CHAPTER - 1
INTRODUCTION, OBJECTIVES AND METHODOLOGY

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CHAPTER – 1
INTRODUCTION, OBJECTIVES AND METHODOLOGY

1.1. Introduction:-

There have been a number of social reformers in India who have been rewarded for the work they did towards equality of man and women. e. g. Mahatma Jyotiba Phule, Dr. Babasaheb Ambedkar, Shahu, Tarabai Shinde, Karve, Mahatma Gandhi etc. Even today there are also many social reformers who are active for equality of woman and man. However, we have not seen significant changes in the status of women even after the 63-64 years of the independence. We see that even today a number of women are being kept far away from their basic rights. They have not been given opportunities for self-development. Even if women have the desire to gain more knowledge and skills, there are various socio, economical barriers. They have been deprived of their developments and progress.

On the brighter side, United State accepted equal rights of women and men legally in 1945. In 1975 there was the first universal women conference held in Mexico. 8th March has been celebrated as Universal women day all over the world. The decade from 1976 to 1985 was celebrated as the decade of women’s development. The second World Conference on women held in 1980 at Copenhagen. In India year 2001 was celebrated as the year of women’s strengthen. There have been historical `movements` for the development of woman and laws for the equality among men and women.

However, still there is a long way to go. World has 50% female population. Are women given equal treatment in all walks of life? is a million dollar question today. This thesis brings up all, positive and negative sides of gender inequality.

Here is some information about few conferences with their features:


The first world conference on women was organized in Mexico City from June 19 to 2 July 1975. The conference and I.W.Y. (International Women’s Year) were part of a larger United Nations Program which developed over the decade of
women (1976-85) and included the drafting and convention of on the Elimination of All Forms of Discrimination against Women (CEDAW). The convention defines discrimination against women in the following terms: - “Any distinction, exclusion or restriction made on the basis of sex which has the effort or purpose of impairing or nullifying the recognition enjoyment or exercise by women, irrespective of their martial status on the basis of equality of women of human rights and fundamental freedom, in the political, economic, social and cultural, civil or any other field.”

It also establishes an agenda of action for putting an end to sex-based discrimination.

- The First conference held in Mexico called by UN General Assembly (GA).
- GA identified 3 key objectives for women. They are as follow –

**Features:**

(a) Full gender equality and the elimination of gender discrimination,
(b) The integration and full participation of women in development and
(c) An increased contribution by women in the strengthening of world peace.

2. **The Second World Conference on Women - Copenhagen, 14-30 July 1980**

The Second World Conference, held in Copenhagen in 1980, brought together 145 members States to review the Mexico Plan for Action and stated that despite of the progress made, special actions needed to be taken in areas such as employment opportunities adequate health care services and education.

**Features:**

- Acknowledgement of disparities between women’s guaranteed rights and their capacity to exercise them.
- Three areas identified to measure equality, development and peace. They are
  (1) Equal access to education
  (2) Equal access to employment opportunities
  (3) Equal access to adequate health care services. (Source: ECLAC)
3. The Third World Conference on Women - Nairobi, 15-26 June 1985

Features:

- Data revealed that benefits have reached to only the limited number of women in the world.
- Three categories established to measure progress (a) constitutional and legal measures (b) equality in social participation (c) equality in political participation and decision making.


The United Nation’s World Conference on Human Right in Vienna in 1993 is widely recognized as the tipping point in the effort to gain international acceptance that ‘Women’s Rights are Human Rights’. The affirmation of women’s rights as full universal rights and identification of violence against in particular as a key issue on the global human rights agenda in the ‘Vienna Declaration and platform for Action’ imitated a process of integration of women and gender based perspective into human rights theory and is ongoing.

In this conference woman, particularly those here to promote women’s rights have emerged as easily the strongest and most effective lobby. It is no accident what has become known as the Global campaign for women’s Human Rights has been preparing for this for the last there years and in the process, some 950 different women’s organizations around the world have joined a coalition backing the campaign.

The human rights of women and of the girl-child are an inalienable, integral and indivisible part of universal human right. The full and equal participation of women in political, civil, economic, social and cultural life at national, regional and international levels and the eradication of all forms of discrimination on ground of sex are propriety of objectives of the international community. Gender based violence and all forms of sexual harassment and exploitation, including those resulting from cultural prejudices and international trafficking are incompatible with dignity and worth human person must be eliminated.
The human rights of women should form an integral part of the United Nation’s human rights activities, including the promotion of all human rights instruments relating to women.

What distinguishes this campaign from, say the battle for women’s rights in the united stats, is that it is focused less on the straggle to end the discrimination and more on the need to put an end to a series of acute human rights abuses suffered by women because they are women.

In some areas like domestic violence, there is a coincidence of concerns although awareness that women have a ‘human right’ not to be beaten is less entrenched in many developing countries than in the west. But other problems like trafficking in women and genital mutilation are often identified with specific regions of the world.

For the first time, women’s groups made demands on United Nations and for the first time United Nations had to deal with them.

Women, particularly those promoting women’s human rights have emerged as easily the strangest and most effective lobby at the World Conference on Human Rights in Vienna.


The fourth World Conference on Women in Beijing (1995) was the larges conference the United Nations has ever organized. Over 189 countries /governments, 17000 participants including 6000 government delegates, more than 4000 representatives of NGOs, 4000 journalist and all the United Nations Organization attended the conference.

The 189 UN Member states adopted unanimously the Beijing Platform for Action to ensure the improvement of all women without exceptions. The Beijing Platform for Action outlined 12 critical issues, which constitute barriers for the advancement of women and identified a range of actions. World conferences – major event to handle gender equality issues: These conferences focus on 12 critical areas with respect to women, where attention is required to be paid. They are (1) Women and Poverty (2) Education and Training of Women (3) Women and Health (4) Violence Against Women (5) Women and Armed Conflict (6) Women and the Economy (7) Women in Power and Decision-Making (8) Institutional Mechanisms for the
6. In 1979 UNGA (United Nations General Assembly) adopted `The Convention on the Elimination of All Forms of Discrimination against Women` (CEDAW). It is described as an `international bill of rights for women`. It has very clearly defined discrimination against women as “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”. To end discrimination, the commission commits itself to (a) incorporate the principle of equality of men and women in their legal system (b) establish tribunals and other public institutions for effective protection of women against discrimination etc. This convention has also provided for women's equal access to, and equal opportunities in, political and public life – for example the right to vote, to contest elections, education, health and employment etc.

**A summary of international events for Women**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Events</th>
<th>Place</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>The UN First World Conference on Women</td>
<td>Mexico</td>
<td>19 June to 2 July 1975</td>
</tr>
<tr>
<td>2.</td>
<td>Establishment of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) by the UN</td>
<td></td>
<td>1979</td>
</tr>
<tr>
<td>3.</td>
<td>The World Conference for the Decade for women</td>
<td>Copenhagen, Denmark</td>
<td>14 to 30 July 1980 (Second World Conference)</td>
</tr>
<tr>
<td>4.</td>
<td>Nairobi Forward Looking Strategies for the Advancement of women</td>
<td>Nairobi (Capital of Kenya)</td>
<td>1985 (Third world conference)</td>
</tr>
<tr>
<td>5.</td>
<td>The World conference on Education for all</td>
<td>Jomtiesn</td>
<td>1990</td>
</tr>
</tbody>
</table>
The Women’s Convention defines discrimination as: “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field.”

Thus, the Women’s Convention defines discrimination against women broadly. The elements of the definition are:

- Any distinction, exclusion or restriction made on the basis of sex is discrimination.
- The Convention covers both the effect and the purpose of such distinction, exclusion or restriction based on sex that hampers the enjoyment by women of their human rights.
- It covers discrimination in political, economic, social, cultural, civil or any other field.
- It covers discrimination in public and private (“or any other”) actions.
- It prohibits intentional or unintentional discrimination.
- The rights enshrined in the Women’s Convention apply to all women irrespective of their marital status.

So, under the leadership of UNO the World Conferences on women were organized. Now there is a need to take review of achievements of the targets objectives, aims. It is essential to evaluate women’s, social, economic, physical, psychological, political and other conditions. It the last conference’s objectives, aims are fulfilled in all nations, the resolution about the next objectives should be resolved and for their implement action various programmes, policies, financial support, an action programme should be planned. But if the objectives, targets are not achieve after the assessments removing the defects and short comings, a new action programme should be taken to achieve in the span of time limit and for this action plan programme, financial and other help should done by UNO.

1.2. Subject Entry:-

The concept of ‘Gender’ has recently occupied forefront of academic and political discussions. The subject ‘Gender’ has been discussed in international development forums since 1975, since first appeared in the meeting of UNDP held at the time of the International Women’s Conference in Beijing (China) from 4 to 15 September 1995. The subject of ‘Gender’ talks about Women’s development which is an important part of development of any nations. India cannot be an exception to this. There has been much discussion about gender and capacity building in our nation too. This is very important concept was initially put forward by feminists and has now become one of the important topics on the agenda of global development.

The First world countries, the countries which are developed, have already given lot of importance to the subject matter. Second world, the developing nations, has taken this subject on their agenda, while Third world, the underdeveloped nations, is probably far away from this concept.

While the developed countries have now accepted some of the principles of gender equality in the practice of public institutions and in popular culture, for the third world or developing countries, the subject has posed a great challenge. The challenge is of bringing equality in the treatment among males and females. Third world countries have been facing various problems and limitations in the work of
gender and equalization however; it seems that they have taken the challenge. Along with Governments, many women organizations, Women Study Centers and NGO’S are working on the subject of inequality between women and men. There are laws being made by Governments to address gender equality issues. The major focus of these efforts is Women development.

We think that, gender equalization and women capability are very important challenges & are among those questions which have remained unanswered from independence right up to the present day. India is a developing country in the world. In India women are underdeveloped when compared to men, however, there are exceptions. There are certain classes like women from the scheduled & tribal class who are too backward when compared to women from open category.

In all, we can say that majority of the women are underdeveloped in our nation. This underdevelopment is seen in the all sectors, be it education, industry, health, politics or social sector. In our society women are not treated on par with men. This has made our nation a male dominated society. Women are unable to take action to correct this situation. That is why women have still remained backward in almost all walks of life. Government is trying on national and international level to address inequality which persists historically in this country. Numbers of NGO’s along with government have come forward to change this mindset and traditional way of treating women as substandard. Today there are movements on national and international level for the gender equality.

UNDP took Gender as an important agenda in 1995 and has been trying to bring women in mainstream by taking steps to resolve their chronic problems. UNDP evaluates the status of gender equality of every nation, every year. The parameters are (a) the rate of GDI (b) what is GDI rank (c), how much backward is the nation compared to other nations etc. UNDP prepares proper plans to give women their rights & audits whether these plans are being effectively run for women development and their status. It also takes a note of the effects or results of these plans. This research work is devoted to the impact of UNDP’s efforts to bring gender equality in India.
1.3. **Subject Importance:-**

UN, under its project `Millennium Development Goals` has taken a specific goal “Promoting gender equality and empowering woman”, which itself will give an idea of the importance of the subject. This goal is well described by UN. Here are some salient points pertaining to this specific goal.

1. Gender equality means sex equality or sexual equality or equality of the gender.
2. This means men and women should receive equal treatment unless there is sound biological reason to differ.
3. Under UN declaration of human rights, it aims to provide equality in law, in social situations especially in democratic activities and securing equal pay for equal work.

History of gender equality dates back to 1774 when `Shakers` a group founded in America practiced equality of the sexes.

A visitor to the `Shakers` wrote in 1875, “Each sex works in its own appropriate sphere of action, there being a proper subordination, deference and respect of the female to the male in his order, and of the male to the female in her order, so that in any of these communities the zealous advocates of ‘women’s rights’ may here find a practical realization of their ideal.”

Empowerment to women is impossible unless there is gender equality. Many of the barriers to women empowerment and equity lie ingrained into the cultures of certain nations and societies. Many women feel these pressures, while others have become accustomed to being treated inferior to men. Even if men, legislators, NGOs, etc. are aware of the benefits women empowerment and participation can have, many are scared of disrupting the status quo and continue to let socialize norms get in the way of development.

This specific goal of UN and the summary of UNDP reports given in earlier section are enough evidences to understand the importance of the subject taken up here for the thesis, that is `The Impact of UNDPs Gender - Related Approach on Aspect of India’s Economic Policy`.
This is true that the problems of women are different in different countries, but her slavery is same as a woman in patriarchal system. This is seen that man dominates her in work, in capacity of reproduction, sex, thinking power and behavior etc.

Women should have got right of decision, equal chances in the system of social, economical, political and educational as equal to men. She should have get benefit and honor. This will be called gender equality. If all this happened in reality after that we will say there is gender equality.

“Major international development agencies, now routinely refers in their policies, declarations to empower the poor and women, however there is no consensus of on the meaning of the term and it’s frequently use in a way that robs it of political meaning” (Kabeer N. 1994).

In the system of marketing women’s awishkar (Marathi word) (research) and women’s work have become abnormal things. If we seen the international capitalism relations to the process of development and ideas about women’s lack of development. It is seen first of all that how the exploitation all over the world helps to suppression of woman. Changes happening from last few centuries are undesirable for woman. At the other side traditional, familiar structure, religious facts, aggressive nationalism are helping integrated for the disempowerment of woman and gender. Today’s system of politics, education, and economics, social is making woman’s work area limited and narrow.

Each and every person naturally keeps has a potential energy and willingness of development. Nature has given to each person (Men-Women) same mind, emotion, intelligent, capacity, skills, by birth. They need proper chance and suitable environment and right tools for development, but only man is facilitated will all these that is why man becomes greater than women. Women have not availability any of these things. She never gets chance to develop her hidden skills, so her place in society becomes lower and this is the starting point of inequality between man and woman. And man tries to keep this continuously.

According to Mariya Miese, ‘without exploitation of nature and women today’s capitalism and system of man could not keep their existence’.

Phulrenu Guha (the president of committee for the evaluation of woman and their status in Society) has suggested some instruction in the programme of women’s welfare. They are as follows:-

1) ‘In the development of Nation we have to accept the concept of “Women”.'
2) Provide facilities for training to avoid the women’s dependence.
3) Nurturing the safety of children and women would be accepted as important program.
4) House work should be paid as the national and productive work.
5) To make law for the politics, socialism that it should not closed for the women under the headings of marriage and motherhood.
6) Follow the command of constitution.’

1.4. **Why this topic is selected for the study:-**

We are in 21\textsuperscript{st} century and witnessing an era where science & technology has taken human being on a different platform and height. We are not going to stop here and many amazing developments would follow in years to come.

However, one particular segment which still needs to be properly attended is Gender Equality. Women in many part of the world are still waiting for proper justice to their existence. This is possible only when the topic `Gender Equality` is also given prime importance, same as the importance given to the development of science and technology or importance given to improve GDP.

The topic `The Impact of the UNDP’s Gender - Related Approach on Aspects of India’s Economic Policy` has been selected to bring to the notice of common man, more particularly women, who are not all aware of the developments that are being talked and planned on global level. When it comes to Indian women, the situation for women, though looks to be improving, the rate of the improvement is too low in comparison with developments taking place in developed countries.

A very recent report appeared in SAKAL; a newspaper from Maharashtra (INDIA), dated 14\textsuperscript{th} June 2012 throwing light on the plights women in India is loud enough to bring forth the realities faced by Indian women. Following are some of the salient features of the report.

1. Women here do not get concrete rights even to vote and drive vehicles.
2. The state of women is dependent on the basis of their wealth and social status.
3. The problems of early age marriages, dowry, abuses at home and foetus killings still exist everywhere.(not only in India also all over the world).
4. Women are abused more in the families having less income.
5. There is improvement in women in urban areas. However, state of rural women life is in plight.

6. Delhi and the nearby areas are with high incidences of female kidnapping and gang rapes.

7. Newspapers publish news about the abuses on women including women trading.

8. Many abuses with women are socially accepted.

9. 51% of males & 54% of females have approved the abusive treatment given to the women.

The survey, conducted by Thomson Routers Foundation, has ranked India on 19th place in 19 countries surveyed. The first ranked is Canada. Even Brazil (11th), Turkey (12th) and Indonesia (17th) are ranked better than India.

Women should have got right of decision, equal chances in the system of social, economical, political and educational as equal to men. She should have got benefits and honour. This will be called gender equality. If all this happened in reality after that we can say there is gender equality.

1.5. **Status of Women in the frame of Society & Culture in India.**

The term of ‘status’ generally means overall position of a person in the social hierarchy in a given social system. In the Encyclopedia of Social Sciences the term is defined as:

“In modern Social Science, status denotes (a) position in a social system, involving reciprocal expectation of action with respect to occupants of other position in the same structure, (b) lack with respect to the distribution of rights, obligations, power and authority within the same system as in the phrases ‘high-status’ and ‘low status’ (c) high place with respect to the distribution of prestige in a social system as in the phrase status deeper.”

Oppong (1982) says that the term ‘status’ is used first as an access to resources such as education, gainful employment and health services. It implies the position (power, prestige, authority) that a woman has in various situations also. (Gender Roles. Page No. 19)
‘Women’ consisting half of the human population have been treated as weaker part in family & societies of the world. Thus half the population is facing a lot of problems, discrimination and various kinds of obstacles; still they are ready to develop. Patriarchy system don’t want to give freedom and entitle to women, due to that women behind in some areas like education, health, career, decision-making etc. which are essential factors in any kind of development. If provide such facilities & support to women, then she will definitely be developed. One of the major causes for the undeveloped & exploitation of the females is their economic dependence upon men. In many fields like education, employment and other economic activities women are highly discriminated. Their economic independence and security will help to enhance their status, position and it will help to vanish exploitation from grassroots.

Due to enhance women’s life government makes the policies and try to implement it effectively in the society. There is not possible to gain development without women. International covenant of economic, social & cultural rights (1966) provides right to all people to pursue their economic, social & cultural development. It provides for equal rights of men & women to enjoyment of all economic, social & cultural right.

Economic interests & try of the women have been secured & provide their fundamental rights & directive principles.

The legislatures have enacted various law and policies for enforcing the economic rights of women & to improve and enhance her life like minimum wages act, maternity act, equal remuneration act etc. in spite of this type of laws /acts women continue to be paid less wages, facing discrimination. It happens because proper implementation of laws and rules are not strictly implemented in the nation or in particular society. Huge part of the women population can not gain the benefit of the laws. Corruption is one of the great obstacles here for running the proper chain of implement laws.

As Pandit Nehru remarked,” The greatest revolution in a country is the one that affects the status and living conditions of its women. Today, because of the national need, the changing pattern of society and the desire to contribute towards the general good and their own satisfaction and economic relief, women are emerging in various fields of services.”
In India patriarchal system is strong. Husband dominates wife. Women have limited opportunities to experience & development. They have inadequate knowledge and experience for work in both areas like inside and outside of the houses. Due to that they are not capable to take important decisions.

“A survey conducted by the committee on the status of women (1974) found that the women members have marginal role to play in decision-making. The only decisions they take are in connection with buying food stuff and sometimes not even that. Other decisions regarding educational, carrier for children’s, jobs and marriage for sons are by and large taken in consultation with other family members and older person”

At present government has been supporting to the various NGO’s or voluntary agencies. There are lot of NGO’s working for child and women’s development in the nation. But subsidized projects run by NGO’s suffer from various drawbacks. They have usually to be run or rigid and inflexible budget and the funds available are not always adequate for meeting essential needs of the projects. Uncertainty is the most serious drawbacks of the project. Many projects sanction by the state and central government on an annual basis and government provide the subsidy for gaining its object but no one knows when the government will withdraw its support. When the government withdraws the support then NGO’s / projects can’t run properly and so the problem has not solved by grassroots. This is not good for the nation’s development. It is a great obstacle in process of development of the nation. Because government has spent a huge amount of money for developmental programmes / projects but results do not appear satisfactory.

Women’s literacy rate in India was 39.3% in 1991, 54% in 2001, and 65.46% in 2010. Child sex ratio (0-6 Year) is 945 in 1991, 927 in 2001 & 914 in 2001. Child sex ratio is continuously declined. In 1971 the women’s work participation in organized sector was 11 per cent. After twenty years in 1991 it was increased only up to 14.1 per cent. Eighty per cent of women labourers are employed in the unorganized sector which includes agriculture forestry, livestock, fisheries, khadi and village industries, handloom, handicrafts, sericulture, construction, domestic work and food industries. The condition of women workers in unorganized sector is a matter of great concern. Ignorance, lack of skills, seasonal nature of employment, lack of minimum
facilities at the work place, ill treatment etc. several studies on women workers in the unorganized sector revealed that exploitation is rampant in this sector. They are forced to work for low wages and in poor conditions with no security of work for future. They lack a single employer with whom they can negotiate. They get money on piece-rate basis. They are mostly concentrated in home based industries as casual workers. In the unorganized sector the women workers are preyed upon by contractors and middleman who exploit their ignorance and dependent existence. Low wages, late payments, lack of benefits, waiting at contractors’ place all have increased the pressure on women to meet the basic survival needs of the family, they have been forced to work for many hours under harmful and poor conditions. There are many poor families where only women earners. They have to face sexual harassments at both places viz homes and work places.

**Women are facing following problem in home and work place**

<table>
<thead>
<tr>
<th>Types of Harassment</th>
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<tbody>
<tr>
<td>Economically</td>
</tr>
<tr>
<td>- To make a mediator of incoming</td>
</tr>
<tr>
<td>- To grab her property</td>
</tr>
<tr>
<td>- Pay the less remuneration</td>
</tr>
<tr>
<td>- Misuse her money</td>
</tr>
<tr>
<td>Mentally</td>
</tr>
<tr>
<td>- Abuse</td>
</tr>
<tr>
<td>- To do forcefully work</td>
</tr>
<tr>
<td>- Don’t think her mind</td>
</tr>
<tr>
<td>- To take doubt</td>
</tr>
<tr>
<td>Socially</td>
</tr>
<tr>
<td>- Don’t promote for Development</td>
</tr>
<tr>
<td>- Bad view of society</td>
</tr>
<tr>
<td>- Don’t accept of working women</td>
</tr>
<tr>
<td>Physically</td>
</tr>
<tr>
<td>- Beating</td>
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</table>

These are the issues or problems facing the working women, non working women & girls throughout age. 1) If there are more facilities given to the women and girls and solution of their problems, they will get an opportunity to develop themselves and society. 2) But this will take place only when only when the women will get play roles in administration and can handle themselves their won problems. 3) So they must have rights and get chances in the process of decision making.
Stumbling Blocks in Women’s Development:-

So many barriers or issues are in women’s development that’s why she can’t develop them. Women are facing lot of problems to stand on their own feet in this competitive & fast developing world. Some issues like that:-

- Illiteracy and poverty are very big obstacles in women’s development.
- Compulsory and very strict treatment by her family, religious & society.
- Adverse traditional practices.
- Public perception of the services.
- Declining importance and Influence of the services.
- Increasing materialistic attitude vis-à-vis public service orientation.
- High level of stress and harassments at home & at workplace.
- Very poor / non – existing childcare support services in the form of crèches in / around the workplace for women.
- Poor / no transport facilities from house to work place.
- Lack of awareness, confidence and skills about the job responsibilities amongst women.
- Long working hours at work place. More work with less pay.
- Imbalanced career development opportunities at senior levels.
- Fear of exploitation associated with certain types / level of jobs.
- Very limited job options / opportunities in white collared jobs for women.
- Negative publicity regarding inconsiderate and unsympathetic attitudes of superiors in offices.
- Lack of publicity / awareness regarding the measures existing for preventing sexual harassments & their rights at the work place.
- Lack of educational facilities and opportunities for women.
- Hard work for women at an early age inhibits them from getting proper training to prepare the entry into civil services.
- Lack of proper and dependable family support for working women in sharing their household responsibilities.
- Lack of hostel facilities for single working women.
- Unfavorable / discrimination attitude of people towards the female child.
- Lack of proper educational facilities for women in rural areas.
- Early marriage and marriage before women are able to complete minimum qualification required for the civil services.
- Prohibitive cost of good education.
- Male stereotyping of postings.
- Frequent transfers.
- Corruption, political interference and law and order problems.
- Adjustment factor more acute for husbands who are not in the civil services.

1.6. **Research Plan:-**

1.6.1. **Aim of the Research:-**

When we think of gender we have to think and study many dimensions rather than one, because we cannot find proper inference by studying only one side. In this research we have focused on women-men inequality relevant of economic, government policies for women, their development and status of woman in society.

The aim of recent research is that to study the effect on women of the Gender - Related Approach by UNDP on Economic Polity Decisions of the Government of India. Women must get the benefit of health facilities, political, economical, social freedom and what is government doing for them. We have focused on thses topic in this research, we have studied the status of women in India and get their good position.

1.6.2. **Objective of Research:-**

1) To study the contribution of women in economic development.
2) To study Gender development approach to evaluation of economic development.
3) To study the United Nations Development Programme’s (UNDP’s) gender related approach.
4) To study the impact of the United Nations Development Programme’s (UNDP’s) approach on economic policy of India.

1.6.3. **Hypothesis of Research:-**

1) United Nations Development Programme’s (UNDP’s) gender related approach has resulted in focus of women in Indian economic policy.
2) The inclusion of women in development program has resulted in a reduction in gender disparity in India.

1.7. **Research Methodology:-**

1.7.1. **Scope and Period of Study:-**

In the present study we have to study various human development indices and their impact on global economic development and development policy. However, for detailed investigation we have restricted our scope national level i.e. India. We will study extent of gender disparity in different spheres and find out where as GDI approach has improved development policy. Also whether the policy related to woman has achieved desired objective. The period of study is 1995 to 2010.

We took some indicators at Global level and India level for measure the women’s development. These indicators are as follow:-

i. GDI in Various Countries and In India :-
ii. Education – a) Enrollment Rate b) Literacy Rate.
iii. Health and Well –being
iv. Income
v. Employment in various countries and In India :-
vi. Work Participation Rate
vii. Ratio of member & Representation of women in parliament (Power & Decision Making).
viii. Sex Ratio
ix. Total Fertility Rate
x. Life Expectancy at Birth
xi. Gender Inequality Index

1.7.2. **Nature of data:-**

This study is based on the secondary data. we have collected the secondary data from various sources viz. Magazines, Economic and Political Weekly, UNDP’s Reports, Review of Literature and Analysis of secondary sources, Government Documents, Census Reports, Authorized Information, research papers, Monograms and record sources and other unpublished work such as unpublished thesis and
Websites etc. the collected data have processed with statistical tolls like (Averages, Percentages, Correlation, Regression, Analysis of Time Series and Cross Section Data). The processed data has presented in the form of Tables, Graphs, Maps and Diagrams etc.

1) Review of literature will WID, WAD, and GAD outline of GDI & HDI approach.
2) Identification of areas and indicator of gender disparity.
3) Review of economic policy of under study with assessment of how far and how satisfactorily the gender aspect has been policy formation.
4) Assessment of impact gender related policy.

Following indices (dimension) will be used for measurement.

a) Female Life Expectancy.

b) Female Adult Literacy & Gross Enrollment Ratio.

c) Female per Capita Income.

\[
\text{Dimension Index} = \frac{\text{Actual Value} - \text{Minimum Value}}{\text{Maximum Value} - \text{Minimum Value}}
\]

Performance for each dimension is expressed as value between 0 to 1 by applying for the formula.

1.8. Chapter Scheme of the Study:-

The present study has divided into seven different chapters. Brief information about chapters as follow:-

**Brief Summary of all chapters:-**

**Chapter 1** - ‘Introduction, Objectives and Methodology’ - provides the detail information about the research. This chapter is about main theme of research work. It is divided into 8 sub-sections namely subject entry, subject importance, why this topic is selected for study, status of women in the frame of society & culture in India, research plan, research methodology and scope & limitations of the study.

It is a flow of developments from the beginning of the thought process about gender development to the later developments that have taken place in the subject
matter. The chapter gives brief details of how women conferences have taken various initiatives on global level.

A very short note on status of Women in Indian context is provided to give an idea of what is the need and state of women development. I have also presented roadblocks (in points) in the women development.

The remaining sections like research plan, methodology and scope & limitations are more technical in nature and are mandatory to have proper structuring of the thesis.

**Chapter 2nd - ‘About United Nations Development Programme and it’s gender related approach’**

A brief note about UN and UNDP is given to link the initiatives taken by them. Since there is no major awareness of various sections of UN, I have given brief information in this chapter. Extract of some human development reports (HDR) has been provided to connect subject of the research properly.

Explain the concept of ‘Gender’, and different views on Gender and Development like – 1) Women in Development (WID) 2) Women and Development (WAD) 3) Gender and Development (GAD) 4) Women, Environment and Development (WED).

**Chapter 3rd – “Gender Inequality and its Measurement / Mapping”** in this chapter we have discussed about importance of the GDI, related issues about gender like - Gender Inequality Index, Gender Budgeting, Gender Audit and Gender Mainstreaming etc.

**Chapter 4th – ‘Global Scenario of gender development and Review of Literature’** two different part made in this chapter, the first part presents the global picture about gender and development level in the various countries with the help of statistical data.

The second part presents “Review of Literature” – in this part, we have attempted and taken here into consideration the conclusion and views of various scholars and some major studies regarding gender that is conducted in abroad as well as India.

**Chapter 5th – “Gender Development and Economic Policy of a India”** in this chapter we have discussed about India’s Economic Policies for the
development of women and which helpful for reducing gender gap and inequality in the country.

Chapter 6th – “Impact on Indian Policy of Gender – Related Approach” There are many laws and policies provided by Indian constitution as well as from UNDP, International platform to secure and protect women’s rights and enhance their life in various sectors but still in present days women are not so much secure at home, work place and social level. With the help of data and study I conclude that there is little bit positive impact of UNDP’s approach on India and India’s economic policy.

Chapter 7th – “Conclusion, Suggestions & Recommendations” presents the summary of the findings of the study along with major conclusions and some broad recommendations.

1.9. Scope and Limitations of the study:-

1) This study has focused only on women and women’s status in various levels.
2) This study is confined to the period of 1995 to 2010. This obviously helps to study in detail the gender gap between men and women, status and development of women in various levels such as in economic, politics, social etc. as compare to men counterparts.
3) The present study is purely based on secondary data. It is an attempt towards understanding the socio-economic condition of women.
4) Due to limitations of time and work though the area is limited for single nation - India. But research has been done scientifically, so conclusions may have a wider application.

1.10 References and Notes:-

Available knowledge is used as per topic of research while writing thesis and making research. Secondary data like, Reference Books, Census reports, government reports, research papers, Magazines, Monograms, Newspapers, Statistic information and unpublished works /thesis, various libraries, institutions and websites are used for the completion of truth related to research topic.

1.11. Index of Correction:-

There would some mistakes in the writing of thesis information may be changed while doing social research, e.g. age, education, population, statistics etc.
• **Selected Readings :-**

2. “Veena poonacha (2006),”“Empowerment of women & social services”, SNDT Women’s University,
4. “BRIDGE(development-gender) institute of development Studies, University of Sussex, Report No. 55 (February-2000), Gender and Development: Concepts and Definitions ”Hazel Reev e s and Sally Baden”
7. “लिंगभाव प्रशिक्षण हस्तसंस्थान” (२००६-२००८) “राज्य साधन केंद्र लोकसंस्था व विकास प्रशिक्षण विभाग महाराष्ट्र राज्य प्रशिक्षण संसथा”
8. “ताराचाई शिवे” , (६ डिसेंबर २००४) “श्री पुणेत तुलना” सुमेध प्रकाशन, पुणे
9. “दिल्ली विभाग”, “श्री प्रशिक्षणाचा संचर
10. "ब्रूटा व्हॉर" हिंसा - “लिंगभाव आणि पंचायत राज”, प्रशिक्षण साहित्य संस.
11. “निर्मला साठे”, “लिंगभाव”
12. “खूं. अलका देशमुख” 2011 “विचित्रपणी आयमानून काही ”, “श्री गांधी प्रकाशन. नागपूर”
13. “मुंबई लौळे. बृहती ताते. 2007 “तीव्र” अवार्ड प्रकाशन, श्रीगंगपूर”
14. “नीला दुबे अनुबंध विभुत भागवत” 2009 “मानवात्मातातील लिंगभावाची शोधमाहिम”, भारतीय पंप्रसंगत फाउंडेशन , पुणे”.
15. http://wcd.nic.in
23. ECLAC
27. roads.virgina.edu)