Chapter-3

Women in Five Year Plans in India
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WOMEN IN FIVE YEAR PLANS IN INDIA

"No society can ever prosper, half- liberated and half-chained. Women's empowerment is a pre-condition for human security"

Mahbub ul-Haq

The Constitution of India guarantees right to equality of all citizens, and strives for sustainable development of all. It is a well-known fact that the Indian society is not only a patriarchal society in the strictest sense, but is also gravely ignorant of the many needs of the fairer sex. The Constitution of India not only provides for equal rights and privileges for women and men, but also for making special provision for women. A series of social legislations had been enacted from time to time for raising the status of women in the country. The Five Year Plans have consistently placed special emphasis on providing minimum health facilities integrated with family welfare and nutrition for women, acceleration of women's education, increase in the labour force and welfare services for women in need. Various welfare and development schemes have been introduced to improve the living conditions of women and to increase their access to and control over material, social and economic resources. Special steps have been taken to remove legal, social and other constraints to enable them to make use of the rights and new opportunities becoming available for them. This chapter we are analysing the various schemes related to women and their welfare during the five year plans in India.

3.1: FIRST FIVE YEAR PLAN (1951-56)

In the first five year plan, there is not any objective directly related to women as such, but when we analysed the plan, we get some schemes related to women under different heads which are as following:
Education

➢ The first five year plan realised the problem of women's education in the country and stressed the equal educational facilities so that their entry into the professions and public services is in no way prejudiced.

➢ Women's education of different age-groups were kept in view and provide special facilities for meeting the special needs of girls above the age of eleven and methods was adopted for prosecuting studies beyond the primary stage at home.

➢ The consciousness of parents for educating their daughters formed an integral part of a campaign of social education. An organization of parents-teachers' associations and the Bharat Sevak Samaj was founded for the promotion and betterment of women's education.

➢ The plan realized the importance of higher education for girls after the secondary course. Part-time schools and colleges, extension lectures, harmonious combination of theory and practice were organised in the country.

➢ For women's education the Girl Guide Movement started which was restricted to urban centres which bring into its fold all the girls in the urban areas.

➢ There was the beginning of the Women's Welfare Movement in the country in which the step was taken by the Madras Government in constituting a separate women's welfare department, administering a comprehensive programme, both in rural and urban areas, with the help of trained social workers and a large number of voluntary workers. It was followed by other State Governments like Uttar Pradesh.

Social Welfare

➢ The plan examined the importance of the position and functions of the woman in different communities. Special organisations on the part of the Centre or State Governments for promoting the welfare of women was developed.

➢ The community welfare agencies worked out programmes and activities and initiated more comprehensive programmes for women to achieve better co-ordination between the efforts of public and private agencies.
The All-India Women's Conference has 37 branches and about 300 'sub-branches' in the country. Organised efforts were made by community centers, social education agencies, both in rural and urban areas for the welfare of women.

The National Council of Women in India had 12 major branches. The Girl Guides Association, the National Y.W.C.A., the Association for Moral and Social Hygiene, and the Trained Nurses Association in India, were affiliated to it.

The Kasturba Gandhi National Memorial Trust done extensive works for the welfare of women in rural areas and had representatives to carry out activities in eighteen States.

The Central Social Welfare Board was set up in the first five year plan, had assisted 2128 institutions—of which 660 are women's welfare institutions, 591 child welfare institutions, 151 institutions serving handicapped persons and delinquents and 726 institutions engaged in general welfare work. By the beginning of 1956 the Board had established 291 welfare extension projects.

3.2: SECOND FIVE YEAR PLAN (1956-1961)

From the document of the plan it is clear from the objectives that there is not as such a direct objective on women, but when we examine the plan we found the traces of women welfare in the plan as follows.

Education

- Second five year plan emphasised on improvement of girls' education. Special efforts had made for educating parents, combined with efforts to make education more closely related to the needs of girls.

- The plan adopted methods for accepting co-education or adopted a shift system as an interim measure—one shift working for boys and the second for the girls.

- The plan paid attention to women teachers which was one of the major obstacles in the way of promoting girls' education. The task of training women teachers had approached and the provision of housing facilities for women teachers in villages were taken up.

- Opportunities for part-time employment draw attention for educated married women into the teaching profession.
Health

- States had provided about Rs. 3 crores for the setting up of about 2,100 maternity and child health centres.
- The plan made the necessary provision for providing properly trained medical and ancillary personnel needed in maternal and child health programmes.
- During the plan, shortages in personnel like doctors, nurses, midwives, dais and nurse-dais were marked and efforts were made to overcome this problem.
- Efforts were made for the training of increased numbers of nurses, midwives, and other technicians at medical colleges. A provision of about Rs. 6 crores was made for these training programmes.

Social Welfare

- A programme was initiated for increasing the number of projects to 1320. At the completion of the programme a total of 50,000 villages has provided with special organised welfare services for women and children.

Employment

- A special attention was paid to women workers. The special care and duties which fall to women necessarily place them under some handicap as industrial workers.
- During the plan efforts were made for women to protect them against injurious work should receive maternity benefits, and work places should provide creche facilities for their children.

3.3: THIRD FIVE YEAR PLAN (1961-1966)

In the third five year plan earlier schemes were continued with more incentives and efforts which are as follows:

Education

- During the Third Plan The National Council for Women's Education adopted special measures needed for promoting the education of girls at the primary, middle and secondary stages and made a series of recommendations.
The University Grants Commission (UGC) provided liberal assistance for women's colleges and women's hostels.

Under the Second Plan the resources devoted to girl's education was about Rs. 175 crores, of which about Rs. 114 crores were for education at the primary and middle school stages.

Health and Family Welfare

- During the plan Maternity and Child Welfare Bureaux have been established in most of the States.
- It is proposed to link up the maternity and child health services associated with the primary health units with extended facilities in referral and district hospitals.
- Short orientation courses were arranged at the hospitals for personnel engaged in maternity and child health work.

Social Welfare

- In the third five year plan about 6000 voluntary welfare organisations in different parts of the country had been assisted by the Central and State Social Welfare Boards. Of these, about 2900 were engaged in work for the welfare of women. The programmes of the Central Social Welfare Board, including assistance to voluntary organisations and welfare extension projects, envisaged a total outlay of Rs. 12 crores.
- The Central Social Welfare Board (CSWB) gave grants-in-aid of about Rs. 469 crores to voluntary organisations in the Third Plan and about Rs. 2.2 crores in the three years following. Among the more important schemes supported by the CSWB were condensed courses of education for women of 18—30 years to enable them to appear in the middle and higher secondary examinations.
- 625 condensed courses in education benefiting 4,384 women were conducted by voluntary organisations and 790 holiday camps were run.
- The principal programs for women undertaken by the Central and State Social Welfare Boards during the Third Plan were assisting to Mahila Mandals to provide services at about 1700 centres in the welfare extension projects entrusted to them,
socio-economic programme for women, condensed courses of training for adult women to enable them to take up vocational training and employment.

3.4: FOURTH FIVE YEAR PLAN (1969-1974)

The Fourth Plan was also accorded high priority to women's education, immunisation of pre-school children and supplementary diet for children and the families on the block.

Education

- The general purpose and objective of women's education cannot be different from men's education. The plan realised the problem of women's education and adopted special measures for solving it.
- The plan realised the needs of women of different age-groups: girls of the school-going age, i.e., of the age-group 5-9; girls of the age-group 11-16; girls above this age who are married and have to look after their families; and unmarried girls above this age who have to learn some vocation and earn their livelihood.
- Special facilities and methods were founded for girls to prosecuting studies beyond the primary stage at home and were allowed to sit in the secondary school leaving certificate examination privately.
- The girl students who were interested in higher studies after the completion of the secondary course. During the plan some universities were established which admit such private candidates for their examinations.
- The Ministry of Rehabilitation at the Centre and some of the Departments of rehabilitation at the State level have set up special divisions to deal with the problems of displaced women.

Social Welfare

- During the plan the welfare services for women in rural areas increased. One hundred and twelve families and child welfare projects have been started in the rural areas. Social defence programmes under the Suppression of Immoral Traffic in Women and Girls Act, Probation of Offenders' Act and Children Acts were organised.
3.5: FIFTH FIVE YEAR PLAN (1974-1979)

In the plan document we don’t find women specific outlay on education, health etc. as it is given in first four plans. They accorded high priority to women’s education. Measures to improve maternal and child health services, supplementary feeding for children, nursing and expectant mothers were also introduced.

3.6: SIXTH FIVE YEAR PLAN (1980-1985)

The main strategy in the sixth five year plan was of three folded- on education, employment and health. The programmes of the Central Social Welfare Board and those of individual development were being functionally integrated so as to optimise the benefits from all programmes intended for women. Mahila Mandalas and other voluntary agencies were encouraged to take up socio-economic programmes for providing wages and self-employment in rural areas. At district level, a special cell for increasing women’s participation through wage and self- employment was set up as the part of the proposed machinery for district manpower planning and employment generation. Research and studies to improve the data base regarding women be supported.

Education

➢ The programme for universalisation of elementary education was directed towards higher enrolment and retention of girls in schools.
➢ The Balwadi-cum-Creches were attached to the schools, free books, uniforms and stationary etc. was expanded in order to enable girls to attain the school.
➢ Women teachers were appointed in order to encourage girls’ education, especially in rural areas.
➢ Special non-formal educational programmes were introduced for girls in the age group 15-20 years who could not complete formal schooling earlier.
➢ Every effort was made to ensure that at least one-third of trainees under the TRYSEM programme are girls.
➢ Special Krishi, Udyog and Van Vigyan Kendras were established for women. The number of girl’s hostels was increased in order to boost the education among women belonging to backward classes.
Eight home science colleges for women attached to agricultural universities were set up to provide training and research facilities.

To give additional fillip to higher education among women, separate universities for women were been established in the States of Tamil Nadu and Andhra Pradesh. Special programmes were taken up for women in adult education centres, providing education in subjects like health, nutrition, child care and family planning.

A major step was taken by UGC to provide a boost to women’s participation in the field of science and technology by enhancing by 10 years the age of eligibility for women scientist to receive research fellowship.

**Health**

- In the plan provision was made for continuing and expanding the maternal and child health schemes (MCH).
- The training facilities for nurses, which are mainly women, were expanded.
- Measures were taken to improve the nutritional status and health of mothers/maternal women.
- Under the Integrated Child Development Services (ICDS), special nutrition was provided to pregnant women and nursing mothers. At the end of sixth plan, more than 1.2 million such women were receiving benefits under the programme.
- Family welfare programmes have received high priority. Under the family welfare programme, the couple protection rate was expected to reach 36.6 per cent by the end of March 1985.

**Employment**

- Areas and sectors where women’s employment was either low or on the decline were identified and corrective measures initiated to promote additional avenues for employment.
- Modernisation of the traditional occupations of women such as spinning and weaving, animal husbandry, fishing, match making etc. were selected and included simultaneous development of skills for alternative employment for them.
The specific needs and problems of self-employed women were identified and steps were taken to extend appropriate support to self-employed women like street vendors, petty shopkeepers, weavers etc.

Appropriate training facilities were initiated for the skill development of women job seekers to promote their employability including self-employment.

Under the *Vocational Training Programme for Women*, rural training component and setting up of more regional institutions were envisaged.

The national scheme of TRYSEM covered a large number of rural women. A decision was also taken that a minimum of one-third of the beneficiaries under TRYSEM would be women and thereby about 3.27 lakh women constituting 34.8 per cent of the total number of beneficiaries were trained. These were special prizes or awards for women trainees in recognised institutions.

A special cell created in 1976 to look after the employment of women and monitor the implementation of the Equal Remuneration Act, enacted to provide for equal wages to those of men for work of similar nature.

Three regional vocational centres (Bangalore, Bombay and Trivandrum) and a National Vocational Training Institute in New Delhi, with a total intake capacity of 600 women trainees, were set up by the Directorate General of Employment and Training (DGE&T). 144 Industrial Training Institutions (ITIs) exclusively meant for women were functioning in different states by the end of the Sixth Plan.

The “Development of Women and Children in Rural Areas” (DWCRA) was started in 1982-83 as a pilot project in 50 blocks of the country. Nearly 3000 women were given training in skills in modern industries and provided employment under the scheme ‘Employment and Income-Generating Training-cum-Production Centres for Women’.

Condensed courses of education and vocational training courses were organised by a number of voluntary organisations benefiting 1, 11,000 women.

Under the ‘Social Economic Programme’, 3589 units were sanctioned, with coverage of 47,011 women.
The scheme of "Assistance to women in distress" covered only 9,260 women through 267 vocational courses in non-traditional trades with the aim of making these women economically independent.

**Social Welfare**

➢ The major thrust of the sixth plan in the field of welfare of women is their economic upliftment through greater opportunities for salaried, self and wage employment, appropriate technologies, services and public policies were introduced.
➢ The technological package includes imparting new skills and upgrading existing skills.
➢ The services package was paid attention to training, credit need and marketing. The public policy package included measures in the area of ownership rights, enforcement of wage laws and employment impact assessment with reference to the employment of women in development projects.
➢ Special attention was paid for the removal of socio-economic biases by social change in the value system, attitudes and social structure prevailing in the country.
➢ For increasing the awareness of the women in development the Ministry of Information and Broadcasting presented appealing programmes on social and economic problems and other related issues faced by women.

**3.7: SEVENTH FIVE YEAR PLAN (1985-1989)**

In the seventh plan, the basic approach was to inculcate confidence among women and brings awareness of their own potential for development, as also of their rights and privileges. An integrated multi-disciplinary approach was adopted covering employment, education, health, nutrition, application of science and technology and other related aspects in areas of interest to women. Collation and analysis of information and relevant data on the development for women will be undertaken in an effective manner.
Education

➢ At elementary stage, education has been made free for girls in all States/UT. Incentives like uniforms, free textbooks and attendance scholarships were continued for girls in the school.

➢ The Adult Education Programme was modified to incorporate new value systems in the community regarding the role of women in the family and community.

➢ The seventh plan envisaged schemes like TRYSEM, IRDP, NREP and other, which monitored and had a component of functional literacy for women beneficiaries.

➢ Talented girls were encouraged to pursue higher education through “Open Learning Systems” more women polytechnic were opened in order to expand technical and vocational education among women.

➢ The scheme of informal education implemented in educationally backward States was modified during seventh plan to cover urban slums, hilly and tribal areas and working to girls in the age group 6-14 years.

➢ About 65,000 centres were set up by the end of 1988-89 benefiting 16 lakhs girls. Special cells were set up in the Directorate of Adult Education and Resource Centres to plan and administer women’s education programmes and to encourage their participation.

➢ The scheme of Mahila Samakhya was launched in three states to mobilise rural women in education.

➢ Women centres were set up in 22 universities and colleges bring about social awareness of women’s issues and efforts on the development of rural women.

➢ Grants were given for organising condensed educational and vocational training courses for adult women so as to improve their employment prospects.

Health

➢ During the Seventh Five Year Plan the major thrust was on the reduction of the prevailing high maternal and infant mortality rates. Emphasis was given to the expansion of MCH care which gave importance to preventive, promotive and educational services.
➢ The health and family welfare services like nutrition supplements, iron and folic acid tablets were provided to all women in the reproductive age group in order to bridge the calorie-vitamin and mineral deficiency gap.

➢ The Universal Immunisation Programme, which aims at universal coverage of pregnant women and infant, was extended to all the districts in the country.

➢ Special centres were set up to impart nutritional education to mothers through home visits by multipurpose workers.

➢ The message of family planning, the desirability of delayed motherhood, and spacing of births was promoted vigorously.

**Employment**

➢ During the plan, special attention was given to improve existing skills of women and imparting them with new skills.

➢ Under the *Integrated Rural Development Programme (IRDP)* efforts were made to select households headed by women beneficiaries. The number of women beneficiaries assisted under IRDP was 34.33 lakh in the plan. The percentage of women beneficiaries increased from 9.9 in 1985-96 to 25.6 in 1989-90.

➢ Under TRYSEM, 4.59 lakh women were trained for self-employment in the seventh plan. About one-third of the beneficiaries under the TRYSEM are expected to be women.

➢ The scheme of Development of Women and Child in Rural Area (DWCRA) would be strengthened and modified to ensure that the benefit reach to the target group. Stress would be given on giving adequate employment to women beneficiaries under the DWCRA, launched in 1982-83, to increase rural women's access to employment, skills, training, credits and other support services, covered 187 districts in 1990-91.

➢ Besides, the District Industries Centres (DICs) will play a special role in the identification of groups of women artisans/ workers for disseminating information relating to avocations to be taken up and the nature of support that could be extended by government agencies.

➢ Implementation of the Equal Remuneration Act was strengthened to ensure that women workers are paid wages as prescribed in the Act from time to time.
➢ Relaxation of age limit for women for entry into government services and public sector undertakings was considered.
➢ Under Jawahar Rozgar Yojana (JRY), 30 per cent employment opportunities are reserved for women. In 1990-91, the share of women in employment generation under JRY was about 24 per cent.
➢ In 1989, out of 68.85 lakh members of dairy cooperative societies, 14 per cent were women. Some women’s cooperative societies were set up in fisheries sector also which provide training courses for women in fish processing, preservation etc.
➢ Nearly 52,000 women are expected to benefit under the special livestock breeding programme, where a target of 10 per cent was earmarked for women beneficiaries.
➢ Krishi Vigyan Kendras and “Lab to Land” programme also benefited women in agriculture and allied sectors.
➢ The Khadi and Village Industry sector took up measures to improve employment and earnings of women.

Science and Technology

➢ Programmes on ‘Science and Technology for Women’ was strengthened to identify, formulate, sponsor and implement research and development, demonstration and extension programmes, with special emphasis on providing opportunities for gainful employment self-employment to women specially to those in rural areas.
➢ UnderVigyan Kendras, the possibility of setting up rural banks for lending improved agricultural tools was identified, preferably those in which scientists and technologist are actively involved in taking up developmental programmes for women at the grassroots level.

Social Welfare

➢ Strengthening of the on-going schemes was made which found useful in skill formation and creation of gainful employment among women.
Very close linkages with specialised agencies such as ICAR, ICMR, DST, Rural Development, Industry and Education are called for.

The Social Welfare Board was continued to extend grants-in-aid to voluntary organisations to set up a variety of income generating units under the ‘Socio-Economic Programme’ for the benefit of needy women.

A Women’s Development Planning and Monitoring Cell were set up for collection of data and monitoring of plan programs.

For tackling the problem of violence against women, including domestic violence, rape, etc. amendments to existing laws were carried out to accord better protection of women victims.

A number of schemes, supplemental to the general development programmes, were implemented by the Department of Women and Child Development.

To provide safe accommodation at reasonable rents to working women, construction of 597 hostels with a capacity of 38, 127 seats for women was sanctioned between 1972-73 and March 1991.

In 1986-87, a scheme to provide Support to Training and Employment of Women (STEP) was launched. Women’s Development Corporations were set up in 11 States and one Union Territory to promote economic activities, organise training and generate employment.

3.8: EIGHT FIVE YEAR PLAN (1989-1991)

The strategy in the eight five year plan was to ensure that the benefits of development from different sectors do not bypass women and special programmes are implemented to complement the general development programme. The flow of benefits to women in education, health and employment need to be monitored. Women must be enabled to function as equal partners and participated in development and not merely as beneficiaries of various schemes. Extending the reach of services to women, both quantitatively and qualitatively, was an important objective of the eighth plan. The major thrust in the strategy for women’s development was on the formation and strengthening of grassroots level women’s groups, which will articulate local women’s needs and play an important role in decentralised planning and implementation of programmes. National
Commission on women was set up to act as a watch dog body on matters concerning women. A Commissioner of Women’s Rights were appointed.

Education

➢ Emphasis in the Eight Plan was laid for the creation of conditions which would enable women to participate in the educational process in a more meaningful way.

➢ Retention of girls in school upto elementary stage was an important objective.

➢ The eight plan made efforts and provision for improving the enrolment of girls in school through flexible modules, condensed courses, flexible timings, appointment of female teachers, relaxation in educational qualifications for women teachers, expanding correspondence courses and open school system.

➢ At secondary and higher stages of education diversified courses are provided in technical fields such as agriculture, health services, food production activities like dairy, food prevention poultry etc.

Employment

➢ The employment strategy for women was integrated with the respective sectoral planning for promoting the opportunities for self-employment and creation of wage employment. Special job oriented courses was organised for women.

➢ District federations and association of women’s groups were encouraged to train village women and help them secure technical support, credit and marketing facilities.

➢ Attempts were made to expand women’s employment in the household sector by providing adequate support in the areas of technology upgradation, training, credit, raw materials and marketing.

➢ The programmes of training women in soil conservation, daily development, social forestry and other occupations allied to agriculture like sericulture, dairying, horticulture and poultry was being expanded.

➢ Special efforts were made to cover the large number of women under extension services. Extensive workers are actively assisting rural women to take advantage of the schemes and training programmes and help in the formation of cooperatives and Mahila Mandals.
- Women's control over economic resources and services was encouraged as a large number of women heading rural households.

- The scheme of STEP for implementation of projects seeking to provide training and employment to women in agriculture and allied activities was being strengthened.

- Measures are made to distribute surplus land to women headed households as well and titles granted to women in the allotment of house sites as also in respect of other productive assets. For married women, joint titles would be desirable for productive assets, houses and house sites.

- During the plan, vocational training of women was a special thrust area, the training programmes for women in the ITIs and other training institutions was diversified and expanded.

- The scheme "Employment-cum-Production Centres", with the assistance of NORAD, was consolidated.

**Nutrition**

- Efforts were made to bring about a change in the discriminatory attitude of the society with regard to the food intake of females within the family.

- Nutrition programme laid emphasis on nutrition education, particularly increasing the awareness about the nutritional needs of women, especially during infancy, adolescence, pregnancy and breastfeeding of the newborn.

- Nutrition education programme was linked with other programmes like family planning, environmental sanitation, potable water supply, ecological balance, horticulture, kitchen garden, education and training for income generation.

- Mass media played a major role in spreading the message regarding women's nutrition. Documentary films, video tapes and audio-cassettes will be produced and transmitted through the television, radio, cinema, and other communication channels. Booklets and pamphlets were produced on a large scale for the community.

- Exhibitions on the theme 'Women's Nutrition and Health' was organised in rural, tribal and urban slum areas. Camps and short term nutrition training programmes for women, ANMs, teachers, members of Mahila Mandals and informal channels.
➢ Local women’s organisations and adolescent girls were encouraged to promote participation of women in the monitoring of nutrition care and social support measures for them.

Social Welfare

➢ The Central Social Welfare Board’s scheme of assisting voluntary organisations to provide work and wages for the poor will be continued.

➢ The activities of women development corporations as guarantor and promoters of credit to poor women or groups of women were continued.

➢ The meet of credit need of women producers, special institutional arrangements was made by streamlining the existing lending procedures of banks and cooperative societies removing bottlenecks for women borrowers and setting up a national credit fund for women.

➢ Hostel facilities for working women with crèche facilities was increased for women migrating to towns, cities and metropolitan areas for employment.

➢ Programmes were designed for destitute women and women in distress by providing the necessary rehabilitation measures to make them economically self-sufficient.

➢ Programmes for generation of legal awareness were initiated and Legal aid was extended.

➢ Voluntary organisations were promoted and supported to accelerate the process of women’s development by reducing the delays in releasing grants.

➢ Policy research and evaluation was supported and the findings widely disseminated so that the improvements needed in policies and programmes can be more clearly articulated.


The focus of the Ninth Plan was "Growth with Social Justice and Equity". Empowerment of Women being one of the ninth primary objectives of the ninth plan, efforts were made to create an environment where the women can freely exercise their rights both within and outside home, as equal partners along with men. This was realised through early finalisation and adoption of the "National Policy of Women
Empowerment" which laid down definite goals, targets and policy prescriptions along with a well-defined "Gender Development Index" to monitor the impact of its implementation in raising the status of women from time to time. An integrated approach was adopted towards empowering women through the convergence of existing services, resources, infrastructure and manpower available in both women-specific and women-related sectors with the ultimate objective of achieving the set of goal. The ninth plan directs both the Centre and the State to adopt a special strategy of ‘Women’s Component Plan’ through which, not less than 30 per cent of funds/benefits are earmarked in all the women-related sectors. Affirmative action through deliberate strategies were initiated to provide equal access to and control over factors contributing to empowerment, particularly in the areas of health, education, information, lifelong learning for self-development, vocational skills, employment and income generating opportunities, land and other forms of property.

Education

➢ Education, being the most powerful instrument for empowering women, got special priority in the ninth plan. Efforts in the ninth plan were target-oriented in fulfilling the goal of ‘Education for Women’s Equality’ as laid down in the National Policy on Education (NPE) 1986 and revise in 1992 by providing free education for girls upto college levels, including professional courses, so as to be better empowering women.

➢ The Universal Primary Education continues to be a priority area in the ninth plan; efforts were made to ensure both easy and equal access to education for women and girls through the commitments of the Special Action Plan (1998) to achieve total eradication of illiteracy.

➢ Steps were initiated to eliminate gender discrimination in the admissions; in the curricula, text books and learning material; create a gender-sensitive education system; promote gender sensitization of teachers on a regular basis; appoint more women teachers at primary level; reduce dropout rates and increase enrolment and retention rates of girl children through special incentives like free supply of uniforms and text books, scholarships, flexible school timing and attached hostels and improve the quality of education, facilitating lifelong learning through the
correspondence courses, distance learning and self study programmes for women and girls who fall out of the formal system of schooling.

- Vocationalisation of secondary education and vocational training for women was receiving high priority which makes women economically independent and self-reliant. The existing network of the National Vocational Training Centre (NVTC), Regional Vocational Training Centre (RVTCs), Pre-Vocational Training Centre (PVTCs) was strengthened with necessary improvements in the infra-structural facilities for introduction of up-coming trends etc.

- Introduction of part-time and short term courses were made to meet the special needs and timings of working women/girls. Initiatives were opting for the emerging areas of technical education such as electronics, computer system media, communication, etc. which have high employment potential for women.

Nutrition

- To tackle the problems of micro-nutrient deficiencies and protein energy malnutrition (PEM), the primary focus was on the women/mothers who are living below the poverty line.

- Special efforts were made through the Special Action Plan of 1998 to universalise the on-going supplementary feeding programmes viz., Special Nutrition Programme (SNP) for pre-school children and expectant and nursing mothers.

- The feeding programmes were reinforced with necessary support services like health check-up, immunisation, ante-natal care, health and nutrition education and awareness etc.

- The Ninth Plan incorporated a special package of services to prevent/control the micro-nutrient deficiencies of Vitamin A, Iron and Iodine, which are important for women/mothers.

Health

- The ninth plan with RCH adopted a holistic approach for improving health status of women/girls.

- Efforts were made to increase women’s access to appropriate, affordable and use friendly health care services for pregnant women, adolescent girls and girl-babies.
Employment

- Ninth Plan envisages the preparation of *Satellite Accounts* to highlight Women's Work through appropriate methodologies, consistent with the National Accounts.
- To fulfill the objective of *Right to work for every citizen*, special efforts were made to generate gainful employment through promotion/expansion of both wage and self-employment opportunities for women to make all potential women economically independent and self-reliant.
- The on-going training-cum-employment-cum-income-generation programmes viz. IRDP, TRYSEM, NRY, JRY, PMRY, DWCRA, IMY, STEP, NORAD, SEP etc.
- The plan gave special focus on women in agriculture and its allied sectors through training women in soil conservation, social forestry, dairy development and other occupations allied to agriculture like horticulture, livestock including small animal husbandry, poultry, fisheries, etc. need to be expanded to reach the benefits to women workers in proportion to their number.
- Women in the Informal Sector were received special attention during the Plan with regard to their working conditions by extending labour legislations to ensure basic minimum working conditions for women.
- The Plan recognised the need for a *Conductive Credit Policy* to increase the access for women to credit through appropriate institutional mechanisms like RMK, NABARD, CAPART, Women Co-operatives/SHGs and the other financial institutions.
- Ninth Plan envisages all States/UTs to be equipped with WDCs to provide both 'forward' and 'backward' linkages of credit and marketing facilities to women entrepreneurs, besides being catalysts. The Plan envisages setting up a 'Development Bank for Women Entrepreneurs' in the small scale and tiny sectors.
- With regard to Women in Services, the Ninth Plan recognises the need to initiate affirmative action to ensure at least a minimum of 30 per cent of reservation for women in services in the Public Sector.
- Efforts were made to ensure up-ward mobility for women in the services through concessions and relaxations viz. multiple entries, enhancement of upper
age limit, need to be extended to ensure adequate representation of women in services in the public sector, child care facilities viz. Creches/day care centres in the work places/educational institutions, hostels for working women etc.

**Decision Making**

- Efforts were made to ensure adequate numbers of women at the decision-making levels by providing special coaching facilities to compete in the competitive examinations which provide them a direct entry into the path of decision-making levels.
- There is a need for women to be active in public life and take part in the political decision-making process, as its influence a lot in creating an enabling environment for women to empower themselves. Efforts were made to expedite action to legislate reservation of not less than 1/3 of the total seats for women both in Parliament and State Legislative Assemblies.

**Poverty Alleviation**

- Women play a critical role in the process of moving their families out of poverty; efforts are made to redesign the policies and programmes of poverty alleviation to make them more responsive to abject/extreme poverty conditions.
- The Ninth Plan proposed to revamp TRYSEM in its design, curriculum and method of training and thus improve the training and employment opportunities for women in poverty.
- Special mechanism was evolved to bring forth a closer integration amongst DWCRA, IRDP and TRYSEM to extend greater access to financial assistance and training to Women's Groups under DWCRA.

**Care and Protection**

- Welfare and rehabilitative services continued to be extended to women in need of care and protection.
- Special programmes were designed for both social and economic rehabilitation of Devadasis, Basavis, Jogins, sex-workers, beggars etc.
The difficulty of young women and girls, who migrate to the cities in search of jobs and later become victims of various circumstances and social/moral danger, was received special attention during the Ninth Plan.

Environment

- Environment impact the sustenance and livelihood of women, special efforts were made to ensure/encourage participation of women in the conservation of the environment and the control of environmental degradation through programmes of social forestry, afforestation and wasteland development etc.
- Provisions were made to reflect women's perspectives in the policies and programmes for the management of eco-system and natural resources.
- Emphasis was laid on the use of science and technology to solve environment-related problems like water, energy and fuel conservation to ease women's work in and outside the home.
- Efforts were made for gender sensitization of forest staff and local communities to involve women's groups in the planning and management of forest conservation and utilisation of forest produce.

Science and Technology

- Application of Science and Technology (S&T) is vital for the advancement of women as it reduces the household drudgery and provides better working conditions for women, particularly, in rural areas.
- Participation of women/women scientists in S&T activities were encouraged in the Ninth Plan at all stages viz. - design, development/ adaptation of alternative technologies, including upgradation of traditional technologies.
- The criteria for selection of technology for women included relief from drudgery - associated tasks, time saving, increased output and productivity, improved hygiene, energy efficiency etc.
- To encourage girls in R&D activities, these types of R&D activities, more and more girl students are encouraged with attractive incentives into science stream.
Mass and Communication

➢ The strategy for Media in the Ninth Plan was a combination of efforts to put an end to the negative and stereotyped portrayal and depiction of women and girls, to change the mind-set of the people and the attitudes/behavioural patterns of people through information, advocacy and analysis.

➢ The plan adopted a Media Policy which laid down prescriptions of 'do's' and 'don'ts' in support of the constitutional guarantee of upholding women's dignity.

SPECIAL INITIATIVES / ACHIEVEMENTS FOR THE EMPOWERMENT OF WOMEN DURING THE NINTH PLAN (1997-2002)

➢ Review of the progress of WCP during the Ninth Plan reveals that funds flowing from one of the women-related Departments (viz. Family Welfare) was as high as 70 per cent of its Gross Budgetary Support of the Ninth Plan (1997).

➢ Launching of 'Swa-Shakti' to create an enabling environment for empowerment of women through setting up of self-reliant Self-Help Groups (SHGs) and developing linkages with lending institutions to ensure women's access to credit facilities for income-generation activities (1998).

➢ 'Stree Shakti Puraskars' instituted for the first time in the history of women's development to honour 5 distinguished women annually for their outstanding contribution to the upliftment and empowerment of women(1999).

➢ Setting up of a Task Force on Women under the Chairpersonship of Shri K. C. Pant, Deputy Chairman, Planning Commission to review the existing women-specific and women-related legislations and suggest enactment of new legislations or amendments, wherever necessary. The Task Force also suggested a thematic programme for celebrating the year '2001 as Women's Empowerment Year', besides reviewing 22 existing legislations; (2000).

➢ Introduction of Gender Budgeting to attain more effective targeting of public expenditure and to offset any undesirable gender-specific consequences of previous budgetary measures; (2000-01). Adoption of a National Policy for Empowerment of Women to eliminate all types of discrimination against women.
and to ensure gender justice, besides empowering women both socially and economically; (2001).

➢ Celebration of the Year 2001 as ‘Women’s Empowerment Year’ to create awareness generation, remove negative thinking, besides building up confidence in women through the processes of conscientization so that they can take their rightful place in the mainstream of the nation’s social, political and economic life (2001).

➢ Recasting of Indira Mahila Yojana as ‘Swayamsidha’, - an integrated programme for empowerment of women through a major strategy of converging the services available in all the women-related programmes besides organising women into SHGs for undertaking various entrepreneurial ventures (2001).

➢ Launching of ‘Swadhar’ to extend rehabilitation services for ‘Women in Difficult Circumstances’ (2001).

➢ Introduction of a Bill on Domestic Violence against Women (Prevention) to eliminate all forms of domestic violence against women and the girl child (2002).

3.10: TENTH FIVE YEAR PLAN (2002-2007)

The approach of the Tenth Plan for empowering women was very distinct from that of the earlier Plans. The Tenth Plan adopted National Policy for Empowerment of Women (2001) into action through-

➢ Creating an environment, through positive economic and social policies, for the development of women to enable them to realise their full potential;

➢ Allowing the de-jure and de-facto enjoyment of all human rights and fundamental freedoms by women on par with men in all spheres - political, economic, social, cultural and civil;

➢ Providing equal access to participation and decision-making for women in social, political and economic life of the nation;

➢ Ensuring equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office etc.;
➢ Strengthening legal systems aimed at the elimination of all forms of discrimination against women;

➢ Changing societal attitudes and community practices by active participation and involvement of both men and women;

➢ Mainstreaming a gender perspective into the development process;

➢ Eliminating discrimination and all forms of violence against women and the girl child; and

➢ Building and strengthening partnership organisations, corporate and private sector agencies.

The Operational strategy, as prescribed in the Policy, directs all the Central Ministries and State Departments to draw up Time-Bound Action Plans for translating the Policy into a set of concrete actions through a participatory process of consultations with all the concerned, both in the governmental and non-governmental sectors. Empowering women depends upon the holistic impact of various sectoral achievements, efforts were initiated/intensified during the Tenth Plan to converge the existing services, resources, infrastructure and manpower available both in the women-specific and women-related sectors with an ultimate objective of optimising the benefits with greater cost effectiveness.

Health & Family Welfare

➢ In the Tenth Plan the Life-Cycle Approach was adopted to meet the health needs of the target groups' viz. women, mothers, the adolescent girls and the Girl Child through improving the accessibility and utilisation of services of primary health care and family welfare.

➢ The plan reiterated the need to achieve the goals set by the National Health & Population Policies, especially with regard to women and children.

➢ The Tenth Plan took advantage of extending health care services through PMGY to fill the critical gaps in the existing primary health care infrastructure and services which improve the accessibility to women especially in rural and urban poor living below the poverty line.
Effective measure was made to focus on the essential obstetric care through early registration of pregnancy and screening of all pregnant women at least thrice during this period to detect risk factors; identification and management of high risk mothers; appropriate management of anaemia and hypertension disorders; providing referral care to at-risk mothers and to ensure safe delivery.

**Food and Nutrition Security**

- The Tenth Plan laid down special emphasis on women, mothers and girl children through ensuring intra-household food security as the gender biases in the allocation of food as they face high-risk with the problems of under/nutrition and the resultant deficiencies and diseases during the critical stages of infancy, childhood, adolescence and motherhood.
- Special efforts were made to tackle both macro and micro-nutrient deficiencies, especially among pregnant and lactating mothers.
- All the direct and indirect nutritional supplementary feeding programmes were reinforced with necessary support services like health check-ups, immunisation, ante-natal and post-natal care, health and nutrition education and awareness etc., so as to achieve the goals set in the National Nutrition Policy.
- The TPDS modernized as a support system for household food security.

**Education and Training**

- During the Tenth Plan efforts were made to achieve its commitment ‘Education for All’ within the time targets.
- The Tenth Plan made efforts to consolidate the progress made under female education and carry it forward for achieving the set goal of ‘Education for Women’s Equality’ as advocated by the National Policy on Education, 1986 (revised in 1992) by reducing the gender gap at the secondary and higher education levels.
- Special attention was paid to the already identified low female literacy pockets and to the women and girl children belonging to the socially disadvantaged group’s viz. SCs, STs, OBCs, Minorities, and Disabled etc. as they lag behind the rest of the population.
Vocationalisation of secondary education and vocational training for women get priority during the Tenth Plan. Efforts were made to extend the existing network of regional vocational training centres to all the states. Women’s ITIs with residential facilities to all districts and sub-districts encourage eligible women/girls with suitable incentives to join vocational education/training to facilities available both at the general/exclusive Training Institutions.

To encourage more and more girls to enter into higher education, the Tenth Plan endeavours to put into action the governmental commitment of providing free education for girls upto the college level, including professional courses, so as to quicken the process of empowerment of women.

Welfare and Development

The Tenth Plan accelerated the implementation of ‘Swadhar’ - an innovative intervention for ‘Women in Difficult Circumstances’ with a special focus on the rehabilitation of sex workers, destitute/young/elderly widows; single women in difficult circumstances; women-headed households; displaced women; women affected by natural calamities etc.

Other welfare programmes of the WCD like short stayhomes, hostels for working women, crèches etc. were continued with expansion to meet the specific/emerging needs of women, especially for those belonging to other disadvantaged groups viz. SCs, STs, OBCs and Minorities.

Women and Media

Media was used to portray positive images consistent with human dignity of girls and women. The Tenth Plan was consciously address the need for a well-planned media strategy not merely for bringing about a massive awareness and education on the gender issues but also for preventing derogatory, demeaning and degrading portrayals of women in the media.

Private sector partners and media networks were involved at all levels to ensure equal access for women particularly in the area of information and communication technologies.
There was a need for adopting a media policy with laid down prescriptions of ‘do’s and don’ts’ in support of the Constitutional guarantee of upholding women’s dignity.

**Women and Environment**

- The Tenth Plan promoted those programmes that involve the efficient use of non-conventional energy resources in an environment-friendly manner.
- Women were involved in propagating the use of solar energy, biogas, smokeless chullahs, and other rural applications which have both visible and viable impact in influencing the eco-system and also in changing the lifestyles of rural women.
- Efforts were made to sensitise the forest staff and local communities about the need to involve women’s groups in the planning and management of forest conservation.

**Science & Technology for Women**

- The Tenth Plan encouraged women to participate in science and technology activities, especially in rural areas, as it reduces the drudgery of household chores and provides a better quality of life.
- Measures were taken to motivate and train girls to take up subjects of science and technology in higher education and ensure that development projects with scientific and technical inputs involve women fully.
- Special efforts/provisions were made to cover the existing gap in disseminating and reaching the technologies to rural women which benefit them.

**Women in Poverty**

- Women comprised 70 per cent of the population living below the poverty line. The Tenth Plan addressed the need for better targeting of benefits to women under various poverty alleviation programmes.
- Under SGSY scheme, 40 per cent of benefits were earmarked for women. The women-specific scheme of DWCRA merged under the SGSY, it is necessary to exercise that the allocations earmarked for women are not diverted to other components of SGSY.
Steps were taken for mobilisation of poor women into SHGs and through convergence of services, offering them a wide range of economic and social options, along with necessary support services to enhance their joint capabilities.

**Women in Agriculture and Land Management**

- The majority of female workforce is concentrated in the agriculture sector, the Tenth Plan ensures effective implementation of land reform legislations, ceiling and distribution of surplus land and issue of Joint *Pattas* under Government schemes etc. The phenomenon of feminisation of agriculture was attended to as a concern at the policy level.
- Efforts were made to ensure that the benefits of training and extension in agriculture and its allied activities of horticulture, small animal husbandry, poultry, fisheries etc. reach women in proportion to their numbers.
- Special training programmes in the latest technology were expanded to assist rural women in meeting the market demands.

**Women in Industry**

- During the Tenth Plan, efforts were made to increase the share of women in factories and industrial establishments, remove the existing traditional bias that women are good only in stereotype/feminine jobs and encourage women to equip themselves with necessary professional/vocational skills and compete with men to make an entry into newer areas.
- Efforts were made to ensure that the employers fulfil their legal obligations towards their women workers in extending child care facilities, maternity benefits, special leave, protection from occupational hazards, allowing formation of women workers' associations/unions, legal protection/aid etc.
- The Tenth Plan made special efforts to sensitise the Trade Unions to play the role of a watch-dog with regard to protection of women's rights/interests.
- The Tenth Plan initiated measures to facilitate women to work in the night shift in factories, if they so desire, as advocated by the National Policy for Empowerment of Women.
Employment and Income-Generation

➢ The ultimate objective of empowering women is to make them economically independent and self-reliant, special efforts were made to generate gainful employment through promotion/extension of both wage and self-employment opportunities.

➢ The on-going training-cum-employment-cum-income-generation programmes viz. SGSY, SJRSY, PMRY, STEP, NORAD etc. were expanded to create more and more of employment-cum-income-generation opportunities and to cover as many women as possible living below the poverty line.

➢ The programme of Swayamsidha was expanded to 2,000 additional blocks during the Tenth Plan. The micro-credit programme of RMK was closely tied up with SHGs formed under Swayamsidha for financing various employment cum-income-generation activities. Thus, Swayamsidha is going to emerge as a nationwide integrated programme to provide a strong base for empowering women, both socially and economically.

Women in Small-Scale/Cottage Industries

➢ The Tenth Plan made efforts to identify the traditional sectors and introduce necessary training programmes to re-train/upgrade the skills of the displaced women to take up jobs in the new and emerging areas of employment.

➢ Formulation of appropriate policies and programmes were attempted to generate opportunities for wage/ self-employment in traditional sectors like khadi and village industries, handicrafts, handlooms, sericulture, small scale and cottage industries.

Women in the Un-organised/Informal Sector

➢ During the Tenth Planefforts were made to ensure both minimum and equal wages for women on par with men, towards fulfilling the Constitutional commitment of 'equal pay for equal work'.

➢ The Tenth Plan endeavour to extend the important labour legislations to the Informal Sector, especially those legislations where the employers have a
mandatory binding for providing basic minimum working conditions along with necessary welfare services for women workers.

**Women and Globalisation**

- For the first time the globalisation and women were associated with each other and its impact on women.
- Globalisation has opened up opportunities for women entrepreneurs for exporting their products to the markets all over the world.
- Globalisation has thus opened up new challenges for the realisation of the goal of women’s empowerment.
- The Tenth Plan designed strategies to enhance the capacity of women and empower them to cope with the negative economic and social impacts of the globalisation process.

**Women in Services**

- The Tenth Plan recognised the need to initiate affirmative action to ensure at least 30 percent reservation for women in services in the Public Sector through providing coaching facilities, encouraging women to compete along with men in the competitive examinations and providing support services for working women to ensure mobility in the employment market.
- The Tenth Plan attempted to gender sensitise the existing personnel policies to facilitate upward mobility for women in Services.

**Women and Micro-Credit**

- The Tenth Plan recognized the need for a *Comprehensive Credit Policy* to increase women’s access to credit either through the establishment of new micro-credit mechanisms or micro-financial institutions or strengthening the existing ones.
- Efforts were made to equip all States/UTs with *Women’s Development Corporations* to provide both ‘forward’ and ‘backward’ linkages of credit and marketing facilities to women entrepreneurs, besides being active catalysts for empowering women economically.
The Tenth Plan tried and expedites the earlier efforts of setting up of an exclusive 'Development Bank for Women Entrepreneurs' in the Small Scale and Tiny Sectors.

Gender Justice

- The Tenth Plan took special measures to look into the reasons responsible for declining sex ratio.
- The Tenth Plan initiated action to enforce effectively the Indian Penal Code, 1860 and the Pre-natal Diagnostic Technique (Regulation and Prevention of Misuse) Act, 1994 to control and eradicate the female foeticide and female infanticide, respectively with a very close vigil and surveillance along with severe punishment for the guilty.

Elimination of Discriminatory Feeding Practices

- The Tenth Plan took immediate steps to ensure that adequate allocations were made available through PMGY and also under the newly launched programme of National Nutrition Mission of 2002, so as to reinforce the supplementary feeding services in all the 7.5 lakh Anganwadis (expected to be in action by the end of the Ninth Plan), as per the prescribed norms.
- Efforts were made to ensure 'Food Security for All at House-hold Level' so that the existing discriminatory practices against the women and the girl child in sharing of the food within the family can be put to an end.

Providing Access To and Control on Productive Resources

- The Tenth Plan attempted strategies/ interventions at the macro-economic level, and bring-forth, if necessary, amendments in the existing legislations or through enacting new legislation to eliminate these age-old discrimination against women and thus improve women’s access to productive assets and resources.

Strengthening Women’s Component Plan

- To make the implementation of the WCP more effective, the Tenth Plan ensured to identify the schemes and programmes of various Ministries/ Departments which should be covered under WCP.
➢ No re-appropriation from WCP to the other schemes were permitted without the prior approval of the DWCD.

➢ Detailed Schedules and Formats for reporting progress was devised so that the benefits flowing to women can be monitored closely and on a continuing basis during the Tenth Plan.

Adoption of Gender Budgeting

➢ The Ninth Plan initiated efforts towards ensuring a gender just/ gender-sensitive budget, the Tenth Plan will continue the process of dissecting the Government budget to establish its gender-differential impact and to translate gender commitments into budgetary commitments.

➢ The Tenth Plan initiated action in tying up the two effective concepts of WCP and Gender Budgeting to play a complementary role to each other, and thus ensured both preventive and post-facto action in enabling women to receive their rightful share from all the women-related general development sectors.

➢ The Tenth Plan took note of the over-riding priority given to the programmes of child development and the resultant intra-budgetary imbalances that exist today within the budget of the nodal Department of Women and Child Development and suggests to rectify the same through a much more balanced distribution of resources between ‘Empowerment of Women’ and ‘Development of Children’ - the two major responsibilities entrusted to it.

Awareness Generation and Gender Sensitization

➢ The focus was to change the negative attitudes within families and the community towards women and the girl child and eliminating all types of discrimination against them. In this process, both governmental and non-governmental organisations are expected to play a big role in utilising both mass media and other traditional means.

➢ Gender sensitisation will be institutionalised within the training systems of Government through induction as well as refresher courses.
Specially designed gender sensitisation programmes was conducted on a regular basis with special focus on the State functionaries’ viz. the executive, legislative, judicial and enforcement wings of all governmental agencies.

Effective Monitoring

Lack of gender disaggregated data on various Development Indicators, both at the state and district levels has been a major problem in monitoring the progress made in improving the status of women towards achieving ‘Equality’ on par with men.

The Tenth Plan took immediate steps to expedite standardisation of the Gender Development Index based on which the gender segregated data was collected at national, state and district levels; compiled/ collated and analysed so as to make Assessment Reports on the progress of the status of women at regular intervals which should be comparable not only at the national level, but also at international levels.

The DWCD in collaboration with CSO were engaged in collecting and publishing gender-based data and other primary and secondary data collecting Agencies like Registrar General of India, NSSO and concerned Ministries/Departments should develop Women’s Information Network System to ensure that the gender disaggregated data flows into on a regular basis.

The efforts initiated by the Planning Commission in collaboration with States/UTs and with the assistance of UNDP, Delhi to bring out both national and state level human development reports should allocate a separate Chapter on Gender.

The National Council for Women was being setup under the Chairpersonship of the Prime Minister and the Parliamentary Committee on Empowerment of Women in 2000 will oversee and review from time to time the progress made by women in achieving gender equality/gender justice on par with men.

3.11: ELEVENTH FIVE YEAR PLAN (2007-2012)

The vision of the Eleventh Five Year Plan was end the multifaceted exclusions and discriminations faced by women and children; to ensure that every woman and child in the country is able to develop her full potential and share the benefits of economic growth and prosperity. The Eleventh Plan recognized that women and children are not
homogenous categories; they belong to diverse castes, classes, communities, economic groups, and are located within a range of geographic and development zones. Thus special targeted interventions catering to the differential needs of these groups will be undertaken during the Eleventh Plan. The gender perspectives incorporated in the plan are the outcome of extensive consultations with different stakeholders, including a Group of Feminist Economists. In the Eleventh Plan, for the first time, women are recognized not just as equal citizens but as agents of economic and social growth. The approach to gender equity is based on the recognition that interventions in favour of women must be multi-pronged and they must:

➤ Provide women with basic entitlements,

➤ Address the reality of globalization and its impact on women by prioritizing economic empowerment,

➤ Ensure an environment free from all forms of VAW—physical, economic, social, psychological etc.

➤ Ensure the participation and adequate representation of women at the highest policy levels, particularly in Parliament and State assemblies, and

➤ Strengthen existing institutional mechanisms and create new ones for gender mainstreaming and effective policy implementation.

Employment

➤ The Eleventh Plan recognized the women’s social security covering issues of leave, wages, work conditions, pension, housing, childcare, health benefits, maternity benefits, safety and occupational health, and complaints committee for sexual harassment in the unorganized sector.

➤ The Plan ensured increased availability of micro-credit to women in the unorganized sector specially in agriculture for enhancing women’s land access which empower women economically and strengthen their ability to challenge social and political inequities.

➤ The Plan ensured the rights of poor, landless, and tribal women over forest land, commons, and other resources.
It promoted women’s participation, especially in service sector by providing special tax incentives for women headed enterprises, women employees, firms employing more women, and women entrepreneurial ventures.

The Plan encouraged public–private partnerships and corporate social responsibility programmes for women’s training, capacity building and empowerment.

Cases of brutality and abuse was registered immediately and legal support was provided to the domestic workers to prevent their exploitation.

Impact of Globalization and Eleventh Plan Strategy

The Eleventh Plan examined the impact of globalization on women, especially poor women including gender differentials in wage rates, exploitation of women in the unorganized sector, lack of skill training, technology, and marketing support, etc.

The plan provided relief to deprived and women-dominated sectors, such as agriculture and small enterprises by providing necessary skill training, vocational training, and technology education which worked towards a social security policy that mitigates faced the negative impact of globalization on women.

Health

The Plan recognized the gender dimension of health problems and seeks to address issues of women’s survival and health through a life cycle approach.

The Eleventh Plan agenda was to move beyond the traditional focus on family planning and reproductive health, to adopt a holistic perspective on women’s health. For this, allocation towards health is being stepped up.

It was commit resources and enacted legislature for HIV positive women by protecting them against discrimination in education, livelihood opportunities, workplace and medical treatment.

The Plan recognized slum dwellers employed in the informal sector by providing clean drinking water, toilets, and sanitation in urban slums to ensure gender justice.
In Eleventh Plan for women's economic empowerment efforts were made to reduce maternal mortality both by enhancing women's nutrition and medical support and reducing the risk of domestic violence during pregnancy.

Education

- The Eleventh Plan concerned and made efforts to retain girls in school and to bridge gender disparities in educational access, specifically for SC, ST, and Muslim communities through allocation of greater resources and more context-specific programming.
- Provision of creches, scholarships, and adequate infrastructure, especially toilets in schools were made to facilitate enrolment and retention of girls in the education system.

Women and Media

- During the Eleventh Plan efforts are made to curtail the harmful effects of television on women's lives by promoting gender equity through positive programming and information dissemination on laws and schemes.
- The MoWCD was engaged in a professional PPP with media experts with gender specialization by set up of a separate media unit within the MoWCD, with the participation of professional media consultants and women's media groups.

Reaching Marginalized and Vulnerable Women

- The eleventh plan recognised the empowerment of women by reaching, enacting legislation for the marginalised, vulnerable women, minority women, and internally displaced women affected by disasters.
- The double discrimination faced by Muslim women, the MoWCD were work on a pilot scheme for 'Minority Women' to empower them and place them in the forefront of making the government system at the grassroots responsive to the needs of the minority community.
- The Eleventh Plan committed to mitigating the negative impact on women of displacement due to natural or manmade calamities, incidents of communal
violence, or social upheaval and development projects. It formulated gender-sensitive relief and rehabilitation policies.

➢ In the Eleventh Plan, women with disabilities were specifically included in gender equity programmes, both as beneficiaries and as project workers. Laws was strictly enforced in cases of discrimination.

➢ The Eleventh Plan ensured representation of women in disaster relief committees and provide resources for sensitization of government, aid workers, armed forces and all personnel involved in relief work.

➢ Besides vulnerable and marginalized women the Eleventh Plan pay special attention to other categories including migrant women, urban poor women, and single women to fulfil its commitment of equality and gender justice.

Zero Tolerance for Discrimination against SC/ST Women


➢ Crimes of caste based discrimination, untouchability, devadasi/jogini, and manual scavenging was strictly punished according to law. Institutions like NCW, National Human Rights Commission, SC/ST Commission, Safai Karmacharis Commission will be urged to take up SC/ST women’s issues as priority. Distinct provisions for SC women will be made in the planning of programmes, allocation of finances, and in distribution of reservation facilities in education and employment.

➢ The Eleventh Plan ensured the rights of tribal women over community land and forest produce were recognized and established. The plan also purports to encourage, document, and popularize tribal women’s knowledge of indigenous, traditional healing practices.
Creating Institutional Mechanisms For Gender Mainstreaming And Strengthening Delivery Mechanisms

➢ In the Eleventh Plan, institutional mechanisms was carry forward the process of gender mainstream and was strengthened. Efforts were madeto suitably amend the NCW Act to give the Commission more powers.

➢ The States were urged to review the powers of their Women’s Commissions, functional and financial autonomy and a statutory base was ensured for these organizations to strengthen their legal status.

➢ Cross-cutting issues such as unpaid work, land and asset entitlements, skill development and vocational training, child care, occupational health, wages, VAW was mainstreamed.

➢ Parivarik Mahila Lok Adalat was organized, which supplement the efforts of District Legal Service Authority.

➢ Resource Centres for women were set up at national and State levels and linked with Women’s Study Centres.

➢ Gender Budgeting and Gender Outcome assessment were encouraged in all ministries/departments at Central and State levels.

➢ During the Eleventh Plan efforts were continued to create Gender Budgeting cells in all ministries and departments. Data from these cells was collected on a regular basis and made available in the public domain. Gender outcome assessment of fund flows has been made a mandatory part of the outcome budget prepared by every ministry/department as part of their budget documents.

➢ The Eleventh Plan ensured each ministry/department of both Centre and State should put in place a systematic and comprehensive monitoring and auditing mechanism for outcome assessment.

➢ The MoWCD is the nodal Ministry for Gender Budgeting and the coordination mechanism for gender budgeting ensured all policies including fiscal and monetary policies, agricultural policies, non-farm sector, information and technology policies, public policy on migration, health insurance schemes, disaster management policies, media policy, and the legal regime among others are relevant from a gender perspective and are thoroughly examined. The
MoWCD take the lead in creating and maintaining a comprehensive gender-disaggregated data base, for quantitative and qualitative data. The purpose would be: to base new initiatives on facts and Graphs, assess the gender impact of programmes, and assess the level of women’s participation in planning and implementing programmes.

➢ The Plan made proactive efforts to provide competitive exam training and prioritize recruitment of women to All India Services especially IAS, IFS, and IPS.

3.12: TWELVE FIVE YEAR PLAN (2012-17)

The Indian economy on the eve of the Twelfth Plan is characterised by strong macro fundamentals and good performance over the Eleventh Plan period, though clouded by some slowdown in growth with continuing concern about inflation and a sudden increase in uncertainty about the global economy. The key elements for Gender Equity addressed in the Twelfth Plan is clubbed under the following heads as discussed below.

Employment

➢ The Twelfth Plan endeavor to increase women’s employability in the formal sector as well as their asset base by focusing on women’s workforce participation, particularly in secondary and tertiary sectors, ensuring decent work for them, reaching out to women in agriculture and manufacturing, financial inclusion, and extending land and property rights to women.

➢ The Plan strengthen the implementation of the “Equal Remuneration Act and the Maternity Benefits Act” and made into law the bill on Protection of Women from Sexual Harassment at Work Place.

➢ The Twelfth Plan envisages a major scaling up of skill development. Training of women as BPO employees, electronic technicians, electricians, plumbers, sales persons, auto drivers, taxi drivers, masons, and so on are is incorporated in the skill development programmes.

➢ Policies on Pensions and Post-retirement benefits are engendered to reflect the needs of single women and women headed households.
➢ Kisan Credit Cards are issued to women farmers, with joint parties as collateral
➢ The National Rural Livelihood Mission is started during the plans which reviewed
  the SHG interventions and ground realities to determine how SHGs may better
  serve the interests of poor women, and suggest changes required in overall SHG
  policy frameworks.
➢ A quota for women is incorporated by modifying the guidelines of agriculture
  related schemes like Rashtriya Krishi Vikas Yojana (RKVY).

Health

➢ The Plan recognises the gender dimension of health problems and seeks to
  address issues of women’s survival and health through a life cycle approach.
➢ In view of the consistently higher female IMR and declining child sex ratio, a
  separate target for lowering female IMR is added under NRHM.
➢ An impact assessment of Janani Suraksha Yojana, Jansankhya Sthirata Kosh and
  equity implications of health insurance, user fees and other activities under the
  NRHM will also be undertaken.
➢ Dovetailing of IGMSY (a pilot conditional maternity benefit scheme), National
  Food Security Bill (NFSB) and related State schemes with NRHM will be
  undertaken for an effective convergence of programmes relating to pregnant and
  lactating mothers.

Education

➢ Under Sarva Shiksha Abhiyan (SSA), the number of women teachers, especially
  in rural schools and remote are increased by providing enabling work conditions
  for women teachers including transportation facilities and housing.
➢ In the wake of RTE, a child tracking system is adopted to achieve full inclusion
  and to address the issue of school dropouts.
➢ Providing hostel facilities and scholarships for girls as well as including non-
  traditional vocational training as part of the overall education curriculum are the
  best instruments for engendering the education strategy.
Sanitation

➢ The Twelfth Plan is undertaking a gender impact assessment of the Total Sanitation Campaign which reduced women's workload, provided security, improved hygiene and reproductive health of women, decreased school dropout rates for girls, and so on.

➢ The Plan ensures the provision of toilets with water in all schools and anganwadi centres and the active involvement of women in determining the location of sanitation facilities.

➢ The Plan promotes the creation of night shelters and toilets for women at bus stations, and so on to facilitate travel.

Transportation

➢ In the plan, the major transport project undertakes a Pre-project Rapid Gender Assessment Survey to ensure that women's needs are addressed right at the design and planning level.

➢ Under the plan, there is improvement in design of transportation policy in regard to meet the specific needs of women like the lower height of entry steps, length of straps, and so on in buses and trains, installation of handrails, ramps, and so on.

➢ The provision of dedicated exclusive services such as ladies special buses and trains are increased for women travelling during off-peak hours.

➢ Personal security risks at parking lots, buses, bus stops, airports, highways and so on, affect women's travel patterns.

➢ The Plan will also undertake a national level assessment of the transport requirements of women, particularly those in the informal sector.

Energy and Natural Resources Management

➢ Gender sensitive energy development will be promoted in the Twelfth Plan through the two pronged strategy of customizing technology to reflect the views and experiences of women and creating a large pool of trained female energy technocrats/energy entrepreneurs.
- Women's groups are encouraged to undertake smaller power production units and energy-based enterprises such as making charcoal, briquette making and gassifiers.
- Capacity building and seed-capital assistance will be provided to women to manage energy programs.
- Special trainings will be provided to women to develop their expertise in the renewable energy sector, including the repair of solar lanterns, improved cooking stoves, pump sets and so on.

Climate Change

- The Twelfth Plan ensures a gender assessment of the climate plans, including gender specific objectives, indicators, monitoring and evaluation dimensions, capacity building and so on, in order to make climate change mitigation and adaptation plans more responsive to women's concerns and needs.

Engendering the Media

- The Twelfth Plan recognises the importance of media in the process of women empowerment and committed to engendering the different channels of the media including local media like Nukkad Natak (Street Plays), Community Radio and so on.
- The Information and Broadcasting Ministry is encourage gender messaging in major programmes and shows across channels.

SPECIAL PROBLEMS OF WOMEN INVULNERABLE GROUPS

- The Twelfth Plan pays special attention to the needs of vulnerable women, including the Scheduled Castes, Scheduled Tribes, OBCs and Minorities. The strategies towards these groups must be crafted to ensure effective engendering.
- Special measures were undertaken in the Twelfth Plan for better implementation of the Scheduled Castes and Tribes (Prevention of Atrocities) Act, 1989 by emphasising on awareness building among tribal women about policies, programmes, schemes and legislations meant for them by using various print and electronic media.
Muslim girls were given additional support for education including provision of collective transportation facilities which can largely improve their enrolment and attendance. This should be made a part of the SSA and also linked with KGBV Schools. For improving accessibility to health services, sanitation and social education was provided for in religious educational institutions including Madarasa.

The Twelfth Plan make an effort to engender all programmes aimed at the differently-abled. Screening campaigns for early detection of children with different abilities in schools, especially girls’ schools and KGBVs will be conducted. Also provision of enabling infrastructure, amenities in schools, KGBVs, Polytechnics and AWCs will be undertaken. Sensitisation and training of school teachers and AWWs, vocational training and assured employment for women with different abilities, and special rehabilitation services along with care provisions in existing MWCD run short stay homes and hostel facilities must be conducted.

Special attention is given to single women, particularly widows. The provision of rehabilitation and compensation, besides economic packages for widow’s is examined. Further, the “Widow’s Pension Scheme” is extended to a larger pool of beneficiaries by reworking the age eligibility criteria.

A separate quota under Indira Awas Yojana (IAY) and Rajiv Awas Yojana (RAY) for single women is considered and their access to employment and equal wages through special job cards for single women under MGNREGA is ensured.

Separate entrepreneurship and leadership development schemes for single women are promoted with flexible payment modalities and lower interest rates. Single women must be made aware of their rights and entitlements within their maternal and matrimonial households.

The Twelfth Plan gave special attention to older women regarding to their health, nutrition and pension concerns through creating awareness of various diseases, mental health issues, pension fund, subsidisation of medical treatment etc.

The Plan also focused on empowerment of women living with HIV/AIDS through vocational training, including training to conduct HIV/AIDS awareness
programmes. Caregivers of People Living with HIV (PLHIV) and AIDS will be trained in all aspects of the disease.

➢ The Twelfth Plan takes care of migrant domestic women workers by providing financial services and protect them from exploitation by placement agencies, a system of registration, monitoring and accountability of placement agencies for domestic workers may be introduced.

➢ Migrant Resource Centers/Assistance centres were set up in major destination areas to provide information, counselling for migrants, including training and placement to ensure better integration in urban labour markets.

➢ Trafficking for commercial sexual exploitation is one of the worst forms of crimes against women as it exposes them to a life of humiliation and sexual abuse.

➢ The Government has ratified the United Nations Convention on Transnational Organized Crime (UNCOTOC) and its Protocol to Prevent, Suppress and Punish Trafficking in Persons especially trafficking in Women and Children. The Twelfth Plan, intensified the efforts to prevent trafficking for commercial sexual exploitation and efforts at rehabilitation of the trafficked victims.

➢ Twelfth Plan proposes empowerment of the transgender community by providing education, housing, and access to health care, skill development, employment opportunities and financial assistance.

Engendering Flagship Programmes

To ensure that the Twelfth Plan’s thrust on faster, sustainable and more inclusive growth benefits both women and men, it is necessary to address gender concerns at all levels of policy especially in the operation of special programmes. The Government of India is implementing a number of programmes, for improving access to employment, education, health, infrastructure development, urban development, and so on. A gender analysis of all flagship programmes will be undertaken at the design stage, which include an activity profile of what women do and an access and control profile of women which can be used to build gender considerations into the project. Some of them are as follows:

➢ Bharat Nirman Programme (BNP)
➢ Pradhan Mantri Gram Sadak Yojana (PMGSY)
Gender Budgeting (GB) Institutionalising GB with Greater Visibility

The process of GB is further strengthened in the Twelfth Plan and its reach extended to all Ministries, Departments and State Governments. Steps are taken to institutionalise the GB processes by strengthening and empowering the Gender Budget Cells (GBCs.). To ensure this, the suggested area of work in the Charter for GBC is included in the quarterly/half yearly/annual plan of action. The scope of the GB Statement is expanded to cover all Union Ministries and Departments by making it mandatory for all to report under the same. The new methodology and format of the GBS will promote **purposive gender planning**. To ensure better analysis, a review of the format and the methodology of the Gender Budget Statement are undertaken in the Twelfth Plan. To further engender the union budget making process, formal pre-budget consultations must be undertaken by the Ministry of Finance with women’s groups as is the practice in several countries.

**Twelfth Plan Schemes**

During the Twelfth Plan a number of initiatives and some autonomous bodies under MoWCD were established for empowering women.

- **Support to Training and Employment Program (STEP)** for skill development and income generation,
- *Priyadarshini* for improving sustainable livelihood opportunities and Working Women Hostels will be strengthened.
- The *Swayamsiddha Phase II* will ensure holistic empowerment of women in a sustainable manner through SHGs.
- *Ujjwala*, a comprehensive scheme to prevent and combat trafficking with provisions for rescue, rehabilitation and reintegration of victims will integrate the victims back into society.
- *The Swadhar Greh Scheme*, based on the merger of two earlier schemes that is *Swadhar* and *Short Stay Home* will reach out to women who as victims of unfortunate circumstances are in need of institutional support for rehabilitation.
- The *National Mission for Empowerment of Women* (NMEW) aimed to strengthen the process that promotes all round development of women by focussing on a coordinated approach to implementation of schemes of participating Ministries/Departments.
- *Central Social Welfare Board* (CSWB) provides financial assistance to various voluntary organisations under its different schemes like Integrated Scheme for Women Empowerment for North East Region, Condensed Courses of Education for Women, Awareness Generation Projects for Rural and Poor Women, Family Counselling Centres, etc.
- *Rashtriya Mahila Kosh (RMK)* as the credit extending arm of the MWCD will be strengthened and restructured with an enlarged corpus of `500 crores. This will enable it to reach out to a larger number of poor, asset less and marginalised women for income generation, production, skill development and housing activities.
- In the Twelfth Plan coordination between the National Commission and State Commissions was strengthened. The National Commission for Women was spread awareness of Women’s Laws and Rights through various communication strategies. It ensures capacity building of Judicial and Police officials for proper implementation of Women related laws.
3.13: SUMMARY

From the above study of all the twelve five year plans it is apparent that the government of India recognised the importance of women’s role in the growth and development of the economy. First five year plan realised the need to allocate resources for education, health and employment for women in India. The scope of women related schemes have been widened in subsequent plans. From the ninth plan and onwards the issue of women empowerment was taken significantly. In recent plans along with education, health and employment other issues like protection of women rights, security etc. also been addressed.