

Women Workers Rights and Gender Equality: A critical analysis

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ABSTRACT

In this article, a literature-based study has been made to know the reality of the women worker in our society. Women are the weaker section of the society since independence. But globally woman had vital role to produce, and new generation woman played crucial role in the society. It extremely important and high time to expansion the awareness of the lawful feature of womanhood impartiality in the globe of working sector or jobs in the 21st Century, as women workers plays a very crucial role in each and everybody's lives. People should have the knowledge about legal rights and to oppose for a equitable stability of chance, behaviour towards rewarding the gap between the gender on terms of employment may be as reimburse and unresolved workers in terms of job aspects that is for taking any resolutions. But in many instances it is to be noted that still around the globe most of the labourers of the working sector are not known to their legal rights and in this matter they are far lack behind or loopholes for achieving and utilization of their legal rights. The legal rights of the workers especially to women are regarded as one of the most principal motives and objectives of the ILOs that is for prevailing satisfactory jobs, in terms of equality, equitable remuneration and with self respect in the work place without any kind of discrimination. It has to make sure that womanhood's justice in equality and safety of women's in all organised and unorganised working sector is an important factor and goal for achieving equitable justice. The women of India constitute a significant part as an employee. In earlier days, women were only restricted to agricultural and non-agricultural day labourers in the rural areas. They were also uneducated during pre-colonial era. During ancient period women were not allowed to go outside the home. Some great and confident lady had come forward to fight against the British rule and as a freedom fighter of India. After independence, it has been found that women were gradually educated and also had come forward to take initiative as leader of the country and as activist to fight against illegal justice. Apart from their house, they have established an identity of their own in different areas of work and making outstanding performances with leading major sectors of the economy of the country. Since 1970's, the Government tried to bring them in the main stream through implementing various schemes and jobs that are run by women. Such as PHN, ANM, GNM, ICDS, SHG, ASHA, ANM etc. are exclusive women oriented job in India. Still most of the Indian adult women make an economic contribution in family as well as society but their work is not documented. This is because majority of women workforce is engaged in the unorganized sector which is not considered in Indian society. But not yet started the reservation system in education, employment (organised and unorganized sectors) only reservation has been started in three tier Panchayat election. It is conclude that as weaker section of the society the reservation policy should be started both education and employment. The women should not be insulted in any sectors of the society and finally some policy oriented measures would be advanced to encouragement of equal opportunities and to stop gender biases and safe guards women workers in the society for their rights

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1. Introduction

India's Women Workers in the workforce participation rate are significantly lower than that of the men, and amongst the women, the employment levels of urban women are lower than that of their rural counterparts. Therefore it is to be noted that in India especially the women workers conditions in the work place are very low from that of the Western countries. Moreover for the old age people there are no schemes such as Universal state welfare which would help such people in the dying age. This Clearly indicate when women will be unemployed and lack of financial support they have to dependant to their husbands and family members and

their family sometimes take them as a burden. Again in some parts of the Country there are orthodox customs against women that if a woman goes outside for a work and get salary, this rather brings down men's dignity and status in the society, as they always considers men are superior then women. More over the people around the society demarks question on women's sexuality if a women works outside homes. This kind of scenario mostly prevails in the rural India. Where as it is like other side of the coin in the urban areas of India that women take active participation as compare to men in the working sector. For instance in the metropolitan cities around 2/3 rd the women work in IT industry , Hotel industry and many other sectors of Business.

The economy of India has been on the highflyer on the worldwide era.. In the year 2017 it has become one of the most high speed fastest growing country in terms of economy , with keep- going GDP growth above 7 % p.a from 2011- 2012 . From the year 2017 it has researched that in India the participation of women work force has been somehow reduced , even the World bank since 2017 has researched that India among the other Asian countries has low women workforce.

The main reason can be the following grounds due to decline of women workers in India are as follows:-

1. The ratio of women is very low in the occupational sector.
2. Due to high growth of machine and mechanism and now everything has just become automatic.
3. As the wealth for the each houses in the society are rapidly increasing that leads the women to drop out and often women income are not much counted their house .
4. Women does not get much support from their family members.

2. Status of Women Workers in India

It has been seen from the history that every society differentiate between the sexes that is men and women , people residing in the society always consider men as superior then women and therefore they mostly prefer works or any other jobs to women which are mostly in lower category or position . But in modernized period the law declared and granted equality of statues to women workers or labourers in and on their respective job premises, but the law is not mentioned in the law books, but it is not actually prevented. Somehow in the cities the women are still coming up for their rights as implemented in law and considering themselves other half of women in the working sector. Women are always consider best worker for their house and a good reproducer but it is the women who work as much then men in the rural India for feeding the stomach of hundreds of the people in the society . Rather women are the person who grows crops and about 50% of the food across the globe. Women are recognised as a producer but still they are lacking comparing to men. It is seen that, though women workers are vitalness as reproducers of human societies have become an instrument of their enslavement.¹

Even Women are sometimes considered as a handicapped during their Pregnancy or Maternity period by the society as that period women are carrying one human being in their body for which sometimes they restless . *"The dependency period of a human infant is one of the longest and the women have to bear the brunt of it. These biologically anchored but culturally reinforced feminine roles gave birth to the argument that human bio grammer is geared to sexual division of labour in society."* From the history of the past itself it had prevailed that in the early age of the society were people were mostly depend on hunting for their livelihood as it was their sources of economy for survival . So men were politically strong and capable enough to protect their community. This was the reason that men from that time were consider superior the women. This had become cultural tradition which is still ongoing in the modern day societies. .

When the concept of gender equality's topic comes in discussion in the society, the main motive is to equality of status between men and women in every sector .The Indian religious books have always mention womanhood as a gift of God as it brings new life in the world. Woman is considering as creator of the universe. According to the scripture women should be treated with dignity, honour and respect in the society. But somewhere the women are lacking behind in the society. It is always women who have to answer all questions; it may be from her household life or even a working area. A women is never independent from her to birth to death, she is always have to think for everyone in her life connected. Every human being has its fundamental right of equality and justice which are the prime motive of the human rights in the world. In globalized world gender equality is very important and necessary to lead the world. When men and women will work together in hand and hand it will definitely will have great society across the globe.. There are requirement of spreading awareness to the society and making understand about the importance of woman in the society .Still in some parts of rural village female daily labourers do not earn equal as compare to men to feed their lives. As a result women workers are being deprived.

¹ Omen, T. K. and Venugopal C. N. "Sociology" Eastern Book Company, Lucknow, 1993, Page 360

3. Woman Workers Empowerment

In the entire globe the concept of women empowerment has become one of the most principal concepts and a topic of discussion. This concept will help the women to receive the chance of potentiality in resolutions and settlement to express their views and to achieve the same status, respect and dignity just like men in the society. If women are given same status in the society they can also flourish in their respective field. Moreover if power and position are given to women they can even perform better than their competitors with potentiality, appreciation, values and maintaining safety. The empowerment in women is not only important in outside world of society in politics but also equally important in their homes in social, cultural with economic standard also. In this context the Self Help Group has played an important role in promoting empowerment and development amongst women..

The Tribal of the states of Telangana, the women with the help of SHG has somehow achieve to bring in limelight the women empowerment and helping them to express their views and become part of the society in decision making. The SHG is one of the most important organization which are mainly helping tribal women as for instance it given chance and appreciate. Tribal women of Telangana to engage themselves in several small cottage industry. As due this the SHG in India has create a movement for the development of women. The empowerment in women workers is very important in the modernized period because the country will only flourish if women are given equality in all respect, they can take the country to a long way. This will moreover help in country's economic system. The empowerment for women workers is very necessary and prime concern for the development of the socio-economic of the society and also the women should come forward in the lime light as a focal point for the development of the nation, and it should be the prime focus for the government. When in the country the topic of poverty comes, always the women workers name came first which comes under the micro finance concept.

The rural woman is the centre of rural development in terms of alleviation of rural poverty. Therefore, the government has initiated woman self-help group programme as a best participatory approach to rural development as well as the eradication of rural poverty under the drip town theory in planning process, it was expected that women will equally benefit along with men. This has been believed by actual development. The ninth plan documents recognized that in spite of development measures and the constitutional local guarantees women have logged behind in almost all sectors. In the past decades, there have been various forces and pressures which are mostly dominant that those which have tried to push women towards growth and development. Though the Government has continued to allocate resources and formulated policies for the empowerment of women, it has become single clear that political and social forces, that resist women's rights in the name of religious, cultural or ethnic traditions, have contributed to the process of marginalization and oppression of women. The participatory approach to development policies and programmes for women is enhanced.

The space in fused confidence in several women and led them to participate in the local governance process. These women have the potential to shape up as strong contenders and actively get engaged in the local political field. Poverty and unemployment are the major problem of under developed countries. In India, at the end of ninth five year plan 26% of the population was living below the poverty in the rural area. 27% of the population lived under poverty. The overall unemployment rate is 8.5%. The rate of growth of women unemployment in the rural is 9.8%. This is because of the low growth rate of new and productive employment. At the end of the IX plan of growth implemented by various schemes was to reduce poverty and to promote the gainful employment more attractive scheme with less efforts (finance) in self-help group. It is a tool to remove poverty and the rural development. The rural sector and rural women always remain the main component of the development process of India economy.

Self-Help Group

Self-Help Group (SHGs) is one of the most popular concept of women empowerment. It has great role in hastening country's economic development. SHGs have now evolved as movement.

A Self Help Group (SHG) is a village-based financial intermediary usually composed of 10-15 local women. All members have regular savings contributions over few months until there is enough capital in the group to begin lending. It has been realized in many parts of the world that an effective way to tackle poverty and to enable communities to improve the quality of life is through social mobilization of disadvantaged people, especially into Self Help Groups (SHGs). They too play an important role in elevating the economic status of their families. This have lead boost to the process of women's empowerment. In the recent years, empowerment has been recognized as the central issue in determining status of women. Since women become more potent source of development empowering them is prerequisite for overall development. By empower women not only make them to share in the development progress but also bring out their lasting efficiency.

The economic status of women is now accepted as an indicator of an economy's level of development. Empowerment is the recent approach articulated by the third world countries women. It seek to meet women's strategic gender needs due to their subordinate position to men, through bottom up mobilization around practical gender need according to their accepted role in society.

It aims at increasing women's power in terms of their self-reliance and internal strength to determine choices in life and to influence the direction of change. These SHGs would lead benefits not only to the individual women but also for the family and community as a whole through collection action the development. These SHGs have collection action. Empower women is not just for meeting their economic needs but also more holistic social development.

4. Rights of Women Workers in Work Place

4.1 Law against sexual harassment

In 2013, the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressed) Act was enacted to help those who face sexual harassment at work. Because of this Act, every company must now have a well-documented mechanism to address complaints about sexual advances and demands for sexual favours at work.

4.2 Law for maternity benefits

- 26 weeks of paid maternity leave
- One month of paid leave for any illness due to pregnancy or miscarriage
- Medical bonus of Rs 2,500 to Rs 3,500 if the employer provides pre-natal and post-natal care
- Maternity benefit when the employee shows proof of delivery, to be paid 48 hours in advance
- When the employee dies leaving no legal heir, a nominated beneficiary gets the maternity benefit.

4.3. Law for factory workers

Proper working conditions include ensuring health, safety, welfare, proper working hours, leave, and other benefits. Women workers must get 24 hours' notice if there is a change in their shift timings. If a factory hires more than 30 women workers, it has to have a crèche for children aged six years and below.

4.4. Law for equal pay

The Equal Remuneration Act and Article 39 of the Indian Constitution for equal pay. Employers must pay male and female employees equally for the same position. Also, employers cannot discriminate against women during the hiring process.

4.5. Law for protecting women at working night shifts

The Shops and Establishment Act protects women employees who work night shifts. The employers must apply for approvals if they need to work beyond prescribed limits. The approvals include conditions such as providing sufficient security and conveyance during night shifts. However, as a woman, if she ever faces any harassment/discrimination at work, never hesitate to speak up and take appropriate action.

Every Women Workers should have their own rights in terms of education, when a women worker who is equally educated then a male workers, then the company or workplace should not discriminate in terms of work, rather there should be equal pay, equal timings and should encourage the women workers in every field for their success . Because of the patriarchal society where we are living in, it is obvious to get the preference by the men. Therefore in every occupation sectors of India, women workers should be given equal priority to men workers. It is accepted that the structure of society is always making assumption that women are not at par with men. But with the change of recent scenario of dynamism of the society there are changed a lot of view point of women. This dynamism in respect of occupational stand of women is totally different. This differentiation allows the society to make another assumption in respect to women that '*they are not lacking behind*'. Different industry wise women are performing far better than men. Like educational sector maximum school and colleges are teachers and professors who are generally women.

According to the Indian Constitution of 73rd Constitutional Amendment Act provide 33% reservation to women to context election. Along with that in State Constituency the reservation for women of SC/ ST and OBC must also be made at same percentage which is applicable in the case of reservation of employment to SC/ST and OBC. In spite of that there is specific category mention for Muslim women being weakest section of Indian society need a separate reservation quota in Legislative body.

5. Scenario of Gender Equality

Globally, women have fewer opportunities for economic participation than men, less access to basic and higher education, greater health and safety risks, and less political representation. Guaranteeing the rights of women and giving them opportunities to reach their full potential is critical not only for attaining gender equality, but also for meeting a wide range of international

development goals. Empowered women and girls contribute to the health and productivity of their families, communities, and countries, creating a ripple effect that benefits everyone.

The gender equality agenda is based on the fundamental principles of democracy, social justice, human rights and human resource management. Gender equality entails reducing barriers based on sex differences and eliminating any form of discrimination based on gender classification, a process requiring definition of the current situation by means of both quantitative and qualitative data.

Women's satisfaction, 'self-actualisation' and self-confidence contribute to improve the quality of life for both sexes and for individuals. It's not possible to achieve these goals without strengthening and enlarging national institutional structures for gender equality. Options in this regard include a separate parliamentary committee on gender equality and even a government ministry, as well as an ombudsman. The establishment of an overall authority - for example, a governmental council for gender equality - is being considered.

6. Objective of the study

The following objectives are applied to realise the women worker situation and their rights, namely

1. To know the role of women in the family and society.
2. To find out some literature regarding the women participation in PRI.
3. Finally, some policy oriented measures would be advanced to promoting gender equality and protecting women workers' rights in our society.

7. Methodology

The paper is conceptualizes the theoretical construction through the literature review. It is purely based on doctrinal study. Researchers idea and thought are backed by eminent scholars of the contemporary generation. The view expressed in this research are already published article, report and books etc..

8. Discussion

Participation of women in the Panchayat Raj Institution

The 73rd Constitutional amendment on reservation for women was being debated many politicians were skeptical whether women in villages would come forward to fill the stipulated 33 per cent. Their doubts were, however, were belied. Today there are more women in Panchayats than the stipulated 33 per cent and many states have raised women quota to 50 per cent. Bihar was the first state to do so and 54 per cent of elected representatives of PRI's in Bihar today are women. In Himachal Pradesh, there are over 57 per cent women in the tree tire panchayat Raj Institution, 451 women have been elected from the unreserved seats in the state. Several other states including Uttarakhand, Tripura, MP, AP, Kerala, Maharashtra, and Rajasthan have reserved 50 percent seats for woman in Panchayats. There is no doubt that reservation for women in Panchayats opened the door for their empowerment at the grassroots level. As the Centre for Women's Development Studies in 1999 revealed, 95 per cent of women surveyed felt that they would not have been elected had it not been for the reservation.

It has been observe from several examples and from the various literatures that where woman played a vital role in the society like a women Pradhan have organized campaigns against liquor consumption, child marriages and other evils in the society. They have not only worked for ensuring development of villages but have also organized self-helpgroups for their economic empowerment.²

It has not found any recommendation regarding the participation of women and reservation seat for women as contestant in the three tiers Panchayati Raj Institution in the Balwantrai Mehta (1957) and Ashok Mehta report (1978) conducted by the Govt. of India.³

Role of women in family

To improve the quality of life of women, she has a great role to survive the family. The family health is also depending on women. A women has a power to control the birth, early marriage, malnutrition, mortality, fertility, low-birth-weight, household nutrition and also has vital role to maintain the practice of family planning, child health, child education, female education, girl child

² SusmitaBera, 'Women and Panchayati Raj Systems' in the Kurukhetra, a journal of Ministry of rural Development, 2015

³ Report of Balwantrai Mehta (1957) and Ashok Mehta report (1978) conducted by the Govt. of India

advocacy and socio-economic status. A woman is good policy-maker in a family to smooth running a family. So, women's are backbone of a family as well as a society. In a family a woman has every rights to get the maternity benefits from government.

Hirway (1985) studied the working of the Maternity Benefits scheme in the state of Gujarat and concluded that less than 2.5% of women workers in the state were covered by the Act, about one-fifth of these (or 0.5%) actually received the benefits, and only a portion of these in turn received all the benefits laid down by law. In general, employers considered women workers less reliable, less efficient, and more expensive, and so tried to avoid giving women long-term employment and hence denied them maternity benefits. At the same time, women's weak bargaining power in the labor market discouraged them from fighting for their rights. Implementation of the Act by the government was also quite inefficient. Hirway concludes that the Maternity Benefits Act does not really help to protect women's employment or look after the health of working mothers or their infants, therefore failing in its prime responsibility to enable women to work and carry out family responsibilities.⁴

Violence against women

In our country so many violence has been found which are more or less against the women; such as child marriage, Pre-Conception & Pre-Natal Diagnostic Techniques (PCPNDT), women trafficking, crime against adolescent girls in public place, violence and sexual exploitation of the differently abled women, prostitute cases related to gender-based violence etc. Violence against women will be continued with a holist perspective through a life, denial of education was the most crucial aspect for the woman to backdrop of the woman. The trafficked women are always victimized by the sexual offence in our country. Sometimes differently abled girls and women are sexually exploited.

Legal Status of Women in India

The Indian Constitution has considered women as the legal citizens of our country. So therefore women have granted equal rights as comparing to men. Various aspects related with women can be identified in India, Women are responsible for bearing children, yet they are malnourished and in poor health. Most Indian women are still illiterate. Although the country's constitution says women have equal status to men. The women of the household are required to take care of household works and handle the daily activities restricted to home. This creates a major problem with malnutrition, especially at the time of pregnancy or nursing women. Very few women seek medical care while pregnant because it is thought of as a temporary condition, this is one of the main reasons why India's maternal and infant mortality rates are so high. Starting from birth of girls do not receive as much care and commitment from their parents and society as a boy is getting. Even rights of education are provided by constitution of India only about 39 % of all women in India actually attend primary schools. So even though education does not financially burden the family, it costs them the time she spends at school when she could be doing household work. The status of women in India has been subject to many changes over the span of recorded Indian history. Women in India are being provided with the legal security to secure their economic, social and cultural lives. These are little legislation which show the efforts made by Indian Government in interest of women's life safeguard.

- Dowry Prohibition Act 1961, Maternity Benefit Act 1961,
- Births, Deaths & Marriages Registration Act 1886, Medical
- Termination of Pregnancy Act 1971,
- National Commission for Women Act 1990,
- Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act 1999,
- Protection of Women from Domestic Violence Act 2005,
- Sexual Harassment of Women at Work Place (Prevention, Prohibition & Redressal) Act 2013,
- Hindu Widows Remarriage Act 1856, Muslim women (protection of rights on divorce) Act 1986, Guardians and Wards Act 1890,
- Indian Penal Code 1860, Christian Marriages Act 1872, etc.

The education of women in India plays a significant role in improving living standards in the country. A higher women literacy rate improves the quality of life both at home and outside the home, by encouraging and promoting education of children, especially female children, and in reducing the infant mortality rate.

⁴ Hirway, Indira (1985), "Denial of Maternity Benefits to Women Workers in India- A Study of Factory Sector in Gujarat", Gandhi Labour Institute, Ahmedabad

Status of women

The Government of India had been taken National plan of action for women in 1976. Perhaps the plan of action was never sent to the Ministry of Finance to assess the financial requirement. Owing to the pressures of the International Decade for Women, the government of India in the Department of social Welfare remained alive to the national Plan of action but the state governments failed to respond positively. The Government of India made yet another attempt to focus the issues of women and development by putting a separate chapter on women and development in the 6th plan. In this plan the crucial issues affecting women in the field of health, education, employment and social welfare and laid down the strategy also. In the 7th Plan a special chapter was opened entitled as "Socio-economic Programmes for women". In its review of the sixth plan the only achievements the chapter could mention were the creation of a special cell in the employment Ministry to look after the provisions of the Equal Remuneration Act which was applicable to the organised sector, catering to only 12.9 percent of the women worker, leaving out the remaining in the invisible worst hit sector, providing IRDP overage to 7 percent women beneficiaries against a target of 30percent under the schemes of "Development of women and Children". The 1976 Plan of Action had suggested setting up of standing Advisory Committee at the national level called the National Committee on women which was supported to meet every year so that a report could be submitted to the Parliament annually. The Central and State social welfare board were implemented various welfare programme for the women. Keenness of Central Government on women's issues has not percolated to the state, most of who are still toying even with the idea of a separate department for women.⁵

The government has been initiated various job-oriented strategies for the development of women's. Women development is a part of societies, overall effort has been taken by the women to smooth running of the family and society. In our country, the women work as wives, mothers, agriculture labourers, wage earner and teacher of skill. Health, education, employment and social justice are the key indicator of the women development. Historically, the planning approach for women's development since 1st five-year plan has moved from concentration on the welfare approach to women's problem. In example, at Rajasthan, a variety of social, cultural and historical factors have conspired to give rise to a condition that may be described as extremely adverse to women. The legacy of a feudal structure is particularly manifest in the social isolation of women at Rajasthan. In Rajasthan also agriculture is poor, drought recurrent, and rural poverty telling in the effect on women and children. The literacy rate for women in Rajasthan is only 11.4 percent as compared to the national figure of 24.82 percent, the literacy rate of SC women is only 1.18 percent and ST women is only 0.93 percent according to 2011 census. The scenario for women vis-à-vis health and nutrition is particularly bleak in Rajasthan. Anemia is a very high-risk factor in maternal mortality. Discrimination against the women by employers always has been occurred at Rajasthan.⁶ So, women play vital role in the Indian labour force and their contribution to the national economy is beyond doubt. The women suffer from various forms of discrimination both in the organized and unorganized sectors. Like labour force, maternity benefits, equal remuneration, unhealthy work environment etc.

9. Conclusion

The article concludes that the women are still considered as the neglected part of the society. The rights of women signifies the changes and transformation from the current situation of a society that is characterized by justice, equality, freedom, visibility, recognition and participation of marginalized groups. The facets of women worker, media perspective on women, and insight into education for women are the visibility to recognise the role of women in the society. The basic social infrastructure and service are the most vital component to reduce the discrimination against the women in the society. The social liabilities are education, health, food security & nutrition, social protection, legal empowerment, poverty alleviation and social inequality. The paper highlighted the discrimination against the women in the work place either organised or unorganised sector. So, legal right of a woman is the 'freedom of life'. Violence against women and gender inequality are the most terrible incident in our society to become a woman as vulnerable. Ensure the equal rights and opportunities for woman in the family, community, work place and in governance. Woman constitute majority of population affected by poverty. All poverty education programmes will give focus to women participation. The women undertook the bulk of unpaid care work such as looking after and educating children, looking after older family members, caring for the sick, preparing food, and collecting water and fuel. So, recognizing women's unpaid work in terms of economic and societal value, further household survey will be need to assess the gender inequality in the household work and undertake suitable strategies to integrate unpaid work with major programme. Further measure will be undertaken to free women's time for paid work. Women's have great role in the Panchayati Raj Institution. To improve the awareness and the role in the society of

⁵ Sudhir Varma "Status of women in India, Policy Planning and the implementation machinery: some crucial issues" published in edited book entitled: *Administration for empowerment and welfare of women* by Abha Jain & Salini Shekharvat, 2007.

⁶ Malavika Pawar, "Some strategies for women's development" published in edited book entitled: *Administration for empowerment and welfare of women* by Abha Jain & Salini Shekharvat, 2007.

the women Gram panchayat is the best platform. So women participation and reservation in the three tier Panchayat system is the most important to improve the workforce and inequality for the women worker. The following recommendations are the very important for the policy maker and the implementing authority of the Government. Like...

1. Special attention will be given to the expansion of health insurance schemes such as RSBY and the same linked to programmes like ICDS, JSY, NRLM, NREGS & NULM benefitting women particularly the vulnerable and marginalised.
2. A gender transformative health strategy which recognises women's reproductive rights with shift such as family planning focus from female sterilisation to male sterilisation will be develop and implemented.
3. The National Mental Health Policy (2014) Recognises that women have a gender risk of mental disorder due to various reasons like discrimination, violence and abuse. A systematic approach to provide requisite screening care and treatment especially primary level will be made.
4. Adult literacy will have an added objective to link literacy programme to life skills, financial literacy, and education on rights, law, and schemes etc in partnership with Government schemes such as NRLM.
5. Government should take initiative to enhance the female education up to higher level. Distance from school, especially secondary school is an important factor that impact of enrolment and retention of girls in school particularly in rural or remote area and consequently impedes girl's access to education. So, improve the local transport system or provide free school bus services.
6. Gender wage gap across urban and rural, agriculture and Non-agriculture jobs, regular and casual employment will be addressed to reduce the discrimination.
7. The financial inclusion of women needs to be universalised so that women gain financial identity, like special financial literacy programmes for the poor women. All the financial inclusion schemes will incorporate monitoring and evaluation mechanisms to assess gender outcomes to women and in particular to the women belonging to the marginalised and vulnerable section.
8. Gender equity is an important concern for sustainable agriculture development. Effort will be made to support women farmers in their livelihood, their visibility and identity, secure their rights over resources, ensure entitlements over agricultural services and provide social protection cover.
9. Skill development training for the women to encourage them as settled earning member of the family like forest-based, livestock-based, vegetable and agriculture based, poultry and fisheries based livelihood.
10. Women farmers or wives of farmers who committed suicide on account of failure of crop indebtedness are highly vulnerable and are left behind to take care of their children and family. Special package for these women that contain comprehensive inputs of programmes of various department/Ministries like agriculture, rural development, KVIC, MWCD will be provide for alternative livelihood options.
11. The service sector will encourage the equal employment opportunity through jobs/enterprises for women especially in high paid jobs to post graduates and professionally qualified women.
12. Increase the participation of women in civil services, judiciary and in corporate boardrooms through appropriate modules for guidance and counselling, coaching, provision of provision intensives and quotas.