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## UNIT 4 WOMEN EMPOWERMENT

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### 4.1 INTRODUCTION

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*“You can tell the condition of a nation by looking at the status of its women”*

– Pt. Jawaharlal Nehru

Women are central to the entire development process, be it in an individual family, village, province, state and to the whole nation. Women have maintained the traditional Indian culture since ages. History has revealed the deteriorating state of women. Corporate social responsibility (CSR) is one of the most prominent concepts in the literature through which organizations have scope for ensuring a development in the status of women in India through women empowerment. This unit discusses the empowerment of women in India and challenges that are to be responded adequately and appropriately. The Fig 4.1 shows the determinants associated with the empowerment of women and these are the challenges for the development agencies and the policy makers to work upon.

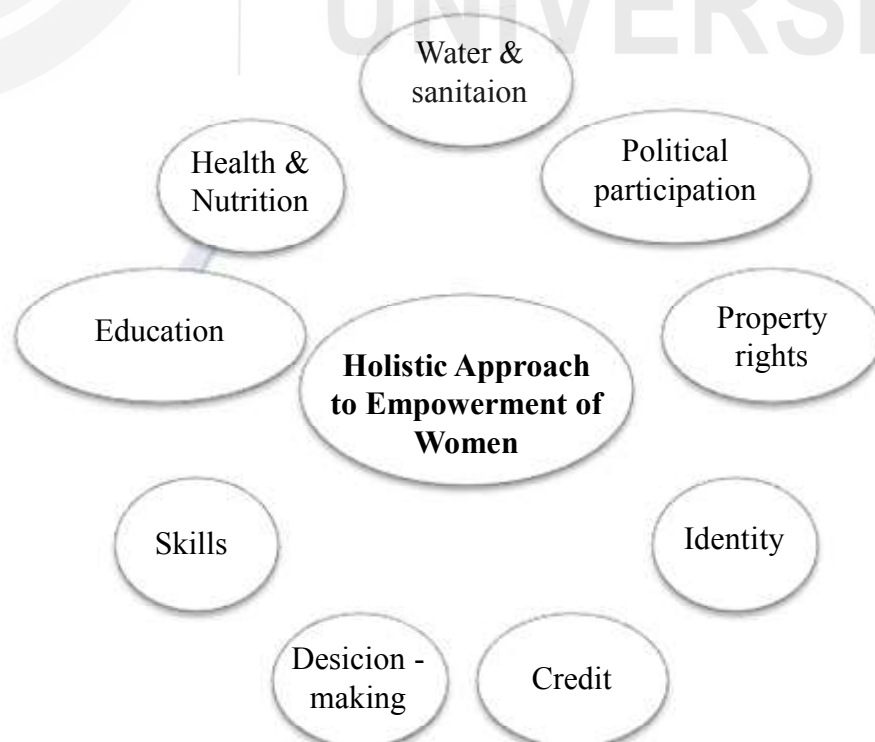


Fig 4.1: Holistic Approach to Empowerment of Women

To understand it in better way, the unit will also explain the initiatives undertaken by various companies to overcome those challenges and getting the women in the mainstream of development.

After studying this unit, you should be able to:

- Explain empowerment among women
- Describe the association between development and women's empowerment
- Discuss the role of companies in achieving empowerment among women

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## 4.2 UNDERSTANDING EMPOWERMENT

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Empowerment is a process which relates to the power of an individual to redefine her possibilities or options and to have the ability to act upon them (Eyben et al., 2008). Kabeer (2001) defines empowerment as “the expansion in people’s ability to make strategic life choices in a context where this ability was previously denied to them.” The empowerment of women is essential for sustainable development and economic growth. Thus, empowerment is fundamentally about the enhancement of individuals’ capabilities to make a difference in their surroundings, which affects their life. Empowerment also relates to the influence of an individual on the social and cultural norms, informal and formal institutions in society. Women can be empowered in many ways; socially, economically, politically, and legally. In the discussion on women’s empowerment, gender equality and gender equity are terminologies which are interrelated. Equality implies the condition or quality of being equal and equity is the equality of rights (Webster’s Dictionary, 2010). In contrast to other terms, women’s empowerment relates to a process; a progression from one state to another. In addition, empowerment includes agency, in which women themselves are actors in the empowerment process. They must not only be able to make a decision, but be aware of their rights to make it.

Women’s empowerment encompasses a complexity in comparison to other disadvantaged groups. Women make up half of the world’s population, and form a cross-cutting group that overlaps all other groups in the society. Compared to other disadvantaged or socially excluded groups, the household and family relations play a central part in women’s disempowerment (Boender et al, 2002).

Decision-making power in the household shows the amount of ‘say’ the woman has in household decisions, and was estimated as an average of several sub-variables. It is based on if she has a say in the household income, if she has the possibility to buy goods without needing permission and if she decides over her own work, her children’s schooling etc. Therefore, policies directed towards women’s empowerment must be directed to the family and household level.

Economic empowerment means ‘Enhancing the role of women as drivers of poverty reduction, promoting female investors and entrepreneurs, and recognizing the link between gender equality and safeguarding the environment all promote inclusive and sustainable industrialization, and directly contribute to SDG 9 on industry, innovation and infrastructure, and to SDG 5 on gender equality’.

# INDIA'S GENDER SLIDE

Source: The Global Gender Gap Report 2017, World Economic Forum



Fig 4.2: India's Gender Slide

Targeting gender equality and women's economic empowerment is not only important from the perspective of realizing women's rights but is also smart economics. Women are key agents of change and when women and men are equal, economies grow faster; less people remain in poverty, and the overall well-being of people increases. Harnessing women's potential as economic actors, leaders and consumers results in higher levels of industrialization and more sustained growth rates. Global gross domestic product could increase by more than 25 per cent by 2025 if women played the same role in labour markets as men.

Knowing that the empowerment of women generates many positive effects for society overall, makes the task of determining the underlying factors of women's empowerment essential. Women's empowerment has five components:

- 1) Women's sense of self-worth;
- 2) Their right to have and to determine choices;
- 3) Their right to have access to opportunities and resources;
- 4) Their right to have the power to control their own lives, both within and outside the home; and
- 5) Their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

Several companies, self-help groups and NGOs are working in this direction so that women themselves can break the societal barriers and achieve great heights in all dimensions: political, social and economic. But some portion of the society has still not accepted women as being equal to men and crimes or abuses against women are still on the rise. For that to change, the society's age-old deep-rooted mind set needs to be changed through social conditioning and sensitization programmes. Various companies have undertaken advocacy to fight against this situation. In next section we will be discussing about it in detail.

***“Educating and investing in women and girls has a multiplier effect on productivity, efficiency and economic growth. But economically strengthening women is not only a means by which to spur and sustain inclusive industrial development, it is also a matter of advancing women’s human rights”***

***- UNIDO Director General LI Yong***

## **4.3 ECONOMIC EMPOWERMENT OF WOMEN**

### **4.3.1 Poverty Eradication**

Since women comprise the majority of the population below the poverty line and are very often in situations of extreme poverty, given the harsh realities of intra-household and social discrimination, macroeconomic policies and poverty eradication programmes specifically address the needs and problems of such women (Explained in Unit-1). There is already improved implementation of programmes, on women, oriented with special targets for women. Steps are taken under CSR initiatives by the Indian Companies for mobilization of poor women and convergence of services, by offering them a range of economic and social options, along with necessary support measures to enhance their capabilities. Empowering women and encouraging their entrepreneurial spirit was a vital aspect of CSR for business houses like the Tata, HUL, Vedanta, Hindalco, Jindal and many others. The interventions were mostly carried out in the surrounding areas of the main operational regions, particularly in villages situated closer to the factory location. In the case of Jindal Steel, the CSR activities were concentrated around Hisar (Haryana) and Tata Steel anywhere in India.

#### **Case Studies**

***HUL’s (Hindustan Unilever) SHAKTI:*** SHAKTI means ‘Strength’. Project SHAKTI is HUL’s initiative to upliftment of standard of living in rural India by creating income-generating capabilities for under-privileged rural women through small-scale enterprise opportunity; and, to improve rural lives with the support of health and hygiene awareness. Project SHAKTI is taken up in rural areas whereby women are the distributors for HUL products and are called “Shakti Ammas.” This identity is ushering prosperity in their lives and most importantly self-respect.

***Reliance Industries Limited:*** The major thrust areas of Reliance Industries Limited were in areas of health, education, infrastructure development (drinking water, improving village infrastructure, construction of schools etc.), and environment (effluent treatment, tree plantation, treatment of hazardous waste). In 2010, the company also set up the Reliance Foundation with the main aim of addressing developmental challenges. The focus was on five core pillars: education, health, rural development, urban renewal, promotion and protection of India’s art and culture. In the same year, it launched Mission BIJ or Bharat India Jodo, its flagship programme focusing on supporting small farmers. BIJ works towards bridging the gap between rural and urban areas and empower small farmers. Towards achieving this goal, it will provide support to small farmers along the supply chain through input support, technical assistance, post-harvest and marketing support.

### 4.3.2 Micro Credit

To enhance women's access to credit for consumption and production, the establishment of new, and strengthening of existing micro-credit mechanisms and micro-finance institution are undertaken, so that the outreach of credit is enhanced. Other supportive measures include SHG formation, small soft loans by private Banks like AXIS and ICICI etc. to ensure adequate flow of credit through extant financial institutions and Banks, so that all women below poverty line have easy access to credit. Another ideal example is of Tata Steel and others, in a concised form, these are described below:

#### Case Studies

**Tata Steel:** The direct interventions were carried out either by in-house CSR specialist teams, or by professional CSR teams. Partnerships had also been made with non-profit organizations and specialized agencies in some cases. Some of the companies like Tata Steel, over the last 15 years had supported the formation of more than 500 rural enterprises in agriculture, poultry, livestock, and community entrepreneurship. It continued to work untiringly towards furthering empowerment by facilitating the formation of around 200 women SHGs every year, who were encouraged to venture into income generating activities. Tata Steel also held regular competitions for identifying women leaders who could be role models through its programme 'Tejaswini.'

| Name of Corporate  | Model of Empowerment  | Approx. number of women involved  | Impact  |
|--------------------|---|-----------------------------------|---|
| Hindustan Unilever | Rural women became distributors of HUL. Popularly known as 'Shakti Ammas'   | About 43,000 women all over India | Has economically empowered rural women with entrepreneurial spirit. Plan to use the network for creation of more SHGs |
| ITC                | Poor rural women assisted to form microcredit SHGs to build small savings and finance self-employment and micro-enterprises | About 40,000 women                | Sustainable economic opportunities through micro-credits  |
| Jindal Steel       | Formation and capacity building of women SHGs   | About, 3000 women                 | Trained women have begun activities like leaf plate making which has augmented income                                 |
| Tata Steel         | Tata Steel Rural Development Society  | About, 45000 women                | Annually create at least 200 SHGs who are encouraged to   |

|            |  |   |   |
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|            |  |   | enter enterprise activity   |
| Vedanta    | Provide for skill development, credit linkage, training, market development  | About 30000 women   | About 2100 SHG developed by group companies Vedanta Zinc, BALCO, Sterilite, Vedanta Aluminium and VAL Lanjigarh                                   |
| Hindalco   | Training for skill Development through two institutes, located in UP and Maharashtra   | More than 11000 women   | Works towards improving the capacity building of women and men who are encouraged to take up enterprise activities                                |
| ICICI Bank | Rural Self Employment training institutes at Udaipur & Jodhpur   | Has extended credit to a large no. of SHGs through partnership model (with NGOs like BISWA in Odisha) as well as directly                         | Both men and women have been imparted training  |
| RIL        | Provide training to rural women through SHGs and youth to become self-sustaining by taking up income generating activities (IGA) | A number of rural women as well as youth have been trained in stitching, beauty and health care, plumbing, computer hardware and mobile repairing | Many men and women have begun micro enterprise activities in areas around manufacturing divisions like Hazira, Vadodara, Nagothane, Gadimoga etc. |

### 4.3.3 Women and Economy

Women's perspectives are included in designing and implementing macro-economic and social policies by institutionalizing their participation in such processes by various companies having the vision to work towards women's empowerment. Their contribution to socio-economic development as producers and workers is now getting recognized in the formal and informal sectors (including home-based workers) and companies are developing appropriate policies relating to employment and their working conditions. Such measures basically include: equal job opportunities, working hours, working environment, sexual harassment reporting and redress mechanism, social security, equal salary, training & skill development, leave rules etc. Most of the companies now have already laid down the rules and regulations in this regard e.g. Dr. Reddy's Laboratories, Excel Industries and Infosys.

**Activity 1**

Visit a CSR project in your vicinity. Write down the measures taken for the female employees of the project which is directed towards women’s empowerment.

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### 4.3.4 Women and Agriculture

In view of the critical role of women in the agriculture and allied sectors, as producers, concentrated efforts are made to ensure that benefits of training, extension and various programmes should reach them in proportion to their numbers. The programmes for 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. are expanded to benefit women workers in the agriculture sector.

#### Case Studies

*Cairn India, with IFC* (International Finance Corporation) decided to support an intensive community-based dairy development programme with the objective of improving the economic condition of the rural poor in Rajasthan. By design, the programme targeted women, who otherwise had no opportunity for economic emancipation. This project not only enabled them to participate in income generating activities but has also empowered them as organized self-help groups (SHGs) exploring other livelihood options. They have also been benefitted from the introduction of technology for transparency, accountability, and fair price realization

The *Kamalnayan Jamnalal Bajaj Foundation (KJBF)* founded by the Bajaj family states its mission is to “*empower the rural community for efficient and judicious use of human and natural resources.*” It is actively involved in sustainable agricultural development in about 200 villages of Wardha district where the farming community has been motivated to adopt integrated farming practices. There are many more initiatives like above changing the lives of thousands of families while empowering women economically.

### 4.3.5 Women and Industry

The important role played by women in electronics, information technology, food processing, agro industry, and textiles has been crucial to the development of these sectors. The companies are formulating comprehensive support in terms

of labour legislation, social security and other support services to participate in various industrial sectors. For women working in night shift in factories / BPOs suitable measures are taken to enable women to work in the night shift. This is accompanied with support services for security, transportation etc. The companies like Infosys, Titan, Bajaj Auto and Balmer & Lawrie etc. have laid down policies in this regard.

### 4.3.6 Support Services

The provision of support services for working women, like child care facilities, including crèches at work places and educational institutions, homes for the aged and the disabled has been expanded and improved to create an enabling environment and to ensure their full cooperation in social, political, and economic life. Women-friendly personnel policies are also drawn to encourage women to participate effectively in the developmental process. ‘Mobile-Crèches’ is an organization (non-profit) providing child care services to different type of groups of working women starting from construction workers to various factories or institutions with the help of CSR funding in and around Delhi and Mumbai few of these companies namely are PNB housing finance Ltd., Microsoft, NCML, Godrej properties, HCL and Oracle etc. To date, Mobile Crèches has reached out to 650,000 children, trained 6000 childcare workers, and run 600 day care centres. MMC (Microsoft Management Console) also works to advocate for marginalized communities by providing vocational training for women and youth and promoting migrant families’ rights, access to healthcare, and government services. MMC has reached over 150,000 children and run over 240 day care centres. The CSR fund helps them to work in nutrition and healthcare. Because children suffering from malnourishment and exposed to poor hygiene are in a vulnerable condition. Among other major issues, everyday ailments, diseases such as diarrhoea, respiratory diseases, boils, and worms, both MMC (Mumbai) and Mobile Crèches (Delhi) have implemented a healthcare programme consisting of prevention, cure, and rehabilitation to improve the health of the children at its centres.

#### Check Your Progress - 1

**Notes:** a) Write your answers in about 50 words.

b) Check your answer with possible answers given at the end of the unit.

1) Define empowerment of women.

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2) Enumerate the support services provided by companies.

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## 4.4 SOCIAL EMPOWERMENT OF WOMEN

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### 4.4.1 Education

The companies with the vision to work in education of women know that equal access to education for women and girls need to be ensured. Special measures are taken to eliminate discrimination, universalize education, eradicate illiteracy, create a gender-sensitive educational system, increase enrolment and retention rates of girls, and improve the quality of education to facilitate life-long learning as well as development of occupation/vocation/technical skills by women. Reducing the gender gap in secondary and higher education is a focus area for the companies like P & G, Bank of America, and Hindustan Lever etc. Special focus on girls and women, particularly those belonging to weaker sections including the scheduled castes/ scheduled tribes/ other backward classes/ minorities is being taken care of. Advocacy in gender discrimination is also being funded by CSR funds like CII (Confederation of Indian Industry) and SIEL (Shriram Industrial Enterprise Ltd). Since independence, the education sector in India has grown in leaps and bounds and there have been significant improvements across different indicators. To understand the current CSR trends in education and the main challenges in the sector, Samhita Social Ventures has mapped the education interventions of 100 Companies with the highest CSR budgets in India. The findings indicate that education remains one of the most popular causes for companies. School infrastructure and scholarships receive maximum support whereas issues such as pedagogy, early education, community awareness etc. remain unexplored. However, there is a silver lining – Companies are beginning to think more strategically about interventions in education.

**SCCL:** (Singareni Collieries Company Ltd) Singareni Seva Samithi has taken up massive literacy campaign for women and illiterate employees through which more than 50000 persons were made literate. The literacy campaign was concentrated on reading, writing, signing etc.

**ITC:** Indian Tobacco Company believes that economic empowerment of women transforms them into powerful agents of social change. ITC has forged an empowering partnership with rural women – the most effective development workers. ITC’s intervention leverages micro-credit and skills training to generate alternate employment opportunities. Increased income in the hands of rural women means better nutrition, health care and education for their children. Working with NGOs, ITC has organized village women into micro-credit groups.

**SAIL:** SAIL has initiated Mahila Samaj, performance of community welfare programmes which include manufacture of products and services for SAIL

employees. The Mahila Samiti in SAIL plants has 4000 members and 15 affiliated to national level organizations for community development.

‘Siksha: Padhega India Tabhi to Badhega India’ **P&G’s** flagship Corporate Social Responsibility Program Shiksha is an integral part of our global philanthropy programme - Live, Learn and Thrive. Now in its 8<sup>th</sup> year, Shiksha has till date helped 280,000 underprivileged children access their right to education. The programme has built and supported over 140 schools across India, in partnership with NGOs like Round Table India (RTI), Save the Children (STC), Army Wives Welfare Association (AWWA) and Navy Wives Welfare Association (NWWA), amongst others. P&G Shiksha is focused on empowering the girl child with quality education.

The case studies show that areas of interventions in the field of education by the majority of the companies are namely infrastructure development and donation of learning material; remedial education; learning methods (pedagogy); school administration and management; building capacity of providers; systematic change; early childhood education; skill development; parent/community awareness; school-based nutrition and health and in cash /kind assistance for students.

#### 4.4.2 Health

A holistic approach to women’s health which includes both nutrition and health services is being adopted by many companies and special attention is given to the needs of women and the girls at all stages of the life cycle like Emami Ltd. focuses on fostering preventive health care and water and sanitation. The reduction of infant mortality and maternal mortality, which are sensitive indicators of human development, is a priority concern.

**For Example:** JSPL (Jindal Steel and Power Limited) has set up many charitable clinics and hospitals in the Raigarh district. World-class health facilities are provided to the people of Raigarh at the 100-bed multi-specialty O.P. Jindal Hospital and Research Centre.

JSPL’s CSR strategy includes:

- Development of model villages (Adarsh Gram)
- Government, corporate and public participation
- Address situational needs and demands of the villagers
- On an average 5,000 households across 18 peripheral villages benefitted

The companies possess the vision for women to have access to comprehensive, affordable and quality health care. Measures are adopted that take into account the reproductive rights of women to enable them to exercise informed choices, their vulnerability to sexual and health problems together with endemic, infectious, and communicable diseases such as malaria, TB, and water borne diseases as well as hypertension and cardio-pulmonary diseases. NTPC, Dabur India Ltd., P&G, Glaxosmithkline and Bajaj Auto Ltd. are among the lot in this direction. The social, developmental and health consequences of HIV/AIDS and other sexually transmitted diseases are also tackled from a gender perspective. The companies now have the HIV/AIDS policy guidelines followed by NACO guidelines. Some of the companies which have adopted the said policies are,

Ballarpur Industries, Tata Steel, Coal India, ONGC, ITC Papers Ltd., Essar Group of companies etc.

**Avon:** Avon Cosmetics’ commitment to women runs deeper than the boundaries of business. Women are the heart of Avon’s success and Avon continues to support and understand their needs through Avon’s Breast Cancer Crusade. The goal of the Avon Foundation Breast Cancer Crusade is to improve access to quality breast health care for under-served, uninsured and low-income populations, and to support biomedical research focused on prevention and improved methods of diagnosis and treatment to cure and prevent breast cancer.

**Hindustan Latex Family Planning Promotion Trust (HLFPPT)** has been contributing towards the National Family Planning Programme across the spectrum. On the demand side, they are consistently working towards increasing contraception awareness and access among communities, counselling on Family Planning (FP) methods, offering increased basket of choice; while on the supply side they are committed towards building capacities of health providers on FP services, creating network of dedicated FP clinics, etc. Currently, it is implementing the programme in 13 states: West Bengal, Punjab, Haryana, Himachal Pradesh, Bihar, Chhattisgarh, Odisha, Jharkhand, Delhi, Rajasthan, Andhra Pradesh, Madhya Pradesh and Uttar Pradesh. The partners are Pan India, Bill & Melinda Gates Foundation (Funding Partner) and PSI (Implementing Partner) DLF Foundation, National Health Mission-MP, UP, DFID, USAID and SIFPSA.

#### 4.4.3 Nutrition

In view of the high risk of malnutrition and disease that women face at all the three critical stages viz., infancy and childhood, adolescent and reproductive phase (Fig. 4.5), focused attention would be paid to meeting the nutritional needs of women at all stages of the life cycle.

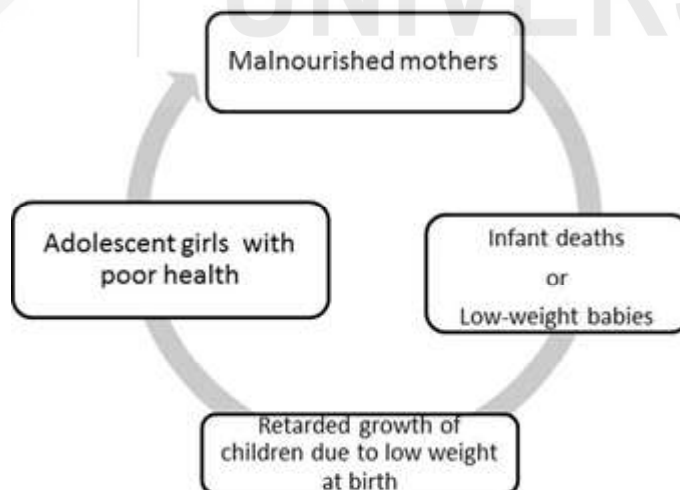


Fig 4.5: Life Cycle of Malnutrition among Women

This is also important in view of the critical link between the health of adolescent girls, pregnant and lactating women, and the health of infant and young children. Special efforts are made to tackle the problem of macro and micro nutrient deficiencies especially amongst pregnant and lactating women as it leads to various diseases and disabilities.

Intra-household discrimination in nutritional matters vis-à-vis girls and women is worked upon through appropriate strategies. Widespread use of nutrition education to address the issues of intra-household imbalances in nutrition and the special needs of pregnant and lactating women is initiated. Women's participation is also ensured in the planning, superintendence and delivery of the system. There are various examples of companies initiating their CSR activities in this direction like adoption of Anganwadi centres, providing mid-day meal and school health, provision of food for pregnant mothers etc. The case study of Akshaya Patra is one of them.

### Case Study

**TAPF** commonly known as **The Akshaya Patra Foundation** is a non-profit organisation in India that runs school lunch programme across India. The organisation was established in the year 2000. Akshaya Patra partnered with the Government to serve cooked meals at all Government schools. To be able to work towards tackling classroom hunger in association with the Government on the format of Public Private Partnership was a welcome progression for Akshaya Patra. Akshaya Patra implements the Mid-Day Meal programme in 38 locations of 12 states of India. Each day the Foundation feeds 1.7 million children covering more than 14,314 Government schools. The Foundation follows both centralized and decentralized kitchen formats to implement the programme. The programme caters to Anganwadi, expecting and lactating mothers, special schools, subsidised lunch for the economically backward, food for runaway children, old-age homes, homeless, and disaster relief. They also run after class tuitions, life skills programme, community health camps, and health check-up camps.

**Impact- Akshaya Patra** feeds 17, 61,734 children every day across India. It is operational across 38 locations in 12 states of India and it follows the centralized kitchen format in 36 locations and de-centralized kitchen format in 2 locations. CSR contribution- Corps Information Systems Control Officer (CISCO), ASEA Brown Boveri (ABB) Limited, Genpact India, Airports Authority of India, Jindal Aluminium, Dishoom Ltd, Maple Exports Pvt. Ltd., Jamsetji Tata Trust, HDFC Bank Ltd, Steel Authority of India Ltd. (SAIL), Oil and Natural Gas Corporation Ltd. (ONGC), Bharat Heavy Electricals Ltd. (BHEL), Hans Foundation, Give India Kennametal Foundation, Michael and Susan Dell Foundation.

#### 4.4.4 Drinking Water and Sanitation

Special attention is given to the needs of women in the provision of safe drinking water, sewage disposal, toilet facilities and sanitation within accessible reach of households, especially in rural areas and urban slums. Women's participation is ensured in the planning, delivery, and maintenance of such services. The Government expects to garner close to 2 lakh crores worth funds over the next three years from India Inc. by making 30 percent of their expenditure on corporate social responsibility (CSR) mandatory in projects such as 'Swachh Bharat'.

#### 4.4.5 Environment

Women are involved and their perspectives reflected in the policies and programmes for environment conservation and restoration. Considering the impact of environmental factors on their livelihoods, women's participation is ensured in the conservation of the environment and control of environmental

degradation. The vast majority of rural women still depend on locally available, non-commercial sources of energy such as animal dung, crop waste and fuel wood. To ensure the efficient use of these energy resources in an environment friendly manner, the companies are aiming at promoting the programmes of non-conventional energy resources. Women are involved in spreading the use of solar energy, biogas, smokeless chullahs and other rural application to have a visible impact of these measures in influencing eco system and in changing the life styles of rural women. Companies like Reliance, JSPL, Aditya Birla, Tata are into community development activities around their operational areas where their workers and their families are residing or have adopted a village, initiated the use of solar energy and wind mills. Aga Khan Foundation has worked on safe chullah.

#### 4.4.6 Violence against Women

All forms of violence against women, physical and mental, whether at domestic or societal levels, including those arising from customs, traditions, or accepted practices are to be dealt with effectively with a view to eliminating its incidence. Institutions and mechanisms/schemes for assistance are created and strengthened for prevention of such violence, including sexual harassment at work place and customs like dowry; for the rehabilitation of the victims of violence and for taking effective action against the perpetrators of such violence. A special emphasis is laid on programmes and measures to deal with trafficking in women and girls. The companies with community development programmes as discussed above are involved in advocacy towards violence against women.

##### Activity 2

Visit a CSR project involved in advocacy towards violence against women in your vicinity. Write a small case study of the project.

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#### 4.4.7 Rights of the Girl Child

All forms of discrimination against the girl child and violation of her rights to be eliminated by undertaking strong measures both preventive and punitive within and outside the family. These relate specifically to strict enforcement of laws against prenatal sex selection and the practices of female foeticide, female infanticide, child marriage, child abuse and child prostitution etc. Removal of discrimination in the treatment of the girl child within the family and outside and projection of a positive image of the girl child need to be actively fostered. There is special emphasis on the needs of the girl child and earmarking of substantial investments in the areas relating to food and nutrition, health and education, and in vocational education. In implementing programmes for eliminating child labour, there is a special focus on girl children. The SKF (Smith-klyn foundation) India

Ltd. works towards gender, equality and women empowerment partnering with Leela Poonawala Foundation.

### Check Your Progress - 2

**Notes:** a) Write your answers in about 50 words.

b) Check your answer with possible answers given at the end of the unit.

- 1) Write measures undertaken by companies to ensure educational empowerment among women.

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- 2) What are the health concerns about women which are being addressed by companies under their CSR programmes?

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## 4.5 LET US SUM UP

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There is a need of such valuable Corporate Social Responsibility campaigns from prominent companies which can surely change fate and face of women in Indian society in the significant areas of education, health, sports, cultural, political, employment and neglected as well as untouched areas of women empowerment which will boost them to live independent and dignified life which they deserve as they are vital and inseparable part of society. Development of corporate and society is unattainable without an active support of women, government, media, and NGOs. The role of corporate, government, NGOs and media is to bring about the advancement, development, and empowerment of women. They should play a crucial role to encourage active participation of women from all walks of life to achieve individual, organizational and societal goals.

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## 4.6 KEYWORDS

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**Women Empowerment :** Women’s empowerment is all about equipping and allowing women to make life-determining decisions through the different problems in society.

**Micro Credit :** Micro credit is the extension of very small loans to impoverished borrowers who typically lack

collateral, steady employment, or a verifiable credit history. It is designed to support entrepreneurship and alleviate poverty.

**Female Foeticide** : Female foeticide is the abortion of a female foetus outside of legal methods.

**Female Infanticide** : Female infanticide is the deliberate killing of new born female children.

## 4.7 ABBREVIATIONS

|           |   |   |
|-----------|---|---|
| AAI       | : | Australia, ASEAN and the India                                    |
| ASEAN     | : | Association of Southeast Asian Nations                            |
| AWWA      | : | Army Wives Welfare Association                                    |
| BALCO     | : | Bharat Aluminium Company Ltd.                                     |
| BHEL      | : | Bharat Heavy Electricals Ltd.                                     |
| BIJ       | : | Bharat India Jodo   |
| BPO       | : | Business Process Outsourcing                                      |
| BSY       | : | Balika Samridhi Yojana  |
| CII       | : | Confederation of Indian Industry                                  |
| CSR       | : | Corporate Social Responsibility                                   |
| DFID      | : | Department for International Development                          |
| DLF       | : | Delhi Land & Finance  |
| FP        | : | Family Planning   |
| HCL       | : | Hindustan Computers Limited                                       |
| HIV/ AIDS | : | Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome |
| HLFPPT    | : | Hindustan Latex Family Planning Promotion Trust                   |
| HUL       | : | Hindustan Unilever Ltd  |
| ICICI     | : | Industrial Credit and Investment Corporation of India             |
| IFC       | : | International Finance Corporation                                 |
| IGA       | : | Income Generating Activities                                      |
| ITC       | : | India Tobacco Company   |
| JSPL      | : | Jindal Steel and Power Limited                                    |
| KJBF      | : | Kamalnayan Jamnalal Bajaj Foundation                              |
| MMC       | : | Microsoft Management Console                                      |
| NACO      | : | National Aids Control Organization                                |
| NCML      | : | National Collateral Management Services Ltd                       |
| NCRB      | : | National Crime Records Bureau                                     |
| NGOs      | : | Non-Government Organizations                                      |

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| NTPC Ltd | : | National Thermal Power Corporation Limited                   |
| NWWA     | : | Navy Wives Welfare Association                               |
| ONGC     | : | Oil and Natural Gas Corporation                              |
| P&G      | : | Procter & Gamble   |
| PSI      | : | Population Services International                            |
| RIL      | : | Reliance Industries Limited                                  |
| RTI      | : | Round Table India  |
| SAIL     | : | Steel Authority of India Limited                             |
| SCCL     | : | Singareni Collieries Company Ltd.                            |
| SDG      | : | Sustainable Development Goals                                |
| SHG      | : | Self-Help Group  |
| SIEL     | : | Shriram Industrial Enterprise Ltd.                           |
| SIFPSA   | : | State Innovations in Family Planning Services Project Agency |
| SLDP     | : | School Leadership Development Programme                      |
| STC      | : | Save the Children  |
| TAPF     | : | The Akshaya Patra Foundation                                 |
| TB       | : | Tuberculosis   |
| UN DESA  | : | United Nations Department of Economic and Social Affairs     |
| UNIDO    | : | United Nations Industrial Development Organization           |
| USAID    | : | United States Agency for International Development           |
| VAL      | : | Vedanta Aluminum Ltd.  |

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## 4.9 CHECK YOUR PROGRESS - POSSIBLE ANSWERS

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### Check Your Progress - 1

**Answer 1:** Kabeer (2001) defines empowerment as "the expansion in people's ability to make strategic life choices in a context where this ability was previously

denied to them.” The empowerment of women is essential for sustainable development and economic growth. Thus, empowerment is fundamentally about the enhancement of individuals’ capabilities to make a difference in their surroundings, which affects their life.

**Answer 2:** The provision of support services, for working women, like child care facilities, including crèches at work places, and educational institutions, homes for the aged and the disabled, expanded and improved to create an enabling environment, and to ensure their full cooperation in social, political, and economic life. Women-friendly personnel policies are also drawn to encourage women to participate effectively in the developmental process.

### **Check Your Progress- 2**

**Answer 1:** CSR ensures equal access to education for women and girls. Special measures are taken to eliminate discrimination, universalize education, eradicate illiteracy, create a gender-sensitive educational system, increase enrolment and retention rates of girls and improve the quality of education to facilitate life-long learning as well as development of occupation/vocation/technical skills by women. Reducing the gender gap in secondary and higher education.

**Answer 2:** A holistic approach to women’s health which includes both nutrition and health services is being adopted by many companies and special attention is given to the needs of women and the girls at all stages of the life cycle like Emami Ltd. with budget of .06 crores fostering preventive health care and water & sanitation. The reduction of infant mortality and maternal mortality, which are sensitive indicators of human development, is a priority concern.

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