

## **ROLE OF WOMEN EMPOWERMENT PROGRAMMES IN ACCELERATING WOMEN EMPLOYEMENT (Socio-Economic View of Bihar)**

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### **1.1 Introduction:**

Men and Women are the main pillars of the society. Without mutual understanding and co-operation between them, development of society is not possible. So a good & ideal society, man and women equally nourished educated so that proper co-operation should be acquired for equal; development of men and women. Women comprises 48.46% of the 2<sup>nd</sup> census of 21<sup>st</sup> century's population 586 million in India as per the 2011 census. In the realm of development in the 1<sup>st</sup> decade of 21<sup>st</sup> century, a lot of declaration have made by the planners as well as policy makers for empowering, Women, still the position of women in our society is considered as weaker sex.

### **1.2 Concept of Women Empowerment:**

The first step has been taken about 'Women empowerment' in 1975 when international Women conference was organized in Nairobi (Kenya). After this conference a great movement has been started in world about Women empowerment. A common meaning of Women empowerment is to empower the women in our society. Empowerment is multidimensional process, which enable the individual to realize their full identity and power in all spheres of life. It consists of greater access to knowledge resources, greater autonomy in decision making to enable them to have great ability to plan their life's or have greater control over circumstances that influence their life's and free them from the shackles imposed on them by custom, belief and practice. Empowerment of women also men equal status to men. Empowering women socio-economically through increased awareness of their rights and duty as well as access to resources is a decisive step towards greater security and education for women, equal ownership of productive resources, increased participation in economic and commercial sector; improved standard of life and acquiring self-reliance, self-esteem and self-confidence. According to the international Encyclopedia (1999), Power means having the capacity the means to direct one's life towards desired social, political and economic goals or status. Therefore 'Women empowerment' means giving the capacity and means to direct women's life towards desired goals.

### **1.3 Programmes and policy undertaken by Bihar Government For Women**

#### **Empowerment:**

Bihar, the birth place of democratic values is one of the largest state of Indian union made a historic footprints in the first decade of 21st century. Bihar, the land of 103 million people is the third most populous state in the country. Around 40% population of this state is below the poverty line. The main source of income of Bihari's is agricultural wages or casual non-farm jobs. A large percentage of them are landless or near to landless, the live stock they own is of poor stock they are often derived

Opportunities for social reasons, such as caste, costumes or crime.

In recent years, Bihar has been touched a new horizon in economic, social and cultural spheres. A dozen of programs & policies have been started by state government. Political will is seeing in the Bihar today.

The government of Bihar has been initiated a lot of program for Women empowerment as follow:

- 50% Reservation for Women in Panchayati Raj institution.
- 50% Reservation for Women in Elementary teaching jobs.
- Chief Minister Kanya Suraksha Yojna.
- Chief Minister Kanya Vivah Yojna.
- Lakshmi Bai Pension Yojna.
- Hostels for minorities students.
- Chief Minister Balika Poshak Yojna.
- Chief Minister Balika Cycle Yojna.
- 'Aztaar' programme for minorities girls.
- 'Huma' programed for minorities SC ST Women.
- Chief Minister Akshar anchal Sonja.

No doubt, all these programmes have positive impact on socio-economic status of women. Because they all have accelerating effect on employment opportunity for women. Accelerating in women's employment, not only enhance the money income in the hand of women but enfuel changes in thoughts & feeling about women in the society also due to implementation of all these programmers increases the mobility of women in the society.

Which in turn works as eye openers & enables? Women to join the main stream of the nation on the other hand such changes compels the male dominated society to watch & wait for better gain. Expectation for better gain from women's movement changes the orthodox & traditional feelings in regard to purdah system & restriction concerned with social custom & religious thought on the whole we may say that implementation of all above said program empowered women a lot & make them able active efficient & effective member of civilized society.

### **1.450% Reservation in Primary Teaching jobs for Women (Prathmik shikshak Niyojan):**

Without going in details we would like to assess and evaluate the impact of 50% reservation in primary teaching jobs for women. 50% reservation for women on the one hand accelerates the process of women employment in academic arena on the other hand it fuels the process of enrolment in higher education for women students. Accelerating growth in employment opportunities in the field of primary and middle education attracts educated women and as it impacts a lot of educated women with higher education engaged either in household work or forgotten the scope of their employment, with the announcement of 50% reservation they all have come forward and fighting for their employment in panchayat teacher. A lot of educated women have succeeded in their efforts and started to change their life style from a housewife completely preserved in the boundary of houses and corners of household to become 'Devijee' why we compare and contrast the position of such women. We are surprised many of women teachers working in their father-in-law's village have not only efficiently proved the efficiency in teaching profession and tried their best to initiate and start all the possible efforts for the formation of a brighter future for the children but they all have shown their kin interest in maintaining social custom & household relations also. Presence of female teachers in schools campus or classroom not only ensures appropriate discipline but enables all children to involve in learning in a complete motherly treatment.

Having seen such impact of women employment on the academic environment on the one hand and the socio-economic status of women on the other hand we have tried our best to undertake an evaluation study of this programme in Nautan Development Block of West Champaran district in Bihar.

### **1.5 Methodology:**

This study is purely micro study based in which only five (three primary school & two middle school) schools are taken into consideration for acquiring necessary information for supporting the requisite requirement of this study.

Out of 135 schools (112 primary + 23 middle) we select following five schools for proper study.

### **1.6 Schools Name:**

1. Govt. Middle School, Kathaiya Bishunpura
2. Govt. Middle School, sansariya.
3. Govt. Primary School, Shivrajpur (Harizan).
4. Govt. Primary School, Bhagalpur.
5. Govt. Primary School, sofwa tola.

In all the sample schools distribution of teacher are as follows:

Table 1

Sex –wise distribution of teachers in all the sample schools

S N.	Name of School	No of male teacher	No of female teacher	Total
1.	G middle school Kathaiya Bishunpura	12 (70.6%)	5 (29.4%)	17
2.	Govt. Middle School, sansariya.	13 (76.5%)	4 (23.5%)	17
3.	Govt. Primary School, Shivrajpur (Harizan).	2 (50.0%)	2 (50.0%)	4
4.	Govt. Primary School, Bhagwanpur.	3 (75.0%)	1 (25.0%)	4
5.	Govt. Primary School, sofwa tola.	3 (60.0%)	2 (40.0%)	5
	Total	33 (70.2%)	14 (29.8%)	47 (100%)

Source: Survey Data

No doubt, no. of female teachers in primary and schools have increased due to implementation of 50% reservation for women in primary education. But existing no. of female teachers in comparison to male teachers are not match able and negates the concept of 50% reservation. As the data of Table-1 reflects proportion of female teacher in all the sample schools in outnumbered by the no. of male teachers. Without going in detail it is better to suggest to go through data of the table above all sample schools, total no. of teachers 47, out of which male teachers are 33 (70.2%) and female teachers are only 14 (29.8%). In this way we see that through policy of 50% reservation is implemented but no. of female teachers are still waiting for that. The basic cause of less number female teachers in primary and middle school can be narrated in the following way:

1. Before 2006, there is no reservation for women in primary education. This is why in the existing number of teacher, number of female teacher are negligible.
2. After reservation policy implemented, recruitment of teacher are made only for available vacancy. Hence, number of female teacher is absolutely less than that of male teacher.
3. At the same time, applicants for vacant seats for female teachers are not adequate in general and particularly in case of SC, ST and OBC.
4. Reservation for SC, ST and OBC category female teachers are not fulfilled due to lack of adequate and able female candidates.

Though number of female teachers in these schools has not adequately increased in comparison to male teacher but 50% vacancy for female teachers has become center of attraction and motivated a lot of educated female to come forward for employment. On the other hand all those family who have decided to stop the education of their female child at secondary and higher secondary level, are now started to enroll them in higher education with a greater expectation of employment in the field of element education. From this motivation not only female enrolment in

Higher education have enhanced but traditional orthodoxy in regard to female's education, health, employment and movement for economic game has also changed. Dominance of male on women's movement has gradually reduced and a woman has empowered to enjoy their status by joining mainstream.

**Table 2**  
**Academic qualification of female teachers**

no.	Name of female teacher	Academic qualification	%marks in highest degree	Passing year	category	Family status(labour, farmer, service, And business holder)	Social status
1.	Abha Kumari	Inter	50	1986	SC	Laborer	Rural
2.	Vandana Sahu	Inter	60	2000	OBC	Business Holder	Urban
3.	Shobha Kumari	Graduate	61	1995	General	Service Holder	Urban
4.	Archana Srivastava	Matric	67	1990	General	Service Holder	Urban
5.	Rupam Kumari	Inter	62	2006	OBC	Service Holder	Urban
6.	Chandrakala devi	Inter	60	1986	OBC	Business Holder	Urban
7.	Rachna Tirki	Graduate	50	1993	ST	Service Holder	Urban
8.	Amita Chandan	Post Graduate	68	1999	OBC	Service Holder	Rural
9.	Shahjahan Khatun	Inter	74	2005	OBC	Service Holder	Urban
10.	Priyanka Kumari	Graduate	63	2007	General	Farmer	Rural
11.	Rekha Kumari	Inter	53	2008	SC	Labor	Rural
12.	Pratibha Kumari	Inter	52	1996	SC	Farmer	Rural
13.	Sweaty Pathak	Inter	71	1998	General	Service Holder	Urban
14.	Punam Singh	Graduate	58	2010	OBC	Business Holder	Urban

Source: Survey Data

### **1.7 Impact of Employment of Female Teacher on Female Enrolment in Higher Education:**

To understand and evaluate the situation emerged due to 50% reservation for women in primary teachers, we undertake household study of 50 household in sample schools catchment area & collected data presented in table 3:

**Table 3**

**Status report of female enrolment in sample Households**

Social Group	No of household	Enrolment of female in Higher education	
		Before 2006	After 2006
SC	15	01	06
OBC	25	06	14
Others	10	04	06
Total	50	11	26

Source: Survey Data

True picture of socio-economic and cultural, academic status of women and degree of empowerment can be understood with the aid of data of table 2 & 3.

**1.8 Conclusion:**

To conclude above discussion, we may say that women empowerment programme in general and 50% reservation for women in primary teaching posts have positive co-relation with women employment. All these programmes have direct and positive impact on Socio Economic Status of Women, the most active efficient, and effective counterpart of human society have started to play her practical role not only in shaping the society but building a progressive society also.

Role of women can also be improved by making all these programmes more effective and practical. As it has widely been accepted and World Women Commission has rightly commented that women in rural area in developing economy have played a vital role in accelerating agricultural growth and enabling nation to secure food security. But women are still demanding special thrust for their greater empowerment. In such scenario, government should fix the specific responsibility to its official for making effective Implementation of women empowerment programmes.

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