

# **TOWARDS EQUALITY: WOMEN AND DEVELOPMENT**



**Chief Editor  
Dr. Indira Shukla**

## **TOWARDS EQUALITY: WOMEN AND DEVELOPMENT**

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## Vinod Tawde

Minister

School Education & Sports, Higher & Technical Education, Medical Education,  
Marathi Bhasha, Cultural Affairs  
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Date: 17.03.2016

### MESSAGE

Empowerment of Women begins with creating an environment and a culture of thoughts that truly sees women as equal, that when we contribute to our Nation's progress in the real sense. To inculcate these values in one's personality, it is important that the grooming is done from early on and educational institutions and educators can play a highly significant role in this process.

I was pleased to hear about the organisation of two days national seminar on 'Towards Equality, Women and Development' by GES's College of Education and Research. I extend my best for the success of this seminar and hope such events contribute to the insightful learning among the students.

All the best for all future endeavors.

Thank you!

Yours,

(Vinod Tawde)

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**Pankaja Gopinath Munde**



**MINISTER FOR  
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Date: 8<sup>th</sup> March, 2016.

**Message**

I am glad to know that Women Development Cell of GES's College of Education and Research, Parel, Mumbai is organizing Two Days National Seminar on 'Towards Equality, Women & Development' sponsored by National Commission for Women, New Delhi on March 26-27, 2016.

Marginalization of women in all fields of development has been serious issue. Government, NGOs and other social agencies have recognised the importance of addressing gender disparities in all walks of life. Gender disparity can be best handled through education. Inequalities due to ignorance, unhealthy traditions and lack of information have been major obstacles in empowerment of women. For spreading awareness about welfare schemes, health care issues, legal support system and entrepreneur skills for empowering women.

I hope that scholars participating in the Seminar would have a meaningful deliberation on the theme of the Seminar 'Towards Equality, Women & Development'

I convey my Best wishes for the success of the Seminar.

**(Pankaja Gopinath Munde)**

## Forward



Woman constitutes almost 50% of the world's population. It is, therefore, quite proper to provide women equal opportunities in all respects as are available to the men. In the Western Societies and in India both male and female are given equal rights. But India is still riddled with gender discrimination and all allied issues.

India has more than 5 lakh villages and the situation in rural India if compared with urban centers is more bleak and women are suffering because of improper and inadequate attention to their problems. Despite right government policy for women, certain section among women are lagging far behind and particularly women with social and economic weak background as also physically challenged women-mental/physical, or economic-are still not getting their due place in Society. Schools were set up by Gokhale Education society in Adivasi areas of Maharashtra as early as 1920 and developed as quality education centers. First Agriculture school was set up for Adivasis in 1920 at Bordi, the Foundation of which was laid by Smt. Kasturba Gandhi Ashram Schools were than set up and First Krishi Vidgyan Kendra in India was set up in 1970 at Kosbad, Kainad.

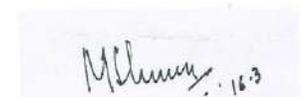
External liberal degree education for women was started by our Society in Nasik in 1955 and the Society started First Teacher Training College in 1969 at Sangamner & also in Girangaon Area. It provided quality education at all levels and in all sectors – urban, semi-urban and rural areas and today Society has 121 Institutions as such. The Society was first to provide free education to down-trodden, under privileged and the Scheduled Caste/ Tribe pupils.

The Society established a full fledged women's college with six different faculties, i.e. Arts, Fine Arts, Visual Arts, Home Science, Commerce and Computer Science & Management as early as 1983, which caters today to 1500 girl-students and has proved to be very creative & innovative venture with Post Graduate Teaching & Research status. The college has a track record and performance for faculty of Fine Arts, particularly for Music. This year, at M.A. (Music) 3 Students of this college have secured 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> position at the All India Level.

Various issues pertaining to Women can be addressed only if quality Higher Education, both at Vocational & Liberal level is available, providing skills & entrepreneurial traits to them making them not only employed but self-employed & creative. This conference in which the Scholars & Experts are participating will throw new light in this context.

I hope this conference will result in coming up with discussion and solutions for issues pertaining to women holistic development and strategies to handle their issues.

I wish the conference all success.

A handwritten signature in black ink, appearing to read 'M. S. Gosavi', with a date '16/3' written below it.

**SIR Dr. M. S. Gosavi**  
International Educator

*From the Desk of the Chairman – Gokhale Education Societ, Nashik.*



## **WOMEN EMPOWERMENT – THE POWER OF PARTY**

The world would be a much richer place if more women had paying jobs.

John Riverse a comedian who died last year, did not let chores set in the way of a career in show business “I hate house work” she joked. “You make the beds, you do the dishes and six months later, you have to start all over again.

An escape from unpaid drudgery into paid work seems distant prospect for millions of women. In south Asia for instance, women carry out up to 90% of unpaid care work including cooking, cleaning and looking after children and the elderly. They are far less visible than men in work outside the home. Women make up less than a quarter of the paid work force in India and account for just 17% of GDP a measure of output that includes unwaged work. By contrast women contribute 41% of GDP in china.

A new report from McKinsey Global Institute (MGI) a think – thank underlines how gender inequality in work and society is itself distributed unequally across the world. The number crunchers at MCKensey calculated gender parity scores gauges of how women fare at work and in society in comparison with men covering over 90% of the world’s population. They reckon south Asia (India excluded) is the global laggard with a score 0.44 (a score of one represents perfect parity between the sexes) Richer parts of the world do a lot better but are still a long way from complete gender equality.

North America and Oceania the best ranked region has a score of 0.74.

It is hard to put a number on the social costs of this but the MCK in say folk take a stab at estimating the loss economic output that goes with it.

Other studies find that countries could boost their GDP by 5.20% if women’s participation in the work force was on a par with men’s. But that captures only part of the lost output. Even in rich bits of the world where women are close to half the paid work force they tend o work fewer hours than men and in jobs with lower productivity, not to mention lower pay, as result of pure discrimination.

If the gender gaps in participation, hours worked and productivity were all bridged the world economy would be dollar 28.4 Trillion (or 26% ) richer.

Mekinsey reckons. The potential gains few are proportionately greater in places where fewer women are in paid work.

India for instance would be 60% richer.

A more realistic target is for is countries close their gender gaps at the rate achieved by the country in their region with the best recent record in this respect. That would add dollar 12 Trillion to global output by 20-25% according to Maxknsey's calculations, other things being equal (with they almost carainly will not be) The polices that would quicken a closing of the gender gap at work. Such as keeping girls at school for longer and providing better legal protection for women are in the gift of government women whose level of education is on par with men are more likely to find well paid jobs in technical professions.

They are also more likely to share unpaid work more equitably with men or at least to able to claim as River did, that the dulllest chores can wait for another six months.

- Self Harm
- Potential GDP increase with gender-equality : 20.14%
- Female labour participation rate.
- India-27
- Middle East and North Africa-24
- South Asia ( Excluding India )-43
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**Prin. S. B. Pandit**  
Chairman  
Gokhale Education Society  
Nasik.

## Preface



Empowerment means moving from a weak position to execute a power. It is the aptitude to achieve change and make significant choices. In the gender context, it refers to self dependence by providing the way to all the freedom and opportunities, which they were deprived of in the past only become their 'Gender'. It is the capacity to have the access to the assests needed for a decent living. The ability to live healthy life, which is again ability to be knowledgeable. The focus here is on those achievements that point to a better capacity for women to inquire, evaluate and take steps on the structures of constraints in their lives. Women Empowerment involves issues like a) How women make out themselves in society, b) How they are treated by the society, c) What abilities they have to make key decisions on matters relating to themselves and their children, d) What role do they have in decision making in the family. All these aspects cannot be achieved without proper and adequate womens education especially at the higher level.

This edited book covers the peer reviewed of scholars from all over India in total 66 chapters on four sub themes. The subtheme are 1) Role of health and nutrition in women empowerment. 2) Gender disparity in educational employment. 3) Discrimination of disadvantage group on the basis Physical /Mental /Social status. 4) Women and Entrepreneurship.

The main objectives of this ebook is to create awareness among participant for role of health and nutrition in women empowerment, to initiate a dialog on gender disparity in Educational Employment and access to finance, to create awareness among participants for the role of women in entrepreneurship, to have panel discussion on discrimination of disadvantage group on the basis Physical/Mental/Social Status.

The editorial board would like to thank **Hon'ble Vinod Tawade**, Minister, School Education & Sports, Higher & Tecchnical Education, Medical Education, Marathi hasha, Cultural Affairs Maharashtra State and **Hon'ble Pankaja Gopinath Munde**, Minister for Rural Development for Water Conservation, Women and Child Development, Empolyment Guarantee Scheme, Government of Maharashtra, Mantralaya, Mumbai for their Messages **SIR M. S, Gosavi**, Secretary, Gokhale Education Society, Nashik for giving his valuable forward and the best wishes. **Prin. S. B. Pandit** for the thoughts on Women Empowernemt. We also thank to the National Commission for Women, India who had sponsored this National Seminar.

**Dr. Indira Shukla**  
**Chief Editor**

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## ROLE OF HEALTH AND NUTRITION IN WOMEN EMPOWERMENT

### ROLE OF HEALTH AND NUTRITION IN WOMEN EMPOWERMENT

**Dr. Jayprabha Asore**

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#### ***Abstract***

*The fundamental right to the highest attainable standard of health, including physical, mental and social well-being has been recognized in many global, regional and national declarations and charters. There is now substantial evidence that healthy populations are a foundation for sustainable social, economic and environmental development and for peace and security, and vice versa. However, despite many advances over the previous decades, large numbers of disadvantaged people still suffer ill health, with thousands dying every day from preventable causes. Women and children from underserved communities bear a particularly high burden of preventable disease and death. Post 2015 discussions have noted that improvements in population health will require Nutritional status and the empowerment of women have massive implications on the physical and mental development of their children. We explore the role of nutrition of women and children in the household and further posit the importance of the mother's human capital. Increases in women's human capital positively affect the efficiency of management and the allocation of other inputs for household production, especially for staples, vegetables and poultry. A model for human capital is postulated in which the primary input variables are the education of men, the education of women, health, training and a mother's human capital. Due to the amplifying and intergenerational benefits of women's human capital, we find that investments in women's capital have greater positive benefits and implications for long-term food security and economic development than traditional academic models credit*

**Keywords:** *nutrition, food insecurity, women's empowerment.*

## **Introduction**

Nutrition is crucial for the fulfillment of human rights – especially those of the most vulnerable children, girls and women, locked in an intergenerational cycle of multiple deprivation. It constitutes the foundation for human development, by reducing susceptibility to infections, reducing related morbidity, disability and mortality, enhancing cumulative lifelong learning capacities, and adult productivity. It is critical to prevent under nutrition, as early as possible, across the life cycle, to avert irreversible cumulative growth and development deficits that compromise maternal and child health and survival, achievement of optimal learning outcomes in education and gender equality.

## **Underlying Causes**

There is plenty of evidence that the lower status of women in society is among the basic underlying causes of maternal malnutrition and women's poor health.

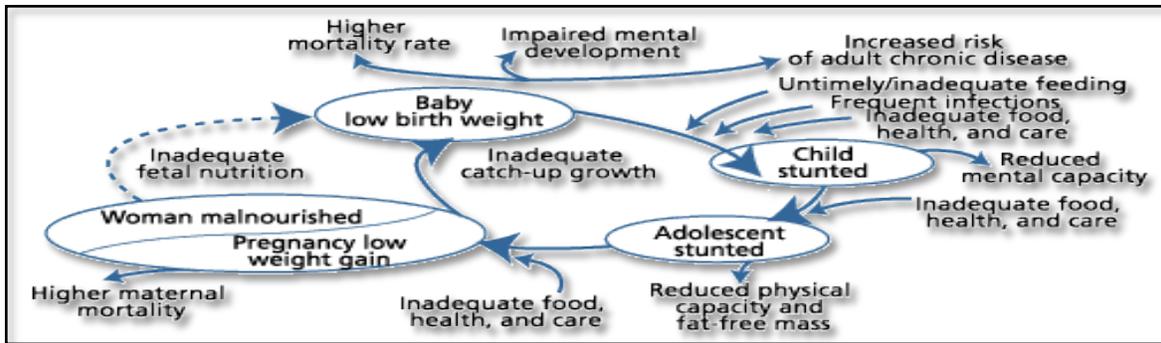
Lower status of women is well reflected in the fact that many societies prefer boys to girls, offer better education and job opportunities to men, pay women less for the same work, and often see them in less prestigious jobs with very little access to decision-making. In the poor rural areas of developing societies, women have a higher share of illiteracy, overwork, under nutrition as well as loss of traditional support systems and the burden of heading the household due to accelerating male migration.

Women's status defines their position in society. It is both their standing as well as the perception in society as to where they actually belong. Women's status is often characterized through a set of social, political and economic indicators:

1. The group of political indicators consists of: (a) legal entitlements; (b) participation in the political process; and (c) authority through holding offices either via election or by appointment.
2. Indicators of economic position include: (a) participation in labour force; (b) job security; (c) wage rates; and (d) education and specialization.
3. Indications of social position are: (a) marital relations; (b) maternity benefits; and (c) divorce, child custody and child care.

Historically, poorer women have had to work and have received few societal benefits. Interestingly enough, what is known about women is based on records and thoughts of men. It was only in the 18th century that women began to organize themselves around the issues of their own concerns. Their situation at that time has been described as fragile, domestic and dependent. Important progress in the last ten years includes the following.

**First**, the state of knowledge and information on the conditions of women in the world has improved dramatically. **Second**, the role and contribution of women to national development, family life and societal welfare is now much better documented and understood. In other words, the links between women's status and national development are clearer now. Therefore, women and women's advocates can be much more effective in defining women's issues and placing



them on the national and international agenda. **Third**, substantial experience has emerged in numerous countries in dealing with women's issues from a variety of perspectives. Already, good beginnings have been made in many countries, and through persistence and hard work, much more could be achieved.

Malnutrition, defined as ill health caused by deficiencies of calories, protein, vitamins, and minerals interacting with infections and other poor health and social conditions, saps the strength and well-being of millions of women and adolescent girls around the world. [In this brief, the term malnutrition will refer to conditions of nutritional deficiency, including under nutrition and micronutrient deficiencies, though malnutrition actually also relates to problems of nutritional excess.]

Although malnutrition's effects on this group have been recognized for decades, there has been little measurable progress in addressing the specific nutritional problems of women and adolescent girls. Ignorance about the symptoms of malnutrition, such as the lethargy and depression caused by iron deficiency, may be dismissed as "normal" or unimportant, further exacerbating the problem. Adequate nutrition, a fundamental cornerstone of any individual's health, is especially critical for women because inadequate nutrition wreaks havoc not only on women's own health but also on the health of their children. Children of malnourished women are more likely to face cognitive impairments, short stature, lower resistance to infections, and a higher risk of disease and death throughout their lives.

### Poor Nutrition throughout the Life Cycle

Source: Adapted from the ACC/SCN-appointed Commission on the Nutrition Challenges of the 21st Century.

Malnutrition poses a variety of threats to women. It weakens women's ability to survive childbirth, makes them more susceptible to infections, and leaves them with fewer reserves to recover from illness. HIV-infected mothers who are malnourished may be more likely to transmit the virus to their infants and to experience a more rapid transition from HIV to full-blown AIDS. Malnutrition undermines women's productivity, capacity to generate income, and ability to care for their families.

Addressing women's malnutrition has a range of positive effects because healthy women can fulfill their multiple roles — generating income, ensuring their families' nutrition, and having healthy children — more effectively and thereby help advance countries'

socioeconomic development. Women are often responsible for producing and preparing food for the household, so their knowledge — or lack thereof — about nutrition can affect the health and nutritional status of the entire family. Promoting greater gender equality, including increasing women's control over resources and their ability to make decisions, is crucial. Improving women's nutrition can also help nations achieve three of the Millennium Development Goals, which are commonly accepted as a framework for measuring development progress (see Table 1). This brief discusses the importance of improving women's nutrition and suggests policy options for achieving positive change.

### **How Nutrition Affects Women**

Women are more likely to suffer from nutritional deficiencies than men are, for reasons including women's reproductive biology, low social status, poverty, and lack of education. Sociocultural traditions and disparities in household work patterns can also increase women's chances of being malnourished. Globally, 50 percent of all pregnant women are anemic, and at least 120 million women in less developed countries are underweight.<sup>2</sup> Research shows that being underweight hinders women's productivity and can lead to increased rates of illness and mortality. In some regions, the majority of women are underweight: In South Asia, for example, an estimated 60 percent of women are underweight.

Many women who are underweight are also stunted, or below the median height for their age. Stunting is a known risk factor for obstetric complications such as obstructed labor and the need for skilled intervention during delivery, leading to injury or death for mothers and their newborns. It also is associated with reduced work capacity. Adolescent girls are particularly vulnerable to malnutrition because they are growing faster than at any time after their first year of life. They need protein, iron, and other micronutrients to support the adolescent growth spurt and meet the body's increased demand for iron during menstruation. Adolescents who become pregnant are at greater risk of various complications since they may not yet have finished growing. Pregnant adolescents who are underweight or stunted are especially likely to experience obstructed labor and other obstetric complications. There is evidence that the bodies of the still-growing adolescent mother and her baby may compete for nutrients, raising the infant's risk of low birth weight (defined as a birth weight of less than 2,500 grams) and early death.

### **Iron Deficiency and Anemia**

Iron deficiency and anemia are the most prevalent nutritional deficiencies in the world. The body uses iron to produce hemoglobin, a protein that transports oxygen from the lungs to other tissues in the body via the blood stream, and anemia is defined as having a hemoglobin level below a specific level (less than 12 grams of hemoglobin per deciliter of blood [g/dl] in nonpregnant women; less than 10 g/dl in pregnant women).<sup>4</sup> Most women

who develop anemia in less developed countries are not consuming enough iron-rich foods or are eating foods that inhibit the absorption of iron. However, malaria can also cause anemia and is responsible for much of the endemic anemia in some areas. Other causes of anemia include hookworm and schistosomiasis, HIV/AIDS, other micronutrient deficiencies, and genetic disorders.

Anemia affects about 43 percent of women of reproductive age in less developed countries. Women are especially susceptible to iron deficiency and anemia during pregnancy, and about half of all pregnant women in less developed countries are anemic, although rates vary significantly among regions.<sup>5</sup> Iron deficiency and anemia cause fatigue, reduce work capacity, and make people more susceptible to infection. Severe anemia places women at higher risk of death during delivery and the period following childbirth. Recent research suggests that even mild anemia puts women at greater risk of death.

### **Iodine Deficiency**

Failing to meet the body's iodine requirements impairs mental functioning and can cause goiter (a swelling of the thyroid gland) and hypothyroidism, a condition marked by fatigue and weakness. Among adolescent girls, iodine deficiency may cause mental impairments, impede physical development, and harm school performance. Although programs to iodize salt have reduced the prevalence of iodine deficiency disorders dramatically in the past 10 years, there is still wide variation in household access to iodized salt, ranging from 80 percent in Latin America to 28 percent in Central and Eastern Europe. At least 130 countries have serious pockets of iodine deficiency disorders.

### **Vitamin A Deficiency (VAD)**

VAD, which can cause growth retardation and impaired vision, remains a significant public health issue among populations that do not consume enough vitamin A, which is found in animal products and certain fruits, including mangos. Severe VAD causes blindness; less severe VAD impairs the immune system, making people more susceptible to infection and putting them at increased risk of death. Concurrent infection with parasites and illnesses such as diarrhea, as well as having several pregnancies too close together, can exacerbate VAD. Pregnant women are especially vulnerable to VAD. In Nepal, for example, where VAD is prevalent in some communities, as many as one in 10 pregnant women experience night blindness due to VAD.

### **How Women's Nutrition Affects National Economies**

Malnutrition in women leads to economic losses for families, communities, and countries because malnutrition reduces women's ability to work and can create ripple effects that stretch through generations. Countries where malnutrition is common must deal with its immediate costs, including reduced income from malnourished citizens, and face long-term

problems that may be related to low birth weight, including high rates of cardiac disease and diabetes in adults.

Illnesses associated with nutrient deficiencies have significantly reduced the productivity of women in less developed countries. It is difficult to determine exactly what proportion of those losses are due to maternal malnutrition, but recent research indicates that 60 percent of deaths of children under age 5 are associated with malnutrition — and children's malnutrition is strongly correlated with mothers' poor nutritional status. Problems related to anemia, for example, including cognitive impairment in children and low productivity in adults, cost US\$5 billion a year in South Asia alone. Illness associated with nutrient deficiencies has significantly reduced the productivity of women in less developed countries. A recent report from Asia shows that malnutrition reduces human productivity by 10 percent to 15 percent and gross domestic product by 5 percent to 10 percent. By improving the nutrition of adolescent girls and women, nations can reduce health care costs, increase intellectual capacity, and improve adult productivity.

### **Conclusion**

Adequate nutrition is important for women not only because it helps them be productive members of society but also because of the direct effect maternal nutrition has on the health and development of the next generation. There is also increasing concern about the possibility that maternal malnutrition may contribute to the growing burden of cardiovascular and other non communicable diseases of adults in less developed countries. Finally, maternal malnutrition's toll on maternal and infant survival stands in the way of countries' work toward key global development goals.

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**LOW COST FOODS TO ENHANCE HEALTH AND NUTRITION OF  
UNDERPRIVILEGED WOMEN – A STEP TOWARDS  
WOMEN EMPOWERMENT**

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**Introduction**

Women's empowerment and equality is a fundamental human right and critical to achieve development objectives, including health. The fundamental right to the highest attainable standard of health, including physical, mental and social well-being has been recognized in many global, regional and national declarations and charters. There is now substantial evidence that healthy populations are a foundation for sustainable social, economic and environmental development and for peace and security, and vice versa. Women and children from underserved communities bear a particularly high burden of preventable disease and death

Over the past two decades, discourse and attention to the concept of empowerment has steadily increased within international development discourse. Women's empowerment is deemed particularly important as an end in itself from a social justice and equality perspective as well as a necessary means to achieve development goals such as poverty reduction and investments in human capital such as nutrition, health, and education

Many development programs focus on women's empowerment as a way to achieve gender equality and achieve other important development outcomes such as improvements in health, education, and nutrition. While —empowerment can broadly be defined as increased agency or the ability to make strategic life choices, it of course takes on different meanings depending on context. Hence, ways in which women's empowerment is measured varies considerably.

The empowerment and autonomy of women and the improvement of their political, social, economic and health status is a highly important end in itself. In addition, it is essential for the achievement of sustainable development. The full participation and partnership of both women and men is required in productive and reproductive life, including shared responsibilities for the care and nurturing of children and maintenance of the household. In all parts of the world, women are facing threats to their lives, health and well-being as a result of being overburdened with work and of their lack of power and influence. In most regions of the world, women receive less formal education than men, and at the same time, women's own knowledge, abilities and coping mechanisms often go unrecognized.

Health is complex and dependent on a host of factors. The dynamic interplay of social and environmental factors has profound and multifaceted implications on health. Nutrition is a determinant of health. A well balanced diet increases the body's resistance to infection, thus warding off a host of infections as well as helping the body fight existing infection. Depending on the nutrient in question, nutritional deficiency can manifest in an array of disorders like protein energy malnutrition, night blindness, iodine deficiency disorders, anemia and stunting, low Body Mass Index (BMI) and low birth weight. Improper nutritional intake is also responsible for diseases like coronary heart disease, hypertension, non-insulin dependent diabetes mellitus and cancer

## **Health Status in India**

**Women's health in India** can be examined in terms of multiple indicators, which vary by geography, socioeconomic standing and culture. To adequately improve the health of women in India multiple dimensions of well-being must be analyzed in relation to global health averages and also in comparison to men in India. Health is an important factor that contributes to human well-being and economic growth.

Currently, women in India face a multitude of health problems, which ultimately affect the aggregate economy's output. Addressing the gender, class or ethnic disparities that exist in healthcare and improving the health outcomes can contribute to economic gain through the creation of quality human capital and increased levels of savings and investment.

The United Nations ranks India as a middle-income country. Findings from the World Economic Forum indicate that India is one of the worst countries in the world in terms of gender inequality. The 2011 Program's Human Development Report ranked India 132 out of 187 in terms of gender inequality.

Gender is one of many social determinants of health—which include social, economic, and political factors—that play a major role in the health outcomes of women in India. Therefore, the high level of gender inequality in India negatively impacts the health of women.

Malnutrition in women leads to economic losses for families, communities, and countries because malnutrition reduces women's ability to work and can create ripple effects that stretch through generations.

Micronutrient deficiencies hinder both national economic development and the development of individual human potential.

### **Common nutrient deficiencies among Indian women**

- Iron-deficiency anemia
- Iodine deficiency

- Calcium deficiency
- Vitamin A deficiency

### **Is wealthier always healthier in poor countries?**

Standard policy prescriptions for improving public health in Less Developed Countries (LDCs) prioritize raising average income levels over redistributive policies since it is widely accepted that 'wealthier is healthier'. It is argued that income inequality becomes a significant predictor of public health only after the 'epidemiological transition'

When the relationship between wealth and health was tested across the entire time period, a subtly different pattern emerged. During periods when inequality widened, for example, the study conducted by Biggs et al found that a 1% rise in GDP led to a much lower decrease in infant mortality rates of just 0.92% and had no effect at all on tuberculosis mortality rates or life expectancy

Economic prosperity alone cannot be a sufficient condition for good nutritional status of a population, the state of Maharashtra in western India being a prime example in this regard. Maharashtra has one of the highest per capita incomes among states in the country, but is marked by poor nutritional profile of its people. More than half the households in both the rural and urban areas of the state receive less than the prescribed adequate amount of calorific intake

### **Aims and Objectives of the study:**

The vegetable market is full of variety of green leafy vegetables like spinach, fenugreek, shepu lettuce, amaranth and many more. But all these vegetables come at a price which fluctuates according to the season. Majority of the people, who buy cauliflower, discard the leaves before leaving the shop. The aim of the study was to make people, especially the underprivileged population aware of the nutritional value and the health benefits of unconventional green leafy vegetables like cauliflower greens, drumstick leaves and tamarind leaves

The objectives of the study were:

1. To develop recipes using these low cost ingredients.
2. To demonstrate these developed recipes to the underprivileged population in the tribal areas where the incidence of malnutrition and its consequences, that is anemia, Vitamin A and C and Calcium deficiency is rampant.

## **Methodology**

The study included cauliflower green leaves, drumstick leaves and tamarind leaves. These leaves are easily available, free of cost and highly nutritious.

Cauliflower leaves were obtained from the local vegetable market, the tamarind and drumstick leaves were obtained from trees near the road side. These leaves were washed thoroughly, chopped and a number of recipes were developed. A variety of dishes using these leafy vegetables were prepared - like bhaji using bengal gram, onion and tomatoes, groundnuts, red gram dal (Tur dal), soups were prepared. These leaves are great garnishes for soups, salads and stews. They can be added to any vegetable preparation. Methi or palak can be replaced in the traditional thepla and roti with these leaves to increase the intake of calcium and fibre. They can be used individually or any two types of leaves can be combined together, or all the three types of leaves can be used together. Once the dishes were standardized, demonstration of them was given to tribal women on the outskirts of Nashik city.

## **Result and Discussion**

The recipes were demonstrated in front of the tribal women. The women tasted the dishes and enjoyed its taste. The women were made aware of the nutrient content and health benefits of these cheap, easily available green leafy vegetables in simple language which they could easily understand.

**Cauliflower greens:** The botanical name of cauliflower is *Brassica-botrytis*. It belongs to cabbage and knol-kol family. Usually the cauliflower leaves are discarded and not used as a vegetable.

### **Nutritional facts of cauliflower leaves:**

100 gms of the leaves provide :

Proteins : 5.9 gms

Energy: 66 Kcal

Calcium: 626 mg (Normal daily requirement of calcium for adult female is 600 mg)

Iron: 40 mg. (Normal daily requirement of iron for adult female is 21 mg).

Cauliflower is a store house of iron which can prevent anemia. Anemia affects about 43 percent of women of reproductive age in less developed countries. Women are especially susceptible to iron deficiency and anemia during pregnancy, and about half of all pregnant women in less developed countries are anemic, although rates vary significantly among regions

A study conducted in North India, showed improved levels of haemoglobin, serum retinol, height, weight and nutritional status in children when cauliflower leaf supplements were added to their meals

Cauliflower leaves are rich in calcium and iron. In fact, the leaves are one of the richest sources of calcium in vegetables. By virtue of being leaves, they are rich in fibre too. Foods rich in calcium and iron have several health benefits ranging for healthy bones, better immunity and high fibre content aids digestion and keeps the gut healthy. Cauliflower leaves are crunchy and have a mild flavor. Hence, they can be easily accommodated in many recipes. It can be consumed raw and in cooked form as the calcium and iron content of these leaves is not lost upon cooking.

**Drum sticks leaves:** The botanical name of drum sticks leaves is *Moringa oleifera* or *pterygosperma*. Moringa trees grow all over India. It is a beautiful tree grown as a backyard tree in most of the South Indian homes for its drum-sticks like fruits. Moringa leaves are not very popular as market vegetable, but chemical analysis of the leaves shows that Almighty God has treasured wealth in these cheap and discarded leaves. One cup full fresh juice of Moringa supplies as much Vitamin A as one gets from eating – 9 eggs, 500 gms butter, 80 cups of fresh cow's milk. The Vitamin C content is equal to – 6 oranges, 6 limes, or 2.5 kgs of grapes. A handful of fresh leaves supply as much calcium as one gets by eating any one of these foods; 8 oranges, 3.5 kgs papaya.

Drum- stick leaves are a rich source of all the essential amino acids which are required for growth and maintenance of cells and tissues.

**Nutritional facts of drum-stick leaves:**

100 gms of the leaves provide:

Proteins: 6.7 gms

Energy: 92 Kcal

Calcium: 440 mg

Iron: 0.85 mg.

Out of all green leafy vegetables available, drumstick leaves (*Moringa Oleifera*) contains 23791.91mcg total carotene and highest  $\beta$ -carotene content 16165.33 mcg/ 100gm and can be a suitable protocol for dietary diversification/improvement strategy especially to eradicate vitamin A deficiency.

Apart from  $\beta$ -carotene content they are also a good source of ascorbic acid, calcium, phosphorus, vitamin E and have low levels of oxalates. They are a rich source of protective nutrients essential for healthy vision, bones, blood and skin. They are also rich in various polyphenols, which act as antioxidants and are recommended for protecting against Cardio Vascular Diseases (CVD).

**Tamarind leaves:** The botanical name of tamarind is *Tamrindus indica*. Tamarind tree is the native of Africa and South India. It is an ornamental tree with longevity of 120 years.

**Nutritional facts of Tamarind leaves:**

100 gms of the leaves provide:

Proteins : 5.8 gms

Energy: 115 Kcal

Calcium: 101 mg

Iron: 0.30 mg.

They contain antioxidants and are used for number of ailments

## **Conclusion**

Several studies have found positive associations between improvements in measures of women's empowerment and improvements in nutrition outcomes (e.g. reduced stunting), as well as associations between measures of women's disempowerment and adverse nutritional outcome. In general, projects with a nutrition education component have positive impacts on health and nutrition related behaviours.

Adequate nutrition is important for women not only because it helps them be productive members of society but also because of the direct effect maternal nutrition has on the health and development of the next generation.

Malnourished women also put an impact on the national economy as lack of nutrition greatly reduces the ability of women to work, and strength of women to endure sufferings. In all ways it is greatly affecting the productivity of women. It affects both physical and emotional health of women that eventually leads to economic losses both for the family and the country.

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## **ROLE OF HEALTH AND NUTRITION IN WOMEN EMPOWERMENT**

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Empowerment of women no doubt comes with good education, but health and nutrition are equally important ingredients for women empowerment. Girls from weaker sections of the society are not enrolled in schools and therefore remain uneducated. Majority of the women work in unorganized sector especially cottage – industries, which are often not covered by any kind of safety norms. They work as laborers and toil for long working hours and are generally not paid well. This indirectly results in neglect of their nutrition and health. Women give birth to the young ones and therefore health and nutrition become paramount in women's life. Absence of good health and nutrition result in giving birth to pre-mature babies. Further, the onus of family planning is also placed on women in our rural community. Consequently, birth control operations are undertaken by women, which at times causes infection due to lack of good health and sanitation. In the patriarchal outlook of Indian culture, women are considered as second citizens. In order to become empowered women have to educate themselves along with work. Here again, encouragement and opportunities for education and good employment are not provided to women. Women are generally not employed as they have to look after the family and young children. Many educated women too could not join the workforce because they have to look after their family and children. Those venturing to work in addition to doing domestic chores end up neglecting their own health. The government must take steps to ensure good health and nutrition to women in addition to education and employment.

Health is a state of physical, mental, spiritual and environmental balance made possible by just social, political and economic conditions within a society.” (Bhate 1987:2) In our society as long as a person is carrying out the assigned role, the individual is considered to be healthy. But the patterns of morbidity and mortality reveal the contradiction between real health needs of the individual and the actual level of health considered adequate and necessary.

There is a close connection between employment, education and health. Discrimination against a girl child begins at birth. Three – fourths of the 50 million children in our country, who are not enrolled in any school, are girls. It is estimated that 30 per cent of the total work of fuel gathering, fetching water, and farm work is done by girls aged between 6 – 11 years. The entire burden of sibling care is on the girl child. Education influences mortality, morbidity and fertility through better knowledge and through a better social status.

It is said that women are both to create, rear and socialize children and thus enable them to grow into desired adults who are capable of effectively carrying out the roles assigned to them by society. Thus women's traditional role is to give birth to and bring up the future workers of the

economy. For a woman the definition of health is determined by her ability to perform these functions, even though millions of women are unemployed or work on the farm and in agricultural activities, in household industry, non-household industry and services. All nutrition programmes are aimed at pregnant and lactating women. What about the nutritional deprivation suffered by girls from infancy until pregnancy? Undernourished woman will give birth to a premature child (in birth – weight, length and maturity). What about the women who have to fulfill their reproductive roles but must continue to work for their families' survival, without enough food to meet their own needs? Hence health of women is an important indicator of the entire work force.

The changing patterns of economic development have put heavy burden on women which is reflected in their health status. The growth of small and cottage industries has depended heavily on female labour. Most of these industries do not come under the preview of any kind of safety legislation. Women work in industries like tanning, cashew, coir textiles, garment, fish processing and canning etc. In all these industries they toil for long hours for a low pay, as these are unskilled jobs. Hence there are health problems related to work place, hazards of pollutants on women who work during childhood, adolescence, pregnancy and lactation that can be dangerous both to women and fetus. There is very little information about safety and levels of these harmful substances and more often damage done includes T. B., allergies, abortions, bronchial disorders, death of unborn child, anemia, toxicity, disfiguration etc. In addition to these disadvantages, provision of facilities to women workers during maternity is woefully inadequate.

Women perform not only what the Census of India defines as 'Work' but a lot of other activities that are energy consuming like, cooking, collecting fuel, fetching water, looking after cattle and other animals, unpaid work on the family farm or in family craft and child care. These activities are considered non-economic activities and calorie needs for most women are calculated without regard to the actual work burden on them. Even these inadequate norms are not fulfilled for women and girls as they eat consistently less than their requirements. Malnutrition aggravates diseases, increases risk of infections and reduces resistance to various diseases. Ironically women do not consider themselves ill. In a study done by Amartya Sen in Bengal, more men than women declared themselves ill.

Women are major targets of family planning programmes. Family planning programmes are population-control oriented and do not place any emphasis on women's health, emotional and psychological welfare. They do not raise the status of women by reducing unwanted pregnancy but make them victims of experimentation and state policy.

The sex ratio of a closed population is a function of the sex ratio of births and deaths. In India females die at a higher death rate than males after the first month of birth. Neglect of female health is testified through these factors namely, female infanticide, neglect of female infant's life, premature cohabitation resulting in early child bearing, over work and malnutrition. In India the higher death rate of the female compared to that of male can be traced to her status as a second

class citizen. Attitude towards sterilization or family planning with a given composition of male and female children prominently bring out the unpopularity of female children.

Urbanization and industrialization might cause decline in fertility, but a more relevant factor associated with health improvement is education, because education changes attitudes and outlook, whilst, urbanization and industrialization might improve the economic status of women. In India, the result of urbanization is the result of the spill-over of the rural population into cities caused by push migration. Such migration not only leads to decline in fertility, it leaves the personal health concerns unchanged.

Some common diseases which women suffer due to nutrition need consideration. During child birth, many women die every year due to abortion and complications in childbirth. Majority of pregnant women in India are anemic. Pregnant women lose immunity to malaria and are more susceptible to viral infections. Anemia is a condition which makes women easily tired causing black outs and general disinterest in work with lowered resistance to infection. There can be breathlessness on walking, bone pains and even heart failure. During pregnancy it can be fatal if the women have any other accompanying problems like excessive bleeding. Stress plays a very large role in precipitating hypertension. In a socio-economic condition where the reality of life is hunger, semi starved children, overwork, wife beating and insecurity, stress becomes a normal condition of existence. The incidence is increasing especially among urban women. For instance, there are more diabetic cases among women who were undernourished.

Being the traditional provider of water and having to work many hours in water women are vulnerable to water borne diseases. Women have a low capacity to sustain heavy manual and physically demanding work. They have less tolerance to heat and vibration. In employment in certain industries like electronics, weaving and carpet-making, etc women suffer from severe visual impairments.

Cooking is predominantly done by women in the house. In the rural areas women spends a great deal of time on fuel collection. Women use stoves that are not only fuel inefficient but also expose her to heat and to serious respiratory diseases like chronic bronchitis and emphysema through inhaling animal dung smoke.

The following measures could improve the health and well being of women and consequently society at large.

- The improved smokeless stove or Gobar gas, if introduced minimizes smoke damage to eyes. This also means an economy of fuel which would result in saving of time and energy for those who collect and provide for fuel.
- Hand pumps and tube wells in the vicinity of the house and home filtration units of a simple design could be the answers for reduction in women's work load.
- The provisions of sanitary latrines also merit serious attention as it would make a significant difference to the health of the community as a whole and to the convenience of the women folks.
- Introduction of cesspools, soak pits to improve drainage and compost pits to take care of household kitchen wastes would go far towards improving the village environment.

- Grain storage bins and improved techniques of food preservation would improve women's health.

A major influence on women's fertility, female infant mortality and female infant rejection is the pervasive son preference. If one wants proof of the strength of patriarchy in Indian society, the obsessive desire for a male child is enough. All other consequences of discrimination flow from this starting point. A married women's status in her husband's household hinges crucially on her ability to produce a male child. This continued to be so despite vast changes in Indian society brought by rapid industrialization, urbanization, education of women and social reform legislation attempting to reduce legal disadvantages of women. After male child preference is the universality of marriage for girls and persistence of child marriages regardless of laws prohibiting it. Early marriages take a heavy toll on girl's future physical and mental growth; thereafter their education and employment chances diminish drastically. Early pregnancy induces maternal mortality. The commonest causes for divorce, separation and desertion by husbands in the villages are barrenness and misplaced suspicions. Contrary to the scientific knowledge barrenness is always blamed on women, and the man resorts to remarriage. Divorce and separation pose great hardships for women; they are suddenly forced to fend for themselves when they have in fact been denied training for it. Innumerable widows spend their life time in destitution, seeking refuge in ashrams, often being forced into prostitution risking both their health and sanity.

Health services for women and children can be improved only in association with a substantial change in their social status. This implies, first and foremost change in the present attitude of looking upon women and children as expendable. The high mortality rates of children and the social preference for sons rather than daughters leads to a demand for more children. All this leads to deterioration of health condition of women and this is precisely what a declining sex ratio indicates; and this is exactly the situation and attitude which the society must outgrow.

The following facilities must be provided by the government to maintain good health of the woman and child.

- Care of pregnant women, including treatment of specific nutritional disorders (anemia) beginning with the poorer sections of the society.
- Safe deliveries.
- Post natal care and care of the new born, including pre- mature birth.
- Nutritional care of the child below three years beginning from the poorest.
- Immunization of the mothers and children.
- Family planning advice and services, during pregnancy following deliveries and coordination with child care
- Treatment of illness including control of infection and oral dehydration.

Health has not been recognized as a gender issue. Women need to develop their own organization to spear head the change in their condition. The following steps could be followed-

- Health and family planning becomes accessible to all women under terms that will ensure women's welfare.

- Full and equal participation of women not merely as recipients of the health system but as providers in that system at both the managerial and technical level.
- Research into women's health problems, needs and occupational health hazards.
- New health services and appropriate technologies for meeting specific needs are initiated
- All forms of exploitation are eliminated through both social reforms and social awareness.

“Communities and countries and ultimately the world are only as strong as the health of their women.”

Michelle Obama

To conclude, women represent half the population of any country, and their well being and health is important for any nation to develop. The progress of a nation can be measured by the progress of women in that country. Therefore it is important that women have good health and nutrition.

“Healthy citizens are the greatest asset any country can have.”

Winston Churchill.

**NEW AGE WOMEN'S HEALTH AND NUTRITION****Prashant Kale**

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***Abstract***

*A healthy person only can contribute for any work at his/her full extent. In the modern scenario gender disparities has been disappearing and women are contributing in various fields. It is a fact that in the busy schedule of the work most of the times people neglect their nutritional requirements. The nature has given more responsibility on the shoulders of women. She is creator of a new life; she has to nurture a baby in her womb. This requires a more nutrition to women. In the Indian scenario surveys have revealed that Indian women have deficiency of iron, calcium, because of this their hemoglobin is low this again leads towards problem of low blood pressure. Better nutrition is the only solution to all these problems. Balanced diet, external supply of nutrients plays important role in maintaining health of women. Problems of women health regarding nutrition and its remedies are discussed in the present paper.*

**Keywords:** *Women Empowerment, Nutrition*

**Introduction**

Young women in their 20's, who are usually working for long hours, sometimes erratic work shifts, often have to meet tight deadlines and face considerable stress. And to top it off, factors like eating out frequently, consuming junk food or hardly eating anything and lack of exercise leads to poor health. This takes a toll on their physical as well as mental health. "In her 20's, a woman needs extra calcium to build bones, especially if she's physically active. She should also include soy, believed to protect against Cancer and heart disease, in her diet. Studies show that the bone mass index peaks in early adulthood and then declines. This calls for the importance of calcium. Since the muscles are more active, there is a need for higher calories and protein along with vitamins. Also, adequate fluid intake is necessary to balance the acid-base balance in the body." Women have special nutritional needs throughout life.

**Women in Modern Period:** The status of women in modern India is a sort of a paradox. If on one hand she is at the peak of ladder of success, on the other hand she is mutely suffering the violence afflicted on her by her own family members. As compare to with past women in modern times have achieved a lot but in reality they haveto still travel a long way. Their path is full of road blocks. The women have left the secured domain of their home and are now

battlefield of life fully armored with their talent. They had proven themselves. But in India they are yet to get their dues. There are many problems which women in India have to go through daily. These problems are become part and parcel of life of Indian women.

The Main Problems of Indian Women Include

- I. Malnutrition
- II. Poor Health
- III. Maternal mortality
- IV. Lack of education
- V. Mistreatment
- VI. Over worked
- VII. Female infanticide /feticide

The statistics testifies to the brutalities afflicted on women folk

Social indicator	India	World
Infant mortality rate per 100000 live births	100073	60
Maternal mortality rate per 100000 live births	570	430

**A) Thumb-rule for getting all the nutrients in the body, in the correct manner is:**

- Aim for variety in food -eat plenty of fresh fruits and vegetables.
- Eat small meals every few hours.
- Never starve yourself.
- Drink plenty of water throughout the day

**B) Essential Nutrients Every Woman Needs**

Following are the very essential nutrients for the health of women.

**1) Iron**

With the teen years comes menstruation. “Iron requirements increase during puberty to make up for blood loss and increasing blood volume with normal growth.

**2) Calcium**

As women age, they’re prone to bone loss, so it’s important to build a strong skeleton early on. Adolescence is the prime time for girls to do that. Girls between the ages of 9 and 18 need 1,300 milligrams of calcium a day. So they should load up on dairy products like milk, yogurt, and cheese, plus calcium-rich greens like cabbage.

**3) Folic Acid**

During pregnancy this B vitamin is crucial for lowering the risk of certain birth defects of the brain and spinal cord. Women in their childbearing years should aim for 400 micrograms of folic acid a day, and 600 micrograms a day after conceiving.

#### 4) Protein & Carbohydrates

Protein and carbohydrates supply energy to the body. Eggs, fish, pulses, soya are the main sources of protein. **Following food items should be included in the diet**

<b>Protein &amp; Carbohydrates</b>	<b>Fiber</b>	<b>Iron</b>
Fruits	Fruits	Fruits
Vegetables	Vegetables	Milk
Grains	Whole grains	Black Dates
Milk & Yogurt	Dry beans and peas	Spinach
Dry beans and peas	Corns	Apples
Milk	Brown Rice	Beat Root
Poultry	Baked Potato with skin	Walnuts
Meat	Berries	Sunflower Seeds
Fish & Shellfish	Oats	Jiggery
Eggs	Broccoli	Red Meat
Nuts	Cabbage	Raisins
Peanut butter	Rice Bran	Brown Bread
Tofu	Barley	Apricots
Soybeans	Dried Figs	Beans

Besides these nutrients 15 to 20 minutes' walk and 10 minutes meditation would enhance the health of women. It is also important that women should not skip the breakfast because breakfast is a beginning of the day which provides energy throughout the day.

#### Conclusion

A healthy diet provides energy, maintains weight. It can also be a huge support through the different stages in life. Healthy food can help reduce PMS, boost fertility, combat stress, make pregnancy and nursing easier, and ease symptoms of menopause. A healthy diet will help you look and feel your best so that you stay on top of your commitments and enjoy life. A balanced, nutritious diet will remove the health problems among the women. It will also enhance work efficiency of the women.

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## **ROLE OF HEALTH AND NUTRITION IN WOMEN'S EMPOWERMENT AND CHILD MALNUTRITION IN RURAL INDIA**

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### **Abstract**

*Research has found mother's empowerment to have a positive impact on the nutrition status of their children. This column analyses this relationship for data from rural India for the period 1992-2006. Among other factors, it highlights the importance of mother's education in relation to father's education in determining children's nutrition.*

**Keywords:** *Health, Nutrition, Women Empowerment*

### **Introduction**

Notwithstanding the impressive growth record in the recent past, India continues to have high rates of malnutrition. Although there has been a decline in the rates of moderately underweight and stunted children, India continues to have one of the worst levels of low birth weight and underweight children when compared to other nations in BRIC (Brazil, Russia, India, and China) and SAARC (South Asian Association for Regional Cooperation). The percentage of under-five children who are moderately underweight and stunted is more than three times higher in India than in China. Also, the rate is higher than all of India's less developed neighbours - Bangladesh, Nepal, and Pakistan (Institute of Applied Manpower Research (IAMR), 2011). This mismatch between India's recent surge in economic growth and the persistence of high levels of malnourishment has led India to be characterised as the "Asian Enigma" (Smith et al. 2003). High levels of child malnutrition potentially result in lower cognitive skills and lower productivity in adult years. Additionally, the widespread prevalence of nutritional deprivation is a larger humanitarian issue. It is therefore not surprising that malnutrition in India is a serious policy concern.

Scholarly inquiries into determinants of child health and malnutrition in developing countries in general and in India in particular highlight the significance of economic, social, cultural and infrastructural factors (for example, see, Gaiha and Kulkarni 2005, Kravdal 2004, Gaiha et al. 2014). Specifically, mother's characteristics such as her education, health, and presence of domestic violence have emerged as significant predictors of children's nutritional status.

**Empowered mothers, healthy children**

The role of women's characteristics in reducing the prevalence of malnutrition is echoed in the opinions voiced by experts across the globe. For instance, Olivier de Schutter in his presentation to the United Nations in March 2013 argued that "sharing power with women is a shortcut to reducing hunger and malnutrition, and is the single most effective step to realizing the right to food," and urged "world governments to adopt transformative food security strategies that address cultural constraints and redistribute roles between women and men". In the context of child health outcomes, given that women are typically the primary caretakers of children, redirecting of decision-making roles in favour of women has the potential to improve child health outcomes (de Schutter 2013).

In India, as in other parts of the developing world, the relationship between women's characteristics and children's nutritional status has been shown as positive in numerous studies. For instance, it has been seen that reduction in wage gap between men and women reduces severe stunting in terms of the number of stunted children in a household (Gaiha and Kulkarni 2005). Child health has been found to be affected by the use of healthcare services, which in turn is determined by women's education, bargaining power within the household, and control over household resources (Maitra 2004). Women's empowerment, as measured by women's perception of whether a man is justified in beating his wife in certain situations, and women's education have been found to have a significant association with child mortality levels (Kravdal 2004). Domestic violence and lack of education result in weak bargaining power of women relative to their male partners and to other household members which adversely impacts the nutritional status of women and their children. The other factors that are found to be relevant in predicting child nutritional outcomes are household income, number of children, caste affiliation, access to healthcare, and quality of sanitation (see, for example, Smith et al. 2003).

**Data from rural India**

Our recent study (Imai et al. 2014) aims to contribute to the existing knowledge on the association between women's empowerment and child nutritional outcomes by examining relevant data from rural India for the period 1992-2006. We estimate how the nutritional measures for children under the age of three are related to their mother's empowerment. The three indicators of nutritional status that we look at are: height-for-age (stunting), weight-for-age (underweight), and weight-for-height (wasting).

Our assessment of mother's empowerment is based on three variables that are widely used in the literature to measure mother's bargaining power, namely, mother's educational attainment relative to the father's, mother's perception about presence of domestic violence and freedom of movement. Given that previous research has also shown indicators, such as caste affiliation, infrastructure, availability of healthcare, and access to sanitation and to portable water, we include these as well in our analysis to predict the levels of child's health.

We use data on rural India from all three rounds of the National Family Health Survey (NFHS) - NFHS-I (1992-93), NFHS-II (1998-99), and NFHS-III (2005-06). The NFHS is a nationwide, multi-round survey conducted on a representative sample of households in India with a focus on health and nutrition of household members, especially of women and young children. The survey covers issues including fertility, family planning, maternal and child health, gender, HIV/AIDS, nutrition, and malaria. Data were collected at the individual level as well as household and community levels. Our analysis is confined to children aged zero to three years.

### **Mother's education is key**

Our results show that the ratio of the number of years of mother's schooling to number of years of father's schooling is positively associated with short-term measures of nutritional status of children, namely, weight-for-age and weight-for-height. The education gap between the parents is also correlated with a chronic measure of nutritional status, height-for-age. Second, access to health schemes or health insurance is associated with higher values of weight-for-age in 2005-06. Third, access to health facility, infrastructure (example, access to landline telephone lines) and environment (example, time required for getting water) are related to lower prevalence of child malnutrition. Access to a flush toilet is related to better nutritional status of children in terms of stunting and underweight. Easier access to water seems to be associated with higher scores on weight-for-height measure. Access to television is found to be correlated with lower prevalence of stunting and underweight. Also, children belonging to Scheduled Castes (SCs) tend to be more undernourished than those from non-SC households.

In conclusion, our findings underscore the role of mother's education as one of the critical indicators related to better nutrition of children. However, while enhancing women's educational levels is necessary, it is not a sufficient condition for improving child health outcomes. Since women's outside employment options, their own asset holding, income, or production skills are found to lead to women's empowerment, appropriate policies should be designed to enable the same (see, for example, Doss 2013). Additionally, improved access to healthcare and sanitation expectedly, play a significant part. The relevance of these factors corroborates the recommendations made by previous work in this area. Future research should carry out rigorous evaluations of poverty alleviation measures, such as microfinance, in terms of whether they would affect these outside options that empower women and thus reduce the prevalence of child malnutrition in developing countries. Also, our findings call for concerted efforts to design more holistic development programmes that include investment in basic infrastructure, including provision of healthcare, sanitation, and water.

### *Notes:*

1. The prevalence of underweight children declined from 53% in 2004 to 42% in 2010-11 with an average annual rate of reduction of 2.9% (The Naandi Foundation, 2011).

2. The indicators are measured in terms of z-scores which capture how much a child's weight/height deviates from that of an international reference group of healthy children of the same age, as proposed by the World Health Organization (WHO) (2006).
3. Data on health schemes or insurance is not available for other rounds.
4. These variables are statistically significant at least at the 10% level. See Imai et al. (2014) for details.

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## **ROLE OF NUTRITION IN EMPOWERMENT OF WOMEN**

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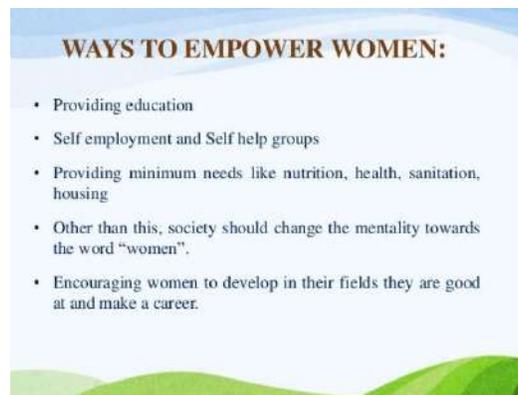
### **Introduction**

Women empowerment is the empowerment of women which helps them to take their own decisions by breaking all personal limitations of the society and family. Women empowerment has the power to change many things in the society and country. They are much better than men to deal with certain problems in the society. They can better understand the disadvantages of the overpopulation for their family and country. They are fully able to handle the economic conditions of the family and country through proper family planning. Women are capable enough to handle any impulsive violence in comparison to the men whether in the family or society. Women empowerment can be defined in very simple words that it is making women powerful so that they can take their own decisions regarding their lives and well being in the family and society. It is empowering women to make them able to get their real rights in the society.



### **WOMEN-EMPOWERMENT**

*"A woman is the full circle. Within her is the power to create, nurture and transform." —  
Diane Mariechild*



### **The main issues regarding women's health :**

**Cancer:**Two of the most common cancers affecting women are breast and cervical cancers. Detecting both these cancers early is key to keeping women alive and healthy. The latest global figures show that around half a million women die from cervical cancer and half a million from breast cancer each year. The vast majority of these deaths occur in low and middle income countries where screening, prevention and treatment are almost non-existent, and where vaccination against human papilloma virus needs to take hold.

**Reproductive health:** Sexual and reproductive health problems are responsible for one third of health issues for women between the ages of 15 and 44 years. Unsafe sex is a major risk factor – particularly among women and girls in developing countries. This is why it is so important to get services to the 222 million women who aren't getting the contraception services they need.

**Maternal health:** Many women are now benefitting from massive improvements in care during pregnancy and childbirth introduced in the last century. But those benefits do not extend everywhere and in 2013, almost 300 000 women died from complications in pregnancy and childbirth. Most of these deaths could have been prevented, had access to family planning and to some quite basic services been in place.

**HIV:** Three decades into the AIDS epidemic, it is young women who bear the brunt of new HIV infections. Too many young women still struggle to protect themselves against sexual transmission of HIV and to get the treatment they require. This also leaves them particularly vulnerable to tuberculosis - one of the leading causes of death in low-income countries of women 20–59 years

**Mental health:** Evidence suggests that women are more prone than men to experience anxiety, depression, and somatic complaints – physical symptoms that cannot be explained medically. Depression is the most common mental health problem for women and suicide a

leading cause of death for women under 60. Helping sensitise women to mental health issues, and giving them the confidence to seek assistance, is vital.

**Being young:** Adolescent girls face a number of sexual and reproductive health challenges: STIs, HIV, and pregnancy. About 13 million adolescent girls (under 20) give birth every year. Complications from those pregnancies and childbirth are a leading cause of death for those young mothers. Many suffer the consequences of unsafe abortion.

**Getting older:** Having often worked in the home, older women may have fewer pensions and benefits, less access to health care and social services than their male counterparts. Combine the greater risk of poverty with other conditions of old age, like dementia, and older women also have a higher risk of abuse and generally, poor health.

### **UNICEF In Action :**

**UNICEF India has also been at the forefront of strengthening coverage of existing nutrition interventions for women in flagships through policy, advocacy and system strengthening strategies.**

More recently, it has also generating research evidence on the barriers and opportunities that exist to universalizing the coverage and quality of the five interventions. Importantly, given the linkages of women's nutrition with poverty alleviation, women's empowerment and food security, two innovations are underway.

Firstly, a partnership has been established with the "Aaajevika" programme of the India government's National Rural Livelihood Mission to test whether women's nutrition initiatives can be mainstreamed through women's empowerment platforms under "Aaajevika".

Secondly, UNICEF in Andhra Pradesh and Telengana is technically supporting the state government to implement the One Full Meal Scheme . The programme aims to improve the nutrient intake of pregnant women and breastfeeding mothers, and reduce the prevalence and severity of maternal anaemia.

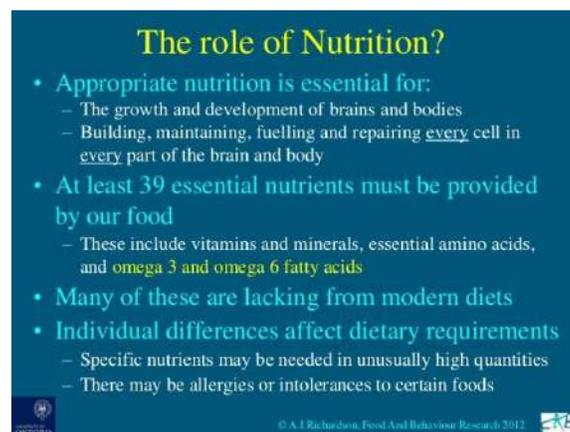
In Andhra Pradesh and Telangana, 5100 women federations, supported by Aajeevika and UNICEF, partner with State Governments to provide 895,000 pregnant and lactating mothers nutritious meals daily through 'ONE FULL MEAL' scheme, located in villages where undernutrition rates are high.

One Full Meal entitles pregnant women and breastfeeding mothers to receive a free nutritious meal every day between 11am and 2pm at the village Anganwadi centre, 25 days a month. More than 5,100 federations of women's self-help groups have been engaged to support the implementation of the scheme. Each ICDS project gives a quarterly grant to the federations that are involved in the implementation of the programme.

At the policy level, UNICEF has been the lead agency supporting the Ministry of Health and Family Welfare to develop the country's maternal calcium and deworming guidelines.

Many development programmes focus on women's empowerment as a way to achieve gender equality and achieve other important development outcomes such as improvements in health, education, and nutrition. While "empowerment" can broadly be defined as increased agency or the ability to make strategic life choices, it of course takes on different meanings depending on context. Hence, ways in which women's empowerment is measured varies considerably. Several studies have found positive associations between improvements in measures of women's empowerment and improvements in nutrition outcomes (e.g. reduced stunting), as well as associations between measures of women's disempowerment and adverse nutritional outcomes. Despite this, there is limited evidence of the impact of several types of programmes – cash transfers, agricultural interventions, and microfinance programmes – on nutrition outcomes. Qualitative evidence of the impact of conditional cash transfer programmes (CCTs) on women's empowerment is generally positive, although quantitative findings are mixed. CCTs generally seem to have positive impacts on health and nutrition-related behaviours but impacts on health and nutrition outcomes are mixed with very limited evidence of impact on micronutrient status. Reviews of such studies find no statistically.

### Need of nutrition:



The benefits of nutritional improvements and social empowerment of women, the nexus of intergenerational changes in human capital (Figure 2), suggests a hypothetical model that highlights the cumulative and intergenerational importance of women's human capital. That is, at the margin, investments in women's human capital, at least in rural communities and developing nations, have greater positive implications in human capital development than do investments in men's. Because children are the future human capital resource of a country, it is vital to more effectively invest in and promote the development of those intellectual and physical resources.

A lack of proper nutrition can make it difficult for the body to repair itself and for the organs to functions properly. For these reasons, nutrition should be the starting place for any health

rehabilitation program. Herbs are a great way to get natural forms of these vitamins and minerals, and they are easier to obtain, as a result of their low cost. Iodine and magnesium are two minerals that women have a tendency to not get an adequate supply of, a problem that is easily fixed by awareness, supplementation, and a proper diet. This will help in the prevention of dysfunction of the female organs and, therefore, in the overall health of the individual. The effects of a woman's diet on her children start long before she becomes pregnant. Stores of fat, protein, and other nutrients built up over the years are called upon during pregnancy for fetal nourishment. During adolescence and early adulthood, women need to increase foods rich in calcium to build peak (maximum) bone mass to reduce the risk of developing osteoporosis – a progressive loss of bone with aging that causes bones to be more susceptible to fracture. All women need more iron than men since younger women lose iron through menstruation.

Women of childbearing age have increased iron needs and hence are at risk of iron-deficiency anemia. It is important for them to eat those foods that are not only rich in iron but are also eaten in significant quantities and from which iron is reasonably well absorbed. Haem iron from hemoglobin, present in meat and meat products, is well absorbed. Sources of non-haem iron include green vegetables, baked beans, peanuts and fortified breakfast cereals. Dietary sources of vitamin C are also significant because they improve the absorption of non-haem iron.

All women of childbearing age who are capable of becoming pregnant should also consume additional folic acid every day for the purpose of reducing the risk of having a pregnancy affected with spina bifida and other neural tube defects. Folate requirements increase substantially during pregnancy, and it is generally recommended that women of childbearing age should consume an extra 400 mg of folate daily from supplements, fortified foods, or both, in addition to consuming folic acid from a wide variety of foods, including offal and raw green leafy vegetables.

Calcium is an important factor in bone mineralisation and skeletal development during growth, and the main sources are milk, cheese, yoghurt and green vegetables. Already it is apparent that some young children and adolescents seem to reduce their intake of calcium just at a time when their need is greatest, and the impact on bone health is compounded by a decline in physical activity. Along with other nutrients such as folic acid, vitamins B6, B12, C and D, which help build up the framework of bone onto which the calcium deposits, there is a need to ensure optimal calcium nutrition at this time of skeletal development as well as during the pre- and post-menopausal states. The decreased oestrogen production in menopausal women is associated with accelerated bone loss and osteoporosis in women after their fifth decade. During this time, women lose on average about 3% of their skeletal mass per year.

With rising life expectancy exceeding that of their male counterparts, women can expect to reach the age of 80 or more, and since the age of menopause has not greatly changed, a woman can anticipate spending 30 years-nearly one third of her life-in a post-menopausal state. It is therefore essential to promote positive nutrition practices, by encouraging a varied and balanced

diet among women throughout all their life stages to ensure their own health and well-being, as well as that of their offspring.

**Conclusion:**

Women, as the main agents of primary health care, play an essential role in maintaining family and community health. They are the ones who are most aware of sickness and suffering in the community because of their social role as nurturers and care-takers of the young, the old, the sick and the handicapped, and they exert an important influence on health habits in the family. Although it is often recognized that primary health care has to respond to the needs of people, and that women have the most extensive awareness of these needs, their opinion is hardly ever solicited when health care programmes are being formulated.

In order for communities to benefit from the knowledge which women possess, a renewed self-confidence of women has to be encouraged. Women have to learn to regard themselves as capable human beings with important contributions to make on the basis of their life experience and their accumulated wealth of knowledge. Furthermore a conscious effort has to be made to enable women to organize and to vocalize

There is a correlation between women's level of education and babies' birth weight: the higher the level of education, the greater the birth weight. It is well known that low birth-weight babies suffer from anaemia and experience retardation of their growth and development. Eventually, this determines the intellectual and physical potential of society. If the mother herself has a low body mass, this will result in the birth of a baby with a low body mass, which is significant for the long-term health of society. Information regarding healthy nutrition during pregnancy and breastfeeding newborn babies and infants in the first year of life will allow not only the health of the woman, but also that of the child, to be protected against infectious diseases during the first year of life and noncommunicable disease in adult life.

For many women, running a home, bringing up children and taking care of elderly relatives, as well as working outside the home, can influence their physical and mental well-being. Ensuring good nutrition and a healthy lifestyle can contribute significantly to women's health throughout their lives.

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## ROLE OF HYPNOTISM IN WOMEN EMPOWERMENT

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### **ABSTRACT**

*This paper aims providing an overview of that in women personal hygiene is the first to good grooming and good health. Good hygiene is important in taking care of oneself physically as well as emotionally. Women are so emotional therefore she think more and always in stress , If we found some short coming in women it is due to only faulty processes, it is the prime responsibility of all educational institutes to provide best environment .Best faculties, and best facilities to their women for better educational development or empowerment. the need for a whole new discipline mind-body management that will managed by education and Hypnotism, The exercise for the physical education and Hypnotism for the mind training. The researcher has been hypnotherapist and teacher educator also his experience in all such activities, and interaction with the women convinced him that the teacher were not using the new approaches and methods of teaching for women at extent it was expected. Some teachers took challenge and made wonderful experiment for women s development empowerment, but these exceptions were very few., the researchers at the Menninger foundation also reported remarkable result in eliminating the distress of headache pain. Through hypnosis, some patients were trained to tell their hearts to pump less blood into their heads, thus reducing the agony of migraine headaches that also recovers through hypnotic induction.*

*Hypnosis can encourage many things that are immediately relevant to helping depressed individuals. What follows are a dozen compelling applications of hypnosis for treating depression. Educational Hypnosis help to relax the body and mind in this way became stress free educational development, & women empowerment.*

**Keywords:** Hypnotism and women empowerment.

### **INTRODUCTION**

We are living in a decade where more and more people are searching for alternative answers, to the conventional ways of solving daily life's problems . In women personal hygiene is the first to good grooming and good health. Good hygiene is important in taking care of oneself physically as well as emotionally. Women are so emotional therefore she think more and always in stress,

enhance the human potential for personal and professional growth. There both best therapeutic technique that holds out so many possibilities for exploration. The total educational life from birth to death every personality develop his carrier but educational life from start to endwomen spent 25000 hours in educational campus .Vital role to development personality of women,the women are the product of these educational processes . If we found some short coming in women it is due to only faulty processes, it is the prime responsibility of all educational institutes to provide best environment .Best faculties, and best facilities to their women for better educational development.

There are certain questions that always strike our mind like .....

- Whatfactors have been major influences on educational development of women empowerment.
- In which direction educational development of women programs should be arranged?
- What we are exactly expecting abut outcome ofwomen educational developments ?etc. researcher focused on all these things in present paper.

The basis of this new approach can now be grounded in modern scientific research ( Ratey , 2001, Pert 1997), Which is creating a new agreement within the scientific community that what effects the mind effects the body and vice versa; and that the brain is continuously adapting to the environment (Michel 2012, Diamond, 2000; Rigoli, et at, 2012) Leading to the conclusion hypnotism education can also educate the mind.

### **Interrelationship between Mind & Body**

Managing our internal miller, the relationships between 100 trillion cells in each human body may be one of the most sophisticated phenomena in the known universe (Rose, 2006)

Most of this management is organized by the biochemistry of the body and is beyonddives human regulation (willrid -2008). However, no part of the human body is beyond the influence of the rest of the body except in pathological situation. In the normal functioning, the mind-body is one interrelated, interdependent whole, with each part in a continuous dialogue with the whole (Diamond-2007) Hence the need for a whole new discipline mind-body management that will managed by education and Hypnotism, The exercise for the physical education and Hypnotism for the mind training.

### **Hypnotic Sleep (YogaNidra)**

Artificial sleep of Hypnotism which we work up by way of influencing other of extending influence on self through spirited power in either case is called yoga Nidra in the Indian philosophy. Hypnotism is a part of this yoga power. It is through this power that can develop one's mental power as well as will power and get following benefits

1. The body grows into a healthy and well chiseled organism It helps develop mental powerIt ensures an all pervasive peace
2. It helps develop spiritual power
3. If helps to mind stress free

## **NEED & IMPORTANCE**

The researcher has been a hypnotherapist and teacher educator also his experience in all such activities, and interaction with the women convinced him that the teachers were not using the new approaches and methods of teaching for women at extent it was expected. Some teachers took challenge and made wonderful experiments for women empowerment, but these exceptions were very few. To a considerable extent, it was found that on an average, the teacher followed the traditional approaches and methods of women empowerment.

by the help of educational hypnosis. So it created a widening gap between expectation and actual performance. So this situation became the point of introspection for the researcher. Researcher decided to know the relationship between educational hypnosis and women development or women empowerment.

## **OBJECTIVES**

1. To know the approaches and methods adopted by the teacher, how to develop women help of hypnosis.
2. To observe the present situation of women development help of hypnosis education.
3. To find benefits of educational hypnosis for women development.

## **The Hypnotic Connection**

The link between the right brain imagery & the left-brain activity is a tubular structure called the corpus callosum. This passageway houses a mass of nerve fibers.

These conductors carry messages from the right side to the left. The messages are auto-suggestions or hetero-suggestions which travel from the positive image visualized on the right side of the brain to the left side to be actualized. In this way that the neurons in the nervous system are the chemical transmitters of messages from brain to the body everything is controlled from the heart beat and motor abilities to sensory perception & emotional responses. So developed concentration and hard working power in hypnotic connection.

## **Yoga Hypnosis –relaxation**

The state of being free from tension & anxiety, when we are free from tension & in a relaxed state we tap into our parasympathetic nervous system or our “relax & renew” system. The parasympathetic nervous system is responsible for bringing the body back to a state of equilibrium the parasympathetic nervous system controls your rest, relax and digest response this system is responsible for bringing the body to a state of calm, healing & highly concentrated.

When the parasympathetic nervous system is dominant

1. Breathing slows
2. Blood vessels relax
3. Heart rate drops digestion occurs
4. Blood pressure lowers
5. All of the systems in the body function more optimally

## **Techniques of hypnotic inductions**

- ❖ Take slowly suggestions step by step to total body relax & stress free

- ❖ By controlling our breathing we can control our nervous system response to stress.
- ❖ Calming the breath calms the nervous system calm nervous system calms the mind.
- ❖ Tense mind = Tense Body
- ❖ Relaxed Mind = Relaxed Body

### **Stress free education for women development:-**

Modern life has become fast paced with many pressures, expectations and stressors, when we experience these stressors in our everyday life and don't have a means of coping with the stress our bodies and nervous systems develop habitual stress responses when the body becomes over stressed and the sympathetic nervous system is in over drive in a constant state of fight or flight, There can be negative effect both emotionally and physically

### **Negative effects from stress on body can withdrawal :-**

Headaches, Fatigue, Anxiety, Tension, Anger, Body Pain, Blood pressure, Digestive Problems, Weakened immune, lack of confidence, Diabetes, ulcer, irritability, conflict, Sadness, depression, drug or alcohol abuse & Social withdrawal etc e.g. -Belly breathing & Alternate nostril breathing,

### **INTERPRETATION**

The interpretation of the data related to the women, comparison of the effect of educational hypnosis method used women for their educational development and change the bad habits, the researchers at the Menninger foundation also reported remarkable result in eliminating the distress of headache pain. Through hypnosis, some patients were trained to tell their hearts to pump less blood into their heads, thus reducing the agony of migraine headaches that also recovers through hypnotic induction.

Hypnosis can encourage many things that are immediately relevant to helping depressed individuals. What follows are a dozen compelling applications of hypnosis for treating depression.

Hypnosis (a) helps people build and better utilize a positive focus; (b) Facilitates the acquisition of new skills; (c) encourages people to define themselves as more resourceful and resilient than previously realized (enhancing their self-image as a result); (d) makes the transfer of useful information from one context to another easier and more efficient (helping acquired learning generalize more easily); (e) establishes helpful subjective associations more automatically and intensively; (f) provides opportunities for therapeutic learning (i.e., skills and insight) to be more experiential and multidimensional; (g) defines women as active managers of their internal world (fostering greater emotional self-regulation); (h) helps women sharpen key perceptual distinctions to counter over general thinking; (i) allows women a more comfortable distance from overwhelming feeling in order to face and resolve them; (j) encourages women to rehearse new responses and actively incorporate new possibilities in a deliberate behavioral sequence deemed likely to succeed; (k) helps women identify and develop underutilized personal resources.

## **CONCLUSION**

According to above observation and discussion we can conclude that the new approach can be grounded in modern scientific research. The mind-body is one interrelated, interdependent whole with each part. Educational Hypnosis help to relax the body and mind in this way became stress free educational development, women empowerment.

1. Women can develop his concentration for educational development.
2. Women can develop his concentration for Memorizing article, better when hypnotized.
3. Women can change his bad habits easily, when hypnotized condition.
4. Women can stress free & work hard, when hypnotized condition.
5. Women can general senses of self-confidence, when hypnotized condition.
6. Women can creative expression or destructiveness, when hypnotized condition.
7. Women can develop immunity for better health.

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**ROLE OF HEALTH AND NUTRITION IN WOMEN EMPOWERMENT IN INDIA**

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***Abstract***

*Malnutrition plays a key role in maternal mortality, just as in infant and child deaths. In 1965, a WHO Expert Committee on Nutrition in Pregnancy and Lactation wrote, "Next to young children, pregnant and lactating women are nutritionally the most vulnerable group, especially in the developing regions of the world, and yet comparatively little is known of their special nutritional needs." (WHO, 1965). Regrettably, little has changed since then and maternal malnutrition remains a major problem in India, where the majority of women are in a constant state of nutritional stress, beginning in childhood, then adolescence, and continuing through the childbearing period which often commences before growth has ceased, and consists of a continuous cycle of pregnancy and lactation, all too often resulting in premature death. Chronic protein-energy malnutrition, iron-deficiency anaemia, and deficiencies of iodine and vitamin A are among the common nutritional deficiencies that affect women in India.*

**Keywords:** *Health, Nutrition, Women Empowerment.*

India has made rapid gains in food production in the last two decades as a result of the green revolution, although these gains have been offset by rapid rates of population growth. In India, per capita food availability has been sustained. However, this has not been accompanied by any significant reduction in the amount of malnutrition among either women or children.

Besides high general death rates and infant and child mortality rates, India has high maternal mortality rates. The maternal mortality rates of India (500 per 100,000 live births) is 250 times those of developed countries such as Canada (2 per 100,000) (UNICEF, 1989).

Malnutrition plays a key role in maternal mortality, just as in infant and child deaths. In 1965, a WHO Expert Committee on Nutrition in Pregnancy and Lactation wrote, "Next to young children, pregnant and lactating women are nutritionally the most vulnerable group, especially in the developing regions of the world, and yet comparatively little is known of their special nutritional needs." (WHO, 1965). Regrettably, little has changed since then and maternal malnutrition remains a major problem in India, where the majority of women are in a constant state of nutritional stress, beginning in childhood, then adolescence, and continuing through the childbearing period which often commences before growth has ceased, and consists of a continuous cycle of pregnancy and lactation, all too often resulting in premature death. Chronic

protein-energy malnutrition, iron-deficiency anaemia, and deficiencies of iodine and vitamin A are among the common nutritional deficiencies that affect women in India.

Notwithstanding the impressive growth record in the recent past, India continues to have high rates of malnutrition. Although there has been a decline in the rates of moderately underweight and stunted children, India continues to have one of the worst levels of low birth weight and underweight children when compared to other nations in BRIC (Brazil, Russia, India, and China) and SAARC (South Asian Association for Regional Cooperation). The percentage of under-five children who are moderately underweight and stunted is more than three times higher in India than in China. Also, the rate is higher than all of India's less developed neighbours - Bangladesh, Nepal, and Pakistan (Institute of Applied Manpower Research (IAMR), 2011). This mismatch between India's recent surge in economic growth and the persistence of high levels of malnourishment has led India to be characterised as the "Asian Enigma" (Smith et al. 2003). High levels of child malnutrition potentially result in lower cognitive skills and lower productivity in adult years. Additionally, the widespread prevalence of nutritional deprivation is a larger humanitarian issue. It is therefore not surprising that malnutrition in India is a serious policy concern.

Scholarly inquiries into determinants of child health and malnutrition in developing countries in general and in India in particular highlight the significance of economic, social, cultural and infrastructural factors (for example, see, Gaiha and Kulkarni 2005, Kravdal 2004, Gaiha et al. 2014). Specifically, mother's characteristics such as her education, health, and presence of domestic violence have emerged as significant predictors of children's nutritional status.

### **Empowered mothers, healthy children**

The role of women's characteristics in reducing the prevalence of malnutrition is echoed in the opinions voiced by experts across the globe. For instance, Olivier de Schutter in his presentation to the United Nations in March 2013 argued that "sharing power with women is a shortcut to reducing hunger and malnutrition, and is the single most effective step to realizing the right to food," and urged "world governments to adopt transformative food security strategies that address cultural constraints and redistribute roles between women and men". In the context of child health outcomes, given that women are typically the primary caretakers of children, redirecting of decision-making roles in favour of women has the potential to improve child health outcomes (de Schutter 2013).

In India, as in other parts of the developing world, the relationship between women's characteristics and children's nutritional status has been shown as positive in numerous studies. For instance, it has been seen that reduction in wage gap between men and women reduces severe stunting in terms of the number of stunted children in a household (Gaiha and Kulkarni 2005). Child health has been found to be affected by the use of healthcare services, which in turn

is determined by women's education, bargaining power within the household, and control over household resources (Maitra 2004). Women's empowerment, as measured by women's perception of whether a man is justified in beating his wife in certain situations, and women's education have been found to have a significant association with child mortality levels (Kravdal 2004). Domestic violence and lack of education result in weak bargaining power of women relative to their male partners and to other household members which adversely impacts the nutritional status of women and their children. The other factors that are found to be relevant in predicting child nutritional outcomes are household income, number of children, caste affiliation, access to healthcare, and quality of sanitation (see, for example, Smith et al. 2003).

### **Data from rural India**

Our recent study (Imai et al. 2014) aims to contribute to the existing knowledge on the association between women's empowerment and child nutritional outcomes by examining relevant data from rural India for the period 1992-2006. We estimate how the nutritional measures for children under the age of three are related to their mother's empowerment. The three indicators of nutritional status that we look at are: height-for-age (stunting), weight-for-age (underweight), and weight-for-height (wasting)

Our assessment of mother's empowerment is based on three variables that are widely used in the literature to measure mother's bargaining power, namely, mother's educational attainment relative to the father's, mother's perception about presence of domestic violence and freedom of movement. Given that previous research has also shown indicators, such as caste affiliation, infrastructure, availability of healthcare, and access to sanitation and to portable water, we include these as well in our analysis to predict the levels of child's health.

We use data on rural India from all three rounds of the National Family Health Survey (NFHS) - NFHS-I (1992-93), NFHS-II (1998-99), and NHFS-III (2005-06). The NFHS is a nationwide, multi-round survey conducted on a representative sample of households in India with a focus on health and nutrition of household members, especially of women and young children. The survey covers issues including fertility, family planning, maternal and child health, gender, HIV/AIDS, nutrition, and malaria. Data were collected at the individual level as well as household and community levels. Our analysis is confined to children aged zero to three years.

### **Mother's education is key**

The ratio of the number of years of mother's schooling to number of years of father's schooling is positively associated with short-term measures of nutritional status of children, namely, weight-for-age and weight-for-height. The education gap between the parents is also correlated with a chronic measure of nutritional status, height-for-age. Second, access to health schemes or health insurance is associated with higher values of weight-for-age in 2005-06. Third, access to health facility, infrastructure (example, access to landline telephone lines) and environment

(example, time required for getting water) are related to lower prevalence of child malnutrition. Access to a flush toilet is related to better nutritional status of children in terms of stunting and underweight. Easier access to water seems to be associated with higher scores on weight-for-height measure. Access to television is found to be correlated with lower prevalence of stunting and underweight. Also, children belonging to Scheduled Castes (SCs) tend to be more undernourished than those from non-SC households.

In conclusion, this paper underscore the role of mother's education as one of the critical indicators related to better nutrition of children. However, while enhancing women's educational levels is necessary, it is not a sufficient condition for improving child health outcomes. Since women's outside employment options, their own asset holding, income, or production skills are found to lead to women's empowerment, appropriate policies should be designed to enable the same. Additionally, improved access to healthcare and sanitation expectedly, play a significant part. The relevance of these factors corroborates the recommendations made by previous work in this area. Rigorous evaluations of poverty alleviation measures, such as microfinance, in terms of whether they would affect these outside options that empower women and thus reduce the prevalence of child malnutrition in developing countries. Also, this paper calls for concerted efforts to design more holistic development programmes that include investment in basic infrastructure, including provision of healthcare, sanitation, and water.

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## AWARENESS OF PRE CONCEPTION AND PRE NATAL DIAGNOSTIC TECHNIQUE ACT

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The Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994 was enacted by the Indian Parliament to provide for the regulation of the use of pre-natal diagnostic techniques for the purpose of detecting generic or metabolic disorders or chromosomal abnormalities or certain congenital malformations or sex linked disorders and for the prevention of the misuse of such techniques for the purpose of pre-natal sex determination leading to female feticide and for matters connected therewith or incidental thereto.

Maharashtra was first State to enact Maharashtra regulation of use of PNDT Act in 1987. The Act was passed in 1994 & amended in April 2003 to Pre conception and Pre natal Diagnostic Technique (Prohibition of sex selection) Act (PC-PNDT) which is applicable to all Govt/NGO/Private/corporate establishments. The Act provides for the prohibition of sex selection before & after conception & for regulation of prenatal diagnostic techniques appropriately as mentioned above & for prevention of their misuse.

Though, sex ratio at birth is a better indicator of pre-natal sex selection, the child sex ratio is still most widely quoted because of its easy availability at the district level and throughout the country. The child sex ratio reflects the imbalance between the number of girls and boys, indicating that the practice of sex selection. Child Sex Ratio (CSR) is calculated as the number of girls per 1000 boys in the 0-6 years age group. As per global trends, the normal child sex ratio should be above 950.

Maharashtra recorded decline of 30 points in CSR between 2001 and 2011. According to 2011 Census CSR for rural Maharashtra is 880 as compared to 888 for urban Maharashtra.<sup>1</sup> Still there is a gap of 67 points in CSR as compared to the global trends. Several activities have been undertaken by Maharashtra for effective implementation of the PCPNDT Act to reverse skewed sex ratios in Maharashtra. Maharashtra was the first State to issue guidelines and provide funds to NGOs for conducting sting operations on erring doctors & initiated website & helpline for reporting about erring doctors. Also, released booklet titled *Chakulya muklelya* and organises the training of Appropriate Authorities under the Act as a continuous activity.

The medical and nursing community is the first contact point for any couple intending to go in for sex selection. Sex selection is not only about technology & easy access to ultrasound technology for sex determination followed by elimination of the female but low status of women in society and the deep-rooted prejudices females face through their life. Though the act was implemented as a solution for the falling sex ratio, we were not able to improve it & this

figure at India level is lowest since independence. On the other hand with advancement of technology there has been a misuse of ultrasound machines for prenatal sex determination by doctors. This social evil can't be tackled alone by law making and implementing agencies without the active involvement of the medical fraternity. Misuse of advanced technology continues to be a problem. Doctors might still be misusing their power & be involved in female feticide.

The study conducted at one of the medical institute in Mumbai showed that almost all medical graduates were aware of sex determination & female feticide. Majority were aware that USG is the most popular technique. 95% were of the opinion that sex determination should be punished however still there are students who don't agree that a doctor should be punished for violation of the act.

Despite of population explosion in India majority of the students believed that family size should be completed by having two children; one of each sex. Very few preferred to have girl child as a single child. There is a need to create awareness among medical fraternity & the general population by health education.

There is a need for strict law enforcement for violation of the Act & create awareness in the general population by health education. Also, improve the literacy of a girl child & status of women in the society. There is imperative need to adopt one child norm irrespective of sex of the child for population stabilization in India. Ethical approach by the doctors should be followed and expected.

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## **ROLE OF HEALTH AND NUTRITION AND WOMEN'S EMPOWERMENT**

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### ***Abstract***

*Nutritional status and the empowerment of women have massive implications on the physical and mental development of their children. We explore the role of nutrition of women and children in the household and further posit the importance of the mother's human capital. Increases in women's human capital positively affect the efficiency of management and the allocation of other inputs for household production, especially for staples, vegetables and poultry. A model for human capital is postulated in which the primary input variables are the education of men, the education of women, health, training and a mother's human capital. Due to the amplifying and intergenerational benefits of women's human capital, we find that investments in women's capital have greater positive benefits and implications for long-term food security and economic development than traditional academic models credit.*

**Keywords:** *nutrition, food insecurity, poverty, women's empowerment.*

### **Introduction**

Good nutrition is not only a concern for the health and development of an individual but also has major implications for the health and productivity for an entire country. "Good nutrition starts in the household, but the benefits ripple outward. "The health and productivity gains from ending malnutrition can elevate an entire country's economic growth and human development", (UNDP 2012a, p 86). While malnutrition can negatively impact an individual at any stage, it is during pregnancy and the first two years of a child's development that malnutrition can cause permanent damage to the growth, cognitive capacity, and the immune system of the child (UNDP 2012a). Thus, the nutrition of women – prior to pregnancy, during pregnancy, and while breast feeding –significantly impacts the human capital potential of their children. Physical and mental development stunting, as well as the increased likelihood of prenatal diseases, are highly associated with mothers who were malnourished prior to and during pregnancy. For a child, the first 1,000 days of life, beginning at conception, are the most vital for development. It is during this time frame that irreversible damage can be caused by malnutrition (UNDP 2012a). Thus, the health and nutrition of both women and children are a vital concern for developing countries (Figure 1).

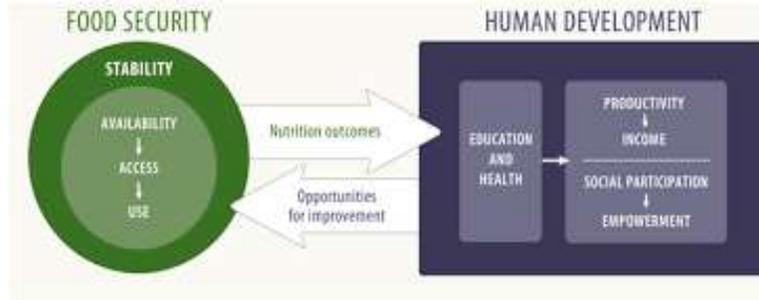


Figure 1. Nutrition Outcomes Are at the Intersection of Food Security and Human Development Source. UNDP Africa Human Development Report 2012a

Economists have long recognized that human capital was an important input for economic development but stayed away from explicitly analysing the effects of investments in human capital (Shultz 1961). This analysis was avoided for many reasons, among them that it was associated with cultural, moral and philosophical stigmas. For many, it was offensive to consider man as a form of capital, because it reminisced on the ugly past of treating man as property: i.e., slavery. Despite these social limitations, it was clear that human capital was a vital input for economic development and that different levels of investment in human capital resulted in differing rates and levels of economic return (Shultz 1961). But the analysis of investments in human capital cannot stop there. What must now be asked is, “Are all investments in human capital equal? And, do increases in men’s and women’s human capital have the same effects and implications?”

For the past half century, economists, politicians, and activists alike have been promoting the suffrage, equality and empowerment of women worldwide. But today, the importance of women’s role in development is still not generally isolated and emphasized economically. Analysts have been wary of postulating the idea that men and women are possibly unequal in effecting differential returns to human capital development. Thus, our objective is to further analyze the role of women in human capital development within developing nations. The benefits of nutritional improvements and social empowerment of women, the nexus of intergenerational changes in human capital (Figure 2), suggests a hypothetical model that highlights the cumulative and intergenerational importance of women’s human capital. That is, at the margin, investments in women’s human capital, at least in rural communities and developing nations, have greater positive implications in human capital development than do investments in men’s. Because children are the future human capital resource of a country, it is vital to more effectively invest in and promote the development of those intellectual and physical resources.

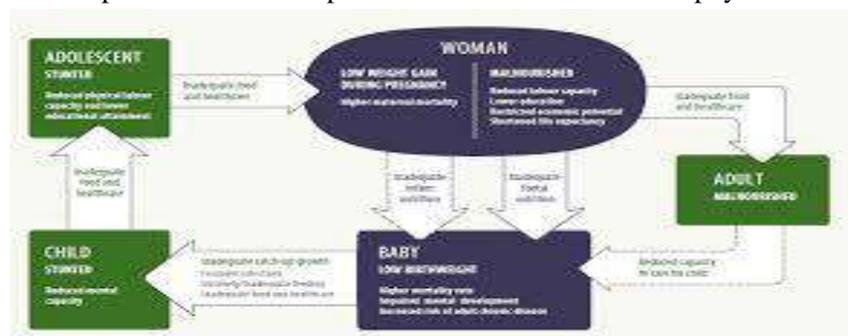


Figure 2. Intergenerational Effects Source. UNDP Africa Human Development Report 2012a

A Model for Household Production in Development Many women in developing countries participate in the informal production/ marketing sector of the economy, but the magnitude of this role can be undervalued. The household production function is a vital component of household welfare in developing nations. Management plays a primary role in this function, and increases in women's human capital positively affect the efficiency of management and the allocation of other inputs for household food production, especially for staples, vegetables and poultry.

Initially, most economic models of household production and consumption prescribed households as single production and consumption bodies with a unitary structure (Doss 2013). This unitary structure implied that there was conformity in household decision-making and that the household decision-making process was not affected by the distribution of and access to resources within the household. The unity structure also assumes that there are no conflicting dynamics between household members in the decision-making process (Doss 2013). Since the initial introduction of the unitary model, research has shown that the household decision-making process is much more complex than originally implied, especially for households that do not fit the western assumption of the nuclear family and may have multiple spouses and generations within a 'family unit'. Collective models contrast to the unitary model in that they treat the household as a collection of different decision-making units, instead of representing the household as single conformed unit (Elad 1999). The concept of different measures of utilities for different household members has a real effect on the evaluation of household welfare. Under the unitary structure model, household utility was the same for all household members, because it was assumed that they all had equal access to household resources household utility could be measured by a general indicator such as total household income. But what if members of a household do not have equal access to resources or there are disparities between members? Then the assumptions of the unitary structure of the household would not hold true, and it would be necessary to find better indicators of the welfare of different household members. Empowerment can be described as the process through which an individual gains access to the ability to make more choices (Kabeer 1999). Women's empowerment is often associated with increased access to education, income-earning opportunities, health care, legal rights, etc.

Women's empowerment also relates to increases in participation in household decision-making processes and thus the allocation of resources within the household. Research has shown that increases in women's involvement in the household decision-making process have positive implications for the health, education, and nutrition of their children (Todaro and Smith 2003). Typically, the main inputs in the household production function have been considered to be Land (D), Labor (L) and Capital (K). The household transforms these intermediate inputs into final goods that they can use and consume (Ironmonger 2000). However, another component and an important input for household production to consider is Management (M): (1) HH production  $Q = f(D, L, K, M)$  Management is a measure of the ability to optimally allocate and organize resources in production. The quality and productivity of management as an input depends largely on the household's ability to internally negotiate and allocate resources to maximize utility. Efficient management is affected by the household's equity, education, social climate, and experience, or the household's accumulation of human capital. A subset of the collective models, which treats households as a collection of decision-making units, includes cooperative bargaining models (Doss 2013). Bargaining power is the capability of different members of the household to exert influence on the other members. Women's bargaining power affects their ability to participate and negotiate in the household decision making process. Since bargaining power is a social dynamic, it is

physically unobservable and difficult to truly capture and quantify. Yet much research strongly suggests that education, income and assets (both physical and social) all contribute to women's bargaining power (Doss 2013). From the assumptions that women's bargaining power is positively affected by education, income and acquisition of assets (Doss 2013), and that human capital is vital for economic productivity (Todaro and Smith 2003) as well as a function of education, health, training and empowerment, it can therefore be implied that women's bargaining power is also positively affected by increases in human capital. Increases in women's bargaining power, corresponds with their ability to participate in the household decision-making process. Women's participation in the household decision-making process is associated with more equitable resource allocations and increases in child health, education, and overall welfare. It is thus hypothesized that increases in women's human capital have a greater positive impact on households, communities and society as a whole than men's. Additionally, in the biological sense, a mother's health and nutrition (or lack thereof) during pregnancy and breastfeeding affects the child's health and development, which are fundamental building blocks to the child's human capital. Thus, a child's human capital is based on the accumulation of his/her mother's human capital, posited: (2)  $HK = h(Em, Ef, H, T, MHK, Ch)$ , Where  $HK =$  HDI, combining indicators of life expectancy, educational attainment and income into a composite human development index...expressed as a value between 0 and 1.... "Using disaggregated HDIs at the national and sub-national levels helps highlight the significant disparities and gaps: among regions, between the sexes, between urban and rural areas and among ethnic groups. The analysis made possible by the use of the disaggregated HDIs should help guide policy and action to address gaps and inequalities." (UNDP 2013).  $Em =$  Expected Years of Schooling, Male  $Ef =$  Expected Years of Schooling, Female  $H =$  Health (Relative Life Expectancy)  $T =$  Training  $MHK =$  Mothers Human capital  $Ch =$  under five mortality (per 1,000 births) Through marginal analysis and due to the amplifying and intergenerational benefits of women's human capital, we find that investments in women's capital have greater positive benefits and implications for long-term food security and economic development than traditional academic models have given credit (Huguley 2013).

### Conclusions and Implications

The intent of this research was to explicitly analyze the role of women's human capital in overall human capital development. While much of this research focuses on improvements in women's human capital in relation to the benefits it has to the human capital of their children, this should not take away from the fact that improvements in women's human capital have positive implications in their own right. However, what truly separates the difference between investments in men's and women's human capital is the intergenerational implications of women's human capital. We conclude with reaffirming that investments in men's and women's human capital can have very different implications. In countries where inequalities between men and women are high, investments in women's human capital have greater positive implications for the long-term development of such countries than do equivalent investments in men's.

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## **HEALTH IS WEALTH: WOMEN'S EMPOWERMENT AND NUTRITION**

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Women's empowerment is considered crucial for improving nutrition outcomes. Since women are often primary caregivers, they can influence their children's nutrition indirectly through their own nutritional status as well as directly through childcare practices. Several studies (using direct and indirect measures of female empowerment) have demonstrated the important associations between women's empowerment dimensions and their own nutrition as well as that of their children.<sup>11</sup> For example, in Pakistan, women's intra-household status (measured by age at first marriage, percentage age difference between woman and spouse, difference between woman's and spouse's years of education, woman's income, and unearned income from remittances) was positively associated with food security among their children. In Bangladesh, greater empowerment of women (measured by attitudes toward abuse, decision making power, and mobility) and maternal endowments such as education and height were associated with greater dietary diversity scores and reduced child stunting. A study in Andhra Pradesh, India, found that measures of maternal autonomy (such as financial autonomy, participation in decision making within the household, acceptance of domestic violence, and freedom of movement) were associated with positive infant feeding and growth outcomes (Shroff et al. 2011). A recent study in India found that maternal autonomy (measured based on variables that indicate a woman's freedom and ability to think, speak, decide, and act independently) was positively associated with child nutritional status, albeit only for children under three years of age. In Ethiopia, a study that analyzed correlates of female empowerment found positive effects of female bargaining power on child nutrition and child education.

A recent impact evaluation of a project by CARE (Cooperative for Assistance and Relief Everywhere) in Bangladesh using a rights-based livelihoods approach to address malnutrition found that its women's empowerment interventions had a "strong independent impact on stunting, and the sanitation, women's empowerment, and one poverty alleviation intervention were found to have synergistic impacts with direct nutrition interventions". Women's empowerment was measured by a score for women's involvement in major decisions, percent of school-aged children attending school, percent of literate adults, and percent of women earning cash income. In South Asia, Africa south of the Sahara (SSA), and Latin America and the Caribbean, women's social status in the household and community were also found to have a positive impact on the nutritional status of children (Smith et al. 2003a), and cross-country studies have demonstrated that improvements in women's education were responsible for almost

43 percent of the total reduction in children underweight between 1970 and 1995 (Smith and Haddad 2000).

On the other hand, women who are *not* empowered are more likely to have more time constraints, lower mental health, less control over household resources, lower self-esteem, and less access to information about health services.

The research linking women's empowerment and nutrition is further supported by the evidence that men and women within a household often have different preferences for allocation of resources and distribute these differently based on their bargaining power within the household.

#### STATEMENT OF PROBLEMS:-

Women's involvement in household decision making (economic decisions related to finances, expenditures, spending, resource allocation; social and domestic matters regarding marriage; and child-related decisions such as schooling, health, and nutrition)

- Women's access to or control over resources (for example, access to or control over cash, assets, household income, unearned income, participation in paid employment)
- Women's freedom of movement or mobility
- Power relations between husband and wife
- Women's and men's attitudes toward abuse and intimate partner violence, and attitudes toward gender roles
- Sources of power such as media exposure, education, or paid employment<sup>10</sup>

Other, perhaps less commonly used, indicators include the following:

- Management and knowledge (for example, farm management, accounting knowledge, managerial control of loan)
- Marriage, kin, and social support (for example, social status of family of origin, assets brought to marriage, traditional support networks, educational differences between husband and wife, relative age at first marriage, widowhood and remarriage)
- Settings of power such as social hierarchies.

#### OBJECTIVES:-

Studies that measure women's empowerment have used the above measures to various extents and in various combinations. The above list merely attempts to provide an indication as to what types of measures have been used in recent research. These measures will have more or less relevance, depending on the level at and dimensions along which women's empowerment can occur. Malhotra, Schuler, and Boender (2002) lay out the various dimensions along which

women can be empowered (economic, sociocultural, familial and interpersonal, legal, political, and psychological) and also the different levels at which empowerment can occur: the household and community, as well as national, regional, and global. In this conceptualization, individual- and household-level indicators are more related to direct measures than those at the aggregate level, such as national and regional, which are more related to indirect measures.

Because women's empowerment is highly context specific and multidimensional, it is important that any correlates or determinants used are measured by indicators that represent a balance between universal indicators of empowerment that correspond with internationally agreed-upon indicators on gender equality and rights, and context-specific locally defined indicators that are in line with respective sociocultural interpretations of empowerment.

#### CONCLUSION:-

Gender equality and women's empowerment—recognized as one of the Millennium Development Goals—have been presented as critical goals in their own right, as well as potential drivers of poverty reduction. Smith et al. (2003a) conceptualize improving women's status<sup>16</sup> in two ways: (1) by eradicating discrimination based on gender to create a “level playing field for women and men” such as ensuring equality in access to human and physical capital and political participation, and (2) by proactively promoting catch-up in women's status by implementing programs that specifically aim to empower women. Section 5 is divided into two main subsections: the first briefly discusses eradicating gender discrimination as a structural foundation for the second, which reviews three specific interventions.

Structural Interventions that aim to Eradicate Gender Discrimination. Public policy can take many different approaches in aiming to eradicate gender discrimination and ensure that women have the same economic, social, cultural, political, and civil rights protected and realized as men do. Structural interventions that help to reduce gender gaps in political voice and participation and in access to public services, productive assets, and resources form an important foundation for eliminating.

## ROLE OF SOCIAL WORK PROFESSION IN WOMEN EMPOWERMENT AND SOCIAL DEVELOPMENT: A HEALTH PERSPECTIVE

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### **Abstract**

*The social development theory attempts to explain qualitative changes in the structure and framework of society, which help the society to better realize its aims and objective. Health is also an important indicator of social development. The Indian non-health seeking behaviors of people especially of women, emerging epidemics, absence of effective health policies, less available health facilities, low finance somehow results in slow down the process of social development. The women are not only discriminated by gender but deprived of developmental opportunities available for her. The social work profession has emerged as helping process to sustain development with its holistic approach as far as women empowerment is concerned. The profession has not only bridged the gaps coming across but provided right based approaches to people those are either sufferers or affected. The participatory approach in health system not only insure the participation of all but signify their decision making too. The present paper is little part of research but more of reviews to highlight the role of professional social work in social development and through health approach. **Objectives:** 1.To find out the role of social work profession in social development and women empowerment.2.To analysis the role of social work profession in health system. **Methodology:** The methodology includes reviews of health studies (HIV/AIDS, ART Treatment, and Adherence), social work profession, and women health. **Analysis:** The studies show that health system needs to be developed through comprehensive planning, and social work profession is very much helpful in overall social development and women empowerment. **Conclusion:** Therefore it is recommended to promote strongly social work profession in the process of social development and women development.*

**Key words:** Health, Social Development, Women Empowerment, HIV/AIDS and Adherence.

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## **Introduction**

**According to the publication ‘Gender and Sustainable Development’ of Organization for Economic Co-operation and Development,** The female half of the world’s human capital is undervalued and underutilized the world over. Better use of the world’s female population could increase economic growth, reduce poverty, enhance societal well being and help ensure sustainable development in all countries(OECD, 2008).

Sustainable development requires the healthy development of the country that is development without impacting the environment and human health. Human health is determined by a broad variety of external and internal factors. These factors include individual behaviors, the quality of genetic, quality and accessibility of health care and the wide-ranging external environment such as the quality of water, air and living conditions (Hernandez and Blazer, 2006)

As the development community takes stock of progress made over the past 14 years towards the MGDs, the women issues and problems that still compromise women’s rights and hinder their empowerment take centre stage. Women empowerment and equality is a fundamental human right and critical to achieve development objectives including health, women’s increased participation, control of resource including land, access to employment and education are crucial for promoting sustainable development. Improved health outcomes for women can help to strengthen their own agency and empowerment. Healthy women are more able to actively participate in society and markets and take collective action to advance their own interest.

Attention to women’s issues is essential because of the discrimination women continue to face in many aspects of their lives.

## **Studies show**

Women perform the majority of the world’s work, but control a disproportionately small share of its resources. In much of the world, economic, political, social, and cultural forces operate unfavorably for women and girls. As a result, women are adversely affected in the areas of education; health care, including reproductive and mental health; crime, especially as victims of violence; employment; and social welfare, especially income maintenance programs. The well-being of women and their families is negatively impacted at all stages of the life cycle, from girlhood through old age. The social work profession has a long-standing commitment to the elimination of all forms of discrimination against women. It is vital for policymakers to develop a critical consciousness about gender that enables its ramifications to be made visible in every issue, in every policy, and in every practice. We are very pleased with the President’s creation of the Council on Women and Girls and hope this Council will analyze all policies and practices for their gender effect.

Attending to the well-being of women and girls is essential to social and economic development worldwide, as reflected in the inclusion of promoting gender equality and the empowerment of women as Goal 3 and the improvement of maternal health as Goal 5 among the eight goals of the United Nations Millennium Development Project (2007). Specific targets in Goal 3 include the elimination of gender inequities at all levels of education, equal participation of women in non-agricultural wage-based employment, and their equal representation in national parliaments. Investing in maternal health prevents

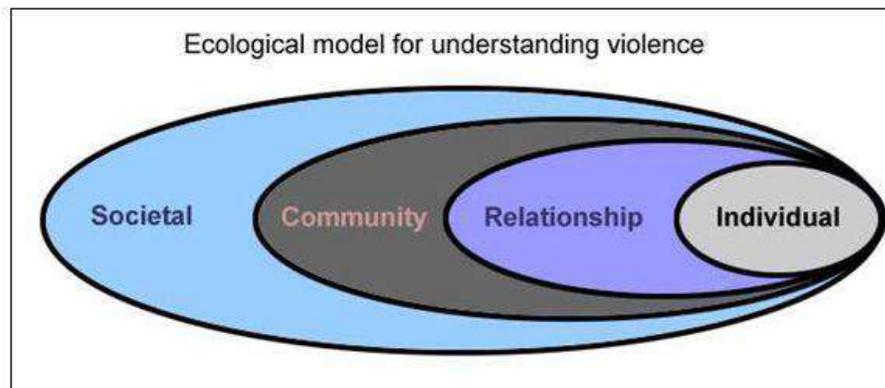
needless deaths and disability among both women and young children. Because women bear the world's children and do the majority of child- and family-care related work in all societies, self-determination in child-bearing and access to the full range of reproductive health care services are essential, but international aid for these services is currently declining or restricted in use. In addition, in many parts of the world gender ratios in the numbers of children under 5 who are underweight; among those enrolled in primary and secondary education and in population literacy; in HIV prevalence, condom use, and correct HIV knowledge; and in unemployment among young people (15-24) must also be addressed (United Nations, 2007). Women and girls are also affected differently by wars and other armed conflicts and their consequences, such as war rape and forced migration (Jansen, 2006; Farwell, 2004; UNFPA, 2006), and historically and presently they have played a key role in peace-making efforts globally (Sullivan, 1993; Ross-Sheriff & Swigonski, 2006). Globalization itself is having a profound impact on women and girls worldwide (Dinerman, 2003; Ross-Sheriff, 2007), often to the benefit of the global North and to the detriment of those in the global South.

### Role of professional Social Work in Women empowerment and Social Development

**Global definition of Social Work profession:** “Social Work is a practice based profession and an academic discipline that promotes social change and development, social cohesion and empowerment and liberation of people. Principle of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge. It engages people and structures to address life challenges and enhance well being (IFSW and IASSW, 2014).

The social work profession has a long-standing commitment to the elimination of all forms of discrimination against women. Social work is among the most value based of all professions as it has access to a far wider range of information and knowledge related to values and ethics than other practitioners (Reamber, 2005). Social work is the practice of intervening in the lives of individuals who need assistance in the act of everyday living. (Hall, 1997 & Cedersund, 1999) defined social work as an exercise in engaging with people to facilitate the telling of their story around a particular problem relating to their well-being.

### The Ecological Model



Source: Heise et al., 1999; Krug et al., 2002; CDC, 2004

The ecological model provides a framework in which health issues and health care decision-making are considered through multiple levels of influence, including individual, interpersonal, institutional, community and public policy level determinants. The model also promotes a view of behaviors as it affects and is affected by the social environment, and through the consideration of these levels of analysis, healthcare professionals will be able to better identify areas in need of health promotion program (Leroy et. al (1988).

In Zastrow's views an ecological model tries to improve coping patterns so that a better match can be attained between an individual's needs and the characteristics of his/her environment. People in our society continually interact with many systems (Figure 4.1).

**Table 4.1: The different roles of social worker**

Enabler	As enabler a social worker identifies and clarifies social problems and articulate needs.
Broker	Link individuals and group with different community.
Activist	Seeks change, shift in power, and resources to disadvantaged groups.
Advocate	For client's rights, acts as advocate, an active, direct role.
Mediator	Intervention in disputes, find compromises and solution, reconcile and agreement :a neutral role
Negotiator	Mutually acceptable agreements, Conflict bargaining and compromise.
Educator	Giving information, teaching adaptive skills, communicator.
Initiator	Call attention to a problem
Empowerer	By improving circumstances helps to increase strengths.
Coordinator	In an organized manner brings different components.
Group facilitator	Being a leader of group activities.
Public speaker	Inform regarding available resources, advocates new services.
Researcher	Conduct research through studying literature and evaluating the outcomes.

(Source: Spies, 2007)

## Recommendations

It is vital for policy maker to develop a critical consciousness about gender that enables its ramifications to be made visible in every issue in every policy and in every practice.

**Health and Behavior health:** There is a need to ensure adequate access, funding and increased research on health and behavioral health services and issues that address the special needs of women. In addition required funding should be available for prevention and intervention efforts that address all forms of

violence against women across the life span , including adequate health and behavioral health services , crime victim assistance services etc.

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**GENDER DISPARITY IN EDUCATION AND EMPLOYMENT**

**GENDER DISCRIMINATION: EQUAL EDUCATION + SOCIAL STIGMA  
= UNEQUAL WAGES**

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***Abstract***

*A very recent study by AAUW (American Association of University Women) (2016) reveals that women working full time in the United States typically were paid just 79 percent of what men were paid for the same education, designation and working hours, showing a gap of 21 percent. The wage-gap has narrowed since the 1970s due mainly to women's progress in education and workforce participation and to men's wages rising at a slower rate. But progress has stalled in recent years, and the wage-gap does not appear likely to go away on its own. Interestingly, the study further points out that as a rule, earnings increase as years of education increase for both men and women. However, while more education is a useful tool for increasing earnings, it is not effective against the gender wage-gap. At every level of academic achievement, women's median earnings are less than men's median earnings, and in some cases, the gender wage-gap is larger at higher levels of education. Similarly, the 10<sup>th</sup> 'Swiss Annual Report on Gender Parity' (2015) revealed the latest figures calculated for wages in European countries. The study was found that the average full-time salary for a working woman was dollars 11,102 per year; little more than half the male average of dollars 20,554; making it a wider wage-gap than that in the United States.*

*World Economic Forum (WEF) in year 2015 estimated that it will be another 118 years before women around the world can expect equal pay.*

*The present paper attempts to find out the Indian scenario.*

**Keywords:** *Gender Discrimination, Unequal Wages, Social Stigma.*

## **Introduction**

All the way through in the history of mankind, there has been discrimination in some form. It was colour of skin, gender, religion, caste, appearance, beliefs, etc. that created the premise for bias. Today, the most talked about form which is prevalent worldwide is the inequality in wages based on gender. Women who are equally trained and educated having the same experience as men are not getting equal pay. This form of inequality sprang from the common belief that men are more efficient in the chosen career since women need to additionally look after the home and children.

There has been a long fight for gender equality at the workplace in rest of the world and in India also. The Vishakha-Guidelines of 1997 and the 'Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act was passed on 23 April 2013, as a result of the fight of Indian women for this cause. (Kapur, 2013) However, on other fronts also women face many challenges such as discrimination, chauvinism, oppression, wage-gap, violence, etc.

The gender pay-gap or unequal wages is also a form of discrimination and inequality that affects women's well-being and hampers their progress.

### **The Gender Wage-Gap:**

A significant gender wage-gap exists in all parts of the world. 'In America, it is present from Wall Street to Silicon Valley to Hollywood. Even in the medical profession, there are substantial wage-gaps. Women earned on an average 59.8% of men's pay in 1963, and today, the wage ratio is 77%.' (Gupta, 2015) 'This means that women have to work approximately 60 extra days, or about three months, to earn what men did by the end of the previous year.' (Pew Research, 2015) World Economic Forum (WEF) in year 2015 estimated that it will be another 118 years before women around the world can expect equal pay.

### **How to measure the Gender Wage-Gap?**

According to Kochhar (2013) the gender wage-gap is defined as, 'the relative difference in the average gross hourly earnings of women and men within the economy as a whole'.

Gender wage-gap can be calculated by taking in consideration weekly earnings also. But such calculations may differ from weekly earnings. People all over the world prefer to calculate gender wage-gap on hourly earnings because that nullifies the differences in earnings due to differences in hours worked. 'Women are twice as likely as men to work on part-time basis. Around 26% women and only 13% men in the world work part time.' (Kochhar, 2013)

If one really wants to know whether males and females get equal pay for equal work or not, the hourly pay measure system would prove the best. It facilitates the comparison between male and female pay for a fixed amount of work time. In a model situation, one should measure the influence of occupation and qualifications on payment made. So that difference in pay for different genders within the same profession having same qualifications can be measured. However, to make it practically convenient, the gender wage surveys normally select a manageable sample size and calculate the hourly earnings of both the genders in similar occupation.

### **Gender Wage-Gap situation in the world:**

In Kirchgaessner's (2015) view, women's pay still lags nearly a decade behind, according to the World Economic Forum, meaning that what they are paid now on average is the equivalent of what men were paid in 2006. And the outlook is gloomy. At current rates of change, the World Economic Forum (WEF) estimates it will be 118 years before women around the world can expect equal pay.

'In 2012, the European Union average was estimated at 16.4 %. This indicator has been defined as unadjusted (E.g. not adjusted according to differences in individual characteristics or other observable characteristics that may explain part of the earnings difference) because it gives an overall picture of gender discrimination and the inequalities in the labour market that explain gender differences in pay.' (Gonzalez, 2012) 'Women are close to half of all employees in the United States, they are half of all workers with college degrees, and they are the co- or main breadwinners in close to two thirds of families with children, yet they persistently earn less than men. Whether the gender wage-gap is measured based on annual, weekly or hourly earnings, within or across occupations, women's median earnings are lower than men's.' (Costello, 2016)

In other countries the situation is more or less the same. 'In Botswana from African sub-continent, men still earn more than women, but the situation is improving rapidly. A proactive women's movement and a receptive government have combined to narrow the gender wage-gap considerably. In Charmes's view, the wage-gap is not 100% fixed, but in general women now have the same opportunities as men.'

On the other side of the world, Denmark has a reputation for gender equality, with a strong welfare state and 75% subsidised day-care, enabling at least three-quarters of women to work. But recent figures show there is still a gender wage-gap of 16.4%. The Republic of Ecuador is situated at the northwest part of South America bordered by Peru in the south and the east, Colombia in the north and the Pacific Ocean in the west. In Ecuador women are paid between 17% and 24% less than men, and that the gap was widest in rural areas. (Kirchgaessner, 2015; Grimley, 2015)

Table: No: 1: Country wise Gender Wage-Gap in percent

Country	Gender wage Gap in %	Country	Gender wage Gap in %
Belgium	10	Italy	6.7
Bulgaria	14.7	Cyprus	16.2
Czech Republic	22	Latvia	13.8
Denmark	14.9	Lithuania	12.6
Germany	22.4	Luxembourg	8.6
Estonia	30	Hungary	20.1
Ireland	14.4	Malta	6.1
Greece	15	Netherlands	16.9
Spain	17.8	Austria	23.4
France	14.8	Poland	6.4
Croatia	18	Portugal	15.7
Romania	9.7	Finland	19.4
Slovenia	2.5	Sweden	15.9
Slovakia	21.5	United Kingdom	19.1
Russian Federation	32.8	USA	21
China	22.9	Argentina	27.2
Brazil	24.4	India	40
(Source: European Commission, 2016 and Eurostat, 2016, ILO-Global Wage Report-2015)			

The above figures show that world over there is inequality in the wages of men and women. The economic recession and the global financial crisis started in year 2008 have added fuel to the fire.

## **Factors influencing Gender Wage-Gap:**

There are several complicated and interlinked factors that create and perpetuate the gender pay-gap. They are as follows...

### → Straight Distinction:

For some jobs women are paid less than men, even if the nature of the job is the same. This creates a direct wage-gap based on gender. Many a times, women earn less than men for the same type of job since women's ability is valued that way. E.g. Men nurses and Ward Boys are paid higher salaries than females. As per Times of India (23.7.2014) only 36% of female employees are promoted to a supervisory position, while 52% of male staff get promoted to a supervisory rank.

### → Indirect Underrating of Women's Performance:

It is observed that job recruitment is done eyeing comparable skills, qualifications or experience of men and women. But the departments dominated by women receive less pay as compared to the sections dominated by men. Not only the pay but even the career progression is different for men and women and many times it is in favour of men. Whenever there is equal education more value is attached to the responsibility given to men in order to differentiate in the wages. E.g. Women cashiers in supermarkets usually earn less than the male salesmen, Female grade four employees in organisations earn less than their male counterparts. As per the Monster report in India (Times of India- 23.7.2014) the gross salary of a male IT worker is Rs 359.25 per hour while a female receives Rs 254.04 per hour and this disparity possibly emerges from the fact that men get promoted to supervisory positions more often than women.

### → Division of labour and fields of work:

The gender wage-gap is encouraged by the fixed patterns of job seeking done by men and women who are influenced by the social norms. Even today men and women are inclined towards different jobs and dominate certain sectors of jobs. E.g. Women prefer to take up jobs in the fields of Teaching, Nursing, Care giving, Cleaning, Sedentary office jobs; while men fancy outdoor, marketing, supervisory jobs. Since in many countries even today woman's income is considered supplementary to family income, she tends to work in lower skilled, lower valued and lower paid occupations. Women are under-represented in managerial jobs and authority positions. 'In the developed world of European Union there are only 17% women who are board members of the big corporate houses and only around 4% chair-persons of boards, scientists and engineers.' (Gonzalez, 2012)

→ Social Stereotypes:

Traditional mind set and socio-cultural stereotypes tend to influence the choice of educational branch, careers and employment. ‘Even while around the world 60% graduates are women, they are a minority in fields like mathematics, computing and engineering.’ (PEW Research Centre, 2015)

The socio-cultural stereotypes dictate women to take employment closer to residence, in environments which are so called safe due to domination of women, less technical jobs, office time jobs without shifts, flexible timings to attend to child and elderly care, jobs with lesser responsibility to avail vacations, etc. All this may culminate into women getting paid lower salaries in spite of their education and expertise.

→ Balancing act of work and personal life:

Sharing of domestic responsibilities such as cooking, domestic work, care giving, child rearing, etc. are not equally shared and are primarily considered as inherent duties of women, even today. This makes it difficult for women to strike the work-life balance. In case of illnesses of the dependent members of family such as old parents or young children, women tend to take leave, sacrifice their career goals or leave the job. In addition there are very less affordable and good support systems available to women such as child care and elderly care facilities in India. This situation is equally bad in progressive European countries. As indicated by Gonzalez (2012), across Europe around 32% of women work part-time, compared to only around 8% of men.

Table: No: 2: Ranking of Countries on Gender Equality

Sr. No	Top 10 Countries	Bottom 10 Countries
1	Iceland	Yemen
2	Norway	Pakistan
3	Finland	Syria
4	Sweden	Chad
5	Ireland	Iran
6	Rwanda	Jordan
7	Philippines	Morocco
8	Switzerland	Lebanon
9	Slovenia	Mali
10	New Zealand	Egypt
(Source: Grimley, World Economic Forum 2015)		

Researches on 'gender wage-gap' mainly concentrate on gender disparity in education, work experience, treatment at workplace, employment opportunities and fields of employment for men and women. If these parameters are gender specific they definitely cause the labour market requirements and demand supply ratio play crucial role in this regard. Moreover, the type of industries and occupations preferred by men and women with certain working specifications as time, nature of job, skill-set, etc. further influences the wage-gap.

### The Indian Picture:

As per 'World Bank' (2014) figures, the work force participation rate of Indian women is as low as 27%. Men are still seen as the primary breadwinners by society. Due to this mindset whenever work is available, it is the men who opt for it, whereas women have the alternative option of choosing to get married and help at home. Most Indian men and family members, across religious, caste and class distinctions, expect women to serve their families, do all the household work, have children and look after the young ones. And all this domestic labour is completely unpaid in India. And for those who choose to work there is wage pay-gap at workplace. 'The jobs that women undertake are low-paid with poor working conditions and rights. There is a need to improve these aspects. The big challenge is to generate women-specific or women-oriented jobs that would ensure an increase in their work participation rates and perhaps their labour force participation. With a rise in educational levels, and consequently in urban women's aspirations to enter high-paid jobs, the potential for utilising opportunities arising from global or local labour markets also increase.' (Rustagi, 2013) Zaidi (2015) disclosed that in spite of having rules

against gender discrimination, the corporate houses do not pay their women employees as much as their male counterparts. This survey done in collaboration with an established recruitment firm in New Delhi involving nearly 36,000 employed men and women found that the median wage earned by women was 27% lower than that of men. According to the Monster Salary Index India IT Sector Report 2014, only 30% of the total IT sector workforce in India is women and the fairer sex also faces a huge gender wage-gap of 29 %.(Times of India, 23.7. 2014)

Paycheck (2011) gives analysis of data collected from 16,500 employed persons across India. Out of which 13,729 were males and 2771 were females. Data was collected over a period of 6 years (from 2006 to 2011). Some striking facts emerged from this study...

- A wide gender wage-gap exists in India. The average gender wage-gap is approximately 54% for years 2006 to 2011.
- As the education level increases, the gender wage-gap increases in most of the cases. The gender wage-gap is lowest for Plus 2 or equivalent education level at 11.54% and is highest for Post Doctoral Education level at an alarming 180%.
- The gender wages gap varies across Indian States. The gender wage-gap is highest in the state of Assam and Rajasthan at 64% and 59% respectively. The gap is relatively low in the southern part of India. The gender wage-gap is lowest for New Delhi at 20%.
- Men and women with same work experience are not paid equally. Gender wage-gap is low at junior level (up to 10 years of work experience wage-gap is 49.37%) and high at senior levels (work experience of 31 to 40 years –wage-gap found was 1117.34%).
- The gender wage-gap has narrowed over the years. It was above 70% before 2008 and has come down to almost 40% in 2011.

Figure: 1: Gender Wage-gap in India during year 2007-2011



(Source: Paycheck.in.(2016) Indian Institute of Management, Ahmedabad.)

**Conclusion:**

Studies show that due to the social stigma attached to womanhood, in spite of equal education, skills and competencies, women in the entire world face wage inequality. Women have more career interruptions or they work for shorter hours than men since they need to fulfil responsibilities on family and domestic front. This has a negative impact on their career progression and promotion prospects resulting in less financially rewarding careers. Kochhar (2013) argues that some of it is due to differences in the types of jobs (occupations) women and men do and some of it is due to the effects of parenthood on women and men. Research also suggests that women may not negotiate for higher wages as aggressively men or women may be more likely to trade-off higher wages for other amenities, such as flexible work hours.

The hope for improvement in this situation is that various articles of the 'Constitution of India' attempt to ensure that there is no prevalence of gender wage-gap. With increasing educational levels, social status and urbanisation the gender wage-gap is very slowly decreasing in India. However, more awareness and efforts in reducing social stigma can make a positive difference in women to access better jobs and men to accept employment of women and make required adjustments in family life.

We support and reiterate the words of Klaus Schwab- founder and executive chairman of the WEF (World Economic Forum) that 'We need to create a world where women's contributions and ideals are as valued as those of men. Gender parity in our thinking and actions will be critical in helping to ensure that the future is served by humanity and not threatened by it!'

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## **GENDER DISPARITY IN EDUCATIONAL EMPLOYMENT**

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### ***Abstract***

*‘Gender’ is a socio-cultural term referring socially defined roles and behaviors assigned to ‘males’ and ‘females’ in a given society; whereas, the term ‘sex’ is a biological and physiological phenomenon which defines man and woman. In its social, historical and cultural aspects, gender is a function of power relationship between men and women where men are considered superior to women. Therefore, gender may be understood as a man-made concept, while ‘sex’ is natural or biological characteristics of human beings.*

***Keywords:*** Gender Disparity, Education Employment

Gender Inequality, in simple words, may be defined as discrimination against women based on their sex. Women are traditionally considered by the society as weaker sex. She has been accorded a subordinate position to men. She is exploited, degraded, violated and discriminated both in our homes and in outside world. This peculiar type of discrimination against women is prevalent everywhere in the world and more so in Indian society.

**“No nation, no society, no community can hold its head high and claim to be part of the civilized world if it condones the practice of discriminating against one half of humanity represented by women.” – Prime Minister Manmohan Singh**

**The only concern here is gender disparity.**

### **Definition and Concept of Gender Disparity:-**

‘Gender’ is a socio-cultural term referring socially defined roles and behaviors assigned to ‘males’ and ‘females’ in a given society; whereas, the term ‘sex’ is a biological and physiological phenomenon which defines man and woman. In its social, historical and cultural aspects, gender is a function of power relationship between men and women where men are considered superior to women. Therefore, gender may be understood as a man-made concept, while ‘sex’ is natural or biological characteristics of human beings.

Gender Inequality, in simple words, may be defined as discrimination against women based on their sex. Women are traditionally considered by the society as weaker sex. She has been accorded a subordinate position to men. She is exploited, degraded, violated and discriminated

both in our homes and in outside world. This peculiar type of discrimination against women is prevalent everywhere in the world and more so in Indian society.

**The root cause of gender inequality in Indian society is as follows:**

1. Patriarchy system
2. Ancient Hindu law given by Manu
3. Women themselves accepted as they are subordinate position to men
4. Extreme poverty and lack of education are also some of the reasons for women's low status in society.

By considering above causes,

Educating girl child is still seen as a bad investment because she is bound to get married and leave her paternal home one day. Thus, without having good education women are found lacking in present day's demanding job skills that's why they lack in job market.

If we see the Gender Disparity index the truth will come in front of us. **Gender Disparity is also reflected in India's poor ranking in various global gender indices.**

- **UNDP's Gender Inequality Index- 2014:** India's ranking is 127 out of 152 countries in the List. This ranking is only above Afghanistan as far as SAARC countries are concerned.
- **World Economic Forum's Global Gender Gap Index- 2014:** India's ranks at 114 in the list of 142 countries of the world. This Index examines gender gap in four major areas:
  - Economic participation and opportunity.
  - Educational achievements.
  - Health and life expectancy.
  - Political empowerment
    - **Female literacy** is at 65.46% in 2011 as against 82.14% of male literacy. This gap indicates a wide gender disparity in India that Indians do not give enough importance to the education of girls.
    - All these indicators points towards the sorry state of affairs in India regarding gender justice and women's human right. Though every year government starts various schemes and programs apart from existing ones for the benefit and empowerment of women but on the ground there are not enough visible changes. The change will appear only when the mind set of Indian society would change.
- 5. Educated women are capable of bringing socio-economic changes. The constitution of almost all democratic countries, including India, grants equal rights to both men and women. But Patriarchy system, Social Structure of Religions and Illiteracy, poverty, decline of household industries, competition from factories, and technological changes are the major barriers for women employment.

To deal with this Gender Disparity Education is the only way. By Educating Women we can empower the women and also bridge the gap between Gender inequality.

### **Through the Women Education We can achieve following Goals:**

**Economic development and prosperity:** Education will empower women to come forward and contribute towards the development and prosperity of the country.

**Economic empowerment:** So long as women remain backward and economically dependent on men, the helpless condition of them cannot be changed. Economic empowerment and independence will only come through proper education and employment of women.

**Improved life:** Education helps a woman to live a good life. Her identity as an individual would never get lost. She can read and learn about her rights. Her rights would not get trodden down. The life or condition of women would improve a lot, if we take a broad outlook in the field of female education.

**Improved health:** Educated girls and women are aware of the importance of health and hygiene. Through health education, they are empowered to lead a healthy life-style. Educated mothers can take better care of both herself and her baby.

**Dignity and honor:** Educated women are now looked upon with dignity and honor. They become a source of inspiration for millions of young girls who make them their role-models.

**Justice:** Educated women are more informed of their rights for justice. It would eventually lead to decline in instances of violence and injustice against women such as dowry, forced-prostitution, child-marriage, female foeticide, etc.

**Choice to choose a profession of her choice:** Educated women can prove be highly successful in the fields of life. A girl-child should get equal opportunity for education, so that, she can plan to become a successful doctors, engineers, nurses, air-hostesses, cook, or choose a profession of her choice

### **Conclusion**

**Women Empowerment** is now considered a human rights issue. Gender disparity cannot be fully eliminated merely by the legal and administrative measures. The educated people should develop a national consciousness of the positive impact of gender equality. There is a need for changes in perception towards women. The human society would be most advantaged only if women are treated equally and are not deprived of their rights. Let us hope for a society where women are not discriminated because of their gender.

## IMPORTANCE OF EDUCATION IN WOMEN HEALTH IN INDIA

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### **Abstract**

*'MATRU Eva Bhava' is a saying in Sanskrit which equates the mother with the Gods. It represents the Indian sentiment which places the mother above every one; however it has only been a lip service. In reality it exists only in books. In India, in the rural area, sex discrimination begins at birth and prevades throughout a women's life, from childhood through adulthoods to old age. Women receive lowest priority when it comes to health. The main drawbacks in women's development have thus been mainly early marriages, repeated pregnancies, lack of education, formal and non-formal and a preponderance of social prejudices along with lack of independent economic generation activity or independent assets. Approaches towards improving women's health must start from improving the health of new born females, giving her education, equal rights must start in the cradle.*

*Education plays a vital role in the health status of the people. And women's education is of paramount importance. It is rightly said "Teach a mother to be healthy and she will teach the rest of the mankind". Hence, we must concentrate on teaching women the need for containing the ever increasing population. Studies have shown that educated women up to university level and have an average of only two children compared to illiterate women who have an average of six children. This has been proved effectively in Kerala.*

**Keywords:** *Women's education, women's health.*

'MATRU Eva Bhava' is a saying in Sanskrit which equates the mother with the Gods. It represents the Indian sentiment which places the mother above every one; however it has only been a lip service. In reality it exists only in books.

If we continue to ignore the women's situation can we ever hope to attain Health for all, even long after the year 2016. Not only do women have special health needs because they bear and nature children, but they do most of the caring for their families good health is founded in the

family. So if women are ignorant, malnourished, over worker and if they have large numbers of children starting at an early age, then the health of their families as well as their own health will continue to suffer. It is their health and their level of education that will to a large extent determine the health and productivity of future generations of both the sexes.

In the changing society, women is no more playing her age old traditional role of being confined at home. She plays multiple roles ranging from child bearing child rearing, doing domestic works, a woman of the house and bread winner to maintain the family. In majority of cases she is ill-prepared to perform.

Women are partners in development, but their contribution as wives, mothers, income earners and community members, often goes unrecognized and undervalued. Over work and stress affect women's health and that of their families. The net effect of the cultural, social and economic biases that women suffer from are reflected in their excessive mortality, poor health, inadequate access to health care and medical services and increasing gap between men and women in literacy, education, training for employment and employment status. This difference has widened from urban to rural society. In the rural India traditional practices regarding marriage and the status of the daughter-in-law in the household, along with the practices associated with pregnancy, child-birth, lactation, fertility control and health care utilization further aggravate the health impairment of women. In rural societies parents wish to marry of their daughter as soon as they attain puberty. This custom precludes girls from achieving an educational status comparable to that of boys. This lack of education then prevents women seeking alternative role in life.

'Yet 'non-salaried' women peasants or housewives, for example, carry huge responsibilities which may prevent them from spending time on health promotion and family care. Their heavy work load is never counted as 'employment' and therefore they are not covered by protective legislation.

Knowledge acquired in the past few decades has clarified the biological and social bases underlying the health and health care of mother. This knowledge has strengthened the scientific justification for maternal health care. If the family health is to be attained, the health needs o mothers must be considered the first priority.

### **Health Status of Mothers**

In India, in the rural area, sex discrimination begins at birth and prevades throughout a women's life, from childhood through adulthoods to old age. Women receive lowest priority when it comes to health.

Infant mortality is clear indicator of unequal priorities and sex discrimination. Universally male infant mortalities are always higher but in Indian it is not so. The disparities are even more marked in the rural areas. Approaches towards improving women's health must start from

improving the health of new born females, equal rights must start in the cradle. Indian constitution proclaims equal rights to men and women but does it have any effect?

In any community women of child bearing age from 15 to 45 years constitute approximately 20 per cent. In addition there is no other period in human life span when beliefs, customs and values affect the health care as much as they do at the time of pregnancy and child birth.

The main drawbacks in women's development have thus been mainly early marriages, repeated pregnancies, lack of education, formal and non-formal and a preponderance of social prejudices along with lack of independent economic generation activity or independent assets.

The strategy thus has to be three-fold of education, employment and health. They are interdependent and dependent on the total developmental process. In addition, the voluntary adoption of the small family norm has to be promoted among all couples.

The major and essential action for women's health and status takes place within the family. She needs supports from family and the community on reshaping her life. If only this is achieved, women will rise from her lowly depths to her rightful place as equal to man.

Education plays a vital role in the health status of the people. And women's education is of paramount importance. It is rightly said "Teach a mother to be healthy and she will teach the rest of the mankind". Hence, we must concentrate on teaching women the need for containing the ever increasing population. Studies have shown that educated women up to university level have an average of only two children compared to illiterate women who have an average of six children. This has been proved effectively in Kerala.

Studies have also shown in West Africa that women in the higher income groups have lower fertility than illiterate women. The better educated the women, the higher her social status, the greater her economic power, the more she will demand and achieve control of her own fertility. Hence women must try to motivate the Government and the public to accelerate women's education and employment. Every parent must be influenced to afford equal educational opportunities to their daughters like their sons.

Another area that should be added is adult education programmes. Educated women can take this as a challenge to follow the dictum 'Each one teach one' and promote this aspect. This can also be merged with the activities of Mahila Mandal's in rural areas and slums which mainly concentrate on social activities and health education.

### **Conclusion:**

The strategy has to be three-fold of education, employment and health. They are interdependent and dependent on the total developmental process. In addition, the voluntary adoption of the small family norm has to be promoted among all couples.

The major and essential action for women's health and status takes place within the family. She needs supports from family and the community on reshaping her life. If only this is achieved, women will rise from her lowly depths to her rightful place as equal to man and this is possible mainly through women's education.

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## **EMPLOYMENT OPPORTUNITIES AND WOMEN WITH DISABILITIES IN INDIA**

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### ***Abstract***

*The present study focuses upon the available employment opportunities at the central, state, district, block and village levels. There is so much happening at national as well as international level for the women with disabilities in different acts, policies and schemes. Recently the govt. of India and Prime Minister Sri. Narender Modi launched the National Skill Development for the disabled people also. In this paper the investigator will discuss his experience in the field of rehabilitation for the employment of women with disabilities. The objectives of the study are to explain the various employment skills for these people.*

**Keywords:** *Women with Disabilities, NHFDC, acts, policies and schemes.*

### **Women with Disabilities**

Women with disabilities have a double discrimination, both on the grounds of gender and of impairment. The social status of disabled women varies according to individual circumstances and to the community in which they live. There is ample evidence that women with disabilities experience major psycho-social problems and they have been restricted to home-based activities, while men are likely to be supported in more public and outward-looking avenues. Being a woman they do not have access to better education or find a suitable job. The society thinks that she cannot be a “good wife”, or a “good mother”. This is because of the capitalistic attitude of the society. They are often denied opportunity to interact with others and gain skills to prove their skills due to the discriminatory attitudes. Isolation and confinement based on culture and traditions, attitudes and prejudices often affect disabled women more than men. This isolation of disabled women leads to low self-esteem and negative feelings. Therefore, the needs of girls with disabilities may be more special than needs of any other groups and have to be addressed in all spheres of education. Regarding education, boys with disabilities attend school more frequently than girls with disabilities.

The women with disabilities are twice to three times more likely to be victims of physical and sexual abuse than non-disabled women. Their access to reproductive health care is minimal and as a result they suffer greater vulnerability to reproductive health problems and sexually transmitted diseases. There is a lack of awareness regarding women with disabilities and reproductive health needs. More often than not, it is assumed that they do not form part of the target groups because being disabled is associated with being sexless or asexual. Many parents of young girls with disabilities are often advised to remove the uterus of their wards for safety reasons.

### **Indian Disabled Women**

A recent national survey of disability organizations revealed a very grim situation for disabled women in India. Women formed only 28.45% of the entire strength of the decision-making bodies, with disabled women comprising a mere 3.71%. Only 25% of the program beneficiaries were disabled women, and the percentage of girls receiving education was only 38.34. Disabled women's issues were identified as a priority area at a national two-day conference on employment and disability. At the disabled women's panel, it was pointed out that while "a lot of organizations are working for women and for the disabled respectively, very few initiatives have been taken in India to tackle the exclusive problems of women with disabilities."

### **Different Aspects of Women with Disabilities**

#### **Education**

*Women with disabilities do not form a homogeneous group.* For example, the mentally ill and mentally retarded, the visually, hearing and speech impaired and those with restricted mobility or with so-called "medical disabilities" all encounter different barriers, of different kinds, which have to be overcome in different ways. Traditionally, schools for disabled children are most commonly segregated institutions for those with visual, hearing and intellectual impairments. Girls with extensive physical disabilities have even less opportunity for schooling. The few special schools, concentrated in large cities, have residential facilities; the residential system discriminates against access by girls. So long as education for people with disabilities is largely confined to a segregated system, only a few disabled girls and women will be benefited.

Education is the key to the advancement of women and girls with disabilities as it provides access to information, enables them to communicate their needs, interests and experiences, brings them into contact with other students, increases their confidence and encourages them to assert their rights. Without a basic education, their chances for employment are almost nil. Hence, there is an urgent need to consider policies and programmes that will place greater emphasis on the participation of women with disabilities in the mainstream education system. Certainly the challenges are great. In the year 2003 Ministry of social justice and empowerment has introduced novel scheme of providing scholarships for people with disabilities to pursue

higher education. The important feature of this programme is it reserves 50% of scholarships for women with disabilities.

### **Social exclusion**

Women with disabilities, especially from rural areas, are likely to be left out of family interactions and community activities. A study conducted (Emily et al 2002) demonstrated culturally appropriate form independent group living to have a beneficial impact on the women's levels of sociability and their confidence to venture out in public or to social functions. Together, confidence in their abilities was strengthened and they could carry out their business with mutual support. Thus, independent group living helps in Social Development (Increased sociability, public confidence and ability to support) and Personal Development (improved self-image, independence and professional motivation)

### **Advocacy**

In general, the burden of work for women with disabilities falls squarely on the shoulders of disabled women themselves so that disabled women's issues can be addressed and information and resources shared. Women with disabilities have been an integral part of the history of movements for disability rights. In spite of their contributions, however, disabled women's issues were largely ignored and their accomplishments minimized. Disabled women in India face numerous challenges. "In the absence of well-coordinated government policies aimed at integrating disabled people in mainstream activities, disabled women live under extremely difficult conditions, for not only are they women but most of them are in the rural areas. The women with disabilities in India are discriminated against equality. Discrimination deprives disabled women of vital life experiences, and therefore by denying them the opportunity to participate fully in community affairs they are deprived of equality of opportunity." Without effective remedial action, the consequences of disability will add to the obstacles to the development of women with disabilities. Hence it is essential that we include immediate, adequate and appropriate measures for the equalization of opportunities for girls and women with disabilities in the following areas:

### **Employment**

*Women in general face discrimination in employment.* For women with disabilities, this discrimination is far greater. In situations where there is high unemployment, opportunities for remunerative work tend to be severely limited. When disabled women do find jobs, they receive considerably lower wages. For example, even for an industrialized country, studies have shown that a disabled woman working full-time earns only 56 per cent of the salary of a full-time employed disabled man. In fact, disabled women earn the lowest wages compared to disabled men or non-disabled women.

In our society an individual's worth is often judged by his or her contribution to society and employment has evolved to become a major factor in evaluating their worth. Even though disabled people constitute a significant 5 to 6 percent of the population of India, their needs for employment remain unsatisfied, in spite of the implementation of the Persons with Disabilities Act, 1995, which reserves 3 per cent of all categories of jobs in the Government sector for disabled persons. This study was conducted by the National Center for Promotion of Employment for Disabled People, an organization working as an interface between the Government, industry, non-governmental organizations and international agencies, to promote employment opportunities for people with disabilities in India.

Based on the research conducted by NCPEDP on the status of employment of disabled people, it was also found that the job market was not prepared in terms of attitude, finance and infrastructure to include disabled person in the workforce of the country. It also seems that even if disabled people are employed, they are either at very low post or that even at a higher post they are being discriminated against and are getting lower wages compared to their non-disabled counterparts. Thus disabled people are forced to accept the situation because "Some job and some money are better than no and no money".

**The following are some of the factors that hinder the placements of disabled people:**

1. Poor accessibility to and at work place.
2. Mismatch of available jobs and registered candidates
3. lack of data on job profiles required and on persons seeking employment
4. lack of reservation policy in the private sector
5. lack of belief in the capacity of the Disabled People
6. absence in adoption of technology to enhance potential of Disabled People
7. dearth of disabled people with relevant education and training
8. attitude of parents
9. lack of initiative on the part of disabled people themselves

Persons with Disabilities Act, 1995, not only reserves three per cent of all categories of identified jobs in the public sector industries for disabled persons but also provides for incentives for public and private sector companies that have at least 5 per cent of their workforce comprising disabled persons. Women with disabilities are multiply disadvantaged through their status as women, as persons with disabilities, and majority numbers as persons living in poverty.

## **Disability Employment Services Can Provide**

- Ongoing support in a job if required.
- Help to prepare for work, including training in specific job skills.
- Purchase of vocational training and other employment-related assistance.
- Access to help with workplace modifications, support services, and interpreting in the workplace.
- Support when initially placed into a job, including on the job training and co-worker and employer support.
- Job search support, such as resume development, training in interview skills, and help in looking for suitable jobs.

## **Women empowerment is all about women employment**

It is believed that economic dependence of women is a big hurdle in their empowerment and women's participation in job sector is considered as an index of their economic independence. The employment opportunities will not only lend them personal autonomy but the power of decision making as well. With a sizeable number of women unemployed or women with insecure jobs, it becomes difficult for them to demand gender equality and are therefore, recognized as Homemakers or Housewives after their marriage or child's birth. Naukri4Women is an online platform that works towards lending all women the status of 'Working Women'. Not only this, the site will also offer them with proper career advice regarding their education, training, personality development and overall professional development.

## **Women - Bridging the gap between unemployed women and their dream career:**

Our vision is nothing less than seeing every women in India having her own independent career, financial freedom and social security so that they can prove people wrong who think Indian women are only for household work. Facilitation of employment to empower women with Job Security, Financial Independence and Social Equality by breaking the myth of only "Male Candidate" on Top Management. Working with an aim to lend women the dignity and freedom they want, Naukri4Women operates across all major segments and industries including: IT, Telecom, Retails, E-Commerce, Education, Advertising/Marketing, Manufacturing and Market Research/Analytics. So by providing them with employment opportunities we help women contribute to the health and productivity of their whole families and also allow them to advance prospects for the next generation.

## **Review of Literature**

While reviewing published literature on employment of persons with disabilities, one could find a substantial body of literature on vocational rehabilitation, sheltered employment and, more recently, on issues related to accessing employment in the open labour force. There have been a

large number of research and evaluation studies published on disability and employment, reflecting the importance of this area of policy in recent years. These studies have mostly focused either on the general direction of policy, or on evaluation of several new employment activation policies and pilot schemes that have been introduced.

However, even in those affluent societies where extensive research work has been carried out on the issue of employment rights of the persons with disabilities, the common thread underlying such research is the trend of declining employment rates in the 1990s among persons with disabilities and some of the potential reasons for these changes (Bound & Waidmann, 2000; Burkhauser and Daly, 2001). Since earnings from work are an important factor in income, declining employment rates have *Issues in Job Search and Work Accommodations for Adults with Disabilities* 89 implications for household income and well-being. (Burkhauser and Daly, 2001) show that the share of household income coming from the earnings of men and women with disabilities declined during the 1990s. During the same time period, total household income for those with disabilities has increased slightly because of the increased reliance of these households on non-labour sources of income, in particular disability benefits. It is important to note before continuing that the study of disability policies has been a unraveled topic in the Indian context.

These include lack of access to needed work accommodations, disincentives imposed by public disability benefit programmes (Bound & Burkhauser, 2000) and discrimination (Baldwin & Johnson, 1994). Those who also have low levels of education are doubly disadvantaged and have been shown to have poor job prospects (Burkhauser et al., 1993). There is a long history of policy initiatives to remove barriers and enhance employment rates of persons with disabilities. In the past decade there has been an intensification of these efforts and additional focus on addressing barriers in the environment--such as, lack of access to accommodations and discrimination. Among these efforts is the passage of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, which makes statutory provision for three per cent reservation for the persons with disabilities in public sector jobs.

Each policy has a well-known effect. If a country relies on socially excluding policies, they are categorized as following the social welfare model. On the other hand, if a country relies on integration policies, they are following the civil rights model. The social welfare and civil rights models help us to understand the reasons why governments choose certain disability policies. The policies pursued in India could be regarded as a combination of both of them. However, the models are not complete enough to be the only indicator of employment levels. Waddington and Diller's theory does not consider the impact of political active, national disability organizations on employment levels. In order to understand why national disability organizations are such an important variable, I will submit four ways (if politically active) they can affect employment levels.

After a brief overview of the existing theories, their gaps and a discussion of the importance of national disability organizations, the complexity of employment variation is obvious. The tendency would be to begin the analysis by making some connections. For example, countries with low employment levels have many common attributes. Generally, they do not have specific legislation for persons with disabilities; anti-discrimination rights are granted generally through the nation's constitution; there is little to no oversight or assessment of how effective employment initiatives are.

### **Some of the key areas of concern to disabled women include**

- *Awareness:* to highlight the plight of women with disabilities, especially in rural areas
- *Education:* Disabled girls are less likely to attend school than disabled boys.
- *Training:* Professional and Vocational- limited access into training programmes.
- *Employment:* Disabled women are less likely to be granted loan facilities or be employed
- *Violence:* Women and girls with disabilities are particularly vulnerable to violence, especially within the home situation. Sexual abuse is quite common, especially among women with mental and/or hearing disabilities. Abuse by physicians and caregivers, e.g. forced sterilization, is common.
- *Health services:* Refusal of health workers to advise disabled women and girls on appropriate family planning services and methods
- *Empowerment*

### **Some of the needs to be addressed**

- Public education and awareness programmes to promote positive perceptions on the potential of disabled women in society
- Career-oriented education for disabled women
- The right to control their own fertility
- Legislative provisions to promote and protect the human rights of disabled women
- Accessible, well-equipped resource centres and clinics that will provide information on issues affecting disabled women
- Provisions in the social security system that will deal specifically with the needs of disabled women, especially young disabled mothers
- Development of specific measures to redress the social and economic exploitation of disabled women in rural areas and informal settlements.

Among approximately 40 countries in the Asia and Pacific region, 25 countries already have self-help organizations of disabled persons. Twenty of these organizations are nation-wide cross-disability organizations. One Indian disabled woman frames the situation this way: "The issues of women with disabilities are same as other women in India plus more [complex] as they lack access to education, resulting in all the problems linked with illiteracy such as poverty, lack of

decision making power and lack of available options. Because of disability they are not considered to be women who can fulfil the traditional roles of Indian women. Worst of all I have seen that most women with disabilities who are leaders themselves really believe in this notion. So the issue, which needs attention, is lack of recognition of rights. The concept that a woman has rights is well adopted by the women in India, however not by women with disabilities." An Indian disability activist says: "In a society where the practice of gender inequality has become a convention, disabled women are the most isolated and marginalized. After years of struggle, disabled men have succeeded to some extent in making their voice heard. A special initiative is required to make sure that disabled women are also heard."

### **Tools for Empowerment**

Non-governmental organizations can play a powerful role in counteracting the cycle of oppression through which disabled women are denied access to support and resources that would empower them to reach their potential and contribute to the community. The need for funding support presents a critical challenge for women with disabilities. One survey respondent summed it up: "there is much to be done and not enough resources to do it with."

### **Some of the recommendations to NGOs to more effectively include women with disabilities**

- Disability organizations, leadership training projects and independent living services must collect data on involvement of women and girls with disabilities and conduct specific outreach efforts to include women with disabilities.
- Mainstream organizations must support and work in partnership with organizations led by women with disabilities.
- Women with disabilities must be involved in all policy and decision making processes, and at every level of the projects: as staff, volunteers, participants, and evaluators.
- Education, vocational training and rehabilitation programs must include women with disabilities, to prepare women and girls for careers and gainful employment.
- Rehabilitation and adaptive technology must be available for women with disabilities, and women with disabilities must be involved in the development and production of adaptive devices.
- Health service personnel must be trained to offer informed and sensitive service and education addressing the health needs of girls and women with disabilities. Non-governmental organizations must work with women with disabilities to pressure governments to effectively implement the recommendations, which have been made over the years by various UN bodies and non-governmental organizations, particularly at the Fourth World Conference on Women in Beijing in 1995.
- Entrepreneurship development cum pre vocational training cum Vocational Training cum placement multipurpose centres to promote self and group employment (with a cross disability approach) for women need to establish at least one in each Taluk/block level

with hostel facilities. After successful training and placement in the open employment/self or group employment independent living houses need to be supported by the government.

- Women with disabilities working in the agriculture related work needs extra support.

### **Other Recommendations**

Aligning with the *Biwako Millennium Framework* for action: towards an inclusive, barrier-free and rights-based society for persons with disabilities in Asia and the Pacific. The Commission has to set the following targets:

1. *By 2005, Governments should ensure anti-discrimination measures by forming special task forces to protect women with disabilities.*
2. *By 2005, self-help organizations adopt policies to promote full representation of women with disabilities,*
3. *By 2005, women with disabilities should be included in all the policy making bodies from panchayat to parliament levels*
4. *Set up state wise task force to prepare white paper on the quality of services available for girls/women with disabilities and all the institutions managed or supported by the government and other donors.*
5. The Commission should insist on 50% *Reservations* for girls with disabilities in schools and colleges (out of the existing quota) as well as 50% of the total of job opportunities, reserved for persons with disabilities, ranging from a minimum of 30% and to a maximum of 50% as per the PWD Act, 1995.
6. In order to improve the quality of life of women with disabilities in the rural and urban India, *district CBR Societies for women with disabilities* should function in cooperation with CBR societies for persons with disabilities at the district level, with the District Commissioner as the Chairman of the and the Deputy Director, Women & Child Development as the Secretary. All organizations working for women with disabilities and all organizations of women with disabilities and Self-Help Groups of Parents of adolescent girls with disabilities should become members of the society. A sample of the By-laws of the District CBR Society for persons with disabilities is enclosed and By-laws for district CBR Society for Women with Disabilities need to be developed.
7. In urban areas in addition to the reservation, women with disabilities are finding it extremely difficult to get hostel facilities. Therefore, *a 3% reservation should be made in all existing women's hostels for women with disabilities.*
8. There is a need for a *scheme to support Self-help mutual aid groups of women with disabilities* on the lines of Stree Shakthi in Karnataka and the DFID Velugu programme in Andhra Pradesh for women with disabilities and this should include a *seed money to start both self and group employment.* In addition to promoting self and group employment, there is a need for EDP programmes, both rural and urban, for women with

disabilities to start their own cooperatives on the lines of SEWA, both in Khadi Commission and all the poverty alleviation programmes. Industrial development corporations.

9. Finally, about movies and media, initiatives should be taken to regulate the media, which are mainly focusing on women's external beauty to promote the brands and nothing beyond. We can promote this on the lines of the Erikson Company; Finland which states *women with disabilities should also promote the popular brands*. This will help to fight for the age-old image about women and help people to appreciate inner beauty.
10. Under Sarva Shiksha Abhiyan a special programme for the inclusion of girls with disability in ICDS and elementary schools should be launched on the lines of Joyful inclusion and Odisha Portage programme launched by the Women and child Development Department, Government of Karnataka in cooperation with CBR NETWORK (South Asia)
11. The existing practices of discrimination based on degree of disability or economic criterion should be removed for children with disability up to the age of 0-14 years for the educational purpose to scale up the access to basic educational services.

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## ROLE OF EDUCATION IN THE EMPOWERMENT OF WOMEN

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### ***Abstract***

*Women education in India has been a need of the hour, as education is a foundation stone for the empowerment of woman. Education is milestone of women empowerment because it enables them to respond to the challenges, to confront their traditional role and change their life. So that we can't neglect the importance of education in reference to women empowerment and India poised to becoming superpower in recent years. Education of women is the most powerful tool to change the position in society. Women education in India has a major preoccupation of both the government and civil society as educated women can play a very important role in the development of the country. Education also brings a reduction in inequalities and functions as a means of improving their status within the family and develops the concept of participation.*

**Keywords:** *Education, preoccupation, milestone, empowerment, participation.*

### **Introduction**

Empowerment can be viewed as means of creating a social environment in which one can make decisions and make choices either individually or collectively for social transformation. The empowerment strengthens the innate ability by way of acquiring knowledge, power and experience (Hashemi Schuler and Riley, 1996). Empowerment is the process of enabling or authorizing individual to think, take action and control work in an autonomous way. It is the process by which one can gain control over one's destiny and the circumstances of one's lives. There are always a number of elements in the society which are deprived of their basic rights in every society, state and nation, but these elements lack in the awareness of their rights. If we enlist such elements from the society, then women would top this list. In fact, women are the most important factor of every society. Even though everybody is aware of this fact, but nobody is ready to accept this fact. As a result, the importance which used to be given to women is declining in today's society. As a consequence of this growing tendency of underestimating women such as to make them occupy a secondary position in society and to deprive them of their basic rights, the need for empowering women was felt.

Empowering women has become the focus of considerable discussion and attention all over the world. Today we enjoy the benefits of being citizens of a free nation, but we really need to think whether each of the citizens of our country is really free or enjoying freedom, in the true sense of the term. The inequalities between men and women and discrimination against women are an age-old issue all over the world. Thus women's quest for equality with man is a universal phenomenon. Women should equal with men in matters of education, employment, inheritance, marriage, and politics etc. Their quest for equality has given birth to the formation of many women's associations and launching of movements. The Constitution of our nation doesn't discriminate between men and women, but our society has deprived women of certain basic rights, which were bestowed upon them by our Constitution. Empowerment allows individuals to reach their full potential, to improve their political and social participation, and to believe in their own capabilities.

### **Importance of women education**

"If you educate a man you educate an individual, however, if you educate a woman you educate a whole family. Women empowered means mother India empowered". PT. JAWAHARLAL NEHRU. Women education in India plays a very important role in the overall development of the country. It not only helps in the development of half of the human resources, but in improving the quality of life at home and outside.1 If it is said that education is the key to all problems, then it won't be improper. Thinkers have given a number of definitions of education but out of these definitions, the most important definition is that which was put forth by M. Phule. According to M. Phule, "Education is that which demonstrates the difference between what is good and what is evil". If we consider the above definition, we come to know that whatever revolutions that have taken place in our history, education is at the base of them.2 Education means modification of behavior in every aspect, such as mentality, outlook, attitude etc. Educated women not only tend to promote education of their girl children, but also can provide better guidance to all their children. Moreover educated women can also help in the reduction of infant mortality rate and growth of the population. Obstacles: Gender discrimination still persists in India and lot more needs to be done in the field of women's education in India. The gap in the male-female literacy rate is just a simple indicator. While the male literacy rate is more than 82.14% and the female literacy rate is just 65.46%.(b). the women were consider only house wife and better to be live in the house.

#### **Women empowerment through education**

Women empowerment is the pivotal part in any society, state or country. It is a woman who plays a dominant role in the basic life of a child. Women are an important section of our society. Education as means of empowerment of women can bring about a positive attitudinal change. It is therefore, crucial for the socio economic and political progress of India. The Constitution of India empowers the state to adopt affirmative measures for prompting ways and means to empower women. Education significantly makes difference in the lives of women.3 Women Empowerment is a global issue and discussion on women political right are at the forefront of

many formal and informal campaigns worldwide. The concept of women empowerment was introduced the international women conference at NAROIBI in 1985. Education is milestone of women empowerment because it enables them to responds to the challenges, to confront their traditional role and change their life. So we can't neglect the importance of education in reference to women empowerment. To see the development in women education India is supposed to upcoming super power of the world in recent years. The in creasing change in women education, the empowerment of women has been recognised as the central issue in determining the status of women.<sup>4</sup> for becoming super power we have mostly to concentrate upon the women's education. By which it will force on women's empowerment. As per united national development fund for women (UNIFEM) the term women's empowerment means:

- Acquiring knowledge and understanding of gender relations and the ways in which these relations may be changed.
- Developing a sense of self-worth, a belief in one's ability to secure desired changes and the right to control one's life.
- Gaining the ability to generate choices exercise bargaining power.
- Developing the ability to organize and influence the direction of social change, to create a more just social and economic order, nationally and internationally. Thus, empowerment means a psychological sense of personal control or influence and a concern with actual social influence, political power and legal rights. It is a multi level construct referring to individuals, organizations and community. It is an international, ongoing process centred in the local community, involving mutual respect, critical reflection, caring and group participation, through which people lacking an equal share of valued resources gain greater access to the control over this resources.<sup>5</sup>Let's see the difference in the literacy rate between men and women in given table are as under

Literacy rate in India

Year	Persons	Males	Females
1901	5.3	9.8	0.7
1911	5.9	10.6	1.1
1921	7.2	12.2	1.8
1931	9.5	15.6	2.9
1941	16.1	24.9	7.3
1951	16.7	24.9	7.3
1981	36.2	46.9	24.8
1991	52.1	63.9	39.2
2001	62.38	76.0	54.0
2011	74.0	82.1	65.46

On observing the above table, we come to know that at no point could the literacy rate of women match that of men. As a result, even after 65 years of independence, women occupy a secondary position in our social hierarchy. Inspire of being aware of her position, women can't transform the situation due to lack of education. Therefore, women's empowerment can't be effected unless we persuade the importance of women's education.<sup>6</sup>

### **Importance of Women participation**

Women's participation may be used both for support by an agency and as a control device by the law-makers. Participation may be direct or indirect, formal or informal; it may be political, social or administrative in nature. Women's participation in Panchayat Raj institutions may take many forms. It refers to all those activities which show the women's involvement in the processes and administration, that is, participation in policy formulation and programme planning, implementation and evaluation of policies and programmes meant for development target groups.<sup>7</sup> Indian women have been associated with politics since the pre-independence period. They were part of the freedom movement both as volunteers and leaders. On independence, Article 15 of the Indian Constitution guaranteed equality to women under the law. Though the Indian Constitution guarantees equal rights to all citizens, women are still marginally represented in the Indian political arena. The fact is that in the hands of women are having lack of power at the centre and state level. It is sad state of affairs that about half of India's population has only 10 per cent representation in the Lok Sabha. In the current Rajya Sabha, there are 21 women out of a total of 233 MPs, which amounts to only nine per cent which is even lower than that in the Lok Sabha. At the societal level male dominance in Parliament, bureaucracy, judiciary, Army, police all point towards gender inequality, notwithstanding the fact that it is often argued that women's political leadership would bring about a more cooperative and less conflict-prone world. Lack of political and economic powers add to the subservient and unequal position of women.<sup>8</sup> After Independence, in spite of having our own constitution, India was not able to achieve morals like fairness, equality and social justice. The condition of women didn't improve even having a woman prime minister for few numbers of years. Women's representation in politics all over the world began to assume importance from mid 1970s when United Nations (UN) declared 1975 as the 'International Women's Year'. This was followed by the UN's decade for Women from 1976-1985 and the theme was "Equality, Development and Peace". Women's participation in politics remained quite inconsequential in India even today but some sort of improvement took place by the 73rd and 74th constitutional amendment acts which gave boost to the status of women at the political level by giving opportunity to women in the process of decision-making.<sup>9</sup> The 73rd and 74th Amendments (1993) to the constitution of India have provided for reservation of seats in the local bodies of panchayats and Municipalities for women, laying a strong foundation for their participation in decision making at the local level.<sup>10</sup>

Educational equality

Another area in which women's equality has shown a major improvement as a result of adult literacy programs is the area of enrolment of boys and girls in schools. As a result of higher participation of women in literacy campaigns, the gender gap in literacy levels is gradually getting reduced. Even more significant is the fact that disparity in enrolment of boys and girls in neo-literate households is much lowered compared to the non-literatehouseholders.<sup>11</sup>The world has achieved equality in primary education between girls and boys. But few countries have achieved that target at all levels of education. The political participation of women keeps increasing. In January 2014, in 46 countries more than 30% of members of parliament in at least one chamber were women. In many countries, gender in equality persists and women continue to face discrimination in access to education, work and economic assets, and participation in government.<sup>12</sup> Women and girls face barriers and disadvantages in every sector in which we work. Around the world 62 million girls are not in school. Globally, 1 in 3 women will experience gender-based violence in her lifetime. In the developing world, 1 in 7 girls is married before her 15th birthday, with some child brides as young as 8 or 9. Each year more than 287,000 women, 99 percent of them in developing countries, die from pregnancy and childbirth-related complications. While women make up more than 40 percent of the agriculture labour force only 3 to 20 percent are landholders. In Africa, women owned enterprises make up as little as 10 percent of all businesses. In South Asia, that number is only 3 percent. And despite representing half the global population, women compromise less than 20 percent of the world's legislators. Putting women and girls on equal footing with men and boys have the power to transform every sector in which we work.<sup>13</sup>The gender equality and women's empowerment isn't a part of development but at the core of development. To get rid of this we have to make some educational awareness programmes on gender equality and women empowerment for cementing our commitment to supporting women and girls.

## **Conclusion**

Women play an imperative role in making a nation progressive and guide it towards development. They are essential possessions of a lively humanity required for national improvement, so if we have to see a bright future of women in our country, giving education to them must be a pre-occupation Empowerment means moving from a weak position to execute a power. The education of women is the most powerful tool to change the position of society. Education also brings a reduction in inequalities and functions as a means of improving their status within the family. To encourage the education of women at all levels and for dilution of gender bias in providing knowledge and education, established schools, colleges and universities even exclusively for women in the state. The education develops the idea of participation in government, panchayats, public matters etc for elimination of gender discrimination.

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**WORLD WITHOUT WOMEN-A MYTH OR A REALITY****Dr. Tandra Bandyopadhyay**

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***Abstract***

*God created men and women to build life together and to complete one another all lifelong. Justice embraces everything positive in life, and that evil comprises everything negative in it. Men and women are partners in building up life. And just like men are responsible of the society, women also are equally responsible of the society they live in. So, outside the framework of the specifically motherhood and fatherhood characteristics where they perform absolutely different functions, men and women have vast areas to conquer, building life shoulder to shoulder as human beings, equal in humanity. The role of a woman as a human being remains her most essential role in life.*

*The woman 'gave in' centuries ago and she is still 'giving in'. Women started to suffer from the day they developed the gift of feelings and emotions. Over the years her physical weakness was exploited to make her psychologically weak as well. Gradually a girl was indoctrinated to feel inferior, not only physically but psychologically, intellectually, and mentally. Having lost all rights she lost power and with that the right to make decisions considered a commodity she could now be exchanged (e.g. by marriage), kept or rejected at will, and got rid of when not required, either by abandoning or later or even murder. First it was a girl or two killed on the sly, then man become bolder and bolder till female infanticide must have become the accepted norm. With the laws coming up against female infanticide, more sophisticated techniques are now sought after. With the availability of ultrasound technology for determining sex of the fetus, a simple and noninvasive technique, the slogan of many ultrasound sex-determination clinics is: "Spend five hundred rupees now save five lacks later" (meaning get a female fetus aborted, to later save dowry money).*

*It is a matter of grave concern that today in India we are discussing a thing like female feticide It speaks of a whole system gone corrupt, a whole society involved in conspiracy against women, against destruction*

*of half the population of society, at the hands of monstrous practices becoming more and more rampant in a society fast losing its secular, social, and humanistic fabric. In today's materialistic world a woman is fast being relegated to the rank of a commodity and marriage has become more of a business alliance than a sacred bond between two people.*

**Keywords:** foeticide, abortion, infanticide, sex ratio

## Meaning of Female Feticide

A shloka of Atharvaveda says “The birth of a girl, grant it elsewhere. Here, grant a son.”

Female feticide is a process of aborting perfectly healthy female fetuses. It involves planned pre-natal sex determination and a subsequent abortion if the sex of the foetus is female. **Female foeticide in India** is the act of killing a female foetus outside of the legal channels of abortion. It occurs in India for assumed cultural reasons that span centuries.

## Origin

Female foeticide has been linked to the arrival, in the early 1990s, of affordable ultrasound technology and its widespread adoption in India. Obstetric ultrasonography, either transvaginal or trans abdominally, checks for various markers of fetal sex. It can be performed at or after week 12 of pregnancy. At this point,  $\frac{3}{4}$  of fetal sexes can be correctly determined, according to a 2001 study. Accuracy for males is approximately 50% and for females almost 100%. When performed after week 13 of pregnancy, ultrasonography gives an accurate result in almost 100% of cases.

Ultrasound technology arrived in China and India in 1979, but its expansion was slower in India. Ultrasound sex discernment technologies were first introduced in major cities of India in 1980s, its use expanded in India's urban regions in 1990s, and became widespread in 2000s.

The frequency of female foeticide in India is assumed to be an estimation derived from its high birth sex ratio that is the ratio of boys to girls at birth. The natural ratio is assumed to be between 103 to 107, and any number above it is considered as suggestive of female foeticide. According to the decennial Indian census, the sex ratio in the 0 to 6 age group in India has risen from 102.4 males per 100 females in 1961, to 104.2 in 1980, to 107.5 in 2001, to 108.9 in 2011.

The child sex ratio is within the normal natural range in all eastern and southern states of India, but significantly higher in certain western and particularly northwestern states such as Punjab, Haryana and Jammu & Kashmir (118, 120 and 116, as of 2011, respectively). The western states of Maharashtra and Rajasthan 2011 census found a child sex ratio of 113, Gujarat at 112 and Uttar Pradesh at 111.

The Indian census data suggests there is a positive correlation between abnormal sex ratio and better socio-economic status and literacy. This may be connected to the dowry system in India where dowry deaths occur when a girl is seen as a financial burden. Urban India has higher child sex ratio than rural India according to 1991, 2001 and 2011 Census data, implying higher prevalence of female foeticide in urban India. Similarly, child sex ratio greater than 115 boys per 100 girls is found in regions where the predominant majority is Hindu, Muslim, Sikh or Christian; furthermore "normal" child sex ratio of 104 to 106 boys per 100 girls are also found in regions where the predominant majority is Hindu, Muslim, Sikh or Christian. These data contradict any hypotheses that may suggest that sex selection is an archaic practice which takes place among uneducated, poor sections or particular religion of the Indian society.

**These pre-natal sex determination tests may include:****Ultra-sonography****Amniocentesis****Placental Tissue Sampling**

Problem of Female Feticide is widespread in China, India, Pakistan, Korea, Taiwan, etc. It persists in South Asian groups in countries like USA, Canada and UK as well.

**Magnitude estimates for female foeticide**

In India alone, estimated 2,000 female fetuses are illegally aborted every day in India - United Nations. The sex ratio is 914 females against 1000 males – lowest since Independence! -Census of India, 2011. New Delhi - June 2007 - doctor arrested for illegally aborting 260 female fetuses - the police recovered bones from the septic tank in the basement of his maternity clinic. Orissa - July 23, 2007- recovered as many as 30 polythene bags stuffed with female fetuses and the body parts of new-born babies from a dry well near a private clinic. One group estimates more than 10 million female foetuses may have been illegally aborted in India since 1990s, and 500,000 girls were being lost annually due to female foeticide.

**FEMALE FOETICIDE – CAUSES**

Various theories have been proposed as possible reasons for sex-selective abortion. Culture is favored by some researchers, while some favor disparate gender-biased access to resources, Some demographers question whether sex-selective abortion or infanticide claims are accurate, because underreporting of female births may also explain high sex ratios. Natural reasons may also explain some of the abnormal sex ratios.

**Socio-cultural**

**Patriarchy** – The male dominated society ill-treats women. Teenage girls are considered to be a potential threat to family honour.

**Dowry** – The daughter is considered a burden because dowry has to be given at the time of her wedding

**Financial In Security** – daughters are not allowed to work and hence only son can relieve financial burden

**Social Security** – Sons will care for the old parents whereas daughters will marry and go away

**Superstitions** – Salvation is achieved only if the son lights the funeral pyre

### **Advancement in Science & Technology**

#### **Unethical practices of Doctors:**

#### **Cultural preference**

One school of scholars suggest that female foeticide can be seen through history and cultural background. Generally, male babies were preferred because they provided manual labor and success the family lineage. The selective abortion of female foetuses is most common in areas where cultural norms value male children over female children for a variety of social and economic reasons. A son is often preferred as an "asset" since he can earn and support the family; a daughter is a "liability" since she will be married off to another family, and so will not contribute financially to her parents. Female foeticide then, is a continuation in a different form, of a practice of female infanticide or withholding of postnatal health care for girls in certain households. Furthermore, in some cultures sons are expected to take care of their parents in their old age. These factors are complicated by the effect of diseases on child sex ratio, where communicable and non-communicable diseases affect males and females differently.

#### **Commercial reasons**

Violate the code of medical ethics by violating women's dignity and bodily integrity

#### **Misuse of Clinical Tests:**

Amniocentesis started in 1974 to detect fetal abnormalities but was misused in Amritsar in 1979 to determine sex of the fetus.

Later the tests were stopped by the Council of Medical Research but by then it had permeated deep into the system

#### **Laws and Regulations**

India passed its first abortion-related law, the so-called Medical Termination of Pregnancy Act of 1971, making abortion legal in most states, but specified legally acceptable reasons for abortion such as medical risk to mother and rape. The law also established physicians who can legally provide the procedure and the facilities where abortions can be performed, but did not anticipate female foeticide based on technology advances. With increasing availability of sex screening technologies in India through the 1980s in urban India, and claims of its misuse, the Government of India passed the Pre-natal Diagnostic Techniques Act (PNDT) in 1994. This law was further amended into the Pre-Conception and Pre-natal Diagnostic Techniques (Regulation and

Prevention of Misuse) (PCPNDT) Act in 2004 to deter and punish prenatal sex screening and female foeticide. However, there are concerns that PCPNDT Act has been poorly enforced by authorities.

The impact of Indian laws on female foeticide and its enforcement is unclear. United Nations Population Fund and India's National Human Rights Commission, in 2009, asked the Government of India to assess the impact of the law. The Public Health Foundation of India, and premier research organization in its 2010 report, claimed a lack of awareness about the Act in parts of India, inactive role of the Appropriate Authorities, ambiguity among some clinics that offer prenatal care services, and the role of a few medical practitioners in disregarding the law. The Ministry of Health and Family Welfare of India has targeted education and media advertisements to reach clinics and medical professionals to increase awareness. The Indian Medical Association has undertaken efforts to prevent prenatal sex selection by giving its members *Beti Bachao* (save the daughter) badges during its meetings and conferences. However, a recent study by Nandi and Deolalikar (2013) argues that the 1994 PNDT Act may have had a small impact by preventing 106,000 female foeticides over one decade.

### **Ineffectiveness of Law**

Fundamental constitutional right – right to life violated – article 21 of the constitution

It negates the fundamental right to equality guaranteed under Articles 14 and 15 of our Constitution.

### **Property Laws**

Property and Inheritance laws which are biased towards men make people do not want to have daughters

### **Illiteracy and Poverty**

Biggest impediment to women emancipation

Steep climb in female foeticide in flourishing states like Punjab, Haryana and Delhi, as compared to states like Sikkim, Nagaland, Meghalaya, Mizoram and Jammu & Kashmir

### **Effects**

#### **Violence against Women:**

Increasing imbalance between men and women - leads to illegal trafficking of women, sexual assaults, polygamy, Shortage of women in Haryana, Punjab, Gujarat states have escalated forced abduction and kidnap of girls, sex slavery, cruel flesh market, bride bazaars, and forced polyandry. The natural balance of the society too is disturbed as it is a man and woman together who form one component of the society as a family. The natural balance of the society too is disturbed as it is a man and woman together who form one component of the society as a family.

### **Decrease in female population:**

Increasing incident leads to shortage of women in Haryana, Punjab, Gujarat states have escalated forced abduction and kidnap of girls, sex slavery, cruel flesh market, bride bazaars and forced polyandry.

### **Natural Imbalance:**

The natural balance of the society too is disturbed as it is a man and woman together who form one component of the society as a family.

**Hence, The question is**

**ARE WE READY TO LIVE IN A WORLD WITHOUT WOMEN?**

**THE CHOICE IS OURS**

We shall have to start somewhere. Prevention of female feticide is the responsibility of every member of the society as law alone cannot prevent it .The most important and essential thing for people is to change their attitude. Today it is the responsibility of the educated generation to stir a revolution for saving girl child, Need to educate those educated as well as uneducated ignorant who commit such heinous crimes like female feticide. If we don't welcome a girl child today, we won't have a daughter-in-law to welcome in the future.

### **Preventing Female Feticide**

First and foremost, Emancipation of women is important. Strengthening of women's rights.

Sensitizing, involvement of community and ensuring the implementation of legal rules.

### **Education is the most important weapon to Change the Attitude**

The most important and essential thing for people is to change their attitude. Prevention of female feticide is the responsibility of every member of the society as law alone cannot prevent it. Today it is the responsibility of the educated generation to stir a revolution for saving girl child. Need to educate those educated as well as uneducated ignorant who commit such heinous crimes like female feticide.

### **2. Strengthening of women's rights.**

Sensitizing, involvement of community and ensuring the implementation of legal rules may help in arresting the above problem.

### **3. Inculcation of Ethics and Value**

Inculcation of strong ethical code of conduct among medical professionals, teaching community, teacher educators.

#### **4. Ethical code of conduct should be religiously followed by all**

Follow up should be done to ensure professional training so is not misused.

#### **5. Assessment of the yard stick by which status of women in relation to sex ratio, female mortality, literacy, economic and social participation in the society could be evaluated.**

#### **6. Mental Alertness and Decision making**

These are the areas, where women should actively participate.

Proper **monitoring, supervision, education campaigning** and implementation of legal rules are to be followed.

Before conducting any pre-natal diagnostic procedure, the medical practitioner must obtain written **consent from the pregnant women and that to in the language she understands.**

#### **7. Awareness Campaign**

To deal with a problem that has its roots in the social behavior and prejudice, mere legislation is not enough, various activities have been undertaken to create awareness against the practice of female feticide.

#### **8. Media Publicity with a Positive Note**

Media units like AIR, Doordarshan, song and drama division should be active, Directorate of field publicity, Press information bureau, film division and DAVP is also being sought. Workshop and seminar are to be organized through voluntary organization at state, regional, district, block level to create awareness against the social issue.

#### **9. Change the prevalent social thinking and remove the gender based discrimination**

A concerted effort involving all sections of the society is necessary to change the prevalent social thinking and remove the gender based discrimination, keeping this in view the government has recently launched “save the girl child Campaign”, Media both print and electronic play a very significant role in removing gender bias and developing a positive image of the girl child in the society.

#### **How can we forget ethics?**

Inculcation of strong ethical code of conduct among medical professionals, teaching community, teacher educators.

Ethical code of conduct should be religiously followed by all.

Follow up should be done to ensure professional training so is not misused.

### **What when ethics are not followed.**

Simple methods of complaint registration, for the poorest as well as the richest community, as they are more vulnerable.

### **Ensuring the prevention**

Assessment of the yard stick by which status of women in relation to sex ratio, female mortality, literacy, economic and social participation in the society could be evaluated.

Decision making is one more area where women should actively participate.

Proper monitoring, supervision, education campaigning and implementation of legal rules are to be followed.

Before conducting any pre-natal diagnostic procedure, the medical practitioner must obtain written consent from the pregnant women and that to in the language she understands.

### **Legal Initiatives**

THE PRE-NATAL DIAGNOSTIC TECHNIQUES (PROHIBITION OF SEX- SECTION) ACT 1994 ACT # 57.

An act for the prohibition of sex selection, before or after conception, and for regulations of pre-natal diagnostic techniques for the purpose of detecting genetic abnormalities or metabolic disorders or any abnormalities or sex linked disorders, preventing the determination of sex leading to female foeticide.

### **AWARENESS CAMPAIGN**

To deal with a problem that has its roots in the social behavior and prejudice, mere legislation is not enough, various activities have been undertaken to create awareness against the practice of female feticide.

### **HOW DO WE DO THAT?**

Media units like AIR, Doordarshan, song and drama division Directorate of field publicity Press information bureau , film division and DAVP is also being sought.

Workshop and seminar have been organized through voluntary organization at state, regional, district, block level to create awareness against the social issue.

A concerted effort involving all sections of the society is necessary to change the prevalent social thinking and remove the gender based discrimination .keeping this in view the government has recently launched “save the girl child Campaign”

Media both print and electronic play a very significant role in removing gender bias and developing a positive image of the girl child in the society.

It is not easy to change overnight the attitude of even women towards female foeticide . Even if the women are prepared to understand and accept the need to change, the social institution and the family environment prevent from doing so.

**WHAT WE NEED TO REMEMBER IS.**

If we do not stop this heinous practice it would be an invitation to the gay culture, is our country prepared for that?

**NO.....**

**SO JAAGO INDIA JAGOO.**

As Female foeticide has become a social hazard of international significance in the era of ultrasound technology and capitalist modernity, a lesson plan has been prepared for teaching the particular issue and creating awareness among ninth standard class.

**The Lesson Plan is as follows:**

**Lesson Plan**

**Grade:** 9 th Grade

**Estimated time for the activity:** 80 minutes

**Essential Understanding**

Gender inequality affects all citizens of the world. This specific example in India demonstrates the true disparities between males and females and highlights the fatal outcomes that result.

**Overview**

Students will study current news articles for the continuing practice of female foeticide in India. The devaluation of females has many reasons that students will explore through reading and discussion. After awareness of the problem, students will brainstorm solutions to this complicated problem and evaluate and reflect upon each solution to its effectiveness.

Diagnostic teams with ultrasound scanners which detect the sex of a child advertise with catch lines such as spend 600 rupees now and save 50,000 rupees later. These methods are becoming increasingly available in rural areas of India, fueling fears that the trend towards the abortion of female fetuses is on the increase

## **Objectives**

1. The students will be able to explain the social, economic and cultural reasons for female foeticide in India.
2. The students will design a short presentation on one reason for foeticide and present it to a small group.
3. The students will be able to evaluate what methods would be successful for the halt of female foeticide.

**Resources/Materials:** classroom board/LCD Projector/pens/pencils, paper

## **Activities/Procedures**

1. Warm-up/Do-Now: Students respond to the following prompt, written on the LCD or board prior to class: “How are boys and girls treated differently in the United States from the moment they are born? How are boys and girls treated differently when they are teenagers?”
2. Make a prediction: How are men and women treated differently in the work place? Have the students record their responses in their notebook. Students should share their answers for class discussion and further questioning.
3. Extension questions could be: “Why do you think difference exist? Are these differences born or nurtured in the family? Do these gender roles change with time?” Discuss how women are viewed differently in other cultures throughout the world. Can they suggest the differences that they see in the media or experience personally in their own unique culture?
4. Using a jigsaw format, each group of students will have one topic and supporting articles on reasons for female foeticide. Each group will read and discuss their topic to become familiar with it. The students should also take notes on important points of discussion and become “experts” on their topic. Each student should also fill out the handout chart to organize ideas from their article. Give students time to prepare a presentation that they will present in small-groups to their classmates.
5. These “expert” groups should be divided so that each member is put into a new group. Ask each student to present her or his segment to the group using the chart as a format for discussion. Encourage others in the group to ask questions for clarification and take notes to gather information to add to their chart.

## **Evaluation**

After listening to the multiple reasons for female foeticide, each student will individually write a one/two page reflective essay on this practice. What solutions to female foeticide do you think

would work best in India? What solutions do you think will not work? Who should implement these strategies?

### Activities

1. **Dramatization** - Give pupils a script/ scenes relating to Female Foeticide. Ask students to enact the skit.
2. **Concept Attainment Model** to teach the concept
3. **Inquiry Training Model** to arrive at the concept
4. **SQ4R** method (Survey, Question, Read, Write, Review, Recall) in order to help them self-study the topic and imbibe the nuances of the topic
5. **Creativity** - Discuss novel ideas to spread awareness about Female Foeticide
6. **Brainstorming** – To produce multifarious solutions and eclectic ideas to arrest the problem of Female Foeticide
7. **Computer Assisted Instruction** – Make e-learning/ CAI packages that will help students learn the topic Female Foeticide with the help of computer
8. **Discussions:** Read and report on similar situations throughout the world. Using this article in the *New York Times*, “Desire for Sons Drives Use of Prenatal Scans in China,” compare and contrast the differences between India and China in terms of why boys are more valued than girls, what roles the government plays in this phenomenon, and what is being done to curb this practice.
9. **Extension Activities**

What do many of the comments blame for female foeticide? What are some of the solution listed? Sign up for a member ship and join the discussion with some of the information you have recently acquired.

Watch the movie, *Matroobhoomi (A country without women)*. Indian movie, *Mathroobhoomi* paints a futuristic scenario of a nation without women. It tells the story of several brothers and their widowed father, whose desperate attempts to find brides for his sons lead to tragedy and bloodshed. When they manage to find one woman, all of them decide to get married to her, and their violent relationships. This video is for mature audience and would be best viewed with parental supervision. Evaluate the movie by profiling each character in an essay format.

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## **WOMEN EMPOWERMENT: NEED OF THE HOUR**

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### ***Abstract***

*Women all over the world have been given secondary position in the family, society, at work place and in all walks of life. Women make almost 50% of total human population in the world and in spite of all the development and modernisation processes, even today there are many instances where the birth of a girl child is not welcomed. With the spread of education and the realisation of human rights, there has been awareness about the atrocities committed against women all over the world. Any number of legislation, efforts by the State and world organisations like UN will not act as a deterrent to the increasing incidents of atrocities on women. What is required is the collective change of mindset at the societal level, of both men and women. This can be achieved only through education, which will truly lead to empowerment of women.*

***Key words:*** Education, Empowerment, Women Empowerment.

### **Introduction**

Women make up for almost 50 % of human population and in spite of all the development and modernisation, equality and safety of women remains a distant dream. Most of the societies world-over are patriarchal – male dominated, where a man is looked at as the ‘head of the family’ or the ‘bread-earner’ and women is supposed to be of secondary importance. A woman is expected to accept the restrictions put on her as cultural demand and carry forward all the traditions and rituals without questioning and make all the sacrifices for her husband, children and family.

Women are subjugated to female foeticide and infanticide, early marriages, lack of good health and hygiene conditions, malnutrition, unwanted child birth, sexual abuse and sexual harassment, lack of educational opportunities, discrimination at work place, no say in any decision making situations, denial of inheritance rights, lack of economic independence, emotional and physical

torture and numerous consequent social disparities. All the ill-treatment towards women amounts to denial of their basic human rights.

### **What is Empowerment?**

Empowerment is an abstract and complex concept and it is interpreted in many ways.

Empowerment is process, which helps people to gain control of their lives through raising awareness, taking action and working in order to exercise greater control. Empowerment is the feeling that activates the psychological energy to accomplish one's goals.

Kabeer (2001:19) defines empowerment as “the expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them.” Thus, empowerment is fundamentally about the enhancement of individuals' capabilities to make a difference in their surroundings, which affects their life. Empowerment also relates to the influence of an individual on the social and cultural norms, informal institutions and formal institutions in society.

### **Empowerment of women**

Women empowerment is not a simple linear process. It is a multidimensional issue. It is derived from the historical basis and involves social, cultural, economic and political angles. Women empowerment does not restrict itself to making opportunities available to women nor can it be achieved through implementation of rules, regulations and legislations. It needs focussed and whole-hearted efforts at all levels including initiative from women themselves.

Achieving women empowerment involves addressing of various issues at individual, societal and government level. Broad-based and all inclusive programme needs to be chalked out to address the issues.

Women empowerment means giving powers to women, giving them importance. It essentially means that the women have the power or capacity to regulate their day to day lives in the social, political and economic terms, a power which enables them to move from the periphery to the centre stage. Self-decision regarding education, participation, mobility, economic independency, public speaking, awareness and exercise of rights, political participation and many more factors ensure women empowerment. In short, women empowerment is the breaking of personal limitation.

The issue of empowerment was discussed as early as in 1985 in International Women Congress held at Nairobi. The concept of 'Women Empowerment' includes within its purview basic components like

- Understanding women's worth in today's society
- Their rights and choices in decision-making
- Their right to gain access to resources and prospects

- Recognition of their ability to regulate their lives both within and outside their homes
- Their capability to generate positive vibes as regards their position and status across the globe to achieve and create a new world order wherein their status and existence will be acknowledged and respected.

Empowerment is a multi-dimensional process, which should enable women or group of women to realise their full identity and power in all spheres of life. It consists of greater access to knowledge and resources, greater autonomy in decision making to enable them to have greater ability to plan their lives, or to have greater control over the circumstances that influence their lives and free from shocks imposed on them by custom, belief and practice.

Karl (1995) opines that women empowerment is collective awareness building, capacity building and skills deployment, participatory roles, greater economic control, decision making power and action oriented life towards greater gender equality.

According to the UN Population Information Network (1995) women's empowerment involves “their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.” This statement recognizes that empowerment needs to occur across many domains: in women’s own lives, in their homes and communities, in broader society and its structures, and in the national and international arena.

Empowerment is not external. It is not something that can be induced from outside. It is to be felt from within. And for that change of mindset – by women themselves and by society, is required.

Empowerment comes from Women’s groups who seek to empower themselves through greater self-reliance. They have right to determine their own choices in life. They also seek to gain control and access to resources. Empowerment is process, which helps people to gain control of their lives through raising awareness, taking action and working in order to exercise greater control. Empowerment is the feeling that activates the psychological energy to accomplish one’s goals.

According to UNESCO, women empowerment means:

- Having decision-making power of their own
- Having access to information and resources for taking proper decision. Having a range of options from which you can make choices.
- Ability to exercise assertiveness in collective decision making.
- Having positive thinking on the ability to make change.
- Ability to learn skills for improving one's personal or group power.
- Ability to change others' perceptions by democratic means.
- Involving in the growth process and changes that are never ending and self-initiated.
- Increasing one's positive self-image and overcoming stigma.

According to U.N. women empowerment has five components:

- women's sense of self-worth;
- their right to have and to determine choices;
- their right to have access to opportunities and resources;
- their right to have the power to control their own lives, both within and outside the home; and
- their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

Sumitra Kumari (2006) argues that empowerment is a process aimed at changing the nature and direction of systematic forces, which marginalise women and women empowerment is possible only when women become economically self-dependent and they participate actively in different decision making processes at home or outside.

### **Strategies for women empowerment**

Empowerment Strategies are varied and refer to those strategies which enable women to realise their full potentials. They consist of greater access to knowledge and resources, greater autonomy in decision making, greater ability to plan their lives, greater control over the circumstances that influence their lives and finally factors which would free them from the shackles of custom beliefs and practices. Unless they themselves become conscious of the oppression meted out to them and show initiative to push forward it would not be possible to change their status much. Some of the empowerment mechanisms could be identified as follows

- Literacy higher Education
- Better health care for herself and her children
- Higher age at marriage
- Greater work participation in modernised sector
- Necessary financial and service support for self employment
- Opportunities for higher positions of power
- Complete knowledge of her rights and above all
- Self- reliance, self respect and dignity of being a woman.
- their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally

### **The Need for Education of Women**

For all the strategies to work effectively, first and foremost basic requirement is that of educating women. What is needed to achieve the empowerment is the education of women. It is only through education that women can learn about their rights and exert the same. Education does not act only as an empowering instrument for women it also acts as the empowerment of the society. Illiteracy leads to insecurity and ignorance leading to poverty, discrimination and

exploitation which engulfs entire society. Empowered women are an asset to the society in its economic development.

Education of women is important and crucial as it not only essential for the economic development of nation but it can also help in controlling the social evils like female infanticide / foeticide, child marriage, labour and sexual exploitation, dowry deaths, domestic violence.

Tapen (1998) opines that education provides formulation about health and nutrition, reproductive and sexual rights, family planning, seclusion, gender equality, environmental awareness, religious objectives, Political consciousness, economic opportunities, women rights and legal provision and consumption patterns etc which differently empower women in a complete sense. Education is a fundamental right and restructuring educational policies and curriculum is essential for empowering women. Education is not a commodity to be acquired or possessed and then used, but a process of inestimable importance to individuals and society, and has enormous use value.

An important point which needs to be realised here is that women empowerment is a bottom up process of transforming gender power relations, developing awareness of women's subordination and building their capacity to challenge the power relation. It encompasses a wide array of things that are common like economic independence, effective communication, discrete thinking etc. Making legislations are not sufficient for women empowerment. It is the implementation of these rights through sensitisation and the change of mindset in the society – both of men and women is required for women empowerment.

Rao and Rao (2010) state that providing quality and life based education, is the best way to empower women in the world of so many challenges and opportunities. Empowering them through education alone will put an end to all forms of discrimination, domestic violence and disparity in the society.

### **Conclusion**

Women empowerment is the need of the hour, not only in our country but world over. It is only education which can develop rational and critical thinking skills, strength to speak up the truth and stand for the justice. Through education women can get the exposure to the world, develop their abilities and skills and stand on their own feet. It is education which can give them courage to fight unjust practices, revolt against discrimination and contribute to their own as well as to the development of their nation. The whole hearted efforts are essential for this, which can happen by change in the societal mindset.

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## **GENDER DISPARITY IN EDUCATION IN INDIAN CONTEXT**

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### ***Abstract***

*Treating women as a weaker sex and extending preferential treatment towards men is a universal problem that reflects differently in different cultures and India is no exception to it. Education brings about transformation and leads to enlightenment and is a birth right of every human being. This paper focuses on gender inequality in education in India. This study is open ended and reflective in nature, trying to explore the chosen problem to understand the same by turning some pages of history, understanding the present scenario and examining some ways in which every individual can contribute towards gender parity in education, so that Indian society progresses in a desirable direction.*

**Keywords:** *Education, gender inequality, women empowerment.*

### **Introduction**

Gender discrimination of considering woman as a weaker sex has existed and prevailed in a society from times immemorial. Even in the western society a woman was considered good enough to be a home maker to raise her family and nothing more. The learned Greek society accounts for such belief that even a great thinker and philosopher like Plato considered women unintelligent to participate in any kind of

intellectual discussions and getting active in any social / public sphere. He said women are good enough to raise a family and take care of their homes. Women were placed just one level above slaves and needless to say slaves were not considered as human beings at all. Women received no formal education nor were they allowed to express their views in public.

On the contrary back in India during Vedic period there was no gender discrimination. Both boys and girls had equal educational opportunities and were sent to Gurukul or Ved-Pathshala to receive education, marriageable age for girls was 16 years. Later repeated foreign invasions posed a great threat to the safety of women and marrying the daughters off became a priority,

thereby reducing marriageable age for girls which automatically pushed the education for girls backwards. It is at such a time frame that sage Manu proclaimed,

“Pitah Rakshathi Koumare  
Pati Rakshathi Youvanne  
Puthro Rakshathi Vardaykye  
Na sthree swathanthram arhati”

Meaning, A woman needs protection by her father during her childhood, by her husband in adulthood and her son during her old age, so a woman does not need any independence. If we look at the above statement by wearing Manu’s glasses in the context of the society he lived in, we understand his concern about protecting women. But unfortunately Manu is always misquoted and blamed for regressing rights of women, even though he has also said "Yatra naryastu pujiyante ramante tatra Devata, yatra itaastu na pujiyante sarvaastatrafalaah kriyaah" meaning wherever Women are respected and revered, Gods stay there happily, divinity blossoms there, and where women are not respected, all actions no matter how noble become meaningless and unfruitful.

There is a lot of improvement in the status of women over the years in India and women empowerment is visible in every field but the discrimination against women still exists even to this day is rather disturbing. The media reports of rape, dowry deaths, female foeticide and wife battering stand a testimony for such discrimination.

It is truly said that if one girl child is educated then the entire family is educated. Education empowers women to become self sufficient and independent. This paper focuses on studying the issue of gender disparity in education in India.

### **Significance of the study**

Today in the 21<sup>st</sup> century we see women in almost all walks of life working efficiently in responsible positions but they do face a subtle disparity everywhere. Highly qualified women holding higher offices, on par with men is a miniscule representation of a large population of women in India. Most of the girl children in India especially in rural areas are deprived of education, even of basic literacy and treated as burden by their parents. This study aims to understand the gender disparity in education and analyse the situation to find and suggest measures to improve the situation.

### **Statement of the research problem**

A study of gender disparity in education, in Indian context.

### **Explanation of terms**

**Gender:** The state of being female or male (sexual dimorphism). The term gender is more often used in cultural or social context rather than biological one. (Oxford Dictionary)

**Disparity:** It is incongruity or discrepancy created by comparing two entities where one is considered as superior than the other.

**Education:** The process of imparting knowledge and skill in a formal set up of educational institution to equip individuals lead a life of self sufficiency. (Merriam Webster Dictionary)

**Gender disparity:** Gender disparity in general refers to differential treatment of individuals on the basis of their gender in a particular society as a result of social conditioning that prevails in that society. It refers to unequal treatment based on gender in all spheres of life in general.

**Gender disparity in Indian context** refers to inequalities between men and women in terms of education, health, economic contribution and contribution towards politics and other public affairs, leading to unequal opportunities, women being the victims most often. Though gender discrimination is a universal problem this study is restricted to such scenario in India.

### **Objectives of the study**

This study aims at collecting the information about gender inequality in education through the available resources and reflecting on the issues, suggesting the possible corrective measures to improve the situation.

### **Methodology adopted.**

It is a qualitative research presenting non quantitative analysis. The secondary data was collected, analysed and interpreted by observing the collected data. Conclusions were drawn based on the observation.

### **Literature review**

Various online resources, Wikipedia, UNESCO reports, books were considered for understanding the gender inequality in education in India.

### **Advantages of the study**

- This kind of study is open- ended and exploratory.
- Leads to analysis of the chosen problem.
- Suggestions or remedial measures to control the situation would be useful.
- Motivates the academicians to engage in a detailed research in this field.

**Limitations of the study**

- It is much more subjective as the data collection methods and modes may differ from one person to another.
- Interpretation of the problem and its comprehension depends on the collected data.

**Girl child in Indian society**

Ancient Indian society was patriarchal that considered son as a valuable asset, more desirable, more welcome than a daughter. A son always inherited family property as he was considered as a perpetuator of his family name and was expected to take care of his parents in their old age. This attitude is still seen in the mindset of society even to this day. Spending money on a girl's education is not considered as an investment, as the girl will leave her parents' house and go away to stay with her husband's family.

**Importance of gender parity in education**

As John Dewey says, "Education is not preparation for life; education is life itself." Education is a birth right for every human being as it brings a complete transformation in life. It is crucial for success of nations at large. Education creates awareness and leads to a healthier, happier society, economic growth of a country, brings about political stability and contributes towards national progress.

As per Dakar Framework for Action (2000), the aim was to eliminate gender disparity and provide primary and secondary education to all by 2005 and achieve gender equality in education by 2015 focussing on ensuring equal access and providing good quality education to girls.

**Gender disparity in education in India**

India constitutes 30% of world's illiterate population of which 70% are women. According to census report (2001) 48% of Indian population was women out of which 46% were found to be illiterate. The GPI (gender parity index) at primary and upper primary schooling is less than 1. As per UNESCO, 2004 report, once girls are enrolled in primary school they are more likely to continue their schooling more successfully than boys, but unfortunately girls lack access and face retention problems at higher levels of education and GPI levels drop significantly in lower secondary and upper secondary school levels. When girls receive higher education they definitely contribute towards social and economic growth of their country. They make efficient managers, they in fact handle and manage better than their male counter parts but unfortunately this awareness is there in upper middle and higher income groups where parents do not mind investing on education of their daughters and treat them on par with their sons. But lower middle class and lower income strata prefers to spend on educating their sons rather than daughters, that is how the girls are deprived of higher secondary and profession educational courses,

Women's education has been found to have correlation with other dimensions of social and human development, for instance low level of education affects the health and nutritional status of women.

### **Conclusion**

When we carefully study the figures and facts, we realise that there has been a remarkable improvement in girls getting education during post independent period. No doubt the enrolment status is still below 50% at both primary and upper primary levels of schooling but there is definitely an increase in the enrolment of girls even in rural areas in many states of India, with southern states like Tamil Nadu and Kerala topping the lists.

India is on the path of progress, our government is making efforts to ensure literacy and education to girls and women, but every individual must understand the importance of educating women and encourage girls to take up higher studies, stop discriminating between daughters and sons. It is only when the mindset of society changes for better social change is possible and then only our nation can progress.

### **Empowerment of women through education for better India**

As rightly recommended by Kothari commission of 1968 education is tool for social development. By educating women number of social issues can be easily solved helping India's goal of social development.

Man and woman are equally important to develop a progressive society. More coeducational institutions will help bridging gender gaps still present in Indian society and will lead to economic growth of India by raising GDP of our country.

Educated woman will have better awareness about hygiene and bringing up of children and this will help to control infant mortality rate in India leading to healthier society.

Education will enhance chances of employment for women and make them self sufficient that will automatically lead to better living standards.

Education will create political awareness among woman which ultimately leads to strengthening of democracy.

**Different measures taken by the Indian government, to encourage education for women.**

**1. Sakshar Bharat mission for female literacy**

This was launched in 2008 for promoting adult education especially among women under which Lok Shiksha Kendras were set up.

**2. SABLA-Rajiv Gandhi Scheme for Empowerment of Adolescent Girls**

It aims to provide nutrition for growing adolescent girls by provision of food grains. This prevents malnutrition and prepares them for healthier womanhood..

**3. Kasturba Balika Vidyalaya-**

Establishment of residential upper primary schools for girls, where education to girls will be provided free of cost.

**4. Right To Education ( RT E)**

Right To Education act considers education as a fundamental right which will provide free and compulsory education to every child aged between 6 to 14 without discriminating between girls and boys.

**5. Mahila Sangha**

Women forums are created in ten states to provide platform for women to meet and discuss their issues, brainstorm and find possible solutions for their problems.

**6. National Programme for Education of Girls at Elementary Level**

This scheme aims at reducing the dropout rates in schools by supporting weaker girl students.

**7. Dhanlakhmi scheme**

Some financial assistance is given for girl children on three occasions,

- i) when a girl child is born birth and her birth is registered.
- ii) For Immunization and Completion of Immunization.
- iii) when a girl child is enrolled in school and continues her schooling.

**8. Rashtriya Madhyamik Shiksha Abhiyan**

This provides residential hostel facilities for girls' hostel for secondary education to reduce high school dropout rate.

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**STAY EMPOWERED TO STAY ON PAR: GENDER MATTERS****Dr. Giselle D'souza**

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***Abstract***

*Women today have overtaken men in most fields. Besides, their educational and career aspirations have evolved steadily during the present century. Employment of women has shifted from primarily traditional female-oriented jobs to more non-traditional and previously male-oriented careers. However, gender discrimination continues to be an enormous problem within Indian society. Traditional patriarchal norms have relegated women to a secondary status within the household and workplace. This drastically affects their health, financial status, education, and political involvement. Women have to be considered as equal participants in shaping the future society in India. A change of mindset is the need of the hour. It is time that we begin to see gender as a spectrum instead of two sets of opposing ideals. This paper comprises of a descriptive research endeavor of the comparative type. It aims to study gender differences in academic self-concept, self-efficacy, locus of control, academic achievement, educational and vocational aspirations in students of standard X. The findings of the study present implications relating to the much needed attitudinal change towards accepting and appreciating the fact that women today are on par with men when it comes to feelings of self-worth as well as their capabilities in terms of educational and career prospects.*

**Keywords:** *Academic Achievement (AA), Academic Self-Concept (ASC), Educational Aspirations (EA), Locus of control (LOC), Self-Efficacy (SE), Vocational Aspirations (VA).*

**Introduction**

There is no arena today, which remains unconquered by Indian women. But they still have to go a long way to achieve equal status in the minds of Indian men. Nevertheless, "History looks different when the contributions of women are included."

~ National Women's History Project

Gender differences in academic self-concept emerge at an early age, and have been observed among primary school children. Some studies have found that the gender gap in self-concept

increases during adolescence, while others have found that the gap is either constant or diminishes somewhat during the secondary school years (Jacobs, et al., 2002).

Results of studies on gender differences in intelligence and self-efficacy (Singh et al, 2001) show females have scored higher than their male counterparts on both variables. Their sharper intellectual skills seem to have facilitated their understanding of the behavior outcome linkage. They thus show a deeper understanding of the causes of success and failure outcomes, and have greater probability of displaying desirable behavioral acts and giving up undesirable ones to achieve important goals. The reverse is true of males.

The literature regarding the gender differences in locus of control is inconclusive and motivated the investigator to extend the efforts in the direction of comparison of locus of control of adolescent boys and girls.

With respect to academic achievement, research provides reliable evidence as to why girls do better than boys. The women's movement and feminism are well noted for the success that they have received in increasing moral confidence, and expectations of women. Girls work harder at school now because there is such a huge choice of careers to choose from, unlike thirty years ago when the options were marriage, marriage or marriage. The prospect of having control over their life and doing whatever they want to do is very exciting. Girls outperform boys at all levels of education today (O'Neill, 2000) and after decades of special attention, are soaring, while boys are stagnating.

In the area of vocational aspirations, results indicate that gender differences develop early in childhood and reflect traditional sex-role expectations (Looft, 1971). Literature has also revealed that girls are more likely than boys to aspire to careers that require higher education, more likely to emphasize career advancement in their rationale for attending college, and less likely to choose sex-typed occupations (Blackhurst and Auger, 2008). This shows changes in gender roles during the past several decades.

The present study aimed at providing a strong and sound data base for ushering in an attitudinal change towards the capability of women today in an attempt to empower them and dispel myths relating to gender disparity.

### **Operational Definition of the Terms**

1. **Academic Achievement** has been defined as the accomplishment of the student in the academic domain as indicated by the percentage secured by him/her in class IX.
2. **Academic Self-Concept** has been defined as the relatively stable idea possessed by a student based on a combination of judgments by self and “significant others” (parents, teachers and peers), concerning his/her behaviour, strengths and weaknesses in the academic domain.

3. **Educational Aspirations** refer to a student's ambitions in terms of further education on completion of the SSC Board exam.
4. **Locus of Control** refers to a student's perception of the factors responsible for their successes or failures and their generalized expectations concerning where control over subsequent events resides.
5. **Self-Efficacy** refers to a student's convictions and confidence about his / her abilities to mobilize the motivation, cognitive resources and courses of action needed to excel in his/her studies and thereby achieve success at the Board Examination.
6. **Vocational Aspirations** refer to a student's desire to pursue a given career or profession on completion of his/her studies.

### **Aim of the study**

To study gender differences in Academic Achievement, Academic Self-Concept, Educational Aspirations, Locus of control, Self-Efficacy and Vocational Aspirations in students of standard X.

### **Hypothesis of the Study**

**The following null hypothesis was formulated for the study**

There exists no significant gender difference in Academic Achievement, Academic Self-Concept, Educational Aspirations, Locus of control, Self-Efficacy and Vocational Aspirations in students of standard X.

### **Methodology**

The present study is a descriptive research endeavor of the comparative type. It aimed to study gender differences in academic self-concept, self-efficacy, locus of control, academic achievement, educational and vocational aspirations in 1092 students of standard X (585 males and 507 females). In the light of the findings, the second section of this paper seeks to explore various ways in which women could be adequately empowered so as to lead to the progress of the nation at large.

### **Data Analysis**

The Student's t-test was used to compute the gender differences in the selected variables. Table 1 shows the relevant statistics of the same.

**TABLE 1**  
**RELEVANT STATISTICS OF THE SELECTED VARIABLES**

Variable	Group	Mean	t-ratio	l.o.s
AA	Boys	62.48	4.95	0.01
	Girls	69.66		
ASC	Boys	138.98	1.15	N.S
	Girls	140.34		
EA	Boys	49.84	1.81	N.S
	Girls	50.73		
LOC	Boys	17.83	0.07	N.S
	Girls	17.85		
SE	Boys	154.72	2.99	0.01
	Girls	157.83		
VA	Boys	49.75	0.70	N.S
	Girls	50.11		

The tabulated values for 't' are as follows (Garett, 1985):

for df = 584 and 506, t at 0.05 level = 1.96

Similarly, for df = 584 and 506, t at 0.01 level = 2.59

Thus, 't' is significant for AA and SE at 0.01 level and insignificant for ASC, EA, LOC and VA. Further, it must be noted that the mean scores of all the variables are higher in girls than in boys.

**Discussion:** An analysis of the results pertaining to the null hypothesis, indicate that there is significant gender difference in AA and SE. The higher Academic Achievement in girls could be attributed to the fact that since the past few years, the results of most public examinations and universities in India have shown females doing better than their male counterparts. This in turn is due to the fact that girls are more aware of the privileges and opportunities for an education that has come their way and make the best of it. Today, women are organizing themselves to meet the challenges that were hampering their development in the past.

Though there was no significant gender difference noted in the ASC and LOC the higher Academic Self-Concept and Locus of Control in girls could be attributed to the fact that since the past few years, the results of most public examinations and universities in India have shown

females doing better than their male counterparts. This has boosted the morale of female students and has motivated them to do better academically thereby enhancing their ASC and LOC. Besides, since women today, are allowed to pursue many of the careers which in earlier times were only thought to be fit for men, they are motivated to improve their academic performance thereby leading them to possess a higher ASC. Researchers have also attributed a higher academic self-concept in females to the validation of different female role models in the public media, particularly in the field of education. In recent decades, the increasing trend in many countries to formulate somewhat more female-friendly legislations, increasing intellectualisation of women in general, a decrease in explicit social discrimination against females and a high number of successful women careerists in different professions has enhanced the performance of females resulting in a boost in their self-efficacy as well. Women today as a special category enjoy some official protection and feel they can succeed as well as their male counterparts. This has in turn resulted in them having a higher mean ASC, SE and LOC than males.

In keeping with their higher rates of academic achievement, girls are motivated to pursue higher educational courses thus leading to a corresponding surge in their educational aspirations. This has resulted in an insignificant gender difference in educational aspirations, as girls today, are known to compete with boys for entry into professional colleges unlike in the past. With respect to vocational aspirations, it has been observed that girls are more confident of getting better-paid, professional jobs than their flagging male counterparts. No wonder they aspire for careers that were thought to be fit only for males in the past. Today, there is evidence that girls receive more parental assistance than boys with educational and career planning (Carter and Wojtkiewicz, 2000), while a myriad of school and community-based programs exist to promote girls' career development (Bobo et al, 1998). In contrast to several decades ago when girls were likely to aspire to highly sex-typed careers, more recent research indicates that girls' career aspirations have broadened considerably. High school girls report higher career aspirations than high school boys (Mau and Bikos, 2000) and, once enrolled in college, young women score higher on measures of career maturity and career commitment than do young men (Chung, 2002). This explains the insignificant gender difference in vocational aspirations observed in this study, with girls displaying a higher rating on this variable.

## **CONCLUSION**

The status of women in modern India is a sort of a paradox. The modern Indian women have honed their skills and jumped into a battlefield of life fighting against social restrictions, emotional ties, religious boundaries and cultural clutches. They can now be seen working on par with men in every field. They must avail themselves of the educational opportunities provided and learn to empower themselves.

It is rather ironical that though girls are consistently doing better academically, society has not taken much note of it. The prospects available to them to match their academic feats are not proportionate. School counselors can be instrumental in helping girls expand their awareness of career options and make realistic assessments about how their own abilities and interests connect to occupational requirements. In doing so it can be ensured that their potential is tapped to the fullest, leading to a bright and promising future. Most importantly, this study suggests that helping girls come to terms with the invaluable worth of a high academic self-concept, self-efficacy and locus of control would lead them to believe that they are persons of value and worth, hence deserving high self-regard and possessing a healthy measure of built in self-esteem.

Development of our country depends on the empowerment of women. A man and a woman are like two wheels of a cart. The cart can move fast and safely too, when both of them pull it in the same direction and with equal strength. Hence no developing country or society can afford to ignore the role of women, if they are to progress. As rightly stated by Jawaharlal Nehru, "You can tell the condition of a nation by looking at the status of women".

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## **GENDER DISCRIMINATION AT WORKPLACE**

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In this century, a woman actively participates in workplace. Many women desire a career and a place in this world. They want to stand on their own two feet, to become self-independent individuals, independent and free from other individuals. One thing that is clear is that women in all careers are striving to gain equality in the work force today. Through their determination, women now have the ability to break out of the gender roles that were created for them by society.

But in India gender discrimination in all sectors continues to be an enormous problem within Indian society. Gender discrimination is the unfair treatment of a person because of gender. It affects both men and women. It is apparent in work situations where one gender is given preferential treatment or one gender receives less pay or job responsibilities because of gender bias and unfair stereotypes. Gender discrimination also exists in sports, educational institutions and political organizations and so on.

Traditional patriarchal norms have relegated women to secondary status within the household and workplace. This drastically affects women's health, financial status, education, and political involvement. Women are married women professional when becomes a mother young, become mothers, and is then burdened by stringent domestic and financial responsibilities.

There are many issues women in the workplace face they are as follows:

- **Stereotyping of women:** It is always assumed that women have to take the role of housewife, mother, and nurturer. Women are stereotyped to stay at home and take care of the house and children. Because of this they were often given jobs that were meaningless, and they were not thought of as managers or professionals. Sometimes, supervisors most often pass over women for promotion due to preconceived notions about their roles and abilities.
- **Poverty:** One way of underscoring the many expressions of poverty is to speak of poor people's lack of legal protection and powerlessness, or deprivation to show that people have been deprived of their rights and power, on grounds of sex, race or age.
- **Declining employment opportunities:** In terms of declining employment opportunities, occupational segregation appears to play an important role in holding women back. Women in India tend to be grouped in certain industries and occupations, such as basic agriculture, sales and elementary services and handicraft manufacturing.

- Culture, Social Customs, Beliefs and Practices: As several researchers have indicated, throughout the world, cultures and customs tend to dominate all arenas, that is to say patterns are the same in the family/group, in the marketplace, in working life, in public administration, in the media etc.
- Indirect discrimination might be a women being overlooked for a promotion, or an employee displaying inappropriate sexual material in the workplace. Direct discrimination may include a women being discharged from her employment because she is pregnant, or being excluded from after work group events.
- Illiteracy :Low literacy rates are parents' perceptions that education for girls are a waste of resources as their daughters would eventually live with their husbands' families and they will not benefit directly from the education investment.
- Lack of Awareness of Women's problems in senior officials.
- Sexual harassment:Sexual harassment in workplace is a serious irritating factor that renders women's involvement in work unsafe and affects right to work with dignity. It is unwelcome verbal, visual or physical conduct of a sexual nature that is severe or pervasive and affects working conditions or creates a hostile work environment. This cause creating tension that makes their jobs more difficult to the working women. Even after sometime it forced women to leave the job.
- No equal pay for equal jobs
- Low productivity: According to Jodi L. Jacobson of the World Watch Institute, gender bias also leads to a loss in productivity. Things that may lead to this loss of morale and motivation could include jokes about an employee's gender that imply inferiority, offensive jokes of a suggestive or sexual nature and jokes implying that an employee's work is sub-par due to his or her gender.
- Family Responsibilities: Women who have young children at home may experience push-back when interviewing due to family responsibilities. It affects development of her personality.

**Following are some recommendations:**

- The government in collaboration with women's and labour rights should draw up a code of conduct that would be applicable and appropriate for the industrial sector.
- All institutions/factories/industries should put in place a clear and simple complaints procedure. 3. Women must be assured of full confidentiality.
- There has been more training and education about women's issues. Even though there is more corporate training for these issues, this training may not work, but start educating people.
- Must be introducing to guarantee equal pay for equal work.
- All personnel in positions of authority should have mandatory gender sensitivity training, especially on the topic of sexual harassment in the workplace.

- The language of the law against sexual harassment should be amended to reflect a less patriarchal orientation toward women.
- The provision of transport facilities should be encouraged.
- Mass media must be sensitised to the specific problems of working women, to which the media appears to contribute with sensationalised coverage.

The Ministry of Women and Child Development is administering following schemes for gender equality/socio-economic development/empowerment of women:

1. Working Women Hostels for ensuring safe accommodation for working women away from their place of residence.
2. Support to Training and Employment Program for Women (STEP) to ensure sustainable employment and income generation for marginalised and asset-less rural and urban poor women across the country.
3. RashtriyaMahilaKosh (RMK) to provide micro-finance services to bring about the socio-economic upliftment of poor women.
4. National Mission for Empowerment of Women (NMEW) to strengthen the overall processes that promote all-round Development of Women
5. Rajiv Gandhi National Crèche Scheme for Children of Working Mothers (including single mother) to provide day care facilities for running a crèche of 25 children in the age group 0-6 years from families having monthly income of less than Rs 12,000.
6. One Stop Centre to provide integrated support and assistance to women affected by violence.
7. Scheme for Universalisation of Women Helpline intended to provide 24 hours immediate and emergency response to women affected by violence.
8. Sabla Scheme for holistic development of adolescent girls in the age group of 11-18 years.
9. In order to strengthen the process of gender budgeting the Ministry of Women and Child Development has been undertaking various capacity building measures for the officials of the State Governments by organising training programs/workshops regularly.

No doubt that our attitudes toward women in the workplace are slowly starting to change. More opportunities are appearing for women workers today than ever before. Although there have been many improvements for women in the workplace but there are still many inequalities for women when compared to men. Remedies are needed to secure a fair and equal role in the workplace.

This change can only fully occur when we change the attitudes of every individual toward women. When we accomplish that then we can finally achieve gender equality in the workplace.

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## **GENDER DISPERITY IN EDUCATIONAL EMPOWERMENT**

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### **INTRODUCTION:**

The subject of empowerment of women has becoming a burning issue all over the world including India since last few decades. Many agencies of United Nations in their reports have emphasized that gender issue is to be given utmost priority. It is held that women now cannot be asked to wait for any more for equality.

Inequalities between men and women and discrimination against women have also been age-old issues all over the world. Thus, women's quest for equality with man is a universal phenomenon. What exists for men is demanded by women?

They have demanded equality with men in matters of education, employment, inheritance, marriage, politics and recently in the field of religion also to serve as cleric (in Hinduism and Islam). Women want to have for themselves the same strategies of change which men folk have had over the centuries such as equal pay for equal work. Their quest for equality has given birth to the formation of many women's associations and launching of movements.

The position and status of women all over the world has risen incredibly in the 20th century. We find that it has been very low in 18th and 19th centuries in India and elsewhere when they were treated like 'objects' that can be bought and sold. For a long time women in India remained within the four walls of their household. Their dependence on menfolk was total.

Two Acts have also been enacted to emancipate women in India. These are: Protection of Women from Domestic Violence Act, 2005 and the Compulsory Registration of Marriage Act, 2006. The Domestic Violence Act recognizes that abuse be physical as well as mental.

Anything that makes a woman feel inferior and takes away her self-respect is abuse. Compulsory Registration of Marriage Act can be beneficial in preventing the abuse of institution of marriage and hindering social justice especially in relation to women.

WE all know that girls are now doing better at school than boys. The annual results of Secondary and Higher Secondary Board examinations reveal this fact. More women are getting degrees than men, and are filling most new jobs in every field.

There was a time when women's education was not a priority even among the elite. Since the last quarter of the 20th century and more so after the opening up of die economy, post-1991, a growing number of women have been entering into the economic field, seeking paid work (remunerative jobs) outside the family.

Women are playing bigger and bigger role in economic field: as workers, consumers, entrepreneurs, managers and investors. According to a report of The Economist, 'Women and the World Economy', in 1950, only one-third of American women of working age had a paid job.

We can now see women in almost every field: architecture, lawyers, financial services, engineering, medical and IT jobs. They have also entered service occupations such as a nurse, a beautician, a sales worker, a waitress, etc.

They are increasingly and gradually seen marching into domains which were previously reserved for males (police, driver's army, pilots, chartered accountants, commandos). In spite of their increasing number in every field, women still remain perhaps the world's most underutilized resources. Many are still excluded from paid work and many do not make best use of their skills.

The rapid pace of economic development has increased the demand for educated female labour force almost in all fields. Women are earning as much as their husbands do, their employment nonetheless adds substantially to family and gives family an economic advantage over the family with only one breadwinner.

This new phenomenon has also given economic power in the hands of women for which they were earlier totally dependent on males. Economically independent women feel more confident about their personal lives.

Hence, they are taking more personal decisions, for instance, about their further education, marriage, etc. More and more women want freedom of work and control their own reproduction,

freedom of mobility and freedom to define one's own style of life. It is contended that freedom leads to greater openness, generosity and tolerance.

Economic independence of women is changing their overall equations, perspective and outlook.

Economic independence of women has also affected the gender relationships. New forms of gender relationships (live-in relationship) are challenging the long-rooted conception of marriages as a permanent arrangement between families and communities.

Educated women now feel that there is more to life than marriage. They can get most of the things they want (income, status, identity) without marriage, while they find it harder to find a suitable accomplished mate. This is why their marriage is delayed. With increasing literacy among women in India, their entry into many types of work, formerly the preserve of men, women can now look upon the bearing and raising of their children not as a life's work in itself but as an episode. If women have started taking men's work, it could be said that men have taken over women's.

### **Women Empowerment in India (6 Factors)**

**The following factors are responsible for women empowerment in India:**

**(a) Education:**

Since our country is on its path towards a knowledge based society, women's education is of much importance unless the light of knowledge dawns in the women force of our country, we can never join the community of developed nations. So education, which is the most dynamic factor of development, is the only important tool for realizing empowerment and human resource development. It brightens the chances for access to employment which in turn enhances economic empowerment to women.

An economic well being is closely linked to family well being. Education makes the individual conscientious, which helps them to perceive, interpret, criticize and finally transform their environment. It results in acquisition of multitudes of skills that increase a person's confidence and her ability to shape life better.

In 1994 international conference on population and Development programme of Action States that everyone has the right to education. The right to education is one of the most important means of empowering women with knowledge, skills and self confidence which are necessary to participate fully in the development process.

It enables women to respond to opportunities to challenge their traditional roles and to change their life circumstances. It builds life skills for acquiring timely and relevant information.

Promotion of education of girls and women contributes to postponement of their age of marriage and the subsequent reduction in the size of their families.

Women today do not need just a basic education but skills oriented functional education that would equip them to take up challenging jobs so that they can enjoy economic independence and deliver them from undue domination by others. It can be used as a tool to bridge the gender gap. So UNESCO conference in 1962 underlined the importance of the access of girls and women to technical and vocational education for economic and social development.

Education will go a long way in making women aware of their legal and personal rights and make them fight for their rights which in turn will lead to safeguarding her constitutional rights. The Beijing platform for Action says, "Literacy of women is an important key to improve health, nutrition and education in the family and to empower women to participate in decision making in society. It is an essential tool for achieving the goals of equality development and peace. So women's education should be given top priority in National Agenda Mass illiteracy campaigns should be organised on a large scale.

Emphasis should be laid on enrolment and retention of the girl-child in formal schooling and non-formal education through incentive schemes such as midday meals, free supply of textbooks, uniform, school bags, science kits, scholarship, residential and hostel facilities and removal of gender bias in the curriculum. Apart from it, vocational guidance and career information cells at the Educational Administration units throughout the state should be opened by Government. Separate packages should be developed for tribal children in their own dialects.

**(b) Elimination of Gender Discrimination:**

Gender discrimination in all spheres of activity should be checked. Women should be given due respect and status which they rightfully deserve in society to achieve their destiny. They should be provided opportunity to take active part in decision making at all levels and management processes for the achievement of the goal of empowerment.

**(c) Steps for implementation of Women Development Programme and various Acts:**

Action based training programme at village in vocational and entrepreneurship development programmes should be organised to make women self employed by increasing their efficiency and capabilities in decision making. Female feticide and infanticide should be checked by banning the sex determination of unborn child through the Regulation and prevention of Misuse Act 1994 and PNT ACT (Pre-natal Diagnostic Techniques Act) other enactments relating to marriage, divorce, adoption, succession, dowry and moral protection or protection against sexual harassment should be implemented for the emancipation of women.

**(d) Action for Organisation of Awareness Programmes:**

National and State level commissions for women, NGO (None Governmental Organisations) Task force for women and child Development DWACRA (Development of Women and Children in Rural Areas), ICDS Programmes should undertake awareness, campaign about legal rights, women's rights, human rights, population education, environmental education, education about saving schemes, rehabilitation programmes with all sincerity and honesty.

**(e) Rule of Mass Media:**

The mass media play a pivotal role in changing the attitude of husband and other family members towards women. The various programmes related to women's dignity reflected the mass media enable to husband to treat her wife with respect. He can change his attitude and will help her in the domestic sphere to reduce her stress and strain. The mass media can play an effective role to project and propagate related issues. Particularly about women empowerment.

**(f) Change of Attitude of Women:**

- Women should realize that opportunities will not land in their hands. They will have to create them. They should fight back to restore their dignified position in society. They should thrive hard to enforce their rights and establish due justice and equality in society. They should work hard for total elimination of illiteracy, poverty, dowry-ills and for effective implementation of all women related programmes and laws. **Employment**

▶ Women are still less likely than men to participate in the labour market : In 2010, on average across OECD countries, 65% of women were in the labour force compared to 79% of men.

▶ When in employment, they are also more likely to work part-time : Around 25% of women in employment worked part-time, compared to only 8% of employed men.

▶ Women do more unpaid work than men : In all OECD countries, women spend more time than men doing unpaid work : on average more than 2 extra hours per day. In Turkey men spend less than 2 hours a day in unpaid work, compared with over 6 hours for women.

▶ Although the gender wage gap has narrowed over time, it is still large : Among full-time employees in 2010, women earned, on average, 16% less than men. Hungary had the smallest gender gap in wages (6%). In Korea women earned, on average, 39% less than men.

- ▶ Women are still under-represented in top corporate jobs : in 2009, on average, women occupied only 10% of board seats in listed companies. This percentage varied greatly across countries, from 3% in Germany to 36%.

**Promoting gender equality in employment**

In the past few decades, women have been entering the labour force in greater numbers and have been staying employed longer over their life course. Increased educational attainment rates amongst women have contributed to greater employment rates, better earnings and career progression in many OECD and non-OECD countries. Nowadays, in OECD countries new female entrants in the labour market have comparable and often higher education than their male counterparts.

Yet, compared to men, they are less likely to work for pay, more likely to be employed in lower-paid occupation and sectors, and more likely to have temporary employment contracts. Compared to men, employed women also work fewer hours, are less likely to progress in their careers and are underrepresented in decision-making positions. As a result of these factors – and in some cases due to discrimination, which however is rarely directly observable or measurable - women are paid 16% less than men, on average across the OECD.

**CONCLUSION:**

Women's empowerment is important for the development of the family, community and the nation. Therefore, it should be a major concern of Government to bring women into the mainstream of development process by empowering them, through various development oriented schemes. Jawaharlal Nehru has pointed out, "To awaken the people, it is the women who must be awakened, once she is on the move, the family moves, the village moves and the Nation moves".

**DISCRIMINATION OF DISADVANTAGE GROUP ON THE BASIS PHYSICAL  
/MENTAL /SOCIAL STATUS**

**A COMPARATIVE STUDY OF SELF-CONCEPT AMONG THE  
DISADVANTAGE GROUP OF FEMALE B.ED. STUDENTS**

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**Abstract**

*The self-concept is the individual's perception of her abilities and her status and roles in the outer world. There is a causal relationship between the self-concept and the rate of learning and achievement. It is one of the important determinants of achievement motivation. The ideal self is important for higher aspiration and high future performance.*

*Self-concept is made up of one's self-schemas. Additionally, self-concept interacts with Self-esteem, self-knowledge and social self to form the self. The self-concept as the individual's way of looking at himself and the dimensions of self-concept involves, physical, moral, temperamental, educational, intellectual and social self-concept. The social self is the individual's sense of worth in social interactions. Individual's view of their prevailing emotional state or predominance of a particular kind of emotional reaction is the temperamental self-concept. Individual's estimation of their moral worth, right and wrong activities is dealt by moral self-concept.*

*The self-awareness of their own intelligence and capacity of problem solving and judgments is known as the intellectual self-concept. The individual's view of themselves in relation to academics is the educational self-concept.*

*This paper is discussing and comparing the self-concept of girls from above group.*

*Disadvantaged group mainly females belonging to SC/ST/OBC/NT/SBC are although given some economic support by government but one does not see the females belonging to this group in higher and vocational education. Their representation in IIT, IIM or medical / legal studies is minimal. What could be the reason behind making and surviving any choice is self-concept, which also affects self-efficacy.*

**Keywords:** 1.Rural community, girl students, self-concept women empowerment

## **Introduction**

The self-concept is the individual's perception of her abilities and her status and roles in the outer world. Self-concept includes past, present and future selves. The ideal self is important for higher aspiration and high future performance. The students' self-concept will decide what goals suit him and how she should strive for their realisation and it will also determine her level of aspiration. Self-concept is distinguishable from self-awareness which refers to the extent to which self-knowledge is clearly defined, consistent and currently applicable to one's attitudes and dispositions.

The students' self-concept will decide what goals suit him and how she should strive for their realisation and it will also determine her level of aspiration. This descriptive study is an attempt to know perceived level of self-concept among the rural girl students in all Maharashtra. There were 1700 respondents selected by using stratified proportionate random sampling technique constituted the sample. The researcher used questionnaire pertaining to personal data along with .Self -concept questionnaire developed by as per the study results it is understood that no socio-demographic variable has influence over the respondent's self-concept except the course of study.

**Kamat (1981)** compared the backward and the non-backward students and observed that the backward students exhibition generally low self-concepts than the non-backward students whereas Rage (1979) had also compared the backward and the non-backward students and found out that there was not an appreciable difference in their perceived selves but backward students had a much lower social self, that is, they thought that other people considered them to be on the low side.

**Jain (1990)** found that Girls having high self-concept tended to select high academic goals, which were positively associated with each-other.

**Kumari (1990)** found that as self-concept increased under-graduate boys and girls showed significant increase in modernity and self-concept in general was propellant to modernity.

**B. Lawrence (1992)** outlined the theories of self-concept and examined the relationship between self-esteem and body image stating that physical handicapped individual affects the learning effectiveness of the handicapped individual and diminishes the degree of self-concept

experience. It was shown that other people's perception affects one's self-conception; e.g. unfavorable appraisal may create anxiety or negative self-concept.

**Sinha (1991)** found that academically talented boys and girls were significantly different in their self-concept from the average group, the academically talented scored high, and also found that academically talented students scored higher than the average students on n-ach, n-aut, and n-end.

**Singh (1983)** found that a positive significant relationship was found between self-concept and academic achievement of arts, science and commerce students. Besides this he also concluded that a significant difference in the self-concept of high and low academic achievers in the favour of high achievers.

**Sween (1984)** concluded that students with high self-concept achieved significantly higher scores than those with low self-concept and the variable of n-achievement interacted significantly with the factor of self-concept to affect the performance of students. The students, high both on n-ach and self-concept, performed significantly better than those low on both these variables.

**Kale (1983)** tried to study the development of self-concept at the preadolescent level and chose the family as well as the school factors as variables. She observed that the relationship between the development of self-concept with the family and school factors positive, but generally the pre-adolescents develop low self-concept because of excessive parental control and strict school discipline.

**Swami (1989)** investigated on the self-concept and intelligence of orphan students living in orphanage as compared to normal student and found that the self-concept of normal students was better than the self-concept of orphan students

**Mittal (1989)** found that personality characteristic-wise the outgoing, more intelligent, emotionally stable, humble & sober, conscientious, groupdevelopment, controlled and relaxed were found to be more indirect in their class room behavior than the reserved, less intelligent assertive, happy-golucky, practical and self-concept.

**Leung, Jin Pang and Leung (1993):** carried out a similar study on adolescents establishing the relationship between all four specific aspects of self-concept with life satisfaction and parents. Result showed that all self-concept measures were correlated with life satisfaction with the strongest correlations between general self-concept and life satisfaction.

### **What is Self-Concept?**

“As children move through early childhood to adulthood their sense of self becomes increasingly complex but reflects changes in their cognitive and social development” (Hunter,

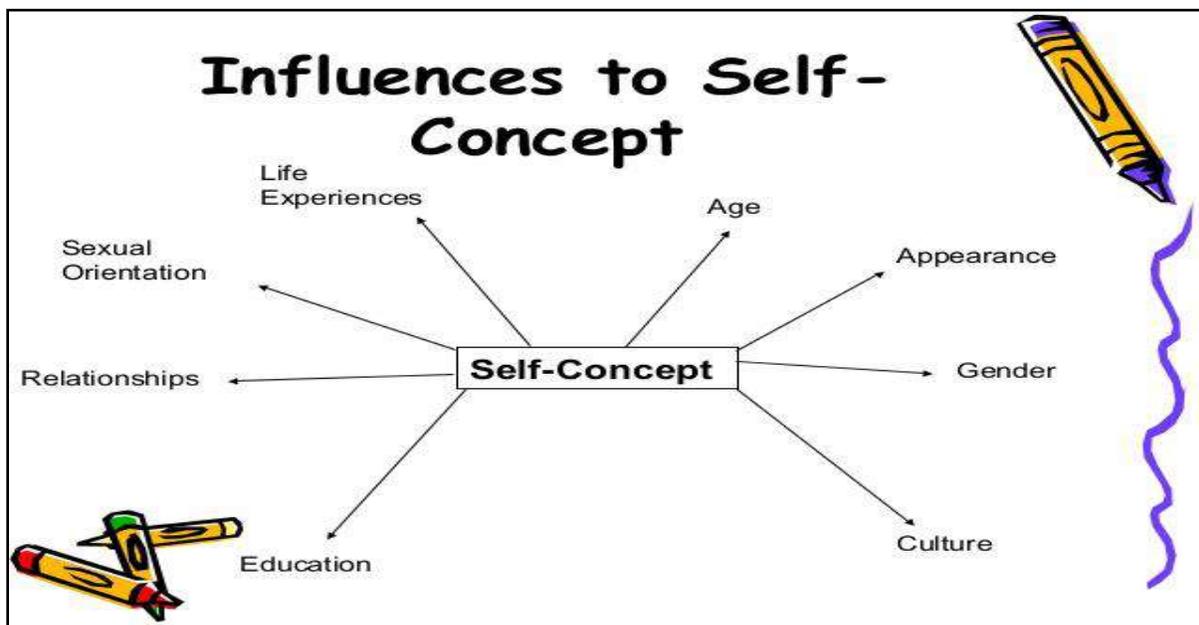
2003). Self-concept is the concept that an individual has of himself or herself. Notions of self are often linked to an individual's belief about how others perceive them.

## Self

In common discourse, the term self often refers to a warm sense or a warm feeling that something is "about me" or "about us." Reflecting on oneself is both a common activity and a mental feat. It requires that there is an "I" that can consider an object that is "me." The term self includes both the actor who thinks ("I am thinking") and the object of thinking ("about me"). Moreover, the actor both is able to think and is aware of doing so. As the philosopher John Locke famously asserted, "I think, therefore I am." Awareness of having thoughts matters.

## Self-Concept

Self-concepts are cognitive structures that can include content, attitudes, or evaluative judgments and are used to make sense of the world, focus attention on one's goals; these mental concepts are the content of self-concept.



## THE NATURE OF THE SELF-CONCEPT

An initial distinction must be made between the terms "self" and "self-concept." Much confusion in social psychology over whether the self is a process or a structure stems from the failure to distinguish between "self"

The self and its derivative terms have occupied a central place within humanistic and clinical orientations in the social sciences. The reemergence of the self-concept refers mainly to

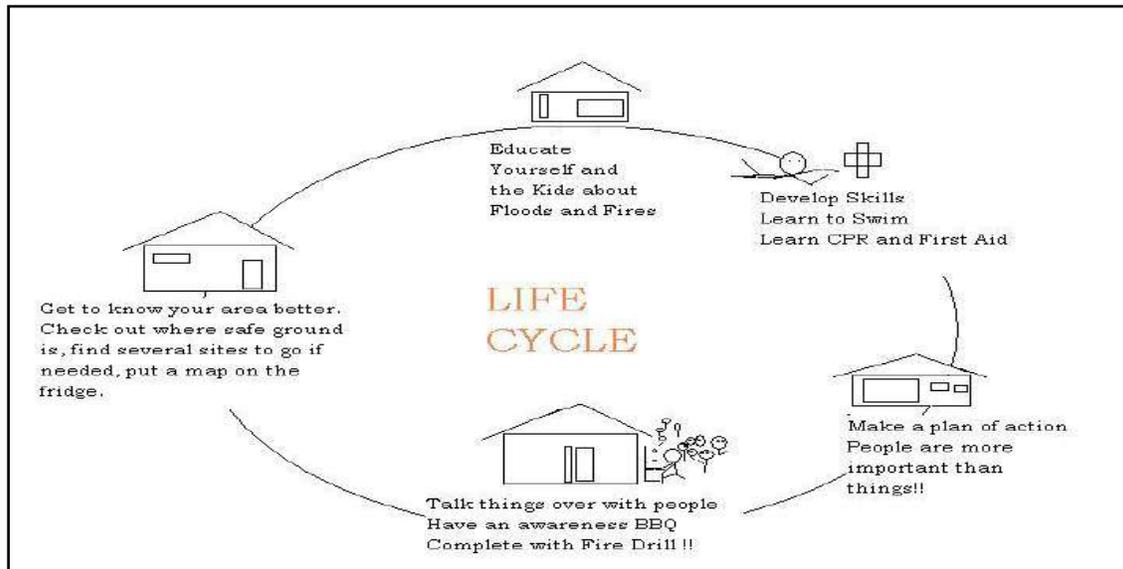
its status within social psychology. "Self-concept" Self as used here refers to a process, the process of reflexivity which emanates from the dialectic between the "I" and "Me".

### Content of Self-Concepts: Identities:

If there is a central theme in the sociological literature on the self-concept it is the idea that the content and organization of self-concepts reflect the content and organization of society. Prominent as the evaluative dimension of self-concept is in social psychology, it does not bear directly on this proposition. The concept of identity does. Perhaps this is one reason that the most prominent contributor to the sociological research on self-esteem has urged that we "go beyond self-esteem" (Rosenberg 1979). Beyond self-esteem lies the concept of identity, that vast domain of meanings attached to the self and comprising the content and organization of self-concept.

### Self-Concept over the Life Cycle:

The topic of stability and change in self-concepts over the life cycle has been neglected, partly owing to the difficulties of longitudinal research. Also, life-cycle concerns have been dominated by developmental psychologists (especially Piaget and Kohlberg), with their major interest in childhood development, and by neo-Freudians [especially Erikson (1959)], with their focus on personality rather than on self-concept.



## **Building a Strong Self-Concept**

Self-concept can be defined as the concept that an individual has of him- or herself (Le François, 1996). Abraham Maslow, a humanistic psychologist, was primarily concerned with the development of a healthy personality and creation of self-concepts.

### **Operational definition:**

The Self-concept is the individual's way of looking at himself. Individual's view of their body, health, physical appearance and strength is known as physical self-concept. The social self concept is individual's sense of worth in social interactions. Individual's view of their prevailing emotional state or predominance of a particular kind of emotional reaction is emotional self-concept. Individual's awareness of their intelligence and capacity of problem solving and judgments is called as the intellectual self-concept. For the purpose of this study self-concept of females from disadvantaged background at B.Ed. level courses is studied by using four points (SA,A,DA,SDA) Scale prepared by research keeping social self, communication mastery, self-esteem, inter personal and teaching skills.

### **Methodology**

Aim of the study: To study the level of self-concept among rural girl students. Survey method

### **Research design:**

The researcher had adopted descriptive research design for the present study in order to describe the level of self-concept among the rural girl students. A survey of 36 districts and 11universites of Maharashtra was done to collect data.

### **Sampling technique:**

The population of the study is being a finite one. The lists of the students were obtained from the respective college of education students served as the sampling frame. The probability sampling method was applied so that every item of the universe had an equal chance of being included in the sampling population. The total sample size for the study comprised of 1700 respondents in all the major groups.

### **Independent variables:**

Socio-demographic variables: Age, religion, community, type of family, nature of family, family size, course of study, parent's educational qualification, parenthood, and their education and academic performance.

**Dependent variables:** Self-concept

**Tools of data collection:**

The researcher used questionnaire as the tool for collecting the data for the present study the first part of the questionnaire included the questions pertaining to personal data along with. Self -concept questionnaire self-developed.

**Statistical analysis of data:**

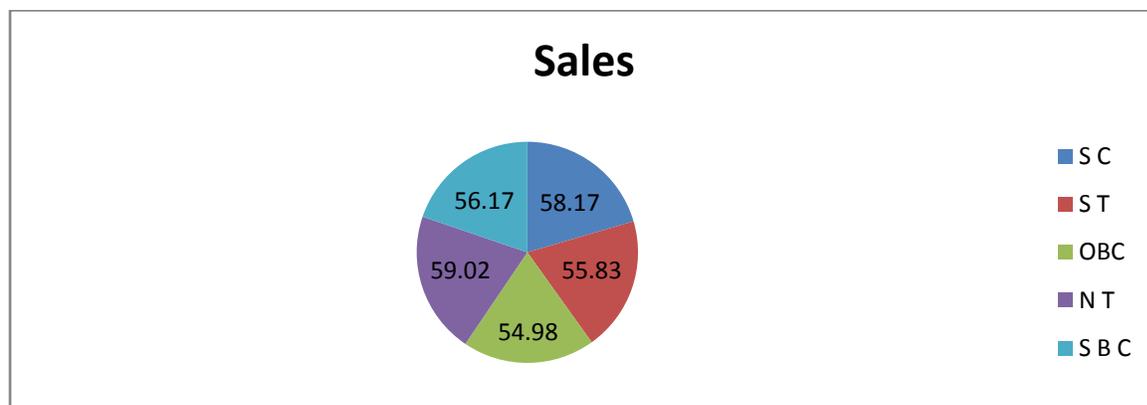
The data collected were carefully analyzed and processed. Statistical test such as mean, mode, median, standard deviation, Kurt, skew, T-test, ANOVA analysis of variance.

**Table No – 1 Descriptive Statistics of women's from different background for self-concept**

Category	Mean	Mode	Median	S.D.	Skew	Kurt
S C	58.17	53	58	7.176	-0.03	-0.08
S T	55.83	60	56	5.950	-0.61	1.09
OBC	54.98	50	53	28.532	22.55	534.26
N T	59.02	67	59	7.246	-0.74	2.12
S B C	56.17	55	56	5.594	-0.32	-0.03

As can be seen from above table and diagram it is observed that OBC and ST female B.ED students have lower self-concept in comparison to NT, SC, SBC women's

**Figure -1. Comparative statistics for self-concept of women's from different background**



**ANOVA**

**Hypothesis 1**

There is no significant difference in self-concept of SC, ST, OBC, NT, SBC girls from a disadvantage background.

Statistics used one way ANOVA

**Table .2**

**Inferential analysis of statistics of self-concept**

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	4120.209539	4	1030.052385	3.241839749	0.011648638	2.377269
Within Groups	529349.8156	1666	317.7369842			
Total	533470.0251	1670				

**Observation:**

The obtained value of  $f$  is 3.241, is less than the table value of 6.39 at 0.05 level of significance. Hence the hypothesis is rejected.

**Conclusion:**

Self-concept of SC, ST, OBC, NT, SBC girls does not differ because of their disadvantaged background.

There is no significant difference in self-concept of SC, ST, OBC, NT, SBC girls from a disadvantage background, for  $f$  value 3.241 hypothesis is rejected. since their Table values calculated.

The self-concept is rapidly becoming the dominant concern in social psychology. In sociology, where it has long been a central concern of symbolic interactionists, the past decade has seen increased efforts to examine the relationship between social organization and the content and organization of self-concepts. In psychology, the past decade or so has witnessed the emergence of a number of specific self-theories and the conversion of several major cognitive and behavioral theories into self-theories.

As a conclusion females belonging to different Social, cultural backgrounds self-concept is very important and essential in developing a teacher's personality educators. Parents have to consider various factors that influence the development of more positive self-concept. At school, the development of student's self-concept depends on the focus of educators in educational psychology in classroom practice. A positive self-concept creates a positive classroom-learning environment that is believed it can contribute to good academic achievement by students.

## **Recommendation**

### **Based on the study**

There is a difference in the level of self-concept among the female of disadvantaged group Mainly in OBC and ST. there is a need to have curricular and co-curricular activities where these girls can participate and achieve to empower them they should be given extra attention to improve academic's and life skill training program will help is improving the self-concept .

Vocational training is one of the major tool to make girls economically independent women empowerment requires 360 approach bringing change in all aspect of life.

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## TOWARDS EQUALITY, WOMEN AND DEVELOPMENT

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### ***Abstract***

*“If you educate a man you educate an individual, however, if you educate a woman you educate a whole family. Women empowered means mother India empowered.” – Jawaharlal Nehru*

*Education among women is the most powerful tool of attaining power in the society. It helps in reducing inequalities and functions as a means for improving their status within the family. As we all know that education is must for everyone but unfortunately, in this male dominating society, the education of women has been neglected for a long time. Empowering women is an important end in itself and women acquire the same status, opportunities and social, economic and legal rights as men, as they acquire the right to health and gender based violence, human well-being will be enhanced. The present paper explores the role education in women empowerment and the status of women education. It shows that the education is most important part in the life of every woman.*

**Keywords:** - *Women Empowerment, Education, Health and constitutional provisions.*

## INTRODUCTION

“To educate your woman first and leave them to themselves, they will tell you what reforms are necessary.” - Swami Vivekananda

Women empowerment refers to strengthening the social, economic and emotional powers of women. It refers to an environment where there is no gender bias and home equal rights in community, society and workplace. Education is unique power to act as a catalyst for wider development goals can only be fully realized, however, it is equitable. As we all know that, in this male dominating society, the calculation of women has been neglected for a long time. Women must fully benefit from educational opportunities if they have to enjoy the environment benefits that come with it. Education for women and girls has varied benefits towards their empowerment ranging from health, self-defense, political participation, leadership,

entrepreneurship, to democracy and governance and employment opportunities. Education is the weapon which strengthens the personality and makes one confident. Education helps in the mental development of women and mentally satisfied and contented women is an asset to a family, society and nation and she can use her efficiency and potential in the right manner. Women can maintain a proper balance between physical health and mental health with good education.

### **NEED FOR WOMEN EMPOWERMENT**

Empowerment enables women to acquire knowledge skills and techniques which will help them in their personal and social growth as well as foster in them sensitivity towards problems in the society. Special efforts are required to be taken for education, health and employment of women.

### **NEED OF WOMEN EDUCATION IN WOMEN EMPOWERMENT:-**

Education empowers women in several perspectives, some of the perspectives include;

- Education can only help women to escape poverty by developing the skills they need to improve their livelihood, but also generates productivity gains that boost economic growth substantially.
- Women education is critical in helping them with an empowered approach to health issues. Women at times die of health related diseases which could be preventable upon education.
- Spatially education that empowers women. Malnutrition is the underlying cause of more than a third of global child deaths. Educated mothers are more likely to ensure that their children receive the best nutrients to help them prevent or fight off ill health.
- Educated women are more likely not just to be employed, but to hold jobs that are secure and provide good working conditions and decent pay.
- Education is indispensable in strengthening the bonds that hold women in communities and societies together.
- An education of women can bring change in the attitude of family members and society. It also helps in removing mal-traditions like- pratha, early marriages, dowry etc.
- An educated woman is guiding light for the children, family members, society and balanced and healthy relations with others.

## **CONSTITUTIONAL PROVISIONS, SPECIAL LAW AND NATIONAL POLICIES IN SUPPORT OF WOMEN EMPOWERMENT:-**

- Article 14- men and women to have equal rights and opportunities in the political, economic and social spheres.
- Article 15(1) - prohibits discrimination against any citizens on the ground of religion, race, sex, caste etc.
- Article 39(d) - equal pay for equal work for both women and men.
- Article 42- the state to make provision for ensuring first and humane conditions of work and maternity relief.
- The Hindu succession Act, 1956 which provides for women the right to parental property.
- The medical termination of pregnancy Act, 1971, which legalizes abortion on the ground of physical and mental.

## **CONCLUSION**

To conclude the present scenario; there is a positive relationship between education, health and women empowerment. Another important aspect in this regard is that, in these societies the issue of women empowerment has been facing certain serious challenges, which are outcome of some certain evil harms and attitude such as child labor, child marriage, illiteracy, superstition, partial attitude of the parents, female feticides etc. and in such a situation women empowerment is an urgent necessity.

## UNMARRIED MOTHERHOOD AND SOCIETY: YESTERDAY AND TODAY

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The contemporary society is witnessing today an extraordinary spectacle of women's liberation movements all over the world. It is a universal movement and Indian society is no exception to it. We have the voices of feminism in the writings of a number of writers such as Anita Desai, Kamala Das, Kamala Markendeya, Kiran Desai, Shashi Deshpande and so on. However, even in the 21<sup>st</sup> century, society is male-dominated. It is for this reason that women have been marginalized despite their fifty percent population in the country. Mrs. Indira Gandhi once said:

'Education is a liberating force and, in our age, it is also a democratizing force, cutting across the barriers of caste and class, smoothing out the inequalities imposed upon us by birth and other circumstances.'

By and large, the statement is true, but sounds contradictory in the light of women's position in society. No doubt education has provided women opportunities to work in all the fields along with men. But we have also to accept the fact that mere formal education has not solved their problems. It is observed education has not enabled us to overcome the traditional barriers of sex-discrimination, and women still fall victims to the male-dominated society. It has not given them the guts to raise the voice of protest against the injustice with them. Simone de Beauvoir, in her famous book *The Second Sex* says: "Women have gained only what men have been willing to grant; they have taken nothing, they have only received."

The statement has a universal appeal as it goes beyond time and place. The agony and suffering of women is the subject-matter of a number of writers in the post-modern period. Exploitation, subjugation, and suppression are the characteristic features of all societies in all ages. That is why Dr. J. M. Waghmare seems quite justified in pointing out:

'Women have been standing at the crossroads of history for centuries with tears in their eyes and milk in their breasts. Ours is a man - centered world.'

Biologically as well as culturally, human beings are divided into two classes: men and women. This division is further accentuated by the roles they are assigned to play in the making of a family. Man is the head of the family, governing and controlling all its affairs. Woman is entrusted with the household responsibilities, particularly those of cooking food and rearing children. This leads to the formation of exploitative and oppressive society of men as against the exploited and oppressed society of women. Simone de Beauvoir rightly observes: "One is not born but rather becomes a woman .... It is civilization as a whole that produces this culture...."

which is described as feminine.”

Quite a good number of works in the post modern period illustrate, more or less, how women are exploited in various ways. The inhuman treatment that they receive from the male-dominated society indicates that they lose their freedom first and their lives later for the sake of man. Ideally speaking, it is sacrifice, but realistically speaking, it is sheer wastage physical as well as mental, on the part of women.

The two major tendencies of the Indian society are: male dominance and feminine frailty. Women suffer a lot at the hands of their male-counterparts. They do not have equal status with men; sometimes they have to part with their individual dignity. They are exploited both socially and economically. No doubt, men are largely responsible for the exploitative and oppressive nature of society, and surprisingly enough, women remain contributory to it. Their conservative minds do not allow them to show guts in their encounter with male-counterparts. Furthermore, they even provide them with an emotional support in a period of crisis.

The tendency of enduring exploitation is so deep rooted in their bones that even the thought of rebellion does not arise in their minds. They are hardly assertive and, at times, seem so slavish that their love and loyalty towards their husband and family do not allow them to raise any voice against them. The agonized women projected in the works of various writers appear to be the mute witnesses of the womankind’s endless suffering in the male-dominated society for centuries.

*Stri Purush Tulana* (A Comparison of Men and Women) first published in 1882 is an extraordinary treatise by a courageous and original feminist thinker Tarabai Shinde. However, critics remained virtually unknown about the work until 1975 when it came to light after its re-publication by S.G. Malshe.

*Stri Purush Tulana* is probably the first fully fledged and extant feminist argument. Actually, the work is a response to the accusation against Vijayalaxmi. In the journal *Pune Vaibhav*, known for its extremely orthodox and anti-reformist politics, Vijayalaxmi was bitterly criticized with a charge whether she had had an abortion or she had committed infanticide. She was meted out capital punishment as the court sentenced her to death. The article in *Pune Vaibhav* attacked her in particular, and women, in general, for their so-called “new” and “lax” morals. Tarabai Shinde’s essay is a direct reply to all the charges leveled against the lady concerned.

Here, she exposes males showing how they themselves often responsible for the vices women are accused of. The inference she draws at the end: “Women are braver than men.”

The essay also throws light on the personal life of Tarabai Shinde as in some of its parts, she narrates the experiences of her marital life. She is married to a man who neither came up to

her expectations nor sustained her interest in him. Many other sections of the essay are associated with specific incidents of specific people of the contemporary society.

Tarabai does not make any plea to men to pay heed to her work nor does she expect their generosity or good will. She thinks if the men are rational and objective, they will definitely concede to her argument. In case she witnesses antagonism in the male attitude towards her argument. It is just possible that their pride is wounded; she will then continue her strife against male-dominated society and raise her voice against male injustice. She also has an idea of sowing the seeds of universal sisterhood. In such circumstance, she states that reason is her best weapon to fight with.

Tarabai's anger can be perceived from the crude and blunt manner in which the essay is written. She says, "I cannot restrain myself from writing in such fiery language." A critic and translator of the revolutionary essay like Maya Pandit describes her writing as, "racy and absolutely full of fire. She uses many idiomatic expressions and phrases that occur particularly in the language of women. The synthetic structure is conditioned by the balance of ideas." It is observed that the style and diction establish a link between her work and that of the social reformer Jotiba Phule. He appreciates Tarabai's work and criticizes men for their critical onslaught on the first feminist essayist without reading properly and grasping the significance of the argument brilliantly put forth in the essay.

As stated in the prefatory note, "the essay moves on from a response to the accusation against Vijayalaxmi and Tarabai's own introductory observations to a more general critique of patriarchal culture in her time." She begins by condemning gods for being somewhat partial and then explores various charges against women both in the written literature and in day-today social intercourse.

Women are criticized always for being suspicious. To this the writer replies that women's suspicions are related, directly or indirectly to their husbands' extramarital relations with other women.

Adultery is considered to be the worst crime of women. But it is man who sows the seed of adultery in their minds. Even a shameless woman does not want to rest in the arms of a stranger. It is so because it is always noticed that woman's idea of happiness is confined to her family. Due to her love and fidelity to her family and husband, she does not bother about the hardships or calamities in the way of life.

Tarabai also throws light on the problem of child marriage. According to Manu, eight years is the minimum, and twelve years of age the maximum marriageable age for a high caste girl. Manu says:

'A man aged thirty years shall marry a maiden of twelve who pleases him, or a man of twenty four a girl of eight years of age.'

Naturally, when the daughters are over eight or nine and are unsought in marriage, the parents become extremely anxious. While narrating the domestic violence, Pandita Ramabai, who laid the foundations of a movement for women's liberation in India, states: "... the mother-in-law begins to encourage the young man to torment his wife in various ways. It is not strange that a feeling akin to hatred takes root between them. A child of thirteen was cruelly beaten by her husband in my presence for telling the simple truth, that she did not like so well to be in his house as at her own home."

Tarabai, like Karl Marx, expects women to suffer as human beings and not as animals. But it is observed that a wife is given a worse treatment even than an animal.

While speaking about the problem of illegitimate child, Tarabai opines that a man is set scot-free to commit innumerable crimes and an innocent woman, like Vijayalaxmi is punished very severely for being the "unwed mother" of an illegitimate child.

*Stri Purush Tulana* is a response to the accusation against Vijayalaxmi who has been accused of the charge of infanticide. Here, Tarabai Shinde has depicted the orthodox, conservative society of the 19<sup>th</sup> century. But with great regret we have to accept the fact that society has not changed a bit even in the 21<sup>st</sup> century. Vijay Tendulkar's *Silence! The Court is in Session* which has been based on the real-life incident explores the same problem of unmarried motherhood.

For *Silence! The Court is in Session*, Tendulkar got inspiration from a real-life incident. He met an amateur group that was on its way to stage a mock trial in Vile Parle, a suburb of Mumbai. While overhearing the artists' conversation, the outline of the play began to take shape in his mind, and the ultimate result of it was the birth of a great play.

The play is a social satire with the tragedy of an individual victimized by society. The brief outline of the story goes thus: A group of artists goes to a town to perform a play. A rehearsal of the play in which there is a mock-trial is arranged. In this mock-trial, the private life of Leela Benare, the play's protagonist is revealed and publicly discussed. Here, Tendulkar presents a world apparently dominated by male chauvinists. However, the dramatic action revolves round the character of Leela Benare. Tendulkar, though not a self-acknowledged feminist, treats the character of Benare with great compassion and understanding while pitting her against the men who are selfish, hypocritical, and brutally ambitious. Leela Benare, who is rebellious and assertive, is a school teacher. She performs her duty as a teacher very sincerely and commands love and respect of her pupils. She is also an enlightened amateur artist. So, she accepts the membership of the amateur theatre group. The other members of the group are the Kashikars, Balu Rokde, Sukhatme, Ponshe, Karnik, Prof. Damle, and Rawte who belong to the urban middle class of Mumbai.

All the characters except Leela Benare are the representatives of the fundamentally orthodox society. The theatre group is a “miniscule cross-section of middle-class society, the members, representative of its different sub-strata. Their characters, dialogues, gestures, and even mannerisms reflect their petty, circumscribed existences.” Frustrated and angry as they are in their individual lives, they go to the extent of maligning their companion also, for they are malicious and jealous in attitude towards their fellow-being.

Benare, who is far different from others, is isolated. The co-actors cunningly arrange a cruel game in the form of a mock-trial. She then becomes a target of their gossip and falls a victim ultimately to character assassination at their instance. During the proceedings of the mock-court, her companions deliberately reveal her illicit love affair with Prof. Damle, a married man. The love affair ultimately results in her pregnancy. Prof. Damle, however, is significantly absent at the time of trial. His absence denotes his total withdrawal from responsibility, either social or moral. The court also summons Damle just as a witness, and not as an offender. Benare is made the prime accused for having pregnancy before marriage. The co-actors go on consoling her that the mock-trial is arranged just for rehearsal. But the accusation used for this so-called rehearsal, that of infanticide (to be more accurate, foeticide) turns into a verdict at the end. Through this game, they successfully resort to dissecting Miss Benare’s character and thereby unearth her past and aggress upon her private life, for “She is held guilty by the court that asks the school authorities to dismiss her from the job, and further orders that the babe in her womb be destroyed.”

*Silence! The Court is in Session* is a social satire on the male-dominated society, in which “a woman can neither get a sympathetic response nor win a man to give legitimacy to her child.”<sup>14</sup> What Tendulkar criticizes in the play is the man-centered world where women have been victimized from centuries together. L.S. Deshpande puts it thus:

The punishment meted out to Miss Benare speaks volumes of the ways of our so-called cultured society....As usual, the man is left scot-free and woman is made a scapegoat by all those around her....The height of the irony lies in the final utterance of the play : “The show must go on!”

While depicting the violence which is imposed upon women in the male-dominated society, Tarabai Shinde has projected women as a class of the exploited, victimized, and humiliated. Observing the present situation, with regret, we have to accept the fact that even education does not bring any substantial change in their miserable condition. Instead, it produces sophisticated slaves who can provide them (men) with domestic comforts, social companionship, and sexual pleasure. Suffering is their lot, “the badge of their tribe.” In this light, Vijayalaxmi and Leela Benare appear to be the mute witnesses of womankind’s endless suffering in the male dominated society. It is so because ... humanity is male and man defines woman not in herself but as relative to him, ... she is the incidental, the inessential as opposed to the essential. He is ... the Absolute- she is the Other.

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## WOMEN EMPOWERMENT

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### **Abstract**

*Women empowerment is a debatable subject. At earlier time they were getting equal status with men. But they had faced some difficulties during post-Vedic and epic ages. Many a time they were treated as slave. From early twenty century (national movement) their statuses have been changed slowly and gradually. In this regard, we mentioned the name of the British people. After then, independence of India, the constitutional makers and national leaders strongly demand equal social position of women with men. Today we have seen the women occupied the respectable positions in all walks of the fields. Yet, they have not absolutely freed some discrimination and harassment of the society. A few numbers of women have been able to establish their potentialities. Therefore, each and everyone should be careful to promote the women statuses.*

*Keywords: Women Empowerment*

### **Introduction**

Women constitute almost 50% of the world's population but India has shown disproportionate sex ratio whereby female's population has been comparatively lower than males. As far as their social status is concerned, they are not treated as equal to men in all the places. In the Western societies, the women have got equal right and status with men in all walks of life. But gender disabilities and discriminations are found in India even today. The paradoxical situation has such that she was sometimes concerned as Goddess and at other times merely as slave.

In India, there are still illiterate and poor village women financially dependent on their family members, even though they are hard working and have their own abilities to be financially self-dependent. Still, they won't get any good job and no financial support to start their own household businesses.

### **Women in India**

Now the women in India enjoy a unique status of equality with the men as per constitutional and legal provision. But the Indian women have come a long way to achieve the present positions. First, gender inequality in India can be traced back to the historic days of Mahabharata when Draupadi was put on the dice by her husband 200 Dhruba Hazarika as a commodity. History is a witness that a woman was made to dance both in private and public places to please the man. Secondly, in Indian society, a female was always dependent on male members of the family even last few years ago. Thirdly, a female was not allowed to speak with loud voice in the presence of

elder members of her in-laws. In the family, every faults had goneto her and responsible. Forth, as a widowher dependence on a male members of the family still more increase. In many social activities she is not permitted to mix with other members of the family. Other hand, she has very little share in political, social and economic life of the society.

### **Women Empowerment in India**

The topic on “Women Empowerment” is a burning issue all over the world. “Women empowerment” and “women equality with men” is a universal issue.

To “empower women” means to authorize power or increase the overall position, status and condition of women in every spheres of life.

Empowerment of Women would result in better and more developed society. When women contribute equally along with men for the benefit of society, the world would surely become a better place to live.

Today more and more females are studying in schools and colleges and also go abroad for higher studies. Women are increasing commanding better position in the society.

There are several ways to empower women; some of them are discussed below:

**1. Create safe workplaces:** Women can be empowered through the creation of safe working environment. The workplaces should be safe for the female members of the society. People will like to send their daughters and wives to work if they are assured of safe environment at workplaces.

**2. Women education:** By educating women, economy of the country increases. It has been seen from the last few decades that involvement of educated women in various activities helps the country to move towards economic and social development.

- Female education also contributes towards health and well-being of the family.
- By getting education, women also contribute to the national income of the country.
- The can afford to offer quality nutrition to their children.
- Educated women are considered active in politics as well.
- They know their rights and are able to defend themselves better.

**3. Raise voice against gender inequality:** Women can be empowered by decreasing the gender inequalities or disparities in all sectors of the society especially in education sectors.

**4. Job skills (Vocational training):** Proper training should be provided to women’s for better results.

**5. Create more part-time job opportunities:** There should be greater number of part-time job opportunities. In India, mostly women are housewives so they do not get any opportunity for full-time work. Hence, more part-time and flexible jobs should be created so that more and more women get engaged into commercial activities.

## Meaning of Women Empowerment

**Women Empowerment** refers to the creation of an environment for women where they can make decisions of their own for their personal benefits as well as for the society.

**Women Empowerment** refers to increasing and improving the social, economic, political and legal strength of the women, to ensure equal-right to women, and to make them confident enough to claim their rights, such as:

- freely live their life with a sense of self-worth, respect and dignity,
- have complete control of their life, both within and outside of their home and workplace,
- to make their own choices and decisions,
- have equal rights to participate in social, religious and public activities,
- have equal social status in the society,
- have equal rights for social and economic justice,
- determine financial and economic choices,
- get equal opportunity for education,
- get equal employment opportunity without any gender bias,
- get safe and comfortable working environment,

Women empowerment can be defined in very simple words that it is making women powerful so that they can take their own decisions regarding their lives and well being in the family and society. It is empowering women to make them able to get their real rights in the society.

## Need of Women Empowerment in India



As we all know that India is a male dominated country where males are dominated in every area and females are forced to be responsible for only family care and live in the home including other many restrictions. Almost 50% of the population in India is covered by the female only so the full development of the country depends on the half population means women, who are not

empowered and still restricted by many social taboos. In such condition, we cannot say that our country would be a developed in the future without empowering its half population means women. If we want to make our country a developed country, first of all it is very necessary to empower women by the efforts of men, government, laws and women too.

The need of women empowerment arose because of the gender discrimination and male domination in the Indian society since ancient time. Women are being suppressed by their family members and society for many reasons. They have been targeted for many types of violence and discriminatory practices by the male members in the family and society in India and other countries as well. Wrong and old practices for the women in the society from ancient time have taken the form of well developed customs and traditions. There is a tradition of worshipping many female goddesses in India including giving honor to the women forms in the society like mother, sister, daughter, wife and other female relatives or friends. But, it does not mean that

only respecting or honoring women can fulfill the need of development in the country. It needs the empowerment of the rest half population of the country in every walk of life.

India is a famous country proving the common proverb like 'unity is diversity', where people of many religious beliefs are in the Indian society. Women have been given a special place in every religion which is working as a big curtain covering the eyes of people and help in the continuation of many ill practices (including physical and mental) against women as a norm since ages. In the ancient Indian society, there was a custom of sati pratha, nagar vadhu system, dowry system, sexual violence, domestic violence, female infanticide, parda pratha, wife burning, sexual harassment at work place, child marriage, child labour, devadashi pratha, etc including other discriminatory practices. All such type of ill practices is because of male superiority complex and patriarchal system of the society.

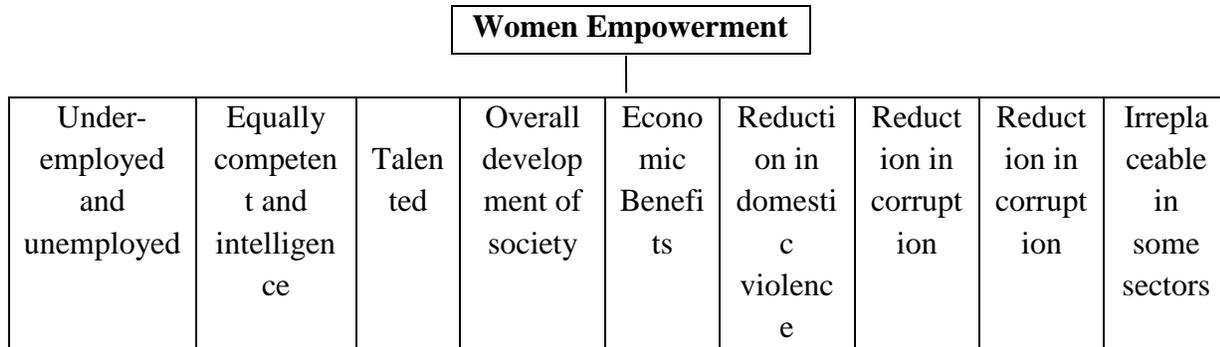
Socio-political rights (right to work, right to education, right to decide for themselves, etc) for the women were completely restricted by the male members of family. Some of the ill practices against women have been eliminated by the open minded and great Indian people who raise their voices for the discriminatory practices against women. Through the continuous efforts of the Raja Ram Mohan Roy, Britishers were forced to eliminate the ill practice of Sati paratha. Later, other famous social reformers of the India (Ishwar Chandra Vidyasagar, Acharya Vinoba Bhave, Swami Vivekananda, etc) also had raised their voices and worked hard for the upliftment of women in Indian society. In India, the Widow Remarriage Act, 1856 was initiated by the continuous efforts of Ishwar Chandra Vidyasagar in order to improve the conditions of widows in the country.

In the recent years, various constitutional and legal rights have been implemented by the government of India in order to eliminate ill practices and gender discrimination against women. However, in order to solve such a big issue, the continuous effort of everyone including women is required. Modern society is being more aware about the women rights which results in the increasing number of several self-help groups, NGOs, etc working in this direction. Women are being more open minded and breaking the societal barriers in order to achieve their rights in all dimensions even after crimes are going side by side.

Some of the acts passed by the Parliament are Equal Remuneration Act-1976, Dowry Prohibition Act-1961, Immoral Traffic (Prevention) Act-1956, Medical termination of Pregnancy Act-1971, Maternity Benefit Act-1961, Commission of Sati (Prevention) Act-1987, Prohibition of Child Marriage Act-2006, Pre-Conception & Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act-1994, Sexual Harassment of Women at Work Place (Prevention, Protection and) Act-2013, etc in order to empower women with legal rights.

In order to provide safety to women and reduce crime against women in India, government has passed another act Juvenile Justice (Care and Protection of Children) Bill, 2015 (especially after Nirbhaya case when an accused juvenile was released). This act is the replacement earlier Indian juvenile delinquency law of 2000 (Juvenile Justice (Care and Protection of Children) Act, 2000) in order to reduce the juvenile age from 18 to 16 years in cases of heinous offenses.

### Important of Women Empowerment



**1. Under-employed and unemployed:** Women population constitutes around 50% of the world population. A large number of women around the world are unemployed. The world economy suffers a lot because of the unequal opportunity for women at workplaces.

**2. Equally competent and intelligent:** Women are equally competent. Nowadays, women are even ahead of men in many socio-economic activities.

**3. Talented:** Women are as talented as men. Previously, women were not allowed higher education like men and hence their talents were wasted. But nowadays, they are also allowed to go for higher studies and it encourages women to show their talents which will not only benefit her individually but to the whole world at large.

**4. Overall development of society:** The main advantage of Women Empowerment is that there will be an overall development of the society. The money that women earn does not only help them and or their family, but it also help develop the society.

**5. Economic Benefits:** Women Empowerment also leads to more economic benefits not to the individuals but to the society as well. Unlike earlier days when they stayed at home only and do only kitchen stuffs, nowadays, they roam outside and also earns money like the male members of the society. Women empowerment helps women to stand on their own legs, become independent and also to earn for their family which grows country's economy.

**6. Reduction in domestic violence:** Women Empowerment leads to decrease in domestic violence. Uneducated women are at higher risk for domestic violence than educated women.

**7. Reduction in corruption:** Women Empowerment is also advantageous in case of corruption. Women empowerment helps women to get educated and know their rights and duties and hence can stop corruption.

**8. National Development:** Women are increasingly participating in the national development process. They are making the nation proud by their outstanding performances almost every sphere including medical science, social service, engineering, etc.

**9. Irreplaceable in some sectors:** Women are considered irreplaceable for certain jobs.

### **Principles of Women's Empowerment:**

Empowering women to participate fully in economic life across all sectors is essential to build stronger economies, achieve internationally agreed goals for development and sustainability, and improve the quality of life for women, men, families and communities.

The private sector is a key partner in efforts to advance gender equality and empower women. Current research demonstrating that gender diversity helps businesses perform better signals that self-interest and common interest can come together. Yet, ensuring the inclusion of women's talents, skills and energies—from executive offices to the factory floor and the supply chain—requires intentional actions and deliberate policies.

The Women's Empowerment Principles offer practical guidance to business and the private sector on how to empower women in the workplace, marketplace and community. Developed through a partnership between UN Women and the United Nations Global Compact, the Principles are designed to support companies in reviewing existing policies and practices—or establishing new ones—to realize women's empowerment.

### **Role of Women empowerment for societies:**



Entire nations, businesses, communities, and groups can benefit from the implementation of programs and policies that adopt the notion of women empowerment. Empowerment is one of the main procedural concerns when addressing human rights and development. The Human Development and Capabilities Approach, The Millennium Development Goals, and other credible approaches/goals point to empowerment and participation as a necessary step if a country is to overcome the obstacles associated with poverty and development.

**Economic benefits of women empowerment:**

Most women across the globe rely on the informal work sector for an income. If women were empowered to do more and be more, the possibility for economic growth becomes apparent. Empowering women in developing countries is essential to reduce global poverty since women represent most of the world's poor population. Eliminating a significant part of a nation's work force on the sole basis of gender can have detrimental effects on the economy of that nation.

In addition, female participation in counsels, groups, and businesses is seen to increase efficiency. For a general idea on how an empowered women can impact a s53 percent higher returns on equity, 24 percent higher returns on sales and 67 percent higher returns 1 (OECD, 2008)." This study shows the impact women can have on the overall economic benefits of a company. If implemented on a global scale, the inclusion of women in the formal workforce (like a Fortune 500 company) can increase the economic output of a nation. Therefore, women can also help businesses grow and economies prosper if they have, and if they are able to use, the right knowledge and skills in their employment.

**MENTAL HEALTH: STUDY OF PRE-SERVICE TEACHERS AT B.ED. COLLEGES IN  
MUMBAI**

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***Abstract***

*The study has been conducted on a sample of 1540 pre-service teachers selected from different 25 colleges of education in Mumbai. A standardised scale of Mental health check-list, constructed by Pramod Kumar was used which contains 11 items for measuring different aspect of mental health. The respondent were required to indicate their view on four point scale i.e. Always, Often, Sometimes and Never. Mean score were calculated separately for male and female pre-service teachers.*

*The t- test was used to examine the significance difference between genders. The findings shows that the overall mental health of the pre-service teachers was moderate i.e. positive mental health the result also indicate that there is significant difference in the mental health of the pre-service teachers on the basis of gender. Means score of female pre-service teachers is higher than that of male pre-service teachers. Female pre-service teachers found to be better mental health than the male pre-service teachers.*

***Keywords:*** Mental Health, Pre-Service Teacher

**Introduction**

Teacher are said to be the builders of nation. It is with this view that the Secondary Education Commission considered teacher as the most important factor in the contemplated national reconstruction. A teacher, through an interactive process, shapes the personality of students and attempts to make them citizens. Thus he shares the responsibility of shaping the destiny of our country. A good mental health makes the work not only easier but also more satisfying and professionally rewarding. In addition teacher behavior in the classroom influences the behavior of students. Moreover, effective and productive learning on the part of the pupils can be achieved by employing teachers with suitable mental health.

**Mental Health**

Mental health of the teacher is very important for efficient learning and proper development of personality. The parents, of course, since they control children during infancy, are in the most strategic position to inculcate positive habits in their children. The first important requisite condition is affection and love of parents and other members of the family. The infant should feel secure and loved in his home. Parents should meet the legitimate needs of their child. Proper and conducive environment should be providing in early childhood. Pleasant and satisfaction giving experiences for the harmonious development of the personality.

Teacher's mental health plays an important role in teaching learning process. If the teacher is not in sound mental health, he can do incalculable harm to the nation in terms of poor guidance to the students. He cannot do justice to his job. His maladjustment will not only adversely affect his personality but will produce maladjustment in children put under his charge. The new field of global mental health is "the area of study, research and practice that places a priority on improving mental health and achieving equity in mental health for all people worldwide".

In modern times, with the developments in all walks of life, problems have also multiplied in that proportion. In ancient India where education was confined to privileged communities, teaching was interested to great scholars and involves no problems. With the passage of time, education broke the barriers of caste and community and reached to masses.

**The National Canadian Mental Health Association has ten tips for good mental health:**

**Build Confidence:** Identify your abilities and weaknesses together, accept them, build on your abilities, and do the best with what you have.

**Eat right, Keep fit:** A balanced diet, exercise and rest can help you to reduce stress and enjoy life.

**Make Time for Family and Friends:** Important relationships need to be nurtured. If taken for granted, these people may not be there to share life's joys and sorrows.

**Give and Accept Support:** Positive friends and healthy family relationships show their strength during difficult times.

**Create a Meaningful Budget:** Financial problems cause stress. Over-spending on our "wants" instead of our "needs" is often the culprit.

**Volunteer:** Being involved in community gives a special sense of purpose and satisfaction.

**Manage Stress:** We all have stress in our lives but learning how to deal with it when it threatens to overwhelm us helps to maintain our mental health.

**Find Strength in Numbers:** Sharing a problem with others who have had similar experiences may help you find a solution and will make you feel less isolated.

**Identify and Deal with Moods:** We all need to find safe and constructive ways to express our feelings of anger, sadness, joy and fear.

**Learn to Be at Peace with Yourself:** Get to know who you are, what make you really happy, and learn to balance what you can and cannot change about yourself.

**RATIONAL OF THE STUDY**

Mental health of society can be studied by observing the various types of social events which occur in the society from time to time. Present day news is full of various types of crimes. On one end education is increasing rapidly, whereas on the other end crime is also increasing exponentially. .g. corruption, communal violence, exploitation and bias against weaker section of society. Violence against women (sexual assault) are some of the e.g. which indicate a decline in moral values and also an imbalance in the mental health of society.

But in last few years we have seen that a teacher who is one of the strongest pillars of society, one who is supposed to possess an exhibit high sense of morality and responsible social behavior, one who epitomizes honesty and serve as a role model of society is also affected by the same vices present in society today. Teacher also have the responsibility of imparting quality and relevant education that is in line with the expectations of students and requirements of society along with imparting social and moral values. All this despite the lackadaisical approach of various state and central agencies and a miniscule budget that our government and states allocate for education.

It is noted that the present day salaries for teacher are not at par with the rest of the industry, making it even more difficult to attract and retain talent in this profession. Recent instances of financial impropriety child abuse, gender discrimination and scams related to various examination or selection process have tarnished the clean image the profession once enjoyed has shaken the faith of students and society in this noble profession.

Keeping above situation in mind the researcher is keenly interested in investigating the mental health of teachers. The purpose of this research is to study of mental health of pre-service teacher. The researcher aims to study the teacher's condition and accordingly design an appropriate intervention program to correct the malady.

**NEED AND SIGNIFICANCE**

In the present situation it is seen that life became too complex. Human being suffering through many pressures, rapidly changing demands also seriously affecting life. To maintain proper mental health required balance personality development. So it is necessary to understand what is the role of pre-service teacher education program as individual whether it helps in emotional and social development in their life? Therefore investigator wants to make an attempt to study the mental health of pre-service teachers on the basis of gender.

**TITLE OF THE RESEARCH PROBLEM**

A study of mental health of pre-service teachers at B.Ed. colleges affiliated to university of Mumbai

**DEFINITIONS OF VARIABLES**

Mental health is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is

able to make a contribution to her or his community. Mental health (or behavioral health) is a level of psychological well, or an absence of a mental disorder.

According to **Wikipedia Dictionary** (2010) explains the meaning of mental health as a state of emotional and psychological well-being in which an individual is able to use his or her cognitive and emotional capabilities, function in society and meet the ordinary demands of everyday life.

According to **World Health Organization** (WHO) mental health includes "subjective well-being, perceived self-efficacy, autonomy, competence, intergenerational dependence, and self-actualization of one's intellectual and emotional potential, among others.

WHO further states that the well-being of an individual is encompassed in the realization of their abilities, coping with normal stresses of life, productive work and contribution to their community?

### **AIMS OF THE STUDY**

To study mental health of pre-service teachers.

### **OBJECTIVES OF THE STUDY**

To study the difference in the mental health of the pre-service teachers on the basis of gender.

### **HYPOTHESES OF THE RESEARCH**

There is a no significant difference in the mental health of the pre-service teachers on the basis of Gender.

### **VARIABLES OF THE STUDY**

#### **Dependent variable-**

Mental health

#### **Independent variable-**

Gender

### **REVIEW OF RELATED LITERATURE**

#### *Studies Conducted in India:-*

**Shakunthala, (2001)**, conducted a study on "THE ADJUSTMENT OF SECONDARY SCHOOL TEACHERS IN RELATION TO THEIR TEACHING COMPETENCY, EMOTIONAL MATURITY AND MENTAL HEALTH" She found that there was a high, positive and significant correlation between teachers' adjustment and mental health. There was a high, positive and significant correlation between gender, adjustment, teaching competency, emotional maturity, mental health among teachers. There was a high, positive and significant correlation among emotional maturity, adjustment, teaching competency, mental health among teachers. There was no significant difference in emotional maturity of secondary school male and female teachers. There was a significant difference in mental health of teachers working in government and private secondary schools.

There was a significant relationship between adjustment and mental health of teachers working in government and private secondary schools. There was a significant difference in age adjustment and mental health of secondary school male and female teachers. There was a significant difference in age, adjustment and mental health of teachers working in government and private secondary. There was a significant difference mental health of secondary school male and female teachers. There was a significant difference mental health of teachers working in government and private secondary schools.

**Basu, (2010)**, conducted a study on **THE MENTAL HEALTH STATUS OF COLLEGE TEACHERS** Investigated the influence of gender and marital status on their mental health. A sample of 150 college teachers from Rohikland region was selected using multistage random sampling technique. The mental health inventory developed by Jagdish and Srivastava was employed to assess the mental health of the college teachers. Analysis of data using mean, SD and t-test revealed that while male teacher exhibit significant better mental health than their female counterparts, marital status has no significant effect on the mental health of the college teachers.

*Studies Conducted Abroad:-*

**D'Amato, (2004)**, conducted a study on **A THEORY OF POSITIVE MENTAL HEALTH**

In his research, theories and definitions purporting to address mental health were discussed and critiqued, and a new theory of mental health was outlined. The newly developed theory accounted for neglected areas in past research regarding context and degree when defining psychological health. The new theory stated that positive mental health was reflected in the accuracy of an individual's schemata, in each of the defined schematic components, for internal and external environments.

**Mohammad. (2009)**, conducted a study on **THE EFFECT SIZE OF EMOTIONAL INTELLIGENCE AND OCCUPATIONAL STRESS ON MENTAL AND PHYSICAL HEALTH** For this purpose 250 primary and high school teachers were selected with stratified random sampling selection from schools of Tehran, Iran. Three questionnaires Emotional Intelligence Scale (EIS), Teachers' Occupational Stress Questionnaire (TOSQ), and Mental Health Inventory (MHI), and one checklist (Physical Health Checklist) were administered among the school teachers. The results showed that emotional intelligence and job burnout were explained 43.9% of mental health and 13.5% of variance of physical health.

## **RESEARCH DESIGN**

The present study employs descriptive method of the comparative type. Data will be collected by representative sample survey method on the basis of gender pre-service teachers at B.Ed. colleges. This responses and the observation will be analyzed meaningfully to satisfy the statement of the problem of this study.

## **POPULATION AND SAMPLE**

For the present study, target population is student-teachers of B.ED. College's situated in Mumbai city and the colleges are affiliated to University of Mumbai.

## **SAMPLING METHOD**

Purposive Stratified sampling technique will be used for selection of type of college. Representative sample will be used randomly on the basis of gender

## **RESEARCH TOOLS**

Mental health check-list, standardised scale constructed by Pramod Kumar.

## **DATA ANALYSIS TECHNIQUE**

Measures of central tendency: This includes mean, median, mode.

Measures of variability: This includes standard deviation.

Measures of divergence from normality: This includes skewness and kurtosis.

Graphical representation: This includes line graphs and bar diagrams.

t-Test (t): To compare the means of the different groups.

## **SCOPE AND DELIMITATION OF THE STUDY**

The research findings will be applicable to all pre-service teachers who are studying in the college of education affiliated to university of Mumbai.

Only one academic year pre-service teacher will be used for study. Data will be collected from college of education situated in Mumbai city and affiliated to university of Mumbai. The study will include 1540 sample of pre-service teachers.

The study is related to only one variable i.e. mental health. This variable will be studied difference on the basis of gender. Standardized research tools are being using for data collection.

### **Whole Sample data analysis of Mental Health of Pre-Service Teachers**

Mental Health implies understanding of overall understanding of the world and understanding of the realities of life and the world. Due to mental health one should understand ourselves and connecting to our feelings and needs. We can fulfil our needs and as well grow into a mature person. Mental health means knowing what to do and striving for it by following role models to reach the desired level of acceptable social behaviour.

In attempting to assess the mental health of pre-service teachers the whole sample data analysis was done and table present the overall mean, percentage mean, median, mode, standard deviation, skewness and kurtosis values for mental health.

**Table No 1: Over all Mental Health of the Pre-Service Teachers**

<b>Dependent Variable</b>	<b>N</b>	<b>Mean</b>	<b>% of Mean</b>	<b>Median</b>	<b>Mode</b>	<b>S.D.</b>	<b>Skewness</b>	<b>Kurtosis</b>
Mental Health	1540	23.26	<b>52.86</b>	23	22	4.84	0.542	1.223

**Mental Health of the Whole Sample**

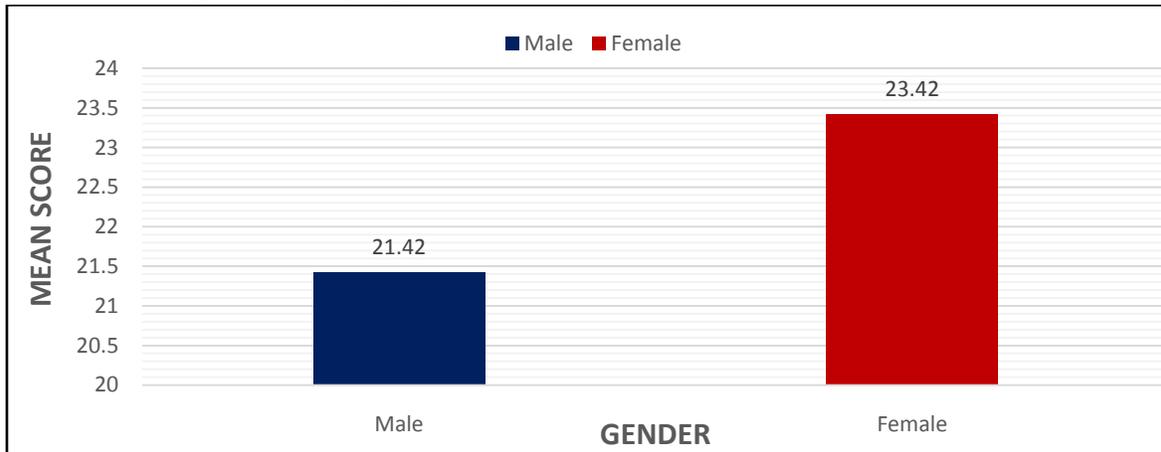
From table no.1 it can be seen that for the whole sample (N=1540) the mean score of mental health is 23.26. The percentage of mean is 52.86, from it can be inferred that the pre-service teachers are exhibiting moderate mental health. The standard deviation is found to be 4.84. The value of skewness obtained is 0.542 from which it can be conclude that the distribution is positively skewed. The kurtosis value is found to be 1.223 which is more than 0.263. Therefore the distribution is platykurtic. Hence the distribution is not normal.

Mental health is state of mental condition which play an important role in perceiving, thinking, walking, feeling and almost everything else the adult human being is capable of, it is an indicator of the development process. Mental health never appears suddenly and it is ok to see that the pre-service teachers are moderate level of mental health.

**Table No.2: Descriptive Statistics of Mental Health Score vs. Gender**

<b>Variable</b>	<b>Groups</b>	<b>N</b>	<b>Mean</b>	<b>Median</b>	<b>Mode</b>	<b>S.D.</b>	<b>KU</b>	<b>SK</b>
<b>Mental Health</b>	<b>Male</b>	113	<b>21.42</b>	22	22	4.40	0.18	-0.12
	<b>Female</b>	1427	<b>23.42</b>	23	22	4.81	1.07	0.64

Table no.2 indicates that the Mean score of Female Pre-Service Teachers is more than Male Pre-Service Teachers. So Mental health of Female Pre-Service Teachers is comparatively better than Male Pre-Service Teachers.

**Fig No.1 Bar graph of mean score of Mental Health vs. Gender**

### Classification of the Pre-Service Teachers based on their Mental Health

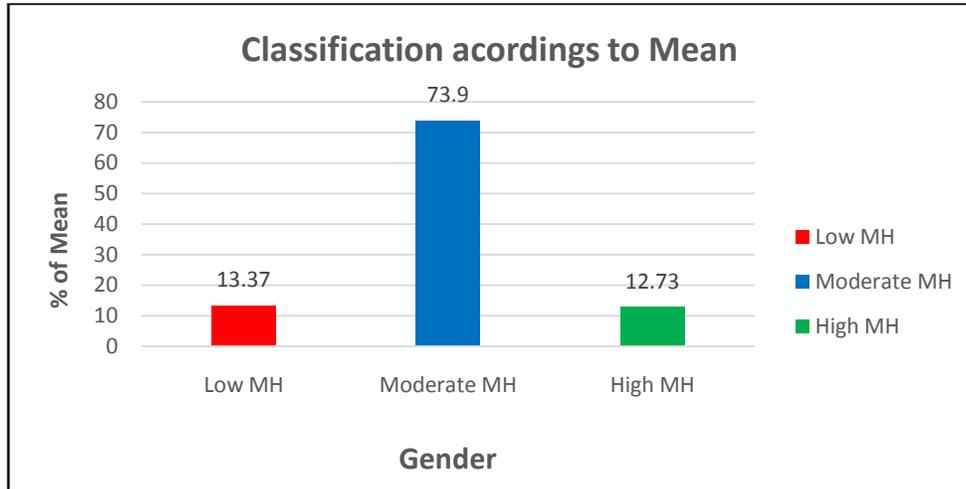
The pre-service teachers were classified on the basis of their mental health, emotional maturity and social maturity in to three groups, based on the scores obtained in the questionnaire as those with:

- Low mental health: Scores < (Mean – SD)
- Moderate mental health: Scores between (Mean – SD) and (Mean + SD)
- High mental health: Scores > (Mean + SD)

The following table shows the sample classification on the basis of their mental health.

**Table No.3: Classification of the Pre-Service Teachers based on their Mental Health**

Variables	Classification					
	Low		Moderate		High	
	N	%	N	%	N	%
<b>Mental Health</b>	206	13.37	1138	73.90	196	12.73

**Fig. No.2: Bar Graph of Classification of the Pre-Service Teachers based on their Mental Health**

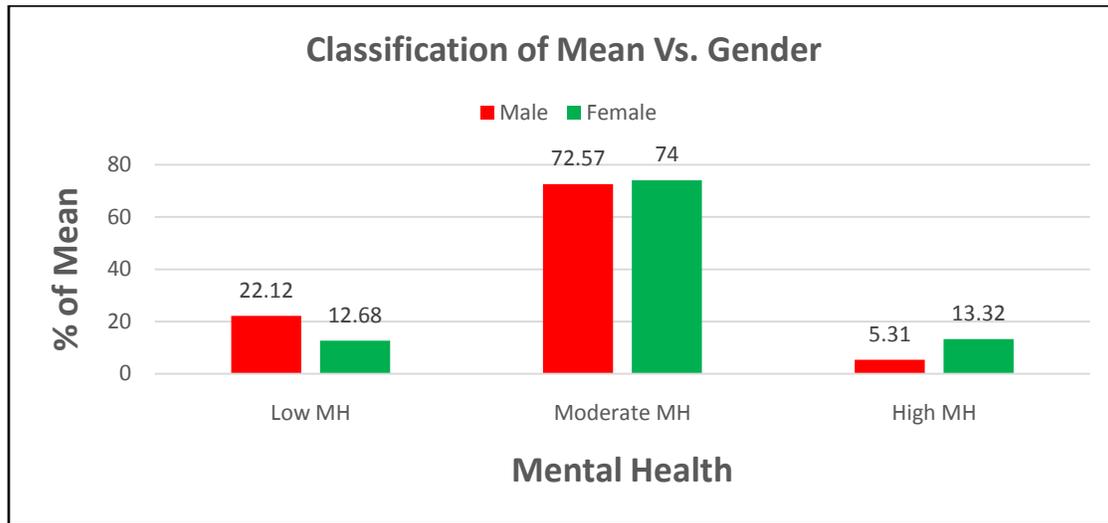
From the table it indicates that 13.37% of pre-service teachers have low mental health, 73.90% of pre-service teachers shows moderate mental health and 12.73% of pre-service teachers possess high mental health.

**Table No.4: Classification of the Pre-Service Teachers based on their Mental Health**

Mental Health	Classification					
	Low		Moderate		High	
	N	%	N	%	N	%
Male	25	22.12	82	72.57	6	5.31
Female	181	12.68	1026	74.00	190	13.32

From the above table it shows that female pre-service teachers mental health is much better than the male pre-service teachers at all the three levels i.e. low, moderate and high. Because less percentage of female pre-service teachers shows low mental health than the male pre-service teachers and more percentage of female pre-service teachers shows moderate as well as high percentage, than the male pre-service teachers.

**Fig. No.3: Bar Graph of Classification of Mean of the Pre-Service Teachers based on their Gender**



### Testing of Hypotheses:

#### Influence of Gender on the Mental Health of the Pre-Service Teachers

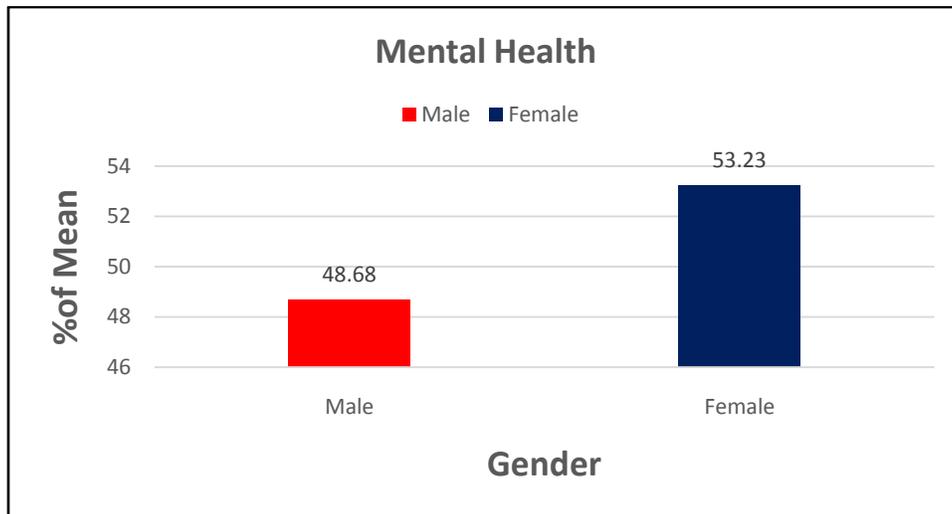
As the human species has evolved over time, significant differences between the males and females gender have developed due to a combination of, and the interaction between genetic and the environmental factors. Those differences have been the subject of every day observation and the societal judgements. In such a scenario the present study also investigated for gender differences in the chosen variable i.e. mental health.

The following table pertaining to the mental health of the pre-service teachers with gender as the independent variable.

**Table No.5: Mental Health, Emotional Maturity and Social Maturity of the Pre-Service Teachers: Gender**

Sr. No	Dependent Variable	Independent Variable	Description	N	Mean	% of Mean	Variance	t
1	Mental Health	Gender	Male	113	21.42	<b>48.68</b>	19.32	<b>4.28*</b>
			Female	1427	23.42	<b>53.23</b>	23.11	

\*Significant at 0.01 level

**Fig. No.4: Bar Graph of Mental Health of the Pre-Service Teachers: Gender****Testing of Hypothesis - 1****Mental Health of the Pre-Service Teachers: Gender**

The mean score of mental health of the male pre-service teachers is 21.42 and variance being 19.32 while that of their female counterparts is 23.42 with variance being 23.11. The female pre-service teachers have comparatively higher mental health than male pre-service teachers as evidenced from the t value obtained 4.28 which is significant at 0.01 level.

The result shows that female pre-service teachers have high mental health than the male pre-service teachers. The difference in mental health may be because females pre-service teachers are more mentally stronger than males because they manages efficiently and effectively many work such as house work, various relations in families and also managing our own study. Females shows more attachments, self-sacrifices and concern for other well-being. Males are more stereotypically, more instrumental and adventurous. Females pre-service teachers' highly expressive qualities such as sensitive, kindness and social concern.

***Hence, hypothesis -1, formulated that there is a no significant difference in the mental health of the pre-service teachers on the basis of gender is rejected.***

**EDUCATIONAL IMPLICATION AND SUGGESTIONS**

The findings of the study would enable to get a holistic picture of mental health of pre-service teachers and accordingly plan different teaching learning strategies and improvement in educational climate to improve mental health of future teacher.

The findings of the study would enable us to get correct information about mental health of pre-service teachers, various researches have suggested mental health can be improved with proper

intervention. Present study will through light on need and nature to bring about the positive changes in this regard.

Awareness of the mental health will help **educational administrators, curriculum planners, policy makers, managements, school authorities, councillors, teacher educators and teachers** to plan seminar, workshops, and guest lecture for pre-service teachers. Hence this study will also help other researcher working on an improvement of sound mental health and the various maturity of an individual.

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## **ISSUES AND PROBLEMS FACED BY WOMEN IN INDIA**

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### **Introduction**

The culture and tradition of India is considered as old and great all over the world where people used to worship various female goddesses, saints and poets. India is also a powerful nation and famous worldwide for being the largest democracy in the world however, women backwardness is also very clear in the Indian society because of the social issues, problems and lots of restrictions against women. Women belong to the lower and middle class family suffers more than the women of higher class family. Women in the Indian society generally face problems of sex discrimination, high percentage of illiteracy, female infanticide, dowry system, etc.

### **What is Equality?**

Though it may seem easy to define, the concept of equality might just be one of the most difficult things that people around the world grapple with on a daily basis. To add to that confusion, equality can have different meanings depending on the field of study or area in which it's being used. Given that, we'll tighten the scope a bit and look at the ways that equality is applied and understood in society.

**Equality** is quite simply defined as two or more things being of equal state, appearance, or value. As a concept or theory, this seems rather straightforward and easy to understand. But, when the idea of equality is applied to people, the concept becomes much stickier.

### **STRUGGLE FOR THEM RIGHT**

Taking birth as a woman in the Indian society can be said as curse for the women. Women in India face lots of social issues and problems all through the life which are big **struggle for them right** from their beginning of life. Female infanticide is the most common practice of killing girl child in mother's womb in the Indian society. Women in India are considered as burden for their parents and husbands as they think that women are here only to consume money whole life without earning a little bit.

## **SEX DISCRIMINATION**

Another common problem for women is **sex discrimination** which they face from their birth and continues till their death. Illiteracy, lack of proper education, responsible for household works, rape, sexual harassment at workplace, etc are some big issues for the women in India. However, a lot of positive changes has occurred in the women status as the number of educated people is increasing in the country.

**INFERIORITY:** Women in the Indian society have been considered as inferior as men for many years. Because of such type of **inferiority** they have to face various issues and problems in their life. They have to go extra miles than men to prove themselves equivalent to men. People in the middle age were considering women as key to destruction so they never allowed women to go outside and participate in the social activities like men. Still in the modern age, women have to face many more problems in their daily life and struggle a lot to establish their career. Still there are many parents who prefer to have only boy baby and allow education to boys only. Women for them are only medium to keep family happy and healthy.

**CASTE LOVE MARRIAGE:** A woman is seen in the society with more intense ridicule sight and become at higher risk of honor killing if she is involved in the love marriage or inter **caste love marriage**. Women face a lot of challenges because of the existence of patriarchal society, child bearing and family care roles, deep rooted cultural norms, etc in the Indian society. Women in India do not have equal access to autonomy, mobility to outside the home, social freedom, etc than men. Some of the problems faced by the women are because of their domestic responsibilities, cultural and social specified roles, etc.

There are various issues and problems which women generally face in the society in India. Some of the problems are mentioned and described below:

- Selective abortion and female infanticide: It is the most common practice for years in India in which abortion of female fetus is performed in the womb of mother after the fetal sex determination and sex selective abortion by the medical professionals.
- Sexual harassment: It is the form of sexual exploitation of a girl child at home, streets, public places, transports, offices, etc by the family members, neighbors, friends or relatives.
- Dowry and Bride burning: It is another problem generally faced by women of low or middle class family during or after the marriage. Parents of boys demands a lot of money from the bride's family to be rich in one time. Groom's family perform bride burning in case of lack of fulfilled dowry demand. In 2005, around 6787 dowry death cases was registered in India according to the Indian National Crime Bureau reports.

- Disparity in education: The level of women education is less than men still in the modern age. Female illiteracy is higher in the rural areas. where over 63% or more women remain unlettered.
- Domestic violence: it is like endemic and widespread disease affects almost 70% of Indian women according to the women and child development official. It is performed by the husband, relative or other family member.
- Girls have no property rights like boys forever.
- Child Marriages: Early marriage of the girls by their parents in order to be escaped from dowry. It is highly practiced in the rural India.
- Inadequate Nutrition: Inadequate nutrition in the childhood affects women in their later life especially women belonging to the lower middle class and poor families.
- Domestic violence and status in the family: It is the abuse or violence against women.
- Women are considered as inferior to men so they are not allowed to join military services.
- Status of widows: Widows are considered as worthless in the Indian society. They are treated poorly and forced to wear white clothes.

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**RELEVANCE OF WOMEN EMPOWERMENT IN PRESENT SCENARIO IN INDIA****Preyanandni Dixit**

Research scholar

**Abstract**

*The most famous saying said by the Pandit Jawaharlal Nehru is “To awaken the people, it is the women who must be awakened. Once she is on the move, the family moves, the village moves, the nation moves”. In India, to empower the women, first it needs to kill all the demons killing women’s rights and values in the society such as dowry system, illiteracy, sexual harassment, inequality, female infanticide and domestic violence against women, rape, prostitution, illegal trafficking and other issues. Gender discrimination in the nation brings cultural, social, economic and educational differences which push country back. The most effective remedy to kill such devils is making women empowered by ensuring the Right to Equality mentioned in the Constitution of India.*

*There should be a sensitive approach from the men world to treat women of society as their family members or relatives or the respected half generation so that they can make their mentality Pollution free, holy and free from the rigid thinking. They should understand the importance as well as the respect of women like their blood relations. There is a moral responsibility on the shoulders of men to make society more strong and valuable by contributing Women’s respected aspect. Overall man is born from a woman and lives with women in different relation and die for paying responsibilities of a woman.*

**Keywords:** Women Empowerment

**Introduction**

Making women powerful so as to use their rights and take their own decisions is Women Empowerment. According to the United Nations, women’s empowerment mainly has five components:

- Generating women’s sense of self-worth;
- Women’s right to have and to determine their choices;
- Women’s right to have access to equal opportunities and all kinds of resources;
- Women’s right to have the power to regulate and control their own lives, within and outside the home; and
- Women’s ability to contribute in creating a more just social and economic order.

The relevance of the term Women Empowerment dwells on the fact that we give the women their due respect and dignity and this would be attained only through bringing the change in the ideologies, through awakening the masses and through the efforts of each and every single individual of our nation.

### **Women Empowerment in Indian Context**

Indian society is patriarchal where males dominate in every area and females are considered to be responsible for taking care of the family and managing household chores. They tend to stay behind the doors apart from many other restrictions imposed upon her. The 48% of the population in India comprises of the females (Census 2011) and still we are thinking and talking in terms of women empowerment because in this male dominated society, there is a large segment of women population which is still oppressed and restricted by many social taboos. We cannot think of development of the country when around half of its population is not empowered and still struggling for its rights. So for our country to be the progressive country, we need to actually join hands and empower the women by changing the mindset of the males the females and of the society we dwell in.

### **Historical background**

Indian society has witnessed gender discrimination since ancient times. The story of suppression of women runs back to the history but the mockery of the situation is that the women have been worshipped in our scriptures as “Devi” the goddess since ages but mistreated as sisters, wives, daughters and in every other role they operate with. The Indian society has witnessed the derogatory practices for mistreatment of women which includes the custom of sati pratha, nagarvadh system, dowry system, pardapratha, child marriage, devadashpratha, etc. Through the continuous efforts of the Raja Ram Mohan Roy, Ishwar Chandra Vidyasagar, Acharya Vinoba Bhave, Swami Vivekananda the bygone era witnessed the abandoning of certain malpractices. The things did not change however, the dawn of new age changed the scenario and led to introduction of certain new practices and prejudice against women as sexual harassment at work place, domestic violence, sexual violence, female infanticide and many other. There has to be an end to this oppression of the women and change has to begin from every individual at every level and for this we need to change the mindset of the people of our society.

### **Efforts in India**

The changing times saw women stepping out of their boundaries and confinement and working hand in hand with the men. Women are being more open minded and breaking the societal barriers. The inspiration from the women like Saroini Naidu, Mother Teresa and Indira Gandhi and the policies of the Indian government led to this change in the scenario. The constitution of India one of the finest equality documents in the world. It provides provisions to secure equality in general and gender equality in particular. Various articles in the Constitution safeguard women’s rights by putting them at par with men socially, politically and economically.

Gender equality is guaranteed under the constitution of India which prohibits discrimination on grounds of sex. Several constitutional provisions reiterate India's commitment towards the socio economic development of the women and uphold their right of participation in political and decision making process. The Fundamental Rights enshrined in our Constitution clearly mentions the following rights of the women to raise their status:

- Article 14 ensures to women the right to equality.
- Article 15(1) specifically prohibits discrimination on the basis of sex.
- Article 15(3) empowers the State to take affirmative action's in favour of women.
- Article 16 provides for equality of opportunity for all citizens in matters relating to employment or appointment to any office.

Apart from the rights given by the Constitution of India, the Directive Principles of State Policy also contains important provisions regarding women empowerment as under:

- Article 39 (a) provides that the State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood.
- Article 39 (d) mandates equal pay for equal work for both men and women.
- Article 42 provides that the State to make provision for securing just and humane conditions of work and for maternity relief.

The 73rd and 74th Constitutional Amendment of 1993 was a landmark in the direction of women empowerment in India. With this amendment women were given 33.33 percent reservation in seats at different levels of elections in local governance i.e. at Panchayat, Block and Municipality elections.

Not only this, there have been specific laws enacted by the Parliament in order to fulfill Constitutional obligation of women empowerment as The Immoral Traffic (Prevention) Act, (1956); The Maternity Benefit Act, (1961); The Dowry Prohibition Act, (1961); The Medical termination of Pregnancy Act, (1971); The Equal Remuneration Act, (1976); The Commission of Sati (Prevention) Act, (1987); The Pre-Conception & Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, (1994); The Protection of women from Domestic Violence Act (2005); The Prohibition of Child Marriage Act, (2006); The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, (2013). The five year plans of the GOI has witnessed sea change from being welfare oriented to empowerment oriented and now the latest one takes the role of women as agents of change. The twelfth five year plan has identified key elements for gender equity to be addressed in the next five years.

The GOI has also introduced the National Commission for women act 1990, under which NCW (National Commission for Women) was constituted in 1992 as the apex body to safeguard and promote rights and interests of women.

### **Millennium Development Goal**

The United Nations Development Programme constituted eight Millennium Development Goals (MDG) for ensuring equity and peace across the world. The third MDG is directly related to the empowerment of women in India. The MDGs are agreed-upon goals to reduce certain indicators of disparity across the world by the year 2015.

The third MDG is centered towards promoting gender equality and empowering women: “Eliminate gender disparity in primary and secondary education, preferably by 2005, and in all levels of education by no later than 2015”

### **Schemes for Women**

The government has time and again brought out many schemes for the welfare of women a few of them are as under:

1. Rajiv Gandhi Scheme for Empowerment of adolescent girls known as SABLA- is being implemented in 205 selected districts across the country. During 2014-15, under SABLA 98.15 lakh beneficiaries have been covered for nutrition and 0.42 lakh adolescent girls provided vocational training.
2. Indira Gandhi Matritva Sahyog Yojana (IGMSY), a Conditional Cash Transfer scheme for pregnant and lactating (P&L) women to better enabling environment. It is being implemented initially on pilot basis in 53 selected districts.
3. National Mission for Empowerment of Women (NMEW) was launched on 8<sup>th</sup> March, 2010 with a view to empowering women holistically.
4. Swadhar Scheme was launched during the year 2001-02 for the benefit of women in difficult circumstances and the target group for this is the widows, women prisoners, rescued trafficking survivors and such extreme cases. At present, 311 Swadhar Homes are functioning across the country.

### **Grounded Reality**

The need of the hour is not mere drafting of the schemes or the documentation of the policies; it is the successful implementation of the same in the true spirit of letter and pen. For this it is extremely necessary to make the women folk aware of the steps taken by the government and the provisions for them in the constitution as most of the women especially from the rural background are denied of basics rights and are being still ill treated. For their basic needs they have to struggle and as per the newspaper reports, since many of the villages do not have the toilets and people have to attend the nature’s call in open, there are incidents of rapes and

molestation during the wee hours in these areas. The situation is gloomy in the urban areas too where not only we find the safety concerns of women as the issue under the lens like the infamous Nirbhaya case and recently gang rapes occurred in jaat Reservation but there are numerous cases of violence and harassment at home and workplaces which go unnoticed and unheard. Thus it is no real surprise that women empowerment in India is a hotly discussed topic with no real solution looming in the horizon except to doubly redouble our efforts and continue to target the sources of all the violence and ill-will towards women.

### Crimes against Women

The crimes against women fly directly against orchestrating women empowerment in India. A report on the crimes against women by the National Crime Records Bureau comes up with some alarming statistics:-

Sl No.	Crime Head	Year 2006	Year 2007	Year 2008	Year 2009	Year 2010	Year 2011	Year 2012	Percentage Variation in 2012 over 2011
1	Rape (Sec. 376 IPC)	19,348	20,737	21,467	21,397	22,172	24,206	24,923	3.0
2	Kidnapping & Abduction (Sec. 363 to 373 IPC)	17,414	20,416	22,939	25,741	29,795	35,565	38,262	7.6
3	Dowry Death (Sec 302/304 IPC)	7,618	8,093	8,172	8,383	8,391	8,618	8,233	-4.5
4	Torture (Sec. 498-A IPC)	63,128	75,930	81,344	89,546	94,041	99,135	1,06,527	7.5

5	<b>Molestation (Sec. 354 IPC)</b>	36,617	38,734	40,413	38,711	40,613	42,968	45,351	5.5
6	<b>Sexual Harassment (Sec. 509 IPC)</b>	9,966	10,950	12,214	11,009	9,961	8,570	9,173	7.0
7	<b>Importation of Girls (Sec. 366-B IPC)</b>	67	61	67	48	36	80	59	-26.3
8	<b>Sati Prevention Act, 1987</b>	0	0	1	0	0	1	0	-100.0
9	<b>Immoral Traffic (Prevention) Act, 1956</b>	4,541	3,568	2,659	2,474	2,499	2,435	2,563	5.3
10	<b>Indecent Representat ion of Women (Prohibition ) Act, 1986</b>	1,562	1,200	1,025	845	895	453	141	-68.9
11	<b>Dowry Prohibition Act, 1961</b>	4,504	5,623	5,555	5,650	5,182	6,619	9,038	36.5
	<b>Total</b>	<b>1,64,7 65</b>	<b>1,85,3 12</b>	<b>1,95,8 56</b>	<b>2,03,8 04</b>	<b>2,13,5 85</b>	<b>2,28,6 50</b>	<b>2,44,2 70</b>	<b>6.8</b>

A total of 2,44,270 incidents of crime against women (both under IPC and SLL) were reported in the country during the year 2012 as compared to 2,28,650 in the year 2011 recording an increase of 6.4% during the year 2012. These crimes have continuously increased during 2008 – 2012 with 1,95,856 cases in the year 2008, 2,03,804 cases in 2009 and 2,13,585 cases in 2010 and 2,28,650 cases in 2011 and 2,44,270 cases in the year 2012. West Bengal with 7.5% share of country's female population has accounted for nearly 12.7% of total crime against women by reporting 30,942 cases during the year 2012.

There are a vast number of drivers for such behaviour in the Indian citizenry, but there are some acute reasons that such behaviour continues despite the apparent movement towards civilisation.

### **Suggestions**

It is not the sole responsibility of the government rather we as the educated citizens of this country must take initiatives for the spread of awareness amongst the women. The Non Government organizations are doing a commendable job but that would not suffice if we as individuals do not put our efforts into it. In my opinion these are a few things we may do for revering the women with the respect and dignity they truly deserve.

#### **1. Educate them**

The first and the foremost thing to do is to educate the women. The latest scheme of the government BetiPadhaoBetiBadhao is a step towards the same but what is our contribution to it? Can we not take out time to teach the young girls who accompany the maids who come to our houses? It's something to think and ponder about as this small initiative of ours may go long way.

#### **2. Give scholarships and provide hostels**

The scholarships like Pragati Scholarship for girl child and Post graduate Indira Gandhi scholarship for single girl child help boost the spirit among the parents as well as the students towards pursuing studies. The provision of the hostels for girls and working women definitely helps the women to move out of their homes and look for better avenues and opportunities.

#### **3. Make them aware of the health and hygiene related issues**

Creating the awareness regarding health and hygiene related issues is the dire need of the time and with the penetration of the media into our lives daily routine it has become so easy to reach the maximum audience within no time and address these issues. Apart from the mass media we can use the other ways and means such as the street plays and awareness drives and let the message reach the grassroot level.

#### **4. Create awareness regarding their rights**

The mass media and the social media can also be used for spreading awareness regarding the rights of the women and the provisions or the policies of the government. The more the women are aware of their rights the more strong and independent they tend to be.

**5. Open counseling centers/helplines**

There are a lot of problems like domestic violence which need intervention at the right time in a right way and for which women need someone to guide in the right direction and help her find the solution so there is a need of such counseling centres in their vicinity where women can walk in freely to discuss their problems. In case the centres or cells are not possible, we can have the provision of the help lines/call centres where distress call could be entertained and timely help be provided.

**6. Provide them better facilities like easy access to drinking water and sanitation**

There exist till date such villages in our country where women have to fetch water from far flung areas and also there are areas where people have to defecate in the open so the facilities must be provided for fresh water and sanitation.

**7. Provide them equal work opportunities**

The women of today walk hand in hand for the progress of the nation Chanda Kochar, Kiran Majoomdaar Shah are a few noteworthy names in the same context. Are these names less than a phenomenon in themselves? Are they not contributing to the economic development of our country? The chauvinist men of society must not undermine the potentials of the women and provide them platform to work and flourish for the progress of the entire nation.

**8. Give them decision making power**

Since ages we have seen that the dominating head of the house is the male and it's something we teach and preach our kids also. We barely teach our kids to respect their siblings rather we would teach the boys of the house to not to cry like girls and teach the girls of the house to help her mom coz that is what girls are supposed to do when they grow up. It is high time to rethink what we need to give to the future generation? Are we not sowing the seeds of gender disparity in the young and tender minds? Should the right to decide only rest with the male members of the house? Can women not have a say in the decision making? If we cannot give the women the power to take decisions in their own life for their own kids and for their own self, we r caging them and they are no more than your bonded labour.

**Conclusion**

The development of the nation in today's global world must not merely measured by the economic progress the country makes rather it must be gauged by the status provided to the women in that nation. It needs to be measured in terms of how much empowered are the women of the country and how much are they contributing to the development. Gone are the days when women were treated as mere objects it is the time where women must share the same platform as used by the men and shine with the radiance of her mind and thoughts.

Swami Vivekananda once said "arise away and stop not until the goal is reached". Thus our country should thus be catapulted into the horizon of empowerment of women and revel in its glory.

We have a long way to go, but we will get there someday. We shall overcome.

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## WHY IS IT IMPORTANT TO ADDRESS WOMEN'S ISSUES IN PARTICULAR?

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### *Abstract*

*An extensive body of research indicates a significant correlation between gender equality and the level of economic and social development of a country. Gender inequities have been found to influence the way members of the family spend their time and resources. Evidence suggests that women with more control over resources will spend more money on basic living needs (e.g., food and health) and education. Research demonstrates that investment in women, and more specifically women's education, has numerous positive effects on not only the women but also her children and family. These outcomes not only improve the quality of life of women and families but also combat poverty and foster economic growth. At the heart of achieving gender equality is the education of girls and women and the removal of barriers to education and opportunities for their advancement. The economic benefits of addressing and reducing barriers to women's education and engagement in the workforce can be substantial. A growing number of organizations and governments recognize that focusing on women and girls is the most effective way to fight global poverty and extremism.*

**Key words:** *Microeconomics, Macroeconomics*

## INTRODUCTION

International treaties and authorities agree that basic human rights should be enjoyed by all without discrimination. Basic human rights include personal safety, basic living needs—food, etc., health, education, job opportunities, wages, voice or vote, and property ownership. In all of these areas, however, women fall behind men almost universally. Yet research shows that creating greater gender equality helps create a fair society, raises economic productivity, and helps advance other development goals.

As United Nations Secretary-General **Boutros Ghali** said, —Without progress in the situation of women, there can be no true social development. Human rights are not worthy of the name if they exclude the female half of humanity. The struggle for women's equality is part of the struggle of a better world for all human beings, and all societies.

United States Ambassador-at-Large Melanne Verveer in testifying on violence against women, said —The underlying problems gender inequality and the dehumanization of women are often the same. The 2006 World Development Report labeled gender inequality as the

archetypal inequity trap. The striking differences in access to assets and opportunities in many countries have negative consequences for the well-being of women, families and society. In the 2007 Global Monitoring report, gender equity and the empowerment of women were identified as one of the two areas requiring greater international attention in order to create sustainable development and increase global growth.

### **A. Gender Equality Reduces Poverty and Has Greater Benefit to Family**

Investing in women and empowering women lifts entire families, communities and countries out of poverty. Studies, using cross-country regression, typically find that female education has a larger impact on economic growth than male education. The data today shows that investments in women have the single most effective payoff in terms of poverty alleviation and the general prosperity of a country. Improved gender equality means increased opportunity and higher income for women. Increased productivity and higher incomes raise consumption, investment and savings rates which assist with the overall status of the family.

Gender equality also improves women's control over decision making in the household. Studies show that the greater the mother's control over resources the more resources households allocate to children's health, nutrition, and education. Thus, increased gender equality between men and women in a household results in a larger share of resources devoted to children's education and health. As one journalist explained, some of the most wretched suffering is caused not just by low incomes but also by unwise spending by the poor especially by men. Surprisingly frequently, we've come across a mother mourning a child who has just died of malaria for want of a \$5 mosquito bed net; the mother says that the family couldn't afford a bed net and she means it, but then we find the father at a nearby bar. He goes three evenings a week to the bar, spending \$5 each week.

Educated mothers are more aware of the benefits of immunization for their children and they are fifty percent more likely to immunize their children than women who have not received education. With more education, women delay marriage and getting pregnant, and they are better able to negotiate the number of children they have. Education can play a critical role in reducing violence against girls and women and enhancing their control over their own bodies. Better maternal education also benefits children through improved hygiene practices, better nutrition, lower fertility rates, and hence higher per child expenditures. Taken together these contribute to future growth and poverty reduction.

In explaining his bank's decision to prioritize women when making micro-loans to the poor without financial security, Muhammad Yunus, winner of the 2006 Nobel Peace Prize, said, "For women to be granted the loan has a definite effect on the family. There is no need to do more research on that today. Children benefit automatically, with better clothes and food. We can see the situation changing. Men often spend the money on themselves; women spend it on the family. The bank's practice has meant a social revolution in Bangladesh.

## **B. Gender Equality Promotes Economic Growth and Stability**

### **1. Microeconomics**

Economic gender differences have long been incorporated into economic analysis at the microeconomic level. Economists have studied the differences in men's and women's economic behavior, how these differences affect outcome and how they might influence public policies. For example, in studying the economic behavior of the household, economists have found that a household's spending patterns depend on the share of the household's resources controlled by women or men. Women in control of their household's resources spend more on basic necessities for the household and on the development of their children's potential.

In view of these findings, in countries where women's opportunities to earn a living are limited by cultural and economic factors, public policies could be geared to enhancing women's employment opportunities, directing benefits to their homes and their children, and ultimately benefiting their societies in a more effective way. Public policy decisions involving structuring provisions of tax systems, spending programs and social insurance programs should take into account gender differences in economic behavior as well.

Also on a microeconomic level, micro lending that favors women is a relatively new trend. Micro lending involves lending small amounts to poor people to finance small businesses. For small loans in amounts such as \$50 to \$100, women can start a business that will allow them to earn a better living for their family. In the beginning, micro lenders were non-profit organizations focused on community service. In recent years, however, larger for-profit companies have joined the practice. Microfinance is already a \$30 billion industry and is profitable for the investors with a 4.47% return for investors the past twelve months, compared with a 22% loss by the Standard & Poor's 500-stock index. Already more than 100 investment funds are focused on micro lending.

The concern for the future of this aid to the poverty issue is that microfinance is largely unregulated, and lending practices remain relatively undefined. With the increased competition in micro lending and the struggling global economy, some lenders are loaning to more individuals with less defined plans and loaning more money to previous borrowers who are spending the money not on starting new businesses but to buy non-necessity luxury items, such as television sets. A repeat of the global credit bubble, but in the micro financing world, is expected by some to occur and perhaps burst.

### **2. Macroeconomics**

Considering the impact of gender issues on macroeconomic issues is relatively recent. In a 2006 survey by the Fiscal Affairs Department a number of key findings emerged from the review of gender issues at a macroeconomic level. First, gender-based differences in behavior that are systematic and widespread can influence macroeconomic variables, such as aggregate

consumption, savings, investment, and risk-taking behavior. These differences, along with women's increased political empowerment, may also influence public choice and the scope of government, which has macroeconomic feedbacks. Gender influences consumption behavior in part through differences in behavior within the household. Women tend to devote a larger share of household resources to meeting the household's basic requirements and to fostering their children's potential. Gender influences savings and investment and risk-taking behavior. Women tend to have a higher propensity to save and to invest in productive ways. They also show greater caution in their savings and investment behavior, which may often be good for poor households, though it can have mixed effects in the aggregate.

Second, as already discussed, there is a simultaneous relationship between women's economic and social status and economic growth. The evidence shows that women's lack of education, health care, and economic and social opportunities both absolutely and relative to men inhibits economic growth while, at the same time, economic growth leads to a reduction in women's subordinated condition. In countries with the lowest average income and where agriculture remains the main source of economic activity, women's lack of education, health care, and employment opportunities prevents them from being able to benefit fully from improved macroeconomic environments, hindering economic growth.

### **C. Women in Leadership Roles Improves Performance**

More women serving in leadership roles not only contribute to the creativity that comes with diversifying the minds that are addressing the issues, but also it can improve the bottom line of an endeavor. A 2007 study from Catalyst found that on average Fortune 500 companies with more women on their boards of directors had better financial performances than those with fewer than three women board directors. Companies with the highest representation of women board members outperformed those with the least number of women by 53% on the return on equity, 42% on the return on sales and 66% on the return on invested capital measurements. At companies with at least three women board of directors, return on equity was 16.7% compared to the average of 11.5%; return on sales was 16.8% as compared to the average of 11.5%; and return on invested capital was 10.9% compared to the average of 6.2%. Similar correlations were found across industries from healthcare to financial to information technology.

The presence of women leaders and the relationship to corporate performance was also found to have a close correlation. In a survey of 101 large corporations in Europe, America and Asia, companies with three or more women in senior management roles scored higher than companies with no women at the top in nine categories related to organizational excellence. The survey covered a broad spectrum of industries and tested the areas of leadership, direction, accountability, coordination and control, innovation, external orientation, capability, motivation, and work environment and values.

Another study in Europe found similar results. A study of 89 European listed companies with the highest level of gender diversity in top management posts performed better financially than the average for their sector. The companies with women in top management positions outperformed their sector in terms of return on equity 11.4% to 10.3% for the average company. The Earnings Before Income and Taxes was 11.1% versus 5.8% for the average. The stock growth price was 64% versus 47% over a two-year period. These statistically significant studies show that companies with a higher proportion of women on their management committees are also the companies that have the best performance said the researchers.

**CONCLUSION:**

No longer is gender equality viewed solely as a social justice issue. Ensuring that women have the same opportunity to rights, resources and voice within a society is widely recognized as essential to that society's economic growth and development. Investing in women and empowering women lifts entire families, communities and countries out of poverty and magnifies economic growth while also enhancing the wellbeing of all its citizens. Progress has been made to advance the rights of women closer to equal standing with men around the world, especially within the last three decades. Much is left to be done, however, in order to truly close the gender gap. In some regions, women still lack basic rights and protection. Even in developed countries biases still prevent women from rising to the same level of achievement and wealth as their male counterparts therefore stifling growth and development.

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## **EMPOWERMENT OF WOMEN IN INDIA: A SERIOUS CONCERN**

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*“Empowering Women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their thoughts and their value systems lead to development of good family, good society and ultimately good nation”*

**~ APJ Abdul Kalam**

When a woman is empowered it does not mean another individual becomes powerless or is having less power. Women’s empowerment is a new phrase in the vocabulary of gender literature. The phrase is used in two broad senses i.e. general and specific. In a general sense, it refers to empowering women to be self-dependent by providing them access to all the freedoms and opportunities, which they were denied in the past only because of their being women. In a specific sense, women empowerment refers to enhancing their position in the power structure of the society.

When woman in the society has the freedom to think, share her feelings, opine for something, plan and execute her independent decisions, that time it can be said that a woman in real terms is empowered.

### **Why is there still a Need for Women Empowerment in India?**

Inequalities between men and women and discrimination against women have been age-old issues all over the world. Thus, women’s quest for equality with man is a universal phenomenon.

They have demanded equality with men in matters of education, employment, inheritance, marriage, politics and recently in the field of religion also to serve as cleric (in Hinduism and Islam). Women want to have for themselves the same strategies of change which menfolk have had over the centuries such as equal pay for equal work. Their quest for equality has given birth to the formation of many women’s associations and launching of movements.

A long struggle going back over a century has brought women the property rights, voting rights and an equality in civil rights before the law in matters of marriage and employment (in India women had not to struggle for voting rights as we find in other countries).

In addition to the above rights, in India, the customs of purdah (veil system), female infanticide, child marriage, sati system (self-immolation by the women with their husbands), dowry system

and the state of permanent widowhood were either totally removed or checked to an appreciable extent after independence through legislative measures.

In spite of the various measures taken up by the government after Independence and even during British rule the Women haven't been fully empowered. We may be proud of women in India occupying highest offices of President, Prime Minister, Lok Sabha Speaker, Leader of the Opposition or women like Ms. Chandra Kochar occupying highest positions in the Corporate Sector but the fact remains that we still witness dowry deaths, domestic violence and exploitation of women. The female foeticide is not an uncommon phenomenon. But still in India somewhere we are lacking to give equal status to women in all the sections of society.

India has been ranked at a poor 115 by a global survey which looked into the level of economical empowerment of women in 128 countries. The list was topped by Australia and followed by three Scandinavian countries -- Norway, Sweden and Finland. At the bottom of the list were Yemen, Pakistan, Sudan and Chad.

India has been the first country to introduce Family Planning in 1952, but the tragedy we saw that the desire for the male heir led to all misconception of this plan and girls became the victim of it. Large number of female infanticide and foeticide became the bane of this plan. Chandigarh which is considered to be the most advanced in terms of education and infrastructure, has sex ratio of 818 according to 2011 census. Delhi has also reported a sex ratio of 868.

Dwindling sex ratio in the state of Haryana has resulted in the paucity of girls of marriageable age. There are 879 girls for every 1000 males in the state according to 2011 census. Scarcity of girls in the state has forced Haryana men to buy brides from other states. Haryana is paying the price for the consequences of its own doings.

A report on the crimes against women by the National Crime Records Bureau comes up with some alarming statistics. A total of 2,44,270 incidents of crime against women (both under IPC and SLL) were reported in the country during the year 2012 as compared to 2,28,650 in the year 2011 recording an increase of 6.4% during the year 2012. These crimes have continuously increased during 2008 – 2012 with 1,95,856 cases in the year 2008, 2,03,804 cases in 2009 and 2,13,585 cases in 2010 and 2,28,650 cases in 2011 and 2,44,270 cases in the year 2012. West Bengal with 7.5% share of country's female population has accounted for nearly 12.7% of total crime against women by reporting 30,942 cases during the year 2012.

The terrifying 'Nirbhaya case' of December 16, 2012 has jolted every girl in the country. Incidents of acid attacks on women and adolescent girls are no longer a new crime against women in India.

If we look at above data and see the incidents occurring in society against women is really disappointing for me as a woman and a mother of three years old daughter. Though Government has taken and is taking many initiatives for the security of women and girls and launched many

policies in the country but somewhere we lacked in the actual implementation of these policies and laws. There are many issues of concern in our society which are as follows:

- Rape and sexual assault
- Domestic violence
- Sexual harassment in the workplace and in educational institutions
- Matrimonial disputes, custody, divorce
- Women's property and inheritance rights
- Pre-birth sex-selection and elimination of female fetuses
- Trafficking for commercial sexual exploitation, domestic work, marriage, etc.
- Acid attacks
- 'Honour' based crimes against women/ 'honour killings'
- Equal employment opportunities for women and labour rights.
- Rights of doubly marginalized sections of women like HIV+ women, Dalit and tribal women, women prisoners, lesbians, bisexuals, disabled women.
- Any other gender based discrimination/exploitation

**Goals that our nation need to Achieve:** Following are some of the goals which our nation is required to achieve to give equal status to women in society and empower women' in the country:

- End all forms of discrimination against all women and girls everywhere
- Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
- Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
- Ensure universal access to sexual and reproductive health and reproductive rights.
- Undertake reforms to give women equal rights to economic resources.
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

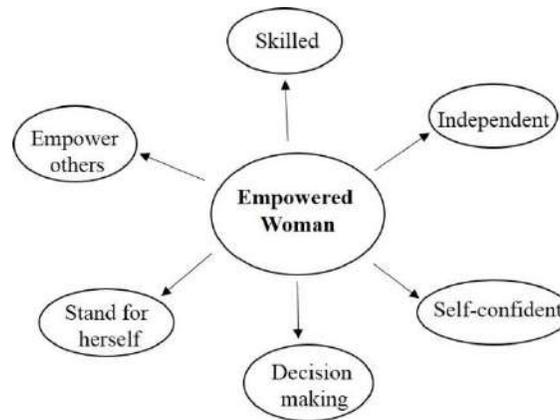
**Role of education in women empowerment:**

Above mentioned are the goals which our nation need to achieve for the empowerment of women in the country. But apart from this the most important is give education to women. There are many schemes which are launched by the government from time to time for providing education to girls.

Education plays a critical role in Women's Empowerment. It actually takes the centre stage, but for long, most women especially in the rural areas have been denied this right and have been

subjected to very degrading practices and responsibilities. Education empowers girls to achieve more in their social, career, economic and family lives. Making women literate doesn't mean empowerment of them. If a woman is educated it doesn't mean she is empowered. Here role of education for the empowerment of woman is far more than just giving them knowledge.

We can say that goal of education for empowering women is achieved when she has the following abilities in her:



- **Skilled:** Every women need to be skilful in some or other tasks. Education should impart training in employable skills to vulnerable females. It will help to eradicate poverty amongst them. It needs to develop indigenous handicrafts by establishing industrial homes and to promote local products. If a woman has some skill in herself she can earn for herself and has a better livelihood.
- **Independent:** Being independent means being in charge of our own life and making our own choices. In order to do that successfully, women need to understand who they really are. Being an independent woman means being able to care for herself emotionally. Learn to acknowledge her emotions. If a woman is independent and self-reliant then only upliftment of society is possible.
- **Self-confident:** A woman need to trust in her own abilities, qualities, and judgement. Self-confidence increases self-esteem. Self-confidence will help women to face new challenges of life with optimism and solve problems of life.
- **Decision making:** Self-confidence and participation in decision-making are the real tools of empowerment of women. A woman is empowered only when she is able to take decisions for herself, for her family as well as for society. Decision making is one of the important aspects of leadership skill. So a woman can be a leader of her own life, her own family in right way as well as the society if she has decision making skill in herself.

- **Stand for herself:** If a woman is independent, self-reliant and has decision making ability; she will definitely has the ability to stand for herself when she is right.
- **Empower others:**An empowered woman empowers others. This is maybe the most difficult but most rewarding of all. An empowered woman can encourage other women to strive for what they want. This enables her to contribute positively to the lives of other women that she knows.

**Conclusion:** Women empowerment is a serious concern in our country. Government initiatives alone would not be sufficient to achieve this goal. Society must take initiative to create a climate in which there is no gender discrimination and women have full opportunities of self-decision making and participating in social, political and economic life of the country with a sense of equality. Empowerment of women is not only a serious concern in our country but in all our world. Women represent half the world's population and gender inequality exists in every nation on the planet. Until women are given the same opportunities that men are, entire societies will be destined to perform below their true potentials. Only giving education to women and making policies and laws for them is not important. Most important is to give security and empowerment in real sense.

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## **EMPOWERMENT OF TRIBAL WOMEN (MARGINALIZED) FOR HEALTH DEVELOPMENT**

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### ***Abstract***

*The empowerment of the tribal population has been a major concern. In the current article, an attempt has been made to evaluate the roles of educational attainment, knowledge and wealth in women empowerment, and their links to health outcomes with special reference to tribal population in India. Present study is based on published articles and reports on women empowerment. It was found that the health status was poor among the primitive tribal women due to their low proxy empowerment indices, i.e., illiteracy, low exposure to media and impoverished living. Consequently, female empowerment bears a positive influence on the health outcomes.*

***Keywords:*** Women Empowerment, Marginalized, Tribal.

The word health is an important factor today in everybody life because if we are physically and mentally healthy then we can definitely enjoy a healthy life too. A good and a strong health is not something that is sold at a grocery store but it is something that we have to create and also maintain at the same time. That's why we always says that 'Health is Wealth'

The fundamental right to the highest attainable standard of health, including physical, mental and social well-being has been recognized in many global, regional and national declarations and charters. There is now substantial evidence that healthy populations are a foundation for sustainable social, economic and environmental development and for peace and security, and vice versa. However, despite many advances over the previous decades, large numbers of disadvantaged people still suffer ill health, with thousands dying every day from preventable causes. Women and children from underserved communities bear a particularly high burden of preventable disease and death.

The task of saving the lives of millions of women and female children throughout the world, who die every year from easily prevented illnesses, is daunting. The outrage provoked by so many needless deaths, however, can now be tempered by hope because demands for better health care

and improved quality of life for all females are being voiced by communities, health personnel, researchers and policy makers.

In all societies economic policies, such as those that enslave women in low-wage jobs under dangerous conditions, and development strategies, like those that take land out of subsistence farming and put it into cash crops, have a profound effect on the health status of women and their families. Mothers, many of whom are single heads of households, are burdened not only with economic problems but also with the consequences of civil conflict and environmental degradation. They are often ignored by male-dominated health and social services delivery systems or denied equal access to services.

Even within the family disparities exist because of social and cultural bias. For example, preference for the son can lead to the daughter's being given less food. The girl child is also expected to do more work and has less access to education and medical care than the boy. Consequently girls are often ill-prepared to marry and bear children, which they do before they are physically, psychologically and financially equipped to take on the responsibility. Often premature marriage begins a vicious cycle of malnutrition, where underweight mothers have underweight babies who are at risk of suffering from nutritional and educational deprivations. The problems facing women and girl children need, then, to be tackled at all levels in the family, in the community, and in society at large.

Primary health care is not only making a difference on the local level, it is having an impact on health planning at the national and international levels. The signs of change are building up, global in scope, extending across all sectors and levels. Many of these changes are directly linked to health, while others have powerful potential effects on both health and health care. Primary health care needs to be adapted to varying circumstances at local and national levels. Any country that establishes a solid basis for PHC both provides for the needs of its most vulnerable and needy populations and, at the same time, empowers its most neglected resource - women.

Women Empowerment refers to the creation of an environment for women where they can make decisions of their own for their personal benefits as well as for the society.

Women Empowerment refers to increasing and improving the social, economic, political and legal strength of the women, to ensure equal-right to women, and to make them confident enough to claim their rights, such as:

- Have equal rights to participate in social, religious and public activities,
- Get equal employment opportunity without any gender bias,
- Get equal opportunity for education,
- To make their own choices and decisions,
- Have equal social status in the society,

- Have equal rights for social and economic justice,
- Freely live their life with a sense of self-worth, respect and dignity,
- Have complete control of their life, both within and outside of their home and workplace,
- Determine financial and economic choices,
- Get safe and comfortable working environment,
- Women have the rights to get their voices heard.

**Need of women Empowerment for :-**

- Overall development of society:
- Economic Benefits
- Reduction in domestic violence
- Reduction in corruption.
- Reduce Poverty
- National Development
- Irreplaceable in some sectors

Women empowerment helps women to stand on their own legs, become independent and also to earn for their family which grows country's economy. Health of women has profound implications for the development and well being of a nation. Poverty, health and development are closely interlinked. The number of women who receive antenatal and post partum care through family welfare programme is still relatively low. A variety of socio-economic factors are responsible for women's lower educational attainment, the need for female labour at home, low expected returns of girls education, and social restrictions. Illiterate mothers lacked knowledge about nutrition and the effect of surroundings on the child's health. Hence, to fill up the gaps in knowledge, it is essential that nutrition and health education is imparted to them, as a great number of diseases can be prevented with little or no medical intervention if the adult members of the community were adequately informed about them and were encouraged to take necessary precautions in time. So the education of adult women, who constitute an important and sizeable portion of the country's population, is the need of the hour.

Education is one of the most important means of empowering women with the knowledge, skills and self-confidence necessary to participate fully in the development process. One of the goals specified in the draft Programme of Action is for all countries to ensure that all girls and boys have access to primary school or equivalent level of education, as quickly as possible. Countries that achieve universal primary education sooner are urged to extend access to and facilitate completion of secondary and higher levels of education and training. In seeking to attain these goals, the draft Programme states that particular attention should be given to eliminating disparities in educational access and support that are detrimental to girls.

## **Women empowerment through education**

Pandit Jawaharlal Nehru once said: “If you educate a man you educate an individual, however, if you educate a woman you educate a whole family. Women empowered means mother India empowered”.

Women have so much unexplored potential which has never been tapped. Education is considered as a milestone for women empowerment because it enables them to respond to the challenges, to confront their traditional role and change their lives. Education is the key to unlock the golden door of freedom for development. As education is both an input and input of human development, educational equity will ensure enabling and entrepreneurial development. Women education in India plays a very important role in the overall development of the country. It not only helps in the development of half of the human resources, but in improving the quality of life at home and outside. Educated women not only tend to promote education of their girl children, but also can provide better guidance to all their children. Women Empowerment is a global issue and discussion on women political right are at the fore front of many formal and informal campaigns worldwide. The concept of women empowerment was introduced at the international women conference at NAROIBI in 1985. Education is milestone of women empowerment because it enables them to responds to the challenges, to confront their traditional role and change their life. So that we can't neglect the importance of education in reference to women empowerment India is poised to becoming superpower, a developed country by 2020. In recent years, the empowerment of women has been recognized as the central issue in determining the status of women. The National Commission of Women was set up by an Act of Parliament in 1990 to safeguard the right and legal entitlements of women. The 73rd and 74th Amendments (1993) to the constitution of India have provided for reservation of seats in the local bodies of panchayats and Municipalities for women, laying a strong foundation for their participation in decision making at the local level.

## **Empowerment of Tribal Women ( 'marginalized' ) for Health Development**

Marginalization is often described as a social process where people are relegated to the fringes or 'margins' of the society. It is defined as processes, in which individuals or communities are socially excluded, systematically blocked from, or are denied access to participate in social and political processes which are basic to integrate with the society. Scheduled tribes (STs) constitute the weakest section of Indian population from the ecological, economic and educational perspectives. Tribals in India are widely different from each-other geographically, culturally and in terms of their levels of social as well as economic development, and their problems vary from area to area within their own groups. Several commissions and committees in recent past have recommended a variety of measures to remove the socio-economic imbalances among them and also to break down their age old psychological barriers confined to the tribal areas.

NFHS-3 reported that the likelihood of having received any antenatal care and care from a doctor is lowest among the tribal mothers. Only 18% of births among scheduled tribe are delivered with health facilities. The common beliefs, customs, practices related to health and diseases in turn influence the health seeking behaviour of the community. The necessary behavioural changes and managerial control of women can significantly contribute to utilisation of health care. Hence, there is a need to educate tribal women for making necessary changes regarding their health care seeking behaviour. Due to variety of reasons, tribal health is less optimal as compared to the health of general population. And, women need to be empowered to bridge the gap in different spheres. The empowerment of women has been widely acknowledged as an important goal for better health status and development. It is also an important factor that influences health and social outcomes.

National Population Policy, 2000 specifically identified the low status of women in India as an important barrier to the achievement of population and maternal and child welfare goals. The World Bank has identified empowerment as one of the key constituent elements of poverty reduction, and as a primary development assistance goal. The Bank has also made gender mainstreaming a priority in development assistance, and is in the process of implementing an ambitious strategy to this effect. The promotion of women empowerment as a development goal is based on the argument that social justice is an important aspect of human welfare and is intrinsically worth pursuing, and that women empowerment is a means to meet other needs.

## **Conclusions**

While concluding it may be said that 'women' as a category has been marginalized for ages in almost all parts of the globe. However, in the independent India, in spite of the Constitutional guarantees of equality between sexes and affirmative action clause which enables the State to formulate laws and policies in favour of women, the ground realities tell a different story. Though, education, modernization, industrialization and globalization, all have made certain impact on the situation and the status of women, however the distribution of such change remains uneven resulting in widening inequalities between men and women and within the different subgroups within the category called 'women'. Further, even within the same subgroup within the 'women' category the institutional location of women determines their position in terms of marginalization besides social ranking of hierarchical order in a multilayered society. Therefore, while defining the 'marginalized women' various factors need to be considered including the opportunities, resources, finances, employment, marital status etc. The state has done little in the free India to acknowledge women's role as equal partners to the growth and social transformation. The language of domination prevails when State attempted to formulate the policies and programmes for women. The women therefore need to locate the space for contest and are forced to use the site of marginality to resist and create a new world.

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## GENDER DISCRIMINATION

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### *Abstract*

*The term 'Gender Equality' narrates the equal valuing of the different roles assumed by men and women. Although men and women are dissimilar physically, but it is the economic, political, social and legal interpretation of such differences that ultimately lead to create inequality among them. In social inequality, men and women typically have different responsibilities and roles in their daily lives as well as work and they are giving unequal treatment at home, workplace and in society and are discriminated on the basis of their biological differences. Gender inequality is obviously an urgent problem in the world. Almost half the population of the world – women – suffers because of 'Gender Discrimination' and hence a major issue world-over, requiring urgent attention.*

**Keywords:** *Gender inequality, Gender discrimination*

“WOMEN IS THE COMPANION OF MAN GIFTED WITH EQUAL MENTAL CAPACITY”

---MAHATMA GANDHI

The term 'Gender Equality' narrates the equal valuing of the different roles assumed by men and women. The theme strives to overcome stereotype barriers and prejudices so both men and women are capable of equally reaping benefits and contributing towards social, political, cultural and economic developments within society. When men and women enjoy equality, the direct outcome is an instant and stable growth in economy. The educated and healthy women in a society are more supportive and accommodating towards their families and nations. (Lorber, 2005)

Although men and women are dissimilar physically, but it is the economic, political, social and legal interpretation of such differences that ultimately lead to create inequality among them. In social inequality, men and women typically have different responsibilities and roles in their daily lives as well as work. It is anticipated that men seem to do much riskier and heavier work that is generally located away from their home. Work done by men seems to have much higher status as compared with women who have the major responsibility for child-care, elderly-care, preparing and managing food for their families.

**Inequality for Women:**

“Women and men are not created equal. They each have their God given strengths, focused on their responsibilities for procreation and family viability. Those differences are not easily dismissed... however those differences do not condone gender discrimination in society, and certainly not in the workplace.” (Malkin, 2005)

Women mostly have unequal access to health services and education, face glass ceiling at work place. Social customs that force or encourage girls into early child bearing and teenage marriages have dangerous and direct consequences for their health. Economic inequality is directly related to the monetary and financial conditions of women. More than seventy percent of poor in the world are women, while the number of females living in poverty has significantly and disproportionately increased as compared with men. The discrimination specifically against girls and women- including economic discrimination, gender-based violence, harmful conventional practices and reproductive health inequities- remains the most persistent and pervasive form of inequality.

The gender equality has been accepted and acknowledged as human rights’ principles since the adoption of charter of United Nations in 1945. Most of the international agreements such as ‘the Millennium Development Goals (2000)’ and ‘the World Conference on Human Rights (1993)’ have highlighted and stressed the grave need for nations to take appropriate actions against such discriminatory practices.

**Society and Gender Equality:**

A prosperous and flourishing society means that women and men have equal opportunities for realizing their human rights. (Kramer, 2004)

However inequality severely restricts socio-economic development, specifically in the developing countries, where most of the women are the major food producers, primary teachers,

gathers fuel and water, laborers and providers of health care in the informal economy. The status of women in the major areas of society including education, health, decision making and access to resources must be improved. “Reducing gender inequalities implies benefits not only for women but also for men, children and the elderly, and for the poor as well as the rich.”

“Despite many improvements in the status of women there are still many inequalities:

- Two thirds of people in the world who cannot read are female.
- Women represent a growing proportion of people living with HIV/AIDS.
- In only 16 countries in the world is women's representation in national parliaments above 25 percent.
- An estimated one-quarter to one half of all women have suffered physical abuse.”

### **Conclusion:**

From all the discussing above, gender inequality is obviously an urgent problem in the world. despite that fact that its volume much decreases, it still exists and makes a lot of people suffer its consequences everyday. And there are many reasons leading to gender discrimination which cannot be solved easily. however, with education and progressive thoughts of people, there are also reasons to trust in the future of gender inequality being stopped. Then, hopefully, people can live in fairness no matter what gender they are.

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## WOMEN AND ENTREPRENEURSHIP

### WOMEN AND ENTREPRENEURSHIP

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#### **Abstract**

*Women Entrepreneurship as defined by Manorama Vaid is an adult woman who undertakes to organize own and run an enterprise. The term entrepreneur is used to describe individuals who have ideas for products and/or services that they turn into a working business. In earlier times, this term was reserved for men. Women play a vital role in the economic development of the country, as her presence is prominent in various fields such as agriculture, industrial organizations, organized and unorganized sectors.*

*Women's entrepreneurship has been recognised during the last decade as an important untapped source of economic growth. Women in entrepreneurship has been largely neglected both in society in general and in the social sciences. Not only have women lower participation rates in entrepreneurship than men but they also generally choose to start and manage firms in different industries than men tend to do.*

*Entrepreneurship was once considered a man's territory, but each year, more and more women set out on the journey to launch and lead their own companies. These business-savvy ladies inspire other women with dreams of founding startups, but many female business owners face still face significant obstacles because of their gender. Female CEOs shared a few of the biggest challenges women entrepreneurs face today, and how to overcome them.*

*Increase the ability of women to participate in the labour force by ensuring the availability of affordable child care and equal treatment in the work place. More generally, improving the position of women in*

*society and promoting entrepreneurship generally will have benefits in terms of women's entrepreneurship.*

*Keywords: Women Entrepreneurship, economic development, ability of women, significant obstacles.*

## **Meaning of Women Entrepreneurship**

Women Entrepreneurship as defined by Manorama Vaid is an adult woman who undertakes to organize own and run an enterprise. Her illustration about women entrepreneurs in India, represents a group of women's who have broken away from the beaten track and exploring new vistas of economic participations. The task of women entrepreneurs has been full of challenges and yet they have steer clear of prejudice opposition, constraint and have established themselves as successful entrepreneurs.

Before the 20th century, women operated businesses as a way of supplementing income. In many cases, they were trying to avoid poverty or were replacing the income from the loss of a spouse. At that time, the ventures that these women undertook were not thought of as entrepreneurial. Many of them had to bow to their domestic responsibilities. The term entrepreneur is used to describe individuals who have ideas for products and/or services that they turn into a working business. In earlier times, this term was reserved for men.

## **Reasons for becoming a female entrepreneur**

Many studies show that women start their own businesses for a variety of reasons. These reasons include: having an idea for a business plan, a passion for solving a specifically related career problem, wanting to be more in control of their careers, maintaining a more balanced life, having a flexible work schedule, and taking a personal vision and turning it into a lucrative business. Along with the intense desire to see their vision carried out, these women also have a great ability to multi-task and are not fearful of the risks involved in being self-employed. Women are still facing many issues in the workforce and being their own boss certainly is more appealing to some of the everyday issues they face outside of entrepreneurship. Gender roles are still very much a part of their lives, but for some female entrepreneurs, they feel more in control when working for themselves.

Women play a vital role in the economic development of the country, as her presence is prominent in various fields such as agriculture, industrial organizations, organized and unorganized sectors. Relating to this, the late Pandit Jawaharlal Nehru a great visionary and an architect of modern India felt that the development of women should be given top priority in the pattern of economic development in the country. The world of women is now no longer confined to periphery of house old activity rather today they contribute in the promotion of economic development in different capacities due to awareness in women, effects of women liberation movement, and effect of women development organizations. This has increased the female work

participation rate from 14.22 in 1971 to 25.63 in 2001 . Although women form a very large proportion of the self employed group, their work is often not recognized as “work” because the prevailing ‘house-hold strategy’ catalyses the devaluation of women’s productive activities as secondary and subordinate to men’s work. Women’s contributions vary according to the structure, needs, customs and attitudes of society. Women entered entrepreneurial activities because of poor economic conditions, high unemployment rates and divorce catapult. Even though, in recent years a great many changes occurred in the life of women all over the world influencing their attitudes, values, inspirations, ways of feelings and acting for effective participation in all walks of life, still there occurs few social and economic barriers that prevents women in entering any field of economic activity. The extent of women empowerment in the National hierarchy is determined largely by three factors namely economic, social, and political identity and their weight age. These factors are deeply intertwined and interlinked with many cross cutting linkages which imply, that if efforts in one dimension remain absent or weak, the other components cannot be sustained as they will not be able to bear any sudden changes or upheavals. Therefore, it is only when all these three factors are simultaneously addressed and made compatible with each other. Then only women can be truly empowered, thus for a holistic empowerment of women–social, economic and political, aspects must converge effectively on women’s life. Therefore, we intended to study the barriers of women entrepreneurs based on their own perspectives.

### **Needs of Women’s entrepreneurship**

Women’s entrepreneurship needs to be studied separately for two main reasons. The first reason is that women’s entrepreneurship has been recognised during the last decade as an important untapped source of economic growth. Women entrepreneurs create new jobs for themselves and others and by being different also provide society with different solutions to management, organisation and business problems as well as to the exploitation of entrepreneurial opportunities. However, they still represent a minority of all entrepreneurs. Thus there exists a market failure discriminating against women’s possibility to become entrepreneurs and their possibility to become successful entrepreneurs. This market failure needs to be addressed by policy makers so that the economic potential of this group can be fully utilised. While without a doubt the economic impact of women is substantial, we still lack a reliable picture describing in detail that specific impact. Recent efforts initiated by the OECD (1997, 2000) are responses to this lack of knowledge and have focused the attention of policy makers and researchers on this important topic.

The second reason is that the topic of women in entrepreneurship has been largely neglected both in society in general and in the social sciences. Not only have women lower participation rates in entrepreneurship than men but they also generally choose to start and manage firms in different industries than men tend to do. The industries (primarily retail, education and other service industries) chosen by women are often perceived as being less important to economic development and growth than high technology and manufacturing. Furthermore, mainstream

research, policies and programmes tend to be “men streamed” and too often do not take into account the specific needs of women entrepreneurs and would-be women entrepreneurs. As a consequence, equal opportunity between men and women from the perspective of entrepreneurship is still not a reality. In order for policy makers to address the situation the report makes a number of recommendations.

### **Challenges of Women Entrepreneurs and strategies to Overcome them:**

Entrepreneurship was once considered a man's territory, but each year, more and more women set out on the journey to launch and lead their own companies. These business-savvy ladies inspire other women with dreams of founding startups, but many female business owners face still face significant obstacles because of their gender. Female CEOs shared a few of the biggest challenges women entrepreneurs face today, and how to overcome them.

#### **1. Women entrepreneurs think they need to act like men.**

Most female business owners who have attended networking events can relate to this scenario: You walk into a crowded seminar and can count the number of women there on one hand. When women entrepreneurs have to talk business with primarily male executives, it can be intimidating.

To compensate and protect themselves, women often feel as though they need to adopt a stereotypically "male" attitude toward business: competitive, aggressive and sometimes overly harsh. But Hilary Genga, founder and CEO of women's swimwear company Trunkettes said this is the wrong approach to take.

"Be yourself, and have confidence in who you are," Genga said. "Don't try to be a man. You made it to where you are through hard work and perseverance, but most importantly, you're there. Don't conform yourself to a man's idea of what a leader should look like."

#### **2. Women-owned startups receive significantly less investor funding.**

Not every startup founder looks for investors to help his or her business get off the ground, but those who do know how difficult the pitching process can be. Raising capital is even more difficult for women-owned firms: A 2014 Babson College report found that less than 3 percent of venture capital-funded companies had a female CEO.

Bonnie Crater, CEO and founder of Sales force performance management solution, Full Circle CRM, said that venture capitalists tend to invest in startups run by people of their own "tribe" — for instance, a Stanford-educated investor will want to back a Stanford alumnus's business. This means that VC firms with female partners are more likely to invest in women-run startups, but according to Babson, that only accounts for 6 percent of U.S. firms. If a woman is looking for business investors, Crater advised building confidence through a great team and business plan.

"Investors are looking for businesses that can grow to over \$1 billion in valuation," Crater said. "Think about how to do that. If you have experts on your founding team that can execute the business [operations] well, investors will have confidence in those people."

### **3. Emotions and nurturing skills can affect women's businesses.**

Though trying to act like a man doesn't guarantee success for a female entrepreneur, allowing her "feminine" qualities to stand in the way of getting things done isn't necessarily recommended, either. By nature, women are more emotional and nurturing, which can sometimes be a hindrance to running a business.

"For men, a business is mostly about the bottom line, but for women, it's more than that," said Delia Passi, CEO of WomenCertified, home of the Women's Choice Award. "We get emotionally connected, and that can hold us back from making the tough decisions. Male board members and investors get frustrated when we're not as quick to fire or make dramatic business changes that could impact employees' families."

Passi noted that women also tend to place a high premium on building up relationships that they hope will naturally lead to sales. Connections are highly important to success, and nurturing strong professional relationships can go a long way. However, Passi reminded female entrepreneurs to also be direct and stay focused on their business goals.

### **4. Women often lack the support of other female business leaders.**

Long before she founded online women's eyewear boutique Rivet & Sway, CEO Sarah Bryar worked with undergraduate female engineering students at the Massachusetts Institute of Technology. These "trailblazers," as Bryar described them, felt insecure about being in the minority as women who excelled in math and science, and longed for more camaraderie and support from female peers in their fields.

"The main challenge for female entrepreneurs is just like the challenge for female engineering students: There just aren't enough of us," Bryar told Business News Daily. "There aren't enough women to be role models, act as sounding boards, do deals with — in short, to create normalcy for women in leadership positions."

Despite the quickly growing number of female executives and business owners, finding fellow women entrepreneurs to connect with isn't always easy. Women-focused networking events like American Express OPEN's CEO BootCamp are good places to start, as well as online forums and groups specifically created for women in business.

"Opportunities to lead do exist for women," Bryar said. "We just need to continue to support and promote women in the limelight to encourage others to come along for the ride."

## **5. Many women have to balance raising families with running their businesses.**

Work-life balance is often a goal of entrepreneurs across the board, but mothers who start businesses have to simultaneously run their families and their companies.

"Being a mother while running a business is very challenging," Genga said. "There are ways to balance your time, but the perception is that you could be more effective running your business if you didn't have to deal with kids."

Genga said she has learned to not take shortcomings on either front too seriously, and to not beat herself up over the little things, like missing a class trip with her children. "Mompreneurs" have dual responsibilities to their businesses and to their families, and finding ways to devote time to both is key to truly achieving that elusive work-life balance.

## **6. Women entrepreneurs are afraid of failure.**

According to Babson College's 2012 Global Entrepreneur Monitor, the fear of failure is the top concern of women who launch startups. Failure is a very real possibility in any business venture, but Passi said it shouldn't be viewed as negative.

"You need to have massive failure to have massive success," Passi said. "You may need 100 'no's' to get one 'yes,' but that one 'yes' will make you more successful tomorrow than you were today."

Bryar offered similar advice for female entrepreneurs, encouraging them to work through the moments of self-doubt that every business owner faces.

"Work hard at ignoring that inner voice that may discourage taking action, speaking up or getting outside your comfort zone," she said. "It's something I struggle with myself, but I know fundamentally that I wouldn't be a CEO today if I hadn't taken chances to assert myself."

### **Some policy recommendations:**

- Increase the ability of women to participate in the labour force by ensuring the availability of affordable child care and equal treatment in the work place. More generally, improving the position of women in society and promoting entrepreneurship generally will have benefits in terms of women's entrepreneurship.
- Listen to the voice of women entrepreneurs. The creation of government offices of women's business ownership is one way to facilitate this. Such offices could have programme responsibilities such as providing women's business centres, organising information seminars and meetings and/or providing web-based information to those wanting to start and grow a business.

- Incorporate a women's entrepreneurial dimension in the formation of all SME-related policies. This can be done by ensuring that the impact on women's entrepreneurship is taken into account at the design stage.
- Promote the development of women entrepreneur networks. These are major sources of knowledge about women's entrepreneurship and valuable tools for its development and promotion. Co-operation and partnerships between national and international networks can facilitate entrepreneurial endeavours by women in a global economy.
- Periodically evaluate the impact of any SME-related policies on the success of women-owned businesses and the extent to which such businesses take advantage of them. The objective should be to identify ways to improve the effectiveness of those that should be retained. Good practices that are identified in this way should be disseminated and shared internationally.
- Improve the factual and analytical underpinnings of our understanding of the role of women entrepreneurs in the economy. This requires strengthening the statistical basis for carrying out gender-related cross-country comparative analyses and longitudinal studies of the impact of important developments and policies, especially over time.

**Conclusion:** Women play a vital role in the economic development of the country, as her presence is prominent in various fields such as agriculture, industrial organizations, organized and unorganized sectors. Women are still facing many issues in the workforce and being their own boss certainly is more appealing to some of the everyday issues they face outside of entrepreneurship. Gender roles are still very much a part of their lives, but for some female entrepreneurs, they feel more in control when working for themselves.

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## **WAYS AND MEANS TO DEVELOP THE WOMEN ENTREPRENEURSHIP IN MAHARASHTRA WITH RESPECT TO ITS SOCIAL STRUCTURE**

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Nanded

### **Introduction**

“Women are the noblest of God’s creation, Supremes in their own sphere of activity“ Empowerment is a term widely used in the context of women who are equal partners in the development of the society and the nation. It is an active process that enables women to realize their identity and power in all aspects of life.

Women empowerment depends on taking part in various development activities. In other words in involvement of women in various entre-preneurial activities would empower them in social, economic & cultural fields. Women in early day mainly were confined to household chores. Gradually with the opening of economy, they are exposed to modern capitalistic world.

Women in Maharashtra are disorganized and needed to be centralized with a common motive. Women entrepreneurship should provide a platform for women at all levels of organization of work, explore and increase their abilities. There is a need for a full time mechanism which will be run by women for women. Woman entrepreneurship leads to their empowerment by giving women the opportunity to develop their natural talent and also by making them financially sound.

Women entrepreneurship in Maharashtra is in its infancy especially in agro business despite progress in key areas Maharashtra women continue to suffer from a relative lack of basic minimum needs, skills, options, empowerment, justice and equality. Empowerment has to be holistic, universal, participative and inclusive. It is therefore important to view women empowerment in its economic, social and political dimension.

While women entrepreneurs have demonstrated their potential, the fact remains that they are capable of contributing much more than what they already are. In order to harness their potential and for their continued growth & development, it is necessary to formulate appropriate strategies for stimulating, supporting and sustaining their efforts in these directions. Such a strategy needs to be in congruence with field realities, and should especially take cognizance of the problems women entrepreneurs face with the current systems.

### **Meaning and definitions.**

**1. Women entrepreneurs:** Women entrepreneur is a person who accepts challenging role to meet her personal need and become economically independent. There are economical, social,

religious, cultural and other factors existing in the society which responsible for the emergency of the entrepreneurs.

Women entrepreneur refers equally to someone who has started a one women business to someone who is a principal in family business or partnership or to someone who is shareholders in a public company which she runs.

The Government of India has defined a women entrepreneur is an enterprise owned and controlled by a women having a minimum financial interest of 51% of the capital and giving at-least 51% of the employment generated in the enterprise to women.

## **2. Diversified social structure**

Diversification with respect to gender dominance high ratio of rural population, less literacy among the women due to dropouts & stagnation of girls due to various reasons in education, large variation in social economic status of the population.

### **Objectives of the study**

1. To study the problems of women entrepreneurship in Maharashtra.
2. To suggest certain remedial measures to solve the problems of women entrepreneurship in Maharashtra state.

### **Methodology of the study**

The study is mainly based upon secondary data taken from the reputed published sources like economic survey, various books & journals, websites on internet.

### **Problems faced by women entrepreneurs in Maharashtra state.**

The problem and constraints experienced by women entrepreneurs have resulted in restricting the expansion of women entrepreneurship. The major problems encountered by women entrepreneurs are as follows.

#### **1. Lack of education**

In Maharashtra 60% of women are still illiterate. Illiteracy is the root cause of socioeconomic problems. Due to the lack of education women are not aware of business, technology and market knowledge. Also lack of education cause low achievement motivation among women .

2. **Lack of technological knowledge** : Knowledge of latest technological changes, know how and educational level of the person are significant factor that affect business. Women are ignorant of new technologies are unskilled in their use , and often unable to do research.

3. **Male dominance** : The greatest deterrent to women entrepreneurs is that they are women . A kind of patriarchal male dominant social order is the building block to them in their way towards business success. Male members think is a big risk financing the

ventures run by women. The male female competition is another factor, which develop hard less to women entrepreneurs in the businesses management process.

4. **Family responsibility** : The family members and the society are reluctant to stand besides their entrepreneurial growth. Women's family obligations also bar them for becoming successful entrepreneurs in both developed and developing nations.
5. **Lack of confidence** : Women lack of confidence in their strength & competence . Every person in the society are reluctant to stand besides their entrepreneurial growth.
6. **Problems of finance** : Finance is regarded as life blood for any enterprise be in big or small. However women entrepreneurs suffer from shortage of finance on two counts firstly women do not generally have property on their names to use them as collateral for obtaining funds from external sources. So that access to the external sources funds is limited. Secondly the banks also consider women less credit worthy and discourage women barrowers on belief that they can at any time leave their business.
7. **Scarcity of Raw materials** : Most of the women enterprises are plagued by the scarcity of raw materials and necessary inputs. Added to this are high prices of raw materials on the one hand and getting raw material at the minimum of discount on the other.
8. **Market oriented risk** : a number of women have to face the challenges of market because of stiff competition. Many business women find it difficult to capture the market and compete with their product. They are not fully aware of the changing market conditions.
9. **How level risk taking attitude** : It is another factor affecting women folkdecision to get into business, low level education provides low level self confidence and self-reliance to the women folk to engage in business, which is continuous risk taking and strategic cession making profession.
10. **Management skills** :Another arguments is that women entrepreneurs have low management skills. They have to depend on office staff and intermediaries to get things done, especially , the marketing and sale side of business.
11. **Motivational factors** : Successful businessmen can be self motivated through setting up mind & taking up risk and accepting social responsibilities on shoulder. The other factor such as family support government policies, financial assistance also important to set up business.
12. **Training programs** : Training programmes are essential to new rural and young entrepreneurs who wish to set up a small & medium scale unit. The programs enrich the skill and potential of women entrepreneurs.
13. **Identifying the available resources**: Women are hesitant to find out the access to cater their needs in the financial & marketing are in spite of the mushrooming growth of associations, institutions, and the schemes from the government side, women are not enterprising and dynamic to optimize the resources in the forms of reserves, assets, making or business volunteers.

14. **How to develop women entrepreneurs?** : Right efforts on from all areas are required in the development of women entrepreneurs and their greater participation in the entrepreneurial activities. Following efforts can be taken into account for effective development of women entrepreneurs
- 1) Consider women as specific target group for all development programmes
  - 2) Better educational facilities and schemes would be extended to women folk from government part
  - 3) Adequate training programme on management skills to be provided to women community
  - 4) Encourage women's participation decision making
  - 5) Vocational training to be extended to women community that enables them to understand the production process and production management
  - 6) Skill development to be done in women's ITI polytechnics. Skill are put to work in training cum production workshops.
  - 7) Training on professional commence and leadership skill to be extended to women entrepreneurs
  - 8) Training & counseling on large scale of existing women entrepreneurs to remove psychological causes like lack of self confidence and fear of success.
  - 9) Counseling through the aid of committed NGOs, Psychologists, managerial experts & technical personnel should be provided to existing and emerging women entrepreneurs.
  - 10) Continuous monitoring and improvement of training programmers.
  - 11) Activities in which women are trained should focus on their marketability and profitability.
  - 12) Making provisions of marketing & sales assistance from government part.
  - 13) To encourage more passive women entrepreneurs the women training programme should be organized that taught to recognize her own Psychological needs and express them
  - 14) State finance corporations and financing institutions should permit by state to extend purely trade related finance to women entrepreneurs
  - 15) Take pride in what you do. Don't deterred by failure. Give back to society life than money. Work on your relationship with yourself keep mental and physical space to yourself to regularly think, plan, mediates dream. Learn how to have different kinds of dreams - short term & long term. At the end of the day, keep your sense of humors.

## **Conclusions**

In the present scenario duet o modernization, urbanization, globalization and development of education with increasing awareness, women are now seeking gainful employment in several fields. Women entering into entrepreneurship even in the face of socio-cultural, economic, technical, financial and managerial difficulties, women entrepreneurship

movement can gain momentum by providing encouragement appropriate awareness, training, environment and support this would definitely enhance their socio-economic status a-pre—requisite for women’s empowerment .

Entrepreneurship among women, no doubt improves the wealth of the nation in general & of the family in particular. Women entrepreneurship must be molded properly with entrepreneurial traits and skill to meet the changes in trends, challenges global markets and also be competent enough to sustain and strive for excellence in the entrepreneurial arena

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## ROLE AND STATUS OF WOMEN IN TOURISM INDUSTRY

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### ***Abstract***

*Tourism, being one of the largest industries, plays a key role in achieving socio-economic goals of the development plans of a nation. It is an important service-oriented sector which has made rapid strides globally in terms of gross revenue, foreign exchange earnings and employment generation. In the context of development of the tourism industry, the role of women in its promotion is gaining importance in current age and its complete formalisation shall take a few more years for transformation. The promotion of tourism industry is very important since it is a major source of foreign exchange earnings and also provides employment and wealth generation for the lower tier population. This industry generates three times more employment opportunities than conventional manufacturing industries. The tourism sector definitely provides various entry points for women's employment and opportunities for creating self-employment in small and medium sized income generating activities, thus creating paths towards the elimination of poverty of women and local communities in developing countries. Tourism generates employment for individuals possessing different qualifications and skills. Individuals with high qualifications, graduates, matriculate and even illiterate can find jobs in this industry. The percentage of women who work in the tourism industry is high, but their function/ role is dominated by unskilled, low-paid jobs. Rural and village tourism gives special privilege to women who are living in rural areas and their skills are getting recognition by tourism industry.*

**Keywords:** *Conventional manufacturing industry, Foreign exchange earnings, Gross revenue, Poverty, Rural tourism, Self-employment, Tourism.*

## **Introduction**

In the present day context it will not be exaggeration of facts to claim that tourism industry shapes the economic visions of most of the tourism centric countries especially those in the second and third world countries. Some of the countries make tourism as the fulcrum of their development programs. India too is not lagging behind in identifying and promoting tourism as its focus activity. Accordingly, Prime Minister Mr. Narendra Modi is putting emphasis on three Ts while trying to industrially revolutionize the Country. They are Telecommunication, Technology and Tourism all of them taken together shall generate a considerable amount of synergy in fostering industrial development of the country.

Tourism industry is the main influential industry in the world. Tourism, being one of the largest industries, plays a key role in achieving the socio-economic goals of the development plans of a nation. It is an important service-oriented sector which has made rapid strides globally in terms of gross revenue and foreign exchange earnings. It is a composite of service providers, both public and private sectors, which includes travel agents and tour operators; air, rail and sea transportation operators; guides; owners of hotels, guest houses and inns, restaurants and shops; etc.

During a conference in Berlin in March 2008 the United Nations World Travel Organization (UNWTO) implemented an action plan to empower women through Tourism (Travel Daily News, 2008). The objectives of the plan are derived from the United Nations Millennium Development Goals, which aims are to benefit poor (also through tourism), protect the environment and empower women. Tourism is an important part of world's GDP (more than 10%) and creates around 8% of world's employment. Of all people employed in the tourism sector 60-70% are women (UNWTO, 2008). There are predictions of huge annual growth in total demand coming years (World Travel and Tourism Council, 2008). It offers many opportunities to both developed and developing countries in rural, urban, regional or cultural areas. Tourism development can be a great incentive for development and thus for the empowerment of women through employment generation, which makes the plan of the WTO a reasonable motivation to empower women through this sector.

## **Status of women in Tourism Industry**

Tourism is one of the major tools for women empowerment mainly through job opportunities. The study will highlight ground realities which have affected women working in the tourism industry. This study is based on certain main issues common for women employees in the tourism industry like wage disparity between men and women employees, the involvement of women in the informal sector, unsafe working conditions, the hierarchical status of women in the labor force, lack of support for working mothers, the impact of gender discrimination, job insecurity, sexual exploitation etc.

## Objectives of Study

1. To understand concept of tourism and its importance.
2. To explore role of women in tourism Industry.
3. To study the status of women in tourism industry.
4. To give some recommendation for women employees working for tourism industry.

## Methodology

The present study is exploratory as well as descriptive in nature. For the purpose of study, secondary data has been collected and used. The data required was collected from sources like reports of Tourism Development Corporation, newspapers, and discussions made with tourism authorities and students, research articles, research journals, E-journals, UNWTO report, report of Ministry of Tourism, report of World Travel and Tourism Council.

## Definition of Tourism

Tourism is defined by UNWTO (United Nation World Tourism Organisation) as indicated below;

*"Tourism comprises the activities of persons traveling to and staying in places outside their usual environment for not more than one consecutive year for leisure, business and other purposes."*

- It involves a displacement outside the usual environment.
- Type of purpose: the travel must occur for any purpose different from being remunerated from within the place visited: the previous limits, where tourism was restricted to recreation and visiting family and friends are now expanded to include a vast array of purposes.
- Duration: Minimum one year and maximum for not more than one consecutive year.

## Worldwide Women Empowerment through Tourism

Women empowerment in term of employment generation through tourism can be seen all over the world. Women involvement in tourism in developing countries brings many positive impacts in terms of promoting development in economically backward regions, conservation of local heritage, encouraging sustainable use of natural resources and enhancing the control of local people over development in their surrounding area e.g. India, Nepal, Cambodia, Sri Lanka etc. A great potential for tourism can be felt to promote equitable, sustainable development even in marginalised Third World communities which are particularly supported by the process of women empowerment e.g. Uganda, Kenya, Nigeria etc. However, the support of outside agencies or local NGO's will often be needed in order to equip the women with relevant skills, to expose them to the highs and lows of involvement in tourism and to provide technical assistance

to deal with the dynamics. State support in terms of favorable policy environment and financial resources is also necessary to enable the women harness more benefits from tourism. In most of the developed countries, Governments incorporated within their policy a special focus to include all groups within society like women, Afro-Americans, indigenous people etc. But even in their rural society that were dominant some years ago, empowerment was mostly focused on community empowerment rather than women empowerment. Women from the developed areas have privilege of education and advancement of the society but then also discrimination in tourism employment can be seen. Very few women manage to reach on higher level in organization hierarchy in comparison to male candidates.

Empowering women results into an empowered nation, region and world. This is because it is undeniable that women uphold society by preserving culture and environment through their daily interaction with nature and society-also revealed by the cases in some of the research reports. It is on this basis that we advocate for more proactive ways to enable women empowerment by tapping into the lucrative tourism business for the benefit of the entire globe.

### **Status of Women in Tourism Industry in India**

Tourism provides variety of activities where women can participate and also creates opportunities for entrepreneurship development and self-employment. Global data on numbers of women and men working in tourism-related profession suggests that the organized tourism sector is a particularly important sector where 46 % of the workforce comprises women (in general, 30-40% of the workforce is women) (ILO 2007). Of the data available for the year's between 1988 and 2005, it appears that there has been a broad increase in the participation of women in the tourism industry at a global level.

Apart from their overall presence in the industry, other factors indicate that women do not seem to benefit and be empowered particularly from tourism. As in many other sectors, there is significant horizontal and vertical gender segregation of the labor market in tourism. Vertically, the typical "gender pyramid" is prevalent - lower levels and occupations with few career development opportunities being dominated by women and key managerial positions being dominated by men. In India too, women in the organised sector in tourism are relegated to relatively low skill, low paying or stereotypical jobs like front-desk and reception, housekeeping, catering and laundry services. They face very high risks of sexual harassment and exploitation and are discouraged from forming unions or associations to consolidate their strength and influence. The proportion of women's to men's wages is less. Women feature significantly more in part time and/or temporary employment and are typically paid less than men for the same work done. The feminization and informalisation of the workforce in tourism, particularly in developing countries, is a matter of concern. Unfortunately, few research studies focus on the gender dimension resulting in little quantitative data on this trend. Women employees are considered as a passive, compliant and sometime invisible workforce that will accept low wages without demanding for their labor and human rights. One thing can be constantly seen is the low

economic value as per the work performed by women in conditions of exploitation, no job security and violations of human rights. It is happening, both directly through prohibitions on labor organisation and indirectly where women have claimed rights such as be free from sexual harassment.

### **Global Report on Women in Tourism 2010**

The global report on women in tourism 2010 is the first concrete output of the UNWTO-UN (United Nation World Tourism Organisation) women collaboration. This represented a first attempt to map the participation of women in tourism worldwide, with a particular focus on developing countries. The report was launched at ITB Berlin in March 2011. The key findings include-

- 1) Women make up a large proportion of the formal tourism workforce.
- 2) Women are well represented in service and clerical level jobs but poorly represented at Professional levels.
- 3) Women in tourism are typically earning 10% to 15% less than their male counterparts.
- 4) The tourism sector has almost twice as many women employers as other sectors.
- 5) One in five tourism ministers worldwide are women.
- 6) Women make up a much higher proportion of own-account workers in tourism than in other sectors.
- 7) A large amount of unpaid work is being carried out by women in family tourism businesses

### **Conclusion**

The background of study is built with the knowledge that women professionals are very important for tourism industry and its development. Human resources are key element in ensuring the quality and content of tourism products. It includes evaluation of tourism planning, decision making for tourism promotion and development and how to solve the employment and poverty problem with help of tourism sector, especially considering the role of women in tourism field.

The status and position of women and the need of equality between women and men is a matter of human rights and a condition for social justice. These are very essential to build a sustainable development in any country as well as secure and developed society. There are lot of issues of exploitation, violence, race, caste another forms of discrimination that effects women badly, and the need for equality and human rights of women -including social, economic, political, legal, sexual and reproductive rights are at the center-stage of this struggle.

Tourism's identification as an industry based on the economic, social and political power relations between nations or groups of people represents the extension of the politics of gender relations. Margaret Swain argues that tourism is built on attractions to sameness and differences. "Is the world's largest industry willing to be feminist?" she asks. A feminist worldview is non-androcentric. It explains phenomena in terms of women's as well as men's experiences. It is political when asking how to promote equity among women and men, based in understandings of

the cultural and social positions of women and their subordination in relationship to men. So we can say that tourism has played an important role in employment generation especially for women in backward and rural areas and can play another important role in struggle for equality, equity and empowerment of women.

### **Recommendations**

1. International and national tourism organization should build international awareness about opportunities for women in tourism industry.
2. Tourism authorities should take vigorous steps to support gender mainstreaming in national development processes, so as to achieve women's equality in the tourism sector.
3. Ensure women in tourism are well-represented on public-private tourism councils, committees and advisory boards.
4. Identify ways to increase access to credit and training for self-employed women working in tourism.
5. Develop awards and recognition for tourism companies that have advanced women and provide a woman-friendly work environment.
6. Ensure equal opportunities for women in all tourism and hospitality training courses.
7. Develop a support programme specifically for vulnerable women working in tourism.
8. Some provisions for women employees for their security.
9. Establish a programme for successful women in tourism to speak at national tourism events and motivates other candidates.
10. Improve the monitoring and reporting of women's occupations, wages, security and benefits.

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## **PORTRAYAL OF INDIAN WOMEN IN MEDIA ADVERTISING: A CRITICAL STUDY IN MUMBAI REGION**

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### ***Abstract***

*Advertisement plays a vital role in Urban Life. They are surrounded by not only by Print media but also Television, radio, Internet, billboards etc where products are marketed by Advertisers. Women have always been used by advertisers to market the products .Advertisers are very gender biased, which is mostly highlighted in the way they are portrayed. Women are mostly underrepresented. My study focus on Television commercials which has more viewers of all age watching and being affected by it. In Global world Indian advertisement is still projecting women in stereotype way but in sexual way. Advertisement is far from real society. The ordinary women is nowhere to be seen. Beauty focusing on fairness plays a major role. Young models are more appreciated in products like creams.*

**Keywords:** *Advertisement, Television commercials, Women portrayal*

### **Introduction**

Media scenario in India is really dynamic and vibrant. TV in India provides majority of the population with information, education and entertainment. Gerbner explains the cultivation theory in which effect of media is observed in relation to images, ideas and consciousness. Mass Media are cultural forces, which indirectly helps in shaping social reality. Attitudes, behavior, life styles in advertisement are taken and compared which is far from reality. Advertisement has been an engine of growth of Mass media. Much of the Financial support for the Technologies, Media comes from Business and Industry which requires large scale advertising to make their products known in the market. In our daily life we are using advertised goods and services. Advertising is defined by Prof. James E. Littlefield and Prof. C.A. Kirkpartick as 'Advertising is a Mass communication of Information intended to pursue buyers so as to maximize the profits' While American marketing association defines advertising as any form of non personal presentation of goods, services or ideas for action openly paid for by an identified sponsor.

If one compares the present and the past advertisements of India, they will come to a conclusion that there is not much difference in projecting women in advertisement. Advertisement is obsessed with gender differences and sexuality. It continues to represent an

area where gender disparity plays a major role. Argument still holds where advertisement is offensive where women is projected.

### **Women in stereotype role**

Most of the studies in this field showed that women primarily are at home or in domestic settings. Women mostly are underrepresented in working situation and occupation typically as a secretary, doctor, teacher. In an article "Portrayal of Men and Women in Indian Advertising" out of 296 ads, compare to male, female roles portrayed were more. Women were dominant gender in ads for cleaning products, household durables, household food, personal products. Male are dominant gender in ads for automobiles, clothing, beverages and snacks. Women too are portrayed in automobiles but as an object. Women in advertisement outnumber men, but still negative and debasing images of women are represented through these advertisements. Research studies found that there is gender bias in television commercials (Dominick and Rauch, 1979; McArthur and Resko 1975, O'Donnell and O'Donnell 1978) Compared to men, women are projected significantly younger, employed less frequently and at home more often. According to me we have more of working women force which have increased from past. So advertisers are far from reality when they project women. In a study of women in advertisements portraying

### **Women as Sex symbol**

Advertisement use types of appeal where sex plays a major role. Most the women are now projected sensually. They are depicted as sex object or decorative object after 2003 in India. This is in fact a reflection of increased western influence on Indian society through the rapid growth of cable and satellite television (National readership survey 2002, Press release) According to John Berger the implicit message when projecting sex is that viewer buys a given product and they will turn loveable. This means that purchasing products and services is always charged with fantasies. Sex is found not only in gestures of attractive model but sex in humor or jest is also part of the parcel (Fads and consumer culture by Arthur Asaberger, 4<sup>th</sup> ed, pg 89) Advertisements for cosmetics often play upon the anxiety women feel as they start getting older as they are no longer beautiful. Eg: Olay wrinkle free Women are pictured using their fingers and hands to trace the outline of an object or to cradle it or caress its surface. (Erving Goffman's in his book Gender advertisements) Jean Kilbourne (1999) writes in 'Beauty and Beast' that advertising often turns people into objects. Various parts of the female body are packaged and used to sell everything from mobile to chewing gum (pg 22)

There are certain Jingle 'kiss me, close your eyes ....' for Cadbury silk bubble which portrays a girl and a boy sitting on the floor and the girl model is blowing ballon and there is this jingle going on and the boy gives her the Silk bubble which she eats and the ad ends both smiling away. Sexism is seeping in most our Indian ads.

A simple drink like Slice where the top model touches mango in a sensuous way and the juice drops on her lips where she licks it in a provocative way, arousing wrong ideas in the mind of viewer. In an ad of future pressure cooker the top women model who is draped in a sensual way in Indian sari .Her body is compared with the Pressure cooker. Perfume adverts stress the wildness ,toughness and challenge that women provide for men. “Blame it on the perfume” seems to justify an attack from a man in response to some irresistible fragrance on the women or visa versa where man has applied a deodorant. Eg: Zatak,Wildstone ParulNagi in her article says that Indian advertisers often treat women with disdainportraying them as if they have been created only to attend to man’s creature comforts This New Women by advertisement has a bit of sexism. Advertisers do mention that women can pull the crowd if she is scantily dressed irrespective of the product’s requirement.

### **Women and fairness**

Most of the ads have teen girls are more concerned with their fairness or pimples which is quite abstract. But in India the concept of fairness is different for people staying towards North India and South India. For North Indian people fairness is with pink complex while in south India fairness means whiteness of skin. Advertiser favoritism towards young and pretty face is clearly seen in a product like Lux bathing soap or in Nivea body lotion. Fair and lovely cream and Ponds fairness cream have an inclination towards fair and young models. In a country like India where rural population is more than urban population and most of them turn out to be brown skinned .Are we not giving boost to racism?Is confidence anywhere associated with fairness? The association of beauty with women is so strong that society tends to look at an ugly women almost with abhorrence. Robert bresson remarked that a man’s ugliness can be overlooked by goodness, while female’s ugliness is the ultimate shortcoming because the supreme virtue for a woman is beauty.

### **Conclusion**

Average women is nowhere seen on the small screen. In real world Indian women are representing their country outside. But advertisers are still on stereotype and sexual projection with the women model looking glamorous and unreal .Marketers need to be sensitive to cultural variations while advertising content. The repeated commercial of deodorant and laundry /dish washing/puts an impact on the viewers . Advertisers mentions that things have changed but why there is only one ad which we highlights women empowerment? In Indian ads teen girls are concerned with creams and soaps and they are utilized in sensual or objectified way in ads related to Men’s deodorants and vehicles.

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## WOMEN EMPOWERMENT IN INDIA

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### *Abstract*

*Women Empowerment refers to the creation of an environment for women where they can make decisions of their own for their personal benefits as well as for the society. Women Empowerment refers to increasing and improving the social, economic, political and legal strength of the women, to ensure equal-right to women, and to make them confident enough to claim their rights. The present paper highlights on how to empower the women in India.*

**Keyword:** *Women Empowerment, Equally Competent, Women Education, Gender Inequality*

### **Introduction**

- freely live their life with a sense of self-worth, respect and dignity,
- have complete control of their life, both within and outside of their home and workplace,
- to make their own choices and decisions,
- have equal rights to participate in social, religious and public activities,
- have equal social status in the society,
- have equal rights for social and economic justice,
- determine financial and economic choices,
- get equal opportunity for education,
- get equal employment opportunity without any gender bias,
- get safe and comfortable working environment,

### **Why Women Empowerment is Important?**

**1. Under-employed and unemployed:** Women population constitutes around 50% of the world population. A large number of women around the world are unemployed. The world economy suffers a lot because of the unequal opportunity for women at workplaces

**2. Equally competent and intelligent:** Women are equally competent. Nowadays, women are even ahead of men in many socio-economic activities.

**3. Talented:** Women are as talented as men. Previously, women were not allowed higher education like men and hence their talents were wasted. But nowadays, they are also allowed to go for higher studies and it encourages women to show their talents which will not only benefit her individually but to the whole world at large.

**4. Overall development of society:** The main advantage of Women Empowerment is that there will be an overall development of the society. The money that women earn does not only help them and or their family, but it also help develop the society.

**5. Economic Benefits:** Women Empowerment also leads to more economic benefits not to the individuals but to the society as well. Unlike earlier days when they stayed at home only and do only kitchen stuffs, nowadays, they roam outside and also earns money like the male members of the society. Women empowerment helps women to stand on their own legs, become independent and also to earn for their family which grows country's economy.

**6. Reduction in domestic violence:** Women Empowerment leads to decrease in domestic violence. Uneducated women are at higher risk for domestic violence than an educated women.

**7. Reduction in corruption:** Women Empowerment is also advantageous in case of corruption. Women empowerment helps women to get educated and know their rights and duties and hence can stop corruption.

**8. Reduce Poverty:** Women Empowerment also reduces poverty. Sometimes, the money earned by the male member of the family is not sufficient to meet the demands of the family. The added earnings of women helps the family to come out of poverty trap.

**9. National Development:** Women are increasingly participating in the national development process. They are making the nation proud by their outstanding performances almost every spheres including medical science, social service, engineering, etc.

**10. Irreplaceable in some sectors:** Women are considered irreplaceable for certain jobs.

### **How to Empower Women in India?**

To “empower women” means to authorize power or increase the overall position, status and condition of women in every spheres of life.

Empowerment of Women would result in better and more developed society. When women contribute equally along with men for the benefit of society, the world would surely become a better place to live.

Today more and more females is studying in schools and colleges and also go abroad for higher studies. Women are increasing commanding better position in the society.

There are several ways to empower women; some of them are discussed below:

**1. Create safe workplaces:** Women can be empowered through the creation of safe working environment. The workplaces should be safe for the female members of the society. People will like to send their daughters and wives to work if they are assured of safe environment at workplaces.

**2. Women education:** By educating women, economy of the country increases. It has been seen from the last few decades that involvement of educated women in various activities help the country to move towards economic and social development.

- Female education also contribute towards health and well-being of the family.
- By getting education, women also contribute to the national income of the country.
- The can afford to offer quality nutrition to their children.

- Educated women are considered active in politics as well.
- They know their rights and are able to defend themselves better.

**3. Raise voice against gender inequality:** Women can be empowered by decreasing the gender inequalities or disparities in all sectors of the society especially in education sectors.

**4. Job skills (Vocational training):** Proper training should be provided to women's for better results.

**5. Create more part-time job opportunities:** There should be greater number of part-time job opportunities. In India, mostly women are housewives so they do not get any opportunity for full-time work. Hence, more part-time and flexible jobs should be created so that more and more women get engaged into commercial activities.

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## **WOMEN ENTREPRENEURS IN MAHARASHTRA: ISSUES AND CHALLENGES**

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### ***Abstract***

*This paper attempts to analyze the motives for initiating the business. And to critically examine the problems faced by women entrepreneurs. The data has been collected through secondary sources focusing on the stories of women entrepreneurs. A sample size of 15 women entrepreneurs have been selected for this study and the data was analyzed. Thus it can be concluded from the findings that the women entrepreneurs play a prominent role in the economic development of Maharashtra as they are essential for increasing production for harnessing and utilizing material and human resources and for solving the problems of unemployment and underemployment.*

***Keywords-:*** *Women Entrepreneurs, Issues and Challenges*

### **INTRODUCTION**

A great stride has been made in different fields for the upliftment of women. The educated women do not want to limit their lives in the four walls of the house. They demand equal respect from their partners. The Indian culture made them only subordinates and executors of the decisions made by other male members, in the basic family structure. While at least half the brainpower on earth belongs to women, women remain perhaps the world's most underutilized resource. Despite all the social hurdles, India is brimming with the success stories of women. They stand tall from the rest of the crowd and are applauded for their achievements in their respective field. She has competed with man and successfully stood up with him in every walk of life and business is no exception for this. These women leaders are assertive, persuasive and willing to take risks. They managed to survive and succeed in this cut throat competition with their hard work, diligence and perseverance. Ability to learn quickly from her abilities, her persuasiveness, open style of problem solving, willingness to take risks and chances, ability to motivate people, knowing how to win and lose gracefully are the strengths of the Indian women entrepreneurs. This paper made an attempt to investigate the issues and challenges faced by women entrepreneurs in Maharashtra State.

## **CONCEPT OF WOMEN ENTREPRENEURS**

Women Entrepreneurs may be defined as the women or a group of women who initiate, organize and operate a business enterprise.

## **OBJECTIVES OF THE STUDY**

- 1) To analyze the motives for initiating the business.
- 2) To critically examine the problems faced by women entrepreneurs.

## **METHODOLOGY**

The required information for the study was collected from the secondary source.

Secondary source- Secondary data was collected through books, newspapers, interview on TV Channel and internet websites

## **PROBLEMS FACED BY WOMEN ENTREPRENEURS IN MAHARASHTRA**

The analysis of the interview on T.V channel showed that most of the women entrepreneurs interviewed faced different problems while doing businesses which are mentioned below: **1) Shortage of Finance:** Male members of the family do not want to invest their capital in the business run by women due to lack of confidence in their ability to run venture successfully. The complicated procedure of bank loans also creates lot of problems in getting the required finance. Women entrepreneurs even face problems in getting requisite working capital financing day-to-day business activity. Women entrepreneurs have to depend upon their personal savings and loans from family and friends. Most of the women entrepreneurs fail due to lack of proper financing facilities because finance is lifeblood of every business activities. Obtaining the support of bankers, managing the working capital, lack of credit resources are the problems which still remain in the males domain. Marketing and financial problems are such obstacles where even training doesn't significantly help the women. Some problems are structural in nature and beyond the control of the entrepreneurs. **2) Scarcity of raw materials:** Many women entrepreneurs expressed that they faced problems due to scarcity and availability of raw materials and necessary inputs. The price of raw materials at times is also very high and of late due to high inflation, the price of raw materials has changed frequently. The women entrepreneurs do not get the supply of raw materials on time which affects their sales turnover. Since they do not purchase the raw materials in bulk, they cannot avail of any allowances and discounts. **3) Stiff Competition:** Women entrepreneurs have expressed their inability to spend more money on sales promotion of their products and services as they carry on their business on a small scale. Thus, they have to face a stiff competition for marketing their products with both organized sector and their male counterpart. **4) Production Problems:-** Many women

entrepreneurs face production problems such as non availability of machines, equipments, lack of training facilities and non availability of skilled labour. Major causable factors leading to production problems were high cost of required machines and equipments.

### **OBSERVATIONS AND FINDINGS OF THE STUDY:**

The study was undertaken of 15 successful women entrepreneurs in the state of Maharashtra and the following observations and findings were made from the study: 1. Through these entrepreneurial activities, there is an increase in socio-economic empowerment of women. 2. After starting their own business, there has been an improvement in women's empowered life. They have become financially independent and actively participate in the economic and social welfare of the society. 3. Women entrepreneurs belonging to the different age group and above are actively involved in carrying their business activities successfully. 4. The study shows that most of the women entrepreneurs are literate and have professional qualification for their business and are good at keeping business records, and account books. 5. The study reveals that the women entrepreneurs started the business out of their own interests. 6. The study shows of the women entrepreneurs have started the business in order to economize gain and to have an opportunity to serve people. 7. The women entrepreneurs have started business out of their own seed capital. 8. The respondents started business by investing their own capital and borrowed from Commercial / Cooperative banks and the remaining have borrowed from relatives and friends. 8. None of the women entrepreneurs who have been interviewed has availed either the Prime Minister Rozgar Yojana or the Chief Minister Rozgar Yojana as these women entrepreneurs were not aware of the schemes available. 9. Women Entrepreneurs attributed their success to their family for the constant support and encouragement. 10. The study reveals that women entrepreneurs want to use their knowledge and skill for growth of the business. 11. The study reveals that the motives for initiating the business are different i.e. family business, own interest, skill. 12. Women entrepreneurs always suffer from inadequate resources and working capital. They are not able to afford external finance due to absence of tangible security and credit in the market. Women have less property and bank balances in their names. The major problem is society does not trust the women entrepreneurs.

### **CONCLUSION**

Today we are in a better position since women participation in the field of entrepreneurship is increasing at a considerable rate. Efforts are being taken as the economy has brought promise of equality of opportunity in all spheres to the Indian women. But unfortunately, the government sponsored development activities have benefited only a small section of women. Women sector occupies nearly 45% of the Indian population. At this juncture, effective steps are needed to provide entrepreneurial awareness, orientation and skill development programs to women. Resurgence of entrepreneurship is the need of the hour emphasizing on educating women strata

of population, spreading awareness and consciousness amongst women to outshine in the enterprise field, making them realize their strengths, and important position in the society and the great contribution they can make for their industry as well as for the entire economy. Women entrepreneurship must be moulded properly with entrepreneurial traits and skills to meet the changes in trends, challenges global markets and also be competent enough to sustain and strive for excellence in the entrepreneurial arena.

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## WOMEN LEADERSHIP AND COMPETENCIES IN LIBRARY PROFESSION

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### ***Abstract***

*The development of competencies, competency lists, or competency models has become a popular way to assess the strengths, needs, and potential contributions of individuals in an organization. The success of libraries as organizations is determined by the actions of the individuals who work in the libraries; the success of those individuals in carrying out the missions of those libraries is in large measure a reflection of the type and quality of leadership. Successful library women leaders demonstrate certain skills that are instrumental in the delivery of desired outcomes. The present paper will further highlight the Core competencies of the Women Library Professionals to be adopted.*

**Keywords:** *Women, Leadership, Library Profession, Competencies.*

### **Introduction**

Although a vast amount of literature addressing leadership competencies is available for many professions, and numerous professional organizations have developed lists of competencies for practitioners in their respective fields, there is little in the library literature addressing competencies for library leaders. There are, however, articles that describe competencies needed by practitioners in various areas of librarianship or that discuss skills needed by specific types of librarians. A search for the phrase “leadership competencies” in the Library Literature and Information Science Database yielded only three articles. By contrast, a search for “leadership competencies” in other discipline-specific databases produced many results: Business Source Premier yielded 133, ERIC (via EBSCO) yielded 70, and ProQuest Nursing and Allied Health Source 248 hits.<sup>6</sup> These results suggest three possibilities: other professions have already been addressing an issue that librarianship has overlooked.

### **The Core Leadership Competencies**

The following are the leadership competencies among the Women Library Profession

#### **1. COGNITIVE ABILITY**

##### ***Problem-Solving***

- Demonstrates the ability to actively and creatively solve problems
- Able to solve problems in a thorough, yet timely manner
- Able to step back from a situation in order to suggest an objective solution

- Fosters an environment that encourages others to create solutions for their own problems

#### ***Decision Making***

- Assumes responsibility for making critical decisions
- Acts decisively, making sound and timely decisions
- Shows transparency in decision making

#### ***Reflective Thinking***

- Demonstrates the ability to accurately assess shortcomings and assets of the organization
- Able to recognize and implement opportunities for continuous improvement

## **2. VISION**

#### ***Global Thinking***

- Exhibits the ability to think beyond the institution and current issues therein and considers the impact of the institution in the greater community and beyond
- Demonstrates the ability to consider ideas, environments, and technologies that impact communities and the institution on a broader scale
- Able to implement global ideas appropriately scaled for the organization
- ***Creative/Innovative***
- Fosters creativity and innovation by encouraging inventive thoughts and experimentation
- Demonstrates the ability to think innovatively about the mission and goals of the organization

#### ***Forward Thinking***

- Shows foresight by anticipating problems as well as opportunities
- Exhibits the ability to envision both positive and negative consequences/outcomes
- Inspires others to think creatively about what might be, rather than just what is.

## **3. INTERPERSONAL EFFECTIVENESS**

#### ***Culturally Competent***

- Exhibits an awareness of and appreciation for diverse cultures and beliefs
- Fosters an environment where all cultures are respected and valued

#### ***Accountability***

- Instills trust in others and self
- Leads by example
- Assumes responsibility for decisions made

#### ***Team Building***

- Effectively builds relationships inside and outside the organization
- Actively promotes and encourages strategic teambuilding
- Fosters a culture that values innovation/creativity.

#### ***Development***

- Actively seeks ways to grow people and develop staff
- Views development of staff as an integral part in the growth of the organization
- Provides opportunities for development through training and mentoring

***Inspirational/Motivational***

- Inspires individuals to succeed
- Motivates individuals to actively contribute to the organization
- Creates an environment of trust and integrity
- Builds and provides ongoing support for staff
- Encourages a developmental climate

***Communication Skills***

- Actively listens
- Effectively articulates ideas through verbal and written communication
- Able to give and receive constructive feedback
- Able to withhold judgment and not participate in gossip
- Encourages an environment of active communication

**4. MANAGERIAL EFFECTIVENESS**

***Manage Change***

- Able to build internal and external support for change
- Able to work with others to keep any transitions/changes running smoothly
- Demonstrates willingness to take calculated risks *Resource Management*
- Demonstrates comprehension of cost efficiency and effectiveness
- Apportions and distributes resources equitably
- Able to teach others how to utilize resources in a proficient and useful manner
- Able to assign projects to colleagues and employees
- Acts with diligence and care

***Strategic Planning***

- Identifies clear, well-defined outcomes
- Exhibits short-term and long-term planning capabilities
- Able to drive results

***Collaboration***

- Able to build relationships with community groups and constituents
- Works with others where sharing resources would be appropriate

***Flexibility/Adaptability***

- Exhibits an open mind to new ideas
- Exhibits the ability to maintain a level head through difficult situations

**5. PERSONAL ATTRIBUTES**

***Principled / Ethical***

- Practices principles above personalities
- Stands up for what he/she believes in
- Makes decisions without being swayed by political expediency
- Considers the ethical implications of all personal actions and organizational activity

***Honest***

- Conducts conversations with others in a professional manner
- Addresses all issues—even sensitive issues— as they arise

**Humble**

- Gives credit to others as well as one's self when a task is completed
- Admits limitations and mistakes

**Gracious**

- Maintains a positive attitude in critical situations
- Mitigates gossip and other negative influences in the workplace
- Open and professional with others despite personal feelings
- Acknowledges when another does something positive or helpful for the institution

**Teachable**

- Identifies when assistance is needed and willing to ask for help
- Internalizes lessons learned from experiences for future use
- Accepts questions and input from others
- Influenced, but not manipulated, by others

**Conclusion**

Ultimately, the most successful women library profession is to advocate collectively and collaboratively, regardless of library type. Articulating the value of the library professional in ways that resonate with national decision makers and influencers will be most successful when women library profession demonstrates how the library professional supports learning in the context of inclusive growth. This kind of credibility can be helpful in policy discussions that deal less with library funding and more with issues that advance the broader public interest. Today our experienced professionals and new library workers must find their passion around people to build an educated and involved citizenry and ensure digital and economic opportunity for all. Library professionals are the essential element of strong schools, colleges, universities, and public communities.

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## WOMEN ENTREPRENEURSHIP IN INDIA-PROBLEMS AND PROSPECTS MEENU

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### ***Abstract***

*The educated Indian women have to go a long way to achieve equal rights and position because traditions are deep rooted in Indian society where the sociological set up has been a male dominated one. Despite all the social hurdles, Indian women stand tall from the rest of the crowd and are applauded for their achievements in their respective field. The transformation of social fabric of the Indian society, in terms of increased educational status of women and varied aspirations for better living, necessitated a change in the life style of Indian women. She has competed with man and successfully stood up with him in every walk of life and business is no exception for this. These women leaders are assertive, persuasive and willing to take risks. They managed to survive and succeed in this cut throat competition with their hard work, diligence and perseverance. The present paper endeavors to study the concept of women entrepreneur-Reasons women become entrepreneurs -Reasons for slow progress of women entrepreneurs in India - suggestions for the growth of women entrepreneurs-Schemes for promotion & development of women entrepreneurship in India-Case study of a women entrepreneur of Ludhiana.*

**Keywords:** *Entrepreneurship, Women, Business, Gender.*

## **INTRODUCTION**

The educated women do not want to limit their lives in the four walls of the house. They demand equal respect from their partners. However, Indian women have to go a long way to achieve equal rights and position because traditions are deep rooted in Indian society where the sociological set up has been a male dominated one. Women are considered as weaker sex and always made to depend on men folk in their family and outside, throughout their life. The Indian

culture made them only subordinates and executors of the decisions made by other male members, in the basic family structure. While at least half the brainpower on earth belongs to women, women remain perhaps the world's most underutilized resource. Despite all the social hurdles, India is brimming with the success stories of women. They stand tall from the rest of the crowd and are applauded for their achievements in their respective field. The transformation of social fabric of the Indian society, in terms of increased educational status of women and varied aspirations for better living, necessitated a change in the life style of Indian women. She has competed with man and successfully stood up with him in every walk of life and business is no exception for this. These women leaders are assertive, persuasive and willing to take risks. They managed to survive and succeed in this cut throat competition with their hard work, diligence and perseverance. Ability to learn quickly from her abilities, her persuasiveness, open style of problem solving, willingness to take risks and chances, ability to motivate people, knowing how to win and lose gracefully are the strengths of the Indian women entrepreneurs.

### **CONCEPT OF WOMEN ENTREPRENEURS**

Women Entrepreneurs may be defined as the women or a group of women who initiate, organize and operate a business enterprise. The Government of India has defined women entrepreneurs as —an enterprise owned and controlled by women having a minimum financial interest of 51 per cent of the capital and giving at least 51 per cent of the employment generated in the enterprise to women. Women entrepreneurs engaged in business due to push and pull factors which encourage women to have an independent occupation and stands on their own legs. A sense towards independent decision-making on their life and career is the motivational factor behind this urge. Saddled with household chores and domestic responsibilities women want to get independence. Under the influence of these factors the women entrepreneurs choose a profession as a challenge and as an urge to do something new. Such a situation is described as pull factors. While in push factors women engaged in business activities due to family compulsion and the responsibility is thrust upon them.

### **OBJECTIVES AND RESEARCH METHODOLOGY OF THE STUDY**

The study is based on secondary data which is collected from the published reports of RBI, NABARD, Census Surveys, SSI Reports, newspapers, journals, websites, etc. The study was planned with the following objectives:

- To evaluate the factors responsible for encouraging women to become entrepreneurs
- To study the impact of assistance by the government on women's entrepreneurship.
- To study the policies, programs, institutional networks and the involvement of support agencies in promoting women's entrepreneurship.
- To critically examine the problems faced by women entrepreneurs.

## REASONS FOR WOMEN BECOMING ENTREPRENEURS

The glass ceilings are shattered and women are found indulged in every line of business. The entry of women into business in India is traced out as an extension of their kitchen activities, mainly 3P's, Pickle, Powder and Pappad. But with the spread of education and passage of time women started shifting from 3P's to modern 3E's i.e., Energy, Electronics and Engineering. Skill, knowledge and adaptability in business are the main reasons for women to emerge into business ventures. \_Women Entrepreneur's a person who accepts challenging role to meet her personal needs and become economically independent. A strong desire to do something positive is an inbuilt quality of entrepreneurial women, who is capable of contributing values in both family and social life. With the advent of media, women are aware of their own traits, rights and also the work situations. The challenges and opportunities provided to the women of digital era are growing rapidly that the job seekers are turning into job creators. Many women start a business due to some traumatic event, such as divorce, discrimination due to pregnancy or the corporate glass ceiling, the health of a family member, or economic reasons such as a layoff. But a new talent pool of women entrepreneurs is forming today, as more women opt to leave corporate world to chart their own destinies. They are flourishing as designers, interior decorators, exporters, publishers, garment manufacturers and still exploring new avenues of economic participation. The following flow chart shows the reasons for women becoming entrepreneurs

Innovative thinking  
New challenges and opportunities for self-fulfillment  
Employment generation  
Freedom to take own decision and be independent  
Government policies and procedures  
Family occupation  
Need for additional income  
Bright future of their wards  
Success stories of friends and relatives  
Role model to others  
support of family members  
Education and qualification  
self-identity and social status

REASONS WOMEN BECOME ENTREPRENEURS

## REASONS FOR SLOW PROGRESS OF WOMEN ENTREPRENEURS IN INDIA

The problems and constraints experienced by women entrepreneurs have resulted in restricting the expansion of women entrepreneurship. The major barriers encountered by women entrepreneurs are:

- The greatest deterrent to women entrepreneurs is that they are women. A kind of patriarchal-male dominant social order is the building block to them in their way towards business success. Male members think it a big risk financing the ventures run by women
- Male chauvinism is still prevalent in many parts of the country yet. Women are looked upon as —ablel i.e. weak in all respects. In a male dominated society, women are not treated equal to men that act as a barrier to woman's entry into business.
- Women entrepreneurs have to face a stiff competition with the men entrepreneurs who easily involve in the promotion and development area and carry out easy marketing of their products with both the organized sector and their male counterparts. Such a competition ultimately results in the liquidation of women entrepreneurs.

- Lack of self-confidence, will-power, strong mental outlook and optimistic attitude amongst women creates a fear from committing mistakes while doing their piece of work. The family members and the society are reluctant to stand beside their entrepreneurial growth.
- Women in India lead a protected life. They are even less educated, economically not stable nor self-dependent which reduce their ability to bear risks and uncertainties involved in a business unit,
- The old and outdated social outlook to stop women from entering in the field of entrepreneurship is one of the reasons for their failure. They are under a social pressure which restrains them to prosper and achieve success in the field of entrepreneurship
- Unlike men, women mobility in India is highly limited due to many reasons. A single women asking for room is still looked with suspicion. Cumbersome exercise involved in starting with an enterprise coupled with officials humiliating attitude towards women compels them to give up their spirit of surviving in enterprise altogether.
- Women's family obligations also bar them from becoming successful entrepreneurs in both developed and developing nations. The financial institutions discourage women entrepreneurs on the belief that they can at any time leave their business and become housewives again.
- Indian women give more emphasis to family ties and relationships. Married women have to make a fine balance between business and family. The business success also depends on the support the family members extended to women in the business process and management.
- Women's family and personal obligations are sometimes a great barrier for succeeding in business career. Only few women are able to manage both home and business efficiently, devoting enough time to perform all their responsibilities in priority.
- The educational level and family background of husbands also influences women participation in the field of enterprise.
- Absence of proper support, cooperation and back-up for women by their own family members and the outside world people force them to drop the idea of excelling in the enterprise field. They are always making many pessimistic feelings to be aroused in their minds and making them feel that family and not business is a place meant for them.
- Many women take the training by attending the Entrepreneurial Development programme without an entrepreneurial bent of mind. Women who are imparted training by various institutes must be verified on account of aptitude through the tests, interviews, etc.
- High production cost of some business operations adversely affects the development of women entrepreneurs. The installations of new machineries during expansion of the productive capacity and like similar factors discourage the women entrepreneurs from venturing into new areas.
- Women controlled business are often small and it is not always easy for women to access the information they need regarding technology, training, innovative schemes, concessions, alternative markets, etc. Just a small percentage of women entrepreneurs avail the assistance of technology and they too remain confined to word processing software in the computer. They

hardly make use of advanced software available like statistical software SAP, Accounting Package like TALLY, Animation software 3D MAX, internet, etc.

□ Lack of awareness about the financial assistance in the form of incentives, loans, schemes etc. by the institutions in the financial sector. So the sincere efforts taken towards women entrepreneurs may not reach the entrepreneurs in rural and backward areas.

□ Achievement motivation of the women folk found less compared to male members. The low level of education and confidence leads to low level achievement and advancement motivation among women folk to engage in business operations and running a business concern.

Apart from the above discussed problems there may occur other series of serious problems faced by women entrepreneurs as improper infrastructural facilities, high cost of production, attitude of people of society towards the women modern business outlook, low needs of enterprise. Women also tend to start business about ten years later than men, on average. Motherhood, lack of management experience, and traditional socialization has all been cited as reasons for delayed entry into entrepreneurial careers.

### **SUGGESTIONS FOR THE GROWTH OF WOMEN ENTREPRENEURS**

Right efforts from all areas are required in the development of women entrepreneurs and their greater participation in the entrepreneurial activities. Entrepreneurship basically implies being in control of one's life and activities and women entrepreneurs need to be given confidence, independence, and mobility to come out of their paradoxes. The following measures are suggested to empower the women to seize various opportunities and face challenges in business.

□ There should be a continuous attempt to inspire, encourage, motivate and co-operate women entrepreneurs.

□ An Awareness program should be conducted on a mass scale with the intention of creating awareness among women about the various areas to conduct business.

□ Attempts should be there to enhance the standards of education of women in general as well making effective provisions for their training, practical experience and personality development programs, to improvise their over-all personality standards.

□ Organize training programs to develop professional competencies in managerial, leadership, marketing, financial, production process, profit planning, maintaining books of accounts and other skills. This will encourage women to undertake business.

□ Vocational training to be extended to women community that enables them to understand the production process and production management.

□ Skill development to be done in women's polytechnics and industrial training institutes. Skills are put to work in training-cum-production workshops.

□ Educational institutes should tie up with various government and non-government agencies to assist in entrepreneurship development mainly to plan business projects.

□ International, National, Local trade fairs, Industrial exhibitions, seminars and conferences should be organized to help women to facilitate interaction with other women entrepreneurs.

- Women in business should be offered soft loans & subsidies for encouraging them into industrial activities. The financial institutions should provide more working capital assistance both for small scale venture and large scale ventures.
- Making provision of micro credit system and enterprise credit system to the women entrepreneurs at local level.
- The weaker section could raise funds through various schemes and incentives provided by the government to develop entrepreneurs in the state. E.g. the Prime ministers Rozgar Yojana, The Khadi and Rural village industries scheme, etc.
- In the initial stages women entrepreneurs may face problems but they must persevere, believe in themselves and not give up mid-way.
- Attempts by various NGO's and government organizations to spread information about policies, plans and strategies on the development of women in the field of industry, trade and commerce. Women entrepreneurs should utilize the various schemes provided by the Government.
- Women should try to upgrade themselves in the changing times by adapting the latest technology benefits. Women must be educated and trained constantly to acquire the skills and knowledge in all the functional areas of business management. This can facilitate women to excel in decision making process and develop a good business network
- Selfhelp groups of women entrepreneurs to mobilize resources and pooling capital funds, in order to help the women in the field of industry, trade and commerce can also play a positive role to solve this problem.
- Women's entrepreneurship must be examined both at the individual level (i.e. the choice of becoming self-employed) and at the firm level (the performance of women owned and managed firms) in order to fully understand the differences between men's and women's entrepreneurship.
- To establish all India forums to discuss the problems, grievances, issues, and filing complaints against constraints or shortcomings towards the economic progress path of women entrepreneurs and giving suitable decisions in the favor of women entrepreneurs and taking strict stand against the policies or strategies that obstruct the path of economic development of such group of women entrepreneurs.

Thus by adopting the following aforesaid measures in letter and spirit the problems associated with women can be solved. Entrepreneurship is not a bed of roses to women. Women participation in many kinds of economic activities to complement to their family income, their participation in no way reduces their family duties. The task of women has become more tedious and full of challenges. Let us all make efforts to help women rediscover her.

### **STEPS TAKEN BY THE GOVERNMENT**

Development of women has been a policy objective of the government since independence. Until the 70s the concept of women's development was mainly welfare oriented. In 1970s, there was a shift from welfare approach to development approach that recognized the mutually reinforcing nature of the process of development. The 80s adopted a multi-disciplinary

approach with an emphasis on three core areas of health, education and employment. Women were given priorities in all the sectors including SSI sector. Government and non-government bodies have paid increasing attention to women's economic contribution through self-employment and industrial ventures. The First Five-Year Plan (1951-56) envisaged a number of welfare measures for women. Establishment of the Central Social Welfare Board, organization of Mahila Mandals and the Community Development Programs were a few steps in this direction. In the second Five-Year Plan (1956-61), the empowerment of women was closely linked with the overall approach of intensive agricultural development programs. The Third and Fourth Five-Year Plans (1961-66 and 1969-74) supported female education as a major welfare measure. The Fifth Five-Year Plan (1974-79) emphasized training of women, who were in need of income and protection. This plan coincided with International Women's Decade and the submission of Report of the Committee on the Status of Women in India. In 1976, Women's welfare and Development Bureau was set up under the Ministry of Social Welfare. The Sixth Five-Year Plan (1980-85) saw a definite shift from welfare to development. It recognized women's lack of access to resources as a critical factor impeding their growth. The Seventh Five-Year Plan (1985-90) emphasized the need for gender equality and empowerment. For the first time, emphasis was placed upon qualitative aspects such as inculcation of confidence, generation of awareness with regards to rights and training in skills for better employment. The Eight Five-Year Plan (1992-97) focused on empowering women, especially at the Grass Roots Level, through Panchayati Raj Institutions. The Ninth Five-Year Plan (1997-2002) adopted a strategy of Women's Component Plan, under which not less than 30 percent of funds/ benefits were earmarked for women related sectors. The Tenth Five-Year Plan (2002-07) aims at empowering women through translating the recently adopted National Policy for Empowerment of Women (2001) into action and ensuring Survival, Protection and Development of women and children through rights based approach. At present, the Government of India has over 27 schemes for women operated by different departments and ministries.

**Some of these are:**

Integrated Rural Development Program (IRDP)  
Khadi And Village Industries Commission (KVIC)  
Training of Rural Youth for Self-Employment (TRYSEM)  
Prime Minister's Rojgar Yojana (PMRY)  
Entrepreneurial Development program (EDPs)  
Management Development programs  
Women's Development Corporations (WDCs)  
Marketing of Non-Farm Products of Rural Women (MAHIMA)  
Assistance to Rural Women in Non-Farm Development (ARWIND) schemes  
Trade Related Entrepreneurship Assistance and Development (TREAD)

**Working Women's Forum**

Indira Mahila Yojana , Indira Mahila Kendra  
Mahila Samiti Yojana ,Mahila Vikas Nidhi

### **Micro Credit Scheme**

Rashtriya Mahila Kosh , SIDBI's Mahila Udyam Nidhi , Mahila Vikas Nidhi , SBI's Stree Shakti Scheme , NGO's Credit Schemes , Micro & Small Enterprises Cluster Development Programs (MSE-CDP). , National Banks for Agriculture and Rural Development's Schemes

#### Rajiv Gandhi Mahila Vikas Pariyojana (RGMVP)

Priyadarshini Project- A program for Rural Women Empowerment and Livelihood in Mid Gangetic Plains'

#### NABARD- KfW-SEWA Bank project

Exhibitions for women, under promotional package for Micro & Small enterprises approved by CCEA under marketing support

The efforts of government and its different agencies are ably supplemented by NGOs that are playing an equally important role in facilitating women empowerment. Despite concerted efforts of governments and NGOs there are certain gaps. Of course we have come a long way in empowering women yet the future journey is difficult and demanding.

### **RAJNI BECTOR: A CASE STUDY OF SUCCESSFUL WOMEN ENTREPRENEUR**

Cremica is one of the largest food processing companies of India with an annual growth rate of 30%. The quality, the taste and the penchant for perfection is what has given the required thrust to sales. From a single plant at Phillaur, today Cremica has a number of plants situated at various locations all over India. Cremica's presence in the market is visible on account of its vast range of products, which include: Biscuits, Sauces, Jams and Ketchups, Indian Snacks, Ready to Eat Food, Condiments, Frozen Products and Bakery Products. A homegrown business, Cremica was founded by Mrs. Rajni Bector, who started making ice creams in her garage. Though she had no formal training or background, her recipes were a runaway success in Punjab. Rajni Bector is one of the first women entrepreneurs in Ludhiana. While she insists on being a woman entrepreneurship comes to her easily; it's been a long journey to success, nevertheless. Rajni Bector was just a housewife before she started selling her kitchen-made ice creams at Diwali Melas in the late 1970s. Today, Cremica group does sales of Rs.200 crore (Rs.2 billion) and is an important link in the supply chain to the fast food industry with an inventory of buns, breads, sauces, ketchups and ice creams toppings to the likes of McDonalds and syrups and mayonnaise to Barista.. Below are the steps of success in which Mrs. Bector made growth in her business to be the successful women entrepreneur.

- 1980 Mrs. Rajni Bector an arts graduate, founder of the MRS. BECTOR'S CREMICA started her new career from a housewife to an entrepreneur with a meager investment of Rs. 20000/- for the manufacturing of Ice Creams & Bakery items from the backyard of her residence.
- 1982 Mr. Ajay Bector her eldest son joined her to help her with the increased business volumes.
- 1986 : She started another unit at Ludhiana for the manufacturing of Bread and bakery biscuits with an investment of Rs. 1.00 Lac.

- 1989 ::Mrs. Bector's younger sons Akshay Bector & Anoop Bector after completing their education joined the business in and a unit for manufacture of bread was established at Phillaur near Ludhiana for the manufacture of 50000 loaves of bread per day.
- 1991: Mrs. Bector started another fully automated unit for the manufacture of Biscuits at Phillaur with a capacity of 7200 M.T. of Biscuits per annum with an investment of Rs.75.00 Lacs.
- 1992:Mrs. Bector's Cremica established a manufacturing facility for confectionery items followed by a unit for the manufacture of Namkeens.
- 1997: By seeing the quality of the products being manufactured McDonalds approached Mrs. Bector for supplies of various products i.e. buns, liquid products and batters & breading. This was a golden opportunity for the Bector Family and the family entered into various Joint ventures so that international expertise could help them produce international level products compared to the best in the world.
- 2002: A modern Bun Manufacturing facility manufacturing over 150000 Buns per shift was established at greater Noida for supplies to McDonalds. This is one of the most modern units of its type in the country.
- 2003: A foray was made into Fresh Vegetable Processing and a modern facility for processing of fresh vegetables like lettuce, cut vegetables etc for supplies to McDonalds was made at an investment of Rs. 15.00 Million.
- 2004: Mrs. Bector's Cremica entering into an Agreement with ITC Ltd. for the manufacture of Biscuits on contract manufacturing basis at Tahliwal, Distt Una (H.P.). A state of the art facility was established for the manufacture of 60000 M.T. of biscuits at a cost of over Rs. 25.00 Crores producing biscuits valued at over Rs. 200 Crores P.A. This unit produces 30000 M.T. of biscuits for ITC under the SUNFEAST BRAND and 30000 M.T. under the Mrs. Bector's Cremica label.

The Group also entered in to an agreement with Cadbury India Ltd. for supply of Cadbury Bytes with an investment of Rs. 3.00 Crores producing goods valued at Rs. 30.00 Crores annually.

- 2007 :The Group was offered an opportunity for Equity participation by Goldman Sachs. The liquid products & biscuit operations were valued by Goldman Sachs at Rs. 500.00 Crores. The group offered Goldman Sachs 15% equity for Rs. 75.00 Crores to help speed up its expansions with the equity infusion.

McDonalds offered Mrs. Bector the bun business for West & South India and a new state of the art unit was established at Taloja, Navi Mumbai.

Mrs. Bector acquired a unit at Karnal, Haryana for the manufacture of Indian Namkeens.

The group has acquired new industrial sites at Ludhiana (Punjab), Kundli (Haryana), Raigad (Maharashtra) & Pune in Maharashtra for further expansions.

Her mantra of success, Just remember that work is worship whatever you do, be it at home or outside, treat it respectfully.

## **CONCLUSION**

It can be said that today we are in a better position wherein women participation in the field of entrepreneurship is increasing at a considerable rate. Efforts are being taken at the economy as brought promise of equality of opportunity in all spheres to the Indian women and laws guaranteed equal rights of participation in political process and equal opportunities and rights in education and employment were enacted. But unfortunately, the government sponsored development activities have benefited only a small section of women i.e. the urban middle class women. Women sector occupies nearly 45% of the Indian population. At this juncture, effective steps are needed to provide entrepreneurial awareness, orientation and skill development programs to women. The role of Women entrepreneur in economic development is also being recognized and steps are being taken to promote women entrepreneurship. Resurgence of entrepreneurship is the need of the hour emphasizing on educating women strata of population, spreading awareness and consciousness amongst women to outshine in the enterprise field, making them realize their strengths, and important position in the society and the great contribution they can make for their industry as well as the entire economy. Women entrepreneurship must be moulded properly with entrepreneurial traits and skills to meet the changes in trends, challenges global markets and also be competent enough to sustain and strive for excellence in the entrepreneurial arena. If every citizen works with such an attitude towards respecting the important position occupied by women in society and understanding their vital role in the modern business field too, then very soon we can pre-estimate our chances of out beating our own conservative and rigid thought process which is the biggest barrier in our country's development process. We always viewed that a smart woman can pick up a job any day, but if she becomes an entrepreneur she can provide a livelihood to 10 more women at least. Highly educated, technically sound and professionally qualified women should be encouraged for managing their own business, rather than dependent on wage employment outlets. The unexplored talents of young women can be identified, trained and used for various types of industries to increase the productivity in the industrial sector.

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## WOMEN AND ENTREPRENEURSHIP IN INDIAN CONTEXT

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### ***Abstract***

*The word Entrepreneur is derived from the French word “entreprender” which means a person who undertakes the task of bringing together various resources and manages them to achieve desired results and take some share. Traditionally our society is male dominated and women were not treated as equal partners and they were confined to four walls of the house. In modern societies women have stepped out the house to participate in all sorts of activities. Today with the growth of MSME, many women have plunged into entrepreneurship and are also running their enterprises successfully. With the relevant education, work experience, improved economic condition and financial opportunities more women are venturing into business. Women entrepreneurship in India represents a group of women who are exploring new avenues of economic participation. The entry of the women in organized business is a fairly recent phenomenon. Women Entrepreneurship plays a prime role in industrial development.*

**Keywords:** Women Entrepreneurship

### **Introduction**

The word Entrepreneur is derived from the French word “entreprender” which means a person who undertakes the task of bringing together various resources and manages them to achieve desired results and take some share. Traditionally our society is male dominated and women were not treated as equal partners and they were confined to four walls of the house. In modern societies women have stepped out the house to participate in all sorts of activities. Today with the growth of MSME, many women have plunged into entrepreneurship and are also running their enterprises successfully. With the relevant education, work experience, improved economic condition and financial opportunities more women are venturing into business. Women entrepreneurship in India represents a group of women who are exploring new avenues of economic participation. The entry of the women in organized business is a fairly recent phenomenon. Women Entrepreneurship plays a prime role in industrial development. India has always been a land of entrepreneurs and also occupied a strategic position in the Indian economy. Today the village and MSME (Micro, Small and Medium Enterprises) units account for about 45% of the total industrial production, 30% of the country exports and estimated to

employ 96 millions person in over 26 million units throughout the country. The Government of India has defined women entrepreneurs based on women participation in equity and employed of a business.

While entrepreneurs are people who habitually create and develop new ventures of value around perceived opportunities (Maritz, 2004), women entrepreneurship adds a whole new dimension to entrepreneurship. The new dimension is motherhood, whereby these women business owners balance the role of mother and the role of entrepreneurship. Their motivation is the philanthropic desire to create a better environment for their family and overall community. The Global Entrepreneurship Monitor (GEM), 2007 identifies that women signify more than one-third of all entrepreneurs, and are expected to participate predominantly in roles in informal sectors. Informal sectors include the emergence of women entrepreneur, whereby instead of returning to the formal workforce, women entrepreneurs create new businesses around their family environment and circumstances. Women entrepreneurs also actively participate in the gender, home based and lifestyle entrepreneurship domains. This form of new venture business creation however has its own set of unique challenges, including fear of failure, less optimistic and confidence in business than men, and most importantly, securing start-up finance. In India, though women have played a key role in the society, their entrepreneurial ability has not been properly tapped due to the lower status of women in the society. It is only from the Fifth Five Year Plan (1974-78) onwards that their role has been explicitly recognized with a marked shift in the approach from women welfare to women development and empowerment. The development of women entrepreneurship has become an important aspect of our plan priorities. Several policies and programmes are being implemented for the development of women entrepreneurship in India. There is a need for changing the mindset towards women so as to give equal rights as enshrined in the constitution. The progress towards gender equality is slow and is partly due to the failure to attach money to policy commitments. In the words of president APJ Abdul Kalam "empowering women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. The President under Notification dated 9th May 2007 has amended the Government of India (Allocation of Business) Rules, 1961. Pursuant to this amendment, Ministry of Agro and Rural Industries (Krishi Evam Gramin Udyog Mantralaya) and Ministry of Small Scale Industries (Laghu Udyog Mantralaya) have been merged into a single Ministry, namely, MINISTRY OF MICRO, SMALL AND MEDIUM ENTERPRISES (SUKSHMA LAGHU AUR MADHYAM UDYAM MANTRALAYA)"

Worldwide, the micro small and medium enterprises (MSMEs) have been accepted as the engine of economic growth and for promoting equitable development.

Let's meet 10 such Indian women who can be easily termed as role models for every Indian- both males and females:

- **Indra Nooyi** : Indra Nooyi,56, is the current chairman and CFO of the second largest food and beverage business, PepsiCo.

- **Naina Lal Kidwai** : Naina Lal Kidwai,55, is presently the Group General Manager and Country Head of HSBC India.
- **Kiran Mazumdar Shaw** : Kiran,59, is the founder Chairman and Managing Director (CMD) of Biocon Limited.
- **Chanda Kochar** : Chanda Kochar, 51, is currently the MD & CEO of india's largest private bank ICICI Bank.
- **Indu Jain** : Indu Jain,76, used to be the chairperson of India's largest and most powerful media house – The Times Group.
- **Simone Tata** : French by birth and educated in Switzerland, Simone is wife of Naval Homey Jahangir Tata and step mother to Ratan Tata. She is better known as 'Cosmetic Czarina of India'.
- **Neelam Dhawan** : A woman with 'never-say-die' spirit, Neelam Dhawan is presently the Managing Director of Hewlett-Packard (HP), India.
- **Sulajja Firodia Motwani** : Motwani is the Joint Managing Director of Kinetic Motors
- **Priya Paul** : Priya joined the family business at the age of 22 and worked under her father as Marketing Manager at the Park Hotel, Delhi.
- **Mallika Srinivasan** : Current position: Director, TAFE (Tractor and Farm Equipment)

### **Policies and Schemes for Women Entrepreneurs in India**

In India, the Micro, Small & Medium Enterprises development organisations, various State Small Industries Development Corporations, the Nationalised banks and even NGOs are conducting various programmes including Entrepreneurship Development Programmes (EDPs) to cater to the needs of potential women entrepreneurs, who may not have adequate educational background and skills. The Office of DC (MSME) has also opened a Women Cell to provide coordination and assistance to women entrepreneurs facing specific problems. There are also several other schemes of the government at central and state level, which provide assistance for setting up training-cum-income generating activities for needy women to make them economically independent. Small Industries Development Bank of India (SIDBI) has also been implementing special schemes for women entrepreneurs. In addition to the special schemes for women entrepreneurs, various government schemes for MSMEs also provide certain special incentives and concessions for women entrepreneurs. For instance, under Prime Minister's Rozgar Yojana (PMRY), preference is given to women beneficiaries. The government has also made several relaxations for women to facilitate the participation of women beneficiaries in this scheme. Similarly, under the MSE Cluster Development Programme by Ministry of MSME, the contribution from the Ministry of MSME varies between 30-80% of the total project in case of hard intervention, but in the case of clusters owned and managed by women entrepreneurs, contribution of the M/o MSME could be upto 90% of the project cost. Similarly, under the Credit Guarantee Fund Scheme for Micro and Small Enterprises, the guarantee cover is generally available upto 75% of the loans extended; however the extent of guarantee cover is 80% for

MSEs operated and/ or owned by women. Some of the special schemes for women entrepreneurs implemented by the government bodies and allied institutions are provided below. At present, the Government of India has over 27 schemes for women operated by different departments and ministries.

**Some of these are :**

- Integrated Rural Development Programme (IRDP)
- Khadi And Village Industries Commission (KVIC)
- Training of Rural Youth for Self-Employment (TRYSEM)
- Prime Minister's Rojgar Yojana (PMRY)
- Entrepreneurial Development programme (EDPs)
- Management Development programmes
- Women's Development Corporations (WDCs)
- Marketing of Non-Farm Products of Rural Women (MAHIMA)
- Assistance to Rural Women in Non-Farm Development (ARWIND) schemes
- Trade Related Entrepreneurship Assistance and Development (TREAD)
- Working Women's Forum
- Indira Mahila Yojana
- Indira Mahila Kendra
- Mahila Samiti Yojana
- Mahila Vikas Nidhi
- Micro Credit Scheme
- Rashtriya Mahila Kosh
- SIDBI's Mahila Udyam Nidhi
- Mahila Vikas Nidhi
- SBI's Stree Shakti Scheme
- NGO's Credit Schemes Micro & Small Enterprises Cluster Development Programmes (MSE-CDP).
- National Banks for Agriculture and Rural Development's Schemes
- Rajiv Gandhi Mahila Vikas Pariyojana (RGMVP)
- Priyadarshini Project- A programme for Rural Women Empowerment and Livelihood in Mid Gangetic Plains
- NABARD- KW-SEWA Bank project
- Exhibitions for women, under promotional package for Micro & Small enterprises approved by CCEA under marketing support .

**Conclusion**

The efforts of government and its different agencies are ably supplemented by NGOs that are playing an equally important role in facilitating women empowerment. Despite concerted efforts of governments and NGOs there are certain gaps. Of course we have come a long way in empowering women yet the future journey is difficult and demanding.

Women have full freedom to work and prosper. From the moment they go out of their homes they are human beings: business woman has the same weight as a business man. Therefore, general measures can be adopted to encourage and develop women entrepreneurship in India because women entrepreneurship is necessary for the growth of any economy weather it large or small.

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## WOMEN: BEHIND BRICKS

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### *Abstract*

*Construction industry provides job opportunity to large number of skilled as well as unskilled workforce. The workforces employed in the industry have to face several difficulties at the work place. Several issues related to health, job stress, and injuries at work place are the major concern of the research among researchers. The present study is review of research work related to the women work force employed in construction industry in India. The major focus of the study is to identify the key factors related to the status of female worker in the industry. Women work as unskilled labour and face several other difficulties in comparison to males. Sexual harassment, gender biasness, wage discrimination are the major factor due to which the working environment becomes difficult for them in the industry and women's are remains at same level of skill even after working few number of years.*

**Keywords:** *Construction industry, health, injuries, job stress.*

### **Introduction**

Women are almost unskilled labourers and they face serious problems related to work, viz., wage discrimination, gender and sexual harassment, unhealthy job relationship, lower wages; despite these, construction industry over whelming attracts female workers. Their skills are never upgraded as they are allowed to perform only certain types of work and usually they assist the male work force. India is one of the fastest growing economies of the world. There are several policies adopted by Government of India for the development of infrastructure for the country's economic development. Construction industry is the key for the success of the globalization of Indian economy. Construction sector is providing employment to 7% of total world employment. Today Indian construction industry employs about 31 million people and creates assets worth

over Rs 200,000 million (India Infra Guru, 2008; GOI, 2008a) annually. In India, it is the largest employer of unorganized labour next to agricultural sector (Laskar and Murty, 2004). These construction labourers are one of the most vulnerable segments of the unorganized sector as there is no permanent job opportunity for them. The construction industry has an annual turnover of Rs 2,10,000 crores. This Survey was conducted in the campus of Mumbai University- Kalina.

- **Women's Employment**

When it comes to female employment, however, the trends revealed by statistical analysis are more mixed. Public sector employment and Private sector employment of women in construction industry (in thousands).

<i>Year</i>	<i>1981</i>	<i>1991</i>	<i>2000</i>
<i>Public sector</i>	49.8	55.3	63.2
<i>Privet sector</i>	9.5	6	4

There have been some attempts to measure the intensity of work done by women in construction work as per the studies conducted by Madhok (2005) reported the status of women workers in the construction industry National commission for women New Delhi as under.

- In concreting, it was found that in 15 minutes, about 55 bundles, each weighing 7-8 kg, passed through the hands of women. In an 8-hour shift, therefore, an incredible 32,000 kg. Would have passed through a woman worker's hands.
- For masonry work, women carried 9-12 bricks (each weighing 2.5 kg) on their head and moved with grace and skill along the scaffolding.
- While doing earth work women carried on their head 15 kg. of mud and walked 30 feet to deposit the mud and return. In an hour this was repeated 180 times. In an 8-hour shift a woman on average would have walked about 13 kms carrying about 21000 kg. of mud.
- While using a crowbar to dig into the earth, women would do this 15 times a minute, matching the efficiency of able bodied men.
- In curing, women were found carrying water in pots each weighing 8 kg., 15 times per hour to pour over concrete structures.
- In breaking Jallis, women used an iron hammer 52 times per minute and went on doing this for a 9-hour shift with a one hour break in between.(Girija and Geetha 1989)

### **Gender Bias in Construction Sector**

Women constitute half of the construction workers in India as semi-skilled / skilled jobs in other industries but in the construction industry, women are employed mostly as unskilled labourers (GOI. 2008a). They perform various unskilled jobs in the industry like cleaning building sites,

carrying bricks, gravel, mortar and water up to the skilled carpenters and masons, irrespective of the number of years they worked, they are not upgraded from unskilled to skilled as males (Jhabvala&Kanbur, 2002; Baruah, 2008). This mindset has led to gender discrimination in this sector for work allocation and wage distribution (Suchitra and Rajshekhar, 2006). Such anti-women attitudes and discrimination further complicate the workplace culture of these women labour. They live very tough life and do not enjoy equality of status and social justice for which they actually deserve.

### **Wage Discrimination**

Government fixed the wages for the unskilled and skilled labors for the public sector unit as well as the private sector on the basis of work performed in terms of hours. But unfortunately the industry works as in form of contract which provide the cost saving for government which ultimately offer opportunity to the contractors to negotiate the wages .Males who are unskilled and skilled negotiate higher than female indicating gender biasness. The previous surveys conducted in various parts of the country throw light on this fact, some of them are as, Sixty percent of the women earn wages between Rs 61 and 70 per day (Delhi). Women construction workers said there was discrimination in wages, with the contractors paying them Rs 80 per day while paying men Rs 100 per day (Mumbai).At the end of a day's work, men get paid Rs 60-70 but women get only Rs 30-40.(Patna). Women face discrimination on the job because even if they have the same skills as the men they are not given the same work. Thekedars act tough and do not pay wages regularly, handing out only enough for daily expenses and commuting. It is not safe for women to stand for a couple of hours at the naka. Thekedars and others eye them, harass them.

### **Health Hazards**

The women workers at certain points were going through a number of job stresses like sexual harassment, being jobless, gender-based discrimination, proneness to different health hazards, physical problems, insomnia, nausea, headache, and other adverse outcomes. It is seen that at the work place they do not have any privacy for sanitation. Both male and female workers work together. Due to free mixing with the male co-workers they might get Sexually Transmitted Diseases (Tiwari and Ganopadhyay 2011). Specifically targeting to female construction workers, the impact of specific job stressors on women in the construction industry and the job stressors examined, were classified into areas of "Job/Task Demand", "Organizational Factors" and "Physical Conditions. Female construction workers differ from female workers in most other industries because their work setting is non-traditional. Therefore, in addition to the effects of classic job stressors that have been studied in women working in traditional jobs, there is possibility of very different perceptions of dominant job stressors and their levels of effect by female construction workers. It was also found that skill underutilization as well as having to over-compensate to prove oneself on the job was associated with psychological symptoms. While support from co-workers and supervisors did not moderate the association between control

and gender based harassment and discrimination, it did have a significant effect of job satisfaction.

## **Conclusion**

In India as the literacy level among women is increasing, but still the gender biasness is a crucial factor for the discrimination which starts from the house when the girl is born and continues in each stage of life. In India a large group of female unskilled worker works in the rural area as agriculture laborer as soon as the season ends, they shift to the construction industry which increases their employment level in the industry by doing so they support to their husband in income generation, for meeting their house hold expenditure. Most of them belong to the migrant families, their family members also create obstacle for them due to lack of education, Males are drunkards which make difficulty in meeting their expenditures. Their job is not easy, within the industry as they have to face several adverse situations such like sexual harassment, wages discriminations injuries and deceases are the major factors due to which women's even though works hard, but lag behinds the men and remains unskilled even after hardship a lot of years. The scenario only can be changed with the government intervention, by implementing the policies strictly. The contractors should be checked from time to time .Stem action has to be taken against all those who harasses the employees. The status of the women only can be improved when major transition in the society occurs and that can be achieved by mind set transition.

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## WOMEN ENTREPRENEURS

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### ***Abstract***

*Majority of the people are reluctant to undertake risk and uncertainly involved in organising the factors of production. Only some are able and willing to bear risks and uncertainty. These people are not mere dreamers. They are doers as well. They create wealth and employment. They work hard to achieve success. They have high need of achievement. They are entrepreneurs.*

*Woman entrepreneurs are fast becoming a force to reckon with in the business world and are not only involved in business for survival but to justify their inner urge of creativity and to prove their capabilities. Educated woman is contributing to a great extent to the social transformation and in the future will be seen that more women venturing into areas traditionally dominated by men.*

*Indian society has always been reluctant towards empowering women and revolutionizing the society's outlook towards women is what needs to be focused.*

**Keywords:** *Women entrepreneur, Women empowerment.*

### **Introduction:**

In the words of Former President of India APJ Abdul Kalam “empowering women is a prerequisite for creating a good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their thoughts and value systems lead to the development of a good family, good society and ultimately a good nation.”

Pandit Jawaharlal Nehru has remarked “When women move forward, the family moves, the village moves and the nation moves.”

In this dynamic world, woman entrepreneurs are a significant part of the global expedition for sustained economic development and social progress. Due to growing industrialization, urbanization, social legislation and along with the spread of higher education and awareness, the

emergence of woman owned businesses are highly increasing in the economies of almost all countries.

In the former days, for women, there were 3k's-kitchen, kids, kitting. Then came 3P's-Powder, Pappad and Pickles and now at present there are 4E's-Electricity, Electronics, Energy and Engineering. Indian woman have gone a long way and are becoming increasingly visible and successful in all spheres of life and have shifted from kitchen to higher level of professional activities.

Today's women are taking more and more professional and technical degrees to cope up with market need and are flourishing as designers, interior decorators, exporters, publishers, garment manufacturers and still exploring new avenues of economic participation. Therefore, Government Bodies, NGO's, Social Scientists, Researchers and International Agencies have started showing interest in the issues relating to entrepreneurship among women in India.

### **Concept of Women Entrepreneurs:**

Women Entrepreneurs may be defined as the women or a group of women who initiate, organize and operate a business enterprise. The Government of India has defined women entrepreneurs as —an enterprise owned and controlled by women having a minimum financial interest of 51 per cent of the capital and giving at least 51 per cent of the employment generated in the enterprise to women. A sense towards independent decision-making on their life and career is the motivational factor. Saddled with household chores and domestic responsibilities women want to get independence. Under the influence of these factors the women entrepreneurs choose a profession as a challenge and as an urge to do something new.

### **Features of Women Entrepreneurs:**

The entrepreneurial traits of women entrepreneurs are as follows:

1. **Imagination:** It refers to the imaginative approach or original ideas with competitive market. Well planned approach is needed to examine the existing situation and to identify the entrepreneurial opportunities. They have a good sense of imagination, fantasy, and creativity.
2. **Attribute to hard work:** Enterprising women have further ability to hard work. The imaginative ideas have to come to a fair play. Hard work is needed to build up an enterprise.
3. **Persistence:** Women entrepreneurs must have an intention to fulfill their dreams. They have to make a dream translated into an enterprise. Studies show that successful women have worked hard. They have persisted in getting loans from financial institutions and other inputs. They have persisted in adverse circumstances and in adversity.
4. **Ability and desire to take risk:** The desire refers to the willingness to take risk and ability to the proficiency in planning, making forecast, estimates and calculations. Profits are the reward of risk.

5. Value of Self-Fulfillment Over Money: Generally, women entrepreneurs are not driven by the desire to make money. Self-fulfillment seems to be women entrepreneurs' basic motivating force since women have creative urge in them. Money is simply a way of keeping the enterprise running.
6. Sense of Responsibility: Women entrepreneur feel a deep sense of personal
7. High level of Optimism: Women entrepreneurs generally succeed in their venture due to their confidence in their ability and a high level of optimism.
8. Tolerance for ambiguity: Women entrepreneurs have a high degree of patience and tolerance for ambiguous and risky situations. Most often they can operate in ever-changing environment.
9. Flexibility: Due to feminine nature, women entrepreneurs have their ability to adapt to the changing demands of their customers and their business.
10. Organizing Capacity: Women are good managers. That is why women entrepreneurs know how to put their right people and resources together to accomplish a task or to achieve a goal.

### **Problems/Barriers of Women Entrepreneurs in India:**

Since the above traits can also be seen in every entrepreneur irrespective of the gender, the barriers faced are usually generic to women.

As stated by Sunny Fernandes (), the barriers faced by women in India are as follows:

1. No Independence: The first problem of a women entrepreneur is that of her being a woman. She is considered subordinate to male in all walks of life. The basic ingredients such as independence and authority required for a successful entrepreneur are not adequate for women in India.
2. Lack of Self Confidence: Women don't have self confidence in her own abilities which is partly due to cultural environment. This is because of family reluctance to provide them funds for their venture. Banks are reluctant to fund their project due to no collateral securities on their name and a very few developmental agencies come forward to give them help.
3. Low risk bearing capability: Generally, women in India are confined to 4 walls of the house. They are less educated and thus economically backward. This reduces their risk bearing capability in running the enterprise.
4. Male dominated society: The important barrier to the empowerment of women through enterprise is the male chauvinism. Prevalent socio-cultural attitudes and beliefs are not conducive to the blossoming of women as entrepreneurs. Male child is still preferred to a female child right from the birth. The Constitution of India speaks about sex equality but till today women are considered as *abala* i.e weak, passive and home oriented and as a result less capable than men. This consideration acts as a stumbling block in their strife for equal status with men in the pursuit of economic activity.
5. Lack of family encouragement: Very few women get encouragement from their family to start a business. In India, it is mainly a woman's duty to look after the children and other members of the family. Thus, family bonding spares a little time for the woman to take

up entrepreneurial activity. Women brought up in homes which are not restrictive in their outlook tend to be innovative, independent and dynamic and are likely to become successful entrepreneurs.

6. Discrimination in upbringing: Right from early childhood, girl child is taught not to be aggressive or independent. They are discouraged to move out from the family and take up their business. Conservative attitude of the family members makes the women weak and passive in their approach. Decisions are taken for them by others.
7. Low mobility: Women in general are less mobile due to socio-cultural barriers. The dual responsibility that women entrepreneurs have to cope up with is making a success of their enterprise and looking after the home restricts their mobility.
8. Lack of education: In India around 60% of women are still illiterate. Illiteracy is the root cause of socio-economic problems. Due to the lack of education and that too qualitative education, women are not aware of business, technology and market knowledge. Lack of education causes low achievement motivation among women. Thus, lack of education creates problems for women in the setting up and running of business enterprises.
9. Role Conflict: Entrepreneurship needs a high level of commitment, devotion and dedication. Women taking up entrepreneurship suffer from stress and strain caused by role overload and role conflict as they strive simultaneously to cope up with their multiple roles of being a mother, wife, homemaker, etc.
10. Family ties: In India it is mainly a woman's duty to look after the children and other members of the family. Man plays only a secondary role. In case of a married woman, she has to strike a balance between her business and family. Her total involvement in family leaves little or no energy and time to devote for business support and approval of husband is a necessary condition for a woman's entry into business. Accordingly, the educational level and family background of husbands positively influence women's entry into business activities.
11. Problem of access to finance: Women entrepreneurs are lacking access to institutional finance due to absence of tangible security and credit in the market. Women do not have property in their names. Most of the women enterprises suffer from sickness due to lack of finance.
12. Social recognition: Society does not give due recognition to women entrepreneurs. They are looked down as small and weak.
13. Storage of raw materials: Women entrepreneurs find it difficult to procure raw material and other necessary inputs. The prices of many raw materials are quite high. The failure of woman cooperatives in 1971 engaged in basket making was mainly due to inadequate availability of forest based raw materials
14. Stiff Competition: Women enterprise face stiff competition from organized industries due to the absence of any kind of organizational set-up by women entrepreneurs. As a result of this such a competition leads to the closure of women enterprise.
15. Low need for achievement: For success in business, there is a need for achievement. Generally, a woman will not have strong need for achievement. Every women suffers from the painful feeling that she is forced to depend on others in her life. Till marriage she is dependent on her parents. After marriage, she is dependent on her husband. In the

old age, she is dependent on her sons. Her preconceived notions about her role in life inhibit achievements and independence.

### **Institutional support for the development of women entrepreneurship in India:**

Apparently the problems faced by women cannot be solved overnight. It needs to be healed from the roots. The mindsets have to be changed. But for a willing woman there is certain institutional support that can cater her dreams.

Supporting institutions undertake a variety of activities encompassing credit, business skill training, technical and technology training, employment creation, marketing services, legal assistance, psychological counseling and some social welfare trade programs. Some of the supporting institutions are as follows.

Federation of Indian Women Entrepreneurs (FIWE): It is the outcome of resolution passed in 4th International Conference of Women Entrepreneurs held at Hyderabad. It was founded in 1993. FIWE interacts with various women's associations in the country to facilitate members' involvement in a range of activities.

Small Industries Development Bank of India (SIDBI): It is an institution established at the national level to provide facilities for small-scale industries. As a part of developing small industries by women entrepreneurs, SIDBI has introduced specific schemes for women.

Khadi and Village Industries Commission (KVIC): It is established under the Khadi and Village Industries Commission Act, 1956, as a statutory organisation engaged in promotion and development of khadi and village industries to provide employment opportunities in rural areas and for women entrepreneurs.

Micro, Small and Medium Enterprises Development Organisation (MSME-DO): It is the apex body for assisting the Government in formulating, coordinating, implementing and monitoring policies and programmes for MSMEs in the country. MSME-DO provides a comprehensive range of common facilities, technology support services, marketing assistance, entrepreneurial development support among others, to women entrepreneurs.

Awareness about all these institutional support needs to be focused in order to increase women's participation in the economy of India. India has its own pool of bold and fearless women who have made a mark for themselves both within the country as well as overseas.

### **Conclusion:**

It can be said that today we are in a better position wherein women participation in the field of entrepreneurship is increasing at a considerable rate. Women sector occupies nearly 45% of the Indian population. At this juncture, effective steps are needed to provide entrepreneurial awareness, orientation and skill development programs to women. The suggestions for the development and promotion of women entrepreneurship, in the region, is a need for multi dimensional approach from different sector, namely from the government side, financial institutions, individual women entrepreneurs and many more, for a flexible integrated and coordinated specific approach. The principal factor in developing entrepreneurship among

women is not in terms of infrastructure or financial assistance or identifying an enterprise but it is a question of clearing the ground for their movement into entrepreneurship. For ages together they have been confined to a secondary role and confined to the homes and you have to bring out so that they become self-reliant, self-respecting enterprising people. Though there are several factors contributing to the emergence of women as entrepreneurs, the sustained and coordinated effort from all dimensions would pave the way for the women moving into entrepreneurial activity thus contributing to the social and economic development of the members of the family and thereby gaining equality and equal importance for themselves.

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## WOMEN AND ENTREPRENEURSHIP

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### ***Abstract:***

*Women entrepreneurship is gaining importance in India in the wake of economic liberalization and globalization. The policy and institutional framework for developing entrepreneurial skills, providing vocational education and training has widened the horizon for economic empowerment of women. However, women constitute only one third of the economic enterprises. There exists a plethora of successful business women entrepreneurs both in social and economic fields in India. Government of India has introduced National Skill Development Policy and National Skill Development Mission in 2009 in order to provide skill training, vocational education and entrepreneurship development to the emerging work force. The increasing presence of women in the business field as entrepreneurs has changed the demographic characteristics of business and economic growth of the country. Women-owned businesses enterprises are playing a more active role in society and the economy, inspiring academics to focus on this interesting phenomenon. This paper focuses on the problems, issues, challenges faced by women entrepreneurs, how to overcome them and to analyze policies of Indian government for and problems faced by them while pursuing their business.*

**Keywords:** *Skill training, Vocational education, Women Entrepreneurs, Stakeholders, Entrepreneurship development.*

### **INTRODUCTION:**

A quiet revolution is taking shape right now among women. Unlike the Quiet Revolution that began in the 1970s which saw women leave the home and enter the workforce in droves, women today are leaving the workforce in droves in favour of being at home. But unlike generations of women before, these women are opting to work in the home not as homemakers—but as job-

making entrepreneurs. It is a general belief in many cultures that the role of women is to build and maintain the homely affairs like task of fetching water, cooking and rearing children. Since the turn of the century, the status of women in India has been changing due to growing industrialization, globalization, and social legislation. With the spread of education and awareness, women have shifted from kitchen to higher level of professional activities. Entrepreneurship has been a male -dominated phenomenon from the very early age, but time has changed the situation and brought women as today's most memorable and inspirational entrepreneurs. In almost all the developed countries in the world women are putting their steps at par with the men in the field of business. The role of Women entrepreneur in economic development is inevitable. Now -a-day's women enter not only in selected professions but also in professions like trade, industry and engineering. Women are also willing to take up business and contribute to the Nation's growth. Their role is also being recognized and steps are being taken to promote women entrepreneurship. Women entrepreneurship must be moulded properly with entrepreneurial traits and skills to meet the changes in trends, challenges global markets and also be competent enough to sustain and strive for excellence in the entrepreneurial arena.

**Women Entrepreneurs:**

Women Entrepreneurs may be defined as the woman or group of women who initiate, organize and co - operate a business enterprise. Government of India has defined women entrepreneurs as an enterprise owned and controlled by a woman having a minimum financial interest of 51% of the capital and giving at least 51% of employment generated in the enterprise to women. The Indian women are no longer treated as show pieces to be kept at home. They are also enjoying the impact of globalization and making an influence not only on domestic but also on international sphere. Women are doing a wonderful job striking a balance between their house and career. Women entrepreneurs are key players in any developing country particularly in terms of their contribution to economic development. In recent years, even among the developed countries like USA and Canada, Women's role in terms of their share in small business has been increasing.

**Characteristics of Woman Entrepreneur in India:**

The woman entrepreneur in India has various qualities. A woman or a group of women manages the whole business of enterprise. She prepares various plans and executes them under her own supervision and control. There may be some persons to help her but ultimate control lies with the woman. A woman entrepreneur must provide at least 51 percent of the employment generated in her enterprise to women. A woman entrepreneur takes calculated risk. She faces uncertainty confidently and assumes risk. She has to tie up capital and wait for good returns. A woman entrepreneur likes to take realistic risks because she wants to be a successful entrepreneur. The most critical skill required for industrial development is the ability of building a sound organization. A woman entrepreneur assembles, co-ordinates, organizes and manages the other factors namely land, labour and capital. It is essential to be a self confident for a woman

entrepreneur. She should have faith in herself and in her abilities. She should have the confidence to implement the change and overcome any resistance to change. A woman entrepreneur should have courage to own the mistakes and correct them. The main function of a woman entrepreneur is to make decision. She takes various decisions regarding the activities of her enterprise. She decides about the type of business to be done and the way of doing it. A woman entrepreneur must be clear and creative in decision making process. A woman entrepreneur is one who incubates new ideas, starts her enterprise with these ideas and provides added value to society based on their independent initiative. A distinguishing feature of a woman entrepreneur is the willingness to work hard. She has to follow the principle, "Hard -work is the key to success A woman entrepreneur is an achievement oriented lady, not money hungry. She works for challenge, accomplishment and service to others. Achievement orientation is a derive to overcome challenges, to advance and to grow. A woman entrepreneur must be optimistic. She should approach her venture with a hope of success and attitude for success rather than with a fear of failure. The positive thinking of woman entrepreneur can turn the situation favourable to her. The success of an enterprise largely depends upon the ability of woman entrepreneur to cope with latest technology. Technical competency refers to the ability to devise and use the better ways of producing and marketing goods and services. Women entrepreneurs face the adversities boldly and bravery. She has faith in herself and attempts to solve the problems even under great pressure. A woman entrepreneur is energetic, single -minded, having a mission and a clear vision. She should be a lady of creative thinking and analytical thinking. She must be intelligent, adaptable and problem solver. Leadership quality is one of the most important characteristic of a woman entrepreneur. It is the process of influencing and supporting others to work enthusiastically towards achieving objectives.

**Problems of Women Entrepreneurs in India:**

Women in India are faced many problems to get ahead their life in business. Women entrepreneurs face many problems in their efforts to develop their enterprise. There are umpteen problems faced by women at various stages beginning from their initial commencement of enterprise, in running their enterprise. The main problems faced by the women entrepreneurs in India are as follows:

**Shortage of Finance:** Women entrepreneurs always suffer from inadequate financial recourses and working capital. They are not able to afford external finance due to absence of tangible security and credit in the market. Women have a very less property and bank balance to their name. Male members

of the family do not want to invest their capital in the business run by women due to lack of confidence in their ability to run venture successfully. The complicated procedure of bank loans also creates lot of problems in getting the required finance. Women entrepreneurs even face problems in getting requisite working capital financing day-to-day business activities.

**Marketing problems:** Women entrepreneurs often depend upon the middlemen for marketing their products who pocket large chunk of profit. The middlemen exploit the women entrepreneurs. Women entrepreneurs also find it difficult to capture the market and make their products popular. A lot of money is needed for advertisement in these days of stiff competition from male entrepreneurs.

**Stiff competition:** Women entrepreneurs have to face severe competition from organized industries and male entrepreneurs having vast experience. Many of the women enterprises have imperfect organizational set up. But they have to face severe competition from organized industries.

**Low risk taking ability:** Women entrepreneurs suffer from the problem of low risk taking ability as compared to their male counterparts, because they have led a protected life. They even face discrimination in the selection of or entrepreneurial development training. Inferiority complex, unplanned growth, lack of infrastructure, hesitation in taking quick decision also increases the rate of risk and chances of loss.

**Family Conflicts:** One of the main duties of women in India is to look after the children and other family members. A very little time and energy is left for business activities. A married woman entrepreneur has to make a perfect balance between domestic activities and business activities. The woman entrepreneur cannot succeed without the support and approval of husband. Their success in this regard also depends upon supporting husband and family.

**Lack of entrepreneurial training:** Large number of women is no proper and sufficient technical and professional training to set-up a new venture. All women entrepreneurs are given the same training through EDPs. Second-generation women entrepreneurs don't need such training as they already have the previous exposure to business.

**Legal Formalities:** Women entrepreneurs find it extremely difficult in complying with various legal formalities in obtaining licenses etc.

**Travelling:** Women entrepreneurs cannot travel from one place to another as freely as men do. Women have some peculiar problems like staying out in the nights at distant places etc.

**Not Being Taken Seriously:** Within the business world, women's opinions and advice are not always viewed as "expert" compared to a man's opinion. And when a female starts a business, sometimes family, friends, and others in the business community can view it as a hobby or a side project to family duties, rather than a bona fide business. Seeking out extra support can help to help overcome this bias, but women need to realize that this is a true gender bias obstacle.

**Letting Fear Stand in the Way:** In general, women can be less prone to taking risks and can let their own fears (such as the fear of failure, fear of success, fear of being on their own etc.) stand in the way of "going for it" and pursuing the path of entrepreneurship. Confidence is a great way to combat these fears and the best way to feel confident in what you are doing is to make sure that you are as prepared as possible before you start your business endeavor. Also, believe in what you bring to the table and value your time, efforts and capabilities.

### **Suggestions to Overcome the Problems Faced By Women Entrepreneurs in India:**

**Finance cells:** A large number of various finance cells may be open to provide easy finance to women entrepreneurs. These special cells should provide finance to women entrepreneurs at low and concessional rates of interest and on easy repayment facilities. Even these finance cells should be manned by women officers and clerks. Efforts should be made to provide finance at the local level.

**Marketing Co-operatives:** Marketing co-operatives should be established to encourage and assist to women entrepreneurs. Government should give preference to women entrepreneurs while purchasing their requirements. These marketing co-operatives will help the women entrepreneurs to sell their products on remunerative prices. This will help in eliminating the middlemen.

**Supply of raw-materials:** The required, scarce and imported raw-materials should be made available to women entrepreneurs at priority basis at concessional rate.

**Educational and awareness:** The educational and awareness programmes should be arranged to change the negative social attitudes towards women. The attitude of elders needs to be changed about the potential of girls and their due role in society.

**Training facilities:** Training and development programmes play a very essential role for the development of entrepreneurship. Special training schemes should be so designed that women can get full advantages. Mobile training centers, part time training facilities etc. should be offered to attract more and more women to the training centers.

**Develop a Blue Print:** Wesman said one of the top issues she experiences with women entrepreneurs is that they lack having a set plan in place because so many women fall into their business accidentally. "They seem to fall into the business because it's something they like doing, so they don't create a specific plan or strategy," she said. Wesman advised all women entrepreneurs to write up a business blue print when starting out that includes a clear description of the product or service, their target audience and how the business will be run on a daily basis.

**Getting too close with employees:** While many small businesses adopt that "family" mentality, female entrepreneurs are often very guilty of getting too close with their workers, Wesman said. "They treat employees like family and friends," she said. "It's about having a good business relationship, but not getting involved in too personal relationship."

### **Role of Government to Develop Women Entrepreneurs in India:**

The growth and development of women entrepreneurs required to be accelerated because entrepreneurial development is not possible without the participation of women. Therefore, a congenial environment is needed to be created to enable women to participate actively in the entrepreneurial activities. There is a need of Government, non-Government, promotional and regulatory agencies to come forward and play the supportive role in promoting the women

entrepreneur in India. The Government of India has also formulated various training and development cum employment generations programs for the women to start their ventures. These programmes are as follows: In the seventh five-year plan, a special chapter on the “Integration of women in development” was introduced by Government with following suggestion:

**Specific target group:** It was suggested to treat women as a specific target groups in all major development programs of the country.

**Arranging training facilities:** It is also suggested in the chapter to devise and diversify vocational training facilities for women to suit their changing needs and skills.

**Developing new equipments:** Efforts should be made to increase their efficiency and productivity through appropriate technologies, equipments and practices.

**Marketing assistance:** It was suggested to provide the required assistance for marketing the products produced by women entrepreneurs.

**Decision-making process:** It was also suggested to involve the women in decision-making process.

The Government of India devised special programs to increase employment and income-generating activities for women in rural areas. The following plans are launched during the Eight-Five Year Plan:

- Prime Minister Rojgar Yojana and EDPs were introduced to develop entrepreneurial qualities among rural women.
- ‘Women in agriculture’ scheme was introduced to train women farmers having small and marginal holdings in agriculture and allied activities.
- To generate more employment opportunities for women KVIC took special measures in remote areas.
- Women co-operatives schemes were formed to help women in agro-based industries like dairy farming, poultry, animal husbandry, horticulture etc. with full financial support from the Government.
- Several other schemes like integrated Rural Development Programs (IRDP), Training of Rural youth for Self employment (TRYSEM) etc. were started to alleviate poverty. 30-40% reservation is provided to women under these schemes.

Economic development and growth is not achieved fully without the development of women entrepreneurs. The Government of India has introduced the following schemes during Ninth Five-Year Plan for promoting women entrepreneurship because the future of small scale industries depends upon the women-entrepreneurs:

- Trade Related Entrepreneurship Assistance and Development (TREAD) scheme was launched by Ministry of Small Industries to develop women entrepreneurs in rural, semi-urban and urban areas by developing entrepreneurial qualities.
- Women Component Plan, a special strategy adopted by Government to provide assistance to women entrepreneurs.
- Swarna Jayanti Gram Swarozgar Yojana and Swaran Jayanti Sekhari Rozgar Yojana were introduced by government to provide reservations for women and encouraging them to start their ventures.
- New schemes named Women Development Corporations were introduced by government to help women entrepreneurs in arranging credit and marketing facilities.
- State Industrial and Development Bank of India (SIDBI) has introduced following schemes to assist the women entrepreneurs. These schemes are:
  - (i) Mahila Udyam Nidhi
  - (ii) Micro Cordite Scheme for Women
  - (iii) Mahila Vikas Nidhi
  - (iv) Women Entrepreneurial Development Programmes
  - (v) Marketing Development Fund for Women

**Conclusion:**

Entrepreneurship is presently the most discussed and encouraged concept all over the world to overcome economic challenges. Women being the vital gender of the overall population have great capacity and potential to be the contributor in the overall economic development of any nation. Therefore, programs and policies need to be customized to not just encourage entrepreneurship as well as implement strategies which can help support entrepreneurial culture among youth. Media has the potential to play the most vital role in entrepreneurial development by creating and highlighting all such platforms which can bring out the creativity and innovation among the women and men to grow entrepreneurship culture in society. Developing countries are definitely in dire need to encourage women entrepreneurship as women workforce is promptly available to exploit the unexplored dimensions of business ventures. Generally speaking, globally business world has realized and is working on war footing to create entrepreneurship as the final remedy to overcome all types of business and market challenges. Independence brought promise of equality of opportunity in all sphere to the Indian women and laws guaranteeing for their equal rights of participation in political process and equal opportunities and rights in education and employment were enacted. But unfortunately, the government sponsored development activities have benefited only a small section of women. The large majority of them are still unaffected by change and development activities have benefited only a small section of women i.e. the urban middle class women. Women are willing to take up business and contribute to the nation's growth. Their role is being recognized and steps are taken to promote women

entrepreneurship. Resurgence of entrepreneurship is the need of the hour. Women entrepreneurs must be moulded properly with entrepreneurial traits and skills to meet changing trends and challenging global markets, and also be competent enough to sustain and strive in the local economic arena.

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- <http://www.cbfwmentoring.org/apply-now>

## **ONE ROOM TO BOARD ROOM: WOMEN EMPOWERMENT IN ENTREPRENEURSHIP**

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Women are regarded as better half of the society. In traditional Indian societies, they were confined to four walls. In modern society, they come out of four walls to participate in all types of activities including entrepreneurship. In India empowering women through entrepreneurship has become an integral part of our development efforts because of 3 important reasons Women development, Economic growth and Social stability. Present study is conducted to analyze the contribution by women-entrepreneurs in economic development of nation and also to find out the current problems, which they are facing in their businesses.

Today the need for successful women role models as a key ingredient to increase the number of women entrepreneurs is felt. We need to make sure we publicize and highlight the successes of female entrepreneurs. Role models are a motivator and many women are stepping up to support other woman entrepreneurs by offering mentorship and investment. Women represent more than half of the educated population but such a low percentage of women are amongst high-growth companies. There are three main challenges for women-owned high-tech firms; lack of mentorship, their view of success and failure, and a financing gap. Women entrepreneurs represent a large and untapped resource for generating jobs and high-growth businesses.

Women entrepreneurs face unique challenges when starting a business. Entrepreneurship was once considered a man's territory, but each year, more and more women set out on the journey to launch and lead their own companies. These business-savvy ladies inspire other women with dreams of founding startups, but many female business owners still face significant obstacles because of their gender. Some female CEOs shared a few of the biggest challenges women entrepreneurs face today, and how to overcome them.

1. Women entrepreneurs think they need to act like men.

Most female business owners who have attended networking events can relate to this scenario: You walk into a crowded seminar and can count the number of women there on one hand. When women entrepreneurs have to talk business with primarily male executives, it can be intimidating. To compensate and protect themselves, women often feel as though they need to

adopt a stereotypically "male" attitude toward business: competitive, aggressive and sometimes overly harsh. But Hilary Genga, founder and CEO of women's swimwear company Trunkettes, said this is the wrong approach to take. She says, "Be yourself, and have confidence in who you are, don't try to be a man. You made it to where you are through hard work and perseverance, but most importantly, you're there. Don't conform yourself to a man's idea of what a leader should look like."

Sharon Rowlands, CEO of digital marketing firm ReachLocal, agreed that confidence is the key to success, even when you're up against a boardroom full of men. Rowlands noted that when she was a newly appointed CEO, she often felt her ideas received more scrutiny than those from her male colleagues. However, she didn't let that discourage her from being a great business leader, she said. "I had confidence in my abilities to run the business," Rowlands said "I just made sure that any initiative I was trying to move forward was backed up by a solid business case. I was never unprepared for the questions that I knew would come. I [also] think many women naturally have extraordinary common sense, a sharp intuitive sense and a great focus on people. These are extremely valuable in business and can help to set us apart as leaders."

## 2. Women-owned startups receive significantly less investor funding.

Not every startup founder looks for investors to help his or her business get off the ground, but those who do know how difficult the pitching process can be. Raising capital is even more difficult for women-owned firms: A 2014 Babson College report found that less than 3 percent of venture capital-funded companies had a female CEO.

If a woman is looking for business investors, Crater advised to build confidence through a great team and business plan. "Investors are [typically] looking for businesses that can grow to over \$1 billion in valuation," Crater said. "Think about how to do that. If you have experts on your founding team that can execute the business [operations] well, investors will have confidence in those people. You also need a good product market fit."

## 3. Emotions and nurturing skills can affect women's businesses.

Though trying to act like a man doesn't guarantee success for a female entrepreneur, allowing her "feminine" qualities to stand in the way of getting things done isn't necessarily recommended, either. By nature, women are more emotional and nurturing, which can sometimes be a hindrance to running a business. Women get emotionally connected, and that can hold us back from making the tough decisions. Male board members and investors get frustrated when we're not as quick to fire or make dramatic business changes that could impact employees' families. Connections are highly important to success, and nurturing strong professional relationships can go a long way. But it is important for female entrepreneurs to also be direct and stay focused on their business goals.

4. Women often lack the support of other female business leaders.

The main challenge for female entrepreneurs is just like the challenge for female engineering students. There just aren't enough of us. There aren't enough women to be role models, act as sounding boards, do deals with — in short, to create normalcy for women in leadership positions.

Despite the quickly growing number of female executives and business owners, finding fellow women entrepreneurs to connect with isn't always easy. Women-focused networking events are good places to start, as well as online forums and groups specifically created for women in business. Opportunities to lead do exist for women, we just need to continue to support and promote women in the limelight to encourage others to come along for the ride.

5. Many women have to balance raising families with running their businesses.

Work-life balance is often a goal of entrepreneurs across the board, but mothers who start businesses have to simultaneously run their families and their companies.

Being a mother while running a business is very challenging. There are ways to balance your time, but the perception is that you could be more effective running your business if you didn't have to deal with kids. Mompreneurs have dual responsibilities to their businesses and to their families, and finding ways to devote time to both is key to truly achieving that elusive work-life balance.

6. Women entrepreneurs are afraid of failure.

The fear of failure is the top concern of women who launch startups. Failure is a very real possibility in any business venture, but it shouldn't be viewed as negative. You need to have massive failure to have massive success. You may need 100 'no's' to get one 'yes,' but that one 'yes' will make you more successful tomorrow than you were today."

One Indian woman who proved herself as a successful entrepreneur is the owner of Sweetish House Mafia. How many times have you'll seen the show on Fox Traveler about food trucks selling the most exciting looking food so much so that it makes you drool looking at your television screens. Delicious cupcakes, cream filled pies, crisp waffles and even mini doughnuts are being sold from a food truck! Recently Mumbai did see launch of a restaurant in a bus which is exciting. Sweetish House Mafia is not a food truck per say but now we a have a cute little white Nano selling sweet sinful cookies and desserts on the bustling streets of Mumbai. Loaded with sweet treats sets shop at different public locations in Mumbai to give you that sweet something while rushing. Ms Sweetish who wants to remain secret, updates the location and timings of the pit stop and also the menu of the day via social media. Her first pit stop was Horniman Circle followed by Worliseaface and the most recent one was at Carter Road. The Bandra crowd was blessed with *Nutella stuffed chocolate chip cookies with a dash of sea salt*; gosh it seems like that there is never enough chocolate

In tete-a-tete with the owner of SHM, she said, “Sweetish House Mafia is very new. The fact that it already has a fan following is really amazing. I like baking, and I like to bake for myself. I don’t like to work under pressure or be answerable to anyone, which is why I was always clear in my mind that I would not open a shop or take orders. A car is just the perfect way to sell my treats across the city without being bogged down to one place. I can hit all popular locations and get the word out there faster. Honestly, the name just happened. I like the band but I can’t say that I was trying to match it up.”

How did you get into baking? Do you have any formal training?  
My mother likes cooking/baking so from a very young age I used to watch her make desserts for the dinner parties at home. She always involved me because she knew of my love for anything sweet. I remember we went from making brownies, to apple pie, to cheesecake, and then I just started making stuff on my own without her help. She was more than happy about that! So no formal training at all. I bake because I like to.

What is the best and worst advice you received when starting out?

My husband and friends understand SHM and they said “Just go for it. What’s the worst that can happen? You won’t do well. Which is not going to happen since your goods are much better than a majority of the stuff out there.” They said it was my calling. So I went ahead and took the plunge.

So far you have had pit stops at Horniman Circle and Carter Road. Why only these locations?  
And how has been the response?

Horniman was a trial run so the response was lukewarm. I had random people buy some stuff but not to the level of Carter Road. I sold out within 20 minutes of reaching Carter Road, which was my first ‘official’ run. There were people waiting there from before and there were people waiting there even after everything was gone. I fell short! It’s the power of social media. This is just the beginning though. I will be making stops at different locations in the city on different days. Nothing fixed at all.

What has been your biggest challenge till now?

Getting the word out. Sweetish House Mafia cannot work if people don’t know about it. It’s all word of mouth. The only way people will show up is if they know what to expect and where to expect it.

What is your biggest asset?

I bake well, plain and simple.

In a city which has serious traffic and road problems, have you faced any issues during your pit stops?

None so far, touch wood. That's why I make sure that I can find little by-lanes or corners where the car can stop without causing any more jams.

Tell us a little about SHM's goodies?

I love chocolate so most of my goodies are chocolate based, I use Belgian chocolate, the best chocolate out there. The flavor it gives is just at a different level altogether. But I know people who aren't such chocolate fans so make sure I have yum stuff for them too.

Resources no bar, if there is one thing you could enhance about your business what would it be? I would want a food truck where I could bake and sell the goods immediately.

What more does SHM have in store for the hungry Mumbaikars in the near future? Right now I'm just focusing on more sweet treats such as chocolate chip pound cake, red velvet cupcakes, smores cookies, Nutella 'Inner Circle' biscuits (named after the group that pushed me to make all this a possibility). Let's see where this takes me. One step at a time is what I'm working on right now.

I as a woman myself feel proud to see increasing women entrepreneurs. Women have proved their potentials since ancient times and they continue to do wonders in whatever they take up. Kalpana Chawla, Sania Mirza. Suneeta Williams, Arundati Bhattacharya (SBI bank), Chanda Kochar (Chief of ICICI bank), Shikha Sharma (Chief of Axix bank) and many more women have proved themselves successful in different sectors of sports, astronomy and banking business. If any woman decides staunchly to approach something of her interest she works hard to prove herself for the same. Women empowerment in entrepreneurship is still unstable and insecure, but women with their determination and belief will mark the change soon.

Key words:-confined, entrepreneurship, integral, motivator, untapped, intimidating, stereotypically, intuitive, momtrepreneur, elusive, tete-a-tete, bogged, smores, staunchly.

References:- Times of India, India today, Wikipedia.

## **INTRODUCTION TO WOMEN AND ENTREPRENEURS**

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The male dominated world was always reluctant to even acknowledge the fact that women were as good as men on parameters of hard work, intelligence quotient (IQ) and leadership traits.

The new generation women across the world have overcome all negative notions and have proved themselves beyond doubt in all spheres of life including the most intricate and cumbersome world of entrepreneurship.

Yes, there is a section among women who believe in short-cuts but at the same time there is no dearth of women who are confident, believe in themselves and have enormous fire in their bellies to take on the best in the business and beat them at their own game.

India too has its own pool of such bold and fearless women who have made a mark for themselves both within the country as well as overseas.

Their relentless zeal, incessant quench for success and willingness to walk the extra mile has broken all myths about their inborn limitations that were supposed to be major roadblocks on their success expressways.

Let's meet 15 such Indian women who can be easily termed as role models for every Indian- both males and females.

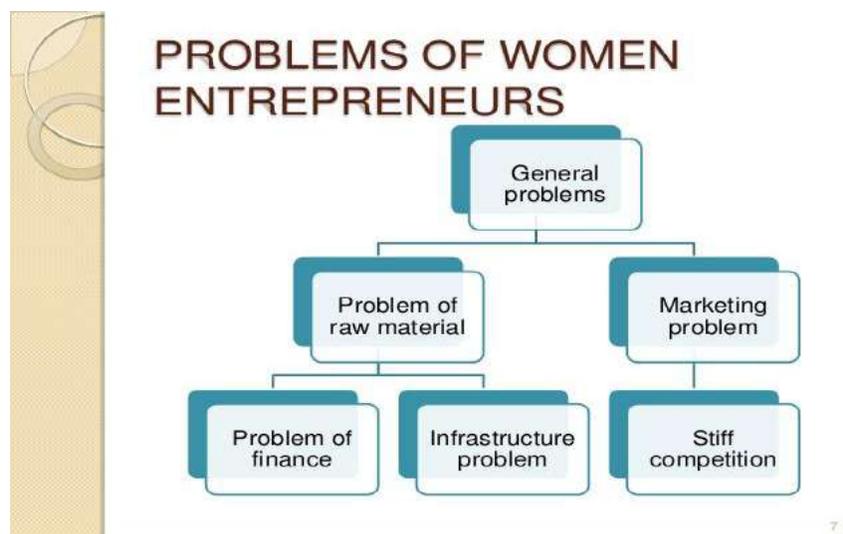
### **CONDITION OF WOMEN ENTREPRENEURS IN SOCIETY**

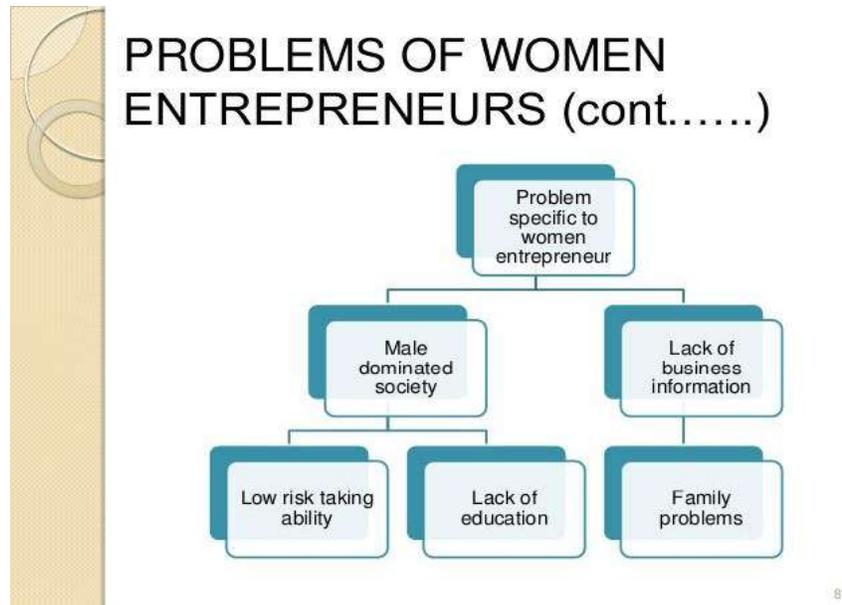
Empirical evidence shows that women contribute significantly to the running of family businesses mostly in the form of unpaid effort and skills. The value of this effort is underestimated both by the families that take it for granted and in academic studies. On the other hand, many of the enterprises defined as being run by women (that is, enterprises in which women hold the controlling share) are in fact run in their names by men who control operations and decision making. Programmes meant to reach women entrepreneurs can succeed only if they

take note of this paradox as well as of the familial and social conditioning that reduces the confidence, independence and mobility of women.

### CHANGING STATUS OF WOMEN ENTREPRENEURS IN INDIA

- 1) Women owned businesses are highly increasing in the economies of almost all countries.
- 2) The hidden entrepreneurial potentials of women have gradually been changing with the growing sensitivity to the role and economic status in the society.
- 3) The glass ceilings are shattered and women are found indulged in every line of business from pappad to power cables.
- 4) The challenges and opportunities provided to the women of digital era are growing rapidly that the job seekers are turning into job creators.
- 5) The women in India are flourishing as designers, interior decorators, exporters, publishers, garment manufacturers and still exploring new avenues of economic participation.





### Women Entrepreneurship in India

- **Earlier there were 3 Ks**
  - Kitchen
  - Kids
  - Knitting
- **Then came 3 Ps**
  - Powder
  - Pappad
  - Pickles
- **At present there are 4 Es**
  - Electricity
  - Electronics
  - Energy
  - Engineering

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BVIMR, New Delhi 19

## MARATHI SECTION

## भारतीय समाजातील स्त्रीयांचे स्थान व त्यांच्या स्थानावर परिणाम करणाऱ्या घटकांचा अभ्यास

डॉ. केशर रामचंद्र जाधव

सहप्राध्यापक,

चेंबूर सर्वकश शिक्षणशास्त्र महाविद्यालय,

चेंबूर, मुंबई - ७१ .

## सारांश

स्त्री आणि पुरुष हे दोघेही निर्सगाचे घटक असताना आपल्या या समाजात मोठ्या प्रमाणात स्त्रियांना कमी का समाजले जाते याचा आपण कधी विचार करतो का? हा विचार का करत नाही? याचा आपण कधी शोध घेतला आहे का? या गोष्टीवर विचार करू नये अशी आपली आजची व्यवस्था असली, तरी आपण आज २१ व्या शतकात आहोत या गोष्टी थांबवायच्या असतील, तर आपणाला आपल्या आजच्या व्यवस्थेत बदल घडवून आणावा लागेल व्यवस्था बदलण्यासाठी स्वतःला जागरूक ठेवावे लागेल . आज प्रत्येक स्त्रीने स्वतःला काही प्रश्न विचारायला हवेत व्यवस्था बदलायची असेल, तर प्रथम व्यवस्थेचे स्वरूप समजून घ्यायला हवे . आज प्रत्येक क्षेत्रात स्त्री अग्रेसर असली तरी ही गोष्ट सहजरित्या साध्य झालेली नाही . त्यासाठी अनेकांचे योगदान आहे .

**महत्वाचे शब्द :** भारतीय समाज, स्त्रीयांचे स्थान, कारणे आणि अभ्यास .

**प्रस्तावना :** बुद्धिमान, कर्तृत्ववान स्त्रिया सर्व काळात, सर्व संस्कृतिंत दिमून येतात . परंतु तरीही सामान्य स्त्रीचे स्थान भारतीय समाजात पुरुषांच्या तुलनेत सर्वत्र दुय्यमच मानले गेलेले आहे . आधुनिक विज्ञान व माहिती तंत्रज्ञानाचा उदय यामुळे उत्तरोत्तर स्त्री स्वातंत्र्याला अनुकूल असा काळ येऊ लागला आहे . २० व्या शतकाच्या शतकाच्या उत्तरोत्तर 'माहिती तंत्रज्ञानाच्या' क्षेत्रामुळे ज्ञान- बुद्धिमत्ता यांना असाधारण महत्त्व आले आहे . शरीरसामर्थ्यात स्त्री- पुरुषात फरक असला तरी बुद्धिमत्तेच्या बाबतीत स्त्रिया पुरुषांइतक्याच बुद्धिमान असल्याचे आढळते यामुळे २१ व्या शतकात स्त्री- मुक्ती, स्त्री- पुरुष समानता ही ध्येय गाठणे अधिक सोपे जाणार आहे . कारण समाजात स्त्री- पुरुष समानतेच्या आड येणाऱ्या कारणांना छेद देण्यात येत आहे .

## उद्दिष्टे:

- १ . सद्यस्थितीतील भारतीय समाजातील स्त्रीयांच्या स्थानाचा अभ्यास करणे .
- २ . स्त्रीयांच्या दर्जा वा स्थानावर परिणाम करणाऱ्या घटकांचा शोध घेणे .
- ३ . भारतीय स्त्रीयांचा समाजातील दर्जा उचवण्यातील शिक्षणाच्या भूमिकेचा शोध घेणे .

**स्त्रीयांचे समाजातील स्थान :**

आपल्या व जगाच्या प्राचीन व मध्ययुगीन समाजाच्या इतिहासाचा आपण अभ्यास केला तर आपल्या देशात व जगात आपणाला काही विद्वान, प्रकार पंडित ज्ञानी व कर्तबगार स्त्रीया होऊन गेल्याचे दिसेल. परंतु त्यांची व त्यांच्या कार्याची नोंद मात्र आपणाला कुठेच दिसत नाही. शिवाय त्यांची विचारसरणीसुद्धा आपणाला मिळत नाही. याचे कारण म्हणजेच पुरुषप्रधान संस्कृती व पुरुषांचे असलेले वर्चस्व हे आहे. मग अशा या पुरुषप्रधान संस्कृतीत स्त्रीयांना पूर्वापार दुय्यमच स्थान असल्याने, समाजाने स्त्रीयांना अस्पृश्यच ठरवले. त्यांना समाजात पुरुषांनी स्थान दिले असेल का? विचार केलात तर नाहीच असे उत्तर आपणाला मिळेल. मग अशा या स्त्रियांचा प्रभाव समाजात कसा असेल? स्त्रीयांना ना अधिकार, ना हक्क, ना कुठलेही स्वातंत्र्य. त्या केवळ उपभोगाचे साधन आहेत असे मानून त्यांना चार भिंतीच्या आतच कोंडण्यात आले. मग त्यांना आपली कामगिरी कशी करता येईल. त्या स्वतःला सिध्द कशा करतील. परंतु हा दृष्टिकोन आता बदलत चालला आहे. आधुनिक समाजात स्त्री- पुरुष समानता मान्य केली गेली आहे. स्त्री व पुरुष यांच्यात भेदाभेद करू नये. स्त्रीयांना पुरुषांच्या बरोबरीने समाजात व व्यवहारात स्थान मिळायला हवे. एक व्यक्ती म्हणून स्त्रीला समाजात प्रतिष्ठा मिळायला पाहिजे. एक माणूस म्हणून तीला समाजात माणसासारखे जगता यायला हवे. या सर्वांचा गंभिरपणे विचार करून भारतात राजा राम मोहन रॉय यांच्या पासून ते डॉ. बाबासाहेब आंबेडकरांपर्यंत अनेकांनी स्त्रियांच्या प्रश्नांना वाचा फोडली. स्त्रीवर्गाच्या प्रश्नांकडे सर्वांचे लक्ष वेधून घेतले. स्त्रियांच्या सामाजिक गुलामगिरीच्या विरोधात सतत आवाज उठवला. त्याचेच फळ म्हणजेच आज समाजात स्त्रीयांही पुरुषांच्या बरोबरीने, खांदयाला खांदा लावून प्रत्येक क्षेत्रात भरीव कामगिरी करत आहेत. त्यांनाही आपली दखल समाजाला घ्यायला भाग पाडले आहे. पण ही संख्या फार मोठी नाही. परंतु बदलत्या काळानुसार महिलाही बदलत असल्याने भविष्यात समाजात पुन्हा मातृसत्ताक पध्दती व संस्कृती उदयास येईल व स्त्रीयांना समाजात मानाचे स्थान प्राप्त होईल.

**स्त्रीयांच्या स्थानावर / दर्जावर परिणाम करणारे घटक :**

स्वातंत्र्यानंतर आपण स्त्री- पुरुष समानता या दिशेने जाण्याचा निर्धार केला. त्यासाठी ठोस पावलेही उचलली. त्यांची चांगली फळेही आपल्याला दिसून येत आहेत. शिक्षण अर्थाजन प्रशासन राजकारण या क्षेत्रात स्त्रीया आता हिरिरीने भाग घेत असल्या व स्त्रीयांच्या सामाजिक सुरक्षेसाठी काही कायदेही करण्यात आले असले तरी सुद्धा भारतीय नारील आज विविध समस्यांना विविध गोष्टींना विविध घटकांना सामोरे जावे लागत आहे. हे घटक प्रत्यक्ष पणे त्यांच्या स्थानावर परिणाम करत आहे. त्यामुळे त्यांच्या सुरक्षिततेला व प्रतिष्ठेला धोका निर्माण होत आहे. हे परिणाम करणारे घटक पुढीलप्रमाणे आहेत.

१. **कनिष्ठ दर्जा** : भारतीय स्त्रीला अजूनही समाजामध्ये दुय्यम स्थान दिले जाते. स्त्रीयांचा कनिष्ठ दर्जा दर्शविणारे घटक
  १. सुशिक्षित आणि श्रीमंत कुटुंबात त्रयस्थांसारखी वागणूक दिली जाते. अनेकदा कुपोषणही केले जाते.
  २. काही भागात अजूनही विशिष्ट जमातीत सतीची प्रथा आहे.
  ३. मुलीचा गर्भ असेल तर गर्भपात केला जातो.
  ४. समाजात स्त्रीयांच्या वागणुकीवरील मर्यादा.
  ५. अनेक कुटुंबामध्ये किंवा ठरावीक काही धर्मांमध्ये स्त्रीला नोकरी करण्याची परवानगी दिली जात नाही.
२. **साक्षरता** : स्वातंत्र्याप्राप्तीनंतर भारतातील साक्षरतेचे प्रमाण वाढले आहे. १९५१ मध्ये भारतातील साक्षरतेचे प्रमाण १८ % होते तर २०११ मध्ये ते ६५ % इतके झाले. यात पुरुषांच्या साक्षरतेचे प्रमाण ७६ % व स्त्रीयांच्या साक्षरतेचे प्रमाण पुरुषांपेक्षा कमी म्हणजेच ५४ % आहे.
३. **हुंडा** : हुंडा विरोधी कायदा १९६१ मध्ये संमत करूनही भारतात काही जाती जमातींमध्ये मोठया प्रमाणात हुंडा

घेतला जातो .हुंडा न दिल्याने अनेक नववधूना सासरी त्रास होत असल्याच्या तक्रारी पोलीस स्टेशनला नोंदविल्या जातात . काही ठिकाणी तर मुलींना जाळल्याच्याही घटना घडतात . यातील अनेक हुंडा बळीच्या नोंदी भीतीमुळे व कायदयाचा ससेमिरा चुकवण्यासाठी पोलीस स्टेशनला केल्याच जात नाहीत .

- ४ . बलात्कार व लैंगिक अत्याचार : भारताच्या सर्वच भागात या समस्येला स्त्रीयांना सातत्याने तोंड द्यावे लागत आहे . दिवसेंदिवस लैंगिक शोषण व बलात्काराच्या घटना वाढतच आहेत . प्रत्येक दोन तासाला आपल्या देशात एक बलात्कारीत घटनेची नोंद होते . ळाजेस्तव व शरमेन कित्येक बलात्कारीत घटनांची नोंद केली जात नाही .भारतात सर्वात जास्त बलात्काराच्या घटना मध्य प्रदेशात घडतात तर शहारांमध्ये सर्वात जास्त दिल्लीत घडतात .
- ५ . पुरुषप्रधान संस्कृती व पुरुषांचे वर्चस्व .
- ६ . लिंग भेद व लिंग वर्चस्ववाद / लैंगिक असमानता
- ७ . भूमिकांमधिल साचेबंदपणा .
- ८ . धर्माची लैंगिक भेदाबावतची भूमिका .
- ९ . महिलांची दुर्बलता .
- १० . स्त्रि शिक्षणाची कमतरता .
- ११ . स्त्रियांबाबत समाजात असलेले गैरसमज / दृष्टीकोन .
- १२ . स्त्री व पुरुष यांची मानसिकता .
- १३ . अधिकार व हक्कांची कमतरता .
- १४ . स्त्रीयांची समाजातील असुरक्षितता / सामाजिक शोषण .
- १५ . भृणहत्या .

#### भारतीय समाजातील स्त्रीयांचा दर्जा उंचावण्यासाठी शिक्षणाची भूमिका :

शिक्षणातून स्त्रीयांचा दर्जा उंचावण्यासाठी प्रयत्न केल्यास भारतीय समाजाच्या विकासात स्त्रीया महत्वपूर्ण भूमिका बजावतील . भारतीय स्त्रीयांचा दर्जा उंचावण्यासाठी शिक्षणातून स्त्रीयांची काळजी व संगोपन पुढीलप्रमाणे घेता येईल .

- १ . स्त्रीयांना समान दर्जा बहाल करणे .
- २ . शिक्षणातून समाज जागृती घडवून आणणे .
- ३ . कायदेशीर प्रक्रियेचे सुलभीकरण करणे .
- ४ . कायदयाची अमलबजावणी कठोरतेने करणे .
- ५ . धार्मिक नेतृत्वाचा पाठींबा मिळवणे .
- ६ . अशासकिय संघटनांची भूमिका स्पष्ट करणे .
- ७ . खामाच्या ठिकाणी सकारात्मक दृष्टीकोन हवा हे विंबवणे .
- ८ . संसदेत प्रभावी स्त्री नेतृत्व निर्माण करणे .
- ९ . स्त्रीयांना अधिकार व हक्क बहाल करणे .
- १० . मुल्यांचे व जीवन कौशल्यांचे शिक्षण देणे .
- ११ . मुलींना आवश्यक सोयी - सुविधा पुरविणे .
- १२ . समान अभ्यासक्रम व सहशिक्षण राबवणे .
- १३ . स्वयंरोजगार प्रशिक्षण राबवणे .
- १४ . योग्य वातावरणाची निर्मिती करणे .

**समारोप :** अशा प्रकारे आपण शिक्षणातून प्रयत्न केले तर नक्कीच समाजाची मानसिकता बदलेले आणि स्त्रीयांना समाजात मानाचे स्थान प्राप्त होईल. परंतु एकदा मातृसत्ताक कुटुंबपध्दती व संस्कृती नव्याने उदयास येईल त्यासाठी आपण काळाप्रमाणे बदल हा निसर्गाचा गुणधर्म स्वीकारायला हवा. काळाप्रमाणे आपण जगायला व विचार करायला शिकलो पाहिजे. स्त्री पुरुष प्रगती या वादाच्या भोवऱ्यात न सापडता आपण पुढे जायला हवे. तरच हे शक्य आहे.

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## भारतातील महिला सक्षमीकरण: कालची आणि आजची स्थिती

हरिश्चंद्र लक्ष्मण भोईर

संशोधक

गोखले एज्युकेशन सोसायटीचे  
कॉलेज ऑफ एज्युकेशन अँड रिसर्च  
परेल मुंबई.

व

डॉ. नरेद्र पी. पाटील

सहयोगी प्राध्यापक

गोखले एज्युकेशन सोसायटीचे  
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परेल मुंबई.

### प्रस्तावना :-

पारंपारिकभारतीय समाजात महिलांना अनेक हक्कापासून वंचित ठेवण्यात आले होते. पुरुषप्रधान संस्कृतीने महिलांना मिळणाऱ्या दुय्यम स्थानामुळे स्त्री-पुरुष विषमता निर्माण झाली. मध्ययुगीन कालखंडात अनेक अनिष्ट रूढी परंपरामुळे तत्कालीन स्त्रियांचा दर्जा घसरला. १९ व्या शतकात महिलांची स्थिती सुधारण्याचा प्रयत्न समाजसुधारकांनी केला. स्त्री पुरुषांना समान अधिकार मिळावयास पाहिजे. असा प्रभावी विचार या शतकात पुढे आला. समाजविकासात पर्यायाने देशाच्या सर्वांगीण विकासात महत्वाचा घटक असूनही पुरुषप्रधान समाजव्यवस्था, धार्मिक कल्पना, सामाजिक रूढी व परंपरा इ. बाबींमुळे महिलांना हक्कांचे संरक्षण करण्याच्या प्रश्नाकडे गांभीर्याने लक्ष दिले गेले नव्हते. स्वातंत्र्यप्राप्तीनंतर सामाजिक परिवर्तन घडून येण्याच्या दृष्टीने, महिलांचा दर्जा सुधारण्याच्या दृष्टीने विकासात्मक अनेक कायदे अस्तित्वात आले. स्त्री पुरुष समानतेचे मत रुजविणे, सर्व विकास कार्यात महिलांना सहभागी करून घेण्याच्या उद्देशाने १९७५ हे वर्ष संयुक्त राष्ट्र संघटनेने आंतरराष्ट्रीय महिला वर्ष म्हणून घोषित केले. पंचायत राज्यव्यवस्थेत महिलांना आरक्षणाच्या माध्यमातून स्थानिक शासनात प्रतिनिधित्व मिळाले. या माध्यमातून महिलांच्या राजकीय सक्षमीकरणाला चालना मिळाली. त्यादृष्टीने महिलांना सक्षमीकरणाची संकल्पना स्पष्ट करणे आवश्यक ठरते. महिलांच्या सक्षमीकरणाबाबत देशपातळीवर चर्चा होत असली तरीही महिला स्वतःच्या अस्तित्वाबद्दल किती

जागरूक आहे? किती महिला स्वतःसाठी वेळ काढून आपल्यातील आणखी नवीन गुण शोधण्याचा प्रयत्न करतात? किती जणी दिवसातील एक तास स्वतःसाठी वापरात आणतात? उत्तराचा टक्का अतिशय कमी असेल यात शंका नाही पण स्त्रिला सुपरवुमन म्हटल्याने जबाबदारया वाढल्या. निसर्गाने स्त्रिला मल्टिटार्किंग बनवल्याने तिच्यात क्षमता याबाबत दुमत नाही .परंतु यासाठी स्त्रिया अधिक सक्षम होणे गरजेचे आहे हेही नाकारून चालणार नाही .

### महिलांचे सक्षमीकरण :-

स्त्रियांचे सबलीकरण होणे म्हणजे तिचे व्यक्तिमत्व एक माणूस म्हणून विकसित करायचे व तिला तशी संधी मिळवून द्यायची. महिलांना कोणत्याही भेदभावाशिवाय प्रगती करण्याची संधी द्यायला हवी. कारण, प्रत्येक वेळी ती अबला आहे तसेच तिला काही कळत नाही, ती सक्षम नाही, पुरुषांच्या तुलनेत ती काम करण्यास सक्षम नाही. असे म्हटले जाते. तसेच विविध जातीधर्माच्या स्त्रियांना विविध समस्यांना सामोरे जावे लागते. स्त्रियांच्या अंगी असणारी सहनशक्ती, संयम या गुणांमुळे तिला प्रत्येक वेळी गृहित धरले जाते, परंतु झाशीची राणी लक्ष्मीबाई ते आज अमेरिकेचे राष्ट्राध्यक्ष बराक ओबामा यांना गार्ड ऑफ ऑनर देणारी पुजा ठाकुर यांच्या उदाहरणावरून स्त्रिया किती सक्षम आहेत हेच दिसून येते. आज महिलांसंदर्भात विविध विकास योजना राबवल्या जात आहेत. त्यांचा विकास होण्यास प्रारंभदेखील झाला आहे, परंतु ही विकासाची वाटचाल सातत्याने टिकवावी लागेल. समाजाला स्त्रियांच्या प्रश्नांसंदर्भात जागृत करणे आवश्यक आहे.

व्याख्या :-

१. “ संधीवंचित महिलांना कोणत्याही भेदभावाशिवाय प्रगती करण्याची संधी देणे म्हणजे महिला सक्षमीकरण होय.”
२. “महिला सक्षमीकरण म्हणजे दुर्बलता नष्ट करणारी, स्त्रीच्या शरीर, मानव बुद्धीमध्ये स्वत्वाची जाणीव व स्वतः बद्दल जागरूकता निर्माण करणारी व त्यादृष्टीने स्वयंविकासासाठी प्रवृत्त करणारी एक संकल्पना होय.”
३. “महिला सक्षमीकरण म्हणजे स्त्रिचे व्यक्तिमत्व एक माणूस म्हणून व्यक्ती म्हणून विकसित करणे आणि त्यांना समान संधी देणे होय.”

स्त्रियांचे राजनैतिक, सामाजिक, आर्थिक सामर्थ्य वाढविणे. स्वतःच्या क्षमतांचा विकास करणे. आत्मविश्वास, निर्णयक्षमता, दृढ निश्चय करण्याची योग्यता निर्माण करणे म्हणजेच महिला सक्षमीकरण होय. स्त्री पुरुष विषमतेमुळे स्त्रियांवर झालेल्या अन्यायाचे परिमार्जन करणे त्यांना समाज जीवनाच्या सर्व क्षेत्रात पुरुषांच्या बरोबरीने स्थान देणे, त्यांना आर्थिकदृष्ट्या स्वावलंबी बनविणे, त्यांना सन्मानाने आणि प्रतिष्ठेचे जीवन जगता येईल अशी व्यवस्था निर्माण करणे म्हणजेच महिला सक्षमीकरण होय.

## महिलांचे सामाजिक स्थान आणि सक्षमीकरण :-

भारतीय संस्कृती विकासाच्या इतिहासाची पाने उलगडून पाहिली तर एक गोष्ट लक्षात येते की, पूर्व कालखंडात स्त्री ही पुरुषांच्या बरोबरीची होती, मध्य कालखंडात ती वासना आणि विटंबनेची प्रतीक बनली आणि उत्तर कालखंडात गुलामगिरीच्या पाशात स्त्री अडकली गेली. स्त्रियांचे आजच्या समाजातील स्थान काय याचा विचार केला तर एक गोष्ट निश्चितपणे लक्षात येते की, मातृसत्ताक कुटूंब पध्दतीत जिथे घरातील सर्व अधिकार महिलांकडे आहेत, तिथे स्त्री पुरुष नात्यांमध्ये मात्र महिलांना एकतर पुरुषांच्यासाठी पुरक मानलं गेलं किंवा देवत्वाच्या सोनेरी पिंज-यात तीला बंदिस्त करण्यात आलं, एक माणुस म्हणुन आम्ही स्त्री कडे कधी पाहिलंच नाही ही वस्तुस्थिती नाकारून चालणार नाही. लहानपणी वडील, तरुणपणात नवरा आणि म्हातारपणी मुलगा या तीन कक्षांमध्ये महिला बंदिस्त झाल्या. रांधा, वाढा, उष्टी काढा व चूल आणि मूल यातून स्त्री बाहेर पडली नाही. काळ बदलला तशी परिस्थिती बदलली. आज विविध क्षेत्रात महिला आपल्या कार्यकर्तृत्वाचा ठसा उमटवतांना दिसत आहेत. मात्र, एकीकडे ही परिस्थिती असतांना आमच्या देशात आजही सार्वजनिक ठिकाणी स्त्रियांसाठी स्वच्छतागृहे नाहीत, ही परिस्थिती आहे. पूर्वीची स्त्रीची प्रतिमा आता विस्तारली असली तरी, सामान्य गृहिणीपासून, डॉक्टर, शिक्षिका, कायदे तज्ञ, लेखिका, पत्रकार, अभियंता या क्षेत्रातही अस्तीत्वासाठी स्त्रियांना संघर्ष करावा लागतोय. आजचे स्त्रियांचे समाजातील स्थान याचा वास्तवतेने विचार केल्यास

## यत्र नार्यस्तू पुज्यन्ते

### रमन्ते तत्र देवता

असे सांगणा-या आपल्या संस्कृतीत “स्त्री जन्मा ही तुझी कहाणी हृदयी अमृत नयनी पाणी”अशी परिस्थिती आहे. आजही स्त्री भ्रुण हत्या प्रकरणात देशात गाजत आहेत, ही परिस्थिती का आली याचाही विचार व्हायला हवा. स्त्रीकडे आम्ही उपभोग्य वस्तू म्हणून पाहिले. त्यामुळे तीचे समाजातील स्थान डळमळीत झाले. महिलांवरील अत्याचार वाढले. हुंड्यासारख्या प्रथेने आमच्या समाजात पाय घट्ट रोवले, मुलगी घरात होणे म्हणजे मुलीच्या बापासाठी जीवाला घोर निर्माण झाला. आणि आजारापेक्षा उपचार भयानक या उक्तीप्रमाणे महिला अत्याचार, हुंड्याची समस्या या बाबत उपाय शोधण्यापेक्षा मुलगी न होऊ देणे हा पर्याय निवडण्यात आला. २०११ च्या जनगणनेच्या अहवालानुसार देशात दहा वर्षात ४ कोटी मुली गर्भातच मारल्या गेल्या, हा जर अधिकृत आकडा असेल तर अनाधिकृत आकडा यापेक्षा नक्कीच जास्त असेल.

समाजात आज स्त्री राजकारण, समाजकारण, अर्थकारण, सहित्य, कला, क्रीडा या सगळ्या क्षेत्रात मुक्तपणे संचार करत आहे. तीच्या पाऊलखुणा, पदचिन्ह विविध ठिकाणी उमटत आहेत. प्रतिकूल परिस्थितीवर मात करत स्त्रियांनी समाजातील आपले स्थान निर्माण केले आहे.

### शिक्षणाद्वारे महिलांचे सक्षमीकरण :-

महात्मा फुले यांच्या म्हणतात , “घरातील एक माता शिकुन शहाणी झाली तर, सर्व कुटूंब शहाणे होईल, सगळ्या स्त्रिया शिकल्या की, सर्व देश जागा होईल.” याचा विचार करुनच महात्मा फुलेनी स्त्री शिक्षणाचे कार्य हाती घेतले. स्त्री शिक्षणाच्या बाबतीत भारतच नव्हे तर महाराष्ट्र देखील अग्रेसर राहिला आहे. महात्मा फुले व सावित्रीबाई फुले यांनी स्त्री शिक्षणाचा पाया घातला. महर्षी धोंडो केशव कर्वे यांनी हिंगणे येथे महिला शिक्षण संस्था सुरु केली. आज महाराष्ट्रात अनेक संस्था स्त्री शिक्षणाचे कार्य करत आहेत. मुलींकरिता स्वतंत्र शाळा, वस्तीगृहे, महाविद्यालये, त्या अंतर्गत चालवली जातात. शासनाकडून स्त्री शिक्षणाच्या प्रसारा करिता १२ वी पर्यंतचे शिक्षण मुलींना मोफत दिले जाते. प्राथमिक स्तरावर १९६०-६१ ते २०००-०१ या अवधीत मुलींच्या संख्येत ३.८२ पट, माध्यमिक स्तरावर १० पट व उच्च माध्यमिक स्तरावर ६.५ पट वाढ झालेली आहे. उच्च शिक्षणाच्या क्षेत्रातही महाराष्ट्रीयन स्त्रीयांचे प्रमाण वाढत आहे. ही प्रगती निश्चितच नोंद घेण्यासारखी आहे.

### आर्थिक दृष्ट्या महिलांचे सक्षमीकरण :-

भारतातील बहुतांशी स्त्रिया ह्या घरकामात गुंतलेल्या आहेत. समाजात माणूस म्हणून जगायचे असेल तर, आर्थिक स्वावलंबन आवश्यक आहे. स्त्रियांच्या आर्थिक स्थिती बाबत मार्केस म्हणतो की, “उत्क्रांतीच्या टप्यावरून पुढे सरकताना, आणि रानटी अवस्थेतून सांस्कृतिक अवस्थे पर्यंत येताना उत्पादन साधने विकसीत होत गेली. नंतर खाजगी मालमत्ता ही संकल्पा रुढ झाली. आणि संपत्तीवरील इतर हक्क पुरुषांकडे गेले. एन्जेल्स म्हणतो, “जस जशी संपत्ती वाढली, तस तसा पुरुषाचा कौटूंबिक आणि कुटूंबा बाहेरचा दर्जा स्त्रियांच्या तुलनेत उंचावला, यातून स्त्रियांना दुय्यम दर्जा प्राप्त झाला.” उपरोक्त संदर्भानुसार वेतना संबंधी भेदभाव, स्वयंरोजगार अर्थ सहाय्याचा अभाव, विना वेतन काम व बेरोजगारी, कुटीर उद्योगात मालकी हक्क नाही अशा अनेक कारणांमुळे स्त्रिचे आर्थिक स्थान पुरुषांपेक्षा दुय्यम राहिले, असे दिसते. महिलांना स्वयंरोजगाराच्या संधी उपलब्ध करुन देऊन आर्थिक दृष्ट्या महिला सक्षमीकरण करणे हा या प्रक्रियेचा उद्देश आहे. महिलांना आर्थिक अधिकार मिळवून देणे, उत्पादन प्रक्रियेत सहभागी करुन घेणे या गोष्टी केल्या तरच राष्ट्राचा विकास होईल.

महिला स्वतःच्या अस्तित्वाची जाणीव करुन देण्यासाठी आज प्रत्येक क्षेत्रात पुरुषांच्या खांद्याला खांदा लावून काम करत आहेत. त्यासाठी तींच्या अंतरमनातून येणारा आत्मविश्वास, आणि धाडस हे तिला पाठबळ देत आहेत. आजही जगातील महिलांना विविध क्षेत्रात जसे की, सामाजिक, धर्मिक विधी, शैक्षणिक, आर्थिक व सांस्कृतिक, अशा प्रत्येक क्षेत्रात निर्णय घेण्यास त्यांना दुय्यम स्थान दिले जाते. महिला सक्षमीकरणाची समिक्षा ही मानवाधिकाराच्या नजरेतून करण्याचे काम पंचायतराज करत आहे. नुकतेच बिंजिग मध्ये जागतिक स्तरावर संपन्न झालेले ४ थे जागतिक संम्मेलनाचे घोष वाक्य होते,

“महिलांच्या दृष्टीतून जगाकडे पाहा.” महिला सक्षमीकरणात सर्वात महत्वाची बाब म्हणजे तिला माणुस म्हणून जगण्याची संधी देऊन तिला तिचे व्यक्तिमत्व विकसित करण्यास समाजातून प्रोत्साहन मिळावे. महिला सक्षमीकरणाचा अर्थ महिलांना भीक नको आहे, कोणाची दया नको आहे, तर त्यांना पुरुषांप्रमाणे समान संधी हवी आहे. आणि यासाठीच महिलासक्षमीकरण महत्वाचे ठरते. महिला सक्षमीकरणाची प्रक्रिया वेगाने सुरु आहे. महिला सक्षमीकरण ही संकल्पना महिला विकासाच्या संदर्भात रुढ झाली आहे. पावलो फिरे यांनी सर्व प्रथम ही संकल्पना उपयोगात आणली “महिलांना सबला करणे आणि त्यांना समान हक्क व संधी देणे हेच यामागील तत्व आहे”. स्थानिक स्वराज्य संस्थामध्ये महिलांसाठी ३३ टक्के जागा राखीव ठेवण्यासाठी ७३ वी घटना दुरुस्ती इ.स. १९९० मध्ये करण्यात आली. तसेच महाराष्ट्रामध्ये स्वयंसाहाय्यता बचत गटाच्या माध्यमातून महिलांच्या विकासाला एक नवि दिशा मिळाली आहे.

### महिलांचे सामाजिक योगदान :-

ब्रिटिश सत्तेच्या स्थापनेनंतर भारतीयांना पाश्चात्य ज्ञान, संस्कृतीची ओळख झाली. प्रशासनाचा व्याप सांभाळण्यासाठी भारतीयांना तयार करण्याच्या उद्देशाने शिक्षणाची सुरुवात ब्रिटिशांनी केली. बुद्धिवाद, स्वातंत्र्य, समता यांना महत्व आले. यावर आधारित सामाजिक बदलाला प्रारंभ झाला. स्त्रियांवरील अन्याय दूर व्हावेत, त्यांना समाजात समानता, पुरुषांच्या बरोबरीचे स्थान प्राप्त करण्यासाठी त्यांनी प्रयत्न केले. स्त्रियांना प्रथम शिक्षण दिले पाहिजे हे ओळखूनच स्त्री शिक्षणावर भर देण्यात आला. त्यामुळेच आधुनिक काळातील स्त्रीची जडण - घडण होऊ लागली. समाजाचा आधार असलेली स्त्री पुरुषांच्या बरोबरीने मुक्ती लढा व समतेचा लढा देण्यास सज्ज झाली. त्यामुळे महिलांनी जे सामाजिक योगदान दिले आहे त्याचाही विचार व्हायला हवा. महाराष्ट्रातील स्त्रीमुक्ती आंदोलनाची पहिली अग्रणी, पहिली स्त्री शिक्षिका व पहिली मुख्याध्यापिका सावित्रीबाई फुले, यांनी मुलींच्या शिक्षणासाठी अनेक प्रकारचा त्रास सहन केला. पती निधनानंतर त्यांनी सत्यशोधक समाजाचे कार्य केले. विधवा पुनर्विवाह घडवून आणणारी सभा स्थापन केली. त्यामध्ये हळदी कुंकू, समारंभ, रसपान, प्रौढ स्त्रियांचे शिक्षण आणि स्त्रियांवर होणारा अन्याय या विषयांवर चर्चा व उपाय सूचवले जात असत, तसेच आत्माराम तर्खडकर यांनी आपल्या तिन्ही मुलींना शिक्षण दिले. अन्नपूर्णा ही विलायतेत शिक्षणासाठी जाणारी पहिली महाराष्ट्रीय महिला होती. पंडिता रमाबाई यांचे स्त्री सुधारणेसंदर्भात कार्य मोलाचे समजले जाते. स्त्रियांच्या उन्नतीसंदर्भात शिक्षण प्रसाराचे कार्य केले. भारतातील शिक्षण पध्दतीत पुनर्रचना करण्यासाठी १८८३ मध्ये हंटर कमिशन समोर रमाबाईंनी साक्ष नोंदवली. मार्च १८८९ ‘शारदा सदन’ नावाची मुंबई येथे शाळा सुरु केली. स्त्रियांमध्ये पंडिता रमाबाई यांच्यानंतर प्रभावी कार्य करणारी प्रमुख महिला म्हणून रमाबाई रानडे यांचा उल्लेख केला जातो.

अमेरिकेत जाऊन वैद्यकीय शास्त्रातील पदवी मिळवणारी देशातील पहिली महिला आनंदीबाई जोशी होत्या.

त्यानंतरच्या काळात भारतीय स्वातंत्र्यासाठी झुंजणारी राणी लक्ष्मीबाई, मादाम कामा, प्रितीलता वड्डेदार अशा अनेक स्त्रियांनी मोलाचे योगदान दिले. भारताच्या पहिल्या महिला पंतप्रधान म्हणून इंदिरा गांधींनी उत्कृष्ट कार्य केले. स्त्री चळवळीची बीजे रोवण्याचे काम सावित्रीबाई फुले यांनी केले, आज त्याचा मोठा वटवृक्ष झाला आहे. हे काम उल्का महाजन, मेधा पाटकर, डॉ. राणी बंग, मंदा आमटे यांसारख्या स्त्रिया अखंडपणे पुढे चालवण्याच महत्त्वाचे काम करीत आहेत.

### राजकीय दृष्ट्या स्त्रियांचे सक्षमीकरण :-

महिलांना पुरुषांच्या तुलनेत समान स्तरावर आणण्यासाठी सबलीकरणाची नविन संरक्षक शक्ती व सामर्थ्य देणे गरजेचे आहे. राजकीय स्तरावर निर्णय प्रक्रियेत महिलांचा सहभाग वाढल्यास राजकारणात बदल होईल. तसेच राजकारणाला नवी दृष्टी मिळेल आणि राजकारणात सकारात्मक बदल देखील घडतील. शिक्षणाचा आभाव राजकारणाकडे बघण्याचा नकारात्मक दृष्टीकोण, महिलांची कुटूंबाप्रती असणारी जबाबदारी व परंपरेमुळे तसेच मानसशास्त्रीय दृष्ट्या स्त्री राजकारणा पासून उदासिन राहते. या व अशा अनेक बाबी महिलांच्या राजकीय सहभागातील कमी प्रमाणास कारणीभूत ठरतात. परंतु इंदिरा गांधींपासून माजी राष्ट्रपती आदरणीय प्रतिभाताई पाटील यांच्या पर्यंत स्त्रियांचा राजकारणातील सहभाग नाकारता येणार नाही. महाराष्ट्र स्थानिक पंचायत राज व्यवस्थेत महिलांचा सहभाग असावा तसेच स्थानिक महिलांना अधिक सक्षम बनविण्यासाठी निर्णय प्रक्रियेत अधिक सक्षम होण्यासाठी महिलांसाठी पंचायत राजव्यवस्थेत ५० टक्के आरक्षण दिलेले आहे. राज्य विधीमंडळाने १४ एप्रिल २०११ रोजी विधेयक संमत केले आहे. स्त्रियांना स्वतंत्र करणे ही सामाजिक गरज असल्याची जाणीव प्रथम रशियन क्रांतीचा प्रणेता लेनीन यांनी दिली. १९५१ मध्ये इस्राईल देशाने स्त्रियांना समान हक्क देणारा कायदा केला. स्त्री पुरुष समानतेचे तत्व हे सामाजिक पातळीवर स्वीडन आणि नार्वे मध्ये मान्य झालेले आहे. जपानमध्ये १९५० मध्ये कायद्याने शिक्षणाला समान संधी देण्यात आली. २६ जानेवारी १९५० रोजी अंमलात आलेल्या भारतीय संविधानात जात, धर्म, लिंग इ. कोणत्याही आधारावर भेदभाव न करता भारतीय प्रत्येक स्त्री पुरुष नागरिकांना व्यक्तिमत्त्व विकासाच्या दृष्टीने मूलभूत अधिकार प्रदान करण्यात आले. लोकशाही सुदृढ होण्यासाठी महिला नेतृत्व आवश्यक ठरते. त्यादृष्टीने महिला आर्थिक, सामाजिक, राजकीय क्षेत्रात सक्षम होणे आवश्यक आहे.

## सारांश

महिलांना सक्षम करूनच आपण समाज आणि देशाला बलवान करू शकतो. महिलांचा सहभाग, त्यांना संरक्षण, त्यांची आर्थिक उन्नती, त्यांच्या क्षमतांचे संवर्धन आणि या सर्वांसाठी अनुकूल वातावरण निर्मिती करावी लागणार आहे. या साठी पहिल्यांदा सर्वानीच स्त्रियांकडे व्यापक दृष्टीने पाहून तिला माणूस म्हणून जगण्याचा अधिकार देणे आवश्यक आहे. २१ व्या शतकातील आधुनिक समाजाने स्त्रियांकडे निखळ दृष्टीने पाहयला हवे. असा समाज घडविणे ही पुरुष व स्त्री दोघांची जबाबदारी आहे. समाजाने आपली मानसिकता बदलून स्त्रियांना जगवले पाहिजे तरच ती शिक्षित होऊ शकेल तसेच त्या माध्यमातून विकसित राष्ट्र तयार होईल. स्वामी विवेकानंदन यांच्या विचारानुसार, स्त्रियांची स्थिती सुधारल्याशिवाय जगाचे कल्याणहोऊ शकत नाही.

‘कोमल हैं कमजोर नहीं तू,  
शक्तीका नामही तेरा नारी है  
सबको जीवन देने वाली मौत भी तुमसे हारी है !’

## संदर्भ

- <http://www.beedlive.com/newsdetail>
- <http://www.tarunbharat.com>
- <http://www.krantijyoti.org/index.php>

## सक्षम महिला – सक्षम समाज

श्री. रविंद्र गोविंदराव गांगुर्डे

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### सारांश

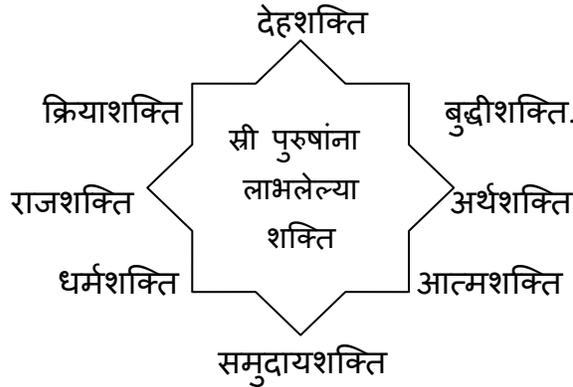
पुरुषाच्या खांद्याला खांदा लावून महिलांना काम करता यावे म्हणून समाज्याच्या जडण घडणीत कांही उणीवा राहून जातात आणि नंतर त्या विशेष प्रयत्न करून घालवाव्या लागतात. कृषक समाज-व्यवस्थेपासून महिलांचा सहभाग.त्यांचे समाजातील स्थान या गोष्टी अवघड होत गेल्या महिलांना दुय्यम वागणूक मिळत गेली.आणि त्यातूनच विषमतेचे प्रश्न निर्माण झाले.आजही विषमता समाजात दिसतच आहे.ही विषमता नष्ट करण्यासाठी महिलांनी सशक्त व्हावे.अन्यायाला प्रतिकार करण्यासाठी कायद्याचे ज्ञान ही जरूर घ्यावे व त्याचा वापर करतांना विवेक विचार मनात जागा ठेवावा.आपण स्त्री आहोत हे लक्षात ठेऊन आपल्या मानसिक,शारीरिक,आर्थिक इत्यादी उन्नतीसाठी योजना आखाव्यात. उच्चशिक्षित मात्र विनयी,स्वच्छताप्रिय,टापटीपपणा,चारीत्र्याचे महत्व कळणारी, सुष्ट-दुष्टांची पारख करता येणारी,स्वःतापासून देशापर्यंत आपल्या शक्तीचा योग्य उपयोग करून जी स्वाभिमानाणे जीवन जगते ती खरी सशक्त महिला व तोच खरा सक्षम समाज.

### प्रास्तविक-

भारतीय संस्कृतीत "मातृदेवाभव"म्हणून महिलांना फार मोठे स्थान व आद्यपुजेचा मान दिला जातो.याच भारतीय संस्कृतीत महिलांचे सशक्तीकरण करावे लागतेहे मोठे दुर्भाग्यच आहे.या वरून असा अर्थ निघतो की महिला सबला नसून अबला आहे.तिच्या सशक्तीकरण साठी आपल्याला मोठ्या प्रमाणात उपाय योजावे लागतील. आजची महिला पुरुषाच्या इतकीच सशक्त आहे.ती घराबाहेर पडण्यास तयार आहे.ती स्वःताच्या व्यक्तिमत्वाचा विकास करण्यासाठी प्रयत्नशील आहे,पडखाऊपणा पत्करणार नाही,माझ्या विकासात विवाहा मुळे मर्यादा येणार असतील तर मी या बंधनातच पडणार नाही. अशा सांगणा-या महिला आहेत. पण या महिलांचे प्रमाण फार कमी आहे व तेही शहरी भागातच आढळते. आज शिक्षणामुळे महिलामधील धिटाई वाढली आहे .त्या पुढे जात असलेल्या दिसता आहे. तरी त्यांच्या दुःखःचे स्वरूप वेगळे दिसून येत आहे. आर्थिक दृष्टीने जरी त्या सक्षम झाल्या तरी त्यांना कुटुंबात व कामाच्या ठिकाणी बरेच सोसावे लागते.रोज अत्याचाराला बळी पडावे लागते.त्यातल्या काही महिला कोर्ट-कचे-याकरून पतीला, कामावरील सहका-याला

ठिकाणावर आणणाऱ्या आहेत .पण अशा थोड्या सशक्त महिला समाजात पहावयास मिळतात.अशिक्षित महिला सुद्धा आक्रमक असतात. प्रतिकूलतेला तोंड देण्याची धमक ही त्यांच्यात शिक्षित महिलांपेक्षा अधिक असते. समूहसंपर्क माध्यमामुळे त्यांनाही आता कायदे माहिती झाले आहेत.

भारताला खेड्यांचा देश म्हटला जाते.या खेड्यांमध्ये एकूण लोकसंख्या पैकी ८०% लोकसंख्या राहते याचाच अर्थ ४०% महिला ग्रामीण भागात रहातात. या महिला दुःखी,कष्टी,पिडलेल्या, अन्यायाने पिचलेल्या दिसतात. जरी कांही अधिकार त्यांना कायद्याने मिळाले असले व त्यामुळे त्या मोठ्या झाल्या,चांगल्या पदावर विराजमान झाल्या.सत्तेत सामील झाल्या तरी महिलांचे दुःखे, हाल कमी न होता उलट आधुनिक दुःखाचे नव-नवे प्रकार उदयास आले आहेत. म्हणून आपल्याला सबलीकरण व सशक्तीकरण सारखे उपक्रम राबवावे लागत आहे. प्राचीन काळात आपल्याला सशक्त महिलांचे दाखले पहावयास मिळतात.अशा अनेक सक्षम महिला त्या काळात होत्या. कांही महिलांनी संस्कार करून महापुरुषांना घडविल्याचे उदाहरणेही पहावयास मिळतात. त्यांच्याकडे पाहून कोणाला वाटेल महिला अबला आहेत ? सबलीकरण व सशक्तीकरण सारखे उपक्रम कोणासाठी व कुठे राबवायचे तर ते भारताच्या प्रत्येक खेड्यापाड्यात या साठी अजूनही योजनाबद्ध उपक्रम आखण्याची गरज आहे.निसर्गाने स्त्री-पुरुषांना सारखीच शक्ति दिली आहे .या शक्ति साधारणपणे ८ ते ९ प्रकारच्या दिसतात.



मानसशास्त्राच्या नियमानुसार स्त्री-पुरुषां मधील गुण पुढच्या पिढीत संक्रमित होतात व तेच गुण पुढच्या मुला-मुलींमध्ये दिसतात. हा नियम वैद्यकशास्त्र ही मान्य करते. पुरुषात जसे धडाडी,कर्तृत्व,निर्भयता,बुद्धिमत्ता,ज्ञान हे गुण असतात तसेच ते स्त्रीमध्येही असतात.स्त्रीयांमध्ये प्रेमदया,माया,ममता,लज्जा,भीती गुण असतात. तेच गुण पुरुषांमध्ये असतात प्रसंगोपात हे गुण परस्परात मिसळून काम करतात तेव्हा उत्कृष्ट सहजीवनाचे दर्शन घडते. त्यातूनच सक्षम समाजाची निर्मिती होते.

### महाराष्ट्रातील महिलांची आजची परिस्थिती

महिलांची परिस्थिती सुधारण्यासाठी उपाययोजनांचा विचार करताना प्रथम महिलांच्या आजच्या स्थितीचा आढावा घ्यायला पाहिजे. म्हणजेच दर १००० पुरुषांमागे स्त्रियांचे प्रमाण, महिलांचे आरोग्य,

महिलांचे शिक्षण, महिलांवर होणारे अत्याचार हे मुद्दे पाहायला हवेत. या सर्व घटकांचा समाजाच्या एकूणच स्वास्थावर एकत्रित परिणाम होत असतो. म्हणून हे सर्व घटक एकत्रितपणे बघणे गरजेचे आहे.

महाराष्ट्रात दर १००० पुरुषांमागे ९२२ महिला आहेत. भारतात हा आकडा ९३३ आहे. जळगाव आणि बीड बरोबरच आणखी ५ जिल्ह्यांमध्ये हे प्रमाण ८५० च्या ही खाली आहे. ० ते ६ वयोगटातील महिलांचं प्रमाण धक्कादायक, म्हणजे केवळ ८८३ आहे. २००१ च्या जणगणनेनुसार हे प्रमाण ९१३ एवढे होते. आज महिलांच्या आरोग्याचा प्रश्न मोठा आहे. जर एक महिला कुपोषित असेल तर तिला होणारे मूल, म्हणजेच आपली पुढची पिढी देखील कुपोषित राहते. त्यामुळे महिलांच्या आरोग्याकडे विशेष लक्ष पुरवायला हवे. महाराष्ट्र राज्यामध्ये साक्षरतेचे प्रमाण ८३ % आहे यामध्ये महिला साक्षरतेचे प्रमाण ७५.५% एवढेच आहे. उच्च शिक्षणामध्येही महिलांचे प्रमाण पुरुषांच्या तुलनेत कमी आहे. २०१४ या सालामध्ये २०१५ च्या तुलनेत महाराष्ट्रातील गुन्ह्यांच्या आकडेवारीनुसार स्त्रियांवरील होणा-या अत्याचाराच्या गुन्ह्यांमध्ये ३.३४% नी वाढ झालेली दिसून येते. म्हणजेच २०१२ मध्ये २०११ पेक्षा ५९१ अधिक गुन्हे घडले आहेत. बलात्काराच्या गुन्ह्यांमध्ये २०१४ मध्ये २०१५ च्या तुलनेत ८.३% नी वाढ झालेली दिसून येते. एक चांगली गोष्ट म्हणजे ताज्या आकडेवारी नुसार हुंडाबळीच्या संख्येमध्ये घट झालेली दिसूयेते. लैंगिक छळाच्या प्रमाणात सर्वाधिक म्हणजे २०% नी वाढ झालेली दिसून येते. महाराष्ट्रामधल्या कोणत्या भागात स्त्रियांवरील अत्याचाराचे प्रमाण सर्वाधिक आहे, असे पाहिल्यास धक्कादायक माहिती आपल्यासमोर येते. या गुन्ह्यांमध्ये सर्वात मोठा वाटा हा स्त्रियांसाठी सुरक्षित समजल्या जाणा-या मुंबई शहराचा आहे. इथे संपूर्ण महाराष्ट्राच्या तुलनेत १०% गुन्हे घडतात. मुंबई खालोखाल अहमदनगर (५.२%), ठाणे (४.६%) ही शहरे आहेत.

आजचे राजकारण पुरुषकेंद्री आहे. राजकारणात स्त्रियांच्या कमी सहभागामुळे त्यांच्या राजकीय व कुठल्याच आशाआकांक्षांना वाट मिळत नाही. आज, महाराष्ट्रामध्येच नाही तर संपूर्ण देशामध्ये राजकारणाचं चित्र हे महिलांच्या सहभागासाठी पूरक असं नाही. अशा परिस्थितीत एखाद्या महिलेला स्थान मिळवायचे असेल तर त्यासाठी फक्त आरक्षण हा मार्ग होऊ शकत नाही तर त्यासाठी निकोप अशी राजकीय, सामाजिक, आर्थिक सांस्कृतिक संस्कृती निर्माण करावी लागेल. त्यामुळे सक्षम महिला बरोबरच सक्षम समाज उभा राहिल.

### महिला सशक्तीकरणासाठी उपक्रम

महिलांची असुरक्षितता घालवण्यासाठी निव्वळ पोलिसी उपाय करणे पुरेसे नाही. समाजातूनच या विषयीची जागरूकता निर्माण व्हायला हवी. योग्य धोरण, चांगले कायदे, काटेकोर अमलबजावणी यातून उन्नत समाज निर्माण होण्याचे वातावरण तयार केले पाहिजे. महिलांच्या शिक्षणामध्ये, उद्योजकतेमध्ये त्यांच्या राजकीय सहभागामध्ये वाढ होते आहे हे निश्चित. पण या वाढीचा वेग वाढायला हवा. यासाठी महिलांना विविध क्षेत्रांमध्ये आरक्षण, आणि महाराष्ट्र सरकारने राबवलेले महिला धोरण, ही त्या मार्गावरची पहिली पावले म्हणावी लागतील. महिला धोरणाचा मुख्य उद्देश महिलांना ख-या अर्थाने एक

सक्षम नागरिक बनवणं हे असायला हवं. यासाठी तिला आपले वैयक्तिक निर्णय घेता यावेत म्हणून तिच्यामध्ये आत्मविश्वास असायला हवा. महिला धोरणाने हा आत्मविश्वास वाढतो आहे की अजूनही त्या महिलेचाच पती तिच्यासाठी असलेली आर्थिक अनुदानांची फळं चाखतो आहे, हे बघायला हवे.

### महिला मुख्य प्रवाहात याव्या यासाठी पुढील कार्यक्रम हाती घेता येतील-

महिलांना लघुउद्योग सुरु करण्यासाठी प्रशिक्षण आणि त्याविषयीच्या कायद्यांबद्दल सल्ला देण्यासाठी यंत्रणा असायला हव्यात.

- महिलांसाठी तंत्रशिक्षण संस्था उभारायला हव्यात.
- महिलांमध्ये व्यावसायिक दृष्टीकोन वाढवण्यासाठी खास प्रयत्न करायला हवेत.
- महिलांचे दर्जेदार बचतगटांचे जाळे उभारायला हवे आणि त्याची व्याप्ती त्यांनी उद्योगात आपले योगदान द्यावे इतके वाढवावे.
- महिलांसाठी कायदेविषयक माहिती केंद्रे असायला हवीत.
- स्वमदत व त्या संबंधी संस्थांचे मजबुतीकरण करणे.
- महिलांना नवीन आणि सुधारित उपजीविकेचे साधने विकसित करणे.
- याच संस्था मार्फत महिलांना शिक्षणक्षेत्रात, आरोग्यविभागात, पंचायतराज मध्ये सहभाग घेण्यासाठी सक्षम बनविणे.
- सामुदायिक विकास संस्था स्थापन करून .महिलांना आत्मनिर्भर बनविणे.
- सामाजिक न्याय/एकात्मता यासाठी प्रशिक्षण माध्यमातून विकसित करणे.
- व्यवसायिक प्रशिक्षण केंद्रांची स्थापना करणे. आरोग्य सेवा पुरविणे.

वरील बाबींवर सरकारने खरोखर लक्ष केंद्रित केले तर स्त्री सक्षम होण्यास मदत होईल. समाजातील हे चित्र बदलण्यास महिलांनी पुढाकार घेतला पाहिजे. स्त्रीला दुबळे ठरवण्यास समाज हाच गुन्हेगार आहे, हे ओळखून तिने तशा प्रकारचे बाळकडू पुढच्या पिढीला देणे आवश्यक आहे. पतीलाही ह्याची जाणीव देणे आवश्यक आहे. मुकाट्याने सर्व गोष्टी सहन करित बसू नये. आपल्यावर होणा-या अन्यायाला वाचा फोडली पाहिजे. त्याविरुद्ध बंड पुकारले पाहिजे. महिला आता अबला राहिलेली नसून सबला झालेली आहे हे कृतीने सिद्ध करावे. जाहिरातीतून दिसण्यापेक्षा मानसिक व बौद्धिक गुणांना महत्व दिले पाहिजे व आदर्श निर्माण केले गेले पाहिजे. शिक्षण घेऊन केवळ नोकरी मिळविणे व त्यायोगे अर्थाजन करणे यातच समाधान न मानता वेळप्रसंगी आपले मन खंबीर, कठोर बनवून घरात, घराबाहेर समाजात आपली प्रतिष्ठा राखली जाईल याचे भान सतत ठेवले पाहिजे. सर्व प्रथम स्त्री उद्धारासाठी दुस-याने काहीतरी करावे याची अपेक्षा न ठेवता स्वसामर्थ्याची जाणीव ठेवावी. आज ज्ञानाचा प्रकाश तिला लाभलेला आहे. आपल्या बुद्धीला जे पटेल त्याप्रमाणे वागावे. अंधानुकरण करू नये शिक्षणाव्दारे विचारात प्रगल्भता येणे आवश्यक आहे. पटना-या व न पटना-या बाबतीत स्पष्टपणे बोलावे. उगाचच बेगड्या स्त्रीमुक्ति वादाच्या आहारी जाऊ नये. एक सुशिक्षित स्त्री तिच्या संबंध कुटुंबाला सुसंस्कृत करते कुटुंब हा समाजाचा गाभा आहे. अशी अनेक कुटुंब

सुसंस्कृत झाली तर समाज सुसंस्कृत होईल व समाज सुसंस्कृत असेल तर देश व पर्यायाने राष्ट्र या सर्वांची क्रमाक्रमाने प्रगती होऊन राष्ट्राची मान उंचावेल.

**संदर्भ ग्रंथ-**

भारतीय शिक्षण-२००१ दीपावली विशेषांक.

प्रेरक ललकारी - मार्च २०१३ .संपादक शारदा मराठे. कौटुंबिक हिंसाचार आणि कायदे –  
असीमसरोदे २००९ मनोविकासप्रकाशन नारीपर्व -डॉ.नीलम गोरे १९९७ विद्या प्रकाशन  
स्त्रीयांचे सबलीकरण –सपना कदम.

## ग्रामीण भागातील पौगंडावस्थेतील मुर्लींची आरोग्यविषयक सद्यस्थिती एक अभ्यास

डॉ. शोभा व्ही. काळेबाग	डॉ. मंगेश बी. घोरे	श्रीमती संजीवनी कदम
सहयोगी प्राध्यापक	सहायक प्राध्यापक	सहायक प्राध्यापक
महावीर महाविद्यालय, कोल्हापूर	तात्यासाहेब कोरे शिक्षणशास्त्र महाविद्यालय, वाराणानगर सांगली	आप्पासाहेब विरनाडे महाविद्यालय

### सारांश

आज भारतामध्ये माता मृत्युचे प्रमाण १६७ आहे. भारतातील ७० टक्के महिला हया अंनिमियाच्या शिकार आहेत. एकंदरित महिलांना आज अनेक आरोग्य विषयक समस्या जाणवत आहेत. या समस्यांची सुरुवात साधारण पौगंडावस्थेपासूनच मुर्लींना जाणवते. याच समस्येचा शोध घेण्यासाठी प्रस्तुत संशोधन हाती घेण्यात आले होते. या संशोधनामधून असे दिसून आले की, शाळेमधून व कुटुंबीयांकडून मुर्लींना आरोग्यविषयक देखभाली संदर्भात माहिती दिली जात नाही. तसेच मुर्लींनाही यासंदर्भात माहिती नाही. त्यांना याबाबत इतरांबरोबर चर्चा करतांना भिती वाटते. शाळेमधून मुर्लींना आरोग्यविषयक बाबीं संदर्भात मार्गदर्शन केले जात नाही. तसेच सर्व शिक्षक स्वतःहून मुर्लींना मार्गदर्शन करीत नाहीत. तसेच बहुतांशी शिक्षकांना यासंदर्भात मार्गदर्शनाची आवश्यकता आहे. यावरून असे स्पष्ट होते की पालक मुर्लींच्या आरोग्यासंदर्भात फारसे जागृत नाहीत तसेच त्यांना यासंदर्भात फारशी माहिती नाही. स्त्रीयांचा परीपूर्ण विकास करण्यासाठी आपण सर्वजन कटीबद्ध आहोत. त्यासाठी प्रयत्नसुध्दा केले जात आहेत. पण याची व्याप्ती खुप मर्यादित आहे. समाजातील प्रत्येक घटकाने यासाठी प्रामाणिकपणे प्रयत्न करायला हवेत.

### प्रस्तावना

महिला सावलीकरणाविषयी आज समाजामध्ये जाणीव जागृती घडून येत आहे. महिलांकडे पाहण्याचा पारंपारिक दृष्टीकोन काही प्रमाणात बदलेला दिसून येतो. सामाजिक आणि राजकिय पातळीवरून स्त्रीयांची स्थिती बदलण्यासाठी प्रयत्न केले जात आहेत. अनेक कायदे केले जात आहेत. महिला सुध्दा त्यांचा फायदा करून घेत आहेत. पण महिलांची ही प्रगती केवळ काही क्षेत्रांपुरतीच मर्यादीत आहे आज सुध्दा अशी अनेक क्षेत्रे आहेत ज्यामध्ये महिलांचा सहभाग अत्यल्प आहे. उदाहरणच घ्यायचं झालंतर आज स्थानिक स्वराज्य संस्थामध्ये महिलांची संख्या ५० टक्के आहे. पण संसदेमध्ये महिलांचे प्रमाण केवळ १२ टक्के आहे. महिलांची साक्षरता ही सुध्दा पुरुषांच्या तुलनेने कमी आहे. याप्रमाणेच महिलांचे आरोग्य हा सुध्दा एक महत्वाचा मुद्दा बनला आहे.

आज भारतामध्ये माता मृत्युचे प्रमाण १६७ आहे. भारतातील ७० टक्के महिला हया अंनिमियाच्या शिकार आहेत. एकंदरित महिलांना आज अनेक आरोग्य विषयक समस्या जाणवत आहेत. समस्यांची सुरुवात साधारण पौगंडावस्थेपासून मुर्लींमध्ये जाणवते. याच समस्येचा शोध घेण्यासाठी प्रस्तुत संशोधन हाती घेण्यात आले होते.

## समस्या विधान

“ ग्रामीण भागातील पौगंडावस्थेतील मुलींची आरोग्यविषयक सद्यस्थिती एक अभ्यास ”

## संशोधनाची उद्दिष्टे

१. ग्रामीण भागातील पौगंडावस्थेतील मुलींमधील आरोग्यविषयक जाणिवेचा शोध घेणे .
२. ग्रामीण भागातील शिक्षकांमधील पौगंडावस्थेतील मुलींवावतच्या आरोग्यविषयक जाणिवेचा शोध घेणे .
३. ग्रामीण भागातील पालकांमधील पौगंडावस्थेतील मुलींवावतच्या आरोग्यविषयक जाणिवेचा शोध घेणे .
४. ग्रामीण भागातील पौगंडावस्थेतील मुलींमधील आरोग्यविषयक स्थितीमध्ये सुधारणा होण्यासाठी शिफारशी करणे .

## संशोधन पध्दती

प्रस्तुत संशोधन हे वर्तमानकाळाशी संबंधित असल्यामुळे या संशोधनासाठी सर्वेक्षण पध्दतीचा अवलंब करण्यात आला .

## नमूना निवड

प्रस्तुत संशोधनासाठी कोल्हापूर जिल्ह्यातील ग्रामीण भागातील इयत्ता ९ वी व इयत्ता १० वी मधील २०० मुलींची आणि त्यांच्या २०० पालकांची तसेच या वर्गांना अध्यापन करणारया ५० शिक्षकांची यादृच्छिकपणे नमूना म्हणून निवड करण्यात आली .

## संशोधनाची साधने

प्रस्तुत संशोधनामधील माहिती संकलनासाठी प्रश्नावली आणि मुलाखत सुची या दोन साधनांचा वापर करण्यात आला .

## माहिती विश्लेषणाची तंत्रे

माहिती संकलनाच्या साधनांद्वारे मिळालेल्या माहितीचे विश्लेषण करण्यासाठी गुणात्मक आणि संख्यात्मक अशा दोन्ही संख्याशास्त्रीय तंत्रांचा अवलंब करण्यात आला .

## माहितीचे विश्लेषण

### उद्दिष्ट क १ साठीच्या माहितीचे विश्लेषण

ग्रामीण भागातील पौगंडावस्थेतील मुलींमधील आरोग्यविषयक जाणिवेचा शोध घेणे .

## सारणी क .०१

अ.क.	घटक	विद्यार्थिनींचा प्रतिसाद			
		होय		नाही	
		संख्या	टक्केवारी	संख्या	टक्केवारी
१	शाळेमधून आरोग्यविषयक देखभाली वावत माहिती दिली जाते का <i>AE</i>	२१	१०.५	१७९	८९.०५
२	आरोग्य विषयक समस्या वावत इतरांवरोबर चर्चा करतांना भिती वाटते का <i>AE</i>	१८८	९४	१२	०६
३	वयानुरूप होणारया बदलाविषयी तुम्हाला माहिती आहे का <i>AE</i>	३३	१६.५	१६७	८३.५
४	कुटुंबीयांकडून आरोग्य विषयक समस्या वावत चौकशी केली जाते का <i>AE</i>	८९	४४.५	१११	५५.५
५	आरोग्याची कशी काळजी घ्यावी याबाबत तुम्हाला माहिती आहे का <i>AE</i>	७८	३९	१२२	६१

## निरीक्षण व अनुमान

वरील सारणी वरून असे दिसून येते की शाळेमधून आरोग्यविषयक देखभाली वावत माहिती दिली जाते असे म्हणणाऱ्या मुलींचे प्रमाण केवळ १०.५ टक्के आहे. तर शाळेमधून माहिती दिली जात नाही असे म्हणणाऱ्यांचे प्रमाण ८९.५ टक्के आहे. आरोग्य विषयक समस्या वावत इतरांवरोबर चर्चा करतांना भिती वाटते असे म्हणणाऱ्या मुलींचे प्रमाण ९४ टक्के आहे. तर नाही असे म्हणणाऱ्यांचे प्रमाण केवळ ०६ टक्के आहे. वयानुरूप होणाऱ्या बदलाविषयी माहिती आहे असे म्हणणाऱ्या मुलींचे प्रमाण केवळ १६.०५ टक्के आहे. तर याबाबत माहिती नाही असे म्हणणाऱ्या मुलींचे प्रमाण ८३.०५ टक्के आहे. कुटुंबीयांकडून आरोग्य विषयक समस्या वावत चौकशी केली जाते असे म्हणणाऱ्या मुलींचे प्रमाण ४४.०५ टक्के आहे. तर अशी चौकशी केली जात नाही असे म्हणणाऱ्यांचे प्रमाण ५५.०५ टक्के आहे. आरोग्याची कशी काळजी घ्यावी याबाबत माहिती आहे. असे म्हणणाऱ्या मुलींचे प्रमाण केवळ ३९ टक्के आहे. याबाबत माहिती नाही असे म्हणणाऱ्यांचे प्रमाण ६१ टक्के आहे.

यावरून असे स्पष्ट होते की शाळेमधून व कुटुंबीयांकडून मुलींना आरोग्यविषयक देखभाली संदर्भात माहिती दिली जात नाही. तसेच मुलींनाही यासंदर्भात माहिती नाही. त्यांना याबाबत इतरांवरोबर चर्चा करतांना भिती वाटते.

## उद्दिष्ट क २ साठीच्या माहितीचे विश्लेषण

ग्रामीण भागातील शिक्षकांमधील पौगंडावस्थेतील मुलींबाबतच्या आरोग्यविषयक जाणिवेचा शोध घेणे .

## सारणी क .०२

अ.क.	घटक	शिक्षकांचा प्रतिसाद			
		होय		नाही	
		संख्या	टक्केवारी	संख्या	टक्केवारी
१	मुलींना शाळेमधून आरोग्यविषयक माहिती देणे आवश्यक आहे का?E	५०	१००	००	००
२	शाळेकडून अशी माहिती दिली जाते का?E	१५	३०	३५	७०
३	तुम्ही स्वतःहून आरोग्याबाबत मुलींना माहिती देता का?E	२१	४२	२९	५८
४	मुलींना याबाबत मार्गदर्शनाची गरज आहे का?E	५०	१००	००	००
५	याबाबत तुम्हाला मार्गदर्शनाची गरज आहे का?E	४१	८२	९	१८

## निरीक्षण आणि अनुमान

वरील सारणी वरून असे दिसून येते की मुलींना शाळेमधून आरोग्यविषयक माहिती देणे आवश्यक आहे ,असे म्हणणाऱ्या शिक्षकांचे प्रमाण १०० टक्के आहे . शाळेकडून अशी माहिती दिली जाते . असे म्हणणाऱ्या शिक्षकांचे प्रमाण ३० टक्के आहे तर माहिती दिली जात नाही असे म्हणणाऱ्या शिक्षकांचे प्रमाण ७० टक्के आहे . शिक्षक स्वतःहून आरोग्याबाबत मुलींना माहिती देतात , असे म्हणणाऱ्या शिक्षकांचे प्रमाण ४२ टक्के आहे तर शिक्षक स्वतःहून माहिती देत नाहीत , असे म्हणणाऱ्या शिक्षकांचे प्रमाण ५८ टक्के आहे . मुलींना आरोग्याबाबत मार्गदर्शनाची गरज आहे ,असे म्हणणाऱ्या शिक्षकांचे प्रमाण १०० टक्के आहे . आरोग्याबाबत शिक्षकांना मार्गदर्शनाची गरज आहे असे म्हणणाऱ्या शिक्षकांचे प्रमाण ८२ टक्के आहे .

वरील निरीक्षणावरून असे स्पष्ट होते की शाळेमधून मुलींना आरोग्यविषयक वर्वी संदर्भात मार्गदर्शन केले जात नाही .तसेच सर्व शिक्षक स्वतःहून मुलींना मार्गदर्शन करित नाहीत . तसेच बहुतांशी शिक्षकांना यासंदर्भात मार्गदर्शनाची आवश्यकता आहे .

## उद्दिष्ट क ३ साठीच्या माहितीचे विश्लेषण

ग्रामीण भागातील पालकांमधील पौगंडावस्थेतील मुलींबाबतच्या आरोग्यविषयक जाणिवेचा शोध घेणे .

## सारणी क .०३

अ.क.	घटक	पालकांचा प्रतिसाद			
		होय		नाही	
		संख्या	टक्केवारी	संख्या	टक्केवारी
१	तुमच्या मुलींच्या आरोग्याची काळजी कशी घ्यावी याविषयी तुम्हाला माहिती आहे का?E	३०	१५	१७०	८५

२	मुली तुमच्या बरोबर आरोग्यासंदर्भात चर्चा करतात काÆ	५२	२६	१४८	७४
३	तुमच्या बरोबर चर्चा करतांना मुलींना संकोच वाटतो काÆ	१२६	६३	७४	३७
४	याबाबतीत मुलींना विशेष मार्गदर्शन केले पाहिजे असे तुम्हाला वाटते काÆ	२००	१००	००	००

### निरीक्षण आणि अनुमान

वरील सांगणी वरून असे दिसून येते की मुलींच्या आरोग्याची काळजी कशी घ्यावी याविषयी माहिती आहे , असे म्हणणाऱ्या पालकांचे प्रमाण १५ टक्के आहे तर माहिती नही असे म्हणणाऱ्या पालकांचे प्रमाण ८५ टक्के आहे . मुली पालकांबरोबर आरोग्यासंदर्भात चर्चा करतात असे म्हणणाऱ्या पालकांचे प्रमाण २६ टक्के आहे . तर चर्चा करत नाहीत असे म्हणणाऱ्या पालकांचे प्रमाण ७४ टक्के आहे . पालकांबरोबर चर्चा करतांना मुलींना संकोच वाटतो ,असे म्हणणाऱ्या पालकांचे प्रमाण ६३ टक्के आहे . तर संकोच वाटत नाही, असे म्हणणाऱ्या पालकांचे प्रमाण ३७ टक्के आहे . आरोग्याची काळजी कशी घ्यावी याविषयी मुलींना विशेष मार्गदर्शन केले पाहिजे असे १०० टक्के पालकांना वाटते .

यावरून असे स्पष्ट होते की पालक मुलींच्या आरोग्यासंदर्भात फारसे जागृत नाहीत तसेच त्यांना यासंदर्भात फारशी माहिती नाही .

### निष्कर्ष

१. शाळेमधून मुलींना आरोग्य विषयक माहिती दिली जात नाही .
२. वयानुरूप शरीरामध्ये होणाऱ्या बदलांविषयी मुलींना व पालकांना फारशी माहिती नाही .
३. मुलींना आरोग्यविषयक समस्यांसंदर्भात इतरांबरोबर चर्चा करण्यास संकोच वाटतो .
४. कुटुंबियांकडून मुलींच्या आरोग्यासंदर्भात फारशी चर्चा केली जात नाही .
५. मुलींना आरोग्यविषयक समस्यांसंदर्भात कुटूंबामधून फारशे मार्गदर्शन केले जात नाही .
६. सर्वच शिक्षकांना मुलींच्या आरोग्यासंदर्भात माहिती नाही .
७. शिक्षक स्वतःहून मुलींना आरोग्यासंदर्भात मार्गदर्शन करत नाहीत .
८. मुलींना आरोग्यासंदर्भात मार्गदर्शनाची गरज आहे असे सर्वच शिक्षकांना वाटते .
९. शिक्षकांना मुलींच्या आरोग्यविषयक संदर्भात मार्गदर्शन किंवा प्रशिक्षण दिले जावे असे सर्वच शिक्षकांना वाटते .
१०. पालकांना मुलींच्या आरोग्यासंदर्भात कशी काळजी घ्यावी याबाबत पालकांना माहिती नाही .
११. सर्वच पालक मुलींबरोबर आरोग्यासंदर्भात चर्चा करीत नाहीत .
१२. मुलींना आरोग्यासंदर्भात शाळेमधून मार्गदर्शन केले जावे असे पालकांना वाटते .

### शिफारशी

१. शाळेमधून मुलींना आरोग्यविषयक संदर्भात मार्गदर्शन केले जावे .
२. पालकांना मुलीच्या आरोग्यासंदर्भात शाळेमधून मार्गदर्शन केले जावे .
३. शिक्षकांना मुलीच्या आरोग्यविषयक समस्यासंदर्भात आणि त्यांच्या भुमिकेसंदर्भात मार्गदर्शन केले जावे .
४. शाळेत मुलींच्या मार्गदर्शनासाठी विशेष शिक्षकाची नेमणूक केली जावी .
५. मुलींना आरोग्यविषयक माहिती पुस्तिका उपलब्ध करून द्याव्यात .
६. सामाजिक संस्थांनी यासंदर्भात शिबीरांचे आयोजन करावे .
७. प्राथमिक आरोग्य केंद्रांमध्ये यासाठी विशेष कक्ष उभारावे .

### समारोप

स्त्रीयांचा परीपूर्ण विकास करण्यासाठी आपण सर्वजन कटीबद्ध आहोत .त्यासाठी प्रयत्नसुध्दा केले जात आहेत . पण याची व्याप्ती खूप मर्यादित आहे .समाजातील प्रत्येक घटकाने यासाठी प्रामाणिकपणे प्रयत्न करायला हवे . स्त्री आरोग्य हा एक अतिशय महत्वाचा प्रश्न आपल्यासमोर निर्माण झाला आहे . त्यासाठी शालेय पातळीवर तसेच कौटुंबिक पातळीवरसुध्दा विशेष प्रयत्न होणे आवश्यक आहे .

## ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्तीचा अभ्यास

कांचन संभाजी सिरसट

एम्. एड. विद्यार्थिनी

शिक्षणशास्त्र विभाग

मुंबई विद्यापीठ

व

डॉ. आश्वेनी करवंदे

सहाय्यक प्राध्यापिका

शिक्षणशास्त्र विभाग

मुंबई विद्यापीठ

### सारांश

स्त्री शिक्षणात बदलत्या काळानुसार व्यापकता देखील वाढत चालली आहे. मुलींच्या व्यक्तिमत्त्वाचा विकास करणे हे आजचे शिक्षणाचे ध्येय आहे. त्यामुळे शासकीय व खाजगी शिक्षण क्षेत्र शाळेच्या माध्यमातून मुलींना शिक्षण देण्यासाठी नवनवीन अभ्यासक्रम व सहशालेय उपक्रम राबवित असतात. परंतु ग्रामीण भागात हे उपक्रम कमी प्रमाणात पद्धिस्तात. त्याची अनेक कारणे आहेत. सदर संशोधनित ग्रामीण भागातील निरक्षर स्त्रियांचा शिक्षणाविषयीचा सद्य परिस्थितीचा अभ्यास करणे हे प्रमुख ध्येय मानले गेले. त्याकरिता संमिश्र पद्धतीचा उपयुक्त केला गेला आहे. महाराष्ट्र राज्यातील धारूर व केज तालुक्यातील तांदुळवाडी, मांजी, युसूफ वडगाव, मांवा, हावरगाव या पाच ग्रामीण भागातील मिळून एकूण ५० निरक्षर महिलांकडून त्यांच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती व धडपड जाणून घेण्यासाठी अभिवृत्ती व धडपडविषयी प्रश्नावली भरून घेतली व ८ निरक्षर महिलांच्या जीवनकथा मांडण्यात आल्या आहेत. सदर संशोधनाच्या अभ्यासावरून असा निष्कर्ष मांडण्यात आला की निरक्षर स्त्रियांची सकारात्मक अभिवृत्ती आहे तर कथेतील संदर्भावरून या निरक्षर स्त्रियांना स्वजीवनातील आलेल्या अडचणी सहन करताकरता स्वतःचे व्यक्तीमत्व तयार करता आले नाही पण त्यांच्या मुलींचे मात्र व्यक्तीमत्व घडविण्याचे ठरवले आहे व त्याकरता त्यांनी त्यांच्या मुलींना शिक्षण द्यायचे ठरवले आहे.

### • प्रस्तावना

मुलींना शिक्षण देण्याच्या बाबतीत घरच्या महिलांचा महत्त्व सहभाग असते. यात फक्त सुशिक्षित महिलांचा समावेश नसून निरक्षर महिलांचाही समावेश आहे. निरक्षर राहिल्यामुळे अनेक समस्यांना सामोरे जावे लागते. त्या समस्या त्यांच्या मुलींच्या जीवनात येऊ नयेत म्हणून निरक्षर स्त्रिया त्यांच्या मुलींना शिक्षण देत आहेत. देशाच्या विकासामध्ये स्त्री ही महत्त्वपूर्ण भूमिका वठवत असते. स्त्री शिक्षणात बदलत्या काळानुसार व्यापकता देखील वाढत चालली आहे. मुलींच्या व्यक्तिमत्त्वाचा विकास करणे हे आजचे शिक्षणाचे ध्येय आहे. त्यामुळे शासकीय व खाजगी शिक्षण क्षेत्र शाळेच्या माध्यमातून मुलींना शिक्षण देण्यासाठी नवनवीन अभ्यासक्रम व सहशालेय उपक्रम राबवित असतात. परंतु ग्रामीण भागात हे उपक्रम कमी प्रमाणात पद्धिस्तात. त्याची अनेक कारणे आहेत. असे असतानाही या भागांमध्येही शिक्षणाबाबतचा दृष्टीकोन बदलत चालला आहे. तेथे मुलांच्या

शिक्षणासंबंधित मुलींनाही शिक्षण दिले जात आहे .यालाच अनुसरून पुढील संशोधन समस्या निवडली आहे . यात निरक्षर महिलांची स्वतःच्या मुलींच्या शिक्षणाबाबतचा दृष्टीकोन व त्यांना शिक्षण मिळावे यासाठीची धडपड यांचा अभ्यास करण्यात आला आहे .

- **संशोधन समस्याविधान :**

“ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती व त्यांच्या शिक्षणासाठीची धडपड यांचा अभ्यास”

- **संशोधनातील व्याख्या □**

**कार्यात्मक व्याख्या**

१. अभिवृत्ती □बीड जिल्हातील धारूर व केज तालुक्यातील ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणाकडे पाहण्याची सकारात्मक किंवा नकारात्मक वृत्ती .
२. धडपड □बीड जिल्हातील धारूर व केज तालुक्यातील ग्रामीण भागातील निरक्षर स्त्रियांचे स्वतःच्या मुलींच्या शिक्षणासाठी सामाजिक □आर्थिक व कट्टीविक अडचणी दूर सारून घेतलेले परिश्रम .

- **ध्येये □**

१. ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती अभ्यासणे .
२. ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणासाठी अ □सामाजिक आ □आर्थिक इ □कट्टीविक अडचणी दूर सारून घेतलेल्या परिश्रमाचा अभ्यास करणे .

- **संशोधनाची व्याप्ती व मर्यादा □**

सदर संशोधनाची व्याप्ती ही महाराष्ट्र राज्यातील बीड जिल्हातील धारूर व केज तालुक्यातील तांदुळवाडी □कावरगाव □ तांबवा □शुसूफ वडगाव □गांजी या एकूण पाच खेड्यातील निरक्षर महिलांच्या स्वतःच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्तीचा व धडपडीचा अभ्यास केला आहे . त्याकरता या ग्रामीण भागातील एकूण ५० निरक्षर महिलांकडून त्यांच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती व धडपड जाणून घेण्यासाठी अभिवृत्ती व धडपडविषयी प्रश्नावली भरून घेतली आहे आणि सदर संशोधनात कथनात्मक संशोधन पद्धतीचा उपयोग करून काही निवडक निरक्षर महिलांच्या मुलाखती घेऊन त्यांच्या जीवनकथा मांडण्यात आहेत .

- **सदर संशोधनात वापरलेली पद्धती व प्रकार □**

सदर संशोधनात ग्रामीण भागातील निरक्षर स्त्रियांचा शिक्षणाविषयीचा सद्य परिस्थितीचा अभ्यास करणे हे प्रमुख ध्येय मानले गेले . त्याकरिता संमिश्र पद्धतीचा उपयोग केला गेला आहे . या संमिश्र संशोधन पद्धतीप्रमाणे सदर संशोधनाकरता संख्यात्मक व गुणात्मक विभागाद्वारे माहिती मिळवून अभ्यास केला गेला आहे . संख्यात्मक विभागातील वर्णनात्मक पद्धतीतील सर्वेक्षण प्रकारातील सामाजिक सर्वेक्षण पद्धतीचा उपयोग केला गेला आहे .

निरक्षर स्त्रियांच्या जीवन कथा जाणून घेण्याकरिता सखल व केंद्रित मुलाखतीचा उपयोग करण्यात आला आहे .या संमिश्र संशोधनातील स्पष्टीकरणात्मक अभिकल्प उपयोग करण्यात आला . त्यावरून सदर संशोधनाची रूपरेखा दृक पद्धतीने मांडलेली आहे . कारण सांख्यिकीवरून निरक्षर महिलांची त्यांच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती व धडपड जाणून घेता आली . पण ही अभिवृत्ती घडण्यासाठी कणकणित घटक कारणीभूत ठरले कारण अभिवृत्ती ही अवबध्दिवर अवलंबून असते हे गुणात्मक संशोधनावरून लक्षात येऊ शकेल म्हणून गुणात्मक संशोधनाद्वारे निरक्षर महिलांच्या अनुभवांचे कथनात्मक रूपाने

जीवनकथा धडपड जाणून घेण्यात आली. संमिश्र पद्धतीतील माहितीचे एकत्रीकरणातील पाच प्रकारपैकी दुसऱ्या प्रकाराचा म्हणजे माहितीचा संबंध जडिणे व त्यावरूनही निष्कर्ष काढणे' या प्रकारचा उपयोग करून त्यावरून संश्लिष्टाची उपपत्ती तयार करण्यात आली आहे.

● **सदर संश्लिष्टाच्या न्यादर्शाची निवड :**

सदर संश्लिष्टाकरिता महाराष्ट्र राज्यातील धारूर व केज तालुक्यातील तांदुळवाडी, गांजी, धुसूफ वडगाव, तांबवा, हावरगाव या पाच ग्रामीण भागातील मिळून एकूण ५० निरक्षर महिलांकडून त्यांच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती व धडपड जाणून घेण्यासाठी अभिवृत्ती व धडपडविषयी प्रश्नावली भरून घेतली आहे व ८ निरक्षर महिलांच्या जीवनकथा मांडण्यात आल्या आहेत. निवड संभाव्यता नमुना निवड पद्धतीने करण्यात आली आहे. मिळालेल्या माहितीचे पृथक्करण व त्याचे विश्लेषण केले आहे.

● **साधने:**

सदर संश्लिष्टाकरिता अभिवृत्ती मापन श्रेणीकरता तयार प्रश्नावली वापरण्यात आली आहे. ही प्रश्नावली कु. दर्शना श्रावण पांडव (२००९) यांनी तयार साधन या संश्लिष्टासाठी ही प्रश्नावली वापरण्यात आली व धडपड या मापनश्रेणीसाठी संश्लिष्टेने ४१ विधानांची धडपड मापन प्रश्नावली तयार केली आहे. सदर संश्लिष्टा संमिश्र पद्धतीवर आधारित आहे. अभिवृत्ती व धडपड मापनाकरता पदनिश्चयन श्रेणी व मुलाखत तंत्र मसुदा या साधनांचा उपयोग करण्यात आला आहे.

● **निष्कर्ष :**

१. ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती सकारात्मक आहे.

सदर परिकल्पनेचा संख्यात्मक व अनुमानात्मक पृथक्करण करून असा निष्कर्ष मांडण्यात आला की ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती सकारात्मक आहे. सारणी १

**सारणी १**

नमुन्यातील निरक्षर महिलांचा स्वतःच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती  
केंद्रीय प्रवृत्ती व विचलनशीलता

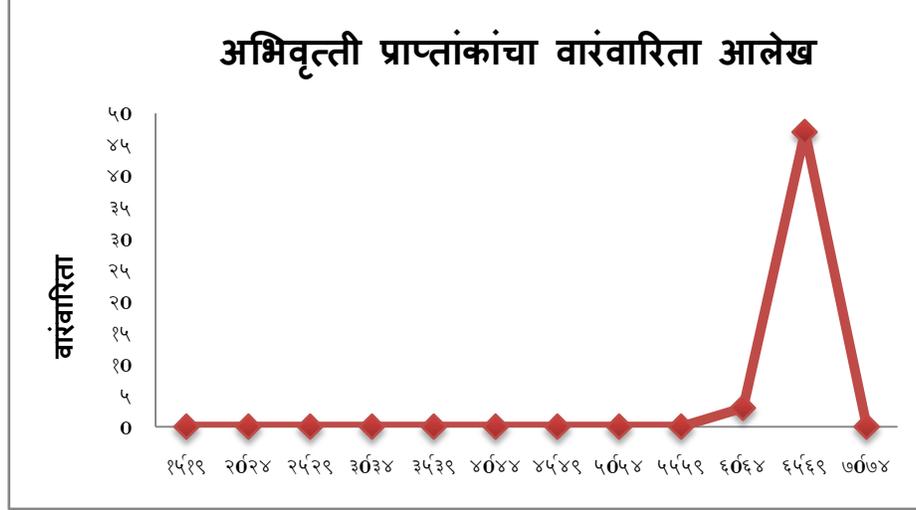
न्यादर्शाचा आकार	मध्यमान	मध्यांक	बहुलक	प्रमाण विचलन	विषमिता	शिखरदंड
५०	६८.३	६९	६९	१.५१	२.६२	७.०२

**चर्चा** निरक्षर स्त्रियांच्या अभिवृत्ती मापन श्रेणीवरून असे लक्षात आले की ग्रामीण निरक्षर स्त्रियांनी त्यांच्या वैयक्तिक आयुष्यात त्या ज्या त्रासदायक जीवन जागल्या आहेत वा आजही जगत आहेत त्या समस्या त्यांच्या मुलींच्या आयुष्यात येऊ नयेत त्यांच्या मुलींच्या जीवनात आर्थिक चणचण भासू नये त्यांच्या मुलींना सामाजिक, आर्थिक, कृषिक, वैयक्तिक जीवन चांगले व्यतीत करायचे असेल तर शिक्षणाची आवश्यकता आहे. या स्त्रिया त्यांच्या मुलींना शिक्षण देणार आहेत. म्हणजेच त्यांच्या आयुष्यावरून त्यांना शिक्षणाची संकल्पना चांगलीच कळली असावी. म्हणून निरक्षर स्त्रियांची त्यांच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती खूप चांगली आहे.

आलेख १ वरून निरक्षर महिलांचा स्वतःच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती सकारात्मक दिसून येते.

## आलेख १

नमुन्यातील निरक्षर महिलांचा स्वतःच्या मुलींच्या शिक्षणासंदर्भातील अभिवृत्ती  
प्राप्तांकाचा वारंवारता आलेख



२. ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणासाठीची असा सामाजिक आर्थिक इच्छा अडचणी दूर सारून परिश्रम घेण्याची सकारात्मक वृत्ती आहे .

सदर परिकल्पनेचा अभ्यास करण्याकरिता निरक्षर स्त्रियांकडून धडपड मापिका भरून घेतली व नंतर त्यांचे विश्लेषण करण्यात आले . प्रतीसादकाकडून अनुमानात्मक पृथक्करण करून असा निष्कर्ष मांडण्यात आला की ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणासाठीची धडपड खूप चांगली आहे . ग्रामीण भागातील निरक्षर स्त्रियांची स्वतःच्या मुलींच्या शिक्षणासाठीची सामाजिक आर्थिक इच्छा अडचणी दूर सारून परिश्रम घेण्याची सकारात्मक वृत्ती आहे .

**चर्चा** धडपड मापन श्रेणीवरून असे लक्षात येते की ग्रामीण निरक्षर स्त्रियांनी त्यांच्या वैयक्तिक आयुष्यात जे त्रासदायक जीवन जागल्या आहेत वा आजही जगत आहेत तशा समस्या त्यांच्या मुलींच्या आयुष्यात येऊ नयेत . त्यांच्या मुलींच्या सामाजिक आर्थिक इच्छा जीवन चांगले व्यतीत करायचे असेल तर शिक्षणाची आवश्यकता आहे . म्हणून या निरक्षर स्त्रिया त्यांच्या मुलींना शिक्षण देण्यासाठी सामाजिक आर्थिक इच्छा अडचणी दूर सारून मुलींना शिक्षण देत आहेत व शिक्षण देऊन मुलींना स्वतःच्या पायावर उभे करणार आहेत . म्हणून निरक्षर स्त्रियांची त्यांच्या मुलींच्या शिक्षणासाठीची धडपड खूप चांगली आहे .

● **संश्लिष्टाची उपपत्ती संश्लिष्टातील निष्कर्षात्मक अभ्यास**

सदर संश्लिष्टात निरक्षर स्त्रियांच्या मुलाखती घेण्यात आल्या होत्या .त्या मुलाखतींची फेरमांडणी करण्यात आली .या फेरमांडणीचे कथांमध्ये रूपांतर करण्यात आले .ज्यावेळी कथा लिहिल्या गेल्या त्यानंतर त्या कथा प्रत्यक्ष त्या महिलांना वाचून दाखवण्यात आल्या .महिलांनी त्यात ज्या ठिकाणी स्वतःच्या कथेत बदल सुचवले ते बदल करून कथा पुन्हा त्यांना वाचून दाखवण्यात आल्या .शेवटी कथांचे पुनर्लेखन करण्यात आले .या कथांमध्ये महिलांचे जीवन कसे आहे?त्यांचा स्वतःकडे पहाण्याचा दृष्टीकोन कसा आहे?मुलींच्या शिक्षणाबाबतची अभिवृत्ती कशी आहे?त्यासाठीची धडपड कशी आहे? या सर्व प्रश्नांची उत्तरे मिळविण्याचा प्रयत्न केला आहे .त्या सर्व कथा संश्लिष्टात मांडल्या आहेत .सदर संश्लिष्टातून समस्येची जी माहिती

मिळवण्यात आली व त्या माहितीवर प्रक्रिया करून निष्कर्ष मांडण्यात आले .या निष्कर्षावरून संशोधनाची उपपत्ती मांडण्यात आली .या संशोधनाची उपपत्ती आक्षेपरूपाने पुढे मांडण्यात आली आहे (आक्षेप २) . त्यावरून घटकांचे विश्लेषण करण्यात आले आहे .

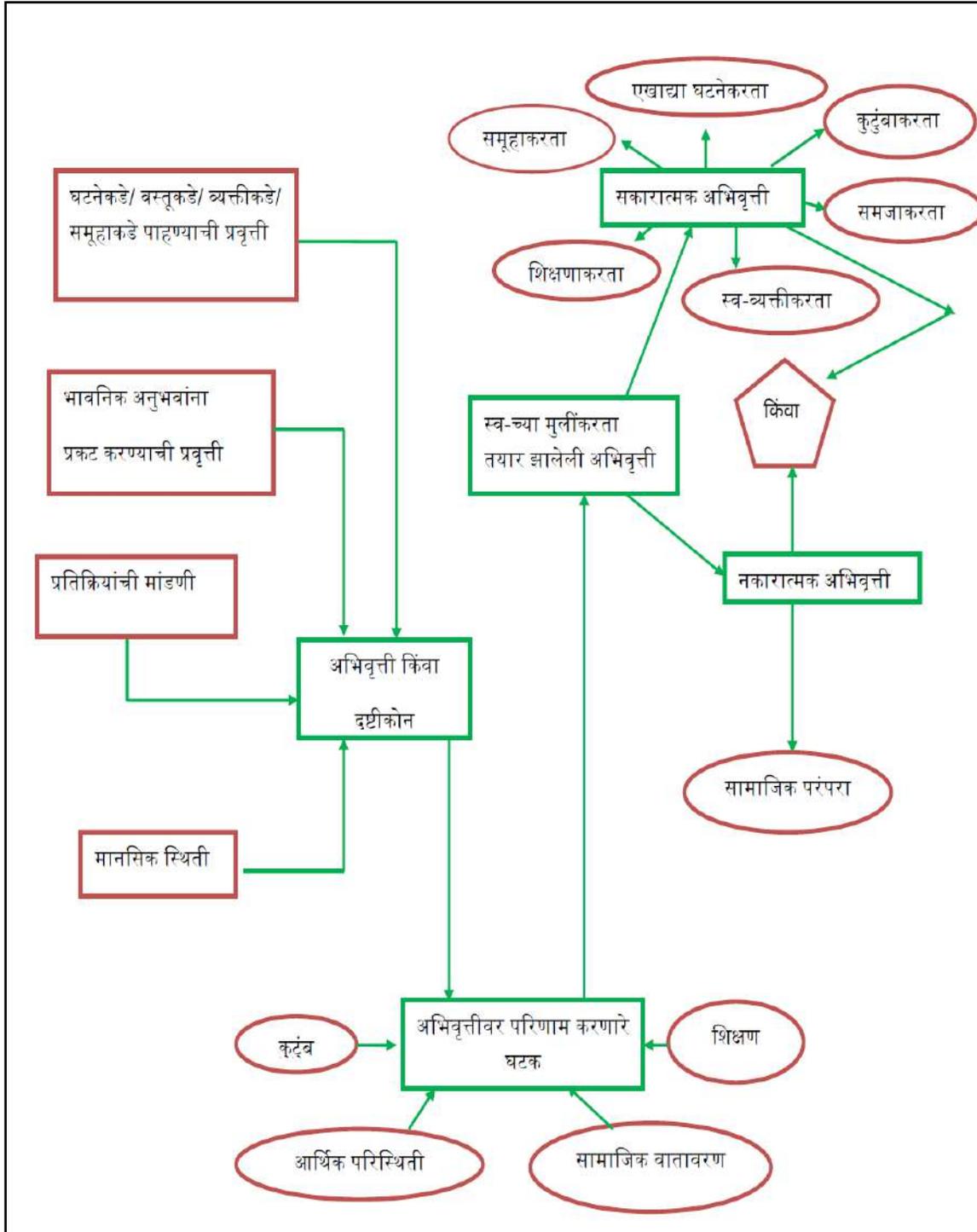
● ग्रामीण भागातील निरक्षर स्त्रियांच्या अभिवृत्तीवर परिणाम करणारे घटक □

सदर संशोधनाच्या अभ्यासावरून वरील अभ्यासात्मक आक्षेप वनवण्यात आली आहे . त्या आक्षेपमधील अभिवृत्ती तयार होण्याकरता कणकणिते घटक कारणीभूत ठरले व त्यावरून कथेतील स्त्रियांची सकारात्मक अभिवृत्ती कशी तयार झाली त्यातील महत्त्वाच्या समान मुद्द्यांचे विवरण खाली दिले आहे .

- १ . कुटुंबसंशोधनाच्या एकूण आठ कथांमध्ये ग्रामीण भागातील निरक्षर स्त्रियांचा समावेश केला आहे . सर्व कुटुंब हे ग्रामीण भागातील असून त्यांच्यात काही गप्ती सारख्या वाटल्या . त्यातील पहिली गप्ती कथेतील सर्वच कुटुंबातील आर्थिक परिस्थिती दारिद्र्य रेषेखाली आहे . कथेतील सर्वच कुटुंबातील आर्थिक परिस्थिती खूपच बेताची आहे व दुसरी गप्ती म्हणजे बहुतेक काही कुटुंबात घरातील कमविता करता व्यक्ती दारूच्या व्यसनाला लागल्यामुळे घराची आर्थिक परिस्थिती बिघडली आहे . आणि तिसरी बाब म्हणजे घरात नेहमी असलेल्या आजारी व्यक्तींच्या खर्चांमुळे घराची आर्थिक परिस्थिती बिघडली आहे . त्याचप्रमाणे कुटुंब हा समाजाचा घटक असल्यामुळे समाजातील अस्पष्ट रीतीरिवाजप्रमाणे मुलीचे लग्न लहान वयातच करून देणे त्यामुळे एका अन्यायी कुटुंबाची जबाबदारी सोपविली जाते .
- २ . सामाजिक परिस्थितीअनेक व्यक्तीने समूह तयार होत तर या समूहाचा समाज तयार होतो हा समाज काही गरजा पूर्ण करण्यासाठी एकत्र येतो या समाजात राहून व्यक्तीच्या राहणीमानाच्या गरजा पूर्ण होत . समाजात राहायचे असेल तर प्रत्येक सामाजिक नितीनियामांना पाळणे आवश्यक नाही .कारण काही नियम हे आपल्याला अद्योग्यीकडे नेणारे असतात . अशा मतांच्या असण्याशिवाय स्त्रिया त्यांच्या व्यक्तीमत्त्वावरून आढळून आले .समाजाची चर्चा सांभाळणे याला जास्त महत्व दिलेले दिसून येत नाही .
- ३ . आर्थिक परिस्थिती व्यक्तीला नैसर्गिकरित्या जाणवणारी पट्टीची खळगी भरण्यासाठी आर्थिकतेची गरज असते . आर्थिक परिस्थितीने जर व्यक्ती समाधानी असेल तर त्या व्यक्तीची मानसिक स्थिती चांगली असते . हे आजच्या मानवाच्या जीवनाचे समीकरण बनले आहे . त्यासाठी त्याला काम करणे गरजेचे आहे .कथेतील स्त्रिया या निरक्षर असल्याकारणाने त्यांना हवे तसे काम मिळत नसे .यामुळे पैसाही घरात कमी येत असे .म्हणून या स्त्रियांची आर्थिक परिस्थिती दारिद्र्य रेषेखाली आहे . हे सर्व या स्त्रियांच्या बाबतीत घडू नये म्हणून या स्त्रियांचा दृष्टीकोन बदलला आहे .शिक्षणाकरता हा दृष्टीकोन सकारात्मक बनला आहे .
- ४ . स्वतःच्या मुलीकरता तयार झालेली अभिवृत्ती या कथेतील स्त्रियांची अभिवृत्ती त्यांच्या एकंदर जीवनातील अनुभवावरून स्वतःच्या बाबतीत आणि त्यांच्या शिक्षणाबाबतीत तयार झाली आहे . हे आक्षेप २ वरून लक्षात येते . त्या मुद्द्यांची चर्चा खालीलप्रमाणे आहे .

आकृती २

ग्रामीण भागातील निरक्षर स्त्रियांच्या अभिवृत्तीवर परिणाम करणारे घटक



- सकारात्मक अभिवृत्ती  स्त्रियांची त्यांच्या मुलींच्या एकंदर सर्वच बाबतीत सकारात्मक अभिवृत्ती तयार झाली आहे . शिक्षणाकरता  समूहाकरता  एखाद्या घटनेकरता  कुटुंबाकरता  समाजाकरता  स्वव्यक्तीमत्वाकरता इत्यादीकरता बदललेली अभिवृत्ती .
- १ . शिक्षणाकरता  आज निरक्षर स्त्रियांची जी स्थिती आहे ती त्यांनी शिक्षण न घेतल्यामुळे अढिवली आहे . असे या स्त्रियांच्या कथांवरून जाणवले आहे . कुटुंबामध्ये ज  त्रास त्या आज सहन करीत आहेत त  त्रास शिक्षण कमी असल्यामुळे ह  ति आहे . असा त्रास त्यांच्या मुलींना ह  ति नये याची जाणीव व त्याबद्दलचा दृष्टीक  ति सकारात्मक झाला असावा असे त्यांच्या जीवनानुभावाच्या कथेवरून जाणवले .
- २ . समूहाकरता  आज त्यांना समूहामध्ये राहताना ज  त्रास ह  ति आला त  त्रास त्यांच्या मुलींना ह  ति नये याकरता या स्त्रियांना असे वाटते कि  त्यांच्या मुलींनी शिक्षण घेतले तर त्यांना त्या समूहामध्ये कसे राहायचे हे कळेल म्हणून त्यांची शिक्षणासंदर्भातील सकारात्मक अभिवृत्ती आहे . जेणेकरून त्यांच्या मुलींचा समूहाकडे पाहण्याचा दृष्टीक  ति बदललेल .
- ३ . एखाद्या घटनेकरता  समाजामध्ये अनेक घटना घडतात . कधी व्यक्तीच्या स्वत  च्या जीवनातही वेगवेगळे अनुभव देणारया घटना घडतात . त्या घटनांकडे पाहण्याचा दृष्टीक  ति हा शिक्षणामुळे प्राप्त ह  ति शकत  पण या घटनांचा अर्थ देखील शिक्षणामुळेच लावता येईल म्हणून शिक्षण आवश्यक आहे .
- ४ . कुटुंबाकरता  जर मुलींना शिक्षण दिले तात्या भविष्यात त्यांचे कुटुंब व्यवस्थितपणे सांभाळू शकतील म्हणून या स्त्रिया त्यांची मुलींना शिकवणार आहेत . याव  ति त्यांची अभिवृत्ती सकारात्मक बनली आहे हे लक्षात येते .
- ५ . समाजाकरता  कथेतील स्त्रियांनी त्यांच्या मुलींना शिक्षण देण्याची जी सकारात्मक वृत्ती दाखवली आहे कारण त्यांच्या मुलीला समाजातील सर्व घडाम  डि समजाव्यात तसेच त्यांना समाजात प्रतीष्टेने जगता यावे म्हणून शिक्षणाची अव्याकता आहे . तरच समाजाकरता सकारात्मक अभिवृत्ती तयार होईल .
- ६ . स्वव्यक्तीमत्वाकरता  कथेतील स्त्रियांच्या स्वजीवनातील त्यांना आलेल्या अडचणी या सहन करताकरता स्वव्यक्तीमत्व तयार करता आले नाही पण त्यांच्या मुलींचे मात्र स्वव्यक्तीमत्व त्या स्त्रियांनी घडविण्याचे ठरवले आहे . त्याकरता त्यांनी त्यांच्या मुलींना शिक्षण द्यायचे ठरवले आहे . इथेच या स्त्रियांची त्यांच्या मुलींच्या शिक्षणासंदर्भातील सकारात्मक अभिवृत्ती दिसून येते .
- नकारात्मक अभिवृत्ती : या स्त्रियांची क  ण्याच ठिकाणी नकारात्मक अभिवृत्ती दिसली नाही .

### • सदर संश धिमावर आधारित शिफारशी

सदर संश  धिम समस्या अभ्यासल्यानंतर जे निष्कर्ष मिळाले ते सकारात्मक मिळाले . तरीही या ग्रामीण भागातील निरक्षर स्त्रियांनी त्यांच्या मुलींना शिक्षण द्यावे व या स्त्रियांनी स्वत  ज  त्रास सहन केला त  त्रास त्यांच्या मुलींना ह  ति नये याकरता त्यांना आणखी शिफारशी सुचवून त्या या स्त्रियांपर्यंत प  ह  ति विणे हा या संश  धिमाचा आणखी एक हेतू आहे .

### • ग्रामीण भागातील निरक्षर स्त्रियांना शिफारशी

- ✓ शाळेतील सभांना हजर राहणे .
- ✓ आपल्या मुलींशी मैत्रीपूर्ण संबंध ठेवणे .
- ✓ शाळेत जाऊन सरकारतर्फे मिळणा  य  जिनांचा लाभ करून घेणे .
- ✓ जर शाळेतील कर्मचारी किंवा शिक्षक सरकारच्या य  जिनांची माहिती देत नसतील तर त्यांच्या वि  ङ  त  र करावी .
- ✓ मुलीच्या शिक्षणाकरता तिला य  य  ती शैक्षणिक साधने पुरवावीत .

- ✓ सामाजिक रूढीपरंपरेनुसार मुलींचे लग्न लहान वयात करू नये .
- ✓ मुलीला शिक्षणाचे पूर्ण स्वातंत्र्य द्यावे .
- सरकारतर्फे राबविल्या जाणाऱ्या यजिनांकरिता शिफारशी □
  - ✓ ज्या यजिना राबवल्या जातात त्यांचा प्रसार करण्याकरता पथनाट्यभिमंतीपत्रकटी . व्ही . रेडीअशा माध्यमाद्वारे या यजिनांची माहिती पद्धित्तविली जावी .
  - ✓ सरकार मुलींच्या शिक्षणाकरता ज्या यजिना पुरवतात त्या यजिना जाणून घेण्याचा अधिकार काय आहे हे देखील या स्त्रियांपर्यंत पद्धित्तविले जावे .
  - ✓ १ ली ते ७ वी हे प्राथमिक शिक्षण फक्त नगरपालिकेच्या शाळेत घेतले जावे अशी सक्ती केली जावी .
  - ✓ सरकारच्या यजिना जर गरिवांपर्यंत पद्धित्त नसतील तर त्याकरता अर्ज करण्याची किंवा त्ार करण्याची सयि असावी .
  - ✓ शाळांना सक्ती करावी किंकराकरता सर्व यजिना मुलांपर्यंत पद्धित्तविल्याव्यात .
  - ✓ शैक्षणिक यजिनांचा प्रसार करण्याकरता स्वयंसेवी संस्थांची मदत घ्यावी .
  - ✓ ज्या मुलींची आर्थिक परिस्थिती शिक्षण घेण्यासारखी नाही त्यांच्या गरजा अळबून त्यानुसार शिक्षण आखला जावा .
  - ✓ मुलींना ययि मार्गदर्शन करण्यासाठी सेवानिवृत्त शिक्षकांची मदत घ्यावी .
- शाळांकरता शिफारशी □
  - ✓ शाळेने सरकारच्या यजिना गरीब विद्यार्थ्यांपर्यंत कशा पद्धित्तविता येतील याची दखल घ्यावी .
  - ✓ ग्रामीण भागातील पाच वर्षावरील मुलींना शाळेत पाठविण्याची सक्ती करण्यात यावी .
- स्वयंसेवी संस्थांकरता शिफारशी □
  - ✓ स्वयंसेवी संस्थांनी सरकारतर्फे चालविल्या जाणाऱ्या यजिना ग्रामीण भागातील गरीब कुटुंबांपर्यंत पद्धित्तविल्याव्यात .
  - ✓ स्वयंसेवी संस्थांनी या कुटुंबाला सबळ मदत करावी .

**निष्कर्ष :** सदर संश्रिमाच्या अभ्यासावरून असा निष्कर्ष मांडण्यात आला की निरक्षर स्त्रियांची सकारात्मक अभिवृत्ती तयार हय्याकरता कुटुंबसामाजिक परिस्थितीआर्थिक परिस्थितीस्वजीवनातील अनुभवमुलींच्या शिक्षणाकडे समूहाकडे पाहण्याचा दृष्टीकजसमाज व स्वजीवनातील या स्त्रियांना आलेल्या अडचणी हे घटक कारणीभूत ठरले .या निरक्षर स्त्रियांची कण्ट्याच टिकाणी नकारात्मक अभिवृत्ती दिसली नाही . कथेतील संदर्भावरून ग्रामीण भागातील निरक्षर स्त्रियांना स्वजीवनातील आलेल्या अडचणी या सहन करताकरता स्वतःचे व्यक्तीमत्व तयार करता आले नाही पण त्यांच्या मुलींचे मात्र व्यक्तीमत्व या स्त्रियांनी घडविण्याचे ठरवले आहे व त्याकरता त्यांनी त्यांच्या मुलींना शिक्षण द्यायचे ठरवले आहे .

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## पनवेल मधील माध्यमिक शाळेतील शिक्षकांना लैंगिक शिक्षण देतांना येणा या समस्यांचा अभ्यास

डॉ. नीलिमा अरविंद मोरे

सहाय्यक प्राध्यापक

शासकीय अध्यापक महाविद्यालय,

पनवेल, जि. रायगड

### सारांश

लैंगिक शिक्षण माध्यमिक स्तरावरील विद्यार्थ्यांना दयावयाचे झाल्यास शिक्षकांसमोर फार मोठी समस्या उभी राहते. हे शिक्षण मुलामुलींना एकत्र द्यावे की वेगळ्या गटामध्ये द्यावे ? माध्यमिक स्तरावरील सर्व विद्यार्थी किशोर अवस्थेमध्ये असल्यामुळे पंख फुटल्यागत त्यांची गत असते. धड ते लहानही नसतात आणि मोठेही झालेले नसतात. या वयात मुलांमुलीमध्ये शारीरिक व मानसीक बदलांना सुरुवात होत असते. हे बदल आपणांमध्ये का होतात, त्यांचे आपल्या जीवनात काय महत्व आहे, हे त्यांना माहित नसते. व या विषयांना धरून त्यांना अनेक प्रश्न पडत असतात. योग्य वेळी त्यांच्या प्रश्नांचे निवारण होण्यासाठी व एक जबाबदार व्यक्ती घडविण्यासाठी हे शिक्षण योग्य वयातच मुलामुलींना जर शाळेतून प्राप्त झाले तर ते प्रभावी ठरू शकेल.

### प्रस्तावना

आज समाजामध्ये एकत्र कुटुंब पध्दती फारच थोड्या ठिकाणी बघायला मिळते. आज आई वडील दोघेही, नोकरी करणारे असल्यामुळे मुलामुलींना टि.व्ही. केबल वाहिण्या, संगणकातील इंटरनेट, समवयस्क मुले मुली तसेच ब्ल्यू फील्मस आणि पिवळ्या रंगाची पुस्तके अशा मार्गांनी अर्धवट आणि चुकीची माहिती मूलेमुली मिळवित असतात. हया माहितीमुळे मुला मुलींवर विपरीत परिणाम घडू शकतो.

कामभावना ही जन्मापासूनच आकार घेत असते. वयानुसार हीचे स्वरूप बदलते. मुनष्याला स्वतःच्या शारिरिक व मानसिक बदलांविषयी जिज्ञासा असते. त्याचप्रमाणे विभिन्न लिंगी व्यक्ती विषयीही जिज्ञासा निर्माण होते. प्रेम, विवाह, प्रजोत्पादन, कुटुंब नियोजन या सर्व टप्यांत सर्वांच्या मनात कुतुहल, शंका व प्रश्न निर्माण होतात. परंतु लैंगिकता हा विषय नाजूक असल्याने या बाबत कोणालाही विचारायची सोय नसते. यातूनच फसवणूक व कुचंबणा होतांना पहायला मिळते. यातूनच अज्ञान, गैरसमज, अवास्तव अपेक्षा, निराशा, भिती असे दटपचक्र माणसाच्या जीवनात सुरु होते. ही कुचंबणा व फसवणूक केवळ आर्थिक स्वरूपाची न राहता मानसिक,

सामाजिक तर कधी धार्मिक स्वरुपाची सुध्दा असते. लैंगिक अज्ञानामुळे न्युनगंड व वैफल्याने युवक युवती ग्रासले जातात, हे नेहमीच्या वृत्तपत्रातील व प्रसार माध्यमांच्या बातम्यांतून आपल्याला दररोजच दिसते. त्याच प्रमाणे आजच्या घडीला समाजातील वाढती लैंगिक विकृती, लैंगिक अत्याचार, व्यभिचार या समस्या देखील लैंगिक अज्ञानातूनच निर्माण होतात.

अशाप्रकारचे अज्ञान दूर करण्यासाठी लैंगिक शिक्षणाची गरज भासू लागते. त्यासाठी किशोर अवस्थांमधील मुलामुलींना योग्य पध्दतीने या बाबत शिक्षण देणे गरजेचे आहे.

### संशोधन अभ्यासाची गरज ः

काम ही माणसाची नैसर्गिक प्रवृत्ती असून ती पौगंडावस्थेत जागृत होते. ही अवस्था हा आयुष्यातील महत्वाचा कालखंड आहे. या काळात मुलांचे रुपांतर पुरुषात आणि मुलींचे रुपांतर स्त्रीमध्ये होत असते. या काळात मुलामुलींच्या शरीरात अनेक बदल घडून येतात. कधी कधी या बदलांमुळे त्यांना लाजल्या सारखे होते. कधी अपराधीपणा वाटतो. पण सर्वच मुलामुलींच्या आयुष्याला वयाच्या 10 ते 16 वर्षांच्या काळात हे बदल घडत असतात. हे बदल घडण्यासाठी मेंदुतील हायपोथॅलॅमस हा भाग जबाबदार असतो. या काळाच्या सुरुवातीपासून हायपोथॅलॅमस मजून काही अंतःस्राव किंवा हार्मोन्स निर्माण केले जातात. यामुळे पौगंडावस्थेतील वाढ ही चांगली होते. या खेरीज काही स्त्री विशिष्ट आणि काही पुरुष विशिष्ट असे हार्मोन्सही तयार होत असतात. अतः स्रावळी ग्रंथीतून हे हार्मोन्स स्रवत असतात. मुलांमध्ये टेस्टोस्टेरॉन तर मुलीमध्ये इस्टोजेन, प्रोजेस्टोरॉन हे हार्मोन्स निर्माण होतात. यामध्ये महत्वाची गोष्ट ही की मुलांमध्ये अल्प प्रमाणात स्त्री हार्मोन्स तर मुलींमध्ये अल्प प्रमाण पुरुष हार्मोन्स असतात.

एकंदरीत लैंगिक शिक्षण देणे ही काळाची गरज आहे. पौगंडावस्था, जननेंद्रिये, शरीरसंबंध, प्रसुती, गर्भ निरोधक साधने आणि गुप्तरोग, एड्स याची शास्त्रशुध्द माहिती मुलांमुलींपर्यंत पोहोचल्यास ती चुकीच्या पध्दतीने वागणार नाहीत त्यांनी जबाबदार व्हावे हाच या शिक्षणाचा हेतू आहे. या शिक्षणामुळे मुलामुलीं अजाणतेपणी परिस्थितीची शिकार होणार नाहीत. अमिषाला बळी पडण्याची शक्यताही कमी होईल. लैंगिकते विषयी अनाठायी कुतूहलही कमी होईल व त्यांची प्रौढपणाकडे निकोपरित्या वाढ सुरु होईल.

### संशोधनाचे महत्त्व

लैंगिक विज्ञान ही विज्ञानाची एक शाखा आहे व कामजीवन हे मनुष्य जीवनाचं एक अविभाज्य अस अंग आहे. शरीर विज्ञानाचा अभ्यास करतांना जसं आपण पचनसंस्था, श्वसनसंस्था, मज्जासंस्था, रक्तभिसरण संस्था, अशा विविध संस्थांचा अभ्यास करतो अगदी त्याच प्रांजळपणाने खरंतर लैंगिकता व प्रजनन संस्था यांचा अभ्यास व शिक्षण यांचा प्रसार व्हायला हवा. व्यक्तिचा लैंगिक विकास होत असतांना त्यामध्ये शारिरिक व मानसिक पातळीवर कोणती स्थित्यंतरे घडत जातात व कोणती अपेक्षीत असतात. यापाठीमागचे शास्त्र समजून

घेण ही व्यक्ती व्यक्तीची एक अपरिहार्य अशी गरज आहे. म्हणून लैंगिक शिक्षणाचे महत्त्व अन्यान्यसाधारण आहे.

वर्ल्ड हेल्थ ऑर्गनायझेशनने (WHO) केलेल्या संशोधनात असं दिसून आलं आहे की, लैंगिक शिक्षण दिल्यानंतर मुलांमध्ये नको ते धाडसी प्रयोग करण्याची प्रवृत्ती कमी होणे व जबाबदार लैंगिक संबंध ठेवण्याचं वय होईपर्यंत थांबण्याचं मनोबल त्यांना प्राप्त होतं. योग्य माहिती मिळाल्यामुळे फाजील कुतुहल, घातकी प्रयोग करण्याची उत्सुकता व गैरसमजामुळे आलेले न्युनगंड यांना आळा बसतो व लैंगिकतेचा एक सहज स्वाभाविक असा स्विकार व्यक्तीमध्ये निर्माण होतो म्हणूनच या विषयाचे महत्त्व आहे.

### संबंधित साहित्याचे सिंहावलोकन :

संशोधकाने निवडलेल्या विषयाच्या संबंधित यापूर्वी या विषयावर जे संशोधन झालेले आहे त्याचा आढावा खालील प्रमाणे घेतला आहे.

- 1) **अर्चना रॉड्रीस** : एस.एन.डी.टी. विद्यापीठ, मुंबई या ठिकाणी लैंगिक शिक्षणाच्या परिणामकारकतेचा अभ्यास आणि मुलांवर तयार केलेले मॉडेल्स ज्यामध्ये सौम्य ते मर्यादेत स्वरूपात येणारा मानसिक अडथळा याबाबत सामाजिक कौशल्य प्रशिक्षणाचा अभ्यास केला असून त्यांना खालील प्रमाणे निष्कर्ष प्राप्त झाली आहेत. सामाजिक कौशल्ये आणि लिंगाचे सुयोग्य वर्तन याचा परिणाम सदस्यांमध्ये होणारे परस्पर प्रतिक्रिया आपल्या आणि विरुद्ध लिंगाबाबत देण्यात येत असतात. म्हणून लैंगिक शिक्षणावरील कोणताही प्रशिक्षण कार्यक्रम दोन्ही प्रकारच्या लिंगाचा समावेश असणारा असावा आणि तो अन्य दुस-या पर्यंत ही पोहाचवावा ज्यामुळे परस्परांतील प्रतिक्रिया आणि जबाबदार वागणूक यांना मजबूती येईल.
- 2) **माधवी डी. देशपांडे** (1991-1992) : एस.एन.डी.टी. विद्यापीठ, मुंबई यांनी वय, लिंग, शिक्षण, वस्ती आणि धर्माचा मनुष्यावर होणारा परिणाम अभ्यासला असता त्यांना खालीलप्रमाणे निष्कर्ष प्राप्त झाले. पुरुषांना स्त्रीयांपेक्षा सिध्दांतीक आणि राजकीय मूल्ये अधिक जास्त असतात. स्त्रीयां मध्ये पुरुषांपेक्षा सौंदर्य, धार्मिक आणि सामाजिक मूल्ये अधिक प्रमाणात असतात. धार्मिकतेमध्ये वयस्करांची संख्या जास्त आणि विविध वयोगटात लैंगिक मूल्ये कमी अधिक जाणवतात. कमी शिक्षित, खेडेगावातील निवासी यांचे मध्ये लैंगिक मूल्ये अधिक जाणवतात.
- 3) **उज्वला सदावर्ते** : एक तुलनात्मक अभ्यास लैंगिक शिक्षण आणि माध्यमिक शिक्षक असा अभ्यास केला असून त्यांचे निष्कर्ष खालील प्रमाणे आहे.

बहुतांश शिक्षकांना लैंगिक शिक्षणाविषयी माहिती आहे. बहुतांश शिक्षकांच्या मते लैंगिक शिक्षण ही काळाची गरज आहे. बहुतांश शिक्षकांच्या मते माध्यमिक स्तरावर विद्यार्थ्यांमध्ये लैंगिकते विषयी

सकारात्मक दृष्टिकोन तयार होईल तसेच वाईट प्रवृत्तीला आळा बसेल. लैंगिक शिक्षणावर शास्त्रीय माहिती देणारे लघुपट निर्माण केले जावे, असे ही मत काही शिक्षकांनी नोंदविले.

**संशोधन समस्या विधान** : पनवेल मधील माध्यमिक शाळेतील शिक्षकांना लैंगिक शिक्षण देतांना येणा-या समस्यांचा अभ्यास

**पनवेल** : रायगड जिल्ह्यातील 15 तालुक्यांपैकी 1 तालुका

**माध्यमिक शाळा** : कोठारी आयोगाच्या शैक्षणिक 10 + 2 + 3 या आकृती बंधातील पहिल्या 10 तील माध्यमिक स्तरावरील इयत्ता 9 वी च्या व इयत्ता 10 वीचे वर्ग म्हणजे माध्यमिक शाळा होय.

**शिक्षक** : शि = शिक्षण, क्ष = क्षमा, क = कर्तव्य यात कोणतीही कसर न करणारा तो शिक्षक

**लैंगिक शिक्षण** : लैंगिक शिक्षण म्हणजे पुरुष किंवा स्त्री या नात्याने लिंग विषयक विचार भावना व वर्तनाच्या विषयीचे शिक्षण

**समस्या** : लैंगिक शिक्षण देत असतांना येणा-या अडचणी म्हणजे समस्या

**अभ्यास** : विविध संशोधन साधनांच्या आधारे, मार्गदर्शक सूचनांच्या आधारे निर्धारित केलेल्या विषयाचा अभ्यास म्हणजे अभ्यास.

- उद्दिष्टे**
- 1) माध्यमिक स्तरावरील विद्यार्थ्यांना लैंगिक शिक्षण देणा-या कार्याची माहिती प्राप्त करणे.
  - 2) लैंगिक शिक्षण देण-या शिक्षकांची मते जाणून घेणे.
  - 3) लैंगिक शिक्षण देत असतांना शिक्षकांना येणा-या समस्या अभ्यासणे

**गृहितके**

- 1) लैंगिक शिक्षण देत असतांना शिक्षकांना अनेक उडचणींना सामोरे जावे लागते.  
प्रसार माध्यमे लैंगिक शिक्षण जनजागृती करतात.  
विविध उपक्रमातून लैंगिक शिक्षणाची जागरूकता वाढविता येते.

**संशोधनाची व्याप्ती व मर्यादा** :

पनवेल मधील माध्यमिक शाळेतील शिक्षकांचा समावेश आहे.

प्रस्तुत संशोधन हे मराठी माध्यमातील माध्यमिक शिक्षकांपुरतेच मर्यादित आहे.

प्रस्तुत संशोधन हे शैक्षणिक वर्ष 2015-16 पुरतेच मर्यादित आहे.

**जनसंख्या व नमुना निवड ः**

- 1) यासाठी 3 माध्यमिक शाळांचा समावेश केला आहे.
- 2) या माध्यमिक शाळेतील 40 शिक्षकांची संभाव्यता पध्दतीतील लॉटरी पध्दतीचा वापर केला आहे.

**संशोधन पध्दती ः** प्रस्तुत संशोधनासाठी सर्वेक्षण पध्दतीचा उपयोग करण्यात आलेला आहे.

**साधने ः** प्रस्तुत संशोधनासाठी प्रश्नावली या साधनाचा वापर केला आहे.

**संशोधनाची कार्यपध्दती ः**

प्रस्तुत संशोधनाचे समस्येचे निश्चितीकरण केल्यानंतर प्रश्नावली या साधनाद्वारे प्रत्येक शिक्षकांना प्रश्नावली देण्यात आली. ब-याच शिक्षकांना ही संकल्पना नवीन वाटली व ब-याच शिक्षकांना ही संकल्पना नवीन वाटली व बयाच शिक्षकांना हे शिक्षण अशा पध्दतीने द्यावे या बाबतीत संभ्रम निर्माण झाला व निवडलेल्या संबंधित सर्व शिक्षकांनी आपली मते, अडचणी या प्रश्नावलीत उत्तराद्वारे विशद केले आहेत.

**माहितीचे विश्लेषण ः** प्रस्तुत संशोधनाला सारणी पध्दतीचा वापर करण्यात आला असून तथ्य विश्लेषणासाठी टक्केवारीचा वापर करण्यात आला व त्यावरून निष्कर्ष काढण्यात आलेत.

**निष्कर्ष ः**

- 1) प्रस्तुत संशोधनाच्या अभ्यासावरून असे निदर्शनास आले की, 100% शिक्षकांना लैंगिक शिक्षकां विषयी चांगले ज्ञान असून या विषयाचा अभ्यास चांगला आहे. लैंगिक शिक्षण या विषयात समाविष्ट असण-या सर्व घटकांबद्दल त्यांना ज्ञान आहे. तसेच लैंगिक शिक्षण दिल्या नंतर मुलांमध्ये सकारात्मक बदल घडून येतात. यावर त्यांचा विश्वास आहे तसेच निवेदकांच्या मते आजच्या घडीला होणारे मुलांचे लैंगिक शोषण, मुलींवर होणारे बलात्कार, युवकांच्या स्वतः विषयी असणाऱ्या गैरसमजातून होणा-या आत्महत्या अशा प्रकारच्या अनैतिक वर्तणुकीवर प्रतिबंधात्मक उपाय म्हणून लैंगिक शिक्षण प्रभावी ठरेल असा शिक्षकांचा ठाम विश्वास आहे.
- 2) लैंगिक शिक्षण देण्यासाठी पालकानंतर दुसरा महत्वाचा घटक म्हणून शिक्षकांकडे पाहिले जाते. म्हणजेच लैंगिक शिक्षणात शिक्षकांच्या जबाबदारीचे महत्त्व अनन्यसाधारण आहे. लैंगिक शिक्षण हे शाळेतून दिले जावे व हे शिक्षण देण्याची जबाबदारी पार पाडण्यासाठी 25% शिक्षक स्वेच्छेने पुढे आले असून उर्वरित 75% शिक्षकांनाही या जबाबदारीची जाणीव आहे. मात्र या विषयाचा ठोस असा अभ्यासक्रम नसल्याने तसेच या विषयाचे प्रशिक्षण त्यांना मिळाले नसल्याने व हा विषय शिकविण्यासाठी पुरेसे प्रशिक्षण साहित्य उपलब्ध नसल्याने या शिक्षकांचा आत्मविश्वास कमी पडतो व परिणामी हा विषय स्वेच्छेने शिकविण्यासाठी शिक्षक पुढे येत नसून मुख्याध्यापकांमार्फत त्यांची निवड केली जाते. मात्र

त्यांच्यावर सोपविलेली जबाबदारी ते पार पाडण्यासाठी स्वतः या विषयाचा अभ्यास करतात. तज्ञांसोबत चर्चा करतात व मुलांच्या या विषया बाबतच्या प्रश्नांना ते अभ्यासपूर्वक हाताळतात.

- 3) हा विषय शिकवितांना 75% शिक्षकांना अडचणींना सामोरे जावे लागते. हा विषय नाजूक असल्याने मुलामुलींसोबत या विषयावर संवाद साधतांना त्यांचा आत्मविश्वास कमी पडतो तर प्रशिक्षणा अभावी हा विषय मुलामुलीं समोर नेमका कसा मांडावा याबाबत अडचण येते. तसेच विषय मांडतांना प्रशिक्षण साहित्य म्हणजे सी.डी., फ्लोप चार्ट, माहिती पुस्तिका उपलब्ध नसल्याने प्रभावी पणे हा विषय मुलांमुलींसमोर मांडता येत नाही. तसेच समाजाला म्हणजेच पालकांच्या या शिक्षणाला असणारा विरोध, पालकांचे या विषयाबाबतचे गैरसमय व हा विषय नाजूक असल्याने तो शास्त्रीय पध्दतीने मुलामुलींना समजेल अशा भाषेत सांगणे. ही समस्या शिक्षकांना फार मोठी वाटते.

**शिफारशी :** प्रस्तुत संशोधनात निष्कर्षावरून संशोधकाने लैंगिक शिक्षणासाठी काही शिफारशी केलेल्या आहेत.

- 1) माध्यमिक स्तरावरील मुलामुलींचे आरोग्य चांगल्या प्रकारे राहिल यासाठी लैंगिक शिक्षण द्यावे तसेच शिक्षण विभागाने यासाठी ठोस अभ्यासक्रम तयार केला पाहिजे.
- 2) उदबोधन वर्ग, तज्ज्ञांनी चर्चासत्रे, शिबीरे, लैंगिक शिक्षणां विषयी सकारात्मक दृष्टीकोन निर्माण होण्यासाठी नियोजनपूर्वक योजना आखली जावी.
- 3) लैंगिक शिक्षण हा विषय शिकविणा-या शिक्षकांना वर्षातून किमान एकदा तरी या विषयाचे प्रशिक्षण तज्ञ मार्गदर्शकाकडून दिले जावे जेणे करून शिक्षकांच्या या विषयाच्या ज्ञानात भर पडेल व त्यांचा आत्मविश्वास वाढेल.
- 4) प्रशिक्षणाबरोबरच हा विषय शिकविण्यासाठी आवश्यक प्रशिक्षण साहित्य शिक्षकांना उपलब्ध करून दिले पाहिजे, जेणे करून प्रशिक्षण साहित्याच्या मदतीने मुलांसमोर हा विषय प्रभावीपणे मांडता येईल.
- 5) पालक शिक्षक मेळाव्याद्वारे याबद्दल सकारात्मक दृष्टिकोन निर्माण करता येईल.

**संदर्भ ग्रंथ सूची :**

- 1) भिंताडे, वि.रा. (2006), शैक्षणिक संशोधन पध्दती, पुणे, नित्य नुतन प्रकाशन,
- 2) मुळे रा. शं. आणि उमाटे वि.तु. (1987), शैक्षणिक संशोधनाची मूलतत्वे, नागपूर म.वि. ग्रंथनिर्मिती.

## महिला बचत गटातून महिलाचे सबलीकरण शक्य

डॉ. नरेद्र पी. पाटील

सहयोगी प्राध्यापक

गोखले एज्युकेशन सोसायटीचे

कॉलेज ऑफ एज्युकेशन अँड रिसर्च

परेल मुंबई.

सौ. शीला मा. थोरात

M.A., M. Ed., M. Phil., Ph.D(App).

रत्नागिरी.

### प्रास्ताविक

महाराष्ट्र हे पुरोगामी राज्य आहे. महाराष्ट्रात महिला व पुरुषांच्या सर्वांगीण विकास व उन्नत्तीसाठी विविध योजना, उपक्रम व अभियान राबविले जातात. यातून साधला जाणारा विकास देशासमेत असतो आणि आदर्शातून पुढे राष्ट्रपातळीवर त्या योजना राबविल्या जातात.

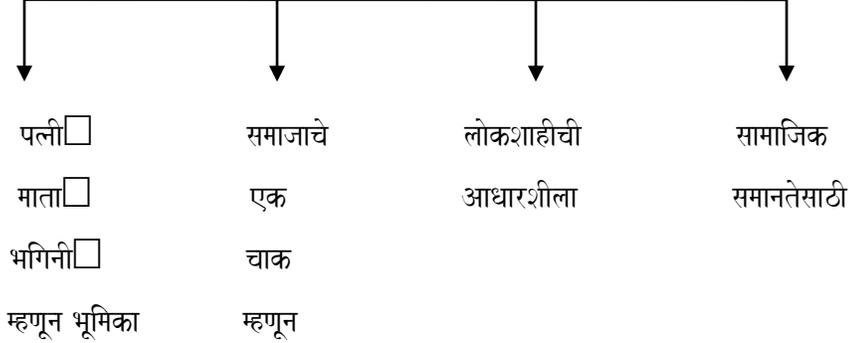
कुटुंबाच्या रथाच्या दोन चाकांपैकी एक चाक महिला आहे. आपण सर्वात प्रथम मान्य केले पाहिजे कारण पुरुषांच्या प्रत्येक कामात महिलांचे योगदान असतेच. मात्र पुरुषप्रदान संस्कृतीमुळे महिलांच्या सहकार्याची व योगदानाची फारशी नोंद घेतली जात नाही. नेहमीच पुरुषांच्या कर्तव्य व परक्रमाचा डांगोरा पिटला जातो. पण तसे पाहिले तर आजही ग्रामीण भागातील मुख्य व्यवसाय शेती हा सत्तर ते ऐंशी टक्के महिलांवरच अवलंबून असतो. हे कदापिही विसरून चालणार नाही.

भारत हा देश सार्वभौम, समाजवादी, धर्मनिरपेक्ष, प्रजासत्ताक गणराज्य असा देश आहे असे आपण म्हणत असलो तरी समाजातील समानता यादृष्टीने आपण अजून १०० टक्के सिध्द व्हायचं आहे. समाजात पूर्णतः समानता झाली असे म्हणता येणार नाही. ही वस्तुस्थिती आहे. सर्व प्रकारे समानता आणण्याचा प्रयत्न करावा लागेल आणि ते प्रयत्न आजही केले जात आहेत.

यत्र नार्यस्तु पूजन्ते रमन्ते तत्र देवताः असे म्हटले जाते. भारत हा बहुधा एकमेव देश आहे. जिथे स्त्रिला देवतेचे स्थान दिले जाते. आज स्त्रियांची सर्व क्षेत्रात प्रगती होताना दिसत आहे. आजची स्त्री ही जागरूक, यशस्वी, कर्तृत्ववान, काटक, संयमी, समंजस, प्रयत्नाची पराकाष्ठा करणारी आहे. नव्या वैभवाची स्वप्ने सजविताना ती क्व खात नाही. तिच्या अंगी जिद्द, चिकाटी

व प्रबळ आत्मविश्वास असतो . पण तिच्या श्रमाची गणना अनुउत्पादक श्रमामध्ये होते . नेहमीच स्त्रिला समाजात घरात, मनात दुय्यम स्थान असल्याचे आढळते . त्यामुळे प्रत्येक बाबतीत त्यांना संधी नाकारल्या गेल्या . त्याचा संबंध शिक्षण, विवाह, कौटुंबिक जीवन स्त्री- पुरुष संबंध, कामधंद्यातील उपलब्धता, सामाजिक मूल्ये आणि नीती यांच्याशी येतो .

### स्त्रियांचे महत्व



म्हणूनच महात्मा गांधींनी म्हटलं आहे स्त्री ही अत्यंत सक्षम असून सामाजिक, वैचारिक, राजकीय, अध्यात्मिक अशा सर्वच क्षेत्रात प्रभावी नेतृत्व करू शकते . दरवर्षी ८ मार्चला महिला दिन साजरा केला जातो . पण महिला दिन हा केवळ स्त्री असणं साजरा करण्या इतपत मर्यादित नाही . तर स्त्रियांना सर्व क्षेत्रात उपलब्ध होणा या संधीची समानता प्राप्त करून देणे, स्त्रियांचे हक्क यांचा ऊहापोह महिला दिनाच्या अनुषंगाने अभिप्रेत आहे . आज कला, साहित्य, राजकारण, सामाजिक क्षेत्र क्रीडा, अवकाश, व्यवसाय अशा सर्वच क्षेत्रात स्त्रियांनी प्रवेश केला आहे . आता कोणतेच क्षेत्र तिला वर्ज्य नाही . पण इथपर्यंत पोहचण्यासाठी तिला प्रवाहाविरुद्ध प्रतिकूल परिस्थितीशी झगडाव लागलं . पण सर्व सहन करण्याची ताकद त्या त्या काळातील स्त्रियांनी दाखविली म्हणूनच आजची स्त्री अभिमानाने आत्मविश्वासाने बोलू शकते . विपरीत परिस्थितीतही संयम व धाडसाने निर्णय घेणारी महिला खरोखर संयम व सामंजस्याचा महामेरूच होय . चूर्ल मूल आणि कुटुंबाची जबाबदारी तसेच शेती व्यवसाय व जोडधंद्याचीही देखभाल करणारी महिला एक अचाट शक्ती आहे . तिच्या कर्तृत्व व चिकाटीने भलेभले चकित होतात . यातच महिलेचे श्रेष्ठत्व सामावलेले आहे अशा विविध व्यवसाय, उद्योग व गृहउद्योग, व्यवसाय तिला उपलब्ध करून देवून आर्थिक पाठबळ तिच्या पाठीशी उभे केले तर विकास प्रक्रियेची गती अधिक गतिमान होईल . विकासाचा वेग वाढेल, महिला सक्रिय, होतील तसेच त्या संघटित ही होतील . महिलांच्या व्यवहारकक्षा व ज्ञानकक्षा रुंदावतील महिलांना स्वतःचे प्रश्न स्वतः सोडविण्याची क्षमता प्राप्त होईल . जाणीव जागृती झाल्याने महिलांना जीवनाचा सार्थक अर्थ समजेल . जीवन जगण्याचे व्यापक आणि सखोल भान येईल . महिलांच्या अंगी असलेल्या सुप्त कलागुण, कौशल्यांना वाव मिळेल . म्हणूनच महाराष्ट्र शासनाने १९९४ साली महिलांसाठी व त्यांच्या सबलीकरण व सक्षमीकरणासाठी विविध उपक्रमांच्या माध्यमातून विविध योजनांचा

आरंभ केलेला आहे याचा उद्देश एकच की महिला सक्षम सुदृढ व निकोप व्हाव्यात . त्या कार्यकुशल व क्रियाशील व्हाव्यात . त्यांच्याकडे समाजाने दूरदृष्टीने पाहवे व महिलांना समाजात समानतेचे स्थान मिळावे तसेच त्यांच्या बळाचा फायदा विकास प्रक्रियेला लाभावा .

### अशाच एका उपक्रमाचे नाव

#### स्वयंसहाय्यता बचत गट

आज बचत गटाच्या माध्यमातून महिलांनी उच्च टप्पा गाठलेला आहे . या बचत गटाच्या माध्यमातून शहर व ग्रामीण भागातील महिला स्वावलंबी झाल्या आहेत . आज कितीतरी महिला मोटमोठ्या उद्योगी बनलेल्या आहेत . समाज व राष्ट्राच्या विकासात त्यांचा सिंहाचा वाटा आहे . आज गावोगावी व शहरोशहरी बचत गट म्हणजे महिलांना सशक्त सवल व सक्षमीकरणासाठी मिळालेले एक वरदान आहे असे वाटते .

स्वयंसहाय्यता बचतगट म्हणजे दुसरे तिसरे काही नसून परावलंबनातून स्वावलंबनाकडे व स्वावलंबनाकडून परावलंबनाकडे जाण्याकरिता स्वेच्छेने सहमतीने एकविचाराने एकत्र येवून स्थापन केलेला महिलाचा गट होय .

या बचत गटाच्या माध्यमातून महिलांना अनेक फायदे होतात पुढीलप्रमाणे

#### १ महिलांची एकी व संघटन

यामध्ये महिलांनी एकत्र यावे अडीअडचणी समजून घ्याव्यात व एकदुसरीच्या सुखदुखाचा विचार करावा यासाठी महिलांचा एकत्र येवून त्यांचा १० ते १५ सदस्यांचा गट तयार होतो आणि मग आवडीप्रमाणे त्या बचत गटाला नाव दिले जाते . या महिला आपआपल्यात देवाणघेवाण करतात . आपआपल्या कुवतीनुसार दर महिन्याला ठराविक रक्कम जमा करतात . व ज्या महिलेला व्यवसाय उभारायचा असेल तिला वाजवी दराने या खात्यातून रक्कम देण्यात येते . यातून एक गोष्ट प्रकटपणे जाणवते की याठिकाणी महिलांची एकी निर्माण होते . त्यांच्या गरजा भागविल्या जातात व विचारांची देवाणघेवाण होवून संघटन पहायला मिळते .

#### २ बचतीची सवय लागते

समाजातील विविध स्तरातील महिला एकत्र येऊन परस्परांशी सुखदुखाची देवाणघेवाण सतत करतात . आजची बचत उद्या कामा येते . ही भावना महिलांमध्ये निर्माण होते . त्यामुळे बचतीची चांगली सवय लागते . महिलांना आपल्या दैनंदिन अडचणी सोडविणे सहज शक्य होते .

#### ३ महिलांना नवीन शिकण्याची संधी मिळते

यामुळे महिलांना समाजासाठी ईशासाठी कार्य करण्याची संधी मिळते . आपल्या अंगच्या कलाकौशल्य व गुणांमुळे नवीन उपयुक्त निर्मिती करण्याची संधी मिळते . आज गावोगावी ब्युटीपार्लर शिवणकाम प्रापर्ड लोणचे बनविण्याचे प्रशिक्षण वर्ग महिलांचे संगणक प्रशिक्षण वर्ग अनेक बंधारे फळप्रक्रिया प्रशिक्षण गाडूळ खत प्रकल्पाच्या माध्यमातून खत

विक्रीमंदिरामध्ये वृक्षरोपण असे कितीतरी उपक्रम राबविले जात आहेत. त्यामुळे उद्योजकता या नव्या दिशेने महिलांनी जी वाटचाल सुरू केली आहे ती निश्चितच त्यांच्या प्रगतीचे घोटक आहे.

शिवाय बँकेचे व्यवहार प्रौष्टाचे व्यवहार समाजतात त्यातून व्यवहारज्ञानाच्या वाढीत भर पडते.

#### ४ बचत गटामुळे निर्णयक्षमता प्राप्त होते

महिलांच्या बचत गटामुळे व त्यातील त्यांच्या सक्रिय सहभागामुळे जीवनात येणारे विविध प्रश्न व समस्यांना विश्वासाने सामोरे जाण्याचे धाडस निर्माण होते. गट जसजसा आकार घेतो तसतसा महिलांचा दृष्टिकोन 'मी' पासून 'आम्ही' पर्यंत विस्तारीत होऊ लागतो. पर्यायाने महिलांची स्वयंविकासाकडून सामाजिक विकासाकडे वाटचाल होऊ लागते.

#### ५ बचत गटातून सर्वांगीण विकास

बचत गट म्हणजे महिलांसाठी एक वरदान आहे. बचत गटांच्या माध्यमातून आर्थिक विकासाचा मार्ग व संधी खुली होते असे नाही तर विविध प्रशिक्षणे बाहेरी जगण्याचा अनुभव अघटन विचारांचा प्रभाव यामुळे महिलांमध्ये आत्मविश्वास वाढतो. तसेच घरात बँकेत जावात महिलांची पत व एक सामाजिक दर्जा निर्माण होतो.

यामुळे बचत गट हे स्वावलंबनाचे मानसिक व आर्थिक उन्नतीचे तसेच सामाजिक प्रगतीचे उत्तम माध्यम आहे. म्हणून जास्तीतजास्त महिलांनी एकत्र येऊन महिला बचत गटाची निर्मिती करून या उपक्रमातून कुटुंब समाज राष्ट्राचा विकास व प्रगतीला हातभार लावावा त्यातूनच खरी स्त्री शक्तीयोजना आकारास येईल.

#### संदर्भ ६

१ प्रा. पटवर्धन अ. के. १९८९ स्त्री आणि समाज. प्राची प्रकाशन मुंबई.

२ महाम्वरे गंगाधर. १९९५ महिलांसाठी उद्योग व्यवसाय. मेहता पब्लिशिंग हाऊस.

३ राजपूत ओंढिराम. २०११ सक्षम महिला. शुभ्र प्रकाशन औरंगाबाद.

४ वर्तमानपत्रे - १ सकाळ २ सागर ३ लोकसत्ता

## स्त्रीयांच्या सक्षमीकरणात कुटूंबाची भूमिका

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GES's Gokhale Education Society's  
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स्त्रीयांचे सक्षमीकरण म्हणजे काय? हे सोप्या ाब्दात सांगायचे झाले तर स्त्रीया सक्षम केव्हा बनतात जेव्हा त्या त्यांच्या जीवनाशी निगडीत सर्व निर्णय स्वतःहा घेतात व आपल्या कुटूंब आणि समाजात समाधानाचे राहू ाकतात. समाजात स्त्रीयांना वास्तविक अधिकार प्राप्त करण्यासाठी सक्षम बनवणे म्हणजे महिला सक्षमीकरण होय. खरे पाहता स्त्री आणि पुरू ा ही मानवी जीवनरथाची दोन चाके असून ह्या दोन्ही चाकांचे महत्त्व सारखेच आहे. परंतू असे असूनही भारतात आजही स्त्रीयांना पुरू ांच्या बरोबरीने अधिकार दिले गेले नाहीत. कारण भारत देश हा पुरू ा प्रधान समाज आहे. ज्यात पुरू ा हा कर्ता व स्त्रीयांनी घर कुटूंब ह्यांची जबाबदारी घ्यायची व त्या बरोबर अनेक बंधन पाळावी असा नियम आहे. आज भारतातील लोकसंख्ये पैकी जवळजवळ ५० टक्के स्त्रीयां आहेत. देशाच्या विकासासाठी स्त्रीयांचा विकास होणे गरजेचे आहे. परंतू आजही स्त्रीयां अनेक सामाजिक बंधनात बांधलेली आहे. त्यात त्यांच्या कुटूंबाचा मोठा भाग आहे.

“प्रजोत्पादन व प्रजासंगोपन करण्याच्या हेतूने जोडलेल्या संबन्धावर आधारित अशा आटोपशीर परंतू टिकावू समुह म्हणजे कुटूंब” व अशाच अनेक टिकावू समुहापासून समाज बनतो. व समाजात स्त्रीला आई, बहीण, मुलगी, पत्नी अश्या अनेक नात्यांच्या जबाबदा—या सांभाळाव्या लागतात. ती स्वतंत्रपणे आपले जीवन निर्णय घेऊ ाकत नाही. म्हणूनच स्त्रीयांचे सक्षमीकरण होण्याची गरज आहे. कारण पुरातन कालापासून भारतात लैंगिक असमानता होती. आणि पुरू ा प्रधान समाज ह्यात स्त्रीयांना आपल्या कुटूंबातील आणि समाजाकडूनच अनेक कारणांनी गळचेपी केली गेली. अनेक प्रकारच्या हिंसा झाल्या केवळ भारतातच नाही तर दुस—या देशातही पाहावयास मिळते. प्राचीन कालापासून चालत आलेल्या रीतीरिवाजांचे परंपराचे जोखड तिच्या खांदयावर लादले गेले. हुंडा, लैंगिक हिंसा, बाल विवाह, घरगुती हिंसा, देवदासी प्रथा इत्यादी परंपरा चालत आलेल्या आहेत. ह्या सर्व कुप्रथा मागचे कारण पितृसत्ताक समाज आणि पुरू ा श्रे ा असल्याची मनोवृत्ती होय.

समाजात स्त्रीला देवीचा दर्जा दिला गेला परंतू समानतेचा अधिकार देण्यात नाकरण्यात आले. पिता, पुत्र, बंधु पती यांच्यापैकी कुणाचा तरी आधार घेऊनच स्त्रीला जीवन जगावे लागते. कुणाचही आधार न घेता म्हणजेच एकटेपणाचे जीवन जगणा—या स्त्रीयांना अनेक बिकट प्रसंगाना सामोरे जावे लागते. मुलीच्या जन्मापासूनच तिच्यावर अन्याय व्हायला सुरूवात होते.

कुटूंबात भावंडामध्ये काय आई वडिलांकडून व इतरांकडून मुलींना पक्षपाती वागणूक दिली जाते. अशा पुरू प्रधान समाजाकडून स्त्रीला जे शिक्षण, संस्कार व वागणूक मिळते. त्यातून स्त्रीची मानसिक, जडण—घडण वेगळ्या प्रकारची होऊन ती पुरू आपेक्षा जास्त भावनाशील व हळवी होते. आपल्या सांपत्तिक परिस्थितीला अनुसरून मुलीला योग्य वयात विवाह करून देण्याची जबाबदारी ही मुलीच्या पालकावर असते. म्हणून मुलीला उजवून टाकण्याची फार मोठी घाई अपरिपक्व पालकांना असते.

त्यात “लग्नांच्या गाठी ब्रम्हदेवाने आधीच मारून ठेवलेल्या आहेत”. अशी अंधश्रद्धा समाजाच्या प्रत्येक स्तरात दिसून येते. मुलगा म्हणजे वंशाचा दिवा, संपत्तीला वारस मुलगा हवा, पुत्रा प्राप्ती शिवाय सद्गती व स्वर्गप्राप्ती होत नाही. अशा चुकिच्या समजुतीमुळे मुलींची गर्भातच हत्या करतात किंवा अनेक मुलींना जन्म देतात. तसेच ज्या स्त्रीया पती नसेल अशा स्त्रीयांना अनेक सामाजिक अपमानाना सामोरे जावे लागते. स्त्रीने केवळ चुल व मूल सांभाळावी अशीच मानसिकता बनली होती. तिच्या जीवनाचे ध्येय तेच होते. यासाठीच स्त्रीला कुटूंबात त्याचप्रमाणे घडवण्यात येत होते. कुटूंबाची सर्वस्वी जबाबदारी ही स्त्रीला पेलवी लागत असे. कुटूंबातील सर्वांच्या भरण पोषण. आरोग्याची काळजी घेणे हे तिचे काम होते. पण ती कितीही कर्तृत्वाची असली तरी तिच्या कर्तृत्वाची भरारी ही कुटूंब पुरती मर्यादीत होती. भारतातील एकत्र कुटूंब पद्धतीत स्त्रीयांवर मोठ्या प्रमाणावर अन्याय होत होते. व हे अन्याय ती केवळ एक स्त्री आहे म्हणून सहन करण्यास भाग पडत होते. मग ती घरगुती हिंसा असो. लैंगिक हिंसा असो तिने ती मुकाटयाने सहन करावी अशी कुटूंबाची अपेक्षा असे.

असे असले तरी आजच्या या विज्ञान युगात शिक्षणाच्या वाढत्या प्राचर व प्रसामुळे तसेच समुह संपर्क साधनांच्या वाढत्या प्रसारामुळे समाज जीवनाचा कायापालट होत चालला आहे. वाढत्या शहरीकरणामुळे पूर्वीची एकत्र कुटूंबपद्धती नष्ट होत चालली आहे. एकत्र कुटूंबपद्धतीत स्त्रीयांचे चूल व मूल या बंधनात अडकलेली स्त्री शिक्षणाचे पंख लावून आकाशात उल्लुंग भरारी मारू लागली आहे. कुटूंबाचे स्वास्थ्य समाजाचे हित व राष्ट्राची प्रगती साधण्यात स्त्रीचे महत्त्व आता समाजाला पटत आहे. त्यामुळेच स्त्रीयांच्या सक्षमीकरण होत चालले आहे. आज सर्वच क्षेत्रात स्त्रीया पुरूषांच्या खांदयाला खांदा लावून प्रगती साधत आहे. असे एकही क्षेत्र नाही की त्यात स्त्रीने प्रगती केली नाही. जमीनी तर सोडाच पण आकाशात चालणा—या विमानात देखील स्त्रीचे वर्चस्व पहावयास मिळते. युद्धक्षेत्रात आणि संशोधन क्षेत्रात देखील स्त्रीने प्राधान्य मिळवले आहे. देशाच्या राष्ट्रपती पासून गावच्या ग्रामपंचायतीच्या सरपंच पर्यंत स्त्रीया अनेक पदे भूषावू लागल्या आहेत. पूर्वीची स्त्रीला व्यवहारज्ञान नसल्याने आर्थिक व्यवहार कळत नव्हते. पण आजची स्त्री लाखो—कोटी रूपयांचे व्यवहार स्वतःच्या हिमंतीवर हाताळते. सांस्कृतिक क्षेत्र विविध सामाजिक क्षेत्रात ती अन्यायविरुद्ध पेटून उठते. एकजूट करून ‘हम भी कुछ कम नहीं’ हे स्त्रीने सिद्ध करून दाखवले आहे.

मागील काही वर्षांपासून सरकारनी स्त्रीयांना पोषक असे संविधानिक अधिकार व कायदे केल्यामुळे स्त्रीयांच्या सक्षमीकरण वाढझाली आहे. यासाठी समाजात अनेक स्त्रीया व सामाजिक संस्था अहोरात्र झटत आहे. कुटूंबात होणा—या छुप्या अन्याय अत्याचार विरुद्ध जागृती घडवून आणत आहेत. सरकारही स्त्रीयांच्या प्रगतीसाठी सक्षमीकरणासाठी अनेक प्रकारचे

अभियान राबवत आहे. बेटी, बचाओ, बेटी पढाओ, स्त्री भ्रुण हत्ते विरूध्द कडक कायदे सरकार करत आहेत. मातृदिवस आंतररा ट्रीय महिला दिवस सारखे कार्यक्रम सरकारद्वारे चालविण्यात येत आहेत. त्यामुळेच कुटूंबातील स्त्रीचे स्थान बदलण्यात मदत होत आहे. पूर्वी स्त्रीला गुलामासारखी वागणूक देणारा समाज स्त्रीचे वर्चस्व स्वीकार करत आहे. कुटूंबातूनही आता तिला मनाची वागणूक मिळू लागली आहे. थोर समाजसुधारक महात्मा ज्योतीबा फुले यांनी जसे म्हटले की देशाचा रा ट्राचा विकास घडवून आणायचा असल्यास प्रथम कुटूंबातील स्त्रील शिक्षण देणे गरजेचे आहे. एक स्त्री शिकली की एक कुटूंब शिकते एक कुटूंब शिकले तर एक गाव शिकते व पर्यायाने देशाचा रा ट्राचा विकास होतो. म्हणून स्त्रीयांना शिक्षण देण्यासाठीची सुरुवात

त्यांनी आपल्या घरापासून पत्नी सावित्रीबाई यांना देऊन केली. व त्याचाच परिणाम म्हणजे भारतात स्त्रीयांच्या शिक्षणाची मुहूर्तमेढ रोवली गेली. व आज या भारतातील शिक्षित स्त्रीया आम्ही सावित्रीच्या लेकी म्हणून मानाने मिरवू लागल्या आहेत. समाजाच्या तळागळापर्यंत आज स्त्रीया शिक्षण घेऊ लागल्या आहेत. व कुटूंबातूनही त्यांना प्रोत्साहन मिळू लागले आहे. आजच्या बहुसंख्य स्त्रीया ह्या स्वतःच्या जीवनाशी निगडीत असलेले अनेक निर्णय स्वतः घेऊ लागल्या आहेत. सामाजिक रूढी परंपरेची बंधने कुपुथा झुगारून स्वतःची कारकीर्द घडवण्यासाठी प्रयत्न करीत आहे. पण त्याच बरोबर कुटूंबातील आपली जबाबदारीही समर्थ पणे पेलत आहेत. व अश्या स्त्रीयांच्या सक्षमीकरणात कुटूंब एक महत्त्वाची भूमिका बजावत आहे.

## भारतामधील स्त्रियांचे सामाजिक स्थान

शहाजी निकाळजे

सहाय्यक प्राध्यापक

नागरिक शिक्षण संस्थाचें आद्यापक महाविद्यालय

ताडदेव मुवई ३४

### सारांश

आपल्या समाजामध्ये स्त्रियांच्या सामाजिक स्थिती कशी आहे? प्राचिन काळामध्ये स्त्रियांना आर्थिक सामाजिक राजकीय सर्व प्रकारचे अधिकार होते. त्या नंतरच्या काळामध्ये मात्र स्त्रियांच्या सर्व अधिकारावर निषेध लादण्यात आले. स्त्रियांना वैयक्तिक आर्थिक सामाजिक राजकीय अधिकारांपासून वंचित ठेवण्यात आले. स्त्रियांना घराबाहेर पडण्याचे स्वातंत्र्य नव्हते. बौद्ध कालीन व इस्लामिक राजवटीमध्ये स्त्रियांना काही प्रमाणात स्वातंत्र्य देण्यात आले आहे. भारतात ब्रिटीश राजवटीत स्त्रियांच्या मानवी अधिकारांबाबत जागरूकता निर्माण झाली. आपल्या स्त्री उद्धारक राष्ट्रपुरुषांनी स्त्रियांच्या हक्काबाबत संघर्ष करून त्यांना आर्थिक सामाजिक राजकीय धार्मिक अधिकार मिळवून देण्याचा प्रयत्न केला. आजच्या काळामध्ये सुध्दा स्त्रियांना समान संधी समान वागणूक मिळत नाही. र्व याच संकटांना आज सुध्दा स्त्रियांना सामोरे जावे लागते.

### भारतामधील स्त्रियांचे सामाजिक स्थान :

आज भारतीय समाजामध्ये स्त्रियांचा सामाजिक दर्जा सुधारण्यास मदत होत आहे. अनेक क्षेत्रामध्ये स्त्रिया यशस्वीपणे पुरुषांच्या बरोबर काम करतात परंतु आजही स्त्रियांना सामाजिक, धार्मिक पुरुषांच्या बरोबर दर्जा प्राप्त झालेला नाही.

### प्राचीन भारतामधील स्त्रियांचे स्थान :

काही विचारवंतांच्या मते प्राचीन भारतामध्ये स्त्रिया यापुरुषांच्या बरोबरीन सर्व क्षेत्रामध्ये ज्ञानदाने समान वागणूक मिळत असे. प्राचीन भारतामध्ये पंतजली आणि कटयायना यांच्या मतानुसार वैदिक काळाच्या अगोदर स्त्रिया सुध्दा शिक्षण घेत होत्या. या काळामध्ये स्त्रिया सुज्ञ झाल्या नंतर लव्ण व पती बरोबर विवाह होत असत या काळामध्ये स्त्रिया या 'नगरप्रमुख' सुध्दा

होत्या . आम्रपाली ही नगर प्रमुख होती . हा काळ जवळजवळ इ .स . पूर्व ५०० वर्ष अगोदर नंतरच्या काळामध्ये स्मृती मनुस्मृती नुसार स्त्रियांचे सर्व हक्क नाकारलेले आहेत .

प्राचीन काळामध्ये आपल्या समाजामध्ये विषम, जाती व्यवस्था, स्त्री-पुरुष असमानता स्त्रियांना दुय्यम दर्जा प्राप्त कसा झाला आहे हे पाहणे आवश्यक आहे . काही विचारवंतांच्या मते प्राचीन भारतामध्ये हिंदू धर्मा निर्मिती अगोदर आपला समाज हा चार वर्गामध्ये विभागणी पाडण्यात आली

- १) द्रविडियण
- २) मंगोलियन्स
- ३) इथियन्स
- ४) इंडियन्स

भारतीय समाज हा प्रथम या चार विभाजन विभागला गेलो व प्रत्येक गट आपले पावित्र्य संभाळण्याचा प्रयत्न करत असतह भारतामाख्यो प्रत्येक गट स्वतत्तपे स्वाताट्यय व पावित्र्य जपण्यासाठी प्रत्येक समुहाने स्वतत्तपी वेगळी भाषा व लिपी सांभाळण्याचा प्रयत्न केलाह प्रत्येक समुहाचे पावित्र्य संभाळण्यासाठी सर्व प्रथम स्त्रियांवरती बंधने

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घालण्यात आली, स्त्रियांवरती अंतर समुह विवाह बंधन व त्याच बरोबर या समुहांचे पावित्र्य सांभाळण्यासाठी स्त्रियांच्यावर आर्थिक, सामाजिक, राजकीय बंधने लादने त्यांना सामाजिक जीवनापासून वंचित ठेवण्यात आले . या मधूनच वर्ग व्यवस्था व जाती व्यवस्थेची निर्मिती झाली . हिंदू धर्मांमधील अनिष्ट चाली रुठी, अंधश्रद्धा या कारणांमूळे बौद्ध, जैन व शिख धर्मांची निर्मिती झाली .

या व्यवस्थेमूळे आजही आपला समाजामध्ये विवाह हे जाती पूरते मर्यादित राहिले आहे . आंतर जाती व आंतर धर्मिय विवाह होतात परंतु याचे प्रमाण खुप कमी आहे . बौद्ध व जैन धर्मांमध्ये स्त्रीयाना शिषण व इतर सामाजिक अधिकार देण्यात आले . भारतामध्ये इस्लाम व ब्रिटीश काळामध्ये स्त्रीयांना आर्थिक, सामाजिक अधिकार देण्यात आले .

ब्रिटीश राजवटीमध्ये सन १८२९ मध्ये सती प्रथा कायद्यांने बंद करण्यात आली . राजाराम मोहन रॉय यांच्या प्रयत्नाने सतचिो प्रथा बंद

करण्यात आली महात्माजोतिबा फुले यांनी १८४८ मध्ये स्त्रीयांच्या हक्कासाठी पुण्यामध्ये बिडे वाड्यामध्ये भारतातील पहिली मुलींची शाळा सुरू करण्यात आली व या वर्गामध्ये सर्व जातीतील मुली शिक्षण घेत होते . ६ फरिसत ग्लोबल चलासस रौमझ ही शाळा चालविण्याचे महान कार्य क्रांतीज्याती सावित्री बाई फुले यांनी केले . भारत देशामधील पहिले शिक्षक प्रशिक्षक हे महात्मा फुले होते . व पहिल्या छात्र अध्यापिका सावित्री बाई फुले होत्या . महात्मा गांधी हे सुधा स्त्री उध्दारक नेते होते त्यांनी सुध्दा 'यंग इंडिया व हरीजन' वृत्तपत्रामधून स्त्रीयांच्या सामाजिक अधिकाराबाबत समर्थन केले आहे महर्षीकर्णे

यांनी महिला विद्यापीठाची स्थापना करून सत्रीयांना शैक्षणिक सामाजिक व राजकीय दर्जा मिळवून देण्याचे कार्य केले आहे .

भारतामध्ये हिंदूसंस्कृती धर्मांमूले अनेक अनिष्ट [क्ती, नियम स्त्रीयांच्या वरती लादले होते . त्यामूले स्त्रीया हया विकासापासून वंचित होत्या [जिवळजवळ ५०% लोक हे राष्ट्रीय विकासापासून वंचित आहेत त्यामूले देशाचे राहणीमान उंचावत नाही . धार्मिक अनिष्ट [क्ती व नियमामूले स्त्रीयांना घराबाहेर सुध्दा पडण्याचे स्वातंत्र्य नव्हते . संपत्तीचा व आर्थिक अधिकार नसल्यामूले स्त्रीयांना वडिलांच्या पारंपारिक संपत्ती मध्ये हिस्सा नव्हता व स्त्रीयांना पतीच्या वडिलोपार्जित संपत्ती मध्ये सध्दा हिस्सा नव्हता त्यामूले पतीच्या निधनानंतर स्त्रियांना सती जावे लागत असे व सती गेली नाही त्या स्त्रीला विधवा म्हणून जीवन व्यथित करावे लागत असे . अशा स्त्रीयांना पती व वडिलांच्या वडिलोपार्जित संपत्ती मध्ये अधिकार नसल्यामुळे या स्त्रीयांना आर्थिक [सामाजिक दृष्ट्या दुर्स यांवरती किंवा घरातील इतर पुरुषांवरती अवलंबून रहावे लागत असे . अशा विधवा स्त्रियांच्या मुलांचे संगोपन, शिक्षण आर्थिक गरजा भागवू शकात नसत . अशा स्त्रीयांचे मानसिक, शारिरिक पिळवणुक व शोषण होत असत . आपल्या समजतील स्त्रियां या परावलंबी असल्यामुळे त्यांच्या विकासाच्या संधी धार्मिक परंपरेनुसार बंद केल्यामुळे आजही आपल्या समाजामध्ये पुरुष दुसरे विवाह करू शकातात . परंतु स्त्रीयांना दुसरा विवाह करण्यास धार्मिक बंदी लादल्यामुळे त्या दुसरा विवाह करू शकत नाहीत . स्त्रियांना शिक्षणाचा अधिकार

नाकारल्यामुळे स्त्रियांचा कोणत्याही क्षेत्रामध्ये काम करू शकत नव्हत्या. त्यामुळे त्या सर्व प्रकारच्या विकासापासून वंचित होत्या. ब्रिटीश राजवटीमध्ये राजराम मोहन रॉय, महात्मा फुले, सावित्रीबाई फुले, महात्मा गांधी, हर्षी कर्वे, डॉ. बाबासाहेब आंबेडकर इत्यादी राष्ट्रपुरुषांनी

स्त्रियांच्या हक्काबाबत व स्वातंत्र्याबाबत विविध प्रकारचे कार्य व आंदोलन करून स्त्रियांना शिक्षण आर्थिक सामाजिक राजकीय हक्क मिळविण्यासाठी प्रयत्न केले.

स्त्रियांना राजकीय, सामाजिक, सशक्तीकरण मिळण्यासाठी डॉ. बाबासाहेब आंबेडकरांनी भारतीय संसदेमध्ये 'हिंदू कोड बिल' सादर केले. हे बिल स्त्रियांना संपत्तीचा अधिकार देणारे होते म्हणून या बिलाला देशातून कडाडून विरोध झाला गेला.

या हिंदू कोड बिलामध्ये हुंडा विरोधी उपाययोजना, हुंडा बळी पतीच्या व वडीलांच्या संपत्ती मध्ये अधिकार, पोटगी, घटस्पोटानंतर आर्थिक अधिकार इ. विविध अधिकार या बिलामध्ये होते. पंडीत जवाहरलाल नेहरू हे वेळो वेळी या 'हिंदू कोड बिलाचे' समर्थन काळ होते परंतु हे बिल संसदेमध्ये पास झाले नाही म्हणून डॉ. बाबासाहेब आंबेडकरांनी स्त्रियांच्या सनमानासाठी आपल्या कॅबिनेट मंत्री पदाचा राजीनामा दिला. हे नंतरच्या काळामध्ये छोट्या छोट्या विभागात विभागून या बिलातील बेगबेगळी कलमे पास करण्यात आली. व या बिला मूळे ख-या अर्थाने स्त्रियांचे सक्षमिकरण होण्यास मदत झाली.

आज स्त्रियांची सर्वच क्षेत्रामध्ये उल्लेखनीय कामगिरी पाहयला मिळते. जिजामाता, सावित्री बाई फुले, इंदिरा गांधी, कल्पना चावला प्रतिभा ताई पाटील इ. विविध स्त्रीया वेगवेगळ्या क्षेत्रामध्ये यशस्वी व उल्लेखनीय कामगिरी करतात.

## प्राथमिक स्तरावरील स्त्री शिक्षकांच्या सबलीकरणाचा अभ्यास

स्मिता जगन्नाथ तरे  
सहाय्यक प्राध्यापक  
आयरिन इन्स्टिट्यूट ऑफ एज्युकेशन,  
कल्याण

### सारांश

शिक्षणाने व्यक्तीचा सर्वांगीण विकास होतो. व्यक्ति शिक्षणातून आर्थिक, सामाजिक व सांस्कृतिक कार्य करण्यास पात्र होवून त्या व्यक्तीचे सामाजिक स्थान उंचावण्यास, सुधारण्यास मदत होते. त्यामुळे शिक्षण हे अपेक्षित बदलाचे व विकासाचेच एक साधन आहे. अर्थातच समाजातील स्त्रियांचे दुय्यम स्थान सुधारण्याचे शिक्षण हे एक अत्यंत प्रभावी साधन आहे.

महिलेचा आर्थिक विकास आणि त्यांना देण्यात येणाऱ्या सुविधा म्हणजे केवळ महिलांचे सबलीकरण नव्हे. आर्थिक विकासाबरोबर त्यांचा सामाजिक विकास घडवून आणणे त्यांना त्यांचे हक्क व जबाबदारीची जाणवी करून देणे त्यांना नियोजन व निर्णय प्रक्रियेत सहभागी करून घेणे. त्यांच्या क्षमतेचे संवर्धन करून आर्थिक क्षमता प्राप्त करण्यास सबल बनविणे. महिला या समाजाचा घटक असल्याने समाजाच्या विकास प्रक्रियेत त्यांना सहभागी करून घेणे. भारताच्या लोकतंत्र पद्धतीने त्यांना राजसत्तेचे भागीदारी देणे म्हणजे खऱ्या अर्थाने महिलेचे सबलीकरण होय.

शिक्षिका एक जागरूक नागरिक म्हणून सबळ आहेत काय? कारण त्यांचे सबलीकरण झाले तरच त्या भावी नागरिक घडविण्यास सबळ असणार. अशाप्रकारे नोकरी कुटूंब व समाज या स्तरावर भूमिका बजावतांना त्यांना कायदेविषयक अधिकाराबाबत कितपत जाणीव आहे? त्यांना कायद्याच्या कोणत्या प्रसंगी व कसा उपयोग करावयाचा याचे ज्ञान किती आहे? तसेच त्यांना स्वतः त्याविषयी काय वाटते? त्यांची निर्णयक्षमता भिती विकसित झाली आहे? त्यात पुरुषांच्या बरोबरीने निर्णय घेतात का? त्यांना निर्णय घेण्यासाठी पुरुषाइतके प्राधान्य देण्यात येते का?

म्हणजेच एकूण स्त्रीला सबल करण्यासाठी कोणत्या उपक्रमांचे आयोजन करणे आवश्यक आहे. समाजाला स्त्रियांच्या सबलीकरणासाठी समाजात काय करावयास हवे हे कळेल. म्हणून सदर संशोधन हाती घेण्यात आले.

### प्रस्तावना :

कोणत्याही देशाच्या नैसर्गिक साधनसंपत्तीप्रमाणे मनुष्यबळ ही साधनसंपत्ती सुध्दा तितकीच महत्वाची आहे. अशा या मनुष्यबळ साधनसंपत्ती अन्न, वस्त्र, निवारा या मुलभूत गरजांबरोबरच 'शिक्षण' ही मुलभूत गरज सुध्दा पूर्ण करणे आवश्यक आहे आणि त्यामुळेच तर त्या देशाचा सर्वांगीणदृष्ट्या विकास होणे शक्य आहे.

मनुष्यबळामध्ये स्त्री—पुरुष असा भेद करून जर 'शिक्षण' दिले गेले तर देशाचा, समाजाचा आणि कुटूंबाचा विकास होणे अशक्य आहे. म्हणूनच पुरुषांच्या बरोबरीने स्त्रियांना सुध्दा शिक्षण देणे आवश्यक आहे. शिक्षणामुळे स्त्री स्वतःच्या पायावर उभी राहू शकते. शिक्षणातून मिळणाऱ्या ज्ञानाचे उपयोजन करून समाजात व कुटूंबात स्थान प्राप्त करू शकते.

भारतासारख्या पुरुषप्रधान संस्कृतीतील स्त्री ही आपल्या समाजाच्या रुढी, प्रथा, परंपरा, याला चिकटून आपले जीवन जगणारी अशी होती. कुटूंबात होणारा अत्याचार व समाजात अनेक ठिकाणी होणारी मानहानी तिला अगदी निमुटपणे सहन करावी लागत असे. निरक्षरतेमुळे तिला हे सर्व सहन करावे लागत असे. पण हळूहळू स्त्री शिक्षणाचा विचार करण्यात येवू लागला. शिक्षणामुळे स्वतःचा आत्मसन्मान वाढतो अधिकाराची जाणीव होते. निर्णय घेण्याच्या क्षमता विकसित होवून जाणीव झालेले अधिकार कायदेविषयक साक्षरतेमधून मिळविण्यासाठी सक्षम बनते. अर्थातच या सर्व घटकांचे तिला ज्ञान होवून त्यांचे उपयोजन करणे समजले की स्त्रियांचे सबलीकरण झाले असे म्हणता येईल.

#### संशोधन समस्या :

प्राथमिक स्तरावरील स्त्री शिक्षकांच्या सबलीकरणाचा अभ्यास.

#### कार्यकारी व्याख्या :

##### १. स्त्रियांचे सबलीकरण :

प्रस्तुत संशोधनात आत्मसन्मान, निर्णयक्षमता, कायदेविषयक साक्षरता यांच्या बाबतीत उच्च प्राप्तांक असणाऱ्या स्त्री शिक्षकाला सबल स्त्री असे म्हटले आहे.

##### २. आत्मसन्मान :

“भावनात्मक स्वास्थाचा एक महत्त्वपूर्ण घटकाचा विचार केला असता आत्मसन्मानात दोन गोष्टींचा अंतर्भाव होतो. आत्मविश्वास व स्वतः स्विकारण्याची क्षमता. हा एक असा मार्ग आहे की, ज्याद्वारे व्यक्ति स्वतःला समूह घेते आणि त्या आधारे स्वतःचे मूल्य ठरविते.” रोझेनबर्ग (१९६५)

##### ३. निर्णयक्षमता :

“शिक्षणक्षेत्रात काम करीत असतांना विद्यार्थ्यांच्या संदर्भात शालेय व सहशालेय उपक्रमांच्या संदर्भात अचानक उद्भवणाऱ्या समस्या सोडविताना उपलब्ध पर्यायातून योग्य पर्याय निवडीत असतांना वैज्ञानिक दृष्टीकोनाचा उपयोग करून त्यानुसार समस्या सोडविणे म्हणजे निर्णयक्षमता होय.” भोईटे, शुभांगी (२००६)

##### ४. कायदेविषयक साक्षरता :

स्त्रियांच्या संबंधित कायद्याची जाणीव जसे हिंदू विवाह कायदा, बलात्कारविषयक कायदा, बालविवाह प्रतिबंधक कायदा, पुनर्विवाह कायदा, भारतीय घटस्फोट कायदा, हिंदू उत्तराधिकार कायदा, हुंडाबंदी कायदा, वैद्यकीय गर्भपात कायदा, घरगुती हिंसाचार कायदा या सर्व कायद्यांचे जीवनातील उपयोगाविषयीचे ज्ञान म्हणजे कायदेविषयक साक्षरता होय.

पाटील, माधवी (२००७)



११. अध्यापन अनुभवानुसार प्राथमिक स्तरावरील स्त्री शिक्षकांच्या निर्णयक्षमतेत लक्षणीय फरक नाही.
१२. अध्यापन अनुभवानुसार प्राथमिक स्तरावरील स्त्री शिक्षकांच्या कायदेविषयक साक्षरतेत लक्षणीय फरक नाही.

### व्याप्ती व मर्यादा :

सदर संशोधनाची व्याप्ती व मर्यादा खालीलप्रमाणे आहे.

१. सदर संशोधनात केवळ स्त्री शिक्षकांचाच नमुन्यात समावेश करण्यात आला आहे.
२. सदर संशोधनात केवळ प्राथमिक शाळांचाच समावेश करण्यात आला आहे.
३. सदर संशोधनात केवळ मराठी माध्यमाच्याच शाळांचा समावेश करण्यात आला आहे.
४. सदर संशोधनात प्राथमिक स्तरावरील स्त्री शिक्षकांची सबलीकरणाच्या दृष्टीकोनातून अभ्यास करताना फक्त त्यांचा आत्मसन्मान, निर्णयक्षमता, कायदेविषयक साक्षरता या घटकांचाच अभ्यास करण्यात आला आहे.

### सदर संशोधनाची पध्दती :

सदर संशोधनात प्राथमिक स्तरावरील स्त्री शिक्षकांच्या सबलीकरणाचा अभ्यास करावयाचा आहे. सबलीकरणत येणारे आत्मसन्मान, निर्णयक्षमता, कायदेविषयक साक्षरता हे घटक अभ्यासायचे असल्यामुळे वर्णनात्मक संशोधन पध्दतीतील सर्वेक्षण पध्दतीचा उपयोग करण्यात आला आहे.

### न्यादर्श :

सदर संशोधनात बृहन्मुंबईतील प्राथमिक स्तरावरील स्त्री शिक्षकांच्या सबलीकरणाचा अभ्यास करावयाचा असल्यामुळे प्राथमिक स्तरावरील मराठी माध्यमांच्या शाळांची मदत तयार करून त्यापैकी १५ प्राथमिक शाळांची निवड यादृच्छिक पध्दतीने करण्यात आली. या १५ शाळांतील मराठी माध्यमांच्या स्त्री शिक्षकांची प्रासंगिक नमुना निवड पध्दतीचे निवड करण्यात आली आहे. आणू एकूण १०० स्त्री शिक्षकांची निवड करण्यात आली आहे.

### साधने :

सदर संशोधनात माहिती संकलित करण्यासाठी वैयक्तिक माहिती पत्रकाचा उपयोग करण्यात आला. आत्मसन्मान पदनिश्चयन श्रेणी (रोझेन बर्ग १९६५), निर्णयक्षमता पदनिश्चयन श्रेणी (भोईट शुभांगी, २००६) व कायदेविषयक साक्षरता प्रश्नावली (पाटील माधवी, २००७) या साधनांचा वापर करण्यात आला आहे.

### माहितीचे संकलन :

सदर संशोधनात प्राथमिक स्तरावरील स्त्री शिक्षकांच्या सबलीकरणाचा अभ्यास करावयाचा असल्यामुळे स्त्री शिक्षकांकडून माहिती संकलित करण्यासाठी १५ प्राथमिक शाळांची निवड करण्यात आली. निवडलेल्या १५ प्राथमिक शाळांना प्रथम भेट देऊन मुख्याध्यापकांना सदर संशोधनाविषयी माहिती देण्यात आली व माहिती संकलनासाठी परवानगी घेण्यात आली. सदर संशोधनास आवश्यक असलेली साधने स्त्री शिक्षकांकडून भरून घेण्यासाठी दिवस व वेळ निश्चित करण्यात आली. ठरविलेल्या दिवशी ठरविलेल्या वेळी प्राथमिक शाळेत जाऊन प्राथमिक स्त्री शिक्षकांकडून साधने भरून माहितीचे संकलन करण्यात आले आहे.

### सारणीकरण :

सदर संशोधनात प्राथमिक स्तरावरील स्त्री शिक्षकांचा आत्मसन्मान, निर्णयक्षमता, कायदेविषयक साक्षरता यांचे जात, वय, अध्यापन अनुभव या घटकांच्या आधारे प्राप्त केलेल्या माहितीचे सारणीकरण करण्यात आले.

### माहितीचे विश्लेषण :

सदर संशोधनात प्राथमिक स्तरावरील स्त्री शिक्षकांचा जातीनुसार, वयानुसार, अध्यापन अनुभवानुसार तुलनात्मक अभ्यास करावयाचा असल्यामुळे माहितीचे विश्लेषण पुढीलप्रमाणे करण्यात आले आहे.

#### १. जातीनुसार तुलना :

जातीनुसार प्राथमिक स्तरावरील स्त्री शिक्षकांना आत्मसन्मान, निर्णयक्षमता, कायदेविषयक साक्षरता यांची तुलना करणे.

#### २. वयानुसार तुलना :

वयानुसार प्राथमिक स्तरावरील स्त्री शिक्षकांचा आत्मसन्मान, निर्णयक्षमता, कायदेविषयक साक्षरता यांची तुलना करणे.

#### ३. अध्यापन अनुभवानुसार तुलना :

अध्यापन अनुभवानुसार स्त्री शिक्षकांचा आत्मसन्मान, निर्णयक्षमता, कायदेविषयक साक्षरता यांची तुलना करणे.

### एकूण न्यादर्भाचा

१	एकूण स्त्री शिक्षकांची संख्या	१००
२	अपूर्ण उपलब्ध	.
३	अंतिम नमुना	१००

## जातीनुसार नमुन्याचे वितरण

क्र	जात	स्त्री शिक्षण
१	खुलावर्ग	७२
२	मागासवर्ग	२८
	एकूण	१००

## वयानुसार नमुन्याचे वितरण

क्र	वय	स्त्री शिक्षण
१	२१ ते ३० वर्षे	७
२	३१ ते ४०	१३
३	४१ ते ५०	४९
४	५१ ते ६०	३१
	एकूण	१००

## अध्यापन अनुभवानुसार नमुन्याचे वितरण

क्र	अध्यापन अनुभव	स्त्री शिक्षण
१	१ ते १० वर्षे	७
२	११ ते २०	४२
३	२१ ते ३०	३९
४	३१ ते ४०	१२
	एकूण	१००

## ‘T’ Test

जातीनुसार प्राथमिक स्तरावरील स्त्री शिक्षकांच्या आत्मसन्मान, निर्णयक्षमता व कायदेविषयक साक्षरतेच्या मध्यामानाच्या फरकाची लक्षणीयता

	वर्ग	नमुना संख्या	स्वाधिनता मात्रा	मध्यामान	प्रमाण विचरण	री परिक्षिका गुणोत्तर	सार्थकता स्तर
आत्मसन्मान	खुलावर्ग	७२	७०	३२.०८	३.८५	१.५१	लक्षणीय नाही
	मागास वर्ग	२८	२६	३३.३७	३.८१		
निर्णयक्षमता	खुलावर्ग	७२	७०	१४.९१	२.२२	०.२३३	लक्षणीय नाही
	मागासवर्ग	२८	२६	१६.०३	२.१४		
कायदेविषयक साक्षरता	खुलावर्ग	७२	७०	३१.५७	३.४०	०.६०५	लक्षणीय नाही
	मागासवर्ग	२८	२६	३२.०३	३.४२		

## ANOVA प्रचरण विश्लेषण

अध्यापनानुसार प्राथमिक स्तरावरील स्त्री शिक्षकांच्या आत्मसन्मान, निर्णयक्षमता व कायदेविषयक साक्षरतेच्या फरकाचे विश्लेषण

	उगम	स्वाधिनता मात्रा	वर्गाची बेरीज	विचरण		सार्थकता स्तर
	गटाचे मध्यामान (vb)	३	१६६.६३२८	५५.५४४२६	३. ८१५२७	०.०८ लक्षणीय आहे
	गंटातर्गत (vw)	९६	१३९७.६०७	१४.५५२४१		
	एकूण	९९	१५६४.२४			
निर्णयक्षमता	गटाचे मध्यामान (vb)	३	२२.०७८४६	७.३५९४८५	१.४७१४०२	लक्षणीय नाही
	गंटातर्गत (vw)	९६	२०.१६१५	५.००१६८३		
	एकूण	९९				
कायदेविषयक साक्षरता	गटाचे मध्यामान (vb)	३	६७.६६८०४	२२.५५६०१	२.००६	लक्षणीय नाही
	गंटातर्गत (vw)	९६	१०७८.९२२	११.२३८७७		
	एकूण	९९				

वयानुसार प्राथमिक स्तरावरील स्त्री शिक्षकांच्या आत्मसन्मान, निर्णयक्षमता व कायदेविषयक साक्षरतेच्या फरकाचे विश्लेषण

	उगम	स्वाधिनता मात्रा	वर्गाची बेरीज	विचरण		सार्थकता स्तर
आत्मसन्मान	गटाचे मध्यामान	३	८७.०१३०८	२९.००४३६	१.९९४८	लक्षणीय नाही
	गंटातर्गत	९६	१३९५.८२७	१४.५३९८६		
	एकूण	९९				
निर्णयक्षमता	गटाचे मध्यामान	३	२१.२०४२९	७.०६८०९५	१.४१०५	लक्षणीय नाही
	गंटातर्गत	९६	४८१.०३५७	५.०१७८९		
	एकूण	९९				
कायदेविषयक साक्षरता	गटाचे मध्यामान	३	१८.९९३३४	६.३३३११४	०.५३	लक्षणीय नाही
	गंटातर्गत	९६	११२७.५९१	११.७४५७४		
	एकूण	९९				

**निष्कर्ष व चर्चा :**

१. प्राथमिक स्तरावरील स्त्री शिक्षकांचा आत्मसन्मान, निर्णयक्षमता, कायदेविषयक साक्षरता यात लक्षणीय फरक आहे.
२. जातीनुसार प्राथमिक स्तरावरील स्त्री शिक्षकांच्या आत्मसन्मान, निर्णयक्षमता व कायदेविषयक साक्षरता यांच्यात लक्षणीय फरक नाही.
३. वयानुसार प्राथमिक स्तरावरील स्त्री शिक्षकांच्या आत्मसन्मान लक्षणीय फरक आहे. हा फरक ०.०५ या पातळीवर लक्षणीय आहे. वयोगट ५१ ते ६० मधील प्राथमिक स्तरावरील स्त्री शिक्षकांच्या आत्मसन्मान अधिक अधिक आहे.

**चर्चा :**

- ५१ ते ६० या वयोगटातील व्यक्तींना आपल्या जीवनात अनेक बरेवाईट अनुभव आलेले असतात व त्यातून ती स्वतः बरोबर आपल्या कुटूंबांचाही विचार करत असते. त्यामुळे कोणत्या परिस्थितीत आपण कसे वागावे यातून स्वतःला आदर्शाकरे नेत असतांना ती व्यक्ति स्वतःमध्ये परिवर्तन घडवून आणत असते. म्हणजे आपली स्व प्रतिमा व आदर्श स्व यातून स्वतःचा शोध घेत असते. स्वतःविषयक जागरूक असतेच पण त्याचबरोबर आपल्या कुटूंबाचाही विचार करत असते. म्हणून कदाचित ५१ ते ६० या वयोगटातील स्त्री शिक्षकांचा आत्मसन्मान अधिक आला असावा.
४. वयानुसार प्राथमिक स्तरावरील स्त्री शिक्षकांची निष्प्रय क्षमता कायदेशीर साक्षरता यांच्यात लक्षणीय फरक नाही.
  ५. अध्यापन अनुभवानुसार प्राथमिक स्तरावरील स्त्री शिक्षकांचा आत्मसन्मान, निर्णयक्षमता व कायदेविषयक साक्षरता यांच्यात लक्षणीय फरक नाही.

**शिफारशी :**

१. स्त्री शिक्षकांना अधिक सबळ करण्यासाठी परिसंवाद घेता येईल.
२. स्त्री शिक्षकांच्या आत्मसन्मान विकसनासाठी कार्यशाळा व चर्चासत्रांचे आयोजन करता येईल.
३. स्त्री शिक्षकांच्या आत्मसन्मान विकसनासाठी कृतीसत्रांचे आयोजन करता येईल.
४. स्त्री शिक्षकांच्या आत्मसन्मान वाढीसाठी तज्ञ व्यक्तींच्या मार्गदर्शनाचे आयोजन करता येईल.
५. स्त्री शिक्षकांना स्त्रियांशी संबंधित कायद्याचे ज्ञान वाढविण्यासाठी स्त्रीवादी संघटनाद्वारे कृतीसत्र घेता येईल.
६. कायदेविषयक साक्षरता वाढविण्यासाठी वृत्तपत्र व मासिकांत स्त्रियांशी संबंधित येणाऱ्या नवनवीन कायद्यांविषयी माहिती देता येईल.
७. स्त्री शिक्षकांना विविध कार्यक्रमांचे नियोजन करण्यास सांगून त्यांना निर्णय घेण्याच्या संधी उपलब्ध करून देवून त्यांची निर्णयक्षमता विकसित करता येईल.

**पुढील संशोधनासाठी सूचना :**

१. सदर अभ्यासात आत्मसन्मान, निर्णयक्षमता, कायदेविषयक साक्षरता हे सबलीकरणाचे घटक घेतले आहेत. या ठिकाणी नेतृत्वगुण, समस्या निराकरण क्षमता व वैज्ञानिक दृष्टीकोन हे घटक घेऊन सबलीकरणाचा अभ्यास करता येईल.
२. वैज्ञानिक दृष्टीकोन, निर्णयक्षमता, स्वसंकल्पना, आत्मसन्मान, समस्या निराकरण क्षमता हे सबलजीकरणाचे घटक घेऊन माध्यमिक व उच्च माध्यमिक स्तरावरील स्त्री शिक्षिकांच्या सबलीकरणाची तुलना करता येईल.
३. कायदेविषयक साक्षरता, निर्णयक्षमता व स्वसंकल्पना हे घटक घेऊन पदवीधर झालेले व पदवीधर न झालेले विद्यार्थी यांच्यामध्ये तुलना करता येईल.
४. आत्मसन्मान, निर्णयक्षमता व वैज्ञानिक दृष्टीकोन हे सबलीकरणाचे घटक घेऊन स्नातकोत्तर स्तरावरील विद्यार्थीनी व पदवीधर विद्यार्थीनीमध्ये तुलना करता येईल.

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## मुर्लीचा खेळामध्ये कमी सहभाग असण्याची कारणे व उपाययोजना यांचा अभ्यास.

प्रा. सौ. प्रियांका प्रफुल्ल सुभेदार

असिस्टंट प्रोफेसर

शासकीय अध्यापक महाविद्यालय पनवेल

जि.रायगड - ४१०२०६

### सारांश

सध्याच्या विज्ञानयुगात स्त्रीयांनी अनेक क्षेत्रे पादाक्रांत केलेली आहेत. स्त्री शिक्षणासाठी अनेक प्रकारचे प्रयत्न केलेले दिसतात. हयामध्ये समाजसुधारकांचे प्रयत्न विविध शैक्षणिक आयोगांच्या शिफारसी याचा महत्वाचा वाटा आहे. मुळातच स्त्री शिक्षणाकडे दुर्लक्ष केले जात असताना मुर्लीच्या खेळातील सहभागाकडे फारसे लक्ष दिले जात नाही. तसेच मुर्लीमध्येही न्यूनगंड, संकोचीवृत्ती, खेळाविषयी जागृती नसणे ह्यांमुळे खेळाविषयीची अनास्था दिसते. त्याचा परीणाम शारीरिक विकासावर झालेला दिसतो म्हणून माध्यमिक शाळेमधील मुर्लीमधील खेळाविषयीची अनास्था असण्याची कारणे व त्यावरील उपाययोजनांचा अभ्यास प्रस्तुत लेखात करण्यात आलेला आहे.

**प्रस्तावना :** सध्याच्या काळाचा विचार करता स्त्रीयांनी अनेक क्षेत्रे पादाक्रांत केलेली आहेत. शिक्षक, प्राध्यापक, डॉक्टर, इंजिनियर, वैमानिक, अंतराळवीर, शास्त्रज्ञ इ. शहरी भागात अशी परीस्थिती आढळून येते. परंतु ग्रामीण भागाचा विचार करता या ठिकाणी स्त्री शिक्षणाची दुरावस्था दिसते. स्त्री शिक्षणाची दुरावस्था दूर करण्यासाठी दुर्गाबाई देशमुख समिती, राधाकृष्णन् समिती, कोठारी कमिशन यांनी स्त्री शिक्षण समस्यांची समयोचित दखल घेऊनही भारतातील स्त्री शिक्षणाचे चित्र फारसे समाधानकारक होऊ शकले नाही. तरीही पूर्वीच्या तुलनेत स्त्री शिक्षणाचे प्रमाण वाढलेले दिसून येते.

खेळ किंवा क्रीडा ही मानवी जीवनाचे अविभाज्य भाग आहे. प्रत्येक व्यक्ती अगदी बाळपणापासून खेळात सहभाग घेत असते. खेळाची आवड प्रत्येकालाच असते. खेळातून प्रत्येक व्यक्ती आनंद मिळवित असते. पुर्वी पारंपारिक खेळ खेळले जात असत. परंतु सध्या क्रिकेट ,

बास्केटबॉल, श्रोबॉल इ. आधुनिक खेळ खेळले जातात. पूर्वीच्या काळात अगदी बालपणीच विवाह होत असत. मुली सासरी गेल्यानंतर त्यांना खेळण्याची संधी मिळत नसे. सध्या ही परिस्थिती बदलेली आहे. अनेक स्त्रिया विवाहानंतरही खेळात सहभागी होताना दिसतात. शारिरिक तंदुरुस्ती, रोग, रोगप्रतिकारकशक्ती वाढणे इ. फायदे खेळामुळे होतात. खेळामुळे मनावरील ताण कमी होतो. त्यामुळे समाधान मिळते व आपण अनेक रोगांपासून दूर राहतो.

सर्वांगीण विकासाचा विचार करता क्रीडा शिक्षणाला महत्वाचे स्थान आहे. परंतु माध्यमिक स्तरावरील मुलींचा विचार करता त्यांची खेळाविषयी अनास्था दिसून येते. त्यामुळे हयाविषयीची कारणे शोधून उपाययोजना सुचविण्याचे कार्य संशोधिकेने हाती घेतलेले आहे.

**संशोधनाची गरज :** सध्याचे युग हे विज्ञानाचे, तंत्रज्ञानाचे युग आहे. पूर्वी शारिरिक क्रीडाची जी कामे माणूस करत होता तीच कामे यंत्रांच्या साहय्याने माणसाला क्षणार्धात करता येणे शक्य झाले आहे. त्याचा परिणाम म्हणून शारिरिक हालचाली कमी होवून रक्तदाब, हृदयरोग, मधुमेह या सारखे रोग वाढलेले दिसतात. सध्याच्या काळात स्त्रियांनीही खेळामध्ये प्रगती केलेली आहे. पी. टी. उ. पा. अंजली भागवत, करनाम मल्लेश्वरी, आरती प्रधान इ. भारतीय खेळाडूंनी खेळात अनेक पुरस्कार, प्रावीण्य प्राप्त केलेले आहे. सध्या शाळेत शिकत

असणाऱ्या विद्यार्थींनी म्हणजे भारतीया भावी नागरिक आहेत. देशातील अर्धी मानवी शक्ती स्त्रीची आहे. त्यामुळे त्यांच्या शारिरिक, मानसिक बौद्धिक, सामाजिक विकासावरच देशाचा विकास अवलंबून आहे. लहानपणापासूनच खेळाची आवड असेल तर मोठपणीही ती टिकून राहिल. त्यामुळे त्यांचे आरोग्य उत्तम दर्जाचे राहिल. तसेच भावी आयुष्यात पालकांच्या भूमिकेत असताना त्या आपल्या पाल्यांमध्येही खेळाची आवड निर्माण करतील.

परंतु ग्रामीण भागाचा विचार करता असे दिसते की, एकंदरीत मुलींच्या शिक्षणाकडे दुर्लक्ष केले जाते. तसेच त्यातून खेळाकडे आणखी दुर्लक्ष केले जाते. मुलांच्या बाबतीत मात्र तशी परिस्थिती आढळत नाही. कुमारावस्थेमध्ये प्रवेश केलेल्या मुली लाजून खेळ खेळण्याचे टाळतात. तसेच हया मुलींमध्ये न्यूनगंड मोठया प्रमाणात दिसतो. तसेच मुलगी आहे म्हणून तसेच संस्कार त्यांच्यावर केले जातात, त्यांच्यावर काही सामाजिक व कौटुंबिक बंधने असतात. त्यामुळे मैदानी खेळ खेळण्यास त्यांना प्रोत्साहन दिले जात नाही. त्यामुळे मुलीही खेळांमध्ये सहभागी होण्यास उत्सुक नसतात. अशावेळी शाळेमध्ये मुलींचा खेळात सहभाग कितपत आहे याचा शोध

घेण्याचा प्रयत्न संशोधिकेने केला आहे. त्यासाठी विविध शाळांमधील शिक्षकांना प्रश्नावली देऊन ही माहिती संशोधिकेने प्राप्त केली आहे.

### संशोधनाची उद्दिष्टे

१. माध्यमिक शाळांमधील विद्यार्थिनींच्या खेळामधील सहभागाचा शोध घेणे.
२. माध्यमिक शाळांमधील विद्यार्थिनींचा खेळामध्ये सहभाग कमी असण्याचा कारणांचा शोध घेणे.
३. माध्यमिक शाळांमधील विद्यार्थिनींचा खेळामध्ये सहभाग वाढविण्यासाठी शिक्षकांनी केलेल्या उपाययोजनांची माहिती मिळविणे.

### गृहितके:

१. माध्यमिक शाळांमधील विविध क्रीडाप्रकारांमध्ये विद्यार्थिनींचा सहभाग असतो.
२. माध्यमिक शाळांमधील विद्यार्थिनींच्या शारीरिक विकासासाठी प्रयत्न केले जातात.

### संशोधनाची व्याप्ती व मर्यादा:

१. प्रस्तुत संशोधनामध्ये केवळ माध्यमिक शाळांमधील विद्यार्थिनींचा विचार केलेला आहे.
२. प्रस्तुत संशोधनामध्ये माध्यमिक शाळांमधील विद्यार्थिनींच्या खेळामधील कमी सहभागाचा विचार केलेला आहे.
३. रायगड जिल्ह्यातील चाळीस शाळांशी संबंधित हे संशोधन आहे.

### संशोधनाच्या मर्यादा :

१. प्रस्तुत संशोधन केवळ माध्यमिक शाळेतील विद्यार्थिनीपुरते मर्यादित आहे.
२. प्रस्तुत संशोधनात माध्यमिक शाळांमधील विद्यार्थिनींच्या कमी सहभागापुरते मर्यादित आहे.

**संशोधन पद्धती:** प्रस्तुत संशोधनासाठी सर्वेक्षण पद्धतीचा वापर करण्यात आला.

**संशोधनाची साधने :** संशोधनासाठी प्रश्नावलीचा वापर करण्यात आला. रायगड

जिल्ह्यातील चाळीस शाळांमधील शिक्षकांकडून प्रश्नावली भरून घेण्यात आली. सहजप्राप्त नमुना निवडीचा वापर करण्यात आला.

**संकलित माहितीचे विश्लेषण व अर्थनिर्वचन :**

प्रश्नावलीतून प्राप्त झालेल्या माहितीच्या आधारे विश्लेषण करण्यात आले. त्यासाठी शेकडेवारीचा उपयोग करण्यात आला. त्यावरून निष्कर्ष काढण्यात आले.

**निरीक्षणे व निष्कर्ष :**

१. क्रीडा विषयक कार्यक्रमात विद्यार्थिनींचा सहभाग अधिक आहे असे केवळ १० टक्के शिक्षकांचे मत आहे.
२. क्रीडा विषयक कार्यक्रमात विद्यार्थिनींचा सहभाग अल्प असण्याची कारणे.
  - अ. संकोची वृत्ती
  - ब. मानसिक दुर्बलता
  - क. शारीरिक दुखापत होण्याची भीती.
  - ड. पालकांचा नकार ही आहेत.
३. विद्यार्थिनींचा क्रीडाक्षेत्रातील सहभाग वाढविण्यासाठी शिक्षकांनी केलेल्या उपाययोजना प्राधान्यक्रमाने पुढीलप्रमाणे सांगता येतील.
  १. आरोग्याचे महत्व विद्यार्थिनींना पटवून देणे.
  २. खेळण्यासाठी प्रोत्साहन देणे. खेळामुळे होणारे फायदे सांगणे.
  ३. पालकमेळावा आयोजित करून पालकांचे प्रबोधन करणे.
  ४. खेळा विषयक लेखांचे वाचन करावयास सांगणे.
  ५. विद्यार्थिनींच्या आवडीच्या खेळांचे आयोजन करणे.

६. खेळांची कात्रणे चिकटविणे व त्याची वही तयार करणे.

**निष्कर्ष:** एकंदरीत असे लक्षात येते की विद्यार्थिनींचा क्रीडा विषयक कार्यक्रमातील सहभाग अल्प आहे. शिक्षकांनी क्रीडा विषयक कार्यक्रमातील विद्यार्थिनींचा सहभाग वाढविण्यासाठी विविध उपाययोजना केलेल्या दिसतात.

**संदर्भ :-**

१. मुळे, उमाठे, (१९९८) शैक्षणिक संशोधनावी मुलतत्वे, विद्याबुक्स, औरंगाबाद
२. कुलकर्णी व्ही, काळदाते एस्. (१९९४) उदयोन्मुख भारतीय समाज, संस्कृती आणि शिक्षण, श्रीविद्या प्रकाशन पुणे,
३. देसाई एस्. (२०१४) महिला सबलीकरण, प्रशांत पब्लिकेशन, जळगाव.

## भभरतकाम व्यवसायातील यशस्वी स्त्री उद्योजिका – एक व्यक्ती अध्ययन

डॉ. लता वाघेला

असो. प्रोफेसर गृहअर्थशास्त्र विभाग प्रमुख  
लो.ना. बा.अणे महिला महाविद्यालय, यवतमाळ

### सारांश –

जागतिक महिला सक्षमीकरण बरोबर भारतातील महिला सक्षमीकरणाचा विविध पैलुंनी विचार होऊ लागला राज्य व देशातील स्त्री मध्ये आर्थिक समानतेसाठी त्यांच्यात उद्यमशिलता निर्माण करून त्यांना स्वावलंबी करण्याच्या हेतुने विविध स्तरावर प्रयत्न सुरू झाले. २१ व्या शतकातील स्त्रियासमोर आर्थिक सक्षमीकरण हे एक मोठे आव्हान आहे. या आव्हानाला समोर जाण्यासाठी **उद्योजकता हा महामार्ग स्त्रियांना उपलब्ध आहे.** उद्योजकतेचा मार्ग हा जसे स्वतःला उन्नतीचा मार्ग दाखवितो तसाच तो इतरांना रोजगार उपलब्ध करून देतो. नवनिर्मित क्षमता व उपजत व्यवस्थापन कौशल्य असणाऱ्या महिला मनुष्य बळ आजही पूर्णपणे राष्ट्र उभारणी मध्ये वापरले जात नाही. स्वामी विवेकानंदाच्या मते **‘स्त्रियांच्या परिस्थितीत सुधारणा केल्या खेरीज जगाचे कल्याण संभव नाही.’** म्हणून उद्योगात यश मिळविण्यासाठी महत्वाच्या असलेल्या खालील काही संज्ञांच्या अभ्यासातून यशस्वी स्त्री उद्योजिकेची मुलाखत घेऊन पुढील वाटचाल कशी करता येईल याबाबीवर चर्चात्मक अभ्यास करण्याचा प्रयत्न करण्यात आला आहे.

### प्रस्तावना –

आजच्या संगणकीय युगात स्त्रीला स्वयंरोजगारावर थांबून चालणार नाही तर इतरांबरोबर पुढे जाण्यासाठी स्वयंरोजगारातून उद्योजकतेकडे वळावे लागेल. कारण काल आज आणि उद्या उद्योजकता हीच समृद्धीची गुरुकिल्ली राहिल. म्हणून स्त्रियांनी उद्योजकतेचे स्वप्न पाहणे व ते पूर्ण करण्याचा अट्टहास ठेवणे ही काळाची गरज आहे. तसे पाहता आज उद्योजिका म्हणून भारतीय स्त्रीने केलेला प्रवास अभिमानस्पद आहे. **उद्योजिकेची संख्या लक्षात घेता भारताचा जगात दुसरा क्रमांक लागतो तर अमेरिका प्रथम क्रमांकावर आहे.** भारतात आज अरूणाचल, नागालँडच्या डोंगरापासून कन्याकुमारीच्या वाळूपर्यंत प्रत्येक राज्यातील खेड्यपर्यंत विविध माद्यमातून उद्योग सुरू झाले आहे. यामध्ये कॉलसेंटर पासून कशिदाकाम पर्यंत या स्त्रिया यशस्वी व कर्तबगार उद्योजिका म्हणून मिरवत आहेत. वरील आव्हान स्विकारून स्त्रियांनी आपल्या ज्ञान, कौशल्य व सुप्त गुणांचा वापर करून

आत्मोद्धाराचे व समाजाचे ओघाने राष्ट्राचे कल्याण करणे म्हणजेच स्वयंरोजगार व त्यातून उद्योजकतेकडे केलेली स्त्री उद्योजिकांची वाटचाल आर्थिक सक्षमीकरणाच्या दृष्टीने एक क्रांतीकारी पाऊल ठरेल, जर अशी गती स्त्री उद्योजकतेला प्राप्त झाली तर काही वर्षांत भारत अमेरिकेला मागे सोडून प्रथम क्रमांक पटकाविल्या शिवाय राहणार नाही. म्हणून नाडकर्णी (१९९३) यांच्या मते “पाळण्यासारखीच स्त्रीयाच्या हाती उद्योगाची दोरी दिली तर ती उद्योगविश्वाचाही उद्धार करू शकते यात दुमत नाही” यांचे मत पुढील काही संज्ञाद्वारा स्पष्ट करता येईल.

की वर्ड – १) स्त्री उद्योजक, २) उद्योजकता, ३) स्त्री उद्योजकता, ४) कला ५) भरत काम, ६) साडी  
स्त्री उद्योजक - वाषेला (२००६) यांच्या मते – स्त्री स्वतःच स्वतःसाठी व स्वतःच्या आवडीनुसार, स्वतःच्या उपजिविकेसाठी किंवा इतर अन्य कारणासाठी उभारलेला उद्योग करते ती स्त्री म्हणजे उद्योजक होय.

उद्योजकता – ही अर्थशास्त्रीय संकल्पना असून हा फ्रेन्च भाषेतून ज्या मुळ शब्दातून विकसित झाला आहे. त्याचा अर्थ अंगीकृत करणे, स्विकारणे, शोधणे, बदलणे असा होतो. जेनरी टिमन्स (२००२) च्या मते उद्योजकता म्हणजे प्रत्यक्षात कोणतीही अनुकूलता नसतांना काही तरी नव्याने उत्पन्न करण्याची व निर्माण करण्याची क्षमता होय. या शिवाय या मध्ये इतर ही अनेक बाबींचा अंतर्भाव केला आहे.

स्त्री उद्योजकता – धुगे (२००७) यांच्या मते, “महिलांनी स्थापन केलेले किंवा महिलांकडून ज्याचा कारभार संचालित होतो असे उद्योग म्हणजे स्त्री उद्योजकता होय.”

कला – प्राचीन भारतीय ग्रंथानुसार “कम आनंदम लाति इति कला”

भरतकाम – ‘सुचिकर्म म्हणजे सुईचे काम’ यामध्ये शिवणकाम व भरत काम या कलेचा समावेश होतो.

- भरतकाम – कापडावरील सुंदर डिझाईनचे नमुने सुई व धाग्यांच्या साहाय्यने कलाकुसरीचे विविध टाके उपयोगात आणून व सुंदर रंगसंगती साधून कपड्यांचे सौंदर्य व मूल्य वाढविणे म्हणजे भरतकाम होय

फरकाडे व गोंगे (२००९) यांच्या मते ‘धागे, कापड, सुई, नमुने या विविध माध्यमांचे संघटन करून त्याची उपयोगिता आनंद देणारी कल्पना व कौशल्याची अभिव्यक्ती करणे म्हणजे भरतकला होय.’

साडी – १) नेसून वापरण्यात येणारा म्हणजे मागावर बनविलेले वस्त्र विशिष्ट पद्धतीने नेसणे म्हणजे साडी होय. 2) A sari or saree is strip of unstitched cloth worn by females, arranging from five or nine yards in length that is draped over the body

in various styles which is native to the Indian subcontinent. 3) The **sari** is usually worn over a petticoat with a blouse known as a choil or ravika forming the upper garment वरील संकल्पनातून भरतकाम व्यवसायातील स्त्री उद्योजकताची कल्पना स्पष्ट होते.

प्राचीन भारतीय ग्रंथामध्ये सुद्धा चौदा विद्या व चौसष्ट कला चा उल्लेख अनेकवार केला जातो. आयुष्य चांगल्या अर्थाने जगणाऱ्या साठी ह्या विद्या व कला अवगत असणे आवश्यक आहे. या कलापैकी आजच्या फॅशन, स्पर्धा व संगणक युगात शिवण कले बरोबर भरतकामाला महत्वाचे स्थान प्राप्त झाले आहे. कारण प्राचीन काळात कुठलाही व्यवसाय ही एक कला समजली जाते. परंतु आजच्या फॅशनच्या युगात एक कलेचे रूपांतर व्यवसायात करता येते. यासाठी स्त्रियांनी पुढाकार घेणे आवश्यक आहे. भरतकामाद्वारा वस्त्राला अधिक सौंदर्य प्राप्ती करून देता येते. म्हणून **इर्विन व किनेचन (१९७०) च्या मते वस्त्र हे व्यक्तिमत्व निर्देशक आहे.** “एक नुर आदमी दर नुर कपडा” या उक्तीनुसार कपड्यांनी व्यक्तीला सौंदर्य प्राप्त होते व कपड्याला भरतकामाने सौंदर्य प्राप्त होते. कारण भारताचा कश्मीर ते कन्याकुमारीपर्यंतचा पोशाख हा विविधतेने नटलेला आहे. भारताचा परंपरागत वस्त्रांचा इतिहास संपूर्ण जगात प्रसिद्ध आहे. पाश्चात्य वस्त्रतज्ञांनी सुद्धा भारतातील महावस्त्राची प्रशंसा केली आहे तसेच भारतीय भरत कला ही जागतिक स्तरावर प्रसिद्ध असून प्रत्येक राज्याचे आपले भरतकामाचे आगळेवेगळे वैशिष्ट्य आहे.

भरतकाम ही एक कला आहे. विविध कपड्यांवरील भरतकाम त्या वस्तुचे सौंदर्य वाढविते व मुल्यातही भर घालते. गृहीणी आपले कौशल्य व सौंदर्य अभिरूची भरतकालेतून अभिव्यक्त करू शकते. आता पर्यंत घराचे सौंदर्य वाढविण्यात येणाऱ्या विविध वस्त्रावर भरतकाम करून सौंदर्यात भर घालण्याकरीता उपयोग केल्या जात असे परंतु आजच्या फॅशनच्या जगात भारताच्या विविध प्रांतांमध्ये प्रचलीत भरतकामाचा वापर साडीवर करून उद्योजकता क्षेत्रात पाऊल जमविणाऱ्या एका स्त्री उद्योजकाची मुलाखत घेऊन गृहअर्थशास्त्र विषयाच्या शिक्षणातून मिळणारा उद्योजकतेच्या नवीन क्षेत्रावर प्रकाश टाकणे हा या अभ्यासाचा मुख्य उद्देश आहे.

**अभ्यास क्षेत्र** — शोध निबंधासाठी **यवतमाळ** शहराची निवड करण्यात आली.

**अभ्यासाच्या मर्यादा** — हा अभ्यास केवळ **भरतकाम** कले पुरता मर्यादित आहे.

**तथ्यसंकलन**— भरतकामाच्या साड्य तयार करणाऱ्या स्त्री **उद्योजकाची मुलाखत** घेऊन मौखिक स्वरूपाच्या उत्तराशी ही माहिती निगडीत आहे.

संशोधन पद्धती — व्यक्ती अभ्यास (केस स्टडी) करून भरतकाम ही कला एक उद्योजकताचे माध्यम आहे हे शोधून काढण्याचा प्रयत्न केला गेला.

### उद्दिष्टे—

१) भरतकाम व्यवसायातील यशस्वी स्त्री उद्योजकाची मुलाखत घेऊन या उद्योगाविषयी माहिती संकलीत करणे

२) साड्यांच्या भरतकामासाठी वापरल्या जाणाऱ्या विविध टाक्यांची माहिती संकलीत करणे

३) प्रांतीय भरतकालेच्या विविध टाक्यांचा साडीच्या भरतकामात उपयोग करण्याचा प्रयत्न करणे.

४) स्त्री उद्योजकतेच्या ष्टीकोनातून भरतकाम केलेल्या साड्यांचा उद्योग एक नवीन संधी हे शोधणे.

**मुलाखतीचे विश्लेषण — कु. मीना वाघेला** यांनी जवळपास १९९० पासून साड्यांचे भरतकाम सुरू केले. पहिली साडी घरात भरपूर रेशमी धागे मुंबई वरून नातलगांनी आणून दिले होते. त्यांचा काही तरी वापर करण्याच्या ष्टीने घरीच छपाई करून त्या धाग्यांच्या मदतीने भरतकामाची साडी तयार केली. त्यानंतर त्यांनी भरतकाम केलेल्या साड्यांमुंबईला पाठविणाऱ्या महिला उद्योजकांच्या साड्यांचे भरतकाम करून द्यायचे काम सुरू केले. यामध्ये छपाई केलेली साडी तयार केलेला नमुना धाग्यांचा पुरवठा उद्योजक महिला कडून करण्यात येत असे. त्यांना फक्त भरतकाम करण्याच्या मेहनतीचे पैसे मिळत असे हा मेहनताना साडीतील कामाच्या प्रमाणावर व टाक्यांच्या प्रकारावर ठरत असे तरी साधारणपणे स्कर्ट बॉर्डर साडीचे ३०० ते ४०० रू. मिळत असे अशा प्रकारे उद्योगाचा मूर्तमेढ करण्यात आली. पुढे ५० साड्यांचे प्रोजेक्ट घेऊन सर्व मालासह भरतकाम केलेल्या साड्या तयार करून विकल्या त्यात बऱ्यापैकी यश मिळाल्याने **प्राचार्य आशा देशमुख** यांच्या प्रेरणेने हा व्यवसाय सुरू करण्याचा निश्चय करण्यात आला. त्यानंतर खऱ्या अर्थाने या उद्योगाला सुरुवात झाली.

त्या भरतकामाचे पुढील प्रकार जसे — साडी, बेडशीट, वॉल हेगींग, रूमाल, बुरखा, घागरा, शाल, ब्लाऊज, पडदे, कुशन कवर, सलवार कुर्ता, चुडीदार तसेच ऑर्डर प्रमाणे तयार करून देतात. भरत कामांच्या टाक्यांपैकी उलटी टीप, साखळी टाका, गहू टाका, गाठी टाका, सॅटीन, हाफ सॅटीन, पूर्ण आणि अर्धबटन होल, पिसाचा टाका, हेरींग बोन, मोती काम, ग्लास वर्क, टिकली वर्क, स्किव्हेन्स काम फिशबोन, लांब आखुड, जरदोजी, पराग स्टीच, कलकत्ती स्टीच इ. टाक्यांचा वापर करून विविध नमुने तयार केले. त्यांच्या मते या उद्योगात भांडवल गुंतवणुक अंदाजे ५० ते १०० रू. पर्यंतची कायम स्वरूपी तर धाग्यांचा मोती, कुंदन, ग्लास इ. चा खर्च कामाच्या व डिझाइननुसार होतो. प्रति बुट्य प्रमाणे किंमत ठरविली जाते तर बॉर्डरचे भरतकाम मीटरच्या दराने केले जाते. कमीत कमी ४०० रू. पासून ५००० रू. चे भरतकाम केले जाते. या मध्ये छपाई

धागे व मेहनत यांचा समावेश होतो. बुटे घरीच छापले जातात. पण बॉर्डर बाहेर छापून आणली जाते. छपाईचे साधारणपणे डिझाईन नुसार १५० रू. ते ३०० रू. पर्यंत खर्च लागतो. महिन्याभरात साधारणपणे बुट्यांच्या ४ साड्य तर बॉर्डरच्या २ साड्य तयार केल्या जाऊ शकतात. कधी कधी तयार साड्यवर भरतकाम कमी असेल तर ग्राहक महिला तसेच हाताचे भरतकाम करून घेतात. साधारण पण सिल्क, ऑरगंडी, सुपरनेट, कोटा, क्रेपसील्क सारख्या साड्यंवर भरतकाम केले जाते.

प्रांतीय भरतकाम हे इतर गृहसजावटीच्या वस्त्रांना केले जाते. या मध्ये शाल, ओढणी, गोदडी, लुंगी, सलवार कुर्ता, बंगाली कुर्ता इ. साठी वापरले जातात. पण उद्योजिकेनी या प्रांतीय भरतकामाचा वापर साड्यंवर करण्याचा प्रयत्न केला त्यामध्ये फुलकारी, लखनवी, बंगाली कांथा, इ. चा समावेश होतो. त्यांच्या मते विनाभांडवलचा हा उद्योग असून या उद्योगाच्या यशासाठी भरतकामातील फिनिसींग, आवड, विविध टाक्यांचे ज्ञान, नमुन्याचे ज्ञान, रंगसंगतीचे ज्ञान, कौशल्य, चिकाटी, जिद्द आणि मेहनत करण्याची प्रवृत्ती या सारख्या मानविय साधनसंपत्ती महत्त्वपूर्ण ठरतात या उद्योगाच्या आधारे भरपूर पैसा घरी बसल्या कमविता येतो. हा उद्योग बीना भांडवल, बिना जागा, बिना वीज, पाणी, यंत्रसामुग्री, अशा इतर उद्योगाला लागणाऱ्या कोणत्याच भांडवलाची गरज नसलेला आहे. त्यामुळे त्यांच्या मते स्त्रीयांच्या ष्टीकोनातून भरतकामाचा उद्योग सर्वात यशस्वी व अनुकूल होय.

#### सारांश –

वरील विवेचनावरून व मुलाखतीच्या आधारे ही बाब निश्चितरित्या स्पष्ट होते की गृहअर्थशास्त्र हा विषय महिला उद्योजकांना प्रेरणा व प्रोत्साहन देऊन स्वयंरोजगारातून उद्योजकतेची वाट दाखविणारा मार्गदर्शक स्तंभ होय. वरील मुलाखत पुढील महिला उद्योजकांसाठी प्रेरक ठरेल तसेच या उद्योगाच्या मार्फत भारतीय परंपरागत भरतकला कायम स्वरूपी टिकून राहील. म्हणजेच या उद्योगातून परंपरागत भरतसलेला जीवनदान मिळेल.

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## कामकाजी महिलाओंके परिप्रेक्ष्य में प्राद्योगिकी क्षेत्र और वहाँ की समस्याएँ

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यवतमाळ

सारांश —

आज विश्व के हर कोने में महिलाओं के लिए अनुकूल वातावरण उत्पन्न हुआ है और सभी देशों में महिलाओं के समुचित विकास के लिए वहाँ की सरकारें भी प्रयत्नशील हैं। उसी आधार पर स्त्री २१ वीं सदी को महिलाओं की सदी की संज्ञा से विभूषित करने लगे हैं। एप्रिल २००१ ई. में नई दिल्ली में आयोजित राष्ट्रमंडल देशों की महिलाओंसे संबंधित मामलों के प्रभारी मंत्रियों के सम्मेलन का उद्घाटन करते हुए प्रधानमंत्री श्री. अटलबिहारी वाजपेयी ने कहा कि, “महिलाओं को केवल राजनितिक दृष्टि से अधिकार संपन्न बना देने से बात बनने वाली नहीं, इन्हें आर्थिक तथा सामाजिक दृष्टि से भी सक्षम एवं सबल बनाना होगा।” इसी आधार पर सन २००१ को “महिला अधिकारिता वर्ष” के रूप में मनाए जाने की घोषणा की गई। हमारी स्वस्थ आर्थिक सामाजिक स्तरपर उच्च और स्वतंत्र संस्कृति को उँचा उठाने में महिलाओं से अधिक योगदान किसी अन्य का नहीं हो सकता। यह एक कटु सत्य है कि किसी भी सभ्यता, देश, समाज या परिवार का पिछड़ा होना इस बातपर निर्भर रहता है कि उस देश, समाज या परिवार ने महिलाओं की स्थिति कैसी है अथवा उनकी भागीदारी कितनी है? इतिहास साक्षी है कि जिस भी समाज में महिलाओं को सर्वोपरी रखा गया है वह समाज तथा सभ्यता हमेशा प्रगति के पथ पर अग्रसर रही है। यदि हमें महिलाओं की भागीदारी के विषय में तुलनात्मक अध्ययन करनेसे पता चलता है कि कोई भी समाज उनकी भागीदारी के बिना शून्य है। अब यह बराबर अनुभव किया जा रहा है कि कोई भी समाज जब तक उन्नति नहीं कर सकता तब तक की उसकी स्त्रियों को स्वाधीनता के साथ पर्याप्त आय, स्वास्थ्य, सुविधा व्यावहारिक शिक्षा और लोकतांत्रिक नागरिक कर्तव्यों का बोध न हो इसलिए आर्थिक, सामाजिक एवं सांस्कृतिक विकास के लिए स्त्रियों की स्थिति में परिवर्तन होना बहुत जरूरी है। महिलाओं के स्तर एवं स्थिति को उन्नत करने के लिए समय समय पर कई

सामाजिक कानून बनाए गये हैं। महिलाओंके रहन सहन की स्थितियों में सुधार करने के लिए और आर्थिक तथा सामाजिक संसाधनों तक उनकी पहुंच और उनके नियंत्रण को बढ़ाने के लिए कल्याण एवं विकास के विभिन्न कार्यक्रम आरंभ किए गए हैं। परावर्तित परीवेश में कार्य की संरचना, शिक्षा, आरोग्य एवं सामाजिक, आर्थिक एवं राजनैतिक जागरूकता ने नारी को पुरुषों के समकक्ष ला खड़ा किया। इस प्रकार **महिलाओं के आर्थिक उत्थान हेतु उन्हें अबला से सबला बनाने के दिशा में सरकार द्वारा अनेक सराहनीय प्रयास किए जा रहा है।** **जिनके क्रियान्वयन का सकारात्मक प्रभाव अर्थव्यवस्था पर पड़ता है।** जिस दिन नारी ही नारी के रक्षार्थ खड़ी हो जाएगी समाज उस दिन नई करवट लेगा। तब **“महिला सशक्तीकरण”** वास्तविक रूप में अपनी भूमिका को सार्थक कर सकेगा। वैदिक युग से आज तक के बदलते हुए परिवेश में महिलाओं ने समाज एवं परिवार के प्रबंध एवं विकास में सकारात्मक भागीदारी सिद्ध की है। महिलाएं राष्ट्र निर्माण की प्रक्रिया में अहम भूमिका निभाती हैं। जब तक महिलाएं जागरूक नहीं होंगी तथा राष्ट्रीय विकास की धारा में अपनी सक्रिय भूमिका तथा भागीदारी नहीं निभाएंगी तब तक राष्ट्र का सर्वांगीण विकास संभव नहीं है।

#### प्रस्तावना —

भारत के संविधान ने महिलाओं के लिये उनका विकास और स्थिति को सुधारने हेतु विशेष प्रावधान किये हैं। सरकार के द्वारा भी समय समय पर महिला व सशक्तीकरण हेतु विभिन्न योजनाएँ और कार्यक्रम कार्यान्वित हो रहा है। महात्मा गांधी के दृष्टिकोण से रचनात्मक कार्यक्रम को अपनाकर वह आत्मनिर्भर हो सकती है। महिला अगर आत्मनिर्भर हो जाये तो वह सशक्तीकरण का अगला अभियान होगा। महिला सशक्तीकरण के हेतु शिक्षा के साथ स्वकार्यक्षम होना जरूरी है। इसे होना उन्हें अपने अधिकार, उनकी रक्षा करने तथा उनमें अपेक्षित सुधार करने में सक्षम एवं समर्थ हो पायेगी। महिला हक और सशक्तीकरण के मामले में भारत की स्थिति दुनिया के लिहाज में काफी बुरी है। संयुक्त राष्ट्र संघ ने अपनी रिपोर्ट में यह बात दृढ़ता से उठाई है। यहाँ महिलाएं राजनैतिक आर्थिक एवं सामाजिक स्तरों पर उपेक्षा की शिकार होती हैं।

सशक्तीकरण एक बहुआयामी धारणा है। और उसका संबंध सामाजिक उपलब्धिसे, आर्थिक और राजनैतिक सहभागिता से जुड़ा होता है। सामान्यतः **महिला सशक्तीकरण मापने के पैमाने हैं— लिंग आधारित विकास सूचकांक (GDI) राष्ट्रीय उत्पादकता परिषद (NPC) की स्टेट जेंडर डेव्हलपमेंट रिपोर्ट २००५ और केंद्रीय महिला एवं बालविकास मंत्रालय का रिपोर्ट जेंडरिंग ह्युमन डेव्हलपमेंट इंडिसेज रिकॉस्टिंग द जेंडर डेव्हलपमेंट इंडेक्स एंड जेंडर इम्पावरमेंट फार इंडिया २००९ से यह बात परिचक्षित होता है की महिला**

विकास दर भारत के सभी राज्यों में एकसी नहीं है। इसलिये स्वामी विवेकानंद ने कहा है “जब तक महिलाओं की स्थिति में सुधार नहीं होगा विश्व के कल्याण की कोई संभावना नहीं है। एक पक्षी के लिए एक पंख से उड़ना संभव नहीं है। महिलाओं की आर्थिक, सामाजिक, राजनैतिक पहचान के बीच घनिष्ठ संबंध होने की सच्चाई को स्वीकार करने के समय और बृहत दृष्टीकोण में महिलाओं के सशक्तीकरण के बारे में आशा बनती है। यह सच है की ये तीनों आयम एक दुसरे को प्रभावित करते हैं। एक भी आयाम के कमजोर होने अथवा न होने पर अन्य अंगों द्वारा निर्मित संवेग अधिक समय बना नहीं रह सकता है। तीनों कारकों को एकसाथ सतत रूप से क्रियाशील बनाकर ही महिलाओं को सशक्त बनाया जा सकता है।”

वस्तुतः उद्यमिता विकास संसाधन विकास का ही एक महत्वपूर्ण यंत्र है। मुल्यों एवं व्यवहारों से संबंधित उद्यमिता उत्साह या भावना का आरंभिक बिंदु होती है। जो कार्य के लिए दिशा एवं प्रवृत्ति प्रदान करती है। यह एक लाभप्रद उद्यम को प्रारंभ करने व उसके संचालन हेतु अभिप्रेरणा व प्रशिक्षण की सतत प्रक्रिया होती है। उद्यमिता विकास मुलतः ऐसे लोगों को आगे आने के लिए सहायता प्रदान करता है जो किन्ही कारणवश उद्यमी नहीं बन पाये हैं। महिला उद्यमियों में भी विशाल प्रतिभाये छिपी है। जिन्हे प्रोत्साहित कर रेडीमेड वस्त्रों से लेकर हार्डटेक कम्प्युटर तक सिमित है। इनकी क्षमता का विकास कर परंपरागत रोजगारों के साथ ही बदलते परिवेश में इलेक्ट्रिकल, इलेक्ट्रॉनिक्स, इलैक्ट्रॉनिक्स, इंजिनियरिंग से संबंधित व्यवसायों की तरफ ध्यान दे तो, ये भी आर्थिक स्वावलंबन प्राप्त कर सकेगी।

**परिभाषा—**

**महिला उद्यमिता —**

**Iyer (1991) - women entrepreneurs are defined 'as the women or group of women who initiate, organize and operate a business enterprise.'**

**उद्देश —** पिछले क्षेत्र में लघु उद्योगों के विकास हेतु महिलाओं की भागीदारी के महत्त्व को समझा गया। इस प्रकार महिला उद्यमिता के अग्रान्कित उद्देश निर्धारित किये गये—

**सामान्य उद्देश —** १) पिछड़े क्षेत्रों में नए महिला उद्यमी वर्ग को गति देने तथा लघु एवं मध्यम उद्योगों की वर्तमान गतिविधियोंका विस्तार देने के उद्देश से विशिष्ट कार्यक्रम संचालित करना २) स्थानीय उपभोग हेतु देशी कच्चे माल के उपयोग के क्रम में रोजगार एवं स्वयंरोजगार के अवसरों को उत्पन्न करना ३) शक्तीशाली

उद्यमियो हेतु उद्यमीय अवसर विकसित करना एवं वर्तमान उद्यमियों के प्रबंधकारी कौशल्य को बढ़ावा देना.

**व्यक्तिमत्व विकास हेतु** — भारत में महिला उद्यमिता विकास हेतु एक अच्छे प्रशिक्षण कार्यक्रम के लिए विशेष समुह ने स्विकार किया की ई. डी. पी. विशेष उद्यमियो की अग्रांकित प्रकार से सहाय्यता करने के योग्य होना चाहिए।

**प्रबंधकीय कौशल्य संबंधी उद्देश** — उद्यमिय प्रशिक्षण को माध्यम से महिला उद्यमी में प्रबंधकीय कौशल्य विकसित करने हेतु अग्रांकित उद्देश निर्धारित किये गये है।

**महिलाओं को व्यावसायिक क्षेत्र में आने की आवश्यकता** — महिलाओं को उद्योग और व्यवसाय के क्षेत्र में इसलिए आना आवश्यक है की वे अपने इस प्रयास से परिवार को एक स्थिर आर्थिक ढाचा प्रदान करने में सहाय्यक हो सकती है. इसमे सफलता मिलने पर अपने बच्चो को प्रारंभ से जोखीम उठाने, स्वयं निर्णय लेने, समस्याओं का हल निकालने आदि के लिए तैयार कर सकती है. महिलाये उद्योग एवं व्यवसाय क्षेत्र मे आने की आवश्यकता निम्नलिखित कारण अग्रानुसार है। १) स्वयंरोजगार २) आर्थिक स्वावलंबन ३) महिला निती ४) महिला की व्यावसायिक भागीदारी (५) सकारात्मक रूझान ६) सामाजिक स्तर में वृद्धि ७) स्वाभिमान एवं साहस के गुणो का विकास ८) स्वयंसेवी संस्थाओ द्वारा प्रेरणा ९) स्थानीय अवसरो में वृद्धि (१०) पर्याय सुविधाए ११) शिक्षा एवं विकास १२) औद्योगीकरण का बढ़ावा १३) न्यायपूर्ण प्रक्रिया १४) महिला उद्योगिता विकास (१५) द्विस्तरीय योजना (१६) महिला योगदान (१७) अर्थव्यवस्था में बराबरी की भूमिका (१८) वरीष्ठ महिलाओं की जागृती (१९) दृष्टीकोण मे परिवर्तन की आवश्यकता (२०) आर्थिक सुधारों में उद्यमी महिलाओ का महत्व आदी.

**महिला उद्यमिता विकास की समस्याए** — महिला उद्यमिता विकास की आंतरिक समस्याए अग्रानुसार इस प्रकार है।

**१) सर्व सामान्य समस्या** — विचार का चयन, दोषपूर्ण नियोजन दुर्बल संरचना, कमजोर प्रबंधन, कम उत्पादन, कमजोर गुणवत्ता, श्रम समस्याए, कौशल्य का उपर्याप्त प्रशिक्षण, क्षमता का उपयोग, कमजोर संगठन, अपर्याप्त सम्पर्क, रणनिति का अभाव, अभिप्रेरणा का अभाव, सूचनाओ के संग्रहण की समस्या, नियोजित विस्तार समस्य आदी.

**२) बाह्य समस्याए** — परंपरागत विचारधारा, साहसी मनोवृत्ती का अभाव, शिक्षा प्रणाली, अपर्याप्त सरकार सुविधाएँ, अनुकूल वातावरण का अभाव, अधोसंरचनात्मक समस्याए व सुविधाए आदी.

३) **वित्तीय समस्याएँ** — पूंजी उपयोग की समस्या, न्यूनतम पूंजी लागत की समस्या, वित्तीय दुरदर्शिता, वित्तीय विनियमन का कम ज्ञान, विपणन करारोपण, अनुत्पादक विनियोग, आर्थिक सत्ता के सामाजिक उपयोग की समस्या, अनार्थिक संस्कृति, क्षमता की समस्या आदी.

४) **प्रशासकीय समस्याएँ** — निरिक्षण समस्या, सरकारी नीति, भ्रष्टाचार, लालफिताशाही, नौकशाही, निर्देशन का अभाव, प्रतिस्पर्ष वातावरण, नव प्रवर्तन की समस्याएँ नये मुल्यो व परंपरा में उचित सामंजस्य की समस्या समय प्रबन्धन की समस्या, जोखिम प्रबन्ध की समस्या आदि.

५) **सामाजिक समस्या** — सामाजिक लागतो को न्यूनमत रखने की समस्या, सामाजिक वातावरण के प्रति संवेदना सामाजिक नव प्रवर्तन की समस्या, उचित प्रशिक्षण की समस्या, पुरुषप्रधान सामाजिक व्यवस्था, पारिवारिक जिम्मेदारी, शिक्षा का अभाव, जानकारी तथा अनुभव का अभाव, विपणन की समस्या, गतिशिलता की समस्या ६) स्वप्रेरित समस्या ७) उद्यमिता के विकास संबंधीत समस्याएँ ८) महिला उद्यमिता की अन्य समस्या — बहुउद्देश की संतुष्टि की समस्या, आधारभूत सुविधाओ की उपलब्धी की समस्या, सहयोगी राजनैतिक वातावरण की समस्या, वर्तमान समय में महिलाएँ हर क्षेत्रमे सफलतापूर्वक कार्य महिलाओं की परंपरागत भूमिका आदी.

शासकीय एवं निजी संस्थानो द्वारा उद्यमिता विकास के प्रयास — भारत में महिलाओं उद्यमिता विकास के लिए वित्तीय संस्थान, राष्ट्रीय प्रशिक्षण संस्थान, गैरसरकारी संस्थान, महिला संगठन व्यवसायिक संस्थान द्वारा शिक्षा व प्रशिक्षण दिया जा रहा है। जिससे आज महिलाएँ भी उद्यमिता कि और निरंतर बढ़ती जा रही है। १) आयात — निर्यात के क्षेत्र में कार्यरत महिलाओं को उचित मार्गदर्शन की व्यवस्था करनी चाहिए। (२) महिला उद्यमियो को संगठित करने तथा संयुक्त उपक्रमो को स्थापित करने हेतु प्रोत्साहित किया जाना चाहिए। (३) महिला उद्यमियो को लिए पर्याप्त वित्त की व्यवस्था की जाने चाहिए। (४) नई महिला उद्यमियो के लिए मार्गदर्शन तथा प्रशिक्षण की व्यवस्था की जानी चाहिए। (५) महिलाओं के लिए उद्योग तथा अन्य रोजगार के अवसरो को बढ़ावा तथा मजबुती प्रदान करनी चाहिए (६) महिला उद्यमियो को नये तकनीकीतात तथा संगणक का प्रशिक्षण प्रदान किया जाना चाहिए (७) सा. संस्थाओं तथा सार्वजनिक अधिकारीयों द्वारा महिला उद्यमियोको सहकारिता के आधार का सफलपूर्वक लघु उद्योग स्थापित करने हेतु प्रोत्साहित किया जाना चाहिए।

आर्थिक सामर्थ्य की चाह का कारण चाहे कुछ भी हो परंतु यह निश्चित है की परिवारों के लिए कमाई करनेवाली महिलाओं की संख्या धीरे धीरे पढ रही है। उच्च वर्ग की महिलाओं के लिए यह मात्र आत्मसंतोष

और आत्मनिर्भरता का प्रश्न हो सकता है, जब की मध्यम वर्ग व निम्न वर्ग महिला के लिए आत्मसंतोष और परिवारों के लिए धन जुटाना दोनों कारण महत्वपूर्ण है। वास्तव में कार्यरत महिला मध्यम व निम्न वर्गीय परिवार की ऐसी पत्नी, माँ एवं बेटी है जो परिवार की रोजी रोटी के लिए कार्य करती है। अतः महिलाओं के विकास हेतु आज केंद्र तथा राज्य सरकार गैरसरकारी संगठनों, सार्वजनिक तथा निजी औद्योगिक प्रतिष्ठित स्वयंसेवा संस्थाओं, राष्ट्रीय स्तर की सरकारी संस्थाओं विशेषतः तथा विषद विदो, सामाजिक कार्यकर्ताओं, शैक्षणिक तथा अनुसंधान संगठनों, तकनीकी तथा प्रबन्ध संस्थानों, श्रमिकों संघों आदि का मिलजुलकर सार्थक प्रयास करने तथा अपना भरपूर योगदान देने की जरूरत है। जिससे सभी प्रकार की सामाजिक व आर्थिक प्रवृत्तियों ने महिलाओं की भागीदारी सुनिश्चित की जा सके तभी सही अर्थोंमें महिलाओं का चहुँमुखी विकास सम्भव होगा। अब स्त्रियाँ केवल समाज कल्याण सेवाओं का लाभ लेने वाली ही नहीं बल्कि समाज के सर्वांगीण विकास की भागीदारी भी है।

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५) महिला सक्षमताकरण, चिंतन एवं सरोकार, डॉ. रमेश प्रसाद त्रिवेदी

## सक्षममी! समर्थमी!!

डॉ. सुजाता पोळ

सहाय्यक प्राध्यापिका

जनऔषधशास्त्र विभाग

लो.टि.म.वै.म.व.स.रू.श्रीव.

आत्मसंवाद घडायला हे चार शब्द पुरेसे ठरतात□कुणामध्ये? तर अशा स्त्री मध्ये जी ची विचारसारणी आधुनिक आहे□निवडीचे स्वातंत्र्य जी स्वःताकडे राखून असते आणि स्वःता च्या करीयर मध्ये'चढत्या क्रमाचा आलेख असावा'ही इच्छा मनी बाळगून असणारी .

सर्वात महत्वाचे म्हणजे स्वःतातील क्षमतांचा विकास करण्यासाठी आधुनिक यंत्राचा पुरेपूर वापर करणारी . नाही, नाही..... ही गोष्ट उलुंग ध्येय बाळगणा-या किंवा अतिमहत्वाकांक्षी स्त्रीची नाही . उलट, चारचौघीसारख्यांच सामान्य स्त्री आहे ती' .

आपलीच'प्रतीरूप'पाहत ट्रेन मधल्या गर्दीतुन वाट काढत आपले लक्ष्य 'ती'ला रोजच गाठायचे असते . बाळांना देशांचे सूजाण, सुज्ञ व जबाबदार नागरीक बनविणे हे स्वप्न नक्कीच महत्वाचे नाही . या स्त्री मध्ये आत्मसंवाद घडतो तेव्हा ती स्वःताला अनेक प्रश्न विचारते, कि ती सक्षम आहेत आपण? कोण कोणत्या कृतीत समर्थ आहेत ? एक कतव्य दक्ष पत्नी, सुन म्हणून?

हे प्रश्न तिच्या भुमिकेशी निगडीत झाले... त्या पुढे ती विचारते, स्वताचे आरोग्य तरी निरोगी ठेवण्यात तरी समर्थ आहेत का आपण?

विचार श्रृंगला चालु राहते, मात्र एका प्रश्नापाशी करकच्चून ब्रेक लागतो . स्वःताचा आत्मसम्मान अबाधित, सुरक्षित राखण्यास तरी खरच सक्षम आहेत का आपण ???

एक जबाबदार व्यक्ती किंवा नागरिक म्हणून तिच्यात ज्या काही क्षमता विकसित झाल्या त्या तिच्या कष्टाळू □ समर्पित वृत्ती मुळेच अशी दर्पोक्ती तिला नाही . तिच्या चित्तचक्षूंसमोर आठवनिंची मंदियाळी सुसपष्ट होऊ लागले .

तिने श्रेयनामावलीतही अनेकजणांना, किवहूना, अनेकजणींना स्थान दिले आहे .

घर संसार, नोकरीकव्यवसाय दोनहींचा डोलारा संभाळणे आई कडून शिकली, ”आम्ही नाही का केले?” हे आईचे बोल तिला खडतर प्रवासासाठी तयार करतात .

“तूला कामानिमित्त बाहेर जायचंयना मग जाकी, मी संभाळीन मूलांना, आम्हाला काय मुले झाली नाहीत”, बोलणे खोचक असेल तरी आपल्या नात्यातील आईची-सौसूबाईची वृत्ती खंबीर आहे हे ठावुक झाल्याने ती निर्धास्त होते . एखाद्या तिला काळजाचा तुकडा पाळणा घरात ठेवावा लागतो, मन जडावलेले असते . “चिंता करू नको, मी आहेना” हे पाळणा घरातील काकूंचे बोल तिच्यातील मातेला अधिकच आश्वस्त करतात .

एखादी गरीब, गरजू मदतनीस ताई तिच्या घरची कष्ट प्रद, वेळखाऊ कामे उरकते तेव्हा मोठ्या व्यापारातून मुक्त झाल्याची भावना तिला होते . ही गरीब मदतनीस ताई काधी कधी तिचा यातनामय जीवन प्रवासकथन करते तेव्हा ही आधुनिक स्त्री “स्त्री जन्माहीच तुझी कहाणी” असे म्हणून गप्प बसत नाही . ऊलट गरजूस कायदे कानूनसंबंधात मार्गदर्शनही करते . मदतनीस ताई विरूदावलीचे श्रेय-सौनाली कुळकर्णी, संदर्भ-सौ कुल, लोकसत्ता व्हीवा

एखादया कठीण काळात स्वयंपाकासाठी मदतनीस बाई-म्हणे-ताई ठेवण्याची परवानगी देऊन पतीने तिला खुश केले की ती नव्याने सिध्द होते-स्वयंसेवीकासाठी .

कधी गर्दीच्या दिवशी तिच्या सहचरिने बसण्यासाठी जागा ठेवलेली असते . कोण्या संध्याकाळी घरी परतताना थकलेली तिला पाहुन कंडक्टर बंधू “ताई, इथे बसा” असे म्हणून जागा करून देतात . या सारख्या प्रसंगामूळे त्या स्त्रीचा माणूसकी वरील विश्वास द्विगुणित होतो .

वस्त्रहरणाच्या कठीण प्रसंगी, ‘सख्या, हरी घेई धाव सत्वरी’ असे द्रोपदीआकंदत होती . या युगातील कृष्णा मात्र ‘भ्रमणध्वनी’ (मोबाईल-लाच आपला सखा समजते आहे . हा सखा तीचे ज्ञान तर समृद्ध तर करतोच शिवाय कठीण प्रसंगीही उपयोगी पडू शकतो . स्त्रीला कालंकित करणा-या गुन्हेगारास शिक्षा होते की नाही यकाडे आधुनिक स्त्री बारीक लक्ष ठेवून आहे . जेव्हाही शिक्षा जाहीर होते की नाही याकडे आधुनिक स्त्री बारीक लक्ष ठेवून आहे . जेव्हा ही शिक्षा जाहीर होते तेव्हा तिचा शासकीय व्यवस्थेवरील विश्वास पक्का होतो नोकरीत पदोन्नतीची योग्यता ज्या

स्त्रीकडे असते, तेव्हा वरिष्ठ आजमावू पाहतात .अल्पावधितच मोठे लक्ष्य पार पाडण्याचे आव्हान तिच्या समोर उभे केले तरी ती डगमगत नाही .संगणक,आंतरजाल(Computer and internet)या सारख्या आधुनिक साधनाचा उपयोग करून ही अनेक अवघड जबाबदाऱ्या लीलया पार पडते .

कामाशी निगडीत विविध कौशल्ये (skills)वृद्धिंगत करण्यासाठी वेळोवेळी प्रशिक्षणाचा (training)लाभही आधुनिक स्त्री घेत असते .

अभ्यासू आणि विजीगीपू वृत्ती मुळेच विविध क्षेत्र पादाक्रांत करता येतात हे ती चांगलेच जाणुन आहे .त्यासाठी शासणा कडून जाहिर झालेले नियम सवलती याचा तिला भरभक्कम आधार वाटतो .कुंदा .बारावीपर्यंतचे शिक्षण मुलीं साठी मोफत

स्त्रीला सक्षमतेकडे नेणाऱ्या अनेक घटकांची यादी मारुतीच्या शेपटी प्रमाणे लांबत जाणारीआहे .सर्वांचे ऋण माणीत आजच्या स्त्री ला प्रगतीची वाटचाल कापायची आहे .यशाची शिखरे चढणारी स्त्रीचं काही वागणं मात्र कोडयात टाकणारं आहे बरं .

घाई घाईने रूळ तर कधी लाल सिग्नलच ओलांडणे .अरेतिला सांगा, 'सिरं सलामत तो पगडी पचास' .

\*अतिप्रसंग घडल्यास शरमेने गप न बसता मैत्रीणी सोबत चर्चा करणे व पोलिसांची मदत घेणेच योग्य हे तीला परत सांगावे लागते .

\*टीव्ही वरच्या चकचकीत भुलविणाऱ्या सिरियल मध्ये ही शहाणी स्त्री गुंतून पडते ते खरोखरीच हास्या स्पदच आहे .त्या पेक्षा स्वःताच्या छंदापायी का वेळ नाही काढत ही स्त्री?

मंगला केवडे यांचे'जिगायचंय प्रतेक सेकंद' हे पुस्तक वाचतानाच निराशा शतयोजने दुर पळून जाते . 'झटकूनी टाक जीवा दुबळेपणा मनाचा' हे गाणे ऐकले की कुणीही चैतण्याने भारीत होतो . असे सर्व असतांना स्त्रिया मध्ये आत्महत्येचे प्रमाण वाढतच असल्याचे तज्ञ सांगतात .का स्त्रीची अवस्था'आहे मनोहर तरी गमते ऊदास'?

'बुडती हे जन,नदेखवें डोळा ,येतो कावळा,म्हणोनिया तुकोवा म्हणाले .

आज प्रतेक स्त्रीला दुसऱ्या स्त्री बद्दल कळवळा वाटेल तर तो सुदिन . अलीकडे बऱ्याच जणींना सिरियल मधील नटून थटून रडणाऱ्या स्त्री या बद्दलच जास्त कळवळा वाटतो असो . नुसतेच कळवळा वाटून उपयोग नाही तर पुढे कृती ही घडली पाहिजे . राजकातण हे क्षेत्र व्यापक कृती साठी योग्य आहे . कारण 'मेणाहून मऊ' असणारे स्त्रीचे हृदय प्रसंगी 'वज्रा' हूनही कठीण होऊ शकते . त्यामुळेच शासकीय व्यवस्थेत अनेक सकारात्मक बदल स्त्री घडवून आणू शकते . महाराष्ट्र राज्यांत तर महिलांना राजकारणात ५० टक्के आरक्षण आहे . म्हणूनच एका काळी या क्षेत्रात उदसीन राहणारी स्त्री आता मात्र हिरिरिने पूढे येत आहे म्हणूनच स्वागतार्ह नि मराठी माणसासाठी अभिमानाची आहे .

इतिहास सांगतो की आनंदीबाई फुले, साबाई रानडे यांचे सामाजिक योगदान थोर आहे . या सर्व महान स्त्रियांचे चरित्र आपणांस कायम प्रेरणा देत राहिल यांत शंकाच नाही . परदेशातील प्रतिष्ठित नागरिक हिलरी क्लिंटन म्हणतात "It takes a village to raise a child" . म्हणजेच बालकांना सुजाण नागरिक बनवण्याचे श्रेय केवळ पालकांना नाही तर संपूर्ण गावाला दिले पाहिजे कारण अख्खा गावच बालकसंगोपनाच्या प्रक्रियेत सामील असतो .

मला थोडासा बदल करून म्हणवेसे वाटते "It is takes a society to empower a women." कारण स्त्रीला सक्षम बनविण्यासाठी समाजातील प्रत्येकघटकांचा सहभाग सारखाच महत्वाचा आहे .

ग . दि . माडगुळकर यांच्याओळी आठवतात . "आकाशी झेप घे रे पाखरा, तोडी सोन्याचा पिंजरा ."

स्त्रीचे मन म्हणजे पाखरूच नाही का ?

चला आपण सारे वचन बद्ध होऊ या .

## HINDI SECTION

## स्त्री-पुरुष समानता एवं संवेदना के संदर्भ में राजी सेठ की कहानियाँ

अंजु शर्मा

हिंदी विभाग, खालसा कॉलेज

माटुंगा, मुंबई.

संकल्पना :

- ... पारंपरिक एवं आधुनिक पृष्ठभूमि में स्त्री की भूमिकाएँ
- ... स्त्री का वैचारिक, भावनात्मक एवं संवेदनात्मक संघर्ष
- ...स्वयं के अस्तित्व को सशक्त आधार प्रदान करती नारी
- ... बदलते परिप्रेक्ष्य में स्त्री - पुरुष समानता एवं बदलते संदर्भ

प्रस्तावना :

विश्व में सर्वाधिक प्राचीन है भारतीय संस्कृति एवं भारतीय सभ्यता, जहाँ आस्था, विश्वास, परम्पराएँ सुदृढ़ आधार प्रदान करते हैं...सामाजिक, धार्मिक एवं बौद्धिक विचारधाराओं तथा मान्यताओं को, जहाँ युग बोध और मूल्य बोध परिस्थितिनुसार परिवर्तित होते रहे हैं परंतु आज भी वह भारतीय संस्कृति अक्षुण्ण है, जो है ऋषि मुनि संतों की तपस्या भूमि ...वेद- पुराणों उपनिषदों के ज्ञान से समृद्ध भूमि... गुरु और गुरुकुल की पवित्र धरती...सीता, मीरा, अहिल्या से सुशोभित संस्कारित सौंदर्यमयी धरा।

शाश्वत सत्य है कि स्त्री सदा से ही विभिन्न स्वरूपों में स्वीकारी गई है परंतु इसमें भी कोई अतिशयोक्ति नहीं कि वही स्त्री भारतीय संस्कृति का अविच्छिन्न एवं अभिन्न अंग रही है। परिवार एवं समाज अगर किसी भी समाज की आधारशिला है तो एक स्त्री उसकी नींव है परंतु एक अहम सवाल यहाँ उभर कर आता है कि एक पुरुष घर का मुखिया और संचालक है तो स्त्री का स्थान किस रूप में देखा जाना चाहिए, तब जवाब भी वही दे दिया जाता है कि वह पुरुष की

अर्धांगिनी है, सहचरी है और इस तरह आरंभ हो जाता है एक स्त्री पर पुरुष का आधिपत्य। एक परिधि के भीतर उसकी सीमाएं एवं मर्यादाएं निर्धारित कर दी जाती हैं, रिश्तों को निभाने और सवॉरने की जिम्मेदारियों का लबादा ओढ़ा दिया जाता है, कर्तव्यों एवं दायित्वों को पूरा करने का बीड़ा सौंप दिया जाता है, सुसंस्कारित... शीलवती और गुणवंती का जामा पहना दिया जाता है और इस तरह अपनी अभिलाषाओं ...अपने अधिकारों और अपनी खुशियों को परे कर..... या कहो कि इस महान यज्ञ को अपनी पूर्णाहुति द्वारा पूर्ण करने का सहर्ष

सकल्प लेकर चल पड़ती है हर एक स्त्री अपने कर्म पथ पर, जहाँ सफर तो पूरा होता है पर रिसते घावों के साथ..... पथ पर मिलने वाले काँटे और चुभन के साथ, जो उसके दिल और आत्मा तक को छलनी ही नहीं लहुलुहान तक कर डालते हैं। यज्ञ का धुआँ उसकी आँखों से आँसू बन बह निकलता है परंतु अपने कर्तव्य पूर्ति की संतुष्टि उसे आह्लादित कर देती है। यही तो है एक स्त्री की गाथा कि वह स्वयं के लिए नहीं जीती। मातृत्व एवं ममता के गुण बच्चों के लिए उसमें मरने तक ज़िदा रहते हैं ..... सेवा , आदर और सहनशक्ति के गुण बड़े बुजुर्गों के लिए तो प्यार और समर्पण की भावना पति के लिए ... जबकि खुद के लिए त्याग और संतुष्टि का भाव लिए जीती नारी..... कभी सम्मानित - कभी अपमानित ..... कभी सशक्त- कभी कमज़ोर लाचार बेबस ..... कभी पूजनीय तो कभी बन्दिनी..... कभी भोग्या तो कभी स्नेहा।

सच तो ये है कि स्त्री सदा से किसी न किसी पुरुष पर आश्रित रही है पर एक स्त्री की आत्मनिर्भरता आज का सच है। बीते हुए कल और आज का अंतर परंपरा और आधुनिकता का अंतर है। संस्कृतियों के आदान-प्रदान , वैश्वीकरण , शहरीकरण , बदलती सोच और बदलते युग ने आज स्त्री के अस्तित्व को उसकी पहचान दी है, उसके संघर्ष को सम्मान दिया है। उसके भी जीवन को स्वतंत्र आधार भूमि मिली है। शिक्षा , अर्थ , राजनीति, धर्म , खेल , विज्ञान , सिनेमा हर एक क्षेत्र में स्त्री आज पुरुष के साथ कदम मिलाकर अपने अस्तित्व को नये आयाम देती नज़र आ रही है। साहित्य का क्षेत्र भी इससे अछूता नहीं रहा... हर महिला लेखिका ने स्त्री के जीवन में जीवंतता लाने की एक प्रत्यक्ष अप्रत्यक्ष मुहिम छेड़कर स्त्री के प्रत्येक दर्द ... संवेदना... जज़्बात ... आंतरिक पीड़ा... संघर्ष... कुण्ठा... घुटन ... टूटन एवं हताशा को शब्दों के द्वारा अभिव्यक्ति दी ... उसकी खामोशी को आवाज़ दी और सूत्रपात हुआ स्त्री की एक सशक्त पहचान का।

राजी सेठ उन विशिष्ट हिंदी साहित्यकारों में से एक हैं जिन्होंने स्त्री संघर्ष को संवेदना के स्तर पर जाँचा एवं परखा है। डॉ. कश्मीरी लाल इस तथ्य को इस प्रकार परिभाषित करते हैं कि “ उनकी कहानियों में संघर्ष है तो निम्नलिखित प्रकार का है -

- क . सम्मान के लिए संघर्ष
- ख . निर्णय लेने में सहभागिता लेने के लिए संघर्ष
- घ . कार्यान्वयन में सहभागिता के लिए संघर्ष
- ङ . मूल्यांकन करने में सहभागिता के लिए संघर्ष।”

वस्तुतः राजी सेठ की सकारात्मक सोच उन्हें अन्य लेखिकाओं से अलग करती हैं। उन्होंने अपने लेखन में स्त्री और पुरुष के अविभाज्य रिश्तों को विभिन्न संदर्भों में परखा है। वे स्त्री और पुरुष की समानता और सहभागिता के पक्ष को स्थापित करती हैं। उनकी सबसे बड़ी खूबी यही है कि वे दोनों के मनोभावों का गहराई एवं सूक्ष्मता से आंकलित करती हुई स्त्री की संवेदना के प्रत्येक पक्ष को उद्घाटित करती हैं। पिता, पुत्र, पति सभी रिश्तों के बीच स्त्री की छटपटाहट एवं कसक को पहचान देती उनकी कहानियाँ स्त्री की कोमल एवं मासूम भावनाओं को बड़ी

सरलता एवं सहजता से अभिव्यक्त कर जाती है। 'एक बड़ी घटना' कहानी में लेखिका ने कितनी खूबी से यह दर्शाया है कि एक स्त्री के बिना एक पुरुष कितना अधूरा हो सकता है ...और यहीं एक सवाल भी उभर कर आता है कि स्त्री पुरुष पर आश्रित होती है या पुरुष स्त्री पर। जिस पुरुष सुलभ भारी भरकम व्यक्तित्व को चट्टान की उपमा दी जाती है, वह भी कभी न कभी एक स्त्री के बगैर आहत एवं कमजोर प्राणी की भाँति स्वयं को असहाय पाता है। 'योग दीक्षा' में स्त्री के विभिन्न रूप उन्होंने खोले हैं। 'अपने विरुद्ध' एवं 'सदियों से' की स्त्री पात्र पारंपरिक संस्कारों में ढली होने के कारण अपनी इच्छा - अनिच्छा को परे कर जिम्मेदारियों एवं कर्तव्यों के तले स्वयं को समर्पित कर देती है परंतु अपनी व्यथाओं में भी जकड़ी रहती है। वहीं 'किसके पक्ष में' की नायिका बेला पारंपरिक स्त्री के आवरण से स्वयं को मुक्त कर आत्मसमर्पण की अपेक्षा विद्रोह की तरफ अपने कदन बढ़ा देती है। राजी सेठ की प्रत्येक कहानी में एक स्त्री की विभिन्न मनोदशाओं का बारीकी से चित्रण हुआ है परंतु इन कहानियों में निःसन्देह स्त्री के आत्मसम्मान ...आत्मविश्वास ...आत्मनिर्भरता का संदेश झलकता है। 'उसी जंगल में' 'ढलान', 'दूसरे देशकाल में', 'मेरे लिए नहीं', 'अनावृत कौन', 'अकारण तो नहीं', 'स्त्री' 'तदुपरांत', 'बुत' आदि कहानियों के स्त्री पात्र परिवार एवं समाज में एक स्त्री की भूमिका और स्थिति पर पुर्नविचार करने की आवश्यकता भी महसूस कराते हैं। "राजी का लेखन हमारे पाठकों को यह स्मरण कराना चाहता है कि इस देश के समाज में नारी एक सम्मानित गृहिणी व निर्णायिका सामाजिक के रूप में देखी जाती रही है। युद्ध, स्वयंवर, यज्ञ, अनुष्ठान आदि इसके प्रमाण हैं .....पुरुष की समानता के लिए पुरुष को गाली देना जरूरी नहीं है बल्कि उसकी सोच में दिए पुरुषवादी अहं के संक्रमण की चिकित्सा अभिप्रेत है। अपने अस्तित्व की लड़ाई में दूसरे के अस्तित्व को निरस्त करना अनिवार्य नहीं। उन्होंने यह समझाना चाहा है कि यदि स्त्री की दशा सुधरेगी तो आधा समाज सुधर जायेगा और यह आधा समाज अपने आस पास के शेष आधे समाज को भी सुधार देगा।"२

राजी सेठ स्त्री स्वायत्तता एवं स्त्री अस्मिता को आर्थिक स्वावलंबन के साथ जोड़कर देखती हैं। वे स्त्री एवं पुरुष के संबंधों को मूल्यों एवं संस्कारों के साथ एक नये दृष्टिकोण, नवीन मूल्यों एवं नवीन समीकरणों के साथ पस्तुत करती हैं, जहाँ स्त्री और पुरुष एक साथ कंधे मिलाकर साथ साथ खड़े हों .....जहाँ पुरुष स्त्री का सहयोगी हो...सहचर हो ...आधिपत्य के स्थान पर स्वतंत्रतादायी हो।

इस तरह "राजी सेठ का लेखन नारी की वर्तमान सामाजिक व्यवस्था के प्रति सचेत लगता है जागरूक लगता है। कितने ही उत्तेजित क्षणों, कितने ही उदास निराश ध्वनियों में से स्त्री अपने लिए सुख खोजने का सम्मान- संतोष ढूँढ़ने का अपना अधिकार पा सकने की प्रत्याशा में रहती है। लेखिका अपने कथा साहित्य द्वारा यह उजागर करती है कि स्त्री को समर्पित होकर भी यदि कुछ हासिल नहीं होता, पतिव्रता बनकर भी यदि वह प्रवंचिता सिद्ध होती है, उसे पग-पग पर अपमान ही मिलता है तो समाज के इस दृष्टिकोण को बदलना चाहिए।"३

निष्कर्ष : निःसन्देह नारी का अस्तित्व समानता एवं सम्मान का हक रखता है ना कि प्रताड़ना का। नारी जीवन का शोषण एवं दमन किसी भी समाज एवं देश को कभी उन्नति नहीं दिला सकता। स्त्री का वजूद और फलित जीवन...उसकी स्वतंत्रता और उसके अधिकार कभी भी मिटाये नहीं जा सकते .....और यही सच है |

“नारी ...स्त्री ...औरत  
माटी की तरह अपने अस्तित्व की जद्दोजहद में...  
कभी मिटती...कभी बनती और कभी सँवरती..... |”

संदर्भ सूची :

- १ . शब्दयोग
- २ . पुष्पगंधा
- ३ . राजी सेठ की कहानियों में संवेदना के विविध आयाम
- ४ . राजी सेठ की कहानियाँ

## सामाजिक परिप्रेक्ष्य में 'नारी'

पूजा हेमकुमार अलापुरिया

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भारतीय धरातल को रीति-रिवाजों, परंपराओं, आदर-सत्कार की भावनाओं, साहित्य, समाज, संस्कृति, धार्मिकता आदि के स्तर पर आँका जाए तो शायद ही विश्व का कोई देश ऐसा होगा जो हमारे देश भारत से टक्कर ले सके। बोली-भाषा, खान-पान, वेश-भूषा आदि के मूल्यों को मापे तो बोली-भाषा की-सी मिटास, खान-पान का सा स्वाद, वेश-भूषा की सी रंगीनता और विवधता कहीं तलाशने से भी न पा सकेंगे। महिलाओं की लोक-लाज वाली भावना, मर्यादाओं का उल्लंघन किये बिना अपने कर्तव्य का पालन करना, ममतामयी आँचल में बच्चों का लालन-पालन करना सबका दिल जीतने वाली अनुपम कला विपदाओं से डटकर सामना करने का दमग्रम पाक कला में साक्षात् अन्नापूर्णा का रूप सहनशीलताघर-बाहर दोनों ही कार्य को निपुणता से परिपूर्ण करने की दक्षता जो ईश्वर ने उसे प्रदान की है वह हमारे पुरुषप्रधान देश में पुरुषों को भी हासिल नहीं है। पुरुषों ने तो सिर्फ स्त्रियों पर अपना वर्चस्व हासिल करना चाहा है। उसे सिर्फ भोग-विलास की वस्तु ही समझा है। उसे अपनी शक्ति के जोर पर पैरों की जूती का औदा देना चाहा है। पुरुष सदैव भयभीत रहे हैं कि कहीं स्त्रियाँ उनपर हावी न हो जाए। जिससे उनका मान-सम्मान प्रतिष्ठा फीकी न पड़ जाए। कैसी मान-मर्यादा? कौन-सी प्रतिष्ठा? वे तो सिर्फ झूठे क्रतवे और झूठी प्रशंसा के सहारे कल्पनाओं की दुनिया में अपना जीवन व्यतीत करते हैं।

मुझे ऐसा लगता है कि २१<sup>वीं</sup> सदी में जीने वाले पुरुषों के मन-मस्तिष्क में वहीं भय समाहित है जो पुराकाल में था। अगर युग की दृष्टि से बात की जाए तो इस बात को बिल्कुल भी नकारा नहीं जा सकता या कह सकते हैं कि इसकी अवहेलना नहीं की जा सकती कि प्रेमचंद पूर्व युग हो या प्रेमचंद युगीन युग या प्रेमचंदोत्तर युग या फिर आधुनिक युग सभी युग में नारी की पीढ़ा सहनशीलता संयमता त्याग तिरस्कार समर्पण आदि पर लेखकों और कवियों ने अपनी कलम चलाई है। किसी भी युग में पुरुषों की पीढ़ा की बात क्यों नहीं उठाई गई पुरुषों के त्याग समर्पण को व्यक्त क्यों नहीं किया गया? क्यों नारी की पीढ़ाओं और वेदनाओं ने स्त्री विमर्श का रूप ग्रहण कर लिया? यह आज भी एक प्रश्न है। लगता है आने वाले युगों में भी सिर्फ महिलाओं पर ही लेख गढ़े जाएँगे क्योंकि पुरुषों की मानसिकता में कभी बदलाव ही नहीं होगा। पुरुष लेखकों ने नारी के

दुख-दर्द को बड़ी मार्मिकता के साथ अपने आलेखों में व्यक्त किया है जिन पहलुओं की गहराईयों तक पुरुष लेखकों का पहुँच पाना असंभव था उन पक्षों को स्पष्ट भाव से महिला लेखिकाओं ने अपने उपन्यास कविता कहानियों नाटकों एकांकी आदि में उजागर कर महिलाओं की पीढ़ा की गहराईयों से रू-व-रू कराया है। हमारी संस्कृति मातृदेवो भव की संस्कृति रही है। नारी का आदर करना हमारी संस्कृति का ही एक भाग है। सदियों से गुलामी भोगने वाली स्त्री आज भी पूर्णतया स्वतंत्र नहीं है। किंतु भारत का इतिहास साक्षी है कि नारी किसी पुरुष से कम नहीं थी और आज भी नहीं है सतयुग में माता अनुसया, गार्गी, अहिल्या जैसी ऋषि पत्नियों ने ज्ञान विस्तार में पतियों का साथ दिया हमारे देश की वीरांगनाओं ने भी क्षत्रिय धर्म का पालन करने हेतु अपने हाथों में तलवार उठाई। नारी का सहयोग उसका महत्त्व मानव जीवन में उन्नति एवं विकास के लिए रहा है।

आज हम देख सकते हैं कि विभिन्न पदों पर जहाँ मात्र पुरुषों का एकाधिकार था वहाँस्त्रियों ने अपनी योग्यता भी साबित की है। इस राष्ट्र की सामान्य स्थान पर रहने वाली महिलाओं ने भी साबित कर दिया कि उचित अवसर मिलने पर वह सर्वोच्च स्थान पर बैठ शासन कर सकती है। महिलाओं में गुणों की कमी नहीं है। अगर कमी है तो वह है सही उत्साहवर्धन एवं क्रियान्वयन की है। “पुरुषों की मानसिकता का एक उदाहरण लक्ष्मीबाई की मूर्ति (पूना और झांसी में) पर खुदी हुई लिखावट है। इसपर लिखा हुआ है ‘लक्ष्मीबाई की बहादुरी भारतीय नारियों के लिए गौरव है।’ यह लिखावट तय करनेवाले को ‘समूचे भारत का गौरव’ लिखने में शर्म आ रही थी। जबकि भगत सिंह चंद्रशेखर शिवाजी की मूर्तियों पर कहीं यह नहीं लिखा गया कि ‘ये पुरुष गौरव है।’ समझ की यह नादानी जब तक चलती रहेगी औरत-मर्द का रिश्ता बेमानी और दगाबाजी का रहेगा।”<sup>2</sup> जिस समाज का मिजाज इतना ज्यादा गिरा हुआ हो वह समाज पतन और गुलामी की राह पर ही जा सकता है क्योंकि गुलामी एक मानसिकता है। इससे छुटकारा पाने के लिए जरूरी है कि औरत-मर्द के बीच के रिश्ते तय हो जाने चाहिए।

यदि एक लड़की की शादी किसी शराबी कामचोर नकारा व्यक्ति से हो जाती है तो समाज भी उसी लड़की को समझाता है कि अब यही तुम्हारा नसीब है तुम्हें इसी के साथ अपना जीवनयापन करना होगा उसके सुख-दुख अब तुम्हारे सुख-दुख है। आखिर क्यों? पुरुषों को समझाने की अपेक्षा महिलाओं को ही समझाने का बीड़ा क्यों उठाया जाता है? क्या औरतों की कोई इच्छाएँ नहीं होती? क्या उसके मन में जीवनसाथी के साथ नए जीवन की शुरुवात की कोई मनोकामनाएँ नहीं होती? क्या उसके अपने कोई सपने नहीं होते अपने सुख-दुख नहीं होते? “लज्जाराम शर्मा के ‘बिगड़े का सुधार’ उपन्यास में नारी के दृढ़ संकल्प को दर्शाया गया है। कुलवधु अपने दुष्चरित्र एवं अनैतिकतावादी पति को भी अपने उदात्त आचरण के माध्यम से संमार्ग की ओर प्रेरित करने में सक्षम है। उपन्यास की नायिका असद से सद की ओर प्रवृत्त कर अपने परिवार को आदर्श परिवार बना देती है।”<sup>3</sup> अब प्रश्न यह उठता है कि परिवार को आदर्श बनाने की कला भी महिलाओं में ही समाहित है। अगर पुरुष अपने पुरुषत्व की बात करते हैं तो इस स्थिति में वे अपने कदम पीछे हटाते क्यों प्रतीत होते हैं। अपने

दायित्व को संभालने की अपेक्षा परस्त्री की ओर आकर्षित हो वे अपने दायित्वों से पथभ्रष्ट हो छुटकारा पाना चाहते हैं।

“माला जानती है कि उसका पति आधी रात के बाद ही क्लब से लौटता है या अक्सर बिजनेस टूर पर कई-कई दिन बाहर क्यों रहता है भले ही उसका पति सोचता है कि इस बावत माला ने उससे कुछ पूछने कुछ कहने की कोशिश की तो वह कह उठा-‘तुम बेकार में शक कर रही हो। तुम्हारा कसूर नहीं। इस उम्र में औरतें अक्सर शक्की हो जाती हैं।’ क्या कहा जाए ऐसे आदमी को जो अपनी अय्याशियाँ छुपाने के लिए पत्नी की उम्र को लेकर ताने मार रहा है जबकि वह उसकी समवयस्क है।”<sup>3</sup> पुरुषों के रवैय के विरुद्ध यदि स्त्री अपने ड्राइवर पड़ोसी या किसी अन्य परिचित से हँस बोल लेती है तो यही पुरुष उसे शक भरी निगाहों से देखता है उसे कुलटा चरित्रहीन बाज़ारू आदि की संज्ञा दी जाती है और अपनी परिधि में रहने के लिए सचेत किया जाता है। अगर इस अवस्था में वह अपना रवैया बदलती नहीं तो उसके वैवाहित जीवन में तालाक जैसा असामाजिक शब्द प्रवेश कर दोनों के सालों के रिश्तों को चकनाचूर कर देता है।

“बचपन से ही माँ द्वारा बालिका में वयस्कपना डाला जाता है। बालिका अपने साथ हुए व्यवहार के कारण अनायास अपने को जिम्मेदारियों से घिरा पाती है। स्कूल से पढ़कर आने पर उसकी पढ़ाई महत्त्वपूर्ण नहीं मानी जाती माँ के साथ तालाब पर जाकर कपड़े धुलवाना ज्यादा महत्त्वपूर्ण है।”<sup>4</sup> इन हालात में सभी बालिका पर तरस खाकर माँ पर ही दोषारोपण करेंगे। मगर बालिका के साथ माँ के ऐसे व्यवहार के पीछे विशेष कारण छिपा होता है कि लड़की कितनी ही पढ़-लिख जाए करना तो चूल्हा-चौका ही होता है। तो इस शिक्षा से क्यों वंचित रखा जाए। माँ अपनी बेटी को अक्षरीय शिक्षा के साथ-साथ घरेलू काम-काज में दक्ष बनाना चाहती है क्योंकि बालिका भी इसी समाज का अंग-प्रत्यांग है बड़ी होने पर यही सब उसकी घर-गृहस्थी के काम आएगा न की किताबी शिक्षा। यह मान्यता पूर्णरूपेण गलत है क्योंकि जब एक पुरुष शिक्षित होता है तो उसकी शिक्षा सिर्फ उसके काम आती है मगर जब एक लड़की शिक्षित होती है तो वह पूरे परिवार को शिक्षित कर सकती है। कहा जाता है कि बालक की पहली गुरु उसकी माँ होती है। अगर माँ शिक्षित होगी तो वह अपने शिशु में नैतिक मूल्यों के साथ-साथ शिक्षा के महत्त्व के बीज भी अंकुरित कर उसे शिक्षित सफल और कुशल व्यक्ति के साथ आदर्श नागरिक का निर्माण भी कर सकती है।

यदि महानगरीय जीवन की बात की जाए तो ऐसा लगता है कि कितना सम्पन्न समाज है। सभी शिक्षित कामकाजी स्वावलंबी और व्यस्तता से घिरे हुए। मगर इसके पीछे छिपी विडंबनाओं को आत्मसात करना भी उतना ही जरूरी है। शहरी जीवन सुखद दिखता जरूर है मगर यहाँ भी तिल-तिल मरती कटती नज़र आती है औरत। महानगरों में पुरुषों की कमाई में जीवनयापन करने अत्यंत मुश्किल है। यदि पति -पत्नी कंधे से कंधा मिलाकर न चले तो यहाँ रहना असंभव है। घर गृहस्थी की गाड़ी को खींचने में पुरुष जितना भागीदार है महिला

भी उतनी ही। अब प्रश्न यह उठता है कि आखिर महिला इसमें क्यों भागीदारी निभाएँ? एक औरत नौकरी या व्यवसाय करने का बीड़ा इसलिए उठाती है ताकि घर-परिवार की स्थिति को सुधारा जा सके तथा आर्थिक स्थिति को मजबूत बना सके यह तो एक कारण मगर उसकी नौकरी के अन्य कारण भी हैं जैसे : कभी विवशता स्वरूप कभी स्वतंत्र आर्थिक स्थिति के प्रलोभन के चलते तथा पुरुषों पर उसकी आर्थिक निर्भरता से छुटकारा पाने के लिए। मगर फिर भी औरत अपनी मेहनत के प्रतिफल को स्वमुताबिक खर्च करने में असमर्थ है। उसकी पूरी कमाई पर उसके पति और पति के घरवालों का हक उससे कहीं अधिक होता है कभी भावनाओं के नाम पर तो कभी जिम्मेदारियों के नाम पर तो कभी अपनों के नाम पर उसे कंगाल बनाया जाता है। क्या इसी के लिए वह कमाती है? इन तत्वों को फिर भी संस्कार और संस्कृति के नाम पर नज़र अंदाज किया जा सकता है मगर इतने समर्पण के उपरांत कुछ पहलू ऐसे भी जिनका सामना उसे प्रति पल झेलना पड़ता है। यदि पत्नी अधिक शिक्षित हो तो नौकरी में पदोन्नति हो जाए तो भी तनख्वाँ में इजाफा पति की अपेक्षा अधिक हो जाए तो भी कंपनी से मिलने वाली सब्सिडीजके प्रति भी ताने-कशी का शिकार होना पड़ता है। ऐसे द्वंद्व या अंतर्विरोध महानगरीय जीवन में आमतौर पर देखने को मिल जाते हैं।

वर्तमान नारी के अपने व्यक्तित्व और अस्मिता की सुरक्षा के प्रति सजगता के साथ शैक्षिक जागरूकता और आर्थिक निर्भरता के कारण ही नारी जीवन में क्रांतिकारी परिवर्तन हो सकते हैं। पुरुषों द्वारा होने वाले शोषण के लिए भी महिलाओं को जगरूक हो उनका विरोध करना अवश्यक है। अपने आत्मबल को पहचानने की आवश्यकता है ताकि अपने अधिकारों के प्रति सशक्त हो उन्हें हासिल कर सके।

“जलजला ऊँची इमारत को गिरा सकता है  
हम तो नींव का पत्थर हैं  
हमें ख़ौफ़ नहीं।”

संदर्भ :

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# शिक्षा एवं रोजगार में लैंगिक विषमता

अनिता जायसवाल

शोध छात्रा

श्री जगदीश प्रसाद झाबरमल टीबड़ेवाला विश्वविद्यालय

विद्यानगरी, चुरूरोड़, झुन्झुनु, राजस्थान।

नारी इस सृष्टी में ईश्वर की अद्वितीय कृति है, जो साहित्य, कला और समाज का चिरंतन विषय है नारी पुरुष से सहयोग वाला एक सुन्दर और सुकुमार अंश है भारतीय संस्कृति के अनुसार नारी अर्द्धधागिनी माना गया है-

**“अर्ध भार्या मनुष्यस्य भार्य श्रेष्ठताः सखा**

**भार्या मूलं त्रिवर्ष्य मूलं तरिष्यतः”**

इस प्रकार नारी को सफल जीवन जीने का जरिया माना गया है। गृहस्थी के भार को वहन करने के कारण उसे भार्या कहा जाता है। संपूर्ण विश्व में नारी को पुरुष ने उपनिवेश की तरह समझा है। सदियों से पुरुष के कैद से आजाद होने छटपटाहट स्त्री में नजर आती है। संसार के कई महान पुरुष हुए जो नारी से प्रभावित होकर महान बने। प्राचीन काल में नारी को उच्च स्थान प्राप्त था और वह आदर के पात्र मानी जाती थी। मनुस्मृति में स्त्रियों का विवेचन करते हुए स्पष्ट लिखा गया। **“यत्र नार्यस्तु पुज्यन्ते रमन्ते देवताः”** अर्थात् जहाँ नारी का आदर होता है। वहाँ देवता निवास करते हैं।

लेकिन समय के साथ नारी के इन रूपों में परिवर्तन ता गया। प्रत्येक समाज के भांति हिन्दू समाज में भी कई अवसर, काल प्रथाएँ, रूढ़िया ऐसी आईं जिनसे नारी शक्ति का अनादर प्रकट हुआ है। किंतु ऐसे संक्रमण काल में भारतीय नारी द्वारा सरस्वती, लक्ष्मी व दुर्गा रूप का जागरण करके इन संक्रमण को भी समाप्त करने अपना जीवंत इतिहास रहा है। भारतीय समाज नारी शक्ति के प्रति आराध्य भाव ही रहा है कि वह इस धरती पर पिछले वर्षों में मीरा, अहिल्याबाई,

महारानी लक्ष्मीबाई, जीजा माता जैसी देवियों के दिव्य कृतित्व का दर्शन करता रहा है। इन सबके मध्य मैथली शरण गृप्त की ये पंक्तियाँ भी समाज को दिशा देती रही है कि-

**“अबला जीवन हाय तेरी यही कहानी  
आंचल में है दूध और आँखों पानी”**

कवि जयशंकर प्रसाद ने भी नारी शक्ति की अराधना में लिखा कि -

**“नारी तुम केवल श्रद्धा हो, विश्वास रजत नभ पग तल में  
पियुस स्रोत सी बहा करो, जीवन के सुंदर समतल में”**

भारतीय साहित्य जगत नारी को कभी देवी तो कभी अबला कह चुप करता रहा है। लेकिन आधुनिक नारी अब कमज़ोर और बेसहारा नहीं रही। अब वह अपना अधिकार माँगना जानती है। पुरुषों के साथ कंधा से कंधा मिलाकर चल रही है

किसी खूब कहा है-

**एक नहीं दो-दो मात्रायें  
नर से भारी नारी**

लेकिन यह केवल किताबों तक ही समित रह गया। नारी सशक्तिकरण के लिए जरूरी है कि उसकी आर्थिक स्वतंत्रता भी सुनिश्चित की जाए। आर्थिक सशक्तिकरण न सिर्फ नारी को स्वातंत्र्य को समृद्ध करता है बल्कि घर से लेकर बाहर तक हर क्षेत्र महिलाओं की मूमिका सुनिश्चित करता है। देश की आधी आबादी होने बावजूद अभी भी महिलाओं की संख्या रोजगार क्षेत्र में कम है। आज़ादी के इतने साल बाद भी महिलाएं अपना फैसला खुद नहीं ले पाती हैं। खासकर अर्थिक मामलों में उनकी सलाह नहीं ली जाती है। हमारे पाठ्य पुस्तकों में महिलाओं को घर का काम और पुरुषों को नौकरी करते दिखाया जाता है। हमें इस व्यवस्था को बदलना होगा। शिक्षा के बढ़ते प्रभाव के कारण नारी अपना कैरियर बना रही है। उच्च सेवाओं में जा रही है।

भूमंडलीकरण और उदारीकृत अर्थव्यवस्था के बीच जहाँ संसार तरक्की कर रहा है वही हम महिलाओं को चार दीवारी नहीं बांध सकते हैं।

अंतराष्ट्रीय श्रम संगठन द्वारा मार्च 2015 में जारी एक रिपोर्ट पर गौर करे तो महिला-पुरुष विभेद एक कड़वी सच्चाई है।

महिलाओं को पुरुषों के बराबर वेतन नहीं मिलता है। दोनों के वेतन अभी भारी अंतर है। पुरुष के बराबर वेतन पाने में महिलाओं को 71 वर्षों इंतजार करना होगा। मैकेंजी एड कंपनी के अध्ययन के मुताबिक युरोप में कॉरपोरेट निदेशक मंडल

और कार्यकारी समितियों में 17 और 10 फीसदी महिलाओं की भागेदारी है। अमेरिका में यह आकड़ा 15 फीसदी और 14फीसदी है। भारत में कॉरपोरेट निदेशक मंडल में महिलाओं की मौजूगी मात्र 5 फीसदी है।

### शिक्षा के स्तर पर भारत की तरक्की

- महिलाओं के 51% और पुरुषों के 75% साक्षर लोग हैं।
- अनुसूचित- जाति पुरुष 71.6% और महिलाये 48% साक्षर हैं। साक्षर दर शहरी और ग्रामीण आबादी दर पर बदलती है।
- 2011 में 80% शहरी महिलाएँ साक्षर ग्रामीण महिलाओं की तुलना में तथा 59% ग्रामीण महिला साक्षर।
- 45.9% नामंकि्त जो स्नातक हैं।
- 2012-2013 महिलाओं ने विशिष्ट स्नातक की डिग्री में दाखिला लिया।
- 28.5% इंजीनियरिंग/ टेक्नोलॉजी।
- 40.2% आईटी और कंप्यूटर ।
- 35.6% प्रबंधक ।
- 32.0% कानून ।
- एक औरत अधिक शिक्षित लिंग के अनुसार वेतन में अंतर।

महिला-पुरुष समानता सिर्फ एक समाजिक समानता ही नहीं बल्कि रोजगार में महिलाओं को समानता देकर भारत अपने घरेलू उत्पाद( जी डी पी) में 27 प्रतिशत की बढ़ोतरी भी कर सकता है। कॉरपोरेट जगत से लेकर बैंकिंग

जगत तक तमाम महिलाएँ अपनी प्रभावी उपस्थिति से नित नए आयम रच रही हैं ।

भारत के सबसे बड़े बैंक स्टेट बैंक ऑफ इंडिया की चौबीसवीं चेयरपर्सन अरंधती भट्टाचार्य पिछले दो सौ से ज्यादा वर्षों के इतिहास में पहली ऐसी महिला हैं जिन्होंने यह पद संभाला । टाइम मैगजीन द्वारा टॉप 100 पावर फुल महिलाओं शामिल बाइकॉन की चेयर पर्सन और मैनेजिंग डायरेक्टर किरन मजुदार शॉ उन लोगों में से हैं जो खुद की बदौलत अरबपति बनी हैं। देश की कंपनियों के निदेशक मंडल में महिलाओं की भागीदारी वर्ष 2010 में 5.5 प्रतिशत थी जो वर्ष 2011, 2012 और 2013 बढ़कर क्रमशः 5.8, 6.2 और 6.7 प्रतिशत पर पहुँच गई है । महिलाओं में देश की टॉपर रही 1995 बैच की आईएम अधिकारी अश्विनी भिड़े मौजूदा समय में मुंबई

मैट्रो रेल कॉर्पोरेशन जैसा महत्त्वपूर्ण पद संभाल रही हैं।

इन का कहना है कि महिला सशक्तिकरण से देश की तरक्की को गति मिलेगी ।

एक रिपोर्ट के अनुसार कामकाजी क्षेत्र में लैंगिक समानता के मामले में भारत अपने कई पड़ोसी देशों से पीछे है । भारतीय महिलाओं को भेद-भाव से निपटना होगा। तभी हमारा देश तरक्की कर सकेगा ।

#### संदर्भ-ग्रंथ

- स्त्री लेखन-स्वप्न और संकल्प- रोहिणी अग्रवाल
- नवभारत टाइमस
- मैं मर्द नहीं सर्जग होना चाहती हूँ- मृदुला गर्ग का स्त्री- विमर्श
- शृंखला की कड़ियाँ- महादेवी वर्मा
- महिला जागृति अभियान-श्री राम शर्मा आचार्य
- इन्टरनेट- ज्ञान केन्द्र

## विवेकी राय के उपन्यासों में नारी पात्र का चित्रण

आशीष कुमार दुबे

शोध छात्र

हिन्दी विभाग,

गुरुनानक खालसा,

महाविद्यालय, माटुंगा,

मुंबई.

साहित्य समाज का दर्पण होता है, समाज में जो भी घटित होता है, साहित्यकार उसे अपने रचनाओं के माध्यम से हमारे समक्ष प्रस्तुत करता है। नारी की स्थिती को भी समय—समय पर साहित्य ने अपने माध्यम से जन मानस के सामने प्रस्तुत किया है।

भारतीय समाज में नारी का स्थान अत्यंत महत्त्वपूर्ण है। नारी सृष्टि सहिष्णुता, और वात्सल्य के गुणों से युक्त मानी जाती है, लेकिन आलोच्य काल में आर्थिक परतन्त्रता के कारण उसका व्यक्तित्व अत्यंत सोचनीय स्थिती में पहुँच गया है। शिक्षा का अभाव, जागरुकता की कमी, रुढ़िग्रस्त जीवन, बालविवाह, आदि के कुप्रभाव से नारी का जीवन कलुषित हुआ है। आज की नारी पर राष्ट्रकवि गुप्त जी की यह काव्य पंक्ति सटीक बैठती है:

अबला जीवन हाय! तुम्हारी यही कहानी

आँचल में है दूध और आँखों में पानी।

डॉ. विवेकी राय के उपन्यासों में पूर्वी उत्तर प्रदेश के पिछड़े अंचल की शोषित, पीड़ीत नारी का अंकन हुआ है। उन्होंने पतिपरायण नारी, घर का बोझ सँभालने वाली विधवा, परित्यक्तता, अशिक्षित, शोषित, पीड़ीत, विद्रोही आदि नारी जीवन के विविध पक्षों का उद्घाटन किया है। इस संदर्भ में गोपाल राय का मत है, कि “हिन्दी साहित्य में नारी जागरण की कल्पना अनेक रूपों में की गयी है। ..... पर विवेकी राय ने आधुनिक नारी की जो पहचान प्रस्तुत की है, वह तेजस्वी और गरीमामय है।”<sup>१</sup>

डॉ. विवेकी राय का पहला उपन्यास 'बबूल' चमार जाति की शोषित, उत्पीड़ित नारियों का शब्दचित्र है, जो अज्ञान अशिक्षा एवं गरीबी के कारण आजीवन दुःख और पीड़ा झेलने के लिए बाध्य हो गई हैं। इनमें दरपनी नायक महेसवा की माँ है। पति की मृत्यु के बाद दूसरे दिनही बेसहारा, दरपनी को प्रसूति-गृह से काम की तलाश में निकलना पड़ा। उसे कई तरह की पीड़ाएँ सहनी पड़ी। सुनरी महेसवा की पहली पत्नी है जिसकी मृत्यु गरीबी और धनाभाव के कारण इलाज न हो पाने से मियादी बुखार के चलते हुई थी। उसकी दूसरी पत्नी पलकी, पति के साथ खेत-खलिहान में मजदूरी करके जीवन — यापन करती है। वह भी जमींदार के अनैतिक आचरणों का शिकार होती है लेकिन पाँव भारी होने पर जमींदार मुह मोड़ लेता है। इस प्रकार 'बबूल' में बाढ़नपुर अंचल की हरिजन (दलित) नारियों की दर्दनाक स्थिति की झलक पायी जाती है।

'पुरुष पुराण' कुम्हार जाति की स्त्री की मार्मिक अवधारणा से सम्बन्धित है। उपन्यास की नारी पात्र प्रथा और परंपरा के विरुद्ध आवाज उठाती है। दूखन कुम्हार और उसकी पतोहूँ के बीच का संघर्ष दिखाकर डॉ. राय ने स्पष्ट किया है, कि "झगड़ा दूखन और उसकी पतोहूँ का नहीं, पुरानी और नयी पीढ़ी का है, उन्नीसवीं और बीसवीं शताब्दी का है।"<sup>2</sup>

'लोकऋण' में डॉ. राय ने धर्मराज की पत्नी बड़की के माध्यम से उस निःसन्तान एवं धर्मपरायण नारी का अंकन किया है जो देवर के बच्चों को, निजी सन्तान मानकर, पालन-पोषण करती है। बितनी घरेलू काम और मजदूरी में व्यस्त औरत की प्रतिमान है। वह अभिशप्त जीवने जीने वाली एक बनिहारिन औरत है। छह बच्चों की माँ होने के बावजूद अपने हृष्ट-पुष्ट शरीर के कारण गाँधीवादी धर्मराज के आकर्षण का कारण बनती है। कनिया मैया कॉलेज — प्राध्यापक गिरीश की कर्कशा पत्नी है। वह अपढ़ गँवार और झगड़ालू औरत है। तमाखू खाना, हुक्का पीना, चोरी करके अपने घरेलू सामानों को मायके देना उसकी आदत है। उसके झूठ बोलने की आदत के बारे में गिरीश का मत इस प्रकार है, "अरे चाण्डालिनी अभी तो कल उसे बाजार से लाया था। ... एक महिने चलनेवाला चावल, दाल और आटा पन्द्रह

दिन में ही समाप्त हो जाता है। ..... छिः छिः यह नारी है कि साक्षात् नरक”<sup>३</sup> कनिया के चरित्र में असंस्कृत गँवार नारी का प्रतिबिम्ब द्रष्टव्य है। कविता, प्राध्यापक गिरीश की प्रिय छात्रा है। पत्नी से अलग रहनेवाला गिरीश उसे अपने इच्छा—पूर्ति का साधन मानता है। कविता पढ़ी लिखी एवं कला — साहित्य में रुचि रखनेवाली लड़की है। ‘लोकऋण’ के नारी पात्रों के संदर्भ में श्री रामजी राय का मत है, कि “महिला पात्रों की उपेक्षा या कम समझदारी ‘लोकऋण’ में लक्षित की जा सकती है। वे विशिष्ट पात्रों के मनोवेगों की दिशा तो देती हैं लेकिन उनकी अपनी वे चारित्रिक विशेषताएँ नहीं उभर पाती जिन्हें कथा — विस्तार में उनकी सक्रिय भागीदारी कहा जा सके।”<sup>४</sup>

“सोनामाटी” में कोइली, कमली, रामकली, विद्या, कान्ता, आदि स्त्री पात्र महत्वपूर्ण भूमिका अदा करती हैं। विपन्नता और गरीबी के कारण कोइली को अपनी छोटी बच्ची — सहित हनुमान प्रसाद के रिश्तेदार सुग्रीव के हाथों चार हजार रुपये में बिकना पड़ता है। जमींदार हनुमान प्रसाद उसे अपने हवस का शिकार बनाना चाहता है। किसी तरह वहाँ से वह एक दिन रात में जान बचाकर भाग निकलती है। वह अपनी व्यथा कथा मास्टर रामरूप को सुनाती है, “अपने गरीब बापके घर जवान हुई तब से हर आदमी हमारे पास ‘खास’ काम के लिए आया है मास्टर जी। ..... कहिये सेज लगा दूँ, अपने को सौंप दूँ .... यदि सुग्रीव जी की तरह आप भी कहीं सौदा करने आये हैं तो सुख — भोग के लिए उस पाँचवें बाबा के पास चलुँ।”<sup>५</sup>

कमली मास्टर रामरूप की अकेली बेटी है। वह अपने परिवार की मर्यादा का पालन करती रहती है। इसलिए वह भारतेन्दु वर्मा के अनैतिक आचरणों का पर्दाफाश करने में सक्षम है। रामरूप की पत्नी रामकली अपने परिवार की धुन में मग्न सती साध्वी स्त्री है। रामरूप की बुढ़ी माँ धार्मिक वृत्ति एक आस्थावान स्त्री है। वह अपने जीवन में व्रत, तीर्थटन एवं उपवास को महत्त्व देती है। वह कमली के विवाह में अपना संचित धन रामरूप को सहर्ष देती है।

विद्या और कान्ता भी उपन्यास की सशक्त नारी — पात्र हैं। विद्या हनुमान प्रसाद के पुत्र मगनचोला के साथ शहर में जाकर उच्च शिक्षा प्राप्त

करना चाहती है, लेकिन घरवाले इसके खिलाफ हैं। कान्ता मगनचोला के साथ कॉलेज में पढ़ती है। वह एक मॉडर्न युवती का बाना पहनती है। 'सोनामाटी' के स्त्री पात्रों के संदर्भ में श्री. परमानन्द श्रीवास्तव का यह कथन सार्थक है कि " 'सोनामाटी' में एक भी स्त्री पात्र ऐसा नहीं है — जिसमें संघर्ष की चेतना या क्षमता दिखायी देती है। ....कोइली या कमली के चरित्र में भी कोई स्वतन्त्र विशिष्टता दिखायी नहीं देती।"<sup>6</sup>

"समर शेष है।" के जानकीनाथ की वृद्धा माँ अपने परिवार की प्रेरणास्त्रोत है। वह एक सबला नारी है। अपने परिवारवालों को धैर्य बँधाने की उसमें अपार क्षमता निहित है। जानकीनाथ की हत्या के झूठे आरोप के खिलाफ आवाज उठाती हुई वह कहती है — "तुम उठो, लड़ाकू जवान होकर इस तरह रोओगे तो मौत के किनारे खड़ी इस महतारी की क्या हालत होगी? अभी क्या अभी तो लड़ाई शुरू हुई है। आगे पता नहीं क्या होगा?"<sup>9</sup>

जयन्ती एक सुशिक्षित नारी है। वह एस.डी.ओ. साहब की बेटी एवं सुराज की प्रणयिनी भी है। लेकिन सड़क की समस्या उसके विवाह में बाध बनती है। वह गाँववालों की भलाई के लिए जन-आन्दोलन शुरू करती है। जयन्ती के सन्दर्भ में डॉ. गोपाल राय ने कहा है, कि "कथाकार ने जयन्ती के रूप में जन-शक्ति और नारी शक्ति के समन्वय की बड़ी ही प्रभावकारी कल्पना की है। उसका चरित्र एकदम नयापन लिये हुए है। मैं नहीं जानता कि हिन्दी साहित्य में जयन्ती से तुलनीय और कोई पात्र है।"<sup>6</sup>

'मंगलभवन' की पार्वती भी क्रान्तिकारी नारी की भूमिका अदा करती है। वह अपने संगठन कौशल से गाँव की महिलाओं को एकत्रित करती है और गाँव की राजनीति में सक्रिय रूप से भाग लेती है। राम मन्दिर से सम्बन्धित कार-सेवा में और भूतही गड़ही पर मछली — पालन केन्द्र शुरू करने में वह सक्रिय सहयोग देती है। साहस और धैर्य के सहारे गाँव के गुण्डों को गड़ही हड़पने से रोक लेती है। अपने इस प्रभावशाली व्यक्तित्व के सहारे वह गाँव के सभापदी का पद सँभाल लेती है। पार्वती मैया के प्रेरणा से सुरेश की माँ बासुदेव की पत्नी और मेजर की पत्नी भारत-चीन युद्ध के दौरान अपने गहने युद्ध के मदद के लिए सौंप देती हैं।

विवेकी राय के उपन्यास ६० और ९० के बीच के दशक के हैं, विवेकी राय ने उस समय समाज में नारी की जो स्थिति थी उसका वर्णन किया है, आज वर्तमान में नारी की स्थिति बदली हुई है। महिलाओं की स्थिति में सुधार हुआ है। लेकिन अभी भी बहुत कुछ सुधार होना शेष है, आज वर्तमान समय में बहुत सी ऐसी घटनाएँ महिलाओं को लेकर हुई हैं, जो हमें शर्मसार कर देती हैं। दिल्ली को निर्भयाकांड और नाबालिक लड़की के साथ बलात्कार की घटनाएँ हमारे दिल को झकझोर देती हैं। लड़कियों और महिलाओं के साथ छेड़छाड़ की घटनाएँ शहरी और ग्रामीण दोनों भागों में आम हो गई हैं, अपने आप को असुरक्षित महसूस करती हैं, ऐसी घटनाओं को रोकने और असुरक्षा की भावना को दूर करने की आवश्यकता है।

स्वतंत्रता के बाद लगातार प्रयास हो रहे हैं। वायुसेना के लड़ाकू विमान उड़ाती हुई महिला हो या राजनीति, सरकारी दफ्तरों से व्यवसाय और शिक्षा के क्षेत्र में नारी अपना महत्वपूर्ण स्थान बना चुकी है। देश के सर्वोच्च पद पर नारी राष्ट्रपति के रूप में रह चुकी है, तो नारी प्रधानमंत्री का साहस आज भी उदाहरण के रूप में प्रस्तुत किया जाता है। अनेक राज्यों में आज भी नारी मुख्यमंत्री हैं, तो लोकतंत्र को प्रभावित करनेवाले एक नहीं अनेक दलों का नेतृत्व भी आज नारी के हाथ में है। इधर पिछले कुछ वर्षों से बेशक पंचायतों में महिलाओं को पचास फिसदी आरक्षण प्राप्त हो चुका है लेकिन उन्हें संसद और विधान मंडलों में एक तिहाई आरक्षण प्रदान करने का विधेयक लम्बित है। ग्रामीण क्षेत्रों में आज भी शिक्षा और बदलाव की गति अत्यंत धिमी है, उस पर कन्या भ्रूण हत्या गम्भीर असंतुलन पैदा कर रहा है।

निष्कर्ष रूप में कहा जा सकता है, कि महिला दिवस की सार्थकता तब है जब राजनीति से सम्मान की धारणा बदले। नारी को उसका खोया सम्मान मिले, उसके अधिकार मिले अन्यथा ऐसे महिला दिवस केवल शाब्दिक कर्मकांड बनकर रह जाएँगे। प्रधानमंत्री की 'बेटी बचाओ, बेटी पढ़ाओ' योजना तभी सफल होगी जब हम अपने सोच बदलें। महिला दिवस एक उचित अवसर है, जब हम अपने आप को इसके लिए तैयार करें।

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## महिलाओं के सशक्तिकरण में स्वास्थ्य और पोषण की भूमिका । यत्र नार्यस्तु पूज्यन्ते रमन्ति तत्र देवता :

श्री .विनोद तिवारी

लीलावती कॉलेज ऑफ आर्ट्स अँड कॉमर्स  
चर्नि रोड मुंबई .

जहाँ नारी की पूजा होती है, वहाँ देवताओं का निवास होता है । जहाँ तक महिला सशक्तिकरण व समानता की बात है तो भारत में प्राचीनकाल से ही नारी को पुरुष के समान अधिकार प्रदत्त है, कालांतर में समयानुसार परिवर्तन होते गये इसके अनेकानेक कारण हैं इसी देश में नारी सशक्तिकरण जैसे विषय पर हम चर्चा करने उपस्थित हुए हैं यह चिंतन परक भी है और प्रासंगिक भी । महिलाओं के सशक्तिकरण में स्वास्थ्य और पोषण की भूमिका पर चर्चा करने के पूर्व यह जानना आवश्यक है कि, महिला सशक्तिकरण है क्या ?

- महिलाओं को उनके निजि अधिकारों का प्रयोग करते हुए बिना किसी के हस्तक्षेप किए प्रत्येक कार्यक्षेत्र में निर्णय लेने व करने की स्वतंत्रता प्रदान कर दी जाए यही महिला सशक्ति करण है । क्योंकि केवल कानून बना देना हल नहीं, उनको स्वतंत्र रूप से प्रयोग में लाना चाहिए। एक महिला अपने विचारों की अभिव्यक्ति कुछ इस तरह करती है  
आकाश मेरी बैसाखियों पर टीका है ..  
इंद्रधनुष मेरी आँखों का जल है  
सूरज की परिक्रमा मेरे गर्भ से गुजरती है  
बादलों में मेरे विचार घुमड़ते हैं ..  
पर अफसोस..  
मेरी अभिव्यक्ति की बयार का आना अभी बाकी है ।  
मेरी अभिव्यक्ति की बयार का आना अभी बाकी है ।

भारत देश में आधी जनसंख्या महिलाओं की है, देश को पूरी तरह से शक्तिशाली बनाने हेतु महिला सशक्तिकरण में उनके स्वास्थ्य एवं पोषण पर विचार करना आवश्यक है क्योंकि महिलाएँ राष्ट्र के भविष्य

के रूप में नवजात शिशु की जन्मदात्री होती हैं। स्त्रियाँ स्वयं स्वस्थ रहकर ही बच्चों के विकास को बनाने में सर्वोत्कृष्ट सहयोग कर पाने में सफल हो पाएंगी।

जन्म से लेकर शिक्षा हासिल करने की बात हो या फिर कैरियल बनाकर विवाह करने और बच्चों को जन्म देने जैसा प्रश्न हो, आज भी महिलाओं को रुढ़िवादी सोच और पूर्वाग्रह से ग्रसित सोच वाले लोगों से कदम-कदम पर जूझना पड़ता है। हमें इन बातों को समझना पड़ेगा कि कोई परिवार, समाज या देश महिलाओं को शिक्षा के साथ मानसिक एवं शारीरिक रूप से स्वस्थ बनाए बगैर देश के विकास करने की महज कल्पना ही कर सकता है। एक प्रकार से नारी व्यक्तित्व का निर्माण कर समाज और राष्ट्र का निर्माण करती है। नारी की इसी शक्ति को लक्ष्य करते हुए दार्शनिक अरस्तु ने कहा था कि “नारी की उन्नति या अवनति पर ही राष्ट्र की उन्नति या अवनति आधारित है।”

उचित आहार किसी स्त्री के स्वास्थ्य तथा उनके स्वास्थ्य वर्धन में एक अहम भूमिका निभाता है। एक अच्छे तथा संतुलित आहार की आदत जीवन क्षमता को बेहतर बनाती है। जिससे उनका मानसिक और शारीरिक विकास परिपूरित होता है। तथा घटिया आहार रुग्णता और रोगों को बढ़ाता है। आहार भोजन प्रबंधन से संबंधित होता है और पोषण स्वास्थ्य वर्धन से जुड़ा होता है शुद्ध व पौष्टिक आहार स्वस्थ मन और बुद्धि को निर्मित करता है अतः कोई भी महिला जो बाहरी एवं घरेलू दोनों कार्यों को करती है उन्हें स्वयं को वर्तमान समाज के साथ कंधे से कंधा मिलाकर चलने के लिए आंतरिक—बाह्य तथा शारीरिक रूप से स्वस्थ रहना आवश्यक है, तभी वह स्वस्थ समाज एवं स्वस्थ वातावरण की निर्मिती कर पाने में सफल होगी।

भारत की सनातन संस्कृति में नारायण प्रागटय से आधुनिक युग तक की यात्रा में नारी सदैव आदर्शिया रही है। जिसका स्पष्ट प्रमाण सत्य एवं विश्वास के प्रतीक नटराज अर्धनारेश्वरजी स्वयं ही है। नारी समानता का ऐसा उदाहरण अन्यत्र शायद ही मिले। सशक्त नारी की ही देन है कि वह इस देश को ध्रुव, प्रल्हाद, शंकराचार्य, शिवाजी, महाराणा प्रताप, विवेकानंद जैसी महान विभूतियों को जन्म देकर इस भारत देश को गौरावित किया है। अस्तु उनके उत्तम स्वास्थ्य हेतु हमें उन्हें जागृत करना ही होगा परंतु उससे महत्वपूर्ण तथ्य यह है कि महिलाएँ जब तक स्वतः अपने स्वास्थ्य और पोषण को लेकर तटस्थ नहीं होंगी तब तक उपर्युक्त विषय को लेकर नियम व प्रावधान बनते रहेंगे, परंतु उनसे लाभ कुछ न होगा।

महिलाओं का खानपान विशेष तौर से केवल उन्हें ही प्रभावित नहीं करता वरन् उनकी संतती पर भी गहरा प्रभाव डालता है । आजकल महिलाओं द्वारा धूम्रपान करना प्रचलन सा हो गया है, परिवार नियोजन सौंदर्यकरण के नाम पर दवाईयों का सेवन, खान पान में अनियमितता, देर रात्री तक जागना, आवश्यकता से अधिक श्रम करना, ये सभी महिलाओं के स्वास्थ्य वर्धन में हानिकारक है । एक अस्वस्थ स्त्री स्वस्थ-निरोगी कायस्थ की जननी नहीं हो सकती । अतःप्रबल, निर्भिक राष्ट्र के निर्माण में निरोगी महिला का महत्वपूर्ण योगदान होता है यही कारण है कि नारी सशक्तिकरण के साथ उनके स्वास्थ्य और पोषण पर भी ध्यान देने की आवश्यकता है ।

सबल राष्ट्र निर्माण में महिलाओं की वात्सल्य महति भूमिका के चलते ही कदाचित श्रीराम लंका विजयोपरांत यह कहने से स्वयं को रोक न पाए होंगे ।

“अपि स्वर्णमयी लंका न में लक्ष्मण रोचते जननी जन्मभूमिश्च स्वर्गादपि गरीयसी ।”

ये एक सोच है, आवश्यकता है इस सोच को आगे बढ़ाने की उनके कौशल को उनकी जीवन रेखा बनाने की । ताकि समय आने पर वे दृढतापूर्वक स्वस्थ समाज की निर्मिती कर सके । अपना परिवार सुचारु रूप से चला सकें । यह स्त्रियों को गति देगा । साथ ही साथ सुंदर राष्ट्र की निर्मिती को भी गति देगा । उन्हे दिशा देगा । आत्माभिमान देगा । आत्मविश्वास देगा । तब वे दबेगी नहीं । डरेंगी नहीं । यह उनके स्वस्थ, सुखी, सुव्यवस्थित भविष्य की कामना है । अमल करें । अभी करे ।

जयशंकर प्रसाद के शब्दों में कहें तो ।

नारी तुम केवल श्रध्दा हो,

विश्वास रजत नग-पग-तल में,

पीयुष श्रोत सही बहा करो,

जीवन के सुंदर समतल में ।

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