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**National Assessment of the Participation of Women and Girls in the
National STI System Based on the
Gender Equality-Knowledge Society Framework**

INDIA REPORT

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India**

Contents

Introduction

Part 1 Knowledge Society Inputs: Women’s Potential for Participation

1. Health Status

1.1 Female Healthy Life Expectancy

1.2 Notified Malaria Patients by Sex

1.3 Notified Tuberculosis Patients by Sex

1.4 Prevalence of Rates of HIV/AIDS

1.5 Physical Integrity (FGM)

2. Social Status

2.1 Equity/Discrimination in Social Institution

2.2 Sex Ratio at Birth

2.3 Domestic violence

2.4 Sexual Violence

2.5 Time Use

3. Economic Status

3.1 Women as % of Economically Active Population

3.2 Earned Income Ratios

3.3 Females by Category of Workers

3.4 Share of Women in Poorest Quintile

4. Access to Resource

4.1 Ownership Rights to Land, Houses and Other Property

4.2 Women's Access to Credit, Loans, Venture Capital

4.3 Percent of Women Using Internet and Cell Phones

4.4 Use by Women of Railroads and Other Transportation Infrastructure

5. Women's Agency

5.1 Share of Women in Lower House of Parliaments

5.2 Shares of Women Ministers and Sub-Ministers

5.3 Women in Senior Positions in Political Parties, Trade Unions, Employers Associations,
Professional Organization, NGOs and Community Based Associations

5.4 Contraceptive Use

6. Opportunity and Capability

6.1 Men's/Women's Adult Literacy Rates

6.2 Net Primary, Secondary and Tertiary Enrolments

6.3 Availability of On-the-Job, Staff, Specialized Training for Women and Men

7. Enabling Policy Environment

7.1 Inclusion of Gender Issues in the National Knowledge Society Policies on Science and Technology, ICT, Labor and Education	
7.2 Existence of Gender-Specific Policies on Childcare, Equal Pay, Flexible Work and Transport for Women	
7.3 Ratification to CEDAW	
7.4 State Budget Allocations to Benefit Women in the Unstructured Economic Sector	
7.5 Institutionalization of Inter-Ministerial Relations on Gender	

Part 2 Knowledge Society Outcomes:

Indicators of Women's Participation in the Knowledge Society

1. Women in Knowledge Society Decision Making	
1.1 Share of Women as Legislators, Senior Officials & Managers	
1.2 Share of Businesses with 35 per cent or More Women in Decision Making Positions	
2. Women in Knowledge Economy	
2.1 Share of Women in Professionals and Technical Positions	
2.2 Shares of Women in Administrative and Managerial Positions	
2.3 Employment by Economic Activity (occupation and status) in Agriculture, Industry and Services in KS Area	
2.4 Women with High Level Computer Skills	
2.5 Share of Women among Information Technology Workers	
3. Women in S&T and Innovation System	
3.1 Shares of Women Studying Science and Engineering at Tertiary Level	
3.2 Shares of Women Scientists and Engineers	
3.3 Shares of Women Researchers	
3.4 Comparative Rates and Trends of Publication	
3.5 Gender Trends in Brain Drain in Highly Skilled Fields	
3.6 Number of Women-Run Enterprises in Sector Value Chains	
3.7 Women's Early Stage Entrepreneurial Activity	
4. Women and Lifelong Learning	
4.1 Women as Users of (village) Knowledge Centers	
4.2 Women as Managers of (village) Knowledge Centers	

Introduction

The Eleventh Five Year Plan document for the first time in the history of Indian planning recognizes women not only as equal citizens but as 'agents of sustained socio-economic growth and change' (Gol, 2008, p. 5)¹.

The Census 2011² results reveal that the population of India is at 1,21,01,93,422 and growing fast, with the male composition at 62,37,24,248 and females at 58,64,69,174 (Table 1). A growth rate of 17.64 (%) over the current decade has declined compared to the previous two decades – the sharpest decrease since India's independence: male population growth is 17.19 per cent and female is 18.12 per cent, with an overall sex ratio of 940. India is ranked 119 among 192 countries on the UNDP Human Development Index, moving one notch higher since 2005, with a medium level of HDI of 0.52. The IHDR states that the HDI (currently at 0.547) has increased by 21 per cent between 1999-2000 and 2007-08³. However, its ranking on the Gender Diversity Index is less positive, situated in the lowest ranking group of the Asia Pacific region. As the deadline is fast approaching for achievement of the MDG targets, like many other countries India finds itself in a mix of successes and failures. Advances are clear where targeted interventions have been initiated with appropriate investments and better institutional mechanisms. This is evident in the vast improvement in the Education Index (on track as far as the MDG target is concerned) and a moderate improvement in the Health Index (albeit falling short of the MDG target)⁴.

As a youthful nation, India has great potential to benefit from its demographic dividend. The labour force in India is expected to increase by 32 per cent over the next twenty years⁵. This can be achieved if the nation invests more in the key areas of health, education and skills development. Also, it needs to enhance good quality employment and livelihood opportunities for youth, both males and females. Given that India is at the bottom of the Gender Diversity Index in the Asia Pacific region⁶, it needs to adopt proactive interventions to enhance the participation of women more efficiently and effectively – a target where it is still off track in spite of the fact that the country has had an enabling policy framework in place right from the time of its independence⁴.

¹Mid Term Appraisal for 11th Five year Plan - 2007-2012, Planning Commission, Government of India
http://planningcommission.nic.in/plans/mta/11th_mta/MTA.html

²<http://censusindia.gov.in/>

³Indian Human Development Report 2011, Towards Social Inclusion, Institute of Applied Manpower Research, Planning Commission, Govt of India, Oxford University Press

⁴Millennium Development Goals –States of India Report 2010 (Special edition), Central Statistical Organization, Ministry of Statistics and Programme Implementation, Government of India

⁵Key Indicators of Employment and Unemployment in India 2009-2010, NSS 66th Round, National Statistical Organization, National Sample Survey Office, Ministry of Statistics and Programme Implementation, Government of India, June 2011

⁶Gender Diversity Bench Mark for Asia 2011, Diversity and Inclusion in Asia and Network. www.communitybusiness.org

Some of the current global gender indices for the country are given as follows: the Gender Inequality value is 0.617⁷; the Gender Equity ranking by Social Watch (education, economic ability and empowerment) was 41 in 2009⁸; the Women's Economic Opportunity index, a new report from the Economist Intelligence Unit, gives an overall score of 42.7⁹ (84/113); the OCED Social Institutions and Gender Index value is 0.38112¹⁰; and India's Global Gender Gap value is 0.619¹¹. The HDI and Gender Gap components are presented in Table 2.

Table 1 Population of India, 1951-2011

Year	Male	As %	Female	As %	Person
1951	185,528,462	0.51380	175,559,628	0.486196	361,088,090
1961	226,293,201	0.51520	212,941,570	0.484801	439,234,771
1971	284,049,276	0.51819	264,110,376	0.481813	548,159,652
1981	353,374,460	0.51714	329,954,637	0.482863	683,329,097
1991	439,358,440	0.51908	407,062,599	0.480922	846,421,039
2001	532,223,090	0.51736	496,514,346	0.482644	1,028,737,436
2011	623,724,248	0.51539	586,469,174	0.484608	1,210,193,422

Source: Office of the Registrar General, India.

Table 2 The Human Development Index and its sub-components and the Gender Gap Index and its sub-components, 2005-2011

Indicator	2005	2006	2007	2008	2009	2010	2011
HDI value Overall ¹	0.504	0.512	0.523	0.527	0.535	0.542	0.547
Education Index ¹	0.419	0.426	0.436	0.441	0.445	0.450	0.450
Health Index ¹	0.683	0.689	0.694	0.700	0.706	0.711	0.717
Income Index ¹	0.448	0.459	0.471	0.475	0.486	0.499	0.508
Gender Gap Index Overall ¹¹		0.601	0.594	0.606	0.615	0.615	0.619
Economic Participation ¹¹		0.397	0.398	0.399	0.412	0.403	0.396
Educational Attainment ¹¹		0.819	0.819	0.845	0.843	0.837	0.837
Health and Survival ¹¹		0.962	0.931	0.931	0.931	0.931	0.931
Political Empowerment ¹¹		0.227	0.277	0.248	0.273	0.291	0.931

⁷Gender Inequality Index - *Human Development Reports*; hdr.undp.org/en/media/HDR_2010_EN_Table4_reprint.pdf

⁸Gender Equity Index <http://www.socialwatch.org/node/11760>

⁹<http://www.eiu.com>

¹⁰www.oecd.org/dataoecd/49/39/42296064.pdf

¹¹www3.weforum.org/docs/WEF_GenderGap_Report_2011.pdf

Methodology

The Ministry of Statistics and Programme Implementation (MOSPI) of the Government of India is the point from which data sets are available from key surveys¹². It provides data from the Census, surveys conducted by the National Sample Survey Organization¹³, and the National Family Health Surveys¹⁴. The Indian Census is the most credible source of information on Demography (Population characteristics), Economic Activity, Literacy and Education, Housing & Household Amenities, Urbanisation, Fertility and Mortality, Scheduled Castes and Scheduled Tribes, Language, Religion, Migration, Disability and many other socio-cultural and demographic data since 1872. The National Sample Survey Organisation or NSSO – now the National Sample Survey Office – is an organization in the Ministry of Statistics and Programme Implementation of the Government of India. It is the largest organisation in India conducting regular socio-economic surveys. The National Family Health Survey (NFHS) is a large-scale, multi-round survey conducted in a representative sample of households throughout India. Three rounds of the survey have been conducted since the first survey in 1992-93. The survey provides state and national information for India on fertility, infant and child mortality, the practice of family planning, maternal and child health, reproductive health, nutrition, anaemia, utilization and quality of health and family planning services.

Census 2011 was the 15th National Census of the Country and the results are under process. Conceptually the National Census has been gender neutral and data collected separately for men and women. The 2011 Census was historic in that gender was integrated into the entire process and it is expected that the survey results will lead to the availability of better disaggregated data on various indicators in the year ahead. The Central Statistics Office in MOSPI has also produced a publication on crucial statistical indicators of socio-economic relevance since 1995 entitled ‘women and men’ series at time intervals. The 2010 series has updated data for certain indicators up to 2009.

Sources of data collection for this report are MOSPI, the official portal for the Government of India, the series report on women and men 2010, the mid-term appraisal document of the 11th Five Year Plan of the Government of India, the MDG progress reports for 2009 and 2010, and the draft 12th Five Year Plan of the Government of India. Other sources include international agencies, the annual reports of various ministries, publications and articles. Data was collected and analysed according to the components of the Gender Equality – Knowledge Society framework and includes mostly quantitative data from the national and international data sets matching the framework requirements. Some additional data has also been provided for better understanding of the context at the country level.

¹²Ministry of Statistics and Programme Implementation - mospi.nic.in/

¹³mospi.nic.in/nssso.htm

¹⁴<http://www.nfhsindia.org/>

The report has two major sections: the first captures the sub sectors of health, social status, economic status, access, agency and opportunity and capability. The sub-sector on enabling policy environment and the main policies and schemes which have direct relevance to the indicators chosen are presented in the relevant sub-sections. Also provided in the glossary are the definitions for the indicators.

This study makes evident that there are many data gaps, highlighting the need to measure newer indices, as well as the need for better disaggregated data which is better organized for access and analysis. The report will definitely mark a beginning in the way we measure the participation of women in the knowledge society.

Part 1 Knowledge Society Inputs: Women's Potential for Participation

1. Health Status

Over the last decade India has seen improvement in various health outcomes – death rate, infant mortality rate (IMR) and under five mortality rate (U5MR) – as well as declining fertility rates. These along with other medical advances have increased life expectancy in the country. India performs better than Sub-Saharan Africa and South Asia in terms of child mortality and healthcare for mothers. Human resources in the health and family sector have been growing at a very slow rate. The number of doctors per one lakh population has gone up from 56 in 2001 to 69 in 2010. Similarly, the number of nurses per one lakh population has increased from 78 in 2001 to 144 in 2008. The institutional infrastructure including hospitals, dispensaries and public health centres which numbered 15,396, 22,638, and 22,842 respectively in 2001 has expanded to 22,558 dispensaries in 2008, 12,760 hospitals and 23,391 public health centres in 2009. The per capita expenditure by government of Rs 171 in 2000-01 was increased to Rs 336 in 2007-08^{3/18}. Despite a commendable increase in human resources brought about by the National Health Mission, there is much to be covered. With the national expenditure on health care at 4.1 per cent of GDP in 2007, the improvement in the health index during the period 1999-2000 to 2007-8 was only 13 per cent³. With enhanced efforts, telemedicine and rural telephony could help to bring specialised health care to the remotest corners of the country to help meet the 2015 MDG targets.

1.1 Female Healthy Life Expectancy

There are no available data at the national level on female healthy life expectancy. World Health Organization statistics are provided for the years 2002 and 2007 in Table 1.1.

Table 1.1 Healthy life expectancy 2002 and 2007

Indicator	2002	2007
Health Life Expectancy – both sexes	53.2	56
Health Life Expectancy – Male	53.3	56
Health Life Expectancy-Female	53.6	57

Source: http://www.who.int/whosis/whostat/EN_WHS10_Full.pdf

Life expectancy at birth (LEB) has increased more among women than men over the period 1981-85 to 2004, especially for females. As a result, the gender gap in life expectancy has also increased over the period 1992-6 to 2004. During the period 2002-06, LEB for males was 62.6 years compared to 64.2 years for females. Rural areas also saw an increase, reducing the rural-urban gap¹⁵. Data from the international data set are given for the year 2008-09 in Table 1.2 and the national data trends in Table 1.3.

¹⁵ Women and Men in India, 2011, 13th Issue, Central Statistical Organization, MOSPI, Government of India

Table 1.2 Life expectancy at birth

Indicator	2000	2008	2009
Life Expectancy at Birth both sexes	61	64	64
Life Expectancy at Birth Male	60	63	63
Life Expectancy at Birth Female	62	66	66

Source: http://www.who.int/whosis/whostat/EN_WHS10_Full.pdf

Table 1.3 Life expectancy at birth – trend 1951-2006

Year	Female	Male	Total
1951-61	40.6	41.9	41.3
1961-71	44.7	46.4	45.6
1970-75	49.0	50.5	49.7
1976-80	52.1	52.5	52.3
1981-85	55.7	55.4	55.4
1986-90	58.1	57.7	57.7
1991-95	60.9	59.7	60.3
1992-96	61.4	60.1	60.7
1993-97	61.8	60.4	61.1
1994-98	62.2	60.6	61.4
1995-99	62.5	60.8	61.7
1996-00	62.7	61.0	61.9
1997-01	63.0	61.3	62.2
1998-02	63.3	61.6	62.5
1999-03	63.5	61.8	62.7
2000-04	63.7	62.1	62.9
2001-05	63.9	63.3	63.6
2002-06	64.2	62.6	63.4

Source : http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

The total fertility rate - TFR (Table 1. 4) declined over the period 1980-2008, reaching 2.9 in 2008 in rural areas and 2.0 in urban areas. The Midterm Appraisal of the 11th Five Year Plan also showed optimism on this front¹. TFR linked to rising education of people has been captured in Table 1.5. The last decade has witnessed a dramatic fall in IMR in both rural (74 in 2000 to 55 in 2009) as well as urban areas (44 in 2000 to 34 in 2009) and by sex^{3/16}.

¹⁶ Millennium Development Goals-India Country Report 2009, Mid Term Statistical Appraisal, Central Statistical Organization, Ministry of Statistics and Programme Implementation, Government of India.

1.4 Total fertility rate

Year	Total Fertility Rate (TFR)		
	Rural	Urban	Combined
2000	3.5	2.3	3.2
2001	3.4	2.3	3.1
2002	3.3	2.2	3.0
2003	3.2	2.2	3.0
2005	3.2	2.1	2.9
2006	3.1	2.0	2.8
2007	3.0	2.0	2.7
2008	2.9	2.0	2.6

Source : http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Table 1.5 Differentials in fertility by background characteristics

Background Characteristics	Total Fertility Rate		
	1992-93	1998-99	2005-06
Residence			
Rural	3.67	3.07	2.98
Urban	2.70	2.27	2.06
Education			
Illiterate	4.03	3.47	3.55
Literate< middle school complete	3.01	2.64	2.51
Middle school complete	2.49	2.26	2.23
High School complete and above	2.15	1.99	2.08

Source : http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

The place of delivery is very important in determining maternal health and IMR. Skilled birth attendance at deliveries has increased from 33 per cent in 1992-93 to 52 per cent in 2007-2008. The rural-urban gap in coverage by skilled birth attendants in 2005-06 was 36 per cent. By 2015 India can expect only 62 per cent deliveries to be attended by skilled personnel (Table 1.6). The rate of increase in institutional deliveries is slow, from 26 per cent in 1992-93 to 47 per cent in 2007-08 (Table 1.7). However, projected improvements in access to institutional delivery have been greatly accelerated with the introduction of the *Janini Suraksha Yojna*¹⁷ as part of the National Rural health Mission (NRHM)¹⁸, which aims at reducing maternal and neonatal mortality by increasing institutional deliveries for BPL families. As of March 2009, institutional deliveries stood at 78 per cent. The national MMR has come down from 398 per 100,000 live births in 1997-98 to 254 per 100,000 live

births in 2004-06. This is a 36 per cent decline over seven years as compared to a 25 per cent decline in the preceding eight years from (1990-1997) and a 32 point decline to 212 during 2007–09 (Table 1.8). India will tend to fall short of the target to reach a MMR of 109 per 100,000 live births by 2015 by about 26 points, with a more likely projection to reach a MMR of about 135 per 100,000 live births by that date¹⁶. The U5MR decreased from 125 per thousand live births in 1990 to 74.6 per thousand live births in 2005-06 and is expected to reach a level of 70 by 2015, as against a target of 42 per thousand live births by 2015. Accelerating reduction in the incidence of neo-natal deaths (66 per cent of IMR in 2007) alone can contribute substantially towards achieving U5MR and IMR targets.

Table 1.6 Proportion of deliveries attended by skilled personnel (%)

1992-1993	1998-1999	2005-2006	2007-2008
33	42.4	46.6	52

Source of Data: Reports of NFHS-I, II and III; DLHS-III; Ministry of Health & Family Welfare, Govt. of India; data for 2007-08 IHDR 2011

Table 1.7 Proportions of institutional deliveries (%)

1992-1993	2007-2008	2009
26	47	78

Source: Indian Human Development Report 2011, Towards Social Inclusion, Institute of Applied Manpower Research, Planning Commission, Govt of India, Oxford University Press

Table 1.8 – Maternal mortality ratio trend per 100,000 live births 1990 - 2009

1990	1997	1997-98	1999-01	2001-03	2004-06	2007-09
437	408	398	327	301	254	212

Source: Millennium Development Goals –States of India Report 2010 (Special edition), Central Statistical Organization, Ministry of Statistics and Programme Implementation, Government of India

Every third woman is undernourished – 35.6 have a low body mass index (BMI) – and every second women is anaemic (55.3 per cent)³ (Table 1.9). Prevalence rate by background is captured in Table 1.10.

Table 1.9 - Prevalence of anaemia in women 15-49 years (%)

Year	%
NFHS 1998- 1999	51.8
NFHS 2005-2006	56.2

Source: Indian Human Development Report 2011, Towards Social Inclusion, Institute of Applied Manpower Research, Planning Commission, Govt of India, Oxford University Press

**Table 1.10 - Prevalence of anaemia among women
by background characteristic**

Background characteristic	Number of women	Percentage of women with anaemia			
		Mild anaemia	Moderate anaemia	Severe anaemia	Total
Age					
15 -19	23206	39.1	14.9	1.7	55.8
20-29	40449	38.5	16.0	1.7	56.1
30-39	31703	38.1	14.4	1.8	54.2
40-49	21497	38.9	14.1	2.0	55.0
Marital Status					
Currently married	87841	38.9	15.4	1.7	56.0
Never married	23539	37.3	12.9	1.7	51.9
Widowed	3784	40.1	16.2	2.8	59.0
Divorced/separated/deserted	1691	37.7	18.3	3.1	59.1
Residence					
Urban	36967	35.8	13.6	1.5	50.9
Rural	79888	39.8	15.7	2.0	57.4
Education					
Illiterate	47466	40.8	17.2	2.1	60.1
Literate < middle school complete	16498	37.2	13.7	1.5	52.4
Middle school complete	12.086	35.6	12.4	1.2	49.2
High school complete and above	13462	33.9	9.9	0.9	44.6
Wealth status					
Lowest	20524	43.6	18.7	2.0	64.3
Second	22449	41.4	16.8	2.1	60.3
Middle	23886	38.3	15.5	2.2	56.0
Fourth	24696	36.9	13.8	1.6	52.2
Highest	25300	34.0	11.1	1.0	46.1

Source: NFHS-III, 2005-06

Note: The haemoglobin levels are adjusted for altitude of the enumeration area and for smoking when calculating the degree of anaemia. Total includes women with missing information on education and wealth status respectively, who are not shown

separately. Haemoglobin in Gram per decilitre (g/dl)= 10.0-11.9 for mild anaemia; =7.0-9.9 for moderate anaemia; < 7.0 for severe anaemia and < 12.0 for any anaemia.

Source : http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

1.2 Prevalence of Malaria

The incidence rates of malaria and death associated with malaria are on the decline: the rate among the people who were examined for the disease was 1.67 per cent in 2006 and was down to 1.51 per cent by 2009⁴.

1.3 Prevalence of Tuberculosis

Success rates for tuberculosis detection and cure are continuing at high levels. The decline in the prevalence and mortality rates as presented by WHO estimates for India show a drop in prevalence of 89 per 100,000 from 1990 to 2009 and a drop of 20 per 100,000 in mortality over the same period. The national prevalence rate based on registered cases alone shows a drop of 93 per 100,000 between 2004 and 2010, from 125.4 per 100,000 to 32.6 per 100,000, where disaggregated data are available⁴.

1.4 Prevalence of HIV/AIDS

It is reported that 23.95 lakh people were living with HIV/AIDS in 2008-09 – of which 38.7 per cent were female – but the prevalence is dropping⁴. The prevalence among ANCs is captured in Table 1.11, by age and place in Table 1.12, and by education and wealth in Table 1.13. The percentage incidence of HIV/AIDS cases among all types of high risk people observed at sentinel sites across the country declined discernibly over the last five years. Estimated adult prevalence has come down to 0.31 per cent in 2009 from about 0.34 per cent in 2007 and 0.45 per cent in 2002. Among pregnant women of 15-24 years, the prevalence has declined from 0.86 per cent in 2004 to 0.49 per cent in 2007. A drop by more than 50 per cent has been recorded among pregnant women aged 25-49 years as well: from 1.09 per cent in 2004 to 0.52 per cent in 2007. The total number of females living with HIV/AIDS has continued to decline from 1.07 million in 2002 to 0.97 million in 2006 and further to 0.95 million in 2007⁴. Laws that protect people living with HIV against discrimination are in place, while the National Aids Control Organization¹⁹ has established Guiding Principles for creating an enabling environment for those with HIV and AIDS, with a focus on women.

The ratios as given in the Global Gender Gap Report 2011¹⁴ are as follows: female HIV prevalence between 15-49 years is 0.30, for males it is 0.40, with the age group 30-34 being the highest risk group at 0.64 for males and 0.45 for females. The NFHS 3⁹ as indicated in the statistics for 2006 gives a figure of 0.40 per cent for males in the age group of 15-49 and 0.30 for females. UNFPA's State of the World's Population 2011²⁰ gives a figure of 0.1 per cent each for both males and females concerning HIV/AIDS prevalence in the age group 15-24 in 2009. The percentage of those who have a comprehensive knowledge of HIV/AIDS is 36 per cent for males and 20 per cent for females for the year 2008. Disaggregated data are not provided for other years.

Table 1.11. Prevalence of HIV in ANC attendees as per cent

Indicator/yr	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
HIV prevalence among pregnant women aged 15-24	0.91	0.83	0.99	0.73	1.46	0.81	0.86	0.89	0-57	0.49
HIV prevalence among pregnant women aged 25-49	0.91	0.87	0.86	0.81	1.32	0.95	1.09	0.97	0.64	0.52

Source, Millennium Development Goals, India Country Report 2009, Mid Term Statistical Appraisal, Ministry of Statistics and Programme Implementation, Government of India

Table 1.12. HIV Prevalence among women and men 15-49 who were tested, by age and residence, 2005-06

Age	Women		Men		Total	
	Percentage HIV Positive	Number	Percentage HIV Positive	Number	Percentage HIV Positive	Number
Urban						
15-19	0.08	3275	0	3032	0.04	6307
20-24	0.24	3107	0.23	2992	0.23	6099
25-29	0.18	2902	0.6	2592	0.38	5494
30-34	0.84	2545	0.82	2268	0.83	4813
35-39	0.34	2369	0.53	2202	0.43	4571
40-44	0.2	1849	0.46	1872	0.33	3721
45-49	0.11	1429	0.44	1544	0.28	2973
Total Age15-49	0.29	17475	0.41	16502	0.35	33978
Age50-54	n.a.	n.a.	0.33	1079	na	na
Total Age15-54	n.a.	n.a.	0.41	17581	na	na
Rural						
15-19	0.06	7429	0.01	5631	0.04	13060
20-24	0.13	6466	0.16	4833	0.14	11299
25-29	0.33	5952	0.34	4628	0.33	10580
30-34	0.26	5184	0.55	4397	0.39	9581
35-39	0.17	4458	0.53	3986	0.34	8445
40-44	0.18	3634	0.38	3529	0.28	7163
45-49	0.2	2733	0.5	3000	0.36	5734
Total Age15-49	0.18	35856	0.32	30004	0.25	65861
Age50-54	n.a.	n.a.	0.35	2029	n.a.	n.a.
Total Age15-54	n.a.	n.a.	0.33	32033	n.a.	n.a.
Total						
15-19	0.07	10704	0.01	8663	0.04	19366

20-24	0.17	9573	0.19	7825	0.18	17398
25-29	0.28	8854	0.43	7220	0.35	16074
30-34	0.45	7729	0.64	6665	0.54	14394
35-39	0.23	6828	0.53	6188	0.37	13016
40-44	0.19	5483	0.41	5401	0.3	10884
45-49	0.17	4162	0.48	4544	0.33	8707
Total Age15-49	0.22	53332	0.36	46506	0.28	99838
Age50-54	n.a.	n.a.	0.34	3108	n.a.	n.a.
Total 15-54Age	n.a.	n.a.	0.3.5	49614	n.a.	n.a.

Source: NFHS-3 (2005-06) - Source : http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Table 1.13. Percentage HIV positive among women and men 15-49 who were tested, by background characteristics, 2005-06

Background Characteristics	Women		Men		Total	
	Percentage HIV Positive	Number	Percentage HIV Positive	Number	Percentage HIV Positive	Number
Education						
No education	0.27	21,203	0.50	8,238	0.33	29,441
<5 Years Complete	0.49	4,394	0.36	4,977	0.42	9,371
5-7 years complete	0.20	8,330	0.47	7,782	0.33	16,112
8-9 years complete	0.11	7,615	0.4	9,658	0.27	17,273
10-11 years complete	0.14	5,372	0.23	6,992	0.19	12,365
12 or more years	0.07	6,415	0.16	8,845	0.12	15,260
Wealth Index						
Lowest	0.18	9,075	0.39	7,496	0.27	16,571
Second	0.20	10,164	0.31	8,647	0.25	18,811
Middle	0.24	11,040	0.31	9,728	0.28	20,767
Fourth	0.34	11,176	0.52	10,165	0.43	21,342
Highest	0.12	11,877	0.24	10,470	0.18	22,348
Total	0.22	53,332	0.36	46,506	0.28	99,838

Source: NFHS-3 (2005-06)- Source : http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

1.5 Physical Integrity

India has no custom of female genital mutilation.

Some relevant policy/schemes: National Health Policy 2002²¹; Natl Rural Health Mission (NRHM)²², draft National Food Security Bill²³; National Nutrition Policy 1993²⁴; Antyodaya Anna Yojana²⁵; Annapurna Scheme (Implemented by Ministry of Rural Development); Conditional Maternity Benefit Scheme²⁶; Family Counselling Centres (FCC)²⁷, Reproductive and Child Health Programme (Maternal Health and Child Health)²⁸; Janani Suraksha Yojana (National Maternity Benefit Scheme)¹⁷ Pradhan Mantri Gramodaya Yojana for Primary Health Sector²⁹; Programme to Prevent Anaemia due to Iron Deficiency; Rashtriya Arogya Nidhi (Financial Assistance to BPL Patients)³⁰; Rashtriya Swasthya Bima Yojana (RSBY)³¹, National AIDS Control; National Diseases Control Programmes (TB, leprosy, malaria, etc); Total Sanitation Programme etc.

2. Social Status

The Constitution of India³³ guarantees equality to all Indian women, no discrimination by the State; equality of opportunity and equal pay for equal work. It also states to favour women and children, renounces practices derogatory to the dignity of women and commits to provide just conditions of work and maternity relief. Details are provided in the section on enabling policy environment.

2.1 Equity/Discrimination in Social Institutions

Measures in terms of social equity are presented in Table 2.1.

**Table 2.1. Social Institutions and Gender Index and subindexes
Rank and value 2009**

Index/Subindex	Rank	Value
SIGI	96	0.318112
Family Code	100	0.6065527
Civil Liberties	103	0.5987608
Physical Integrity	15	0.1699892
Son preference	118	0.75
Ownership Rights	79	0.5222482

Source: Gender, Institutions & Development Database 2009

2.2 Sex ratio at birth

The sex ratio is indicative of the composition of the population and is defined as the number of females per 1,000 males. The male to female ratio is 1.063 according to the 2011 census (Table 2.2), showing that a female deficit prevails despite an improvement over time. India has had a female deficit for a long time, which improved slightly between 2001 and 2011 from 933 to 940³. The national SR (females to 1000 males) is 936, in rural areas it is 947 and urban areas 909 in 2009-10 (Table 2.3). Selective abortion continues to be practiced and preference for the male child continues (Table 2.4).

**Table 2.2. Male-female ratio of Indian population over the years
by residence and combined 1901 - 2011**

Year	Rural	Urban	Combined
1901	1.021	1.099	1.029
1911	1.026	1.147	1.037
1921	1.031	1.182	1.048
1931	1.035	1.193	1.053
1941	1.036	1.203	1.058
1951	1.036	1.163	1.057
1961	1.038	1.183	1.063
1971	1.054	1.166	1.075
1981	1.052	1.138	1.071
1991	1.066	1.119	1.079
2001	1.057	1.110	1.072
2011	-	-	1.063

Source : Social and Cultural Tables for different census years, Office of the Registrar General and Census Commissioner, New Delhi

**Table 2.3. Rural-urban differentials in sex ratio: 1901-2011
(No. of females per 1000 males)**

Year	Rural	Urban	Total
1901	979	910	972
1911	975	872	964
1921	970	846	955
1931	966	838	950
1941	965	831	945
1951	965	860	946
1961	963	845	941
1971	949	858	930
1981	951	879	934
1991	938	894	926
2001	946	900	933
2011	947	926	940

Source : http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Table 2.4. Sex preference 2005-06 (%)

Women who prefer more sons than daughters	22.4
Men who prefer more sons than daughters	20.0

Source: http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Autonomy in decision making is still a gap area – social attitudes are strongly influenced by traditional cultural systems and disadvantages for women continue, as demonstrated in Table 2.5. In the age group 15-19, 46 per cent of females are not involved in any kind of decision making. In rural areas, 23.4 per cent of females are not involved in any decision-making, while in urban areas only 13.9 per cent of resident women are not involved in any decision making. 32.7 per cent of illiterate women and 21.6 per cent of employed women are not involved in any decision making¹⁵.

Table 2.5 Women's autonomy in decision making

Women's autonomy (All India figures)						
Background characteristic	% involved in decision making on:				% not involved in the four decision making	Number of women
	Own health care	Making major household Purchases	Purchasing daily household needs	Visits to her family and relatives		
1	2	3	4	5	6	7
Age						
15-19	40.4	25.1	29.1	33.5	46.1	6726
20-24	52.5	39.2	44.6	47.5	31.1	16782
25-29	62.2	50.7	58.7	58.9	20.4	18540
30-39	67.7	60.7	68.8	67.1	14.1	30952
40-49	69.3	63.6	71.2	71.6	12.8	20089
Residence						
Urban	68.8	61.9	68.8	69.5	13.9	28604
Rural	59.3	48.9	56.2	56.5	23.4	64485
Education						
No Education	59.4	51.5	59.5	57.5	22.7	43931
< 5 years complete	61.2	51.4	60.1	60.4	20.3	7776
5-7 year complete	61.0	50.6	58.4	59.8	35.7	14018
12 or more years complete	73.1	62.6	66.3	71.6	12.1	8921
Employment						
Employed	63.0	55.3	63.7	62.9	19.0	39835
Working for cash	67.7	61.0	69.5	68.0	15.0	25601
Working but not for cash	54.6	45.1	53.2	53.7	26.1	14234

Not employed	61.7	51.1	57.4	58.7	21.6	53225
Standard of living index						
Lowest	58.5	51.2	58.7	55.7	23.3	17425
Medium	60.1	49.7	57.6	57.4	23.2	18671
Highest	70.3	61.0	66.8	71.1	12.7	19513
Total	62.2	52.9	60.1	60.5	20.5	93089

Source: National Family Health Survey-III. 2005-06

Note: Figures give the percentage of currently-married women age 15-49 involved in household decision making either alone or jointly with their husbands, by selected background characteristics in India during 2005-06. Total includes Women with missing information on education, employment and the standard of living index, who are not shown separately. For Standard of living Index all intermediate classes as per source data have not been not shown here

2.3 Prevalence of Violence against Women

The National Policy for Empowerment³⁴ of Women recognises violence against women as a critical area of concern and recognises measures to: prevent and eliminate violence; study the causes and consequences of violence; eliminate trafficking in women; and assist victims of prostitution and trafficking. It also recognizes the need for guidelines to establish District Level Committees on Violence against Women and helplines for women in distress. A national level Committee has also been set up to monitor the Supreme Court's guidelines on prevention of sexual harassment of women at the workplace. A National Resource Centre for Women (NRCW) portal has been set up to inform and empower women, and lodge complaints of women's rights violations on-line.³⁵ Progressive legislation on Domestic Violence was enacted in 2005,³⁶ but much needs to be covered. Total and type of crimes against women are captured in Table 2.7.

Table 2.7. Different types of crimes committed against women in India

Total number

Sl. No.	Crime Head	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
1	Rape	16496	16075	16373	15847	18233	18359	19348	20737	21467	21397	22172
2	Kidnapping& Abduction	15023	14645	14506	13296	15578	15750	17414	20416	22939	25741	29795
3	Dowry Deaths	6995	6851	6822	6208	7026	6787	7618	8093	8172	8383	8391
4	Torture	45778	49170	49237	50703	58121	NA	NA	NA	NA	NA	94041
5	Molestation	32940	34124	33943	32939	34567	34175	36617	38734	40413	38711	40613
6	Sexual Harassment	11024	9746	10155	12325	10001	9984	9966	10950	12214	11009	9961
7	Importation of Girls	64	114	76	46	89	149	67	61	67	48	36
8	Sati Prevention Act	0	0	0	0	0	1	0	0	1	0	0
9	Immoral Traffic(Prevention) Act	9515	8796	11242	5510	5748	5908	4541	3568	2659	2474	2499
10	Indecent Representation of	662	1052	2508	1043	1378	2917	1562	1200	1025	845	895

	Women(Prevention) Act											
11	Dowry Prohibition Act	2876	3222	2816	2684	3592	3204	4504	5623	5555	5650	5182
12	Total	141373	143795	147678	140601	154333	155553	164765	185312	114512	114258	213585

Source: The full text of Crime in India 2010 report is available at: <http://ncrb.nic.in/>

Registered crimes have come down in recent years in some areas, yet overall numbers seem to be on the rise. Systems in place to address crime include police action, while many states have put women's police stations in place and specific legal measures. NGOs play a role in rehabilitation programmes.

The existence of legislation in India punishing acts of violence against women is rated at 0.33 by Global Gender Report 2011. As stated earlier, India ratified the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1993. The UN Statistics Division (Unstats.Un.Org) provides the following data for prevalence of violence against women for 1998/2000: irrespective of perpetrator – 19 per cent and by intimate partner – 10 per cent.

2.4 Time use

According to the Pilot time use survey conducted in 1998 (for which data are presented in the women and men series 2010¹⁵), women work longer hours than men and carry the major share of household and community work that is unpaid and invisible. The results also show an average work week of about 42 hours in SNA for males as compared to only 19 for females. Males spend only about 3.6 hours on household and care related activities, as compared to 34.6 hrs by females – ten times more. Women spend about 2.1 hours per day on preparing food and about 1.1 hours on cleaning the household and utensils. Men's participation in these activities is nominal. Taking care of children is one of the major responsibilities of women, as they spend about 3.16 hours per week on these activities as compared to 0.32 hours by males. In the non SNA activities which pertain to learning, leisure and personal care, male spend 8 hours more than females on average. Men and women spend on average 1 hour on talking and 1 hour on meditation. The results of the 2011 Census are awaited; data from the year 2000 is in Table 2.8 below.

The time contribution of women in agriculture activities is 32 per cent on average in India, while younger women contribute more than older women (FAO, 'The Role of Women in Agriculture').³⁷

2.8. Time use

Burden of Work			Time Allocation (%)					
Total Work of Time (Min per day)			Total Work Time		Time Spent by Female		Time Spent by Male	
Female	Male	Female Work Time (% of Male)	Market Activities	Non Market Activities	Market Activities	Non Market Activities	Market Activities	Non Market Activities
457	391	117	61	39	35	65	92	8

Source Table 29 HDR 2005 – data for India from the year 2000

Policy/Schemes:

The Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994, The Medical Termination of Pregnancy Act, 1971. Child Marriage Restraint Act, 1929 (Amended in 1979, 2006 & 2008). Child Labour (Regulation and Prohibition) Act, 1986 (amended in 2006). Infant Milk Substitutes, Feeding Bottles and Infant Food (Regulation of Production, Supply and Distribution) Act, 1992. Indian Penal Code (IPC 376 rape, 302/304B kidnapping and abduction, 498A torture both mental and physical, 354 molestation, 509 sexual harassment); The Protection of Women from Domestic Violence Act 2005; The Prohibition of Child Marriage Act, 2006; Prevention of Sexual Harassment Bill; Indecent Representation of Women (Prohibition) Act, 1986; Commission of Sati (Prevention) Act, 1987; The Family Courts Act, 1954; Immoral Traffic (Prevention) Act, 1956; Dowry Prohibition Act, 1961, etc.

3. Economic Status

The National Sample Survey Organisation's (NSSO) latest survey (66th round) in 2010 on employment and unemployment shows a significant slow down in job creation between 2004-05 and 2009-10. Although the country's real GDP growth averaged a robust 8.6 per cent per annum, the total employment growth was only 0.8 per cent per annum over this period, dropping from an annual 2.7 per cent in the previous five year period. The UN World's Women 2010 gives the following data for adult labour force participation for females in 1990 as 35 per cent and in 2010 as 34 per cent. For men it is 85 per cent in 1990 and 81 per cent in 2010. Women's share of the adult labour force in 2010 is 29 per cent. The ILO data set for labour force participation is provided in Table 3.1.

3.1 Women as Percentage of Economically Active Population

Table 3.1 Labour force participation rate female-male ratio

Indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Labour force participation rate, female-male ratio ¹	0.401					0.396	0.400	0.404	0.409	0.404		
Labour force participation 15+ females ⁸	34.31	34.83	35.36	35.89	36.43	36.97	35.27	33.62	32.02	30.47	28.98	28.96
Labour force participation 15+ males ⁸	82.96	83.03	83.09	83.15	83.21	83.28	82.76	82.25	81.74	81.23	80.73	80.70
Labour force participation 15+ MF ⁸	59.5	59.7	60.0	60.3	60.6	60.8	59.7	58.7	57.6	56.6	55.6	55.6

Source: Labour Stat -kilm.ilo.org

As per the NSSO 66th survey and the Mid Term Appraisal of the 11th Five Year Plan, many young individuals previously employed in menial jobs have returned to school. This is evident from increased school attendance and a decline in child labour. The participation of women in the labour force has also declined sharply because of an improvement in other socio-economic indicators (eg: spending more time in school). Labour force participation by education/place and sex is presented in Table 3.2.

Table 3.2 Labour force participation rates by education and sex – India (%)

Year	Educational Level	Rural		Urban	
		Male	Female	Male	Female
1983	Literate below secondary	84.92	25.85	82.55	12.38
	Secondary & higher secondary	74.24	23.76	71.69	17.38
	Graduates & above	88.78	37.60	87.37	35.29
1987-88	Literate below secondary	83.80	26.35	81.25	12.78
	Secondary & higher secondary	74.20	26.30	70.70	16.20
	Graduates & above	91.10	89.90	86.40	37.70
1993-94	Literate below secondary	85.24	25.80	81.75	13.69
	Secondary & higher secondary	72.08	20.01	68.38	14.47
	Graduates & above	91.30	44.80	86.20	35.50
1999-2000	Literate below secondary	86.38	36.64	81.96	17.85
	Secondary & higher secondary	74.66	19.47	68.23	12.72
	Graduates & above	89.80	41.00	85.40	30.20
2005-06	Literate below secondary	86.00	41.95	83.35	20.80
	Secondary & higher secondary	75.00	22.05	66.90	14.75
	Graduates & above	89.35	50.40	85.90	37.75
2007-08	Literate below secondary	86.30	36.30	83.70	17.20
	Secondary & higher secondary	72.10	23.50	67.10	11.30
	Graduates & above	90.20	49.50	85.70	35.40

Source: http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

It is seen that the labour participation rate for women dropped much more over this period, from 29.4 per cent to 23.3 per cent. The proportion of female labour in the total population decreased from 215 per 1,000 in 2005 to 179 per 1,000 in 2009-10. This appears to be one of the reasons for the lower employment growth between 2004-05 and 2009-10 than earlier. A closer examination of the findings reveal certain positive developments in the economy. The first is that more young people are opting for education, with a substantial increase of both boys and girls opting for education in the recent period. This is as true of the age cohorts 15 to 19 as for 20 to 24. The percentage of males in the age group 15 to 19 who reported attending educational institutions as their primary activity was 48 per cent in 1999-2000. It increased to 51 per cent in 2004-05 and shot up to 64 per cent in 2009-10. For males in the age group 20-24, the upturn was even sharper: from 14 per cent in 1999-2000 and 15 per cent in 2004-05 to 23 per cent in 2009-10. According to the 66th round, the achievement on this front was even better among women, who returned to school with the hope of better job opportunities. The total number of such youth is now estimated at about 55 million. Naturally, the pace of job creation will have to go up significantly to accommodate the new entrants in the labour force with better qualifications.

The other positive development relates to the significant rise in real wages for both men and women. For salaried women workers in rural areas, salaries increased at 1.7 per cent per year between 1999-2000 and 2004-05. However, they rose at a whopping 12.8 per cent per annum between 2004-05 and 2009-10. For urban women, they rose from 1.8 per cent per annum to 15.1 per cent over the same period. For men in rural areas, salaries grew by 2.6 per cent annually in the first period and 11.5 per cent in the second period. For women casual workers in rural areas, the annual increase in wage rates went up from 3.5 per cent in the first period to 14.6 per cent in the second period. For urban women who were casual workers, the income growth was 2.8 per cent per year in the first period and 11.8 per cent in the second period. The trend for male workers is similar.

Also according to the latest NSSO survey, 40 per cent of the population belong to the labour force: 41 per cent in rural areas and 36 per cent in urban areas. LFPR is significantly lower for females than for males in both rural and urban areas. It is about 56 per cent for each of rural males and urban males. For females, LFPR is 27 per cent in rural areas and 15 per cent in urban areas (Table 3.3). WPR in is 39 per cent, with rural WPR (41 per cent) higher than urban WPR (35 per cent). In both rural and urban areas, female WPRs are considerably lower than male WPRs: while male WPR is nearly 55 per cent in rural areas, it is 26 per cent for females; urban male WPR is nearly 54 per cent compared to 14 per cent of urban female WPR (Table 3.4). The UR is nearly 2 per cent with the rate in urban areas higher than that in rural areas (3 per cent in urban areas compared to 2 per cent in urban areas). Moreover, in rural areas UR for both male and female is at the same level (nearly 2 per cent) while in urban areas UR for females is double to that of the male UR (6 per cent for females compared to 3 per cent for males) (Table 3.5).

Table 3.3 Labour force participation rates/1000

NSS Round	Rural Male	Rural Female	Rural Persons	Urban Male	Urban Female	Urban Persons	Total Male	Total Female	Total Persons
61 (July'04-June'05)	555	333	446	570	178	382	559	294	430
66 (July'09-June '10)	556	265	414	559	146	362	557	233	400

Source: NSSO (National Sample Survey) 61 and 66th round

Table 3.4 Workforce participation rates/1000

NSS Round	Rural Male	Rural Female	Rural Persons	Urban Male	Urban Female	Urban Persons	Total Male	Total Female	Total Persons
61 (July'04-June'05)	546	327	439	549	166	365	547	287	420
66 (July'09-June '10)	547	261	408	543	138	350	546	228	392

Source: NSSO (National Sample Survey) 61st and 66th round

Table 3.5 Unemployment rate/1000

NSS Round	Rural male	Rural female	Total Persons	Urban male	Urban female	Total Persons	Total Male	Total Female	Total Persons
61 (July'04-June'05)	16	18	17	38	69	45	22	26	23
66 (July'09-June '10)	16	16	16	28	57	34	20	23	20

Source: NSSO (National Sample Survey) 61 and 66th round

3.2 Share of women by status of worker

Among the three categories of employment, self-employment in rural areas makes up the dominant share (nearly 54 per cent) of the workforce, while the share of casual labour stands at 39 per cent, while the rest (7 percent) of the workforce is made up of regular wage/salaried employees. The trends for female and males in rural and urban areas is captured in Table 3.6.

Table 3.6 Distribution of workers by status of employment/1000

NSS Round	Rural Male			Rural Female		
	Self-Employed	Regular	Casual	Self-Employed	Regular	Casual
55(July'99-June'00)	550	88	362	573	31	396
61(July'04-June'05)	581	90	329	637	37	326
66(July'09- June '10)	535	85	380	557	44	399
NSS Round	Urban Male			Urban Female		
	Self-Employed	Regular	Casual	Self-Employed	Regular	Casual
55(July'99-June'00)	415	417	168	453	333	214
61(July'04-June'05)	448	406	146	477	356	167
66(July'09- June '10)	411	419	170	411	393	196

Source: NSSO (National Sample Survey) 66th round and 55, 61^h rounds

Share of women in employment in the non-agricultural sector (%)

2000	2001	2002	2003	2004	2005
16.6	16.8	17.3	17.6	17.9	18.1

Source: <http://hdrstats.undp.org/en/tables/>

Participation of women in wage employment in the non-agricultural sectors - rural-urban (%)

Year	Rural	Urban	All India
1999-2000	15.09	16.61	16
2004-2005	21.39	19	20.23

Central Statistical Organization, Ministry of Statistics and Programme Implementation, Government of India

3.3 Earned Income Ratios

The Global Gender Report 2011 states that the female to male labour force participation ratio is 0.4 and estimated earned income (PPP USD), female to male ratio is 0.31. The female to male ratio for wage equality for similar work (survey) is 0.62 in rural areas and 0.82 in urban areas². Table 3.7 shows a comparison.

Table 3.7 Average daily real wage rate for workers in (Rs.)

Category	Rural		Urban	
	Male	Female	Male	Female
Regular Salaried				
2004 – 05	144.93	85.53	203.28	153.19
2009 – 10	165.13 (2.79)	103.31 (4.36)	259.77 (5.56)	212.68 (7.77)
Casual Workers				
2004 – 05	55.03	34.94	75.10	43.88
2009 – 10	67.29 (4.46)	45.69 (6.15)	90.86 (4.2)	52.85 (4.09)

Figures in brackets denote average growth rate of real wages/ year. Source: Subhail Choudhary Economic and Political Weekly Aug 2011 Vol XLVI No 32

3.4 Share of Women in Poorest Quintile

The proportion of people below the national poverty line (poverty headcount ratio or PHR) estimated for 1990 was 37.2 per cent. India will need to reduce that rate by half to 18.6 per cent by 2015 to meet the MDG target for poverty reduction. By the year 2004-05, the PHR was down to 27.5 per cent. Going by the rate of change in the last 15 years, the projected PHR in the year 2015 is expected to be just short of the target by about 3.5 percentage points. Data are not available for the share of women in the poorest quintile.  The Ministry of Rural Development runs various programmes to bring women into the mainstream and to encourage their participation in the process of national development. These programmes have special components for women with separate funding. The various programmes benefiting women are the Sampoorna Gramin Rozgar Yojana (SGRY), the Swarnjwanti

Gram Swarozgar Yojana (SGSY), the Indira Awaas Yojana (IAY). Data on the percentage of women who have benefitted from employment schemes especially in the rural areas is seen below.

Table 3.8 Percentage of women who benefitted from rural livelihood schemes

Scheme	2006-07	2007-08	2008-09
Sampoorna Grameen Rozgar Yojana	23.76	25.32	-
Swarnajayanti Gram Swarozgar Yojana	73.71	63.79	-
Mahatma Gandhi National Rural Employment Guarantee Act	41	43	48

Source: http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Policy/Schemes:

Central Rural Sanitation Programme (CRSP) and the Accelerated Rural Water Supply Programme (ARWSP); The Unorganized Workers Social Security Act with Janani Suraksha Yojna mostly covering BPL women; Labour Welfare Schemes; The Employees State Insurance Act 1948; The Equal Remuneration Act, 1976; Rajiv Gandhi Shramik Kalyan Yojana; National Commission for Self Employed Women and Women in the Informal Sector: Shram Shakti Report 1988 Policy Doc; Sampoorna Gramin Rozgar Yojana (SGRY); The Indira Awas Yojana IAY; The Central Rural Sanitation Prog (CRSP); The National Rural Livelihood Mission; Mahila Kisan Sashakikaran Pariyojana (MKSP); Swarna Jayanthi Shahari Rozgar Yojana (SJSRY).

4. Access to Resources

4.1 Ownership Rights to Land, Houses and Other Property

Indian legislation supports financial independence for women to a moderate degree. Several laws guarantee women's access to land and access to property other than land, but these laws are often ignored, as are those pertaining to women's access to bank loans. The World Bank Gender Equality Report 2012 states that 70 to 80 per cent of women in the south have equal access to land, property, and loans and credit. The Global Gender Report 2011 ranks India on ownership rights to land, houses and other property as follows: women's access to land 0.5, access to bank 0.5 and ownership rights other than land 0.5, in a rank of 0-1. (See above for the SIGI and sub sector values).

The data available for the year 2005-2006 are presented in Table 4.1.

Table 4.1 Distribution of households, average area of land possessed and average household size by size class of land possessed for each sex of the head of household (rural areas only)

Size class of land possessed (Figures in hectares)	Sex of head of household									Estimated households (Figures in hundred)
	Female			Male			All			
	Per 1000 distribution of households	Average area of land possessed (Figures in hectares)	Average household size	Per 1000 distribution of households	Average area of land possessed (Figures in hectares)	Average household size	Per 1000 distribution of households	Average area of land possessed (Figures in hectares)	Average household size	
0.00	32	0.00	2.2	20	0.00	3.8	22	0.00	3.5	32351
0.001-0.004	196	0.00	2.4	113	0.00	4.0	123	0.00	3.7	184024
0.005 - 0.40	547	0.08	3.4	424	0.09	4.7	438	0.09	4.6	657410
0.41 - 1.00	126	0.63	4.1	195	0.66	5.2	187	0.66	5.1	280812
1.01 - 2.00	55	1.38	4.3	128	1.39	5.6	120	1.39	5.5	180243
2.01 - 4.00	30	2.60	4.4	80	2.65	5.9	75	2.65	5.9	112084
4.01 & above	14	6.17	5.4	39	6.77	6.9	36	6.74	6.8	54751
Total	1000	0.37	3.4	1000	0.83	5.0	1000	0.77	4.8	1501676
Estimated households (Figures in hundred)	169530			1332145			1501676			

Source : National Sample Survey Organization, 61st round (July 2004 - June 2005)

4.2 Women's Access to Credit, Loans and Venture Capital:

Financial inclusion consists of the availability of banking services at an affordable cost to disadvantaged and low-income groups. In India the basic concept of financial inclusion is holding a savings or current account with any bank. In reality it includes loans, insurance services and much more. In the first-ever Index of Financial Inclusion, which explored the reach of banking services among 100 countries, India was ranked 50 **R**. 21 per cent of accounts in commercial banks belonged

to females in 2006, rising to 22.69 in 2008 to 23.91 in 2010.1 Data comparison is given by sex and banks in Tables 4.2 and 4.3.

Table 4.2 Population groupwise of scheduled commercial banks according to broad ownership category as in March 2008

Group	2008							
	Female		Male		Total		Percentage Female to Total	
	No. of accounts	Amount	No. of accounts	Amount	No. of accounts	Amount	No. of accounts	Amount
Rural	37,608	50,54,725	1,24,344	2,11,10,662	1,61,952	2,61,65,387	23.22	19.32
Semi-Urban	30,324	64,46,176	1,08,251	2,71,51,657	1,38,575	3,35,97,833	21.88	19.19
Urban	25,832	81,91,884	91,372	3,35,94,683	1,17,204	4,17,86,567	22.04	19.60
Metropolitan	28,726	1,38,71,828	93,444	5,34,14,593	1,22,170	6,72,86,421	23.51	20.62
All India	1,22,490	3,35,64,613	4,17,411	13,52,71,595	5,39,901	16,88,36,208	22.69	19.88

Source: Annual Statements from the Reserve Bank of India

Table 4.3 Population groupwise of scheduled commercial banks according to broad ownership category as in March 2010

Group	2010							
	Female		Male		Total		Percentage Female to Total	
	No. of accounts	Amount	No. of accounts	Amount	No. of accounts	Amount	No. of accounts	Amount
Rural	47,283	67,46,794	1,54,034	2,78,87,603	2,01,317	3,46,34,397	23.49	19.48
Semi-Urban	38,862	95,23,011	1,29,919	3,67,90,700	1,68,781	4,63,13,711	23.03	20.56
Urban	31,763	1,29,15,719	99,765	4,57,17,839	1,31,528	5,86,33,558	24.15	22.03
Metropolitan	35,269	2,25,35,450	1,03,656	7,34,86,482	1,38,925	9,60,21,932	25.39	23.47
All India	1,53,177	5,17,20,974	4,87,374	18,38,82,624	6,40,551	23,56,03,598	23.91	21.95

Source: Annual Statements from the Reserve Bank of India

As a result of programmes targeting the poor under the Self Help Group Bank Linkage Programme, the percentage of women who have access to credit has increased from 45 per cent in 1999 to 66 per cent in 2009. Other sources of loans for the resource poor are micro-finance interventions.

Self Help Groups (SHGs), are organisations of the poor at the grassroots, developed through a process of social mobilisation mostly consisting of women. Group members regularly save money that is placed in a local (generally public sector) bank account. Many studies have shown that this is a creation of a safe avenue for savings (on which interest is earned). The SHG has a set of by-laws devised and agreed by the members themselves. These include rules for monthly savings, lending procedures, periodicity and timing of meetings, penalties for default, etc. Meticulous accounts and records are maintained. The SHG itself functions like a small

bank. The group lends money to its members. After a certain period (six months to a year) of disciplined functioning, it becomes entitled to a loan from the bank where it has an account. The real power of the SBL model lies in the economies of scale created by SHG Federations (comprising 150-200 SHGs each). This is evident, for example, in bulk purchase of inputs (seeds, fertilisers etc) and marketing of outputs (crops, vegetables, milk, NTFPs etc). They can also provide larger loans for housing and health facilities to their members through large service or loan providers. Insurance services including life, health, livestock and weather insurance are also available. Since most SHGs are women's groups, the potential for women's empowerment is huge and a number of studies have tried to assess the impact of microfinance interventions on women's empowerment. There is overwhelming evidence that women-run SHGs are the best managed with women showing much greater sense of responsibility, as well as a commitment to human development objectives such as health and education of their families.

Source: Mid Term Appraisal of 11th five year plan, GOI and the Gender Equality Report of the World Bank

4.3 Percent of women using Internet and Cell phones:

India's rank in the Network Readiness Index of The Global Information Technology Report 2010-2011 is 48. It has the fastest growing telecom network in the world, with high population and development potential. Overall teledensity has increased to 73.97 per cent as of June 30, 2011 while the mobile density rate increased to 71.11 per cent in June 2011. Although trends are available for the growth of the sector as part of national surveys, sex disaggregated data are not available. In 2000, 23 per cent of internet users were women. The total number of female internet users was 115,000 of 500,000 total, of which 20.5 per cent were female professional and technical workers.^{R1} Additional data: 225 million women own mobile phones, 60 million use the internet, 50 million use to landlines.^{R2}

Statistics on Internet usage according to age group and gender indicate that 2/3 of households contain 'multiple' users; 97 per cent are regular users and 79 per cent use the internet daily. 70 per cent of people who know how to use a computer have accessed the Internet; the 19-40 age group constitutes nearly 85 per cent of Internet users; 85 per cent of Internet users are male; 11 per cent of working women use the internet while 6 per cent of non-working women and 2 per cent of housewives do. 46 per cent of Internet users are graduates while 26 per cent are post-graduates.^{R3} A survey by the Internet and Mobile Association of Indian in its report i-cube 2011^{R4} pegs working women Internet users (women in the age group of 21-58 years and employed outside home) at 7 per cent and non-working women at 8 per cent (women in the age group of 25-38 years of age and not working – this segment includes housewives as well as non-working young women who are not school or college going students).

4.4 Use by Women of Railroads and Other Transportation Infrastructure

No data on use by women of railroads and other transportation infrastructure is available as part of the national survey. Proactive measures include installing female guards in trains; reserving seats for women; and running ladies' special buses, but these measures are not proportionate to the need.

4.5 Access to Electricity by Women and Penetration in Rural Areas

Electricity for domestic use in 2008-9 increased to 75 per cent from 64 per cent in 2002, with 96 per cent coverage in urban areas and 66 per cent in rural areas³. The total electrification rate was 64.5 per cent – urban 93.1 per cent and rural 52.5 per cent. No disaggregated data are available.

According to the World's Women 2010 the proportion of households using solid fuels for cooking is 31 per cent in urban areas and 90 per cent in rural areas.

Policy/Schemes:

The Hindu Succession (Amendment) Act (HSAA), 2005 (Hindus, Buddhists, Sikhs and Jains); Muslim Women's' Protection of Rights upon Divorce Act; Christian Marriage and Matrimonial Causes Bill ; Rajiv Gandhi Grameen Vidyutikaran; Yogana (RGGVY) 2005; Bharat Nirman, Natil e-governance plan for IT-literacy for women, Financial Inclusion Policy.

5. Women's Agency

5.1 Share of Women in Lower and Upper Houses of Parliament

The Global Gender Report 2011 rates the female to male ratio of representation in Parliament at 0.12; the ratio of female to male ministers as 0.11; and numbers of years with a female head of state in the last 50 years, 0.56. The percentages of females in the Lower House is 11 per cent (59/545) with 10.3 per cent in the Upper House (25/242) (see Table 5.1). The representation of women in the council of ministers is shown in Table 5.2.

The percentage of women in the Panchayat Raj (Rule of Village Committee) is 36.8 per cent. The PRI system is a three-tier system in the state with elected bodies at the Village, Taluk and District levels. It ensures greater participation of people and more effective implementation of rural development programmes. There will be a Grama Panchayat for a village or group of villages, a Taluk level and the Zilla Panchayat at the district level. The Constitutional (73rd Amendment) Act, passed in 1992, came into force on April 24, 1993. It was meant to provide constitutional sanction to establish "democracy at the grassroots level as it is at the state level or national level". 54 per cent of seats are occupied by women in PRI, mostly illiterates. Since inception, the political activity of women has increased by 36.7 per cent in 2007 (Table 5.3). These women leaders have contributed to the empowerment of women in local governance and serve as good role models for young and older women in rural areas.

5.1 Women's participation in lower and upper house

S. No.	Year	% Women in Lok Sabha (Lower House)	% Women in Rajya Sabha (Upper House)
1	1952	4.4	7.3
2	1957	5.4	7.5
3	1962	6.8	7.6
4	1967	5.9	8.3
5	1971	4.2	7
6	1977	3.4	10.2
7	1980	7.9	9.8
8	1984	8.1	11.4
9	1989	5.3	9.7
10	1991	7.2	15.5
11	1996	7.2	9
12	1998	7.9	6.1
13	1999	9	7.8
14	2004	8.2	11.4
15	2009	10.8	8.57

Source: http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Table 5.2 Representation of women in the central council of ministers

Representation of women in the central council of ministers						
Year	Number of Ministers			Number of Women Ministers		
	Cabinet Minister	MOS*	Deputy Minister	Cabinet Minister	MOS	Deputy Minister
1985	15	25	0	1	3	0
1990	17	17	5	0	1	1
1995	12	37	3	1	4	1
1996	18	21	0	0	1	0
1997	20	24	0	0	5	0
1998	21	21	0	1	3	0
2002	32	41	0	2	6	0
2004	29 ¹	39	0	1	6 ¹	0
2009	40	38	0	3	4	0

Source: http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Table 5.3 - Number of elected total and women Panchayat representatives in the three tiers of Panchayati Raj, 2007

Tiers	Total	Women	Women as %
Gram Panchayat	2645880	974255	36.82
Intermediate Panchayat (Panchayat Samiti)	156557	58012	37.10
District Panchayat	15581	5778	37.08

Source: India, Ministry of Panchayati Raj. (2009). Annual Report 2007-2008. New Delhi. p.70-72.

5.2 Women in Senior Positions in Political Parties, Trade Unions, Employers Associations, Professional Organisations, NGOs and Community-Based Associations

Little data is available.

5.3 Contraceptive Use

56.3 per cent of households used contraceptives in 2005-06 – of which 48.5 per cent used modern methods, increasing to 63 per cent in 2010-2011³ (Table 5.4). 75 per cent of households have received antenatal care through at least one household visit. The percentage of married women who

know of any contraceptive method in rural and urban India is given in Table 5.5. Trends in adoption of family planning methods are given in Table. 5.6.

Table 5.4 - Trends in contraceptive use 15-49 years (%)

Year	Rural	Urban	Total
NFHS 1992-1993	37	51	41
NFHS 1998- 1999	45	58	48
NFHS 2005-2006	53	64	56

Source: http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Table 5.5 Percentage of married women who know about any contraceptive method 2005-06

Method	Rural	Urban	Total
Any method	99.1	99.6	99.3
Any modern method	99.0	99.6	99.2
Pill	84.6	93.2	87.2
IUD	68.5	87.4	74.3
Condom	70.9	87.6	76.1
Female Sterilization	98.1	99.1	98.4
Male Sterilization	81.2	87.7	83.2
Any traditional method	55.5	62.4	57.7
Rhythm/safe period	44.9	55.5	48.1
Withdrawal	34.6	40.3	36.3
Other methods	6.4	3.7	5.5

Source: http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Table 5.6 Percentage of couples effectively protected by family planning methods

Year	Eligible couples (Figures in thousand)	Percentage of unprotected couples	Percentage of couples protected by				
			Sterilisation	IUD	Oral Pill	CC	All methods
1990-91	145140	55.9	30.3	6.7	2.1	5.1	44.1
1991-92	148430	56.4	30.3	6.3	2.2	4.7	43.6
1992-93	151720	56.5	30.3	6.3	2.0	4.9	43.5
1993-94	155020	54.6	30.3	6.8	2.7	5.6	45.4
1994-95	158310	54.2	30.2	7.2	3.0	5.4	45.8

1995-96	161593	53.5	30.2	7.8	3.2	5.3	46.5
1996-97	164749	54.6	29.6	7.4	3.1	5.2	45.4
1997-98	165869	54.6	29.3	7.3	3.8	5.0	45.4
1998-99	168558	56.0	29.1	7.4	3.3	4.2	44.0
1999-2000	171198	53.8	29.0	7.3	4.6	5.3	46.2
2004-05	185177	53.4	28.2	6.8	5.1	6.6	46.6
2005-06	187959	53.3	27.9	6.7			46.7
2006-07	190720	53.8	27.6	6.5			46.2
2007-08	193460	53.5	27.5	6.4			46.5

Source: http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

Policy/Schemes:

The Medical Termination of Pregnancy Act, 1971, Constitution of India, The Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994.

6. Opportunities and Capability

The overall literacy rate for India increased to 74 per cent in 2011. The Education Index has increased by 28.5 per cent between 1999-2000 and 2007-8, yet according to the UNESCO Global Monitoring Report, nearly one third of the world's illiterates are estimated to be in India.

6.1 Men's/Women's Adult Literacy Rates

The literacy rate increased by 64.8 per cent in 2001 to 74 per cent in 2011, with female literacy improving considerably by 50 per cent: from 224 million in 2001 to 334 million in 2011 (Table 6.1). Enrolment has increased for both boys and girls. The GER in the total elementary cycle I – VIII increased from 82.4 to 100.5 per cent (Table 6.2 and 6.3). The drop out rate for girls has declined more rapidly than for boys. The proportion of girls in the age group 11-14 who were out of school has also declined from 11.2 per cent in 2005 to 5.9 per cent in 2010. The NSSO shows that the rate of return to university and higher education is very pronounced (R NSSO and IHDR). The Gender Parity Index is given in Table 6.4.

Table 6.1 Literacy rate in 1951-2011 census yr (%)

Census Years	Persons	Male	Female	Male-Female Gap in LR
1951	18.33	27.16	8.86	18.30
1961	28.3	40.4	15.35	25.05
1971	34.45	45.96	21.97	23.98
1981	43.57	56.38	29.76	26.62
1991	52.21	64.13	39.29	24.84
2001	64.83	75.26	53.67	21.59
2011	74.04	82.14	65.46	16.68

Source: censusindia.gov.in

6.2 Net Primary, Secondary and Tertiary Enrolments

The Global Gender Report presents the following data for India: female to male literacy ratio of 0.68; enrolment in primary education ratio of 0.96; enrolment in secondary education ratio of 0.79 and enrolment in tertiary education ratio 0.70. Female school life expectancy from primary to secondary (in years) is 9 and for males it is 10.

The GER–WB gross enrolment ratio as a percentage of the relevant age group for 1991 and 2009 for primary for males is 105/115 and for females is 80/111. For the secondary level it is 47/ 64 and 27/56 respectively, and at the tertiary level it is 8/16 and 4/11.

Table 6.2 Gross enrolment ratio

Year	Primary Classes			Middle Classes			High/Higher Secondary		
	I - V (6 - 11 years)			VI - VIII (11-14 Years)			Classes IX-XII (14- 18 Years)		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
1961	41.40	82.60	62.40	11.30	33.20	22.50	4.10	16.70	10.60
1971	60.50	95.50	78.60	19.90	46.30	33.40	10.20	26.80	19.00
1981	64.10	95.80	80.50	28.60	54.30	41.90	11.10	23.10	17.30
1982	66.20	98.90	83.00	29.70	56.00	43.30	11.10	24.10	18.00
1983	69.60	103.00	86.80	31.80	58.30	45.50	11.60	25.10	18.60
1984	72.60	106.90	90.20	33.20	60.60	47.30	12.10	25.40	19.00
1985	76.00	110.30	93.60	34.00	61.30	48.10	14.70	31.70	23.50
1986	79.20	111.10	95.60	35.30	61.80	49.00	15.40	32.70	24.40
1987	79.80	110.00	95.30	34.70	61.00	48.20	15.50	30.80	24.00
1988	83.20	114.00	99.00	36.60	63.10	50.20	14.50	29.40	22.20
1989	80.30	109.20	95.10	35.80	61.40	48.90	15.30	28.40	22.10
1990	81.30	109.70	96.00	42.10	72.00	57.40	16.30	31.20	24.00
1991	85.50	113.90	100.10	47.00	76.60	62.10	10.30	33.90	19.30
1992	86.90	112.80	100.20	49.60	75.10	62.80	15.70	28.60	22.40
1993	73.50	95.00	84.60	48.90	72.50	61.40	22.30	38.20	30.80
1994	73.10	89.60	81.70	49.20	67.10	58.60	23.40	35.80	30.00
1995	78.20	96.60	87.70	50.00	68.90	60.00	23.80	37.20	31.00
1996	79.40	97.10	88.60	49.80	67.80	59.30	23.90	37.10	30.90
1997	80.10	97.00	88.80	49.20	65.80	58.00	24.40	37.60	31.40
1998	82.20	99.30	91.10	49.70	66.30	58.50	24.90	38.30	32.00
1999 ^p	82.90	100.90	92.10	49.10	65.30	57.60	NA	NA	NA
2000 ^p	85.18	104.08	94.90	49.66	67.15	58.79	NA	NA	NA
2001 ^p	85.90	104.90	95.70	49.90	66.70	58.60	35.03	24.60	30.09
2001- 02	86.91	105.29	96.30	52.09	67.77	60.20	27.74	38.23	33.26
2002- 03	93.10	97.50	95.30	56.20	65.30	61.00	33.21	41.29	37.52
2003- 04	95.58	100.63	98.20	57.62	66.76	62.40	34.26	42.94	38.89
2004- 05	104.67	110.70	107.80	65.13	74.30	69.93	35.05	44.26	39.91
2005- 06	105.75	112.20	109.40	66.41	75.15	71.00	35.80	44.58	40.42
2006 -07	107.84	114.42	111.24	69.51	77.41	73.6	36.81	45.03	41.13
2007-08	113.2	115.9	114.6	74.1	80.6	77.5	41.85	49.40	45.81

Source: Ministry of Human Resource Development, (i) A Hand book of Educational and Allied Statistics. (ii) Education in India - Vol. I (s), (iii) 1Selected Educational Statistics. *Selected Educational Statistics, MHRD (2005-06, 2006-07, 2007-08)*; NA : Not available **Note:** Note: Gross Enrolment Ratio over 100 per cent implies enrolment of under age and over age children in a class corresponding to the particular age group of the class.

**Table 6.3 Percentage of girls' enrolment to total enrolment by stages
1999-2000 to 2005-06**

Year	Primary I-V	Upper Primary VI-VIII	Sec./Sr.Sec/ Intermediate (IX-XII)	Hr. Education (Degree & above level)
1999-00	44.02	41.09	38.7	38.7
2000-01	43.7	40.9	38.6	39.4
2001-02	44.1	41.8	39.5	39.9
2002-03	46.8	43.9	41.3	40.1
2003-04	46.7	44.0	41.1	39.7
2004-05	46.7	44.4	41.5	38.9
2005-06	46.6	44.7	42.0	38.3

<http://www.educationforallindia.com>

Notes : Secondary includes IX - X classes only.

a. Excludes professional, technical and special courses

NA: Not Available

P:Provisional

*:Total Enrolment of Higher Education

Table 6.4 Gender parity index for enrolment in primary, secondary and tertiary

Year	Gender Parity Index for Primary enrolment	Gender Parity Index Secondary Enrolment	Gender Parity Index Tertiary enrolment
2000	0.84	0.71	0.68
2001	0.85	0.72	0.70
2002	0.87	0.74	0.68
2003	0.96	0.81	0.67
2004	0.96	0.81	0.71
2005	0.96	0.82	0.72
2006	0.95	0.83	0.70
2007	0.97	0.86	-
2008	-	0.88	-

Source: Unstats.org

The number of people who continued in educational institutions doubled from about 30 million in 2004-2005 to 60 million in 2009-10. The rate was higher for girls, from 79.6 – 87.7 in the age group 5-14, 40.3 to 54.6 in the 15-19 age group; and 7.6 to 12.8 in the 20-24 age group. Table 6.5 captures the overall literacy rate between 15-24 for the years 2001 – 2007/08. The adult literacy and illiteracy rates are given for 1961-2006 in Table 6.6.

Table 6.5 Literacy rates for 15 - 24 years

Indicator of Literacy	Year	Male	Female
Literacy (%) in the age group 15-24	2001	68.0	84.0
Literacy (%) in the age group 15-24	2007-8	91.0	80.0

Source of Data:- Population Census of India, 2001; NFHS-III report 2005-06 and NSS Report 532: Participation and Expenditure on Education in India 2007-08"

Table 6.6 Adult literacy 15 years and above, 1961 - 2006

Particulars	1961	1971	1981	1991*	1996	1998	1999	2001	2006
I-Illiteracy %age									
Male	58.55	52.31	45.09	38.11	32.75	30	27.8	26.7	75.2
Female	86.85	80.64	74.30	65.91	59.33	56	56.0	52.2	5.0.8
Total	72.24	65.92	59.18	51.46	45.48	43	41.5	39.0	62.8
II- Literacy %age									
Male	41.45	47.69	54.91	61.89	67.25	70	72.2	73.3	34.89
Female	13.15	19.36	25.70	34.09	40.67	44	44.0	47.8	65.10
Total	27.76	34.08	40.82	48.54	54.32	57	58.5	61.0	—

<http://www.educationforallindia.com/SESall-india-time-series-2005-06.pdf>

6.3 Availability of on-the-Job, Staff, Specialized Training for Women and Men

The Women's Vocational Training Programme in the Ministry of Labour, launched in 1974, aims to increase the social development and economic growth of women through vocational/skill training. A separate Women's Cell was formed for the purpose which has developed into the Women's Occupational Training Directorate. This Directorate is responsible for designing and pursuing long term policies related to women's vocational training in the country. The National/Regional Vocational Training Institutes for Women are the only exclusively female Institutes that provide facilities for structured, long-term regular advanced skill and post-advanced training. A network of Institutes under both central and state governments has been set up to stimulate employment opportunities among women of various socioeconomic levels and age groups. Training facilities are also being offered by the Directorate General of Employment and Training (E&T) at one National and ten Regional Vocational Training Institutes (NVTI / RVTI) for Women. At the national level, 73,048 participants have been trained since inception.

Number of women who were trained under the Women's Vocational Training Programme 2000-2010

2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
26925	32927	37376	43336	49275	55460	62684	67246	73048

Under the state sectors of allocation in the category of trade apprenticeship training, according to the 2009-10 Annual Report only 4 per cent of women were trained among the special category of people trained, while 24 per cent of those in the categories of graduates, technicians and vocational training were female. The breakdown consists of 25 per cent graduates, 14 per cent technicians and 41 per cent technicians as vocational options. The employment status of graduates is not listed. This forms a very small share and is not proportional to the need.

Improving training and skill development has to be a critical strategy to ensure increased numbers of entrants into the labour force. In order to meet these challenges, the National Policy on Skill Development was established in February 2009. One of the objectives of the policy is to create opportunities for all to acquire skills throughout life, especially for youth, women and disadvantaged groups. This is part of the National Skill Development Mission towards a coordinated action plan to train 500 million skilled persons by 2022. A National Skill Development Corporation has been set up to take forward the Mission. One of its functions is to develop appropriate and practical solutions and strategies to address various concerns (regional imbalances; socio-economic rural-urban and gender divides; dearth of quality teachers; and incentives for the private sector to develop skills) to be adopted by both arms – the union and state governments as well as the National Skill Development Corporation – and also develop a system of institutionalising measures to this end.

The Ministry of Women and Child Development also established a Support to Training and Employment Programme for Women (STEP). The STEP Programme aims to increase the self-reliance and autonomy of women by enhancing their productivity and enabling them to take up income generation activities. It provides training to poor and assetless women or upgrading of skills in the traditional sectors, i.e. agriculture, animal husbandry, dairying, fisheries, handlooms, handicrafts, khadi and village industries sericulture, social forestry and wasteland development. The objectives include: to mobilise women in small viable groups and make facilities available through training and access to credit; to provide training for upgrading of skills; to enable groups of women to take up employment and/or income generation programmes which provide backward and forward linkages; to provide support services to further improve the training and employment conditions of women. The target group covered under the STEP Programme includes marginalised, assetless rural women and the urban poor.

Policy/Schemes:

Enabling policies/programmes: The Right of Children to Free and Compulsory Education Act 2010, Sarva Shiksha Abhiyan, National Programme for Education of Girls at Elementary Level and the Kasturba Gandhi Balika Vidyalayas; Rashtriya Madhyamik Shiksha Abhiyan, Girls Hostel Scheme and ICT at Schools, Mid Day Meal Scheme, Mahila Samakya. The National Literacy Mission set up in 1988 with an aim to achieve 75 per cent literacy by 2007 and the 11th Five Year Plan for literacy to 80 per cent, Saakshar Bharat launched in September 2009 to create a literate society for neo-literates of 15 years and older, Scheme of Vocationalisation of Education +2 Level, Adult Education and Skill

Development Scheme, INSPIRE, SHE, CURIE, Schemes for Promotion of Higher Education for SC/ST/Minorities/OBC, Post Graduate Scholarships for Students belonging to SC/ST/Minorities/OBC, Post Doctoral Fellowship for Women, Mahila Samakhya : Education for Women's Equality.

7. Enabling Policy Environment

Her Excellency, the President of India, Shrimati Pratibha Devisingh Patil¹³, showed her strong support of women and their potential to bring about change in society. She pointed out that to bring about gender equality, it is necessary to focus on educating and empowering women.

The principle of gender equality is enshrined in the Indian Constitution⁹ in its Preamble, Fundamental Rights, Fundamental Duties and Directive principles. Constitution of India not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women. Some of the Articles 14, 15, 15(3), 16, 39(a), 39(b), 39(c) 42, 46, 47, 243 D(3& 4) of the Constitution are of specific importance in this regard is given below.

Constitution of India Guarantees

- Equality Before Law for Women (Article 14)
- The State not to discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them [Article 15 (1)]
- The State to make any special provision in favour of women and children [Article 15 (3)]
- Equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State (Article 16)
- The State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood [Article 39 (a)]; and equal pay for equal work for both men and women [Article 39 (d)]
- To promote justice, on a basis of equal opportunity and to provide free legal aid by suitable legislation or scheme or in any other way to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities [Article 39A]
- The State to make provision for securing just and humane conditions of work and for maternity relief (Article 42)
- The State to promote with special care the educational and economic interests of the weaker sections of the people and to protect them from social injustice and all forms of exploitation (Article 46)
- The State to raise the level of nutrition and the standard of living of its people and the improvement of Public Health (Article 47)
- To promote harmony and the spirit of common brotherhood amongst all the people of India and to renounce practices derogatory to the dignity of women [Article 51(A) (e)]
- Not less than one-third (including the number of seats reserved for women belonging to the scheduled castes and the scheduled tribes) of the total number of seats to be filled by direct election in every panchayat to be reserved for women and such seats to be allotted by rotation to different constituencies in a panchayat [Article 243 D (3)]
- Not less than one-third of the total number of offices of chairpersons in the panchayats
- at each level to be reserved for women [Article 243 D (4)]

- Not less than one-third (including the number of seats reserved for women belonging to the scheduled castes and the scheduled tribes) of the total number of seats to be filled by direct election in every municipality to be reserved for women and such seats to be allotted by rotation to different constituencies in a municipality [Article 243 T (3)]
- Reservation of offices of chairpersons in municipalities for the scheduled castes, the scheduled tribes and women in such manner as the legislature of a State may by law provide [Article 243 T (4)]

Source: India, Ministry of Statistics and Programme Implementation, Central Statistical Organisation (2002). Women and Men in India 2001. New Delhi. p. v-vi. Statistics on Women in India 2010, National Institute of Public Cooperation and Child Development, New Delhi

Within the framework of a democratic polity, laws, development policies, plans and programmes aim at women's advancement. India has ratified international instruments such as the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1993. India has also ratified four of the eight ILO Labour conventions, i.e. numbers 29,100,105 and 11 (see below).

International instruments

- Mexico Plan of Action, 1975
- International Covenant on Civil and Political Rights, 1966, ratified in 1979
- Nairobi Forward Looking Strategies, 1985 called for recognition of women's unpaid work.
- Beijing Declaration as well as Platform for Action, 1995
- International Convention on the Elimination of all forms of racial discrimination, 1966, ratified 1968
- The World Summit for Social Development, Denmark, 1995
- Convention on the Elimination of All Forms of Discrimination against Women, 1979, ratified in 1993
- Convention on the Rights of the Child, 1989, ratified in 1989
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment 1984, ratified in 1997
- Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention, 2000 – ratified in 2002

Source: <http://wcd.nic.in>

Various forms of legislation have also been enacted, some which have a direct relevance to women's issues, and some which are reviewed periodically with amendments made to safeguard the interests of women (Annex 1)¹⁰. In 1992 the National Commission for Women¹¹ was set up to study and monitor all matters relating to the constitutional and legal safeguards provided for women and to review existing legislation, suggesting amendments wherever necessary. The National Policy for the Empowerment of Women 2001 was brought in by the Department of Women and Children under the Ministry of Human Resources Development.

National Policy for the Empowerment of Women, 2001 Box 1

The goal of this Policy is to bring about the advancement, development and empowerment of women. The Policy will be widely disseminated so as to encourage active participation of all stakeholders for achieving its goals. Specifically, the objectives of this Policy include: To bring gender justice and to make de jure into de facto equality; Advancement, development and empowerment of women in all spheres of life; Creation of a more responsive judicial and legal system sensitive to women's needs; Women's equality in power sharing and active participation in decision-making; Mainstreaming a gender perspective in the development process; Comprehensive economic and social empowerment of women; Formation of relevant institutional mechanisms and strengthening the

existing ones; Partnership with community based organizations; Implementation of international obligations/ commitments and co-operation at the international, regional and sub-regional levels.

Source: <http://wcd.nic.in>

A National Mission for Empowerment of Women was also launched on 8th March 2010 to monitor effective implementation of different programmes and ensure that benefits accrue to women.

The National Mission for Empowerment of Women

The National Mission for Empowerment of Women (NMEW) was launched by the Government of India on International Women's Day in 2010 with the aim to strengthen overall processes that promote all-round development of women. It has the mandate to strengthen the inter-sector convergence; facilitate the process of coordinating all the women's welfare and socio-economic development programmes across ministries and departments. The Mission aims to provide a single window service for all programmes run by the Government for Women under aegis of various Central Ministries. The Focus Areas of the Mission include achieving gender equality, gender justice and holistic development of women through inter-sectoral convergence of programmes relating to women, forging synergy between various stakeholders and creating an enabling environment conducive to social change. Access to health, drinking water, sanitation and hygiene facilities for women; coverage of all girls especially those belonging to vulnerable groups in schools from primary to class 12; higher and professional education for girls/women; skill development, micro credit, vocational training, entrepreneurship, SHG development; gender sensitization and dissemination of information; taking steps to prevent crime against women and taking steps for a safe environment for women are also targeted.

Source: <http://wcd.nic.in/> <http://nmew.gov.in/>

The other major enabler is the establishment of quotas for women in local self government. The 73rd Constitutional Amendment Acts¹² passed in 1992 by Parliament ensure one-third of total seats be reserved for women in all elected offices in local bodies, whether in rural or urban areas. Apart from this, the Five Year Plans have had perspectives built in to promote the advancement of women (Box 5). The budget outlay, 4 cr in the first Plan (1951-56), has increased to 13,780 in the 10th Plan¹⁰. Gender Budget cells have been established in 56 ministries¹. Apart from these the Science Policy of India specifically states that it will promote the empowerment of women in all science and technology activities and ensure their full and equal participation. The 11th Five Year Plan of S&T clearly spells out specific intervention areas which will help women in science and science for women.

The recommendations are divided into three categories as follows. Special provisions and programmes to encourage study and practice of science and engineering by women, which has components of residential science schools in rural areas and counselling for career opportunities in science; establishment of women universities which should offer SET courses; preference given to

female faculty members; re-entry options for those who have taken a break in their career. The second major area is to take steps to reduce the stress on women scientists and students and facilitate study and practice of science by women, flexible options, crèche and age relaxation, freedom of spouses to work in the same institution, and inclusion of women on selection boards. The third area proposed is for special programmes for women scientists to aid their re-location which may be needed when they get married.

Source: report of The Steering Committee on Science and Technology for Eleventh Five Year Plan (2007-12)

There are very specific science and technology programmes for socio-economic development as well as science and technology application programmes to promote the development and delivery of appropriate technologies, in which women are not visualised as end users but partners in the process. The National Science and Technology Entrepreneurship Development programme aims to promote entrepreneurship inclusive of women¹³.

Various ministries and departments have initiated special programmes for women which will be dealt in the specific sections.

Five Year Plans and Focus Areas

First Five Year Plan (1951-56)	Mainly welfare oriented as far as women's issues were concerned. The Central Social Welfare Board (CSWB) undertook a number of welfare measures through the voluntary sector. The programmes for women were implemented through the National Extension Service Programmes through Community Development Blocks.
Second Five Year Plan (1956-61)	Efforts were geared to organise "Mahila mandals" (Women's Plan groups) at grass-roots levels to ensure better implementation of welfare schemes.
Third, Fourth, Fifth (1961-80)	High priority accorded to women's education. Measures to improve maternal and child health services. Supplementary Plans for feeding of children, nursing and expectant mothers were also introduced.
Sixth Five Year Plan (1980-85)	A landmark moment in women's development. The Plan (1980-85) adopted a multidisciplinary approach with a three-pronged thrust on health, education and employment of women.
Seventh Five Year (1985-90)	Development programmes for women were continued, with the objective of raising their economic and social status and bringing them into the mainstream of national development. A very significant step was to identify and promote "beneficiary-oriented programmes" which extended direct benefits to women.
Eighth Five Year (1992-97)	Attempted to ensure that the benefits of development for different sectors did not bypass women. Special programmes were implemented to complement the general development programmes. The flow of benefits to women in the three core sectors of education, health and employment was monitored vigilantly. Women were enabled to function as equal partners and participants in the developmental process with

	representation in the membership of local bodies. This approach of the Eighth Plan marks a definite shift from 'development' to empowerment' of women.
Ninth Five Year (1992-97)	The Ninth Five Year Plan envisaged a) Empowerment of women and socially disadvantaged groups such as scheduled castes, scheduled tribes and other backward classes and minorities as agents of socio-economic change and development; b) Promoting and developing people's participatory institutions such as Panchayati Raj institutions, cooperatives and self-help groups; c) Strengthening efforts to build self-reliance; d) The convergence of services from different sectors; e) A women's component plan at the Central and State levels.
Tenth Five Year (2002-2007)	The Tenth Five Year Plan was formulated to ensure requisite access of women to information, resources and services, and advance gender equality goals.
Eleventh Five Year (2007-2012)	The Eleventh Five Year Plan proposes to undertake special measures for gender empowerment and equity. The Ministry of Women and Child Development would make synergistic use of gender budget and gender mainstreaming process.

Source: Women and Men in India 2001. New Delhi. p. v-vi. Statistics on Women in India 2010, National Institute of Public Cooperation and Child Development, New Delhi

Part 2 Knowledge Society Outcomes: Indicators of Women's Participation in the Knowledge Society

8. Women in knowledge society decision-making

8.1 Share of Women as Legislators, Senior Officials and Managers

The NSSO Survey captures the category of shares of women as legislators, senior officials and managers under the occupation status category. Data for the survey year 2009-10 are given in Table 8.1.

About 86 per cent of workers in rural areas are engaged in three occupation divisions, i.e., 'skilled agricultural and fishery workers', 'elementary occupations' and 'craft and related trades workers'. Among rural male workers, nearly 38 per cent are 'skilled agricultural and fishery workers' and another 35 per cent are in 'elementary occupations', while 10 per cent are 'craft and related trades workers'. The occupational structure of the rural female workforce is similar to that of the male workforce: nearly 47 per cent are 'skilled agricultural and fishery workers' and another 39 per cent have 'elementary occupations', while 7 per cent are 'craft and related trades workers'. In urban areas, among male workers, the share of 'craft and related trades workers' is the highest (19 per cent) followed by that of 'elementary occupations' (17 per cent) and 'service workers and shop & market sales workers' (16 per cent). Among female workers in urban areas, the share of 'elementary occupations' is the highest (26 per cent) followed by that of 'craft and related trades workers' (19 per cent). The occupations 'professionals', 'technicians and associate professionals' and 'service workers and shop & market sales workers' each account for a 10 per cent share of the female workers.

Further details in certain sectors such as the Civil Service – which forms the administrative core group working closely with legislators on policy and implementation – are provided in Table 8.2.

**Table 8.1 Distribution of workers by status of occupation/10000
2009-2010**

Occupation	Male	Female	Total	Female to total percentage
Legislators, Senior officials and managers	633	263	896	29.35
Professionals	399	251	650	38.62
Technicians and associate professionals	280	306	586	52.22
Clerks	214	107	321	33.33
Service workers and shop & market sales workers	828	362	1190	30.42
Skilled agricultural and fishery workers	2898	4036	6934	58.21
Craft and related trades workers	1224	855	2079	41.13
Plant and machine operators and assemblers	478	77	555	13.87
Elementary occupations	2998	3710	6708	55.31
Workers not classified by occupations	18	6	24	25.00

Source: drawn from the NSSO 66th report
Refer for classification <http://dget.gov.in/nco/Concordancetable.pdf>

**Table 8.2 Personnel by sex in all India and central services
and other positions, 2005-2009**

Service	Female	Male	Total	Female to total percentage
Supreme Court Judges 2009	0	27	27	0.0
High Court Judges 2009	52	578	630	8.25
Indian Administrative Service 2006	571	4219	4790	11.92
Indian Audit and account Service 2008	140	501	641	21.84
Indian Customs and Central excise Service 2009	170	2211	2381	7.14
Indian Economic Service 2006	94	282	376	25.00
Indian Foreign Service 2006	114	2534	2648	4.31
Indian Forest Service 1996	78	2387	2465	3.16
Indian Information Service 2009	71	227	298	23.83
Indian Police Service 2006	150	3059	3209	4.69
Indian Postal Service 2005	94	339	433	21.70
Indian Revenue Service 1995	276	1980	2256	10.85
Indian Statistical Service 2009	88	526	614	14.3
Chartered Accountants 1996	-	-	-	5.8
Registered Medical Practitioners (1995)	-	-	-	20.8

Source: Source: http://mospi.nic.in/Mospi_New/upload/w_and_m_2010.htm

8.2 Share of Businesses with 35 per cent or More Women in Decision-Making Positions

Women in Boards study by Governance Metrics International in their assessment of 54 companies found average per cent of women on boards as 4.1.^R

According to one study (R), only 26.1 per cent of the listed companies (392 of 1,500 firms) have a woman on their board. Out of the 278 directors on the BSE Sensex (Bombay Stock Exchange) there are only 10 women. Compared to global counterparts corporate India is below average. Over 77 per cent of the 200 largest companies in the world, as ranked by Fortune, had at least one women director on their board as of 2006. Compared to this in only 36 per cent of Indian companies do women hold senior management positions. According to a survey by international executive research firm EMA Partners International, around 11 per cent of Indian companies have women CEOs, while in the case of the US Fortune 500 list, women CEOs account for three per cent of the total. Sectoral analysis shows that in India over half of women CEOs (54 per cent) hail from the banking and financial services sector, followed by media and life sciences (11 per cent) each. A call has been made by Confederation of Indian Industry (CII) to increase the presence of women on corporate boards by at least 33 per cent.^R

8.2 Share of Women in Science Decision Making Bodies: Government/University/Research Councils and Committees and Grant Bodies

Data on this are very meagre. Data for key research Institutions in India are given in Table 8.3.

Table 8.3 Presence of women scientists in research advisory committees of research institutions in India

Agency	Institutions	Men	Women	% Male members	% Female members
DBT	Department of Biotechnology	23	2	92	8
DBT	National Institute of Immunology	18	1	95	5
CSIR	Central Drug Research Institute	11	1	92	8
CSIR	Centre for Cellular and Molecular Biology	10	0	100	0
ICMR	National Institute of Nutrition	20	3	87	13
ICMR	National Institute for Cholera and Enteric Diseases	15	4	79	21

Source: women in life sciences, Biotech News, Vol IV, No 5 Oct 2009, Department of Biotechnology, Ministry of Government of India

9. Women in the knowledge economy

9.1 Share of Women in Professional and Technical Positions

As indicated in earlier the demography advantage for India with a share of youth population increasing, there is an increasing demand for jobs, which is equally true for women as indicated in Table 9.1. Shares of women in administrative and managerial positions is shown in Table 8.1. The percentage of female teachers in primary education is 44 per cent, female teachers in secondary education 34 per cent and in tertiary education it is 40 per cent (WEF-GGR 2011). The percentage of female teachers is given in Table 9.2 for various levels of education.

Table 9.1 Job seekers registered with employment exchanges

State/Union Territory	No. on live register as at the end of the year											
	2003			2004			2005			2006		
	Female	Male	Person	Female	Male	Person	Female	Male	Person	Female	Male	Person
India	10752	30636.4	41389	10711.6	29746.1	40457.7	10605.6	28742.2	39347.8	11731.0	29885.0	41616.0

Source : Directorate General of Employment and Training, Ministry of Labour

Table 9.2 Number of female teachers per 100 male teachers at different levels of education, India

Year	Primary school	Middle school	High/Sr. Secondary
1999-00	55	57	51
2000-01	55	62	49
2001-02	59	59	54
2002-03	63	69	67
2003-04	66	69	62
2004-05	64	60	63
2005-06	65	60	61
2006-07	66	65	63
2007-08	80	67	58

Source : Department of Education, Ministry of Human Resource Development

9.2 Employment by Economic Activity (Occupation and Status) in Agriculture, Industry and Services in Knowledge Society Areas

Female workers show a higher dependence on the agricultural sector for work: nearly 79 per cent were engaged in agricultural sector activities while the secondary and tertiary sectors include 13 per cent and 8 per cent of female workers, respectively. In urban areas the share of the tertiary sector is dominant followed by the secondary sector, while the agricultural sector engages only a small proportion of total workers - both male and female. It is seen that in urban areas, nearly 59 per cent of

male workers and 53 per cent of female workers are engaged in the tertiary sector. The secondary sector employs nearly 35 per cent of male and 33 per cent of female workers. The share of the urban workforce in agriculture is nearly 6 per cent male and 14 per cent female workers, as seen in Tables 9.2, 9.3 and 9.4.

Table 9.2 Distribution of workers by industrial affiliation/1000

	Rural Male			Rural Female		
NSS Round	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary
55(July'99-June'00)	714	126	16	854	89	57
61(July'04-June'05)	665	155	18	833	102	66
66(July'09- June '10)	628	193	178	793	130	77
	Urban Male			Urban Female		
NSS Round	Primary	Secondary	Tertiary	Primary	Secondary	Tertiary
55(July'99-June'00)	66	328	606	177	293	529
61(July'04-June'05)	61	344	595	181	324	495
66(July'09- June '10)	60	346	593	139	333	528

Source: NSSO (National Sample Survey) 66th round

Table 9.3 Women's employment in the organised sector

(Figures in thousands)

Year	Public Sector			Private Sector			Total		
	Women	Total	% of Women	Women	Total	% of Women	Women	Total	% of Women
2000	2857.0	19313.7	14.8	2065.8	8646.0	23.9	4922.8	27959.7	17.6
2001	2859.2	19137.5	14.9	2090.1	8651.7	24.2	4949.3	27789.2	17.8
2002	2886.7	18773.4	15.4	2048.7	8432.1	24.3	4935.4	27205.5	18.1
2003	2904.7	18579.7	15.6	2063.7	8420.7	24.5	4968.4	27000.3	18.4
2004	2890.0	18196.7	15.9	2044.4	8246.0	24.8	4934.4	26442.7	18.7
2005	2921.0	18006.6	16.2	2095.3	8452.3	24.8	5016.2	26458.6	19.0
2006	3002.8	18188.3	16.5	2117.7	8805.1	24.1	5120.5	26993.3	19.0
2007	3017.5	18002.2	16.8	2294.4	9274.0	24.7	5311.9	27276.2	19.5

Source : Quarterly Employment Review, Directorate General of Employment & Training, Ministry of Labour

Table 9.4 Women's employment in the organised sector by industrial activity
(Figures in thousands)

Co de	Industrial activity	Public sector										Private Sector									
		199 1	199 5	200 0	200 1	200 2	200 3	200 4	20 05	200 6	200 7	199 1	199 5	200 0	200 1	200 2	200 3	200 4	20 05	200 6	200 7
0	Agriculture , Forestry, Fishing and Hunting	51.1	49.7	48.1	48.3	43.6	47.8	47.7	NA	58.2	52.7	446. 5	440. 6	461. 9	464. 4	419. 8	418. 7	411. 0	NA	438. 0	437. 9
1	Mining & Quarrying	62.1	64.6	57.6	55.6	55.3	54.3	66.0	NA	77.0	76.5	16.5	16.0	8.9	8.4	6.9	6.6	7.3	NA	8.5	7.2
2& 3	Manufactu ring	112. 3	125. 5	99.1	93.0	88.1	86.6	81.5	NA	77.7	77.9	484. 3	606. 0	933. 9	937. 0	928. 0	923. 3	867. 9	NA	812. 7	866. 9
4	Electricity, Gas & Water	30.5	35.7	43.6	44.7	45.4	46.3	49.7	NA	50.4	51.5	0.8	1.2	0.9	1.3	1.2	1.4	2.4	NA	2.2	1.8
5	Constructi on	55.3	60.9	64.1	63.2	63.7	60.5	62.6	NA	61.4	61.6	6.0	3.9	4.0	4.0	3.8	3.7	3.4	NA	4.2	3.8
6	Wholesale & Retail Trade and Restauran ts and Hotels	13.2	15.1	16.6	17.4	17.3	14.0	14.0	NA	13.9	13.6	21.1	24.2	29.4	29.4	30.3	30.5	32.0	NA	34.6	38.0
7	Transport, Storage & Communic ations	136. 7	155. 6	170. 2	174. 9	178. 1	180. 3	179. 0	NA	180. 4	183. 0	3.2	4.4	6.8	8.1	8.3	8.7	10.4	NA	10.2	11.9
8	Finance, Insurance, Real Estate & Business Services	146. 8	167. 7	181. 1	184. 8	191. 1	202. 0	206. 0	NA	205. 7	199. 5	27.4	36.8	53.9	60.2	65.1	72.3	81.2	NA	124. 1	213. 0
9	Communit y, Social and Personal Services	173 8.8	192 5.7	217 6.1	217 7.2	220 4.1	221 2.7	218 3.6	NA	223 1.8	225 4.9	428. 4	494. 4	566. 1	577. 3	585. 4	598. 7	628. 8	NA	674. 9	706. 1
	Total	234 6.8	260 0.4	285 7.0	285 9.2	288 6.7	290 4.7	289 0.0	NA	295 6.5	297 1.2	143 4.2	162 7.5	206 5.8	209 0.1	204 8.7	206 3.7	204 4.4	NA	210 9.3	228 6.6

Source: Directorate General of Employment and Training, Ministry of Labour
a. Included in wholesale and retail trade.
NA: Not Available

**Table 9.5 Percent distribution of population in the labour force
according to educational level**

Educational level	1983		1987- 88		1993-94		1999 - 2000		2004-05	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Rural										
Illiterate	86.2	52.1	82.3	48.3	79.0	43.7	74.3	39.3	65.9	33.8
Literate but upto primary	10.2	29.2	12.0	29.6	13.7	29.0	15.0	27.2	18.5	29.6
Middle	2.1	10.8	3.2	11.6	3.9	13.5	5.8	16.3	8.2	17.9
Secondary	1.2	6.4	2.0	8.4	2.7	10.9	3.7	13.8	3.6	9.1
Graduate & above	0.3	1.5	0.4	2.1	0.7	2.8	1.1	3.5	2.2	4.9
Urban										
Illiterate	56.5	21.7	51.8	19.6	44.5	17.9	40.9	15.6	34.5	13.0
Literate but upto primary	17.5	30.1	19.0	30.5	17.7	25.4	16.3	21.6	19.5	22.7
Middle	6.3	18.1	7.3	16.4	8.1	17.5	9.8	19.0	10.8	19.4
Secondary	11.6	19.9	12.3	21.8	15.1	24.5	16.2	26.6	7.5	14.9
Graduate & above	8.0	10.1	9.6	11.7	14.6	14.6	16.8	17.1	22.3	21.0

Source : National Sample Survey Organisation

Note : Figures relate to the principal usual activities category and for population aged 15 years and above.

**Table 9.6 Female employees and hired workers in
non-agricultural establishments**

Figures in thousands												
Major Activity Group	Rural				Urban				Combined			
	Employees		Hired Workers		Employees		Hired Workers		Employees		Hired Workers	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
1	2	3	4	5	6	7	8	9	10	11	12	13
Mining & Quarrying	353.3	68.7	329.6	65.6	161.7	17.3	150.4	16.7	515.1	86.0	480.0	82.3
Manufacturing	8169.9	2286.2	6875.0	2018.4	9779.6	1294.5	8200.1	1165.3	17949.5	3580.6	15075.0	3183.7
Electricity, Gas & Water	178.0	10.1	174.8	9.9	242.2	19.2	235.2	18.9	420.2	29.3	410.0	28.9
Construction	216.0	30.8	179.2	29.2	298.2	39.0	245.3	37.2	514.2	69.8	424.5	66.4
Wholesale Trade	414.9	99.4	328.5	92.8	1127.5	95.9	849.3	89.2	1542.4	195.3	1177.8	181.9
Retail Trade, Sale, Maintenance, Repair of Vehicles	4348.7	680.1	3195.1	578.1	9622.9	957.5	6806.8	836.2	13971.6	1637.6	10001.9	1414.4
Hotels & Restaurants	876.4	149.4	638.9	117.8	1743.7	181.9	1354.6	156.5	2620.1	331.3	1993.5	274.2
Transport	640.6	53.1	516.3	49.0	1095.7	90.7	937.1	86.7	1736.3	143.8	1453.4	135.7
Storage & Warehousing												
Communications	286.1	35.1	254.0	32.8	725.6	131.0	618.9	123.7	1011.7	166.1	872.9	156.5
Financial, insurance, Real Estate & Business Services	829.7	120.6	708.6	113.9	2794.3	453.1	2437.4	438.0	3624.1	573.7	3146.1	551.9
Public Administration, Defense, Compulsory Social security, Community, Social & Personal Services	8277.2	2215.6	7921.2	2398.5	9911.1	2515.1	9230.7	2434.1	18188.3	4963.1	17151.9	4832.6
Other(unspecified) activities	1.3	0.2	1.1	0.2	2.6	0.6	2.4	0.6	3.9	0.8	3.4	0.8
All Non- agricultural activities	24592.0	5981.6	21122.3	5506.1	37505.3	5795.9	31068.3	5403.2	62097.3	11777.6	52190.6	10909.4

Source : Report of Economic Census-2005, Central Statistical Organisation, Ministry of Statistics & Programme Implementation
 Note : Total may not tally with the 'all non-agricultural activities' due to rounding off.

Table 9.7 Employment in central government, state government and local bodies

Figures in millions												
Year (as on 31st March)	Central government			State government			Local bodies			Total		
	Female	Total	Female	Female	Total	Female	Female	Total	Female	Female	Total	Females
	(percent)			(percent)			(percent)			(percent)		
1997	0.24	3.30	7.30	1.32	7.49	17.60	0.58	2.24	25.90	2.14	13.03	16.40
1998	0.24	3.25	7.40	1.35	7.46	18.10	0.58	2.25	25.80	2.17	12.96	16.70
1999	0.25	3.31	7.55	1.38	7.46	18.47	0.59	2.26	26.11	2.22	13.03	17.02
2000	0.25	3.27	7.65	1.41	7.46	18.90	0.59	2.26	26.11	2.25	12.99	17.32
2001	0.26	3.26	7.98	1.41	7.42	19.00	0.59	2.26	26.11	2.26	12.94	17.47
2002	0.26	3.19	8.15	1.46	7.38	19.80	0.57	2.18	26.15	2.29	12.75	18.00
2003	0.25	3.13	7.99	1.47	7.37	19.95	0.58	2.18	26.61	2.30	12.68	18.14
2004	0.25	3.03	8.25	1.46	7.22	20.22	0.58	2.13	27.23	2.29	12.38	18.50
2005	0.24	2.93	8.19	1.48	7.2	20.56	0.58	2.11	27.49	2.35	12.24	19.20
2006	0.24	2.86	8.39	1.53	7.3	20.96	0.59	2.11	27.96	2.35	12.27	19.15
2007	0.24	2.8	8.57	1.51	7.2	20.94	0.59	2.13	27.70	2.37	12.14	19.52

Source : Directorate General of Employment and Training, Ministry of Labour, New Delhi

Note : Figures are based on Employment Market Information (EMI) Programme

a. Figures for years 1991 to 95 are provisional based on Quarterly Employment Review and separate figures for females are not available.

9.3 Women with High-Level Computer Skills and Shares of Women among Information Technology Workers

A review of reports and papers suggests that women comprise a significant percentage of software programmers in India, with ranges between 24-26 per cent or more at the entry level with a gradual decline at higher levels. The leaky pipe syndrome happens here too.

9.4 Number of Women-run Entrepreneurs in Sector Value Chain

No data found.

9.5 Women's Early Stage Entrepreneurship Activity

According to the Micro, Small and Medium Enterprises Ministry website, the Third All India Census of Small Scale Industries conducted in 2001-02 (and subsequent estimates) found that only 10.11 per cent of micro and small enterprises in India are owned by women, while 9.46 per cent of MSE enterprises are managed by women. In 2006-07, the estimate was about 12.99 lakh women-managed enterprises. This number could vary due to the fragmented nature of the data, as very few women entrepreneurs are members of any formal associations.

10. Women in S&T and Innovation Systems

10.1 Shares of Women Studying Science and Engineering at Tertiary Level

The percentage of girls moving into tertiary levels has been increasing over the years and is reflected in Table 10.1. Enrolment of girls in various disciplines is shown in Table 10.2 and Table 10.3. Total enrolment in 2009-10 is 41.6 per cent women students, with the highest representation in arts at 45.66 per cent; science – 19.98; and commerce – 15.91. The number of colleges for women has also increased significantly over the years to 3,432 – a 55 per cent increase compared to the 10th Five Year Plan (Table 10. 4).

Table 10.1 Enrolment and number of girls in higher education

Year	Total (Boys and Girls)	Girls only	% Girls
2000-01	8399443	3306410	39.4
2001-02	8964680	3571656	39.8
2002-03	9516773	3811691	40.1
2003-04	10011645	4026187	40.2
2004-05	10542262	4259072	40.4
2005-06	11137627	4510738	40.5
2006-07	11887095	4820216	40.6
2007-08	12727082	5167192	40.6
2008-09	13641808	5649102	41.4

Source: University Grants Commission, New Delhi

Table 10.2 Trend in enrolment of females (per hundred males) by university education in major disciplines of education, India, 1991 to 2006-07

Year	Arts	Science	Commerce	Education	Engineering/Tech.	Medicine
1991-92	65.3	45.7	33.8	83.0	9.5	53.3
1992-93	64.7	48.0	35.9	78.0	11.9	52.4
1993-94	64.7	49.1	36.5	80.5	12.5	57.5
1994-95	66.7	49.8	39.5	76.0	15.1	51.2
1995-96	71.8	54.9	41.6	70.0	16.6	52.7
1996-97	71.2	53.4	41.4	76.0	17.4	54.8
1997-98	71.1	55.4	44.0	76.0	20.3	56.5
1998-99	81.0	55.3	46.1	74.0	24.2	62.1
1999-00	81.3	60.0	50.7	74.2	28.3	61.0
2000-01	81.4	61.4	52.3	74.8	28.7	68.2

2001-02	78.0	64.2	63.1	76.9	33.1	68.4
2002-03	83.7	75.7	50.5	108.5	29.2	71.2
2004-05	79.0	65.9	57.3	78.1	31.1	53.1
2005-06	77.7	71.2	65.2	83.7	36.1	90.1*
2006-07(P)	76.9	71.2	60.9	81.5	35.8	89.5*

Source : Department of Education, Ministry of Human Resource Development; Notes : Arts and science figures are combined for the years 1955-56, 1960-61 and 1965-66; 1. Excludes dentistry, public health, nursing, midwifery & pharmacy P:Provisional *: includes dentistry, nursing, pharmacy, Ayurvedic and Unani

Table 10. 3 Percent of female enrolment by university education in major disciplines of education, India 2008-2011*

Number	Faculty	2008-2009	2009-2010	2010-2011
1	Arts	50.99	49.08	45.66
2	Science	20.18	19.99	19.98
3	Commerce/Management	16.47	16.21	15.91
4	Education	1.85	3.20	3.70
5	Engineering/Technology	4.17	4.90	7.69
6	Medicine	3.65	3.59	3.86
7	Agriculture	0.24	0.27	0.27
8	Veterinary Science	0.08	0.08	0.07
9	Law	1.64	1.58	1.39
10	Others	0.73	1.10	1.47
	Total	100	100	100.00

Source: University Grants Commission, New Delhi Annual reports for the respective years

Table 10.4 Number of colleges for girls for higher education 2000-2010

2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
1578	1756	1824	1871	1977	2071	2208	2360	2565

Source: University Grants Commission, New Delhi

10.2 Shares of women scientists and engineers; level of employment; type of employment

As of April 2005, there were 61,050 women employed in R&D, which works out to 15.6 per cent of the labourforce employed in the country. Out of this 19,707 were performing R&D activities which works out to be 12.7 per cent of the total personnel performing R&D activities (R&D Statistics 2007-08).

Two national reports on the status of women in science (R) have also pointed out that disaggregated data are very meagre. One of the policy recommendations to all institutions was to put this profile on websites as part of gender audits. Tables 10.6 – 10.8 provide data on the levels of employment in key S&T institutions at the national level and composition in the science academies.

Table 10.6 Proportion of senior and junior female faculty in central universities

University	Department & Division included	Faculty			Professors			Other		
		Total	Men (%)	Women (%)	Total	Men (%)	Women (%)	Total	Men (%)	Women (%)
IISc	Div of Biology	63	51	12 (19.0)	31	26	5 (16.1)	32	25	7 (21.8)
JNU	School of life Science/Environment Science/centre for Biotechnology	50	39	11 (22.0)	30	24	6 (20.0)	20	15	5 (25.0)
DU	Botany, Zoology, Biochem, Genetics, Plant Molecular Biology, Maths, Environmental Science	63	57	6 (9.5)	31	31	0 (0.0)	32	26	6 (18.8)
UH	Biochemistry, Physical Sciences and Animal Sciences	29	24	5 (17.7)	17	16	1 (5.9)	12	8	4 (33.3)

Source: women in life sciences, Biotech News, Vol IV, No 5 Oct 2009, Department of Biotechnology, Ministry of Government of India
 IISc – Indian Institute of Science; JNU- Jawaharlal Nehru University; DU – Delhi University; UN – University of Hyderabad

Table 10.7 Proportion of senior and junior female faculty members in national institutions funded by government

Funding Agency	Institute	Faculty			Senior			Junior		
		Total	Men %	Female %	Total	Men %	Female %	Total	Male %	Female %
CSIR	Central Drug Research Institute	193	147	46 (23.8)	67	50	17 (25.3)	126	97	29 (23.0)
CSIR	Centre for Cellular & Molecular Biology	70	48	22 (31.4)	13	12	1 (7.7)	57	36	21 (36.8)
DAE	Advanced Centre for Treatment, Research and Education	33	15	18 (54.5)	8	4	4 (50.0)	25	11	14 (56.0)
DBT	National Institute of Immunology	38	29	9 (23.7)	22	18	4 (18.2)	16	11	5 (31.2)
DBT	National centre for Cell Sciences	25	20	5 (20.0)	5	4	1 (20.0)	20	16	4 (20.0)
DST	Agharkar Institute	39	27	12 (30.8)	0	0	0	0	0	
ICMR	National Institute of	48	33	15	13	10	3 (23.1)	35	23	12

	Nutrition			(31.2)						(34.5)
ICMR	National Institute for Cholera and Enteric Diseases	33	26	7 (21.2)	13	11	2 (15.4)	20	15	5(25.0)

CSIR: Council of Scientific and Industrial Research; DAE: Department of Atomic Energy; DBT: Department of Biotechnology; DST: Department of Science and Technology; ICMR: Indian Council of Medical Research
Source: Women in life sciences, Biotech News, Vol IV, No 5 Oct 2009, Department of Biotechnology, Ministry of Government of India

Table 10.8 Representation of women as Fellows of national academies

Members appointed during 1994 - 2004	Male (%)	Female (%)
Members in all disciplines	236 (93.3)	17 (6.7)
Members in plant, animal and general biology sections	57 (87.7)	8 (12.3)

Source: Women in life sciences, Biotech News, Vol IV, No 5 Oct 2009, Department of Biotechnology, Ministry of Government of India

10.3 Share of Women Researchers

Female researchers as a percentage of total researchers in 2005: 14.8 per cent, 2000: 12 per cent (UNESCO Institute for Statistics – Women in Science Aug 2010).

10.4 Comparative Rates and Trends of Publication

While disaggregated data are not available as part of the national data set, some research indicates trends over the the past decade:

Research output of high quality from Indian woman scientists over the past decade

	Publications in journals with ≥ 5 from India (Jan 1994- Apr 2004)	Men	Women
Total Number	669	572	97
Proportion (%)	100	85.5	14.5

Source: Women in life sciences, Biotech News, Vol IV, No 5 Oct 2009, Department of Biotechnology, Ministry of Government of India

10.5 Gender Trends in Brain Drain in Highly Skilled Fields

No disaggregated data on this is available at the National Level. According to the Global Competitive Report India is classified under the stage one category with a rank of 56/142 for the year 2011-2012 with a score of 4.30.

10.4 Number of Women-run Entrepreneurs in Sector Value Chains

No specific data for number of women run enterprises in a sector value chain. Examples of this exist in the rural areas as part of the informal sector, such as the milk value chain, garments, etc. This

could be a great area for rural entrepreneurs, especially in the area of post harvest value chains etc. Little data is available on this.

10.5 Women's Early Stage Entrepreneurship Activity

According to the MSME Ministry website, the Third All India Census of Small Scale Industries conducted in 2001-02 (and subsequent estimates made), found that only 10.11 per cent of the Micro and Small Enterprises in India are owned by women, while 9.46 per cent of the MSE enterprises are managed by women. In 2006-07, their estimated number was about 12.99 lakh women managed enterprises. This number could vary due to the fragmented database on women managed enterprise, as very few women entrepreneurs are members of any formal associations.

The Global Entrepreneurship Monitor 2010 Global Report classifies innovativeness under the factor driven category

Women and lifelong learning

The Common Service Centre (CSC) programme is establishing 1 lakh CSCs in villages to promote village level entrepreneurial activities (VLE), as a delivery point to provide public and private services to rural citizens. 90,000 have been established under the Natil e-governance plan for IT-literacy for women. Women are actively involved in many of these Centres. Some of the Village Knowledge Centres also function as CSCs and act as a point for promoting functional literacy for women and men. ICT is being used innovatively at the grassroots, so that the rural areas have become a hotbed for the development of IT applications to meet the needs of villagers. With increasing feminisation of agriculture and with extension services not up to the mark, these centres have become a hub of activities to address the gaps in extension services. There are many innovative models which address the local specific needs of the farm households and rural women. They also provide capacity building programmes for accessing technologies, the right kind of knowledge, and marketing platforms. While ICT is only a tool, the way it is put to use brings out the innovation. It is here that the CSCs and Village Knowledge Centres can play a vital role. While there are no systematic data on the number of women who use them or act as managers of the Centres, a number of case studies reveal that they do play an important role. Some of the examples include the VKC/VRC of the M.S. Swaminthan Research Foundation, and the Self Employed Women's Association (SEWA) model.

Some of the examples on how mobiles can support India's poor women cited by Osama Manzar¹ include the Barefoot College at Ajmer in Rajasthan which has been using mobiles along with community radio to serve 25,000 women from 200 villages in training, livelihood programmes and health services. 50 per cent of the participating women have their own mobiles which they are using to improve their livelihoods. Members of SEWA in Gujarat use voice-based and symbol-based SMS systems to provide their members with access to market information. Uninor partnered with the

¹ Member of the working group IGF at the Ministry of ICT.

Department of Telecommunications to launch the *Sanchar Shakti* voice-based service for women which delivers information, expert advice and news alerts on health, education, self employment and finance, in cooperation with self help groups (SHGs), NGOs, and educational institutions. The Commonwealth of Learning and the Vidiyal SHG created 500 audio messages on a variety of topics that were sent to women on a daily basis to promote lifelong learning, with the specific aim of supporting their businesses. In Jeend in Haryana, Kisan Sanchar has been serving a women farmers' group through mobile for agriculture extension services with both a voice- and SMS-based platform. In Konark in Orissa, Young India has achieved a 100 per cent attendance rate of girls in Gop Block schools through the integrated use of mobile and community radio.

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84	TiE Stree Shakti: http://www.tiestreeshakti.org/
85	The National e-Governance Plan –Common Service Centres Scheme: http://www.csc-india.org/
86	Space Technology enabled VRC http://www.isro.org/publications/pdf/VRCBrochure.pdf
87	NABARD and VKC Scheme http://www.nabard.org/departments/pdf/seminar/SMGB.pdf
88	IGNOU and Telecentres http://www.ignou.ac.in/ignou/aboutignou/school/cee/programmes/detail/474/2
89	Barefoot college Ajmer http://www.barefootcollege.org/wom_resources.asp
90	SEWA and ICT School for Empowerment http://www.usof.gov.in/usof-cms/GagendaPdf/DoT_-_SEWA_-_ICT_School_for_Empowerment_of_Women[1].pdf
91	Sanchar Shakthi http://indiagovernance.gov.in/news.php?id=708
92	Vidyal http://www.vidyalngdo.org/lifelong.htm
93	Kisan sanchar http://www.iksl.in/ -

SCHEMES FOR ASSISTANCE

Ministry of Women and Child Development

- Support to Training and Employment Programme (STEP)
- Rajiv Gandhi Scheme for Empowerment of Adolescent Girls (RGSEAG)
- Swawlamban, erstwhile Setting up of Employment and Income Generating Training cum-Production Units for Women (NORAD)
- Construction/Expansion of Hostel Building for Working Women with a Day Care Centre (WWH)
- Balika Samridhhi Yojana (BSY)
- National Programme for Adolescent Girls (Kishori Shakti Yojana)
- Shishu Greh Scheme (Erstwhile - Homes for Infants and Young Children for Promotion of In-Country Adoption)
- Integrated Scheme for Street Children
- Scheme for Welfare of Working Children in Need of Care and Protection
- Prevention and Control of Juvenile Maladjustment
- Integrated Child Protection Scheme (ICPS)
- Conditional Cash Transfer Scheme for the Girl Child with Insurance Cover
- General Grant-in-Aid for Voluntary Organisations in the Field of Women and Child Development
- National Mission of Empowerment of Women
- Scheme for Leadership Development of Minority Women
- Conditional Maternity Benefit Scheme
- Other Programmes (Relief to and Rehabilitation of Rape Victims)
- Education Scheme, Food and Nutrition Board (FNB)
- Ujjawala, Scheme for Combating Trafficking
- Nutrition Programme for Adolescent Girls (NPAG)
- Wheat Based Nutrition Programme
- Anganwadi Karyakati Bima Yojana

Central Social Welfare Board (CSWB)

- General Grant-in-Aid for Voluntary Organisations in the field of Women and Child Development
- Care and Protection for Those on the Margins of Society
- Awareness Generation Programme (AGP)
- Condensed Courses of Education for Women and Vocational Training (CCE & VT)
- Rajiv Gandhi National Creche Scheme for the Children of Working Mothers 1994

- Integrated Scheme for Women Empowerment
- Family Counselling Centres (FCC)
- Mahila Mandal Programme (MMP)
- Short Stay Homes for Women and Girls (SSH)
- Socio-Economic Programme (SEP)

Other Schemes

- Integrated Child Development Services (ICDS)
- The Swa-Shakti Project, a scheme for Rural Women's Development and Empowerment
- Swadhar, Scheme for Women in Difficult Circumstances
- Rashtriya Mahila Kosh (Credit for Women)
- Scheme for Rescue of Victims of Trafficking
- Priyadarshini, Women's Empowerment and Livelihood Programme in the Mid Gangetic Plains
- Innovative Work on Women and Children
- Scheme for Relief to and Rehabilitation of Victims of Rape

Ministry of Human Resource Development, Department of Education

- Sarva Shiksha Abhiyan (SSA)
- District Primary Education Programme (DPEP)
- National Programme of Mid Day Meals in Schools
- The Scheme for Providing Quality Education in Madrassas
- Scheme for Infrastructure Development in Minority Institutions
- Prarambhik Shiksha Kosh (PSK)
- Rashtriya Madhyamik Shiksha Abhiyan (RMSA)
- Integrated Education for Disabled Children (IEDC)
- Inclusive Education for Disabled at Secondary School (IEDSS)
- Scheme of Vocationalisation of Education +2 Level
- Scheme for Universal Access and Quality at the Secondary Stage (SUCCESS)
- National Scheme for Incentive to Girls for Secondary Education (SUCCESS)
- National Means – cum – Merit Scholarship Scheme (NMMS)
- Scheme for Construction and Running of Girls Hostel for Students of Secondary and Higher Secondary Schools
- Adult Education and Skill Development Scheme
- Development of Women's Studies in Universities and Colleges
- Schemes for Promotion of Higher Education for SC/ST/Minorities/OBC
- Post Graduate Scholarships for Students belonging to SC/ST/Minorities/OBC
- Post Doctoral Fellowship for Women
- District Primary Education Programme (DPEP) for Special Groups
- National Programme for Education of Girls at Elementary Level (NPEGEL)

- Kasturba Gandhi Balika Vidyalaya (KGBV)
- Kendriya Vidyalayas (KV)
- Navodaya Vidyalayas (NV)
- National Institute of Open Schooling (NIOS)
- Focus on Minority Areas
- National Literacy Mission (NLM)
- Jan Shikhan Sansthan (JSS)
- Mahila Samakhya : Education for Women's Equality

Ministry of Rural Development

- Swarnjayanti Gram Swarozgar Yojana (SGSY)
- Sampoorna Grameen Rozgar Yojana (SGRY), including Food Grains Component
- Assistance for Rural Employment Guarantee Schemes
- National Social Assistance Programme (NSAP)
- National Rural Employment Guarantee Act (NREGA)
- National Food for Work Programme (NFWP)
- National Common Minimum Programme (NCMP)
- Central Rural Sanitation Programme (CRSP)
- Cash Component for Food for Work Programme
- Indira Awaas Yojana (IAY)
- Accelerated Rural Water Supply Programme (ARWSP)
- Rural Sanitation
- Pradhan Mantri Gram Sadak Yojana (PMGSY)
- Provision of Urban Amenities in Rural Areas (PURA)

Ministry of Housing and Urban Poverty Alleviation

- The Swarna Jayanti Shahari Rozgar Yojana (SJSRY)
- Jawahar Lal Nehru National Urban Renewal Mission (JNNURM)
- Interest Subsidy Schemes for Housing for Urban Poor (ISSHU)
- Integrated Low Cost Sanitation Programme
- UNDP Assistance for National Strategy for Urban Poor
- Valmiki Ambedkar Awas Yojana (VAMBAY)
- Other Housing Schemes

Ministry of Science and Technology

- Science and Technology Programmes for Socio - Economic Development
- Science and Technology Application Programme
- Tribal Sub-Plan and Scheduled Castes Sub-Plan for Development of Scheduled Caste Population

- National Science and Technology Entrepreneurship Development

Ministry of Health and Family Welfare

- Reproductive and Child Health Programme (Maternal Health and Child Health)
- National Rural Health Mission (NRHM)
- National Urban Health Mission (NUHM)
- Pradhan Mantri Gramodaya Yojana for Primary Health Sector
- Universal Immunization Programme
- Pulse Polio Immunization Programme
- Prophylaxis Programme to Prevent Blindness due to Vitamin A Deficiency
- Prophylaxis Programme to Prevent Anaemia due to Iron Deficiency
- Prophylaxis Programme to Prevent Iodine Deficiency Disorders (Goitre)
- Janani Suraksha Yojana (National Maternity Benefit Scheme)
- National Mental Health Programme
- Rashtriya Arogya Nidhi (Financial Assistance to BPL Patients)
- National AIDS Control Programme
- National Diseases Control Programmes (TB, Leprosy, Malaria, etc.)

Ministry of Labour & Employment

- Labour Welfare Schemes
- Improvement in Working Conditions of Child and Women Labour
- Vocational Training for Women
- Beedi Workers Welfare Fund
- Cine Workers Welfare Fund
- Employees Pension Scheme
- Family Pension cum Life Insurance Scheme for Plantation Workers in Assam, Deposit link Insurance Scheme for Tea Plantation Workers in Assam
- Rajiv Gandhi Shramik Kalyan Yojana
- Diversification and Extension of Vocational Training Programmes for Women
- Establishment of Regional Vocational Training Institutes (RVTI)
- Establishment of Placement Cells and Conducting Training Needs Assessment
- Grants-in-Aid for State Governments for Establishing Women Industrial Training Institutes (ITI)
- Social Security (Health Insurance) for Unorganised Sector Workers
- Rehabilitation of Bonded Labour

Ministry of Consumer Affairs, Food and Public Distribution, Department of Food and Public Distribution

- Village Grain Bank Scheme

- Evaluation, Monitoring & Research in Food Grain Management and Strengthening of Public Distribution System
- Targeted Public Distribution System (TPDS)
- Antyodaya Anna Yojana
- Mid-Day Meal Scheme (Implemented by Ministry of Human Resource Development)
- Wheat Based Nutrition Programme (WBNP) (Implemented by Ministry of Women and Child Development under ICDS Scheme)
- Annapurna Scheme (Implemented by Ministry of Rural Development)
- Emergency Feeding Programme (EFP)
- Schemes for Supply of Foodgrains to Hostels/Welfare Institutions (5% of BPL Allocation)
- Schemes for Supply of Foodgrains for SC/ST/OBC Hostels
- Nutritional Programme for Adolescent Girls (NPAG) (Implemented by Ministry of Women and Child Development)

Ministry of Micro, Small and Medium Enterprises

- Credit Support Programme
- Rajiv Gandhi Udyami Mitra Yojana
- Prime Minister's Employment Generation Programme
- Workshed Scheme for Khadi Artisans

Ministry of Law and Justice

- Fast Tracks Courts
- Assistance to State Governments for Establishing and Operating Gram Nyayalayas

Policy Documents

- National Commission for Self Employed Women and Women in the Informal Sector: Shram Shakti Report 1988
- Committee on Status of Women in India – CSWI – Towards Equality 1975
- National Child Labour Policy 1987
- National AIDS Control Policy 2002
- National Commission on Women Act 1990
- National Health Policy National Nutrition Policy 1993
- National Perspective Plan 1988
- National Plan for Action 1976
- National Plan of Action for the Girl Child (1992-2000) – 1992
- National Policy for the Empowerment of Women 2001
- National Policy on Education 1986
- National Population Policy 2000

- Report of National Expert Committee on Women Prisoners 1987
- National Charter for Children 2004
- National Plan of Action for Children 2005
- Protocol for Pre-Rescue, Rescue and Post-Rescue Operations of Child Victims of Trafficking

The National Plan of Action for the Girl Child (1991-2000)

The plan of Action is to ensure survival, protection and development of the girl child with the ultimate objective of building up a better future for the girl child. Various legislations have been enacted for the protection of children. These are:

- The Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994.
- The Medical Termination of Pregnancy Act, 1971.
- Child Marriage Restraint Act, 1929 (Amended in 1979, 2006 & 2008).
- Child Labour (Regulation and Prohibition) Act, 1986 (Amended in 2006).
- Infant Milk Substitutes, Feeding Bottles and Infant Food (Regulation of Production, Supply and Distribution) Act, 1992.

Support Measures for Working Women

The Government of India has undertaken several initiatives to provide support to working women. Some of these initiatives are:

- Rajiv Gandhi National Creche Scheme for the Children of Working Mothers
- Working Women's Hostels with Day Care Centres
- Swawlamban, erstwhile Setting up of Employment and Income Generating Training – cum –Production Units for Women (NORAD) transferred to the States with effect from 01.04.2006
- Support to Training and Employment Programme for Women (STEP)
- Swayamsidha
- Priyadarshini, Women's Empowerment and Livelihood Programmes in the Mid Gangetic Plains
- Rashtriya Mahila Kosh (RMK)

Legislation for Working Women

Several legislations have been enacted since Independence for the welfare of workers and women workers. These are:

- The Equal Remuneration Act, 1976
- The Minimum Wages Act, 1948
- The Mines Act, 1952
- The Factories Act, 1948 (Amended in 1949, 1950 and 1954)
- The Beedi and Cigar Workers (Condition of Employment) Act, 1966
- The Contract Labour Act 1976 (Regulation and Abolition) Act, 1970
- The Employees State Insurance Act, 1948 (with rules upto 1984)
- The Maternity Benefit Act, 1961 (Amended in 1995)

- Supreme Court Order regarding Sexual Harassment of Women at Work Place and Other Institutions, 1999
- 10.The Employment Guarantee Act, 2004
- The Domestic Workers (Registration, Social Security and Welfare) Act, 2008
- 12.The Unorganised Sector Workers' Social Security Bill, 2007 (Under consideration of Parliament)

Girl Child Scheme/ Adolescent Girl Scheme

- Sarva Shiksha Abhiyan (2002)
- Balika Samridhi Yojana (1997)
- Kishori Shakti Yojana (2000)
- Jan Shikshan Sansthan (1998)
- District Primary Education Programme (1994)
- Reproductive and Child Health Programme (1996)
- Integrated Child Development Services (1975)
- National Programme of Nutritional Support to Primary Education (Mid Day Meal Scheme) (1995)
- Integrated Child Protection Scheme (2009)
- 10.Sabla, Scheme for Adolescent Girls (Launched in 2010)

Legislative/Other Measures for Child Labour

- Child Labour (Regulation and Prohibition Act), 1986 (Amended in 2000 & 2006)
- National Child Labour Policy, 1987
- National Child Labour Projects
- International Programme on the Elimination of Child Labour (IPEC), 1992
- Committee on Child Labour (Gurupadswamy : 1979)
- Task Force on Child Labour (Singhvi : 1989)
- National Commission on Rural Labour, 1991
- National Authority for Elimination of Child Labour, 1994
- The Children (Pledging of Labour) Act, 1933
- 10.The Factories Act, 1948

The Ministry of Women and Child Development, Government of India

Support Measures for Women

- Rajiv Gandhi National Creche Scheme for the Children of Working Mothers
- Integrated Child Development Services (ICDS)
- Working Women's Hostels with Day Care Centres
- Swawlamban, erstwhile (NORAD)
- Support to Training and Employment Programme for Women (STEP)
- Mahila Samakhya (MS)
- Swayamsidha

- Rashtriya Mahila Kosh (RMK) (credit to women)
- Short Stay Homes for Women and Girls (SSH) (for women in distress)
- Condensed Courses of Education for Women (CCE)
- Family Counselling Centres (FCC)
- Innovative Scheme (for women and children not covered by others schemes)
- Swa-Shakti Project (SSP)
- Swadhar Scheme for Women in Distress
- Women Help Lines
- Awareness Generation Project
- Ujjawala Scheme for Combating Trafficking

- **Legislation for Women**
- The various legislations enacted for the protection of women are:
- The Family Courts Act, 1984
- The Dowry Prohibition Act, 1961 (Amended 1985)
- The Hindu Marriage and Divorce Act, 1956
- The Hindu Widows Remarriage Act, 1856 (Amended 1985)
- The Special Marriage Act, 1954 (Amended 1985)
- The Christian Marriage Act, 1972
- The Muslim Personal Law (Shariat) Application Act, 1937
- The Foreign Marriage Act, 1969
- The Indian Divorce Act, 1969
- The Indecent Representation of Women (Prohibition) Act, 1986
- The Commission of Sati (Prevention) Act, 1987
- The National Commission for Women Act, 1990
- The Medical Termination of Pregnancy Act, 1971
- The Indian Succession Act, 1925
- The Married Women's Property Act, 1876 (Amended 1984)
- The Hindu Adoptions and Maintenance Act, 1956
- The Hindu Minority and Guardianship Act, 1956
- The Hindu Succession Act, 1956
- The Pre-Natal Diagnostic Technique (Regulation and Prevention of Misuse) Act, 1994
- The Juvenile Justice Act, 1986
- The Infant Milk Substitute, Feeding Bottles and Infant Foods (Regulation of Production, Supply and Distribution) Act, 1992
- The Equal Remuneration Act, 1976
- The Minimum Wages Act, 1948
- The Child Labour (Prohibition and Regulation) Act, 1986
- The Mines Act, 1952
- The Plantation Labour Act, 1951

- The Beedi and Cigar Workers (Conditions of Employment) Act, 1966
- The Factories Act, 1948 (Amended in 1949, 1950 and 1954) **Box 5**
- The Contract Labour (Regulation and Abolition) Act, 1970
- The Employees State Insurance Act, 1948
- The Maternity Benefit Act, 1961 (Amended in 1995)
- The Workmen's Compensation Act, 1923
- The Immoral Traffic (Prevention) Act, 1961
- The Code of Criminal Procedure, 1973
- Rape is an Offence under Section 376 of IPC
- Supreme Court Order regarding Sexual Harassment of Women at Work Place and Other Institutions, 1999 (Section 509 IPC)
- The Protection of Women from Domestic Violence Act, 2005
- The Child Marriage (Prevention) Act, 2006