



MULTI-DIMENSIONAL APPROACH FOR EMPOWERMENT - EFFECTIVE STRATEGIES TO FACE PROBLEMS AND CHALLENGES OF WOMEN IN INDIA

M. D. Pradeep* & Deeksha**

* Assistant Professor, Social Work Department, Srinivas Institute of Management Studies, Mangalore, Karnataka

** M.S.W Student, Department of Social Work, Srinivas Institute of Management Studies, Mangalore, Karnataka

Abstract:

Indians learn the essential themes of social and cultural life within the bosom of the family. Women are legal citizens of the country but due to the lack of acceptance from the male dominant society there is a considerable deterioration in their status. Indian women suffered a lot as they were completely devoted inside the family, no share in parental property, lack in medical care, increased infant mortality rates and low priority to education which reduced their growth and deprived rights of equality with men. Women problems and challenges is world-wide phenomena in the developing countries. It is inevitable to create an environment where, women can make independent decisions. Education is the weapon to overcome these inequalities. To bring quick and effective change after independence, Indian Constitution ensured equality, dignity and protection from discrimination. In order to alter the attitude towards segregation of sexes, series of laws were enacted. Now a woman is encouraged to expose herself to outside business. The economic conditions demand participation of women with men in the production process. Free and Compulsory education, Freedom to hold high offices, Political rights to franchise and contest in elections, Spouses sharing a common social life in cities are the recent trends. These positive situations are vanishing the stereotyped mindset of the society. Hence there is a need for empowering women in health care, nutrition, legal aspects, family welfare, and self-employment in the present scenario. This paper focus on the study about empowerment by analyzing emerging problems, welfare programmes, role of education and effects of empowerment

Index Terms: Women, Problems, Equality, Education & Empowerment

1. Introduction:

Among the estimated 1.31 billion Indian population, women constitutes 48.1 per cent (635 million) by the end of 2016. Social practices of Patriotical bias, Powerlessness and dependency deprived women from gender equity and Social justice. It created opportunities for crimes against them which is opposed to reason. Normally, women are vulnerable to health problems, violence, unintended pregnancies, death and disability. In India, government holds the utmost responsibility towards women welfare. The status of women actually reflects the cultural richness and standard of civilization. The legal system of the country should work with efficacy of criminal philosophies to ensure equality. The government adopted multi cultural philosophies to bring women into mainstream. Until 1970, it aimed to promote women welfare, after 1980s for 'Development of Women' and after 1990s for 'empowerment of women'. Swami Vivekananda said that "The Nation which do not respect women can never become great". The Inclusive growth implies a broad based benefit for all in the society. Gender equity is promoted through redressing power imbalances, building confidence to manage their lives by considering human rights and sustainable development. Women

shall be provided with Employment Opportunity with enhancing their capability by providing access to ensure security. In consideration of respect towards women the World has started celebrating 8th March as 'International Women's Day', the Decade between 1991-2000 AD as 'SAARC Decade of the Girl child and Year 2001 as the 'Year of Women Empowerment'.

2. Multi Dimensional Strategies for Empowerment:

Educational Approach:

Autonomous bodies like University Grants Commission (UGC), National Council of Educational Research and Training (NCERT), Central Board of Secondary Education (CBSE) regulate women education system in India. Women Study Centres are started at universities. Institutions like United Nation's International Children's Educational Fund (UNICEF), Indian Council of Social Science Research (ICSSR), United Nations Educational Scientific and Cultural Organisation (UNESCO), Council of Scientific and Industrial Research (CSIR) aids women education in India. After independence, Revolutionary reforms in women education was introduced by the University Education Commission (1948-49), Secondary Education Commission (1952-53), The Central Social Welfare Board 1953, University Grants Commission (UGC) 1956, National Committee on Women Education (1958-59) to frame comprehensive Development Plan, The Scheme for Condensed Course for Adult Women 1958 and Committee on differentiation of Curriculum for Boys and Girls 1961. Representative Women Teachers Ratio of 50 per cent was recognized for primary, middle and high school level of education along with promotional avenues. The Standard for Conducting Research, Science education, Technical education & higher education will be prescribed by the Centre. The equality of women is added in No 12 in the Twenty Point Programme of Development 1986. In Delhi, Directorate of Correspondence courses was opened in 1962, Committee to study the Public Support for Women Education was framed in 1963. Education Commission during 1964-66 suggested some reforms, Committee on Status of Women framed in 1971-74 to examine the implications of constitutional, legal and administrative provisions to improve the social status of women; Primary education act was passed in 1961 in various states through the Constitutional amendment of 1976 by placing education under joint responsibility States & Center.

The Ministry of Human Resource Development (MHRD) was constituted in 1985 to develop school education and literacy in the country through the process of universalisation of education, National Policy on Education was formed in 1986 for the special emphasis on removal of disparities and equalizing educational opportunities by attending to the specific needs of the educationally backward to bring gender equity, National Literacy Mission constituted in 1988 to tackle the problem of illiteracy. Mahila Samakhyia Programme was introduced in 1988 which recognized education as an effective tool for empowerment, Joint Council for Vocational Education (JCVE) 1990 used to monitor the Vocational Training Programmes. Action Scheme of Support to Voluntary Agencies for Adult Education and Skill Development was introduced in 1992. National Council for Teachers Education 1995 was established as a statutory body for planned and coordinated education system. The National Plan of Action for the Girl Child was framed during 1991-2000 to protect and promote the Girl Child. Sarva Shiksha Abhiyan was brought during 2000-2001 to provide universal education by eradicating gender gap in elementary education. Kasturba Gandhi Balika Vidyalaya was started in 2004 for setting up residential schools at upper primary for girls belonging to SC, ST, OBC and Minorities in Educationally Backward Blocks (EBBs). National Curriculum Framework was given in 2005 to frame a common curriculum for all. Model

School Scheme November 2008 aimed to provide quality education to talented Rural Children through setting up 6,000 model schools affiliated to CBSE Board. Incentives for Secondary Education (May 2008) for the SC/ST girls who pass class VIII and between 14-18 years to provide Rs. 3000 which is kept as fixed deposit which could be withdrawn after completing 18 years or upon completion of X Standard. National Means cum Merit Scholarship Scheme (May 2008) to provide scholarship for the meritorious students. Saakshar Bharat (Sept 2009) was taken up to raise the literacy rate to 80 %. Right to Education (April 2010) by The Constitution (Eighty-sixth Amendment) Act, 2002 have inserted Article 21-A to Indian Constitution to provide free and compulsory education of all children between the age group of 6 to 14 years as a Fundamental Right. Beti Bachao Beti Padhao scheme 2016 for preventing gender biased sex selection, and encourage for education.

Health Approach:

The Ministry of Women and Child Development (MWCD) adopted Integrated Child Development Services (ICDS) in 1975, for protecting health of pregnant, lactating women and children below 6 years of age. National Health Policy framed in 1983 by creating a network of comprehensive Primary Health Centres to monitor the elementary health problems with the help of health volunteers and referral system at Community Health Centre. National Nutrition Policy of 1993 aimed to increase the purchasing power of the poor, by providing basic services and to start a security system through which the most vulnerable women and children can be protected. National AIDS Policy of 1997 aimed to prevent the spread of HIV infection by reducing the social impact through the collective efforts of the Government, Non Government, Participatory Rural Institutions. The Population Policy of 2000 focus for medium term target to bring the fertility rate to replacement level by 2010 and long term target of achieving stable population by 2045.

New National Health Policy of 2002 encouraged the Indian Medicines including Homeopathy. National Rural Health Mission (NRHM) constituted in April 2005 to address the health needs of underserved rural areas targeting the health needs of 18 states which had weak public health indicator by linking AYUSH Services with PHCs, CHCs and District Hospitals. The initiative includes Janani Suraksha Yojana (JSY), National Mobile Medical Units (NMMUs), Janani Shishu Suraksha Karyakram (JSSK), Rashtriya Bal Swasthya Karyakram (RBSK) and constitution of District Hospitals and Knowledge Center (DHKC). National AIDS Control Organisation Draft for Review (2008) The National Family Health Survey (NFHS) was initiated in India in the early 1990s to strengthen India's demographic and health database to encourage research capabilities of Indian institutions to meet the country's needs for data on emerging health and family welfare issues. Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG), namely, SABLA promoted health to school girls between 11- 14 years and for girls between 15-18 years for nutrition in 200 districts. Indira Gandhi Matritva Sahyog Yojana (IGMSY) would aimed at improved health and nutrition to pregnant and lactating mothers.

Employment Approach:

In order to compete with the counterparts of women, generating employment opportunity is a milestone. Pradeep M.D. (2015) Banks works as a middlemen to mobilize public savings through channelizing the flow of finance and used for productive purpose. Financial sector regulate to push savings as generated energy for economic growth of the country. Economic growth and security of the nation depends on the secured and protected cyber space of the country. Education of the people to be

safe from the cyber crimes is the need of the day. Pradeep M.D and Rakshitha R.P (2016) Economic empowerment of women is done by the formation of thrift and credit based self-help groups (SHGs) are small voluntary association of people from the same socio-economic background with a purpose of solving their common problems through self help and mutual help at village level. It is a tool to promote rural savings and provide gainful employment.

The collective actions introduce leadership, Strength, reduce risk and external threat. It enables women to overcome the oppression of patriarchy by helping to realize their true potentials which reflect total well being. The micro credit is one of the solutions to promote the quality of life which accelerate the socio-economic development and reduce the rural poverty considerably. Self Help Groups play important role of ensuring good health and empower women within the household as well as in the society. It is linked with Micro-Finance institutions like RMK, NABARD, SIDBI besides private microfinance institutions have helped in generating additional income, jobs and entrepreneurship. Mahathma Gandhi National Rrural Employment Guarantee Schemes and Integrated Rural Development Projects played a vital role in this regard.

Political Rights Approach:

National Documents after Nairobi Conference and The Non Aligned Meet of 1985, have recognized the issues related to the political participation of women their problems and the strategies for empowerment. Political participation does not include mere electoral and administrative process but also includes voting, supporting the political groups, communication with the legislators, dissemination of political views among the electorates and other allied activities. Encouraging women participation in political decision making process is a great challenge due to the lack of civic consciousness, illiteracy, lack of political education and knowledge about the working system of the Government among women. The 73rd and 74th Constitutional Amendment Act (1993) assure reservation of 33.3% seats for women in the local self governments.

Social Approach:

Central Social Welfare Board (CSWB) an autonomous body funded by the Ministry of Women and Child Development for promoting social welfare activities for women, children and differently abled by keeping network with more than 8000 voluntary organizations on the recommendation of State Boards was constituted in 1953. Short Stay Home for Women and Girls was started in 1969 by sanctioning Grants to Voluntary Organisations for the protection and rehabilitation of women facing social, economic and emotional problems. Started Working Women Hostels during 1972-73 to provide safe and cheap accommodation to working women belonging to lower income groups who live away from home for increasing their mobility in employment. Family Counselling Centres (FCC) (1983) to provide counseling, referral and rehabilitative services to women and children who are victims of atrocities, family maladjustment, social ostracism and natural disasters. India's first Nation Wide Programme for rural and The Central Rural Sanitation Programme (CRSP) 1986 under The Ministry of Rural Development was constituted to improve the quality of life of rural people by ensuring their privacy and dignity. National Commission for Women a statutory body at national level was reconstituted in 1992 to safeguards the rights and interests of women by investigating into atrocities and women problems, conducting Lok Adalats, Legal Awareness Camps, and to review women specific legislations to take suo-moto cases on deprivation of rights. Awareness Generation Projects for Rural Poor Women between the age of 20-25 years was taken up to increase their active participation in decision

making. Rashtriya Mahila Kosh (March 1993) a registered society was constituted with the provision of National Credit Fund for Women for micro-finance to start dairy, agriculture, ship keeping, vending and handicrafts. Swa-Shakthi Projects (October 1998) a Central Scheme for Rural Women's of Bihar, Chhattisgarh, Gujarat, Haryana, Jharkhand, Karnataka, Madhya Pradesh and Uttaranchal states for five years with a budget of Rs 186 crores. Swayamsidha an integrated project for constituting Self Help Groups for service, micro-credit and promoting micro-enterprises. National Policy for the Empowerment of Women 2001 to bring about the advancement, development and empowerment of women. Swadhar Greh Scheme (2001-02) launched by the Department of Women and Child Development for the Temporary accommodation, Maintenance and Rehabilitative services to women and girls who are homeless due to family discord, crime, violence, disasters, mental stress and forced sex work. In Swalamban scheme (2003-04) nearly 463 Training Proposals in Computer Programming, Consumer Electronics Mechanic, Garment Making, Handloom Weaving, Handicraft and Embroidery to substitute employment approximately to 71,240 people. Rajiv Gandhi National Creche Scheme (2006) to provide assistance to NGOs for running crèches for infants between (0-6 years) along with sleeping facilities, health care, supplementary nutrition, immunization etc.

National Mission for Empowerment of Women (NMEW) March 2010 constituted by the Ministry of Women and Child Development for integrating various schemes of various departments to achieve consistency at all levels of governance through participatory approach. Priyadarshini (April 2011) central scheme for Livelihood Programme in Mid Gangetic Plains in 13 Blocks spread over 5 Districts in Uttar Pradesh and 2 Districts in Bihar aiming at holistic empowerment of vulnerable women and adolescent girls through Self Help Groups and promotion of improved livelihood opportunities targeting 1,00,000 households for the formation of 7,200 SHGs during 2016-17. Ujjawala (December 2007) a Social Security scheme initiated by Ministry of Women and Child Development for Preventing Trafficking, Rescue, Rehabilitation and Re-Integration of Victims. Gender Budgeting Scheme (2007-12) was launched in XI Plan. The Media Division of the Ministry of Women and Child Development looks after media and publicity affairs through Prasar Bharati, Doordarshan, etc. Grant-in-Aid Scheme for Research, Monitoring and Publication. Widow, Handicap and Old Age Pension Scheme was introduced to provide Monthly Pension of Rs. 500 to the Widows, disabled and older people. Swachh Bharath Mission (Gramin) October, 2014 this scheme aims to attain 100 % open Defecation Free India by 2019. Pradhan Mantri Jan-Dhan Yojana (PMJDY) a National Mission for Financial Inclusion of all the people of the country to ensure access to financial services like Savings Bank Accounts & Deposit Accounts, Remittance, Credit, Insurance, Pension in an affordable manner. Pradhan Mantri Suraksha Bima Yojana (May 2015) a government backed accident insurance scheme in India was introduced. Pradhan Mantri Jeevan Jyoti Bima Yojana (June 2015). The people between the age of 18 to 50 years with the prescribed premium of Rs. 330 per annum. Scheme of Housing for All The government has identified 305 cities and towns in 9 states for beginning construction of houses for urban poor. Skill India (July 2015) scheme to train over 40 crore people in different skills by 2022. Atal Pension Yojana 2015 (APY) for every contribution made to the pension fund, The Central Government would also co-contribute 50% of the total contribution or Rs. 1,000 per annum, whichever is lower, to each eligible subscriber account, for a period of 5 years. The minimum age of joining APY is 18 years and maximum age is 40 years. Pradhan Mantri Ujjawala Yojana (PMUY) 2016 Prime Minister Narendra Modi launched Rs. 8000 crore

scheme to provide 5 crore free LPG connections in the name of the women members of BPL households.

3. Methodology of the Study:

This study is descriptive by nature and the researcher used primary sources of data from the data bases of government approved agencies and secondary informations from text books, journals, news papers, articles, government reports etc.

4. Analysis and Discussion:

The empowerment of women in India is highly unbalanced due to huge gap between literate women who are economically independent having better way of life and who live under distress conditions. However, Indian women still face discrimination in the form of either denial of equal pay or partly payment when compared to men at work. The legal right of a woman pertaining to equal pay at the work place remains unaddressed most of the time as very few women are confident enough to complain. Women working in the night shift are more vulnerable to harassment due to the peoples disrespect to law. Many are often deprived of promotions and growth opportunities at certain instances. According to survey result conducted by ASSOCHAM covering 1000 women professionals, Majority 80 % of the households expect their daughters-in-law to prioritize household requirements over the official work. Further, many of them are physically and psychologically abused, by their in-laws and husband but they do not complain particularly when they have children.

The government should ensure social, economic and political empowerment to women through protecting the rights, promoting participation by adopting comprehensive gender responsive measures at all levels. Priority shall be given to frame policy measures and gender budgeting. In many cases specific provisions for development of women has failed to bring women development par with man.

Progress in Literacy:

Although the country is focusing towards achieving the goal of universal primary education, the poor quality of education has left girls remaining in government institutions to be less competitive because of lack of skills to meet her future needs in life. According to census report the literacy rate grew from 18.33 % (1951), to 28.30 % (1961), 34.45 % (1971), 43.57 % (1981), 52.21 % (1991), 64.84 % (2001) and 74.04 % (2011). Overall Literacy rate has grown by 9.2 % from 64.84 % in 2001 to 74.04 % in 2011. Female literacy rate increased 10.97 % from 53.67 % in 2001 to 64.64 % in 2011.

Number of illiterates (7+ age group) decreased from 304.10 million in 2001 to 282.59 million in 2011. Gender disparity in literacy rates declined by 5.34 % points from 21.59 % in 2001 to 16.25 % in 2011. Pradeep M.D. & Aithal P.S. (2015) Team centric learning exercise & key point pedagogy model introduced by Mr. Pradeep can be used at higher education to improve the slow learners. This model will inter-link learning environment, Pedagogy, and Interest of learners thereby improve learning abilities of the average and slow learners systematically.

Progress in Health:

According to National Family Health Survey 4 (2014-15) which is designed to provide information on population, family planning, maternal and child health, child survival, sexually transmitted infections (STIs), reproductive health, and nutrition in India. Use of emergency contraception in the HIV prevalence adult women and men at the national level focusing 11 State/UTs. More than half of the children in 10 out of 15 states are still anemic. It also showed that more than half of women were anemic in eleven states. 13 States like Andhra Pradesh, Bihar, Goa, Haryana, Karnataka, Madhya Pradesh, Meghalaya, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, West Bengal

and two Union Territories of Andaman and Nicobar Islands and Puducherry show improvements in maternal health, child health and nutrition. 15 States/Union Territories indicate that fewer children are dying in infancy and early childhood. After the last round of National Family Health Survey in 2005-06, infant mortality has declined in all first phase States/Union Territories for which trend data are available. All 15 States/Union Territories have rates below 51 deaths per 1,000 live births, although there is considerable variation among the States/Union Territories. Infant mortality rates range from a low of 10 in Andaman and Nicobar Islands to a high of 51 deaths per 1000 live births in Madhya Pradesh. The Integrated Child Development Schemes (ICDS) machinery is still to gear up to meet the challenges of an HIV positive pregnant or lactating mother and her child.

Progress in Social Measures:

Government of India has stepped up for inclusive growth by launching schemes affecting women welfare like Rural Infrastructure(Bharat Nirman), Employment (Mahatma Gandhi National Rural Employment Guarantee Scheme 2005-06), Regional Development (Backward District Development Program), Education (National Literacy Mission and Sarva Shikshan Abhiyan), Rural Health(National Rural Health Mission 2006-06, Janani Suraksha Yojana 2006-07, Total Sanitation Campaign, Mid Day Meal 2008-09, Integrated Child Development Services 2008-09), Agriculture (National Horticulture Mission 2005-06) and Urban Infrastructure (National Urban Renewal Mission), Empowerment (National Rural Livelihood Mission 2010-11) For Existing Government Interventions (Refer Table 01).

Table 1: Existing Government Interventions (Listed by Life Cycle Focus Area)

Beneficiaries	Schemes
Pregnant & Lactating Mothers	ICDS, RCH-II, NRHM, JSY, Indira Gandhi Matritva Sahyog Yojana, (IGMSY)- The CMB Scheme
Children 0-3 Years	ICDS, RCH-II, NRHM, Rajiv Gandhi National Creche Scheme.
Children 3-6 Years	ICDS, RCH-II, NRHM, Rajiv Gandhi National Creche Scheme, Total Sanitation Campaign (TSC), National Rural Drinking Water Programme (NRDWP)
School going Children 6-14 Years	Mid Day Meals, Sarva Shikshan Abhiyan
Adolescent Girls 11-18 Years	Rajiv Gandhi Scheme for the Empowerment of Adolescent Girls (RGSEAG), Kishori Shakti Yojana, Total Sanitation Campaign (TSC), National Rural Drinking Water Programme (NRDWP)
Adults	MGNREGS, Skill Development Mission, Women Welfare & Support Programmes, Adult Literacy Programme, TPDS, AAY, Old & Infirm Persons Annapurna, Rashtriya Krishi Vikas Yojana, Food Security Mission, Safe Drinking Water and Sanitation Programme, National Horticulture Mission, National Iodine Deficiency Disorders Control Programme (NIDDCP), Awareness Creation Programme, Nurtition Education & Extension, Bharat Nirman, Rashtriya Swasthya Bima Yojana.

Source: Adopted from overcoming the curse of Malnutrition in India: A Leadership Agenda for Action, Coalition for Sustainable Nutrition Security in India, First Edition, September, 2008.

Intensity of Crimes Against Women:

These are the crimes which victimize women by creating physical or mental threats. Among the registered cases under crimes against women in India during 2001-14 crimes like Rape, Kidnapping, Abduction, Dowry Deaths, Assault with the intent to outrage her modesty, Insult to the modesty of women, Cruelty by husband or his relative regarding dowry have increased in 14 years and crimes like Importation of girls from foreign countries, Immoral trafficking and Indecent representation of women have considerably decreased. Sati cases are not reported during these periods. Refer (Table No. 02)

Table 2: Cases Registered under Crimes against Women in India between 2001- 2014

S.No	Crime	Year (2001)	Year (2014)	Variation	Remarks
1	Rape	16075	36975	+20900	Increased
2	Kidnapping & Abduction of Women & Girls	14645	58492	+43847	Increased
3	Dowry Deaths	6851	8501	+1650	Increased
4	Assault on women with intent to outrage her modesty	34124	82620	+48496	Increased
5	Insult to the modesty of Women	9746	9796	+50	Increased
6	Cruelty by Husband or his relatives	49170	123245	+74075	Increased
7	Importation of Girls from Foreign Country	114	13	-101	Decreased
8	Immoral Traffic (P) Act	8796	2756	-6040	Decreased
9	Dowry Prohibition Act	3222	10146	+6924	Increased
10	Indecent Representation of Women (P) Act	1052	47	-1005	Decreased
11	Commission of Sati (P) Act	0	0	Nil	Normal
12	Total Crimes against Women	143795	341002	+197207	

Source: National Crime Bureau Report 2014.

Progress in Political Participation:

Even though the number of voters has been constantly rising, women are socially and politically excluded at the decision making levels. It is also found that the average representation of women MPs (12.15 %) is higher than the Women MLAs (9 %). The following initiatives are sought as a remedy for all the problems pertaining to women in political field like organizing Mass awareness programmes about gender equity and positive discrimination for women, promotion of more women through the field level executives in the village levels into public domain, organizing Skill up gradation through various training, Imparting political education to Rural women by the Government Agencies and Voluntary Organisations and sensitization about women role and responsibility in the decision making process. Unfortunately, women are underrepresented in the organs of government like legislature, executive and judiciary.

The number of Women MPs increased at the three fold ratio from 22 with 4.50 % (1st election) to 66 with 12.15 % (16th election) shown a remarkable journey of women to the lower house of the parliament. Even though the increase was found to be steady, exceptions were sought in 6th Election held in 1977 with only 3.51 %, 9th Election of 1989 with 5.48 % and 14th Election of 2004 with 8.29 %. (Refer Table 03). Consistently the success rate of women candidates was higher than the male in all the elections. In 1971, against 18 % of men, women achieved 34 %. In the 2014 Lok Sabha election, women achieved 9.3 % over 6.4% achieved by men. We can list few achievers in the political sphere who have reached to highest glory like Mrs. Indira Gandhi who become India's Prime Minister at the helm of affairs. Ms. Jayalalitha and Ms. Mamtha Banerji become the ideals for women by becoming The Chief Minister of the Tamil Nadu and West Bengal respectively for the second time In the State Legislature Election held in 2016. Smt. Sushma Swaraj hold the position of Minister for external affairs and Smt. Smrithi Irani the Minister for Human Resource Development, Government of India, Smt. Menaka Gandhi Indian union cabinet minister for women and child development, Smt. Sonia Gandhi is the President of Congress Party etc. Voting is the basic activity by which the citizens get assimilated in the political process. The women voting is recorded as (1977) 54.96 %, (1980) 51.22 %, (1984) 58.6 % and (2014) 47.62 %. Still there are many barriers to be bypassed strategically. According to Study commissioned by the Ministry of Panchayath Raj (2008) 50 % of the Elected Women Representatives in the country had not received any training after being elected and 45 % of former women Pradhans has not contested for the second time due to the lack of efficiency and results in their positions.

Table 3: Women Representation in Lok Sabha in the General Election

General Election	Year of Election	Total Women Members	Percentage
First	1951	22	4.50%
Second	1957	22	4.45%
Third	1962	31	6.28%
Fourth	1967	29	5.58%
Fifth	1971	28	5.41%
Sixth	1977	19	3.51%
Seventh	1980	28	5.29%
Eighth	1984	43	7.95%
Ninth	1989	29	5.48%
Tenth	1991	39	7.30%
Eleventh	1996	40	7.37%
Twelfth	1998	43	7.92%
Thirteenth	1999	49	9.02%
Fourteenth	2004	45	8.29%
Fifteenth	2009	59	10.87%
Sixteenth	2014	66	12.15%

Source: Data compiled by Factly team from the statistical reports of the Election Commission of India.

Progress in Economic Participation:

Increased support for women SHGs in the National Rural Livelihood Mission and Mahatma Gandhi National Rural Employment Guarantee Act by providing a share of 115.54 (53%) crore for women during 2013-14 is a positive development. Problems

like under the Integrated Rural Development Projects (IRDP) women were not availed with loan facility for the secondary or tertiary sectors but included under primary sectors for availing loan for cows, sheep or goats which used to perish during famine leaving women beneficiaries under a huge debt without any income. According to the census report of 2011 the economic participation of women has reached to 25.6 % (Refer Table No-04). But women shall be provided with equal right over property. A women comes in contact with joint family property, coparcenary property, self acquired property, women's property of Stridhan under the Hindu Law, limited estate etc. Hindu Succession Act, 1956 abolished the concept of limited estate of women and established absolute right in the property. Over any movable or immovable property acquired at or after the marriage, or by her own skill or by purchase or by prescription, or any property held by her as 'Stridhan'. Women will no longer be disinherited on the ground of unchastity.

Table 4: Work participation in India

Total Work Participation in India as on 2015			
S.No	Category	Number	Rate
1	Total Persons	402,234,724	39.1
	Males	275,014,476	51.7
	Females	127,220,248	25.6
Main Workers			
2	Persons	313,004,983	30.4
	Males	240,147,813	45.1
	Females	72,857,170	14.7
Marginal Workers			
3	Persons	89,229,741	8.7
	Males	34,866,663	6.6
	Females	54,363,078	11

Source: Census Survey Report 2011

Progress of Strategic Plans through Five Year Plans:

Government introduced the Five Year Strategic plans in the country to initiate greater economic participation from women. Each plan focused on specific issues like first plan for establishing autonomous bodies for women welfare, second plan tried to encourage women employment, third and fourth plan aimed at women education, fifth plan focused on skill development, sixth, seventh and eighth plan focused on development and ninth and tenth plans focused on women empowerment, Eleventh plan aimed at gender equity and Twelfth plan for dignity and equality of women. The Highlights of Five year plan for women is shown in (Refer Table No-05)

Table 5: Highlights of Five year Plan focusing on women welfare

S.No	Five Year Plan and Year	Initiatives	Effect
1	First Plan (1951-56)	Central Social Welfare Board established in 1953	Mahila Mandals or Women Clubs
2	Second Plan (1956-61)	Organising women as workers	Protection against Hazardous work, Maternity benefit, Creche for Children.
3	Third Plan (1961-66)	Female Education	Expansion of Rural Welfare Services, Condensed Courses, Health Education, Nutrition and Family planning.

4	Fourth Plan (1969-74)	Education	Family Planning
5	Fifth Plan (1974-78)	Functional Literacy	Child care, Nutrition , Health care , Home Economics
6	Sixth Plan (1980-85)	Women Development	Multi-disciplinary approach in Health, Education and Employment.
7	Seventh Plan (1985-1990)	Economic and Social Development	'Beneficiary- Oriented Schemes' (BOS)
8	Eighth Plan (1992-1997)	Human Development	Enable women to function as equal Partners and Participants in the Development Process.
9	Ninth Plan (1997-2002)	Empowerment of Women	'Women's Component Plan' (WCP) - 30 per cent of funds/benefits flow from all the general Development sectors.
10	Tenth Plan (2002-2007)	Empowerment of Women	Social Empowerment, Economic Empowerment and Gender Justice
11	Eleventh Plan (2007-2012)	Gender Equity	Heterogeneous intervention considering diversity in Castes, Classes, Communities, Economic Groups, Geographic and Development Zones.
12	Twelfth Plan (2012-2017)	Dignity and Equality of Women	Creating structural and Institutional Mechanisms.

Source: Planning Commission, Government of India.

5. Conclusion:

India is the fastest growing country in the globe with the growth rate of 8 per cent. Only through the Equal partnership of women in development process can maintain sustainability. To build potential community with welfare the world started recognizing 1975 as the 'International Year of Women' as per the National Plan of Action for Women 1976. The Government emphasized on women health, education and employment. Women must attain social, political and economic excellence through integrated approach towards health and education. The country should promote equal participation of women and men, inculcate responsible parenthood, healthy life, maintain peace and order by eliminating all forms of exploitation. Women suffer from many disadvantages as compared to men hence; the process of women empowerment should build their self-esteem, gender equity, employment opportunities, land rights, legal aid and freedom. According to Parvathy Appaiah et al. (2015-16). The government began to direct its effort towards mainstreaming of women into the national development process by enacting various legislations to ensure equality, social justice and fraternity. Pradeep M.D. (2016) In spite of laws, women even today do not claim the right over the property due to the orthodox mindset and simply waive the justifiable right against their brothers just for the happiness of the family. Collective efforts of the people should evolve from each family and spread throughout which depicts the path towards happiness for all. The condition of women working in Unorganised sectors are miserable. Creation of awareness is required relating to health, family-life, nutrition, child care, home-management, women's rights, civil responsibilities among the rural people. Reforms to enhancing Personal Income Tax exemption limit to women who are

taking care of aged family members, Exemptions of Tax for child care and Self Help Groups and Women's Cooperatives, Review of Pension and Post Retirement Benefit Schemes need to be taken. In spite of the progress made over the years, Gender sensitivity should be attained in public finance, trade and fiscal policies. Possibilities of denial of registration of cases by the police, inadequate investigations, delays in judicial process need to be checked. Extensive reforms in judicial mechanisms for responsive, sensitive administration of justice need to be attained. Policies need to be implemented as per the research result evaluation. Government should build transparent legal system with required infrastructure, dedicated personnel. The support services like shelter homes, medical facilities, counseling services, legal aid programmes should be further strengthened. Plug the loopholes of related laws by creating enabling environment for women to live happy.

6. References:

1. A Leadership Agenda for Action, Coalition for Sustainable Nutrition Security in India, First Edition, September 19, 2008.
2. Carol Chapnick Mukhopadhyay and Susan Seymour, 'Women, Education and Family Structure in India', West View Press, Boulder, Page Number 37-57.
3. Census Survey Report 2011.
4. Ministry of Panchayath Raj Report (2008)
5. Neeta Tapan, 'Need for Women Empowerment', Rawat Publications, Jaipur and New Delhi, Page Number 47-51, 2000.
6. National AIDS Control Organisation, Government of India, Mainstreaming Gender in HIV Programmes, Draft for Review. March 19, 2008.
7. National Family Health Survey, NFHS-4, Reports. International Institute for Population Sciences, Mumbai, 2014-15.
8. National Crime Bureau Report 2014.
9. Parvathy Appaiah, Shankar Rao & Jayanthi P. Shenoy, Human Rights, Gender Equity and Environmental Studies, Jai Bharath Prakashana, Mangalore, Tenth Edition, pp. 37-103, 2015-16.
10. Planning Commission, Government of India.
11. Pradeep M.D. & P.S. Aithal, "Learning through Team Centric Exercise & Key Point Pedagogy-An Effective Learning Model for Slow Learners in Social Work Higher Education Training", International Journal of Multidisciplinary Research and Development, Volume: 2, Issue: 9, e-ISSN: 2349-4182, Page Number 265-270, Sep 2015.
12. Pradeep M.D., "Impact of Information Technology in Banking-Cyber Law and Cyber Security in India", International Journal of Management, IT and Engineering, Vol. 5, Issue 7, ISSN 2249-0558, Page Number 411-428, July 2015.
13. Pradeep M.D. & Rakshitha R.P., "Women Empowerment through Self Help Groups-Interventions towards Socio-Economic Welfare", International Journal of Management, IT and Engineering, Vol. 6, Issue 1, ISSN 2249-0558, Page Number 424-441, Jan 2016.
14. Pradeep M.D, "A study on Social Justice to Women through Judicial Activism in India, Deeksha, Bi Annual Journal of Social Work, Vol 13, No 1, ISSN 2250-3919, Page Number 63-79, February 2015.
15. Pradeep M.D. "Legal and Policy Framework on women welfare: An inclusive Growth Strategy" in Pearl Multi-disciplinary Bi Annual Research Journal, Volume 2, No. 1, ISSN 2394-0352, Page Number 08-18, February 2016.
16. Statistical Reports of the Election Commission of India.