

# **Women's Empowerment and Gender Equity**

**Sudesh Nangia**

Centre for the Study of Regional Development,  
School of social Sciences, Jawaharlal Nehru University,  
New Delhi-110067, India.

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## ABSTRACT

### Women's Empowerment and Gender Equity

1. Introduction: It may be stated that women form about 48% of population in India. They are like two legs balancing the world affairs. Law of nature has maintained a natural balance with more male births and then higher male mortality. All the aberrations from this biological law are man-made.

2. Currents status of women: This paper highlights the current status of women in term of certain identified indicators of empowerment of women in India.viz.literacy and education; employment, wealth and income, nutrition, health and longevity, and autonomy in decision making.

3. How current profile of women affects social and economic life of women, family and society: (1)Poorly informed,(2)Affects her biological and social role- mother hood (poor rearing of children),Family nursing (they say, you educate women, you educate a family and you educate a man, you educate an individual), and economic and social; development of society,(3)Imbalance of sex ratio,(4)Burden with unwanted children,(5)Economic burden in society. In case of females, their contribution to over all national productivity is highly under-numerated.

4. Its essential to improve biological, social and economic productivity of women: Her functioning of different roles and commitment need s to be improved. We need to empower her so that she can realize her full potential (quality) to play her biological and social role better. This will lead to better achievements in social, health and economic programmes.

5. How empowerment can be achieved? (1) better education of the girl,(2)promoting skill development and employment,(3)job opportunities (financial empowerment),(4)eliminating all practices that discriminate against women, (5)eliminating all forms of exploitation,abuse,harrasment and violence against women an girls, and (6)gender sensitization at all level to bring equity in wages, hiring of jobs, school admissions and property right.

6. Strategies: The critique is based on the analysis of the existing secondary data. (1) involve Panchayat Raj Institutions (PRIs) at village level to convince community and parents about the women issue,(2)involve elected representatives in advocacy, publicity and better programme and policies,(3)providing school in neighborhoods with all the facilities for female students,(4)provide incentives to female student in the form of school uniforms, book and statitionary,(5)create healty competition among school and teachers for better enrolements and low drop out rates, and (6)reservation and quotas for some type of job like school teacher etc.(7)create more avenues for hearing their complaints and problems-police and judiciary, and (8)encourage NGOs to take up their cases and for counseling them.

# Women's Empowerment and Gender Equity

*“ I should treat daughters and sons on a footing of perfect equality .....Both are God's gifts. They have an equal right to live and are equally necessary to keep the world going”*

Mahatma Gandhi (Young India 1929/1938)

## Introduction

Women form about 48% of the Population. In 2001, of the total population enumerated, 531.2 million were men and 495.7 million women. Laws of nature have maintained a natural balance – with more male births but then higher male mortality. Because of their (M/F) approximately equal distribution, it is evident that in nature, men and women one like two legs balancing the world affairs. And hence, if the natural and human eco-systems have to function properly, it is necessary that, apart from numbers, the quality of both the men and women (gender) should be at par. Women should enjoy equal social, economic and political status as that of men in a society if it is to be labeled as progressive or developed. Since, there is a wide gender gap in India in terms of equity and equality, the question of women's empowerment is raised again and again during the recent decades with a view to reduce the gender gap and improve our demographic, social, economic and political institutions.

Now, what is meant by women's empowerment? The term has been debated and elaborated in the international Conference of Population and Development (ICPD) held at Cairo from 5<sup>th</sup> to 13<sup>th</sup> September 1994. As per the document brought out as a result of the conference' deliberations, the empowerment of women, (Chapter IV of the document) has three components:

- i) empowerment and status of women;
  - ii) the girl child; and
  - iii) male representation and participation.
- (i)** The empowerment of women and improvement in their status refer to the achievement of equality and equity between men and women and enable women to realize their full potential; to involve women in decision making processes in all aspects of economic, political, social and cultural life as active decision makers, participants and beneficiaries; and to ensure that all men and women receive education required to meet their basic human needs and to exercise their basic human rights. Empowerment further

implies equal participation of women in all public activity and their equal representation in all spheres of life. This is possible only through:

- promoting women's education;
- promoting skill development and employment;
- eliminating all practices that discriminate women against men including those in the workplace and those affecting access to credit, control over property and social security; and
- eliminate all forms of exploitation, abuse, harassment and violence against women, adolescents and girls of all ages.

All these call for development interventions by the state to lessen the burden of domestic responsibilities on women and formulation of laws, policies and programmes to enable employment for women to harmonise their family and work responsibilities.

**(ii)** The issue of empowerment of women in ICPD lays special emphasis on the care and well-being of girl child. This is basically to eliminate all forms of discrimination against the girl child; eliminate the root cause of son preference; increase public awareness on the value of the girl child; promote equal treatment to boys and girls in matters of education, health and nutrition; social, economic and political opportunities as well as equitable inheritance; and enforce measures to prevent female infanticide, pre-natal sex selection, trafficking of children and abuse of girls in prostitution and pornography.

**(iii)** The Women's Empowerment' next issue in the ICPD, makes a specific mention of male responsibilities and participation. It implies that to promote gender equality, men should be encouraged to take responsibility for their sexual and reproductive behaviour and their social and economic roles. It further emphasizes equal participation of men and women in all areas of family and household responsibilities including responsible parenthood, prevention of sexually transmitted diseases, shared control in and contribution to family income and children's welfare.

It also means instilling of attitudes that are respectful to women and girls as equal in bogs from the earliest possible age, by teachers and parents the indicators of Empowerment of women in India can be briefly summed up:

- (i) Literacy and education
- (ii) Employment, wealth and income
- (iii) Nutrition
- (iv) Health and longevity
- (v) Autonomy in decision making

(Dr.K.Srinivasan)

**Objectives: The main objectives of this study are:**

1. to identify the reflective components of women's empowerment, which indicate lapses in gender equity and equality like demographic (sex ratio), economic (employment and wages) and social (literacy and education, Health);
2. to explore measures for mitigating the gender gap in the areas of concern to improve the status of women; give them empowerment and thereby bring transformation in society;
3. to identify the role of elected representatives in improving the status of women and in women's empowerment.

**Status of Women in India: A Historical Review**

In India, the status of women underwent a drastic change from the *Vedic* period to the Modern. In *Vedic* society, women enjoyed the same position as men. In intellectual field, they were given equal footing with men. Some of the *Vedic* poets were women. There were women philosophers, women warriors who fought bravely in wars. This complete equality between men and women is found in all parts of *Vedic* literature; from *Samhitas* to the Upanishads.

The girls received education like boys and went through the '*brahmcharya*' discipline. In fact, a bride had no chance of a good match if she had not been educated as a '*brahmcharini*'. The custom of '*Upanayana*' of girls prevailed. Women studied *Vedic*

literature like men and many of them Lopamudra, Ghosa, Sikata-Nivavani figure among the authors of *Vedic* hymns.

*Vedic* sacrifices were performed jointly by husband and wife, and singing of *Vedic* hymns was long considered as the most appropriate function of wife. Women performing ‘*Sandhyas*’ or offering sacrifices themselves unaccompanied by their husbands, figure as late as the time of the *Ramayana*.

Girls were well educated and trained before marriage and were naturally regarded equal to their husbands. The term ‘*dampati*’ suggests that both husband and wife are equal partners and joint heads of the household.

Women during the *Vedic* period, had full rights over the gifts and property received at the time of marriage (known as ‘*Pannayya*’ or ‘*Satridhan*’). The permission of love marriages indicated freedom of movement and choice of life partners.

There are no traces of seclusion of women in the *Vedic* society. Women could mix freely and move with their husbands and lovers. They occupied distinct places in social gatherings because of their intellectual training, eloquence and also graceful apparels.

There are evidences to show that women followed several professions. The teaching profession followed by women like Gargi attest to non-segregation of women. There are examples of women dyers and those who performed beautiful embroidery, were basket makers and other skilled workers.

All these indicate that the status of women in India was high and women were empowered during the *Vedic* period and that women enjoyed freedom and various rights as much as men. Indeed there is a saying in India that ‘man and women are like the two wheels of a chariot’. If one wheel is defective, the other cannot operate effectively. The analogy does indicate that our ancient Indian Society maintained equality and equity

between men and women in all aspects of life, be they familial, social, economic or cultural.

However, historical processes down through the ages, brought considerable change in the status of women. Society became more patriarchal, male supremacy dominated. Women receded to indoor/household activities. Education became a rare possession. 'Purdah' System, early marriage, illiteracy, 'sati', and denial of rights in the property of parents and husband, reduced the status of woman. Woman became almost to an item of property of the husband and consequently, the disparity between men and women increased tremendously.

### **Current Status of Women**

The modern period witnessed the increased gender disparity reflected in sex-ratio, literacy and education, employment and wage-rates and several other socio-cultural and behavioural indicators of empowerment.

#### **i) Sex-ratio**

The existing studies and demographic data have repeatedly pointed out towards decline in sex-ratio in India (from 972 in 1901 to 927 female per thousand male in 1991 with a slight increase to 933 in 2001). States like Punjab, Haryana, and Himachal Pradesh point towards a consistent low sex-ratio while states like Bihar, Orissa had a sex-ratio higher than unity in 1901 but registered considerable decline in female per thousand male by 1991 (Table 1). There is slight increase in sex-ratio in these States in 2001. The reality of 'missing females' still remains a mystery wrapped in social and cultural taboos, son preference, female foeticide, female infanticide, maternal mortality and several such factors. Some of the important reasons put forward (as enumerated in the Census are listed as order:

- (1) Neglect of the girl child resulting in their higher mortality at younger ages
- (2) High maternal mortality
- (3) Sex selective female abortions
- (4) female infanticide

(5) Change in sex – ratio at birth

**Literacy and Education**

In matters of education ( Tables 2, 3) women have remained a deprived community for a long time, as the statistics reveal.

In 1901, 0.6 percent of the female population was returned as literate by the census as against 9.8 percent among men. In 2001, 75.85 percent of the male were reported literate as against 54.16 percent among women. The rise in literacy level has been far less in case of female than male, pointing towards gender disparity. None of the states including Kerala have female literacy rate higher than or equal to men. The literacy gap in male and female varies from 4.56 % age in Mizoram to 30.32 % age points in Dadra and Nagar Haveli.

But the deprivation among women far exceeded that in men. The progress in literacy since 1901 has been more in favour of male and hence the gender gap showed a rise both in time and space. The emphasis on female education, literacy-mission-drive and adult female literacy drive have contributed to reducing the gender gap as is revealed in 2001 census.

Table 4 reveals that girls have lagged behind not only in enrolment rates, non-attendance rates but also in discontinuation rates (NSSO 42<sup>nd</sup> round).

A field study conducted by Chandana Saha (15) in Rajasthan to observe the gender gap in educational attainment in the two districts of Rajasthan (Jaipur and Tonk) revealed a strong disparity between girls and boys (between ages 5 – 14) who never attended school, dropped out of school or were not admitted to school by the age of seven. The statistics (appendix Table 1) revealed a strong favour towards boys by the society in matters of imparting education.



## **Employment and Wages**

The statistics and the field studies also indicate a general disparity in wages and earnings of male and female for the same work (Table 7). In agricultural sector, the female wage-rate is less from 58 percent in Maharashtra to 97percent in Gujarat in non-agricultural sector, the female wage rate is lower from 48 percent in north-eastern region to 81 percent in Bihar (in Bihar, wage rates are low both for men and women).

This gap exists in property rights; right to dispose off property etc. In brief, though law provides equity and equality in terms of wages and employment, ground realities reveal different situation.

The percentage of workers to total population is far lower for female than for male (as is revealed by Table 6) both for urban and the rural areas. While 50% of the male are returned as worker amongsts female, it is only 25% as all males level. Hence female economic dependence is far more on their male counterparts than vice-versa.

### **How current profile of women affects social and economic life of women:**

As a consequence of general backwardness in basic social indicators of education and health;

- (i) Women remain poorly informed, which further curtails their opportunities for competitive placements in society.
- (ii) The social imbalance affect her biological roles. Specially, motherhood, sex preference, rearing of children, where she remains highly dependent either on husband or is controlled by mother-in-law.
- (iii) The structure of the society, with a wide difference in quality and opportunities for male and female human stock, affects the economic and social development of the community, society and the nation.
- (iv) The factor of son preference leads to imbalanced sex-ratio or a women is burdened with unwanted children, or they become economic burden on the society. Though women work for longer hours, remain more occupied than

men, their contribution to overall national productivity is highly under enumerated.

### **How Empowerment can be achieved**

Women's Empowerment can be achieved by adopting the following measure: -

- (i) Better education of girl child.
- (ii) Promoting skill development & empowerment.
- (iii) Providing job opportunities to women and thereby promoting financial empowerment.
- (iv) Eliminating all practices that discriminate against women.
- (v) Eliminating all forms of exploitation, abuse, harassment and violence against women and girls.
- (vi) Promoting gender sensitization at all levels to bring equity in wages, bining in jobs, school admissions, property rights and other such opportunities.

### **Strategies**

The following strategies may be experimented to improve the status of women and bring them empowerment.

- (i) Involve PRIs (Panchayat Raj Institutions) at village level to convince community and parents about the women's issues.
- (ii) Involve elected representatives in advocacy, publicity and better programmes and policies.
- (iii) Provide schools in neighbourhoods with all the facilities for female students.
- (iv) Provide incentives to female students in the form of school uniforms, books, stationery and scholarships.
- (v) Create healthy competition among schools and teachers for better enrolments and low drop out rates.
- (vi) Have reservations and quotas for some type of jobs like school teachers etc.
- (vii) Create more avenues for hearing their complaints and problems – police and judiciary.

- (viii) Encourage NGOs to take up their cases and counsel them on problematic issues.

### **Role of Elected Representatives**

Apart from advocacy on women related issues to create sensitivity towards female counterparts, the elected representatives can (i) highlight their issues in parliament, state legislatures, at Zilla Parishads and Panchayats.

(ii) They can participate in the policies framework to see that women's interests are suitably protected and the policies are made gender sensitive.

(iii) They can follow the policies through the programme implementation and ensure their follow up to the spirit and further ensure gender auditing.

(iv) It would be worthwhile to identify specific/regional women development issues by the elected representatives, which could be the focus of their special development programmes.

Though there has been some progress in reducing the gap in building human capabilities over the past years in India, like increase in the life expectancy, specially in case of females; female adult literacy, and school enrolment, there still persists gender gap not only in political and economic participation, but also in the basic indicators of life expectancy as well as nutrition and health.

The denial of economic opportunities in case of females is even more pronounced. The growing trend towards feminisation of poverty is one stark reality in India. More than 1/3<sup>rd</sup> of the poor people of the world live in India and women form a major component of it, the rural female poverty in particular has been increasing very fast in terms of absolute numbers of poor people. This reflects unequal access to employment and income earning opportunities, occupational segregation leading to concentration of women workers at the lower skilled and lower paid jobs; lack of actual control over economic assets; over-representation in informal sector economic activities where wages and working conditions are generally inferior to those of the formal sector, constrained access to credit and financial institutions generally.

In addition, Human Development Report 1995 mentions the negative effects of stabilization, liberalization and privatisation for poor women in particular. The nature of women's economic responsibilities, not only as producers, but also as mothers and households managers and community workers means that their burden of economic adjustment is greater than that of men in several important ways.

**Table 1. Sex - Ratio of India (Females per 1000 males), 1901 - 2001**

No	States/Uts	1901	1911	1921	1931	1941	1951	1961	1971	1981	1991	2001
	India	972	964	955	950	945	946	941	930	934	927	933
1.	Andhra Pradesh	985	992	993	987	960	966	961	977	975	972	978
2.	Arunachal Pradesh	--	--	--	--	--	--	894	861	862	859	901
3.	Assam	919	915	896	874	875	868	869	896	910	923	932
4.	Bihar	1054	1004	1016	994	996	990	994	954	946	911	921
5.	Chattisgarh	--	--	---	---	--	--	--	---	--	985	990
6.	Goa	1091	1106	1120	1088	1084	1128	1066	981	975	967	960
7.	Gujarat	954	946	944	945	941	952	940	934	942	934	921
8.	Haryana	867	835	844	844	869	871	868	867	870	865	861
9.	Himachal Preadesh	884	889	890	897	890	912	938	958	973	976	970
10.	Jammu & Kashmir	882	876	870	865	869	873	878	878	892	923	900
11.	Jharkhand	-	-	-	-	-	-	-	-	-	922	941
12.	Karnataka	983	981	969	965	960	966	959	957	963	960	964
13.	Kerala	1004	1008	1011	1022	1027	1028	1022	1016	1032	1036	1058
14.	Madhya Pradesh	990	986	974	973	970	967	953	941	941	931	920
15.	Maharashtra	978	966	950	947	949	911	936	930	937	934	922
16.	Manipur	1057	1029	1041	1065	1055	1036	1015	980	971	958	978
17.	Meghalaya	1036	1013	1000	971	966	949	937	942	954	955	975
18.	Mizoram	1113	1120	1109	1102	1069	1041	1009	946	919	921	938
19.	Nagalad	973	993	992	997	1021	999	933	871	863	886	909
20.	Orissa	1037	1056	1086	1067	1053	1022	1001	988	981	971	972
21.	Punjab	832	780	799	815	836	844	854	865	879	882	874
22.	Rajasthan	905	908	896	907	906	921	908	911	919	910	922
23.	Sikkim	916	951	970	967	920	907	904	863	835	878	875
24.	Tamil Nadu	1044	1042	1029	1027	1012	1007	992	978	977	974	986
25.	Tripura	874	885	885	885	886	904	932	943	946	945	950
26.	Uttar Pradesh	937	915	909	904	907	910	909	879	885	879	898
27.	Uttranchal	-	-	-	-	-	-	-	--	-	936	964
28.	West Bengal	945	925	905	890	852	865	878	891	911	917	934
<b>Union Territories</b>												
1	A & N. Island	318	352	303	495	574	625	617	644	760	818	846
2	Cahndigarh	717	720	743	751	763	781	652	749	769	790	773
3	Dadra&Nagar Haveli	980	967	940	911	925	946	963	1007	974	952	811
4	Daman & Diu	995	1040	1143	1088	1060	1125	1169	1099	1042	969	709
5	Delhi	862	793	733	722	715	768	785	801	808	827	821
6	Lakshadweep	1063	987	1027	994	1018	1043	1020	978	975	943	947
7	Pondicherry	N.A	1058	1053	N.A	N.A	1030	1013	989	985	979	1001

**Note:** (I) N.A. stands for data not available

(ii) In Arunachal Pradesh, the census was conducted for the first time in 1961.

Hence sex ratio for the earlier censuses is not available.

(iii) The sex ratio for J.& K (1991) is based on projected population.

**Source:** Census of India 1991, Final Population Totals, Series 1, Paper 2 of 1992, pp.102 - 105 and Census of India 2001 provisional Population Totals Paper 1 of 2001 pp.92 -94

**Table 2. India Literacy Rates 1901-2001**

<b>Sl.No.</b>	<b>Year</b>	<b>Persons</b>	<b>Male</b>	<b>Female</b>
1.	1901	5.3	9.8	0.6
2.	1911	5.9	10.6	1.1
3.	1921	7.2	12.2	1.8
4.	1931	9.5	15.6	2.9
5.	1941	16.1	24.9	7.3
6.	1951	16.7	25.0	7.9
7.	1961	24.0	34.4	12.9
8.	1971	29.5	39.5	18.7
9.	1981*	36.2	46.9	24.8
10.	1991**	52.2	64.13	39.29
11.	2001	65.4	75.85	54.16

**Source: Census of India 1991**

**\* Excludes Assam**

**\*\* Excludes Jammu & Kashmir**

**Table 3**  
**Literacy 2001**

S.No.	State/UT	Literacy 2001		
		Total	Male	Female
1.	Andaman & Nicobar Islands	81.2	86.1	75.3
2.	Andhra Pradesh	61.1	70.9	51.2
3.	Arunachal Pradesh	54.7	64.1	44.2
4.	Assam	64.3	71.9	56.0
5.	Bihar	47.5	60.3	33.6
6.	Chandigarh	81.8	85.7	76.7
7.	Chhattisgarh	65.1	77.9	52.3
8.	Dadra & Nagar Haveli	60.0	73.3	43.0
9.	Daman & Diu	81.1	88.4	70.4
10.	Delhi	81.8	87.4	75.0
11.	Goa	82.3	88.9	75.5
12.	Gujarat	66.4	76.5	55.6
13.	Haryana	68.6	79.3	56.3
14.	Himachal Pradesh	75.9	84.6	67.1
15.	India	65.2	75.6	54.0
16.	Jammu & Kashmir	54.5	65.8	41.8
17.	Jharkhand	54.1	67.9	39.4
18.	Karnataka	67.0	76.3	57.5
19.	Lakshadweep	87.5	93.2	81.6
20.	Madhya Pradesh	64.1	76.5	50.5
21.	Maharashtra	77.3	86.3	67.5
22.	Meghalaya	63.3	87.1	57.0
23.	Nagaland	67.1	71.8	61.9
24.	Orissa	63.6	75.9	51.0

**Table 3 contd.**

25.	Pondicherry	81.5	88.9	74.1
26.	Punjab	70.0	75.6	63.5
27.	Rajasthan	61.0	76.5	44.3
28.	Sikkim	69.7	76.7	61.5
29.	Tripura	73.7	81.5	65.4
30.	Uttar Pradesh	57.4	70.2	43.0
31.	Uttaranchal	72.3	84.0	60.3
32.	West Bengal	69.2	77.6	60.2



**Table 4. Ever Enrolment, Discontinuation and Non -Attendance Rates (Percentage)  
for Children (aged 6 -- 14years) by States**

Regions/St ates	Enrolment Rates Region/ NSSO		Panel I Ever Enrolment				Panel II Discontinuation				Panel III Non Attendance Rates			
	P	F/M	P	M	F	F/M	P	M	F	F/M	P	M	F	F/M
<b>North</b>														
Haryana	75.2	0.73	78.1	83.8	72.3	0.86	4.2	3.8	4.6	1.2	2.3	2.4	2.2	0.88
HP	--	--	92.7	95.5	90.0	0.94	2.0	1.8	2.2	1.2	3.5	3.5	3.5	0.98
Punjab	71.6	0.87	86.8	89.0	84.4	0.95	5.4	4.8	6.1	1.28	2.1	1.6	2.7	1.71
<b>Upper Central</b>														
Bihar	38.3	0.53	58.8	64.7	51.2	0.79	3.2	2.8	4.1	1.58	11.6	11.1	12.4	1.12
UP	48.5	0.48	64.2	73.2	53.4	0.73	4.2	3.3	5.6	1.7	6.8	6.9	6.6	0.96
<b>Lower Central</b>														
MP	46.3	0.53	62.6	68.5	55.8	0.81	8.0	7.3	9.0	1.24	15.5	15.5	15.4	0.99
Orissa	47.2	0.72	70.9	78.5	63.4	0.81	7.6	6.2	9.3	1.5	11.7	12.1	11.1	0.91
Rajasthan	53.7	0.35	61.3	78.0	41.9	0.54	4.2	3.1	6.6	2.13	3.8	4.3	2.6	0.61
<b>East</b>														
NE Region	65.6	0.86	81.3	84.6	76.3	0.90	3.3	2.9	4.1	1.44	9.1	7.8	11.2	1.43
WB	54.2	0.77	66.1	67.0	65.1	0.97	6.2	5.9	6.5	1.1	8.9	9.4	8.3	0.88
<b>West</b>														
Gujarat	69.8	0.70	80.3	85.3	74.5	0.87	7.3	5.6	9.5	1.68	5.7	5.5	6.0	1.09
Maharstra	77.6	0.83	85.2	88.1	82.3	0.93	7.1	5.9	8.4	1.41	4.1	3.6	4.6	1.27
<b>South</b>														
AP	59.6	0.69	79.5	85.1	73.8	0.87	9.9	8.2	12.1	1.48	5.9	5.9	5.9	0.99
Karantak	65.5	0.75	77.9	80.6	75.1	0.93	7.9	6.8	9.1	1.35	4.3	4.6	4.0	0.88
Kerala	97.4	0.99	98.6	99.2	98.0	0.99	1.7	1.5	2.0	1.32	3.7	3.9	3.5	0.91
T.Nadu	86.0	0.87	87.7	90.9	84.3	0.93	10.9	7.5	14.8	1.98	1.0	0.6	1.4	2.25
All India	57.8	0.69	71.4	77.1	64.8	0.84	6.0	4.8	7.6	1.56	7.0	7.0	7.0	1.00
C.V.	-	-	15.0	11.8	20.8	12.7	45.4	42.7	47.3	18.8	63.1	64.3	64.0	34.3

**Note:** 1. NSSO, 42nd Round ( July 86 to June 87), Report No. 365 (Part II), Vol - 11.  
-- Data Not Available

Table 5

## Literacy rates and decadal difference in literacy rates by sex: 1991-2001

State/UT Code	India/States/ Union Territories*	1991		Gap in literacy rate	2001		Gap in literacy rate	Decadal difference in literacy rates	
		Males	Females		Males	Females		Males	Females
1	2	3	4	5	6	7	8	9	10
	<b>INDIA</b>	<b>64.13</b>	<b>39.28</b>	<b>24.85</b>	<b>75.96</b>	<b>54.28</b>	<b>21.68</b>	<b>11.83</b>	<b>15.00</b>
1	Jammu & Kashmir	N.A.	N.A.	N.A.	65.75	41.82	23.93	N.A.	N.A.
2	Himachal Pradesh	75.41	52.26	23.16	86.02	68.08	17.94	10.61	15.82
3	Punjab	65.66	50.41	15.26	75.63	63.55	12.08	9.97	13.14
4	Chandigarh*	82.04	72.34	9.70	85.63	76.65	9.00	3.61	4.31
5	Uttanchal	72.79	41.63	31.17	84.01	60.26	23.75	11.22	18.63
6	Haryana	69.10	40.47	28.62	79.25	56.31	22.94	10.16	15.84
7	Delhi*	82.01	66.99	15.02	87.37	75.00	12.36	5.36	8.01
8	Rajasthan	54.99	20.44	34.55	76.46	44.34	32.12	21.47	23.90
9	Uttar Pradesh	54.82	24.37	30.46	70.23	42.98	27.25	15.40	18.61
10	Bihar	51.37	21.99	29.38	60.32	33.57	26.75	8.95	11.58
11	Sikkim	65.70	46.76	18.94	76.73	61.46	15.27	11.03	14.70
12	Arunachal Pradesh	51.45	29.69	21.75	64.07	44.24	19.83	12.62	14.55
13	Nagaland	67.62	54.75	12.87	71.77	61.92	9.85	4.15	7.17
14	Manipur	71.63	47.60	24.03	77.87	59.70	18.17	6.24	12.10
15	Mizoram	85.61	78.60	7.01	90.69	86.13	4.56	5.08	7.53
16	Tripura	70.58	49.65	20.93	81.47	65.41	16.06	10.89	15.77
17	Meghalaya	53.12	44.85	8.27	66.14	60.41	5.73	13.02	15.56
18	Assam	61.87	43.03	18.84	71.93	56.03	15.90	10.06	13.00
19	West Bengal	67.81	46.56	21.25	77.58	60.23	17.35	9.77	13.66
20	Jharkhand	55.80	25.52	30.28	67.94	39.38	28.57	12.14	13.86
21	Orissa	63.09	34.68	28.41	75.95	50.97	24.98	12.86	16.29
22	Chhattisgarh	58.07	27.52	30.54	77.86	52.40	25.46	19.79	24.87
23	Madhya Pradesh	58.54	29.35	29.19	76.80	50.28	26.52	18.26	20.93
24	Gujarat	73.39	48.92	24.47	80.50	58.60	21.90	7.11	9.68
25	Daman & Diu*	82.66	59.40	23.26	88.40	70.37	18.03	5.73	10.97
26	Dadra & Nagar Haveli	53.56	26.98	26.58	73.32	42.99	30.32	19.76	16.01
27	Maharashtra	76.56	52.32	24.24	86.27	67.51	18.75	9.711	15.20
28	Andhra Pradesh	55.13	32.72	22.42	70.85	51.17	19.68	15.72	18.45
29	Karnataka	67.26	44.34	22.93	76.29	57.45	18.84	9.03	13.12
30	Goa	83.64	67.09	16.55	88.88	75.51	13.37	5.24	8.42
31	Lakshadweep*	90.18	72.89	17.29	93.15	81.56	11.59	2.98	8.67
32	Kerala	93.62	86.17	7.45	94.20	87.86	6.34	0.58	1.69
33	Tamil Nadu	73.75	51.33	22.42	82.33	64.55	17.78	8.58	13.22
34	Pondicherry*	83.68	65.63	18.06	88.89	74.13	14.76	5.21	8.50
35	Andaman & Nicobar Islands*	78.99	65.46	13.53	86.07	75.29	10.78	7.08	9.83

**Table 6****Percentage of workers to total population 2001**

<b>S.No.</b>	<b>State/Union Territory</b>	<b>Percentage of Workers (Main+Marginal)</b>		
		<b>Total</b>	<b>Male</b>	<b>Female</b>
1.	India	39.26	51.93	25.68
2.	Jammu & Kashmir	36.63	49.83	21.96
3.	Himachal Pradesh	49.28	54.70	43.69
4.	Punjab	37.58	54.10	18.68
5.	Chandigarh	37.63	56.10	13.72
6.	Uttaranchal	36.93	46.42	27.09
7.	Haryana	39.76	50.49	27.31
8.	Delhi	32.80	52.21	9.15
9.	Rajasthan	42.11	50.07	33.48
10.	Uttar Pradesh	32.60	47.26	16.28
11.	Bihar	33.88	47.73	18.84
12.	Sikkim	48.72	57.58	38.59
13.	Arunachal Pradesh	43.97	50.69	36.45
14.	Nagaland	42.74	46.82	38.25
15.	Manipur	44.79	48.91	40.51
16.	Mizoram	52.70	57.45	47.63
17.	Tripura	36.29	50.81	21.02
18.	Meghalaya	41.47	47.76	35.02
19.	Assam	35.88	49.93	20.80
20.	West Bengal	36.78	54.23	18.08
21.	Jharkhand	37.64	48.21	26.40
22.	Orissa	38.88	52.75	24.62
23.	Chhatisgarh	46.54	52.97	40.04
24.	Madhya Pradesh	42.75	51.62	33.10

25.	Gujarat	42.10	55.02	28.03
26.	Daman & Diu	45.97	65.56	18.34
27.	Dadra & Nagar Haveli	51.77	62.38	38.68
28.	Maharashtra	43.46	53.49	32.59
29.	Andhra Pradesh	45.81	56.44	34.93
30.	Karnataka	44.60	56.87	31.88
31.	Goa	38.88	54.86	22.24
32.	Lakshadweep	25.33	42.51	7.19
33.	Kerala	32.32	50.36	15.28
34.	Tamil Nadu	44.78	58.06	31.32
35.	Pondicherry	35.13	53.28	17.00
36.	Andaman & Nicobar Island	38.27	56.73	16.45

**Table 6 cont.**

**Table 7. Effective (Adult) Wage Rate for Agricultural and Non- Agricultural Wage Work by States (Rs. Per day)**

Regions/States	Agricultural Wage Work				Non- Agricultural Work				All Wage Work			
	All	M	F	F/M	All	M	F	F/M	All	M	F	F/M
<b>North</b>												
Haryana	42.0	43.0	39.4	0.92	46.4	46.8	36.5	0.78	44.7	45.6	38.8	0.85
HP	28.0	28.5	23.2	0.81	31.2	31.3	15.1	0.48	31.1	31.2	18.6	0.60
Punjab	34.7	35.7	27.9	0.78	40.7	41.6	23.4	0.56	38.4	39.4	26.2	0.66
<b>Upper Central</b>												
Bihar	22.5	23.7	19.4	0.82	25.6	26.2	21.1	0.81	24.6	25.0	19.9	0.80
UP	20.3	21.0	18.0	0.86	30.8	31.2	19.1	0.61	25.3	27.4	18.2	0.66
<b>Lower Central</b>												
MP	16.6	18.2	14.1	0.77	22.2	24.3	17.6	0.72	18.7	20.7	15.2	0.73
Orissa	17.5	18.3	15.0	0.82	21.4	22.5	14.5	0.64	19.5	20.6	14.8	0.72
Rajasthan	23.3	24.5	20.4	0.83	31.1	31.9	20.5	0.64	30.2	31.8	20.5	0.66
<b>East</b>												
NERRegion	25.0	25.3	20.1	0.79	32.2	33.3	16.1	0.48	28.7	29.4	17.8	0.61
WB	22.9	23.0	21.7	0.94	21.3	22.5	13.2	0.59	22.5	22.9	17.4	0.76
<b>West</b>												
Gujarat	18.9	19.1	18.5	0.97	28.9	30.4	24.4	0.80	20.9	21.8	19.3	0.89
Maharstra	15.5	19.3	11.2	0.58	21.5	24.3	13.9	0.57	16.5	20.4	11.5	0.56
<b>South</b>												
AP	23.0	27.6	18.0	0.65	25.0	30.3	19.2	0.63	23.4	28.1	18.2	0.65
Karantak	17.3	19.3	14.0	0.73	23.3	27.9	14.0	0.50	18.7	21.9	14.0	0.64
Kerala	40.8	44.4	31.4	0.71	39.9	51.3	27.6	0.54	43.0	48.0	30.0	0.63
TamilNadu	23.0	26.1	17.6	0.67	31.4	34.9	19.7	0.56	26.8	30.6	18.3	0.60
All India	20.9	23.4	16.4	0.70	28.4	30.5	18.7	0.61	23.6	26.4	16.9	0.64

**Source:** India: Human Development Report, 1999, pp.80.

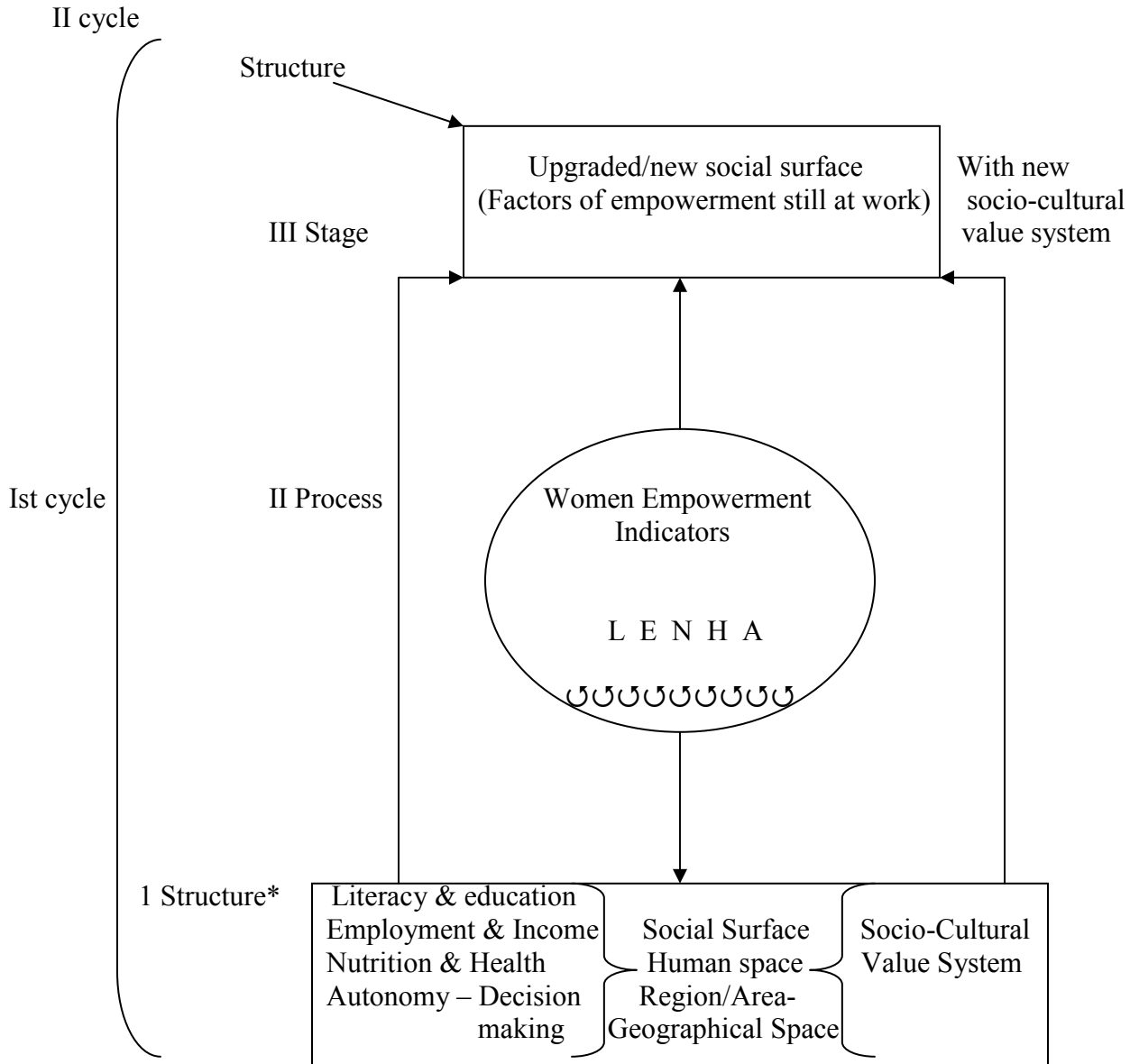
**Appendix Table – I**

States	Sex-Ratio 2001	Literacy rate 2002		
		Total	Male	Female
Uttranchal	964	72.3	84.0	60.3
Uttar Pradesh	922	57.4	70.2	43.0
Chhattisgarh	990	65.1	77.9	52.3
Jharkhand	941	54.1	67.9	39.4
Orissa	972	63.6	75.9	51.0
India	933	65.2	75.6	54.0

States	M/F Gap in Literacy Rate	Percentage of workers to total population 2001		
		Persons	Male	Female
Uttranchal	23.75	36.93	46.42	27.09
Uttar Pradesh	27.25	32.60	47.26	16.28
Chhattisgarh	25.46	37.63	56.10	13.72
Jharkhand	28.57	37.64	48.21	26.40
Orissa	24.98	38.88	52.75	24.62
India	24.98	39.26	51.93	25.63

**Appendix Table II**

**Empowerment of Women  
&  
Spatio- Temporal Model**



\* Structure indicates women empowerment at certain levels of developments  
**Structure, Process and stage**

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