

Applying Gender Equitable Solutions in India

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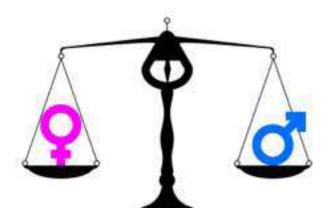
APPLYING GENDER EQUITABLE SOLUTIONS IN INDIA

It is impossible to think about the welfare of the world unless the condition of women is improved

-Swami Vivekananda

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India



Introduction

- -Gender Inequality is a global problem.
- Some countries are more severe than others.
- -India has 600 million women, this is the second largest female population in the world.
- UN figures state that girls in India are twice as likely to die before the age of 5.
- Culture and Religion are the basis of discrimination in India.

GENDER DISPARITY

- Women in ancient India were held in high esteem
- The practice of polygamy deteriorated the status of woman
- After the development of science and technology, female feticide is being practiced on a large scale. This has led to a drop in the female ratio.
- Sex ratio 1000:927
- Karnataka and Kerala 1000:940

GENDER DISPARITY

- Socio-cultural influences promote gender inequalities.
- A key factor driving gender inequality is the preference for sons, as they are deemed more useful than girls. Boys are given the exclusive rights to inherit the family name and properties and they are viewed as additional status for their family.
- Having sons is economically advantageous to families due to cultural institutions; these institutions serve to drastically devalue the roles women play in the traditional society.

Major Areas of Issue

- Choosing Gender of the Child – Dowry, Last rites of the Parents
- Investment on girl child
- Health
- Education
- Wages

- Gender Discrimination at work
- Managing Assets
- Property Rights
- Child Marriage
- Remarriage
- Indian Politics

AT WORK

- Lack of good working environment
- Unequal wages
- Undignified treatment
- Working in odd hours
- Sexual harassment
- Occupational hazards working roughly twice as many hours as men (Home+Job)
- Women are mostly not in decision making position
- No opportunities to form a work union and work for their rights.
- Forced labor



AT WORK

- Between 1990 and 2005, the percentage of working-age Indian women in the workforce rose from 35 percent to 37 percent.
- In the last decade, however, the country has reversed course, with female labour participation declining to just 27 percent by 2014.
- More than 60% of girl start working at the age on 11.

ECONOMIC CONSTRAINTS

- Kept as dependants
- No equal property rights Right to equal property as per the bill passed in 2006
- Loans of men is paid back by women
- Economic uncertainty
 - Climate change (Floods/Drought)
 - Seasonal employment
 - No paid leaves or benefits are available to most women in case of maternity.
- Denial in inheritance of properties to orphaned / deserted
- Money earned by women is not under her control

SOCIAL ADVANCEMENT OF WOMEN

Self Advancement
Advancement as a group
Social advancement
Political advancement
Economic advancement
Psychological advancement

SOCIAL ADVANCEMENT OF WOMEN CONTD...

Educational Advancement

- o Prime avenue of women empowerment.
- Break down of power stereotyping
- Legal understanding / rights / gender sensitization / health education etc.
- Strengthen own income generation activities.
- Dalit empowerment / SHGs movement

STRATEGIES FOR ADVANCEMENT OF WOMEN THROUGH FAIR TRADE

- Practice of gender equality in workplace.
- Literacy -Formal Education, Women learners educate their children.
- Sustain the learning environment
- Give greater employment opportunity
- Consolidate the basic literacy skills at speaking, reading, and writing and problem solving at the time.
- Skills development Availing skills through institutions/external sources.

STRATEGIES FOR ADVANCEMENT OF WOMEN CONTD..

- Capacity building
- SHGs approach / Co-operative approach/ savings / credits / leadership / accounting etc.
- Entrepreneurship development
- Achieve women advancement improving income regularly
- Expand their decision making, ownership of assets



SABALA ON GENDER

- Set up for widows, destitute, tribal, physically challenged and economically backward girls and
- women.
- Devdasi system
- Domestic violence
- Mother & Child Healthcare
- Gender Discrimination
- Heavy migration of people of Lambani (Banjara)
 community





- 26 school for drop outs
- Trainings on gender and legal awareness building, information dissemination and empowering the Muslim women on their Quran and constitutional rights 72 women groups
- Organized District level Network of women in 2011 to address the issues of child marriage, selection of gender and VAW
- Established Women's cooperative Bank in 1995 which today has 9000 members and 3.25 Billion INR turnover
- Established Sabala Heritage Home to promote our activities. Gives confidence to women.

CASE STUDY — CHAITANYA MAHILA CO-OPERATIVE BANK LTD BIJAPUR



- Loan was not given to women back in 90's
- No assets in the name of women
- A reserve bank licensed bank was set up in 1995
- Started 1500 women members, currently has 9000 women members
- 3000 women had properties transferred in their names
- 40,000 customers
- Share capital 2.3 millions initially, currently 20.15 millions
- Loans are given in joint liability
- Profit is given to the members as dividend every year. 2016-8%

- Supports women entrepreneurs and girl child education.
- All artisans and women employees of Sabala are members of the bank and avail the benefits.
- Bank was chosen against
 Micro Finance Rate of
 Interest, women's
 participation and
 benefits.







Case Study – Somibai Jadhav

- Illiterate
- Married at age 18
- She and her husband worked in agriculture making Rs. 30 per day in total income.
- Migrated to cities as construction labours to bigger cities for 6 months in a year
- Had 6 children. So had to stay back home to take care of children.
- 5 sons Lawyer, Commerce Graduate, Sanskrit Post Graduate, Entrepreneur, Student and 1 daughter - Married

Sabala's intervention

- Joined Sabala 16 years ago as one of the first artisans
- Somibai and 19 other women formed the Rukmini Mahila Sangha group and started saving Rs. 2 per person each week, which Sabala would match in a grant given to the group to fund their children's education and other needs.
- Attended many trainings on design development, agriculture, and gardening.
- Constructed a house with Sabala and bank's support.
- She owns 4 acres land where she and her husband work.
- She is a member of the bank.
- She has travelled to Bangalore, Delhi, and Kolkata with Sabala staff for trade exhibitions.
- Somibai has even travelled outside of the country to **South Africa** when she was sent to represent Sabala at an exhibition and exchange of craft organized between the Indian and African governments in 2011
- She is a part of the core committee at Sabala





CHALLENGES FACED

- Weaker section of women are in very interior villages which are not well connected
- No inherited skills
- Complicated political system
- Voluntary sectors are not recognized and supported by the Government.
- Men do not see equality as women's right.
- No financial support easily available for women.

THANK YOU