

WOMEN EMPOWERMENT AND GENDER DEVELOPMENT INDEX

Dr. Rajesh Kumar Verma, Associate Prof & Head, Economics Dept. Tilak P.G. College,
Auraiya

Dr. Ashok Babu, Assistant Prof. & Head, Economics Dept., Govt. Mahila College,
Hamirpur.

Women are the part and parcel of Indian Society. Even today their status in Indian society are not so well. The position of women were good in ancient time in our country, but at present they are synonym of neglect and discrimination particularly the girl child. The condition is worst in rural areas and a little improvement is witnessed in urban areas of India. It is extensively and deeply rooted in a complex set of social, cultural and historical factors. The status of women in India, in most cases is with limited rights and considerable duties since her birth. The adverse sex ratio tells the story of her status.

Status of the women in ancient, medieval and modern period :

In ancient India women have got honourable place in the society. They were considered as indispensable part of human society. Many ancient women were so learned that they defeated the renowned learned 'Rishis' in group discussion. We people still remember Gargi, Mayetry etc. with respect and honour for their profound knowledge of vedas and other ancient literature ('Granthas'). They had got dignified position in the society of that time. Besides profound knowledge, many ancient women were famous for their courage and bravery. They used to go to battle fields to face the foes. They were also regarded and respected in the society. But it is a matter of deep concern and trouble that the women of modern society have lost the place and position which they had in ancient time. It has resulted in degeneration of the society as a whole. Now we are at the juncture to reconsider and give the honourable and dignified place to women in order to develop our society .

Rig Vedic literature testimonies that the Aryan society was a free society in which man and woman had equal rights. Education, the base of human development, was open to both. Some of women were great scholars in spiritual field wrote Vedic mantras and verses. They were devoted to religion. Girls were free to choose their husbands. Caste was

no barrier in marriages. The 'Niyog' was a legal practice. Unmarried girls had right to their parental property.

During the post Vedic period the free Rig Vedic Society declined. The birth of a girl was not regarded a pleasant happening. Girls were not free. They were sold and purchased for marriage. They were given as gift by the kings in the marriage of princesses. Polygamy and 'Purdah' was in practice whereas divorce had not emerged. Widow marriage was possible. Female education was diversified as utilitarian and Spiritual. Epic age was a golden age in the history of women freedom. A beautiful girl was regarded no less than a boy. She was honourable and had affected the then socio-political life up to a great extent. Woman freedom deteriorated again during puranic-period. Education was open to all, yet it was a male dominated society. By 100 A.D. during Manu's time they were forced to a state of subordination. Manu said, "By a girl, by a young woman or by an aged, nothing must be done independently even in her own home." During the second millennium the Mughal Period restricted the woman or female freedom by adding 'Purdah'. No doubt it was proper for that time because most of the Mughal emperors were fond of sexual and luxurious life. The modern period is the age of struggle for women freedom. Our women are lagging behind their male counterparts in various spheres of life due to lack of literacy. They are also much behind in job participation. As many as 13 percent women are employed in organised sector, 7 percent in unorganised non—primary sector and 80 percent in primary sector most of which are illiterates.

The above description is indicative of women backwardness and subordination. If our society has to bring the women at par, we both man and woman must redefine our psychological attitude and extend our sincere support to women started from our own home. Women themselves must make a multi-level attack to remove the barriers of their socio-economic independence. The Government of India has also taken various steps to boost the socio- economic status of women in different fields.

Females in India are generally exploited in several ways, some become victims of deprivation whereas others victims of rape, prostitution, dowry death and bride burning. The problem of eve teasing is also very acute. These atrocities on women continue to be on increase. Our social and cultural norms allow a low status to female in India and they are treated as inferior beings.

We often take the birth of girl child as curse and the birth of boy child as boon. Many parents do not allow their girl child to go for higher education on the ground that it will be difficult to get a highly educated husband for her as for that they have to pay a huge amount of dowry. The participation of women in political and economic institutions is insignificant. Moreover, women participating in economic and political activities are seen through eyes of neglect and hatred. They are often commented as corrupt ladies. In spite of constitutional safeguards for women, the loopholes in our constitutional laws do considerable injustice to the women victims. There can be no diversification of opinion that the present status of Indian women is not satisfactory at all, rather it is below normal as compared with developed nations. Various woman's organisations in India have been doing commendable job to uplift the cultural economic and social status of women both in rural and urban areas. Women's education and employment status is the key input for their development. The other important variables for their development are health, nutrition, work participation rate etc.

Very recently dowry and bride burning problems have emerged as unpalatable women atrocities. These are affecting almost every family of the country. Parents now face an uphill task in getting good life partners for their daughters. Usually delay in marriage and unsatisfied aspirations of females cause psychological disease and sometimes they become defunct too. Bride burning has become an usual phenomenon specially in metropolitan areas. The quantum of dowry has also increased. Huge sum of hard cash, jewellery, colthing and costly home appliances of modern living have been now included in dowry. And all of these can not be afforded 'by majority of parents. In fact, social prestige and family reputation stand at the centre of joining marital relations.

Overview of GDI (Gender Development Index)

GDI is similar to HDI in the statistical process. It is an average index based on summary of three dimensions health, education and income. Each of these variables were calculated on the basis of sub variables.

$$GDI = \frac{\text{Health Index} + \text{Education Index} + \text{Income Index}}{3}$$

The details of sub variables of these index are given below:

GDI Dimensions 1: Health Index

Indicators: i) Infant Mortality Rate and ii) Life Expectancy at age 1.

The negative index for infant mortality rate to a positive indicator by subtracting the value from 1.

GDI Dimension 2: Education Index

Indicators: i) 7+ Literacy Rate and ii) Mean Years of Education for 15+ age group

GDI Dimension 3: Income Index

Indicator: i) Female/Male Estimated Earned Income share per capita per annum.

The goal posts fixed for estimating GDI are presented in Table 1 and weights for combining the three dimensional indices as well as the indicators within each dimension for GDI are in Tables 2.

Table no. 1

	Miximum	Minimum
Infant Mortality	Rate 105 per 1000 live births	0 per 1000 live births
Life Expectancy at age 1 for HDI	85 years	25 years
Life Expectancy at age 1 for GDI	87.5 years for females and 82.5 for males	27.5 years for females and 22.5 for males
'Knowledge'		
7+ Literacy Rate	100 percent	0 percent
Mean Years of Education for 15+ age group	25 years	1 year
'A Decent Standard of Living'		
Female/Male Estimated Earned Income Share per capita per annum	Rs 1,50,000	Rs 100

Table no. 2:
Goal Posts for GDI

Dimensions/Indicators	Weights
Dimension 1: 'A Long and Healthy Life'	One-third
Infant Mortality Rate	Half for each indicator within the dimension
Life Expectancy at age 1	
Dimension 2:	'Knowledge' One-third'
7+ Literacy rate	Two thirds within the dimension
Mean Years of Education for 15+ age group	One third within the dimension
Dimension 3:	'A Decent Standard of Living' One-third'
Female/Male Estimated Earned Income Share per capita per annum	

Data of GDI were based on secondary sources for the year 1996 and 2006. By this decade G.D.I. increased from .514 to .590. All the three dimensions of G.D.I. witnessed increase. The health index increased from .490 in 1996 to .573 in 2006, the education index increased from .409 in 1996 to .494 in 2006 and income index increased from .643 in 1996 to .702 in 2006. It indicates that women empowerment has been successful in all these three areas. Table No.3.

Table No.3.

Dimension scores for GDI for India: 1996 and 2006

Year	Health Index	Education Index	Income Index	Gender Development Index
1996	0.490	0.409	0.643	0.514
2006	0.573	0.494	0.702	0.590

The statewide GDI for the year 1996 to 2006 is summarized in table no. 4.

Table no. 4.
Dimension-wise GDI scores for States/UTs, 1996 and 2006

S.No.	States/UTs	GDI 2006				GDI 1996			
		HI 06	EdI 06	YI 06	GDI 06	HI 96	EdI 96	YI 96	GDI 96
1	Andhra Pradesh	0.584	0.422	0.716	0.574	0.525	0.346	0.656	0.509
2	Arunachal Pradesh	0.621	0.603	0.702	0.642	0.615	0.351	0.667	0.544
3	Assam	0.497	0.608	0.650	0.585	0.440	0.523	0.606	0.523
4	Bihar	0.536	0.377	0.524	0.479	0.474	0.274	0.449	0.399
5	Goa	0.792	0.652	0.797	0.747	0.733	0.627	0.711	0.691
6	Gujarat	0.600	0.529	0.742	0.624	0.540	0.454	0.682	0.559
7	Haryana	0.601	0.521	0.773	0.632	0.530	0.434	0.700	0.555
8	Himachal Pradesh	0.631	0.594	0.767	0.664	0.561	0.506	0.689	0.585
9	Jammu & Kashmir	0.600	0.466	0.639	0.568	0.527	0.411	0.638	0.525
10	Karnataka	0.632	0.494	0.707	0.611	0.591	0.403	0.642	0.545
11	Kerala	0.834	0.697	0.705	0.745	0.836	0.678	0.649	0.721
12	Madhya Pradesh	0.457	0.451	0.641	0.516	0.340	0.335	0.576	0.417
13	Maharashtra	0.697	0.587	0.748	0.677	0.626	0.516	0.704	0.616
14	Manipur	0.759	0.631	0.705	0.699	0.684	0.505	0.611	0.600
15	Meghalaya	0.564	0.609	0.700	0.624	0.570	0.565	0.640	0.592
16	Mizoram	0.698	0.640	0.723	0.687	0.566	0.630	0.641	0.612
17	Nagaland	0.719	0.644	0.727	0.697	0.585	0.626	0.666	0.626
18	Orissa	0.471	0.450	0.651	0.524	0.355	0.380	0.600	0.445
19	Punjab	0.680	0.558	0.749	0.663	0.634	0.479	0.701	0.605
20	Rajasthan	0.526	0.381	0.672	0.526	0.423	0.284	0.637	0.448
21	Sikkim	0.656	0.608	0.713	0.659	0.546	0.537	0.616	0.566
22	Tamil Nadu	0.684	0.559	0.722	0.655	0.589	0.469	0.671	0.576
23	Tripura	0.641	0.608	0.628	0.626	0.567	0.542	0.529	0.546
24	Uttar Pradesh	0.487	0.437	0.604	0.509	0.401	0.321	0.563	0.429
25	West Bengal	0.666	0.526	0.675	0.622	0.578	0.468	0.614	0.553
26	Chhattisgarh	0.524	0.413	0.688	0.542	0.392	0.335	0.576	0.434
27	Jharkhand	0.590	0.418	0.665	0.558	0.490	0.274	0.449	0.404
28	Uttarakhand	0.622	0.600	0.718	0.647	0.487	0.321	0.563	0.457
29	Andaman & Nicobar Islands	0.698	0.642	0.737	0.692	0.689	0.594	0.723	0.669
30	Chandigarh	0.774	0.684	0.832	0.763	0.741	0.633	0.744	0.706
31	Dadra & Nagar Haveli	0.679	0.619	0.722	0.673	0.562	0.480	0.667	0.569
32	Daman & Diu	0.716	0.660	0.654	0.677	0.546	0.458	0.624	0.543
33	NCT Delhi	0.674	0.703	0.727	0.701	0.640	0.641	0.707	0.663
34	Lakshadweep	0.728	0.627	0.551	0.635	0.757	0.636	0.589	0.660
35	Puducherry	0.721	0.638	0.759	0.706	0.774	0.564	0.645	0.661
	All India	0.573	0.494	0.702	0.590	0.490	0.409	0.643	0.514

Note: HI is the Index of 'A long and healthy life' based on Infant Mortality Rate and Life Expectancy at age 1; EdI is the Index edge' based on 7+ Literacy Rate and Mean Years of Education; YI is the Index of 'A decent standard of living' based on Income and GDI is the 'Gender Development Index

Summary of the changing position of GDI index for various states is described in table no. 5.

Table No. 5
GDI Scores, Score Differences, Ranks and Rank Differences for States/UTs, 2006 and 1996

S.No.	States/UTs	HDI Score 1996	HDI Score 2006	HDI Score 2006 - HDI Score 1996	Rank Based on Score difference In Col. 5	Rank HDI 2006	Rank HDI 1996	Rank HDI 1996 - Rank HDI 2006
1	Andhra Pradesh	0.574	0.509	0.065	22	27	27	0
2	Arunachal Pradesh	0.642	0.544	0.098	8	18	23	5
3	Assam	0.585	0.523	0.062	24	26	26	0
4	Bihar	0.479	0.399	0.080	10	35	35	0
5	Goa	0.747	0.691	0.056	28	2	3	1
6	Gujarat	0.624	0.559	0.065	23	22	18	-4
7	Haryana	0.632	0.555	0.077	17	20	19	-1
8	Himachal Pradesh	0.664	0.585	0.079	13	13	14	1
9	Jammu & Kashmir	0.568	0.525	0.043	30	28	25	-3
10	Karnataka	0.611	0.545	0.066	21	25	22	-3
11	Kerala	0.745	0.721	0.024	33	3	1	-2
12	Madhya Pradesh	0.516	0.417	0.099	6	33	33	0
13	Maharashtra	0.677	0.616	0.061	25	10	9	-1
14	Manipur	0.699	0.600	0.099	7	6	12	6
15	Meghalaya	0.624	0.592	0.032	32	23	13	-10
16	Mizoram	0.687	0.612	0.075	18	9	10	1
17	Nagaland	0.697	0.626	0.071	19	7	8	1
18	Orissa	0.524	0.445	0.079	15	32	30	-2
19	Punjab	0.663	0.605	0.058	26	14	11	-3
20	Rajasthan	0.526	0.448	0.078	16	31	29	-2
21	Sikkim	0.659	0.566	0.093	9	15	17	2
22	Tamil Nadu	0.655	0.576	0.079	14	16	15	-1
23	Tripura	0.626	0.546	0.080	11	21	21	0
24	Uttar Pradesh	0.509	0.429	0.080	12	34	32	-2
25	West Bengal	0.622	0.553	0.069	20	24	20	-4
26	Chhattisgarh	0.542	0.434	0.108	4	30	31	1
27	Jharkhand	0.558	0.404	0.154	2	29	34	5
28	Uttarakhand	0.647	0.457	0.190	1	17	28	11
29	Andaman & Nicobar Islands	0.692	0.669	0.023	34	8	4	-4
30	Chandigarh	0.763	0.706	0.057	27	1	2	1
31	Dadra & Nagar Haveli	0.673	0.569	0.104	5	12	16	4
32	Daman & Diu	0.677	0.543	0.134	3	11	24	13
33	NCT Delhi	0.701	0.663	0.038	31	5	5	0
34	Lakshadweep	0.635	0.660	-0.025	35	19	7	-12
35	Puducherry	0.706	0.661	0.045	29	4	6	2
	All India	0.590	0.514	0.076				

Table No- 6

Categorising States/UTs on the basis of GDI Scores, 1996 and 2006

Category/Year	1996	2006
Category I 0.701 and above High GDI	Kerala, Chandigarh	Chandigarh, Goa, Kerala, Puducherry, NCT Delhi
Category II 0.601 to 0.700 Midrate GDI	Goa, Andaman & Nicobar Islands, NCT Delhi, Puducherry, Lakshadweep, Nagaland, Maharashtra, Mizoram, Punjab	Manipur, Nagaland, Andaman & Nicobar Islands, Mizoram, Maharashtra, Daman & Diu, Dadra & Nagar Haveli, Himachal Pradesh, Punjab, Sikkim, Tamil Nadu, Uttarakhand, Arunachal Pradesh, Lakshadweep, Haryana, Tripura, Gujarat, Meghalaya, West Bengal, Karnataka
Category III 0.501 to 0.600 Low GDI	Manipur, Meghalaya, Himachal Pradesh, Tamil Nadu, Dadra & Nagar Haveli, Sikkim, Gujarat, Haryana, West Bengal, Tripura, Karnataka, Arunachal Pradesh, Daman & Diu, Jammu & Kashmir, Assam, Andhra Pradesh	Assam, Andhra Pradesh, Jammu & Kashmir, Jharkhand, Chhattisgarh, Rajasthan, Orissa, Madhya Pradesh, Uttar Pradesh
Category IV below 0.500 Very Low GDI	Uttarakhand, Rajasthan, Orissa, Chhattisgarh, Uttar Pradesh, Madhya Pradesh, Jharkhand, Bihar	Bihar

The women are weak wheel of society and empowerment of this wheel of society is essential for the smooth running. The empowerment of women is crucial to whole strategy of development of women as a social group and protection of their interest. There is no shadow of doubt that eradication of powerlessness of women will boost the empowerment of women. This empowerment would have to be achieved through the following measures

(A) Self - development or conscientisation

The objective of self development of women are that they should be enabled to realise their internal strength and develop capabilities to appropriately assert to effectively protect their interest wherever threatened. It can be achieved through a massive programme of conscientisation, awareness building and social mobilisation around specific issues which vitally affect them. This would enable women to critically understand their own predicament, the generative source of such predicament and various parameters of socio-economic development. They would also be helped to evaluate their own strength and weakness, vis-a-vis, the strength and weakness of various forces of society including their adversaries surrounding them so that they know the generative sources of their handicaps and disadvantages and are able to decide on appropriate strategy.

(B) Access to Authority

The main idea behind this objective is that women should be given a decisive position at all levels in the potential administrative, economic and social sphere. The objective of providing political and executive authority relates to providing access of women to instruments of political power. The recognised institutions for this purpose are the Panchayati Raj bodies from village to the district level, the state and central legislatures and the executive authorities. By and large now women are getting membership in Panchayati Raj bodies at lower, middle and upper levels. Moreover to get more women elected for decisive position, the steps given below are suggested for giving women not merely just an opportunity but a decisive position to exercise political power.

- i) A certain percentage of not merely seats but the positions of chief executives of Panchayati Raj bodies at lower, middle and higher levels must be reserved for women. This would mean that only women would get elected to these positions.
- ii) For the freely participation of women in political process and exercise of political power to protect their interests. A far more effective step would be to declare a certain percentage of constituencies in the lower tier of Panchayati Raj as exclusively women constituencies and all executive positions in a certain number of territorial jurisdictions reserved for women candidates. It could also be envisaged that periodically a certain number of districts may elect only women representatives at all levels in Panchayati Raj structure so that women enjoy

commanding position and apply their ability and political power. In such areas, the women will represent the interest of both men and women..

- iii) A similar formula may be adopted for state and central legislatures for which certain constituencies may be reserved for women. This alone will compel political parties to nominate women candidates for those constituencies. Committees entirely consisting of women should be compulsorily constituted to supervise and exercising necessary social control over institutions which deal with problems of women or whose activities have a great deal of bearing on the rights and interests of women The committees should have power and authority to look into the problems and grievances of women on matters which affect rights and interests of women and give necessary directions about how these rights and interests can be effectively protected, e.g. such a committee at the level of police station should have the power to look into the cases of harassment and atrocities on women .
- iv) Whenever a committee or commission is set up by the Government for any purpose and which has a bearing on the interest of women as well, not less than 30 percent of its representation must be those of women.
- v) As regards the organised industry, there should be a High Level Statutory Tripartite committee at the state and central level consisting of representation from industry, from the concerned Government and women's organisations to look into specific problems of employment of women such as adequacy of women employment in private industry and rights and interest of women as employees and should have the authority and power to give directions about the manner in which rights and interests of women in industry can be protected. In addition, under the provision of standing orders, there should be a standing tripartite committee consisting of representatives of management and women labour employee for each industrial unit which already has women employees or is likely to have women employees to look into the problems and grievances of women employees on a continuing basis.

In respect of the unorganised sector, similar Tripartite committees, should be set up in respect of each major unorganised industry or vocations such as brick-kiln, stone crushing, construction etc. in which women are employed in sizable number as labour force

- vi) Since day-to-day power is exercised by the executive authority at various levels, a substantial representation of women in services, without which political control would remain ineffective, particularly at the cutting edge level, would be necessary for this purpose. This representation would not confer with or overlap with the reservation already admissible to certain protected group like SC/ST, handicapped as it would operate as reservation within reservation.
- vii) It is extremely necessary to provide opportunities to women to enable them to demonstrate their capability to exercise power and manage institution . With this objective, efforts should be made for a certain number of institutions which may be managed exclusively by women such as Block or Revenue offices, Public Health Dispensaries, Bank branches, Police Station, Market Yards, Shopping complexes, small—scale Industrial establishment, etc.,

(2) Empowerment in Economic Sphere

In economic sphere, the 'empowerment' of women chiefly relates to their access to means of production and control over fruits of their labour. The access to the means of production implies ownership of land, other productive assets, access to capital and access to technology and acquisition of various skills required to make labour power more productive.

- i) Aspect of ownership of land relates to rights of inheritance which are governed by personal laws of different communities. These personal laws at present are discriminatory against women and have a bias in favour of the male heirs. Hence co-ownership of daughters in the family property is essential, to boost to condition of women, on the same level as the sons. Thus, women's undiluted access to land, the most productive resource, would undoubtedly bestow on her necessary economic independence and power and would unquestionably effect her social position in the family as well.
- ii) Regarding access of women to land, the land records do not incorporate the right of women in the landed property shown in the name of husband or the father. Only where a woman is widow and happens to be the Kartha of the family, her name may figure in the record of rights as the owner of property. Therefore, in order to give the women genuine economic power through access to land, the following steps are necessary:

- a) Where women have brought some property to the family through marriage, this property must be exclusively recorded in her name.
- b) The property inherited by the husband should be jointly recorded in the name of husband and wife.
- c) The property which has accrued to the family solely through the earnings of women must be recorded in her name.
- d) Property which is acquired through joint efforts and earnings should be jointly recorded.
- e) Where women work on land alongwith men in accretion to the property should be jointly recorded in the name of both husband and wife.

Regarding women as co-owners of property should not merely be confined to land but also to other productive assets like house, family wealth, shops, factory or any other income generating establishment or assets. This would provide sufficient condition for women to participate in and influence the decision concerning the use and disposal of such properties.

- iii) As regards access to capital, there is a general reluctance on the part of the public financial institution to extend credit to Women independently of the male head or guardian of the family, In this respect to boost the economic conditions of women, the following steps are recommended —
 - 1) Where no mortgage of property is involved, women should be entitled to credit facilities independently of men or without the endorsement of consent of male spouse from public financial institutions.
 - 2) Where the man is recorded as the owner of the property his spouse should be equally entitled to mortgage this property forgetting credit and other facilities
 - 3) In order to accelerate the extension of credit to meet capital requirement of women entrepreneurs, agriculturists and other self-employed persons, organising exclusive cooperative societies and registered bodies of women members should be accepted as a sound policy.
 - 4) Specific earmarking of credit for women is both necessary and even desirable considering the numerical strength of women as target groups of various development programmes. Even a separate apex bank with state

level field units exclusively for catering to. the requirements of women may be considered.

- iv) Access to technology would require extension and training in skill development of women both within and outside the traditional vocations. This would not only mean setting up training institutions exclusively for women in certain areas but also earmarking of seats of women in the existing institutions in order that the benefits necessarily accrue to them. Action to discard technology which discriminates against women and adversely affect their employment would also be necessary along with encouragement of technology which meet their specific needs.

(3) Empowerment in Social Sphere :

In the social sphere, empowerment of women would chiefly centre around her freedom to make decision about her personal life and other matters relating to family and social life. But the social empowerment of women is largely dependent on her economic status and to a lesser extent on her social consciousness where women are not engaged as independent wage earners or income generators. This social empowerment would be greatly restricted unless domestic labour of women in the family is recognised as economic activity and computed as such. But lack of economic independence can be made up by more heightened social consciousness. Therefore, the conscientization of women is even more important in order that she is able to exercise her right to make decisions in personal, family and social life which affect her interest vitally and is not prescribed to take decision against her interest.

(c) Support Structure :

Women should be provided with a network of support structures to counteract forces trying to frustrate their empowerment. For the purpose a few suggestions are given below

- i) More than in the economic and political sphere women are most likely to face a tremendous backlash of retaliation, in social sphere, from the male dominated society as it would disturb their present hegemonic position. It is here that effective support structures are most needed to enable her to cope with them during the most crucial phase. These supports can be best provided by voluntary agencies and organisations of women encompassing such assistance as counsel, economic help psychological and social rehabilitation temporary

shelter, training and other guidance. A network of these institutions should be encouraged with financial contribution from Government.

- ii) Statutory organisations of Government, like cooperatives, registered societies, trade unions, educational and charitable institutions should share this responsibility wherever it is possible. Specific concessions may be provided to industry for setting up rehabilitation centres for women. Government need to set up institutions of its own on a large scale to provide support structures. These institutions should be entirely managed by women and be controlled by boards of management with women of standing in public life as its members.
- iii) An important area of support structure is legal aid as some of women's social problems may have to be mediated through law courts. This would acquire service of selected groups of lawyers, particularly women lawyers to assist along with financial assistance to pursue the legal proceedings. Training of para—legal women workers for continuing support to needy women and extension of legal literacy to the needy women would be essential components of a support structure.
- iv) The greatest challenge which the support mechanism has to handle it in regard to victims of sexual harassment and abuse-rape, prostitution, seduction forced sexual submission etc., Legal provisions, however, adequate for protection of victims have failed in the absence of appropriate social and economic rehabilitation. Poverty, unemployment threat, and blackmail contribute to the helplessness of women. This is an area where an integrated plan of action a package of legal, administrative and social and economic measures, should be drawn up.
- v) It would be difficult to deny that there would be situations where women's grievances, problems and tribulations may be pitted against powerful political interests of the moment and may be prepared over or played down or even out rightly side tracked. This has happened too frequently when women of poorer section have been victims of sexual abuse by powerful landed interests, police personnel, employers and contractors or where lower level women employees are manipulated into submission by their male bosses as in industry and government offices. Not many for obvious reasons. But even where they do

harassment rather than social justice is the outcome. It is therefore, necessary that a standing statutory commission be set up in each state to exclusively look into grievances of women, particularly relating to sexual harassment. This commission should be entirely managed by women. It should have the power to order investigation by any agency considered suitable.

Women are the part and parcel of Indian Society. Even today their status in Indian society are not so well. The position of women were good in ancient time in our country, but at present they are synonym of neglect and discrimination particularly the girl child. The condition is worst in rural areas and a little improvement is witnessed in urban areas of India. It is extensively and deeply rooted in a complex set of social, cultural and historical factors. The status of women in India, in most cases is with limited rights and considerable duties since her birth. The adverse sex ratio tells the story of her status. GDI is similar to HDI in the statistical process. It is an average index based on summary of three dimensions health, education and income. Data of GDI were based on secondary sources for the year 1996 and 2006. By this decade G.D.I. increased from .514 to .590. All the three dimensions of G.D.I. witnessed increase. The health index increased from .490 in 1996 to .573 in 2006, the education index increased from .409 in 1996 to .494 in 2006 and income index increased from .643 in 1996 to .702 in 2006.

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