West Bengal, in terms of information sharing, content creation and off-line information dissemination. To thus enable poor women with relatively few opportunities for income and independence to create new spaces and networks, both physical and virtual, in which to congregate, share information and skills, and learn.
Workers' Education for Integrating Women Members' in Rural Workers Organization Phase II	Department of Labor, Tamil Nadu	DANIDA	2003- 2005	Undisclosed	To holistically and totally empower women in all phases of life through training in building self-confidence and leadership skills. To contribute to strengthen the capacity of trade unions in defending the rights and interests of workers in general and of their members in particular.
TARA Akshar	TARAhaat, Development Alternatives Group	DFID, Telecenter .org, and others	2004 onwards	Undisclosed	To teach illiterate people to read and write by using computer software, an instructor, special playing cards and writing books. Has made 41 000 rural women literate since the start of its implementation in early 2007.
<b>Health</b>					
Integrated Approach Towards Prevention of Mother to Child Transmission of HIV/AIDS	MAMTA	AUSAID	2002-2009	US\$ 445,000	To provide support to safe motherhood initiatives and build stakeholder capacity, so as to prevent mother to child transmission of HIV/AIDS.
Women's Health and empowerment	BAID Development Research Foundation	CIDA	2000-2005	US\$ 3.4 million	To improve the health of women and girls in rural areas of Western India by promoting a responsive community focused approach to health care and related systems of sanitation and water
Reproductive and Child Health, Nutrition and HIV/AIDS (RACHNA)	CARE India	USAID	Oct 2001- Sept 2006	Undisclosed	To distribute micronutrient supplements such as iron-folate and vitamin A, which strengthen immune systems, conduct antenatal care check- ups and provide antenatal care, immunize children from six vaccine- preventable diseases, and raise awareness about HIV/AIDS.
Support to Gender Issues Project	Ministry of Health and Family Welfare	UNFPA	1999- 2003	US\$ 2.7 million	To empower women by achieving gender equality and equity

<b>Health (Cont.)</b>					
Program for Advancement of Commercial Technology – Child and Reproductive Health (PACT–CRH)	Ministry of Health and Family Welfare, Government of India, ICICI Bank Ltd., PATH, Commercial Marketing Strategies (CMS)	USAID	July 1995-July 2007	US\$ 29.8 million	To support the introduction and commercialization of new Reproductive and Child Health (RCH) and HIV/AIDS technologies and to improve quality and use of private sector RCH and HIV/AIDS products and services. To help the private sector develop the capabilities to supply these products and services, and to create public demand for products and services through marketing and behavior-changing activities.
<b>Crimes against Women</b>					
South Asia Regional Initiative for Equity (SARI/Equity)	GOI	USAID	Feb 2000-Sept 2006	Undisclosed	To improve South Asian regional stability by combating human trafficking and the underlying economic and social conditions that give rise to it. To employ the region's best models and replicate them across the participating countries, including India, Nepal, Bangladesh and Sri Lanka.
Reinventing India: Preventing Violence against Women and Girls, Phase II	Zonta International Foundation	UNIFEM	2002-2004	US\$ 299,450	To eliminate violence against women by empowering them through making information on their rights and services available to them and through raising awareness of the potential role of men in preventing gender-based violence.
<b>Livelihoods</b>					
Women's Micro-Finance Project	SEWA Bank	CIDA	2000-2009	US\$ 300,000	To build the capacity of rural women by training them in micro-credit activities to enhance the sustainability and impact of rural savings and credit programs
Community Based Economic Development	Local NGOs	CIDA	2000-2005	US\$ 4 million	To develop economically viable community based economic s with a focus on gender, income generation, micro-finance and policy feedback
Program on Promoting Decent Work and Sustainable Livelihoods for Women Workers in the Informal Economy in India	Ministry of Labor and Employment, relevant state department	DFID India	2004-2005	US\$ 186,566	To contribute to improvement of the policy framework and direct action, so as to promote decent work and income opportunities and enhanced representation and voice of women workers in the informal economy.
Friends of Women's World Banking	Friends of Women's World Banking	USAID	Sept 2001-Sept 2006	Undisclosed	To improve Indian micro-finance institutions' ability to serve the country's poor women. To strengthen the institutional operations of local micro-finance s. To promote micro-finance friendly policy initiatives and standards. To enhance institutions' ability to reach out to communities.

<b>Livelihoods (Cont.)</b>					
Increased Incomes for Eight Million Women in India	IDA	IDA	2000-2006	Undisclosed	To enable the rural poor to improve their livelihoods and quality of life and to reduce their vulnerability. The projects facilitated small group and self management within rural communities, with a particular focus on women. They envisaged increased financial access for the poor by attracting private sector interest to this potentially large but overlooked market.
<b>Other</b>					
Gender and the Law	IFES	USAID	Sept 2003-Sept 2007	\$ 160 million	To help Indian women gain greater access to justice. Working with state officials and local non-government s, the program educates women about Indian laws, increases their access to paralegals and lawyers, establishes counseling centers that offer mediation, legal advice and referrals to experts, etc.
Promoting Gender Equality	Ministry of Women and Child Development (MWCD), resource institutions	UNDP	June 2004-May 2008	US\$ 1 million	To assist in efforts towards creating an enabling environment for women to participate and assume leadership positions. The project aims to identify options for providing social security to women belonging to the vulnerable groups, and to strengthen national efforts towards gender responsive planning and policy-making.
Cooperative Housing Foundation	Self Employed Women Association Bank (SEWA), Ahmedabad Municipal Corporation	USAID	Sept 2003-Oct 2006	Not Known	The program garners the support of local municipalities and SEWA to establish a match-based system for funding infrastructure programs, ensuring cities and citizens pay appropriate shares for slum improvements.

## 5. Gender Information Sources

### 5-1 List of Organizations related to Gender

INTERNATIONAL ORGANIZATIONS	Name of	Areas of Work	Contact
	DANIDA	Agriculture (livestock, watershed management), health (MCH, leprosy and tuberculosis eradication, blindness prevention), rural drinking water and sanitation.	11, Aurangzeb Road, New Delhi 110011 Tel: 011 3010900
	Department for International Development (DFID)	Promoting equitable growth and better quality health and education, as well as urbanization and rural livelihoods programs at the national level and in four focus states: Andhra Pradesh, Madhya Pradesh, Orissa and West Bengal.	DFID India B 28Tara Crescent, Qutab Institutional Area New Delhi - 110 016 Tel:+91 11 2652 9123  Fax:+91 11 2652 9296 Email: query@DFID.gov.uk
	India-Canada Cooperation Office (ICCO)	Sustainable development, environment, human rights and advocacy, governance support.	D-1/56 Vasant Vihar, New Delhi Tel: 011 6145074
	ILO	Entrepreneurship, development etc.	India Habitat Center, Lodhi Road, New Delhi Tel: 011.24602101/02 Fax: +91.11.24602111 Email: srodelhi@ilodel.org.in <a href="http://www.ilo.org/india">www.ilo.org/india</a>
	NORAD	Integrating women into the development process by ensuring 50% support to WID component	50C Shantipath, New Delhi Tel: 011 6873562/ 6873054

<b>INTERNATIONAL ORGANIZATIONS (Cont.)</b>	Royal Netherlands Embassy	Agriculture (training), education (Mahila Samakhya), political Participation (Panchayati Raj).	6/50-F, Shantipath, Chankyapuri, New Delhi
	UNDP	Technology management, food security & nutrition, industrial development, energy, poverty alleviation.	55 Lodhi Road, New Delhi Tel - 46532333 Fax Number - 24627612 Email – webadmin.in@undp.org
	UNICEF	Health (pregnant and lactating women, adolescent girls), education.	72/73, 55 Lodhi Estate, New Delhi 110003 Tel: 011 4690401
	UNIFEM	Women home based workers, entrepreneurship development, political empowerment.	c/o UNDP 55 Lodhi Estate, New Delhi Tel: 011 4698297 Fax: 011 46223161/7612
	WHO	Safe motherhood, integrating women's perspective, women's participation in MCH planning.	534, "A" Wing, Nirman Bhawan, Maulana Azad Road, New Delhi – 110 011 Phone: 91-11- 23061955, 23062179, 23063632, 23061993; Fax: 23062450 wringia@whoindia.org
	World Bank	Specific investments for women-focused components in population and human resources, agriculture and water, urban development, employment and rehabilitation.	70, Lodhi Estate, New Delhi 110003 Phone: (91 11) 5147 9465 / 2461 7241
<b>RESEARCH INSTITUTES</b>	International Center for Research on Women (Regional Office for Asia)	ICRW seeks to promote a world free of poverty in which women and men, girls and boys have equal opportunities to achieve their potential and realize their rights.	42, 1st Floor, Golf Links, New Delhi 110 003 Tel: 011 24654216/17, 24635141 Fax : 011 24635142 E-mail: info.india@icrw.org
	Indian Council of Agricultural Research	Research on agriculture and allied activities, for the Government of India.	Krishi Bhawan, New Delhi Tel: 011 3382629 <a href="http://www.icar.org.in">www.icar.org.in</a>

<b>RESEARCH INSTITUTES (Cont.)</b>	Indian Council of Medical Research	Research on health and allied activities, for the Government of India.	PO Box 4911 Ansari Nagar, New Delhi Tel: 011 6962895/ 6963980 <a href="mailto:Icmrhqds@sansad.nic.in">Icmrhqds@sansad.nic.in</a>
	Institute of Rural Management, Anand (IRMA)	Research on agriculture and working papers on Women in Development.	Institute of Rural Management, Anand, Gujarat 388001
	National AIDS Control (NACO)	National Project Implementation plan, National AIDS Control Project Phase II.	Ministry of Health & Family Welfare, Government of India 9th Floor, Chandralok Building, 36, Janpath New Delhi 110001 India Tel: 011-23325343, 011-23731774, 011-23731778 Fax: 011-23731746 E-Mail <a href="mailto:info@nacoonline.org">info@nacoonline.org</a>
<b>GOVERNMENT ORGANIZATIONS</b>	Department of Education	National Policy on Education 1992.	Ministry of Education Shastri Bhawan, New Delhi Tel: 011 3381355
	Department of Health and Family Planning	National Health Policy 2002.	Department of Health and Family Planning Nirman Bhawan, New Delhi
	Department of Statistics	Census 2001.	Department of Statistics and Program Implementation Sardar Patel Bhawan, Parliament Street New Delhi - 110 001
	Ministry of Labor	Labor statistics.	Ministry of Labor Shram Shakti Bhawan Rafi Marg, New Delhi



<b>GOVERNMENT ORGANIZATIONS (Cont.)</b>	National Commission for Women	National Commission for women deals with women related issues like harassment, rape, dowry, female foeticide, gender related discrimination and women's empowerment	National Commission For Women, 4 Deen Dayal Upadhyay Marg, New Delhi 91-11-23237166 91-11-23236988 Fax : 91-11-23236154 Complaints Cell : 91-11-23219750 Email : ncw@nic.in
<b>NGOs</b>	Center for Development and Women's Studies	Legal education and counseling for poor urban women.	1792, T Blok, 18th Main Rd, Vstreet, Annanagar, Madras Tamil Nadu 600040
	Center for Women's Development Studies	Research studies on women, seminars and conferences, documentation and reference material.	25, Bhai Vir Singh Marg, New Delhi 110001 Tel: 011 23345530 <a href="http://www.cwds.org">www.cwds.org</a>
	Jagori	Printed and audio-visual documentation and training on and by women, resource center.	B-114, Shivalik, Malviya Nagar, New Delhi 110017 Tel: 011 26691219 <a href="http://www.jagori.org">www.jagori.org</a>
	Kali for Women - Zubaan	Feminist publishers of academic, general interest and activist books on women.	K-92, First Floor, Hauz Khas Enclave, New Delhi – 110016  TEL : 011-26521008, 26864497, 26514772 Email: zubaanwbooks@vsnl.net Website: <a href="http://www.zubaanwbooks.com">www.zubaanwbooks.com</a>
	Self-Employed Women's Association (SEWA)	Organizing women to fight against exploitation and debt vis-à-vis a co-operative bank providing credit, raw materials, help with marketing and education in financial matters, legal aid, crèches, health care and functionary literacy	SEWA reception center, Opp. Victoria Gardens, Bhadra, Ahmedabad, Gujarat 380001 TEL : 25506441, 25506444, 25506447  <a href="http://www.sewa.org">www.sewa.org</a>
	Bharatiya Grameen Mahila Sabha	Pressure group for rural women on issues like literacy, micro-credit, health and population, rural energy, family counseling centers, etc.	9/104, Hamnagar Hutment Block 11, Manish Road, New Delhi 110001

<b>NGOs (Cont.)</b>	Saheli – Women’s resource center	Campaigning, workshops, documentation and exhibitions, health programs	105-108 Shopping Center, Defence Colony Flyover, New Delhi 110024 (011) 24616485
	Nirantar – A Center for Women and Education	The is involved in developing curricula, resource support for field based groups, production and dissemination of gender-sensitive resource material and communication packages in the field of education for women’s empowerment	B 64, Sarvodya Enclave, New Delhi 110017 011-26966334 <a href="http://www.nirantar.net">www.nirantar.net</a>
	RAHI Recovering and Healing from Incest.	A support center for women survivors of child sexual abuse, training and awareness workshops, research and documentation, reference library.	M 79 Greater Kailash II, New Delhi – 110048 011 26227647 <a href="http://www.rahifoundation.org">www.rahifoundation.org</a>
	Lawyers Collective Women’s Rights Initiative	It provides legal aid and extensive research and advocacy on issues of discrimination and rights pertaining to women.	63/2 Masjid Road, 1 <sup>st</sup> Floor, Jangpura, New Delhi-110014 011 24377101 011 24377102 <a href="http://www.lawyerscollective.org">www.lawyerscollective.org</a>
	TARSHI - Talking about Reproductive & Sexual Health Issues	Work on sexuality, sexual and reproductive health, STD’s and HIV/AIDS and sexual abuse, a helpline, publications and awareness generation	11 Mathura Road, Jangpura B, New Delhi – 110003 011 55642625 <a href="http://www.tarshi.org">www.tarshi.org</a>
	Sangini	Information, counseling, support, help and advice for lesbians and women exploring their sexuality	P.O.Box. 3910, Andrews Gunj, New Delhi 110049 011 26563929 011 26567049
<b>STATE WISE NGOs</b>	ASMITA Resource Center for Women	The provides legal counseling and aid, training and capacity building, networking and campaigning, research and documenting, publication	10-3-96, Plot 283, 4th Floor, Street 6, Teacher’s Colony, East Maredapally, Secundarabad, Andhra Pradesh (040) 27733251
	ANVESH Research Center for Women Studies	The is involved in research, documentation, meetings, lectures and discussions.	2-2-18/49, Durgabai Deshmukh Colony, Baghamberpet, Hyderabad, Andhra Pradesh (040) 2868489
	MAJLIS-MASHWARA	Women resource and publication center with a focus on legal aid and counseling.	A-2 Golden Valley Building, No.4, Opp Canara Bank, Kalina Kurla Road, Kalina, Mumbai, Maharashtra (022) 26180394

<b>STATE WISE NGOs (Cont.)</b>	AWAAZ-E-NISWAN	A progressive Muslim women's group fighting against communalism	84 Samuel Street, (Palagali), Jain High School, 1st Floor, Dongri, Mumbai, Maharashtra (022) 23439421
	OLAKH	It is a resource center disseminating issues on literary and gender, feminist counseling and intervention center. Etc.	24 Jalaram Park, Opp Lalbahadur Vidyalaya, Harni Road, Baroda, Gujarat (0265) 2486487
	SAHARWARU	It strives for gender equality, social justice and human rights.	C-201 2 <sup>nd</sup> floor, Dev Preet Appartments, N.F.D. Circle, Bodakdev, Ahmendabad, Gujarat 380045
	NORTH EAST NETWORK	Functions at both policy and grassroots levels in Assam, Meghalaya, Nagaland, and is a resource center to access information on policy and practical issues of women's groups all over the north east region, special focus on reproductive health.	J.N. Barooah Lane, Guwahati, Assam (0361) 2631582 <a href="http://www.northeastnetwork.org">www.northeastnetwork.org</a>
	All Bodo Women's Welfare Federation (ABWWF)	It aims to set up a social justice system for women with special focus on tribal women.	Ward no. 10, Daimalu Road, Kokrajhar Assam – 783270 Tel. 271271
	Adithi	Organizing women, dairy farming, sustainable agriculture, poverty eradication, education, health, micro-credit and panchayati raj.	2/30 State Bank Colony II, Bailey Raod, Patna, Bihar – 800014 Tel. 224827
	Initiatives : Women in Development	Organization is involved in research, training, documentation, campaigns, gender oriented al development.	No. 2107, 13 <sup>th</sup> Main Road, Annanagar, Chennai, Tamil Nadu – 600040 Tel. 26222856

## 5-2 List of Reports and References related to Gender

Title	Author	Year	Where to get
<b>Education and training</b>			
Working Group Report of the Development of Education of SC/ST/Minorities/Girls and Other Disadvantaged Groups for 11 <sup>th</sup> Five Year Plan (2007-2012)	Working Group	2007	Planning Commission, Delhi
Sarva Shiksha Abhiyan Tribal Development Plan	Department of School Education and Literacy, Ministry of Human Resources Development	2007	World Bank India
<b>Health and Medicine</b>			
Son Preference and Daughter Neglect in India: What Happens to Living Girls?	Rohini Pande, Anju Malhotra	2006	ICRW, Delhi
Reducing HIV/AIDS Stigma, Discrimination and Gender-based Violence among Health Care Providers in Andhra Pradesh, India	Nata Duvvury, Nandini Prasad	2006	ICRW, Delhi
Improving the Reproductive Health of Married and Unmarried Youth in India: Evidence of Effectiveness and Costs from Community-based Interventions, Final Report of the Adolescent Reproductive Health Program in India	Rohini Pande et al.	2006	ICRW, Delhi
Early Marriage Trap in India: Trading-in the Childhood, Health and Life Choices of Girls	ICRW	2006	ICRW, Delhi
Youth, Gender, Well-Being and Society: Emerging Themes from Adolescent Reproductive Health Intervention Research in India	ICRW Research Update	2004	ICRW, Delhi
The Impact of Unmet Family Planning Needs on Women's Health Evidence from a Research Study in Madhya Pradesh, India	ICRW Information Bulletin	2004	ICRW, Delhi
Staying Alive: First Monitoring and Evaluation Report 2007 on the Protection of Women from Domestic Violence Act 2005	Lawyers Collective, Women's Rights Initiative	2007	UNIFEM South Asia Office, Delhi
IPC Section 498 A Used or Misused?	Center for Social Research	2005	Center for Social Research, New Delhi
<b>Agriculture, Forestry and Fishery</b>			
Gender Issues, Panchayat Raj Institutions, Public Private Partnership, Innovative Finance and Micro Finance in Agriculture	Working Group	2007	Planning Commission, Delhi
Women in Agricultural Development	Indu Grover, Deepak Grover (Eds)	2004	Agrotech Publishers, Udaipur
A Field of One's own- Gender & Land Rights in South Asia	Bina Agarwal	1994	UNDP
<b>Economic Activities</b>			
Women and the NREGA	Institute of Social Studies Trust	2006	Institute of Social Studies Trust, Delhi
Gender Differences in Labor Force Participation in India: An Analysis of NSS Data	Swapna Mukhopadhyay, Suresh D. Tendulkar	2006	Institute of Social Studies Trust, Delhi

Working More for Less	C.P. Chandrasekhar and Jayati Ghosh	2006	Macroscan
Women Workers and Globalization: Emergent Contradictions in India	Indrani Mazumdar	2007	Stree, Calcutta
Women, Paid Work and Empowerment in India: A Review of Evidence and Issues	Sunny Jose	2007	CWDS, Delhi
<b>Others</b>			
Spirituality, Poverty, Charity Brings Widows to Vrindavan	Guild of Service	n.d.	UNIFEM South Asia Office, Delhi
Traffic in persons for commercial sexual exploitation: Legislation, role and effectiveness of the law enforcement and law adjudication machinery - Lawyers' Collective, India, 2003:	Lawyers' Collective	2003	UNIFEM South Asia Office, Delhi
India Forward Moving Strategies for Gender Equality 2008	Sixth South Asia Regional Ministerial Conference COMMEMORATING BEIJING 17-19 January 2008, New Delhi, India	2008	UNIFEM South Asia Office, Delhi

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International Institute for Population Sciences (IIPS) and Macro International, 2007, *National Family Health Survey (NFHS-3), 2005-06, India: Key Findings*, IIPS.

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## **7. Definitions**

### **7-1 Technical Terms**

#### **Gender**

Analytical concept to clarify the social role of men and women and the interrelation between them. Sex (biological) is basically impossible to change, while gender implying the role of men and women and their interrelationship is likely to change according to social notion and sense of values.

#### **Informal sector**

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

#### **WID (Women in Development)**

Concept of development incorporating women's participation into development processes, taking into account that women are active agents and beneficiaries of development.

#### **Reproductive health/rights**

Health/Rights concerning sex and reproduction. To be able to have a safe and satisfying sex life, and to have freedom to decide whether, when and how many children to deliver.

#### **National machinery**

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women as well as supplement organization for women.

#### **Empowerment**

To empower individuals or groups in political, economical and social sense

#### **Affirmative action**

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past

#### **Access and control**

Access is to be able to use resources and services for the economic activity, or to have a right to exercise them. Control is a right to decide how to manage resources and services or to own them.

#### **Reproductive activity**

Activity to “reproduce for the next generation” including to give a birth and raise the children, and to sustain the daily life, for instance, washing and cooking



## **7-2 Indicators**

### **Inflation rate**

Instead, GDP deflator is used.

### **Gini index**

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

### **Percentage of women's income**

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

### **Total fertility rate**

Average number of children whom a woman delivers in her life.

### **Under-five mortality rate**

Annual number of infants who die within 5 years after birth among 1,000 newborn babies.

### **Maternal mortality rate**

Annual number of mothers who die among 100,000 cases of delivery because of pregnancy.

### **Percentage of births attended by trained health personnel**

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives.

### **Percentage of infants with low birth weight**

The rate of newborn children of which the birth weight is less than 2,500 grams.

### **Oral Rehydration Therapy (ORT) use rate**

The rate of children under five years with diarrhea who receive oral rehydration salt or substitute solution.

### **Enrolment ratio of primary and secondary school**

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.