

Report
One Day Webinar
On
Women Empowerment in India:
Issues and Challenges

Organized by
Women Development Cell (WDC)



Grizzly College of Education
Near Satpulia, Gumo, Jhumri Telaiya,
Koderma, Jharkhand

Webinar

on

WOMEN EMPOWERMENT IN INDIA : ISSUES AND CHALLENGES

Organised by:

Women Development Cell (WDC)



GRIZZLY COLLEGE OF EDUCATION

NAAC ACCREDITED WITH "B" GRADE

Recognised by ERC, NCTE, Bhubaneswar & Affiliated to Vinoba Bhave University, Hazaribag & JAC Ranchi

NEAR SATPULIA, GUMO, JHUMRITELAIYA, DIST. KODERMA, JHARKHAND -825409 (INDIA)



RESOURCE PERSON



HON'BLE MAJOR (DR.) KALPANA DAS

Advocate, Odisha High Court

Chairman, Child & Women Development

Society (CWDS)

Chief Patron

MR. MANISH KAPSIME

Honorable Chairman,
Grizzly College of Education

Patron

MR. AVINASH KR. SETH

Honorable Secretary,
Grizzly College of Education

Patron

DR. SANJEETA KUMARI

Honorable Deputy Director,
Grizzly College of Education

Principal

PROF. (DR.) B.C. SWAIN

Grizzly College of Education

Convener

PROF. MRIDULA BHAGAT

Grizzly College of Education

Registration Link : <https://forms.gle/KyHwig1YVxG2ZmeXA>

Participation Link : <https://www.youtube.com/@grizzlycollegeofeducation1262/streams>

20th Dec., 2022

11:00 am onwards

About College

Grizzly College of Education is located in an educationally backward and rural area and was established in 2009 and has a smoothly running B.Ed. and D.El.Ed. Programme through the **Grizzly Charitable Trust, established in 2007**. Most of the students come from social and economic backgrounds. The institution maintains the quality of education and accredited with 'B' grade by the NAAC in 2022. The institution has appointed qualified and permanent faculty as per NCTE and UGC guidelines. The institution is affiliated to Vinoba Bhave University, Hazaribag and JAC, Ranchi.

Grizzly College of Education was founded with the express aim of creating a high-quality professional education where students would receive expert instruction and individual support. It was felt that to fulfil the dearth of trained and skilled teachers in the state of Jharkhand, there was an urgent need for high-quality professional primary and secondary teacher training at a reasonable cost.

The college is geared specifically to provide high-quality education, adopting the latest techniques and methodologies for curriculum transactions, and is poised to develop into an institute of higher learning and interdisciplinary research. The institution also aspires to kindle in the students the desire for lifelong learning and to reach the unreached. It aims at producing quality teachers to form a learning society because quality teachers imply quality education, and the same education determines the virtues of people in a society. Our college is committed to quality, excellence, and standards in teacher education. The whole campus has been equipped with Wi-Fi. However, we are on the way to being recognised as the centre of excellence in teacher education.

About Women Development Cell (WDC)

In pursuance of the directions issued by college management, the Grizzly College of Education has set up the Women Development Cell (WDC) in 2010 under the Guidance of Principal - Chairperson, WDC, GCE to empower the women employees and students. It attempts to sensitize the student and teaching community on issues relating to gender discrimination, women's rights and empowerment. The goal of the cell is to make the college campus a safe place for women students and faculty members. This cell creates a feel in them that our college campus is a haven and second home to them. The cell functions arduously to enhance their status and thereby empower them through Guest Lectures, Seminars, Workshops, various awareness programs and other welfare activities. It has been organizing varied academic, technical, medical, cultural and social events for the upliftment.

Main objectives of Gender Sensitization cell are:

- To make the young boys and girl's gender sensitive and create positive values that supports the girls and their rights.
- To provide overall guidance to the peer group in integrating/mainstreaming gender in all activities of the Institution in the form of focused group discussions, debates, poster-making competitions, etc.
- To provide an integrated and interdisciplinary approach to understanding the social and cultural constructions of gender that shapes the experiences of women and men in society.
- To generate awareness in regard to equality in law, social system and democratic activities.
- To organize events and activities for women empowerment.

- To create an environment that will help women realize their full potential and give their best.

About Webinar

One Day webinar on "Women Empowerment in India: Issues and Challenges" refers to increasing the spiritual, political, social educational, gender or economics strength of individuals and communities of women. The World bank says, 'Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes.' Empowerment means women must exercise full participation in decision-making process in all walks of life, and full participation with men in all walks of life, and fully participating with men in finding equitable and practical solutions to issues in family and in society. Apart from this empowerment includes women right to have control over and decide freely and responsibly on matters related to their sexuality, including sexual and reproductive health, free of coercion, discrimination and violence. Equal relationships between women and men in matters of sexual relations and reproduction including full respect for the integrity of the person, require mutual respect, consent and shared responsibility for sexual behaviour and its consequences.

The glorious Indian history, on one hand, venerates women in many societal dimensions but on the other hand, it echoes added challenges faced by women in education, business and politics compared to their male equal. As far as women's social status is concerned, they are not treated as equal to men in all the spheres. Women constitute almost 50% of the world's population, but they accomplish it resting on an unstable ground. With changing scenario the contribution of women in progress and other economic activities is said to be on the rise but development activities have benefited only a diminutive segment of the women. The advancement of handful women at a glance showcases the glimpse of women empowerment. On the contrary gazillion women of the society

are still deprived of access to fundamental rights, which put down them in the pathetic situation and also undermine her real power. To deal with the issue of women empowerment, women have to unite in order to be heard in the creation and strict enforcement of laws and public policies with the purpose to assure their economic empowerment and gender parity.

A Vital need of the current age is to reform the social values and status of women. Society without women consider as body without heart. By providing same opportunities and importance then only gender equality maintained. With these the good values and level of family, society and ultimately nation raised. The best way of empowerment is perhaps through inducting women in the mainstream of development. Women empowerment will be real and effective only when they are endowed income and property so that they may stand on their feet and build up their identity in the society. The most important measure of their success should be the extent to which they enable women to interpret, apply and enforce laws of their own making, incorporating their own voices, values and concerns.

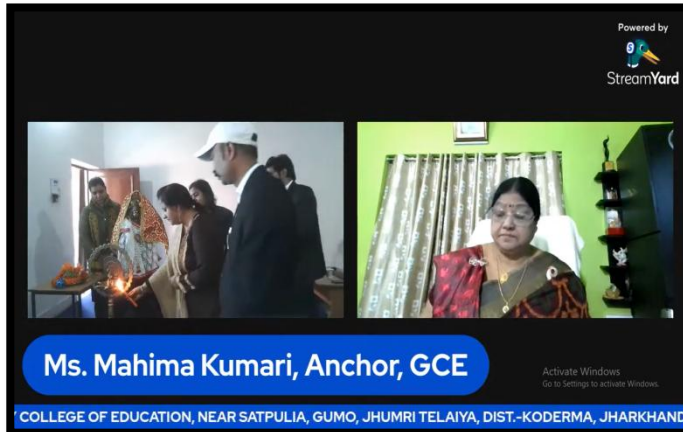
Inaugural Session

The Inaugural began with the tradition of Lighting the Lamp and Prayer Song. The Program was presided by Mrs. Nirja, honourable Principal, Bachpan Play School, honourable Principal, Grizzly Vidyalaya and correspondent Dr. Sanjeeta Kumari, honourable Deputy Director & Principal, Grizzly College of Education introduced to the honourable guests and shared a few details about the college.

The honourable principal introduced the honourable speaker and enlightened the audience on the major problem of women in India, who face various types of problems. Women face more barriers in the workplace than men. Gender-related barriers involve sexual harassment; unfair hiring practices, career progression, and unequal pay, where women are paid less than men are for performing the same job. While much of the public discussion of the wage gap has focused on women getting equal pay for the same

work as their male peers, many women struggle with what is called the "pregnancy penalty." The main problem is that it is difficult to measure, but some experts say that the mere possibility of having a baby can be enough for employers to push women back from their positions. Therefore, women are put in a position where they need to decide whether to remain in the workforce or have children. Prof. Swain also focused on measures to empower women in different sectors.

The Honourable Convener, Mrs. Mridula Bhagat, highlighted that women's empowerment in the present-day context has really become a policy goal, both as an end in itself and as a means to achieving other significant development goals. Empowerment of women is fundamentally the development of the status of women with a lift in the economic, social, and political standing of women with central attention to the traditionally underprivileged ones, in the society. Mrs. Bhagat focused on that to clarify the various dimensions of women's empowerment, the enablers as well as the barriers to women's empowerment, the policies proposed and implemented for women's empowerment, and finally, to analyze the present position of women's empowerment in India, highlighting the issues and challenges of women's empowerment.



Technical Session



Honorable Speaker Dr. Kalpana Das, Advocate, High Court of Odisha, Secretary, Child and Women Welfare, Cuttack, Odisha

Honourable Speaker Dr. Kalpana Das began her speech from ancient Indian society that women were adored and worshiped as goddesses. However, in the middle age, the status of women got down to a great extent. Women are considered in society only to perform duties like bringing up children, caring for every family member, and other household activities. There is the old and traditional faith of people coming out for years that men are for thy field whereas women are only for the home. Nowadays, women are breaking all the barriers of social issues and problems against them in society.

Empowerment is a process that helps people gain control of their lives by raising awareness, taking action, and working in order to exercise greater control. Empowerment is the feeling that activates the psychological energy to accomplish one's goals (Indiresan, 1999). The term 'empowerment' has till-date not been very explicitly defined and it may be assumed that based upon the context the term may be interpreted contextually & situational. However, in the context of women, empowerment essentially refers to a feeling of awareness of one's own situation backed up with the knowledge, skills, and information that could enable women to gain higher self-esteem and facilitate their role as decision-makers in the current patriarchal society, where women have always been subordinate to men. Empowerment refers to increasing the spiritual, political, social, or economic strength of individuals and communities. It often involves the empowered developing confidence in own capacities.

Earlier to this women were facing a lot of problems because of the male-dominated, patriarchal society system, the practice of old traditional beliefs, etc. Women were only responsible for traditional roles like childbearing and childrearing. In the modern world, where women's status has improved a little, they are still facing problems. They have to perform both family and professional responsibilities together without the help of their husbands. In some cases, the condition of women becomes more embarrassing when they are tortured by their family members instead of getting help. Sexual harassment is more common at homes as well as in offices by family members, relatives, neighbours, friends, bosses, etc. They have to suffer a lot in their daily lives to nourish their careers as well as their family relationships.

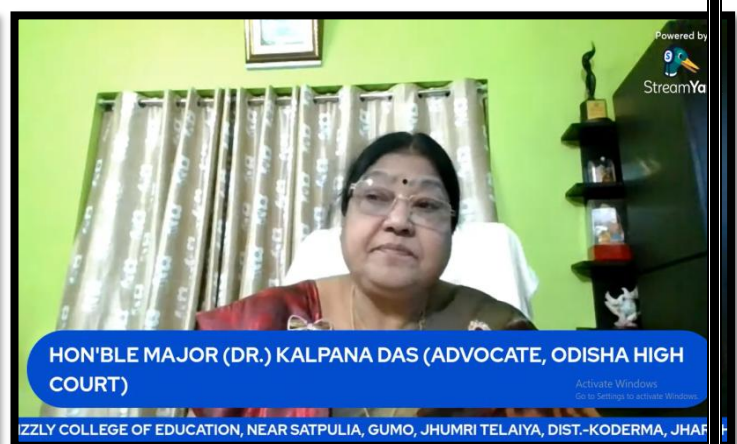
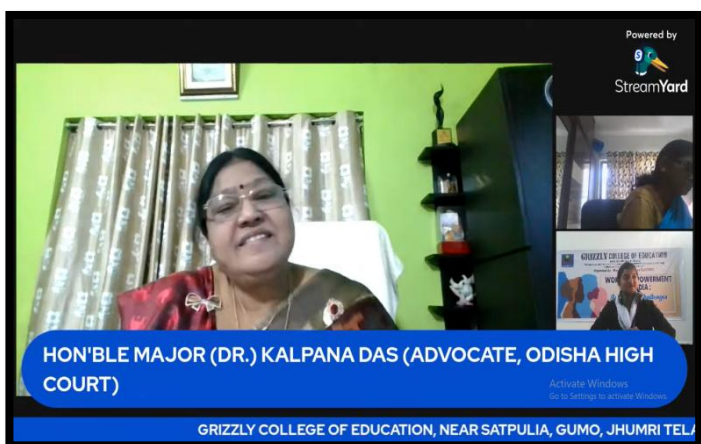
There are various issues and problems that women generally face in Indian society. Dr. Das clearly presented the issues and challenges of women in India, saying that it has

been the most common practice for years in India to perform abortion on a female foetus in the mother's womb after foetal sex determination and sex-selective abortion by medical professionals. It is the form of sexual exploitation of a girl child at home, in the streets, in public places, on public transportation, in offices, etc., by family members, neighbours, friends, or relatives. It is another problem generally faced by women from low- or middle-class families during or after marriage. Parents of boys demand a lot of money from the bride's family to become rich all at once. Groom's family performs bride burning in case of lack of fulfilled dowry demand. In 2005, around 6787 dowry death cases were registered in India, according to Indian National Crime Bureau reports. It is like an endemic and widespread disease that affects almost 70% of Indian women, according to women's and child development officials. It is performed by the husband, a relative, or another family member. Early marriage of the girls by their parent's due to be escaped from dowry. It is highly practiced in rural India. Inadequate nutrition in childhood affects women in their later lives, especially those belonging to the lower middle class and poor families. Widows are considered worthless in Indian society. They are treated poorly and forced to wear white clothes.

She focused on the social empowerment of women in India and addressed the fact that equal access to education for women and girls would be ensured. Special measures will be 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 the development of occupations, vocations, and technical skills by women. Reducing the gender gap in secondary and higher education would be a focus area. Sartorial time targets in existing policies will be achieved, with a special focus on girls and women, particularly those belonging to weaker sections, including the scheduled castes, scheduled tribes, other backward classes, and minorities. Gender-sensitive curricula would be developed at all levels of the educational system in order to address sex stereotyping as one of the causes of gender discrimination. A holistic approach to women's health that includes both nutrition and health services will be adopted, and special attention will be given to the needs of women and girls at all stages of the life cycle. The reduction of infant and maternal mortality, which are sensitive indicators of

human development, is a priority concern. This policy reiterates the national demographic goals for infant mortality rate (IMR) and maternal mortality rate (MMR) set out in the National Population Policy 2000.

All forms of discrimination against the girl child and violations of her rights shall be eliminated by undertaking strong measures, both preventive and punitive, both within and outside the family. These would relate specifically to the strict enforcement of laws against prenatal sex selection and the practices of female feticide, female infanticide, child marriage, child abuse, child prostitution, etc. The removal of discrimination in the treatment of the girl child within the family and outside and the projection of a positive image of the girl child will be actively fostered. There will be special emphasis on the needs of the girl child and the earmarking of substantial investments in the areas relating to food and nutrition, health and education, and vocational education. In implementing programmes for eliminating child labour, there will be a special focus on girl children. The existing legislative structure will be reviewed, and additional legislative measures will be taken by identified departments to implement the policy. This will also involve a review of all existing laws including personal, customary, and tribal laws, subordinate legislation, and related rules as well as executive and administrative regulations to eliminate all gender discriminatory references. The process will be planned over the time period 2000-2003. The specific measures required would be evolved through a consultation process involving civil society, the National Commission for Women, and the Department of Women and Child Development.



Vote of Thanks

The one day online webinar on "Women Empowerment in India: Issues and Challenges" ended with National Anthem by Miss Puja Kumari.



Ms. Indira Bhagat
Convener

B. S. M.
PRINCIPAL
GRIZZLY COLLEGE OF EDUCATION
Jhumri Telaiya, Koderma