

# An Analytical Study of Gender Empowerment and Its Impact on Human Resource Development (A Case of Delhi, Kerala, Rajasthan and Uttar Pradesh)

**Dr. Mohsina Hayat**

Guest faculty, Centre Management Studies,  
Jamia Millia Islamia- A Central University  
Jamia Nagar, New Delhi

## **Abstract**

Empowerment of Gender empowerment is show men's and women's ability to participate in economic and political life. It refers different gender command over economic resources. Women have played an important role in determining the humanity development. Women constitute approximately half of the world's population so as half potential. Present scenario needs women-led development or incomplete without the empowerment of women. Paper discusses and examine the conceptual and methodological issue related to Gender empowerment, the relationship between women's economic, educational and empowerment status in four states (DKRU). The policy of Government towards Gender empowerment are exposed here.

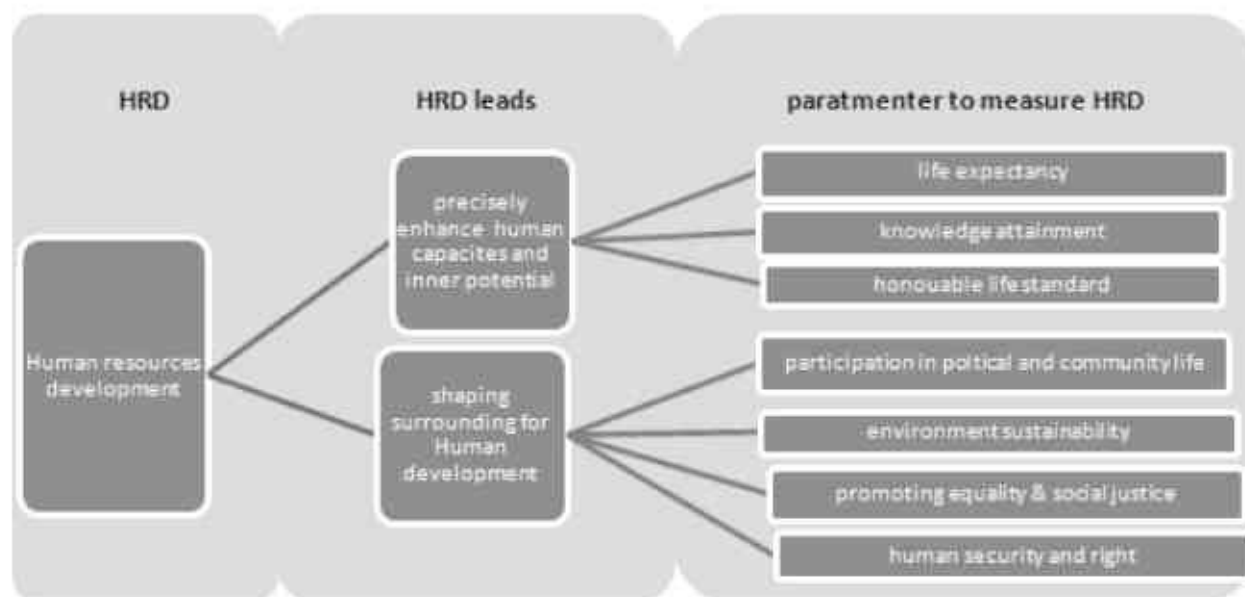
**Keywords:** Gender Empowerment, Economic Participation, Political Life of Women, Decision Making

---

## **Introduction**

Human resources development is a process of inner potential development through the enhancing human capacities and shaping their surrounding for human development. Human development is the aim of development of human choices through boosting uprightness, freedom, capabilities, and opportunities for enabling people to lead long healthy and creative lives.





**Figure 1: Process of Human Resource Development**

Empowerment of gender in many countries reflects with an index to measure the country's level of empowerment of women. Empowerment is the advancement of an individual to control the thing that affects its life and make them more aware of the surrounding for healthy participation in decision making related to real life issues. Empowerment of Gender is used to calculate inequality among the gender. Inequality among the gender across the countries is measured by estimating relative participation of women in economic, income, political power and its status in society. It is defined, how much men and women actively contribute in decision making regarding economic and political life. It is more about to strength to do work rather than well being of women and men.

Empowerment of gender shows the tangled action of appreciation and potential development that leads to greater participation in converting gender power relations through individual or group establish to challenges it.

There are three indicators which determine empowerment of gender

1. The proportion of seats held by women in country's parliament.
2. Percentage of women in economic decision-making position (administration, managerial post etc.)
3. Female share of income (earned an income of males vs. female)

It is an estimate unequal opportunities that are available for man and women in the country. Empowerment of gender

involving many steps

- A. To know the percentage male and female in the following
  - a. To find the number of women's seat held in parliament.
  - b. To find the number of women's position holder as legislators, a senior official, professional manager etc....
  - c. To find the women's earned income in comparison to men's
- B. Calculate equally distributed equivalent percentage (EDEP) for each area that plunders gender equality and fine inequality. The harmonic mean is used to calculate it.
- C. Calculate EDEP for economic participation through the unweighted average of EDEP for each of its two components. EDEP for income is measure from gender sub-values that are indexed to a scale from 100 to 40000 (PPPUS\$)
- D. Gender empowerment measure is the unweighted average of the three equally distributed equivalent percentages.

Human development faces constraint of gender inequality. In present scenario still, women and girls are the biggest faces of inequality. Women and girls are face discrimination in health, education, political representation, labor market etc. that lead to adverse



development. Empowerment of gender considered important for women to come out from the difficult face of a hindrance in education, work status, social security, position in decision making by an ideal of gender. Women empowerment to participate in economic life is necessary to build stronger economically develop and sustainable world and to improve the quality of life for women, men, families, and communities.

Women face various discrimination in their economic and social standard i.e. Women continue to be paid less pay for equal work, Women are engaged in low-skill activities and Women's health effect due to higher work burden and lower wage rate.

Women are economically empowerment through the involvement of economically productive activity, enhancing saving and their earning of income. Women are able to access money. In term of economic and governance indicators, Delhi despite high-performance state reflects he sharpest decline from 6th position to 16th in the given period. In Delhi, women participation in decision making falls from 84.8% in 2005-2006 to 73.5% in 2015-16.

Women's education is an origin of civilization to enlighten and support social development. Gender disparity is found everywhere in varying amount in all the states of India due to the following reasons.

- Culture prejudices
- Govt. laziness
- Lack of political and community will
- Illiteracy
- Negative attitude of parents towards the education of girl child etc.
- Cost of education

Women and its health are necessary because healthy parents are requisite of healthy children.

Women and political participation refer numbers of women

are appointing at a judge and other administrative post and no of women present in parliament and state assemblies to take part decision making in different states.

Women and security reflect worse condition of Crimes against women are the manifestation of social insecurity and of a real lower status of women in the society.

Women and Environment are greatly through women's help in enhancing the flora and fauna activities by that they boost up income levels as well as raise status of women in society.

#### **Finding:**

Uttar Pradesh has a good record on gender report card. Uttar Pradesh declared its women's policy to express their commitment towards gender justice in 2006. Uttar Pradesh runs various schemes of women empowerment

- 1090 women power line, it includes Rani Laksmibai Mahila Samman Kosh implement with the target to ensure monetary and medical relief.
- Kanya Vidya Dhan launch for class XII girls to get higher education
- Dampatti Puraskar Yojna
- Hamari Beti Uska Kal
- Aasha Jyoti Kendra
- Pink autos for Lucknow eves for a safe ride and shares hangout to acid attack victims are the provisions that Uttar Pradesh Govt. has gifted to women
- Bahu Lao, Beti Bachoo campaign
- To overcome domestic violence, sexual harassment and dowry case few compassionate activist and organisation are held open theatre program

Uttar Pradesh gives first Dalit women as chief minister of India. But Uttar Pradesh deprives in child sex ratio to 899 in 2011 from 916 in 2000. Female literacy stand at 59% and only 8% of the state legislature are made up of women.

**Table 1: Sex ratio of the total population (female /1000) in DKRU**

States /UT	2011	2012	2013	2014	2015
<b>Delhi</b>	893	886	895	896	849
<b>Kerala</b>	939	955	942	948	1049
<b>Rajasthan</b>	911	861	859	799	973
<b>Uttar Pradesh</b>		930	883	881	995

Source civil registration system and NFHS-4



Sex ratio among DKRU is improving although Delhi decline in last four to five years.

#### **Women judges in Supreme Court /High Court and in legislation assemblies:**

India has only 2 women judges out of 30 judges in Supreme Court and there were only 58 women judge out of 609 judges in different high courts. Uttar Pradesh is one of the state that accounts 14.12 million (10.75%) approx half of employment in the country and 2nd highest growth rate

(79.94%) of employment was observed. India today said in his report, representative of women's (judge) in the legal system of India is tremendously low approximately 10% of all judge. The supreme court has 2/229 women judge in the topmost court the level of deprivation finds when it is noticed nine of the high court have no women judge. Female are not able to hold the position of chief justice. Among states/UT Delhi is leading as 26.5% female judge are belong to them. While Rajasthan (5) remains behind but Uttar Pradesh and Kerala are doing hard to get better status.

<b>States/UT</b>	<b>Female/Male 2011</b>	<b>% female 2011</b>	<b>Female/Male 2016</b>	<b>% female 2016</b>
<b>Delhi</b>	10/24	29	8/34	26.5
<b>Kerala</b>	1/25	4	4/38	10.5
<b>Rajasthan</b>	2/21	9	2/34	5
<b>Uttar Pradesh</b>			7/83	8.4

All over the world 22.4% women have held parliament seats. India is reflecting 12% representation by getting 103rd place out of 140 countries of world. Within Asia, India occupies 13th /18 position. Among the SAARC members, India lies at 5th /8 and in BRIC India placed 4th /5.

Women members of legislative assemblies (MLA) of India is worse while Rajasthan with 14% representation lies at a better place than 9% national average.

**Table 2: Participation of women in states assemblies**

<b>States/UT</b>	<b>(female/total seats ) 2008</b>	<b>% (female/total seats ) 2008</b>	<b>(female/total seats ) 2015</b>	<b>(female/total seats ) 2015</b>
<b>Delhi</b>	6/70	8.57	6/70	9
<b>Kerala</b>	7/140	5	8/140	6
<b>Rajasthan</b>	13/200	6.50	28/200	14
<b>Uttar Pradesh</b>	25/403	6.20	35/403	9
<b>India</b>			359/4118	9



**Table 3: Participation of women in raj sabha**

<b>States/UT</b>	<b>(female/total seats ) 2009</b>	<b>% (female/total seats ) 2009</b>	<b>(female/total seats ) 2015</b>	<b>(female/total seats ) 2015</b>
<b>Delhi</b>	1/7	14	1/7	14
<b>Kerala</b>	1/20	5	1/20	5
<b>Rajasthan</b>	3/25	12	1/25	4
<b>Uttar Pradesh</b>	13/80	16	13/80	16
<b>India</b>			64/534	12

**Workforce participation rate:**

Among the states, the 2nd largest share in a number of establishment under women entrepreneurship was held by Kerala (11.35%) followed by UP(5.99%), Rajasthan (3.08%) and Delhi(.87%).

There are large establishments (employment size 10 or more) by women that concentrated Kerala (6.27%) and UP (5.48%) followed by Rajasthan (4.01%) and Delhi

(3.81%).

As per NSSO 2011-12, 59.3% of female workers in rural India are self-employed while in the urban area corresponding figure is 42.8%. The share of regular wage /salaried employees is less for female 5.6% and 42.8% in rural and urban area respectively.

**Table 4: Work force participation rate**

<b>States/UT</b>	<b>Rural(female/male)</b>	<b>Urban(female/male)</b>	<b>Combine(female/male)</b>
<b>Delhi</b>	9.7/49.3	10.16/53.08	10.58/52.99
<b>Kerala</b>	20.2/53.6	16/51.76	18.23/52.73
<b>Rajasthan</b>	42.7/51.7	12.0/50.75	35.12/51.47
<b>Uttar Pradesh</b>	18.3/47.4	11.3/48.94	16.75/47.71

**Work population ratio:**

As per NSS 2011-12 the worker population ratio for females is higher in rural areas (24.8%) than urban area (14.7%) for males, the rates in rural and urban areas and gap is higher in urban areas. Work population ratio in rural is highest in Rajasthan (34.7) corresponding Kerala (19.1)

leads in urban areas. In Rural India Rajasthan is followed by Kerala (22.1), Uttar Pradesh (17.7) and Delhi (14.6). Similarly, urban work population ratio reflects Kerala followed by Rajasthan (14.1), Delhi (10.4) and Uttar Pradesh(10.2).



**Table5:Work population ratio**

<b>States/UT</b>	<b>Rural(female/male)</b>	<b>Urban(female/male)</b>
<b>Delhi</b>	14.6/49.3	10.4/53.0
<b>Kerala</b>	22.1/56.5	19.1/55.2
<b>Rajasthan</b>	34.7/49.5	14.1/49.0
<b>Uttar Pradesh</b>	17.7/49.1	10.2/51.1

**Labour force participation rate (LFPR):**

LFPR of females is lower than male in both rural

(25.3/55.3)and urban (15.5/56.3) as mention NSS 2011-12. Rajasthan and Kerala show a better result than Delhi and Uttar Pradesh.

**Table 6:Labour force participation rate (LFPR)**

<b>States/UT</b>	<b>Rural(female/male)</b>	<b>Urban(female/male)</b>
<b>Delhi</b>	14.6/54.4	10.9/54.8
<b>Kerala</b>	25.8/58.3	22.2/56.7
<b>Rajasthan</b>	34.9/50.0	14.4/50.7
<b>Uttar Pradesh</b>	17.8/49.6	10.6/53.3
<b>India</b>	25.3/55.3	15.5/56.3

**Average wage /salary received by regular wages/ salaried employees:**

Female gets lower average wage /salary received by regular wages/ salaried employees in NSS 2011-12, than males in both rural and urban area.

**Table7: Average wage /salary received by regular wages/ salaried employees**

<b>States/UT</b>	<b>Rural(female/male)</b>	<b>Urban(female/male)</b>
<b>Delhi</b>	386.91/529.74	683.98/569.59
<b>Kerala</b>	240.45/368.44	412.47/519.84
<b>Rajasthan</b>	177.86/328.61	412.89/417.14
<b>Uttar Pradesh</b>	171.27/297.35	323.56/454.61
<b>India</b>	201.56/322.28	366.15/469.87

**Unemployment rate:**

Unemployment rate is more among the female than the

male counterpart. There is also a wide gap in the urban and rural area.



**Table 8:Unemployment rate**

<b>States/UT</b>	<b>Rural(female/male)</b>	<b>Urban(female/male)</b>
<b>Delhi</b>	0.0/9.4	9.6/3.3
<b>Kerala</b>	14.2/3.1	13.9/2.7
<b>Rajasthan</b>	.4/.9	2.5/3.2
<b>Uttar Pradesh</b>	.7/1	3.7/4.2
<b>India</b>	1.7/1.7	5.2/3.0

Unemployment rate among the DKRU, Kerala take privilege in both female(14.2) and male(2.7) follow to that Rajasthan(.4) is worst in rural in comparison of UP(.7).

Similarly in Urban Rajasthan (2.5) below in the series with improve status UP(3.7), Delhi(9.6) and Kerala(13.9).

**Table 9 : States wise rate (% lakh of women ) of incidence of various crime committed against women during 2015**

<b>State s /UT</b>	<b>Rap e</b>	<b>Kidnap ping/ab duction</b>	<b>Dowr y death s</b>	<b>Cruelt y husban d relative</b>	<b>Assault with intent to outrage her modesty</b>	<b>Insult to mode sty</b>	<b>Dowr y prohi bition</b>	<b>Total crime against</b>	<b>%all India crime against women</b>	<b>% crime against women to total crime within states</b>
<b>Delhi</b>	23.7	46.3	1.3	37.9	57.8	16.1	.2	184.3	5	9
<b>Keral a</b>	6.9	1.1		20.2	21.9	1.5		53.4	3	1
<b>Rajas than</b>	10.5	12.1	1.3	41.6	13.9			81.5	9	11
<b>Uttar Prad esh</b>	3.0	9.9	2.3	8.5	7.7	6.0	2.7	34.8	11	1
<b>India</b>	5.7	9.8	1.3	18.7	13.6	1.4	1.6	53.9	100	4

In all the state /UT are surveyed reflects crime against women is very high and there is need of strict action mention in above.



**Table10 : %of live birth where mothers received medical attention at delivery**

<b>States/UT</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
	<b>Rural/Urban</b>	<b>Rural/Urban</b>	<b>Rural/Urban</b>	<b>Rural/Urban</b>
<b>Delhi</b>	81.3/86.5	85.6/89.3	89.6/91.3	91.8/92.3
<b>Kerala</b>	99.6/99.5	99.7/98.8	99.6/99.3	99.6/99.7
<b>Rajasthan</b>	74.0/86.8	78.8/88.7	81.1/90.6	83.8/92.2
<b>Uttar Pradesh</b>	44.7/67.6	50.2/73.4	54.7/76.0	58.2/79.2

India reflects improvement in medical facilities utilization for women. In all the state Delhi (91.8)/(92.3) shows better result followed by Kerala (99.6)/(99.7), Rajasthan (83.8)/92.2)and Uttar Pradesh(58.2)/(79.2).

**Table11: Medical facilities in DKRU**

<b>States/UT</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
	<b>HSC/PHC &amp; OTHER</b>	<b>PUBLIC HOSPITAL</b>	<b>PRIVATE DOCTOR</b>	<b>PVT.HOS.</b>
<b>Delhi</b>	8	48.8	34	9.2
<b>Kerala</b>	86.3	11.1	1.5	1.1
<b>Rajasthan</b>	4.2	36	30.5	29.2
<b>Uttar Pradesh</b>	3.6	10.5	49.1	36.8
<b>States/UT</b>	<b>Female</b>			
	<b>HSC/PHC &amp; OTHER</b>	<b>PUBLIC HOSPITAL</b>	<b>PRIVATE DOCTOR</b>	<b>PVT.HOS.</b>
<b>Delhi</b>	3.7	36.1	40.4	19.8
<b>Kerala</b>	43	5.5	44.6	6.9
<b>Rajasthan</b>	12.7	40.5	37.7	9.1
<b>Uttar Pradesh</b>	2	0.1	38.5	59.4

**HSC-Health Sub Centre****Conclusion and Suggestion:**

From the analysis of data, it is found that India is improving in various states but still at far behind in achieving the targets. So it is better to suggest to implement existing policy in a fair manner.

**References:**

PHC-Primary Health Centre, <https://data.gov.in/catalog/number-sub-centres-primary-health-centres-phcs-and-community-health-centreschcs>

Crime in India records bureau , ministry of home affairs,



- [https:// data.gov.in/ catalogs/ ministry\\_ department/national-crime-records-bureau-ncrb](https://data.gov.in/catalogs/ministry_department/national-crime-records-bureau-ncrb)
- Dept of justice ministry law & justice as on 06.10.2016, [http://doj.gov.in/reports-and-documents/ office-orders](http://doj.gov.in/reports-and-documents/office-orders)
- Ministry of panchayati 15/11/2016, [http://www.panchayat .gov.in/](http://www.panchayat.gov.in/)
- ISE seretarcate 21st Oct 2016, [https://e conomictimes. indiatimes.com/ markets/stocks/news/ fifteen-stocks- in-focus-on-friday-21-october-2016/articleshow/ 54969007. cms](https://economictimes.indiatimes.com/markets/stocks/news/fifteen-stocks-in-focus-on-friday-21-october-2016/articleshow/54969007.cms)
- Allahabad high court .in/service/judge
- Sixth economic census, [http://mospiold.nic.in/ Mospi\\_New/upload/ census\\_ 2012/ 5\\_Highlights\\_ 6ecRep. Pdf](http://mospiold.nic.in/Mospi_New/upload/census_2012/5_Highlights_6ecRep.Pdf)
- Women in Parliment :where does India figure among the rest of world by bhanu priya rao,on march 2016-FAQTIY, [https://www.newslaundry.com /2016/03/07/women-in-parliament-where-does-india- figure-among-the-rest-of-the-world](https://www.newslaundry.com/2016/03/07/women-in-parliament-where-does-india-figure-among-the-rest-of-the-world)
- [www.quotaproject.org](http://www.quotaproject.org)
- [www.ipu.org/wmn-e/cllasf.htm](http://www.ipu.org/wmn-e/ellasf.htm)
- Human development report 2015, [http://hdr.undp. org/sites/default/files/ 2015 \\_human \\_ development \\_report.pdf](http://hdr.undp.org/sites/default/files/2015_human_development_report.pdf)
- National sample survey 2015, [http://www.mospi. gov.in/national-sample-survey-office-nss](http://www.mospi.gov.in/national-sample-survey-office-nss)
- National family health survey 2014-15, <http://rchiips.org/NFHS/nfhs4.shtml>
- Registrar of office of sample survey 2015, [http://www.censusindia.gov.in/ vital\\_statistics/ SRS\\_ Reports\\_2015.html](http://www.censusindia.gov.in/vital_statistics/SRS_Reports_2015.html)