





Happy Workers! Happy Press! Happy Diversity! Happy Mothers! Families! Happy Gitanjali! Happy Buddha!

Buddham Saranam Gachchaami, Dharmam Saranam Gachchaami, Sangham Saranam Gachchaami.

Subbraju, Rest in Peace, for we will take forward your agenda. Suubaraju has been working on child labour, education and collectivizing farmers in Anantapuramu. May be an example of an unsung hero.

Dasari Narayana Rao, a friend and mentor/Guru of Tollywood, Rest in Peace.

Summer is scorching. Monsoon seems to be on time. Longest river bridge – Bhupen Hazarika River Bridge is dedicated to the nation.

Rajanikanth makes us guessing: may enter politics.

Search for President and Vice President candidates are on. Ruling and Opposition Parties are playing cat and mouse game. Modi's Government is now 3-year old.

It is also 3-years since Telangana bifurcated out of AP. Government is hinting at combined polls for states and centre may be in 2024 or is it in 2019?

*Ad hoc, short-term skilling agenda we may not know. But education and forever learning, self-employment and entrepreneurship, and collectivization is the way forward for us, for our poor and for our society and economy. Change agents and Change Managers are the new professionals who are in vogue. Welfare State is fine. We need to remember we are, and we have to be an Entrepreneurial Society. We need to have an Entrepreneurial Society co-existing with Welfare State. We need to have high proportions of our national public expenditures have to be on Quality Education For All, Health for All, Food and Nutrition for All, Pensions and Universal Basic Income for All, Basic Infrastructure for All, and Digital Literacy and Access to Opportunities for All. We need to have the orientation to access and exercise choices and opportunities available.*

*We need to introduce caring oneself, co-life and ecosystem very early in the learning/education curriculum and needs to be reinforced and expanded as the child grows. We need to introduce Entrepreneurial Management and Leadership very early and encourage the children and youth to innovate for changes in behaviour and processes. We need to have a variety of high quality livelihoods-centric and social-development-centric enterprises and entrepreneurial videos, case studies, songs, stories, literature, role models etc. They need to be introduced to our next generation. We need to have recognitions and awards for entrepreneurship. We need to develop entrepreneurial managers and leaders. We need to develop enterprises to develop these managers and leaders. We need to offer fellowships and internships with such aptitude. We need to create develop mentors for these entrepreneurial leaders and managers, entrepreneurs and enterprises. We need special professionals who work with/in collective enterprises, social enterprises, public-service-institutions and government. We need to have a complete ecosystem built including angel investors, venture capitalists and banks chipping in. Governments may have to create special funds to support and manage risks. Hope the start-up and hub initiatives end up as our 'culture'.*

***We can do our bit towards this agenda. We can work with more entrepreneurial mentors/leader-managers/integrators/ solution providers.***

Animal life is largely born male or female. Sex is natural. Gender is a social construct and manifestation. Largely, current gender status is skewed in favour of the men. Despite several safeguards, penal code, and rhetoric, gender discrimination exists and is 'nurtured'. Biologically, women are stronger; life expectancy is higher for them; women are endowed with more emotional intelligence; women are more beautiful inside and outside; women nurture life etc. Yet, more women are poor and women remain more vulnerable in our society. In a household, woman is poorer. Men may be more vulnerable in oldage. The wages remain unequal. Works are still reserved for men and women. There are still male bastions of work, particularly at high-end of the ladder. Reservations have worked a bit. More is required. Gender indicators are inching forward. We have just accepted to recognize Third Gender. We have just accepted to write mother's name and/or father's name. We are accepting not to change the maiden name of woman after marriage. Women are going forward. Slef-help movement is led by women. The future is in the hands of women. We have not yet understood difference between gender equity and equality. The pendulum has been pulled. Will it stay/settle around gender equity balance' position? swung literature needs to be in this context, 'livelihoods' has explored 'Gender'.

Sylvia Walby's 'Theorizing Patriarchy', a must read classic.

The e-links include VCA - 'Pottery'; subsector - 'Fisheries'; e-book – 'The Global Gender Gap Report 2016'; and v-book – 'Women Empowerment Schemes India'.

Livelihoods Management Notes (e-link) are on 'Support Organizations'.

Supplements include 'How to help students in Government Schools?'; 'Sahyadri', 'Tea Plantation Workers'; and 'Indian Monsoon'.

With the faith and hope that you find this issue useful, we remain.

the 'livelihoods' team



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**e-links**

<b>VCA</b>	Pottery <a href="http://livelihoods.net.in/sites/default/files/pdf/pottery_vca.pdf">http://livelihoods.net.in/sites/default/files/pdf/pottery_vca.pdf</a>
<b>Sub-sector</b>	The Fisheries Sub-sector <a href="http://www.fao.org/3/a-ai563e/ai563e04.pdf">http://www.fao.org/3/a-ai563e/ai563e04.pdf</a>
<b>e-Book</b>	The Global Gender Gap Report 2016 <a href="http://www3.weforum.org/docs/GGGR16/WEF_GGGR16_Full_Report.pdf">http://www3.weforum.org/docs/GGGR16/WEF_GGGR16_Full_Report.pdf</a>
<b>v-Book</b>	Women Empowerment Schemes India <a href="https://www.youtube.com/watch?v=JxU0Seiulh8">https://www.youtube.com/watch?v=JxU0Seiulh8</a>
<b>Livelihoods Management Notes</b>	Support Organizations <a href="http://livelihoods.net.in/sites/default/files/pdf/livelihoods_management_note_support_organizations.pdf">http://livelihoods.net.in/sites/default/files/pdf/livelihoods_management_note_support_organizations.pdf</a>

**Agribusinesses Can Help ASEAN Achieve The SDGs:** Led by Oxfam and involving a range of partners, including CSR Asia, the programme aims to improve livelihoods for small-scale producers in ASEAN through more responsible and inclusive value chains, private sector investments, and where women demonstrate economic leadership. The Agribusiness and the SDGs report focuses on the role that the agribusiness sector in ASEAN can play in helping with the achievement of the United Nations Sustainable Development Goals (SDGs) from ending poverty and hunger to responding to climate change and sustaining our natural resources, food, and agriculture.

**Nigerian Women Venture in Agriculture, Aiming To Boost Country's Economy:** More women in Nigeria are seeking ways to transform agriculture by making their farms more efficient. Kofo

**Government planning 'one nation, one market' in agriculture sector:** The National Democratic Alliance (NDA) government is working on creating a common agricultural market that will improve the lot of farmers and the efficiencies of India's notoriously inefficient farm-produce markets. The government put out a model law proposing a fundamental reset in the way agricultural markets operate on 24 April. It proposes to replace existing fragmented and over-regulated markets for agricultural produce and allow farmers a wider choice of markets beyond the local mandi or wholesale markets.

**Rural transformation through inclusive development:** Despite fiscal constraints, NDA government is relentlessly focusing on energizing rural economy as engine of growth and uplifting rural poor through a number of key initiatives/revamped policies related to rural housing & infrastructure, farm income, job creation and entrepreneurship promotion. Modi government's rural development agenda revolves around its development mantra- "Sabka saath, sabka vikas" (inclusive development), ensuring that the benefits of development reach poor and under privileged. Significantly, the people put their stamp of approval on government's development model in recently held assembly elections.

**'Pradhan Mantri' replaces 'Indira Gandhi' in govt maternity benefit scheme:** The government has renamed the Matritva Sahyog Yojana-- a scheme to give Rs 6,000 to pregnant and lactating mothers for the first live birth-- as Pradhan Mantri Matritva Vandana Yojana (PMMVY), yet another instance of the PM's name prefixed to a government programme. The Union cabinet had cleared the scheme. Government sources said the

Durosinmi-Etti is among a new crop of women farmers. She owns and runs Next Generation Innovative Farm in Lagos State and has adopted drip irrigation and greenhouse technologies to grow a variety of vegetables for sale including tomatoes, habanero peppers, okra and kale.

**Agriculture Needs 'Transformational Change', World Bank Guru Says:** Global agriculture requires "transformational change" to meet the challenges of growing demand for food, at a time of increasing concern over greenhouse gases – of which it stands to be by far the biggest producer, World Bank expert Marc Sadler said. Mr Sadler, adviser to the World Bank on agriculture risk and markets, underlined that demand for agricultural commodities was being spurred not just by a growing world population but, thanks to affluence, by the increasing demand for meat – which is relatively inefficient to produce. ❖

scheme's name was changed to make it more appealing. "The earlier name did not ring a bell. Many targeted beneficiaries were not even aware," said a senior Women and Child Development (WCD) ministry official. This is the second time that the scheme's name has been changed. When it was launched way back in 2010 it was called the Indira Gandhi Matritva Sahyog Yojana. After coming to power in 2014, the NDA government dropped "Indira Gandhi" from the scheme.

**813 crore man-days created by rural ministry alone in last 3 yrs: Mantri:** Countering the opposition's charge of Modi government's failure to generate jobs, Union rural development minister Narendra Singh Tomar said that 813.76 crore person days of work were generated in the past three years under flagship schemes of just his ministry alone. A person day, also known as man-day, is the amount of work done by one person in one working day. Tomar said the expenditure on rural development jumped from Rs 58,630 crore in 2013-14 to Rs 95,099 crore in 2016-17, which is a 62% increase. He added the government's top agenda is to improve the quality of life of the people in rural areas.

**NITI Aayog looks to double farmer incomes By 2022, rules out agriculture tax:** NITI Aayog Vice-Chairman Arvind Panagariya said there is a need to formulate proper policies to ensure farmers get better prices for produce and asserted that there is no question of taxing their income. Panagariya said Prime Minister Narendra Modi has committed to doubling farm income by 2022 and the government is bringing in reforms on the technology front and pricing towards that direction. ❖

## Want to See My Children Settled

### Can you introduce yourself and your family?

I am Bheema, aged 70 years, native of Manchukonda village, Raghunathapalem mandal, Khammam district, Telangana. I belong to ST community. My family consists of myself, my wife and two sons. My elder son (24) studied B.Com, but could not get a job due to lack of communication skills and poor financial background. My younger son is studying at a high school in the village. My wife is a member of a Self Help Group (SHG) in the village.

### What are you doing at present?

We (me, my wife and elder son) work as daily wage labourers in the village, our timings are from 9.00 am to 6.00 pm. Besides this, me and my wife work under the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS). We do not own land or any livelihoods resources in the village. So, my family is entirely dependent on wage labour work.

### Do you have any problems?

Yes, I am facing financial problems, we get work for a maximum of 15-20 days a month. The number of days are not enough, to sustain our family. We worked under MGNREGS for a brief



period of six months and we so far have not received any wages, as local field assistant was corrupt. Our hard work resulted in financial loss. Apart, from financial problems, we are facing ageing problems; arthritis, cataract and other ageing related problems.

### Did you avail any benefits from governments?

Yes, I availed aadhar card, election card, ration card and MGNREGS job card. I am also availing old age pension of Rs. 1000/- from Telangana government. Along with this, I applied for a house in the village under Indira Aawas Yojana (IAY) scheme. Along with me, many individuals from my village have applied for IAY scheme; so far, it is not being implemented in the village.

### What are your future goals?

I want to build a new house, and I want to see my children settled in their lives. ❖

## Want to Be Dependent Free

### Can you introduce yourself?

I am Bamma, aged 64 years, illiterate, belong to Scheduled Caste (SC) community. I am native of Manchukonda village. I am a widow, my husband passed away eight years ago, I had to raise my two daughters. My immediate family members did not provide any support, thus I took it as challenge and stayed in the same house and raise my two daughters, got them married. Currently, both my daughter are residing at their in-laws residences. I am a member of Divya Self-Help Group (SHG) in the village.

### What are you doing at present?

Presently, I am rearing goats and have a total five pairs of goats. I am also rearing neighbours goats and getting paid Rs. 500/- per month from them. On the whole, I earn around Rs. 2000/- per month.

### What did you do earlier?

Earlier, I used to work as a wage labour in the village, as I was ageing, I was not in a position to do hard work. During, this time, I had got the idea of rearing goats and purchased them. Now rearing goats, has become my important livelihood activity.

### Do you face any problems?

Yes, I am facing problems of arthritis and eye problems. I spend my income for my health needs. Recently, I had undergone cataract operation, with the support of SHG; loan availed. As I grow older, I do not have any one to take care of me.

### Did you avail any benefits from government?

Yes, I have availed aadhar card, election card, ration card; under antyodaya card; I am availing 35 kgs of rice and gas subsidy. I am also availing widow pension of Rs.1000/- from Telangana government. Moreover, I availed a house under Indira AawasYojana (IAY) scheme and also availed loan from my SHG group for cataract operation. I do not have any health cards (such as insurance); therefore, I am requesting government to provide health insurance to lonely & abandoned elders like me.

### What are your future plans?

I do not want to be dependent on my daughters or anyone else. I want my daughters to be happy forever and want to die, without relying on anyone. ❖

# Gender

*Men and women are involved in livelihoods. Women workforce is less than men workforce. Women not only spend time on household works, they also take up income generating activities. In 21st century, women are continuing to face discrimination in many ways across India. Though different types of programmes have been designed for women's development, they have been insufficient. India is a male dominated society, and women do not have equal rights as men. This month 'livelihoods' focus is on Gender.*





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Human rights are for both men and women. This means that women are entitled to the same human rights as men. However, all over the world women have historically often been discriminated against the men in many ways. In India, women are worshiped

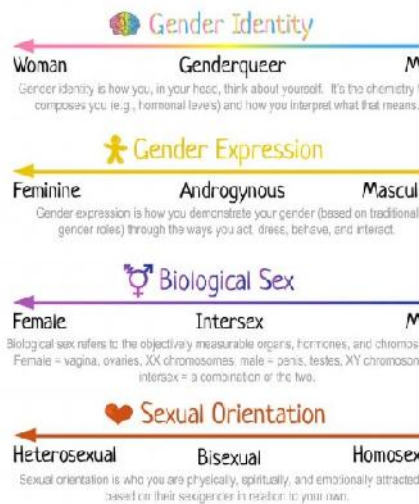
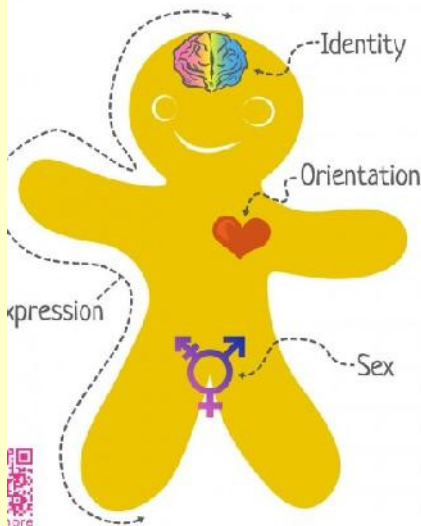
as a Devi/Goddess but are still deprived of basic human rights. Even though there have been some improvements; unfortunately, this kind of discrimination still exists in our societies. Gender is a common term whereas gender discrimination is associated only with women, because women are the potential victims of gender discrimination. Females are nearly half of the total population but their representation in public life is very low.

In Gender situation context, half of the world's population is female. India has more working women than any country in the world. Women are doing 2/3rd of the total work in the world, but received only one-tenth of the world's total income. Nearly 2/3 of the women are illiterates and they have possessed only one percent of the total world's assets. In the world, only ¼ of the families are headed by females. In India, which is a male dominated society, gender discrimination is customized habitually.

Presently, India's population is 121 crores; constituting of 62 crore men (52%) and 58 crore women (48%). Sex ratio is 943 females for 1000 males. India's total female population is 586 million as per 2011 census. According to the National Sample Survey Organization (NSSO) 2010 report, it is estimated that India had 112 million female workers in India. In India, presently 30% of population live in cities. More than 30% of women live in cities. India's gender inequality rank is 132 out of 187 countries according to the United Nations Development Programme - Human Development Report (UNDPHHR) 2013. To add insult to injury, UNDP - HDR 2013 had stated through its rankings that the rest of the South Asian countries, except Afghanistan, were a better place for women equality than India; Sri Lanka ranked 75, Nepal ranked 102 and Bangladesh ranked 111 in gender inequality.

# The Genderbread Person

by [www.ItsPronouncedMetrosexual.com](http://www.ItsPronouncedMetrosexual.com)



As per the (NSSO survey), the workforce participation rate of female in rural areas was 26.1 in 2009-10, while male was 54.7 in India. In urban sector, women workforce was 13.8 and 54.3 for males. In the rural sector 55.7% females are self employed, 4.4% females have regular employment and 39.9% females are casual labourers compared with 53.5% self employed, 8.5% regular employment, and 38% male are casual labourers.

In 2011, only 29% of women above 15 years of age were part of the country's workforce, whereas 80.7% of men above 15 years of age were part of the workforce in India. Only 10.9% of women are lawmakers in Parliament. Only 26.6% of the women above 25 years received secondary education in 2010, compared to 50.4% of men. UNDP-HDR also said that 200 women died in every one lakh childbirths in India. Statistics say that close to 245 million Indian women lack the basic capability to read and write. Only 13.9% women are employed in the urban sector and 29% in the domestic and agriculture sector.

The decline in female participation in the workforce has continued irrespective of the country's economic growth, according to the International Labour Organization (ILO) in February 2013. Despite rapid economic growth in India, female participation in the workforce fell from 37% to 29% between 2004-05 and 2009-10. According to the National Sample Survey Organization (NSSO) in 2011-12, among the women, around 39% in rural areas and about 50% in urban areas spent most of their time on domestic work. The total literacy rate of India is 74%; while women's literacy rate is 65%. But there are differences between urban and rural literacy rate of women. Women's urban literacy rate is 80% and rural literacy rate is 59% in India.

Women handle various responsibilities, generally in India, a woman starts her day early in the morning by doing households

chores i.e. cleaning house, fetching water, cooking food, cleaning vessels, washing clothes etc. She takes care of the children and family members, their health, and also attends to various incomes generation activities. She also manages all the household matters, takes care of the family assets, and livestock; handles the household purchases, and financial matters, and works almost 14-16 hours per day. In rural India, women also spend their time in making cow-dung patties for use as cooking fuel, collecting firewood, sewing, tailoring, collecting drinking water etc.

There is no recognition for their hard work; we cannot evaluate their work in terms of money. In majority of cases, if a woman falls sick, she does not complain and family members do not even notice because she continues to work as usual for the sake of the family. Women's views are ignored and they are dominated even if the discussion requires their involvement. As a result, today women suffer the most in the society due to drudgery, ill health, illiteracy, deprivation and humiliation. Backwardness of women is a sign of poverty and they suffer the worst during the period of drought calamity in the country. India hosts over one-third of the poor in the world; the main reason for which is lack of women empowerment in India.

It is a socially-accepted reality in most Indian households, even where both spouses are working that women end up handling most household chores. A study by Organisation for Economic Co-operation and Development (OECD) says that Indian women spend 298 minutes per day on housework like cooking, cleaning, washing clothes, home maintenance etc. They spend 221 minutes per day on leisure which includes watching TV, sports, entertaining etc., compared to 283 minutes per day for men. The average Indian man spends more than 703 minutes per day on personal care like sleeping, eating, drinking.

Women are performing multiple roles as wives, mothers, daughters and also income generators. Women collect water and firewood, apart from cleaning, cooking, and giving support to their families. These works are unpaid and are time consuming processes. Gender disparities can be seen in access to economic resources, credit, land, economic power sharing, assets sharing, etc., and limited access to agriculture inputs, especially food crops for women. In our society, women are the prime care takers of children, elderly people, family members and ill persons.

On the workforce front, rural women work more than urban women in India. But now overall, the labour force participation rate for women is falling from 37% in 2004-05 to 29% in 2009-10. Gender pay wage gap is shrinking in India. Women earn 56% of what their male workers earn for performing the same work. Indian labour force is growing. Gender plays a vital role in the livelihoods dimension in India. People depend on different kinds

of livelihoods for income. Most of the people continue their occupational livelihoods in the rural areas. But now occupational livelihoods are declining so that people are shifting to new livelihoods from occupational livelihoods; mostly artisan and agriculture families are shifting. It is assumed that men do heavy works and women do minor works but the fact is women also do heavy works.

In India, most of the rural families depend on agriculture, artisanship and its related livelihoods. And in urban areas, people are dependent on non-farming livelihoods like construction, wage labours, etc. Presently, some changes are happening in women and men's livelihoods dimensions. Women are doing all works equal to men. But still women are facing discrimination in getting wage. Under MGNREGS, women and men get equal wage for their work. Compared to men, women are working more hours than men, but their works are not accountable in the society.

For example: An illiterate woman does occupational work which does not require skills and averages earnings of Rs.85/- for a day and an illiterate man doing the same job averages Rs.177/- for a day.

In Manu Samhita, it is said that 'A Guru who teaches Veda is 10 times superior to an ordinary teacher and the father is 100 times more than a teacher, but the mother is 1000 times more superior than the father'.

Women are mostly involved in livelihoods mentioned below:

1. Agriculture: Most of the rural women are involved in agriculture works. An estimated 68.5% or 77 million of women are working in farming sector. Majority of women are involved in agriculture, while the rest rear livestock. While male farmers are more in number than woman farmers, at the same time, women workers are more in number than men workers in farming sector in India. 46.6% of male workers and 73.3% female are employed in farming.
2. Tobacco products and clothes manufacturing: Roughly 10.8% of the women are engaged in manufacturing sector, but industries are less in number. 2.6% of the women are engaged in tobacco and followed by 2.3% in textile industry.
3. Construction: Most of the women are working in construction sector. 5.7% 5.7 million of the women are working in construction sector. Construction is the third largest sector to provide employment for women in India. Women provide support to them in their works by carrying bricks, cement etc. Men do the masonry works.
4. Schools: An estimated 3.8% of women are working in



education; most of them in primary education, which employs nearly 2.5% million women.

5. Grocery Stores: About 2.1% of women are working in grocery stores that sell flour, lentils, rice and food items etc.
6. Housework: An estimated 1.6% of women are working as in-house maid. But now this percentage is coming down, five years back it was 2.1%.
7. Personal Services: About 1.5% of women provide personal services like washing clothes, washing vessels, cleaning houses, beauty treatments etc.
8. Health Care: About 1.1% (1.25 million) of women are working in health sector in India.
9. The bureaucracy: About 1% of women are working in government departments as government employers in India.

Women are under great pressure to balance their office work and personal life.

In India, traditional roles of women as homemakers, care takers

are deeply entranced. Now women are also working outside as employees, but work-family balance becomes a huge challenge for women. Gradually, women's participation is increasing in the workforce in India.

In Gender, it is a known fact that women are more vulnerable than men. Certain group of women and girls are especially vulnerable to violence such as indigenous women, women with disabilities, refugee women, and transgender people. They are vulnerable due to lack of capital, low wage rate, gendered work norms, child care responsibilities etc. Women have lower status as compared to men in Indian society. They have little control on resources and on important decisions related to their lives. Early marriage is also one of the reasons; about 28% of girls get married before turning 18 years in India. Maternal mortality ratio is 540 deaths per one lakh live births as per National Family Health. Women face domestic violence, sexual abuse at the homes and work places. It has become a regular scenario in the news that women are raped, murdered, sexually harassed in their work place, public places etc. Women are exploited in various aspects like economic, social etc. Men do not belong to

Women and men's role in various livelihoods		
Livelihood	Men	Women
<b>Agriculture</b>	Do works like ploughing, carrying product bags, carrying fertilizer bags, applying pesticide, watering crops, selling products in the market, etc.	Do agriculture works like seeding, planting, weeding, watering, pesticide applying, grading products, cleaning land, etc.
<b>Dairy</b>	Cleaning cattle shed, watering animals, fodder supply, taking animals to grazing land, milking animals, selling milk etc.	Cleaning cattle shed, watering for animals, fodder bringing, taking animals to grazing land, milking from animals etc.
<b>Backyard Poultry</b>	Do this only when women are not available at house but are involved only selling poultry.	Do cleaning, giving grains, carrying poultry etc.
<b>Weaving</b>	Weaving, colouring, dyeing, designing, warping, selling sarees etc.	Supporting in warping, dyeing, tying, colouring, yarn winding, barbing, etc.
<b>Goat/Sheep Rearing</b>	animals to grazing, protecting from forest animals, immunization, iron netting, protecting animals from thieves in night time etc.	Supporting works in goat/sheep rearing.
<b>Artisans</b>	Do all major works like black smith works, carpentry works, gold smith works etc.	Do supporting works
<b>Tailoring</b>	Stitch both men and women's clothes	Stitch only women's clothes but women take up tailoring work more than men in India comparatively.
<b>Govt/Pvt Jobs</b>	Men and women do all works equally in private or government sector.	
<b>NTFP</b>	Men go to forest to collect NTFP products like honey, gum karaya, amla, palm items, etc.	Women collect leaves, firewood, cashew, amla, etc, and also grading NTFPs.
<b>Entrepreneurs</b>	Men do major works like market study, buying raw materials, selling items, book keeping, etc.	Women are also running enterprises like clothes store, boutique, grocery shop, etc.
<b>Driving</b>	Men drive all vehicles.	Very less women are working as drivers.

vulnerable group because they play the main role in the society and have ownership on house, land, assets etc.

As land holders, everywhere in the country, women have limited access to land. Family heads allocate land to sons because they are considered a traditional legal heirs of the family; women do not have right as per traditional rules, but government has declared that women and men have equal rights to get assets from their family. As per Food Agriculture Organization (FAO) of the UN, 9.5% of the women are land holders in India i.e., only 12 million women owned land out of 120 million landholders in India.



her respect for tradition, culture, family values, religion, family honour etc.

Women do not have freedom to move anywhere in the world. Most of the women do not travel alone in India; they travel along with their family members. In the 21st century, women are doing space travel, but family members are scared to send women on long distances alone.

Women have to cook in the house because

It is impossible to think about the welfare of the world unless the condition of women is improved. It is impossible for a bird to fly on only one wing – Swamy Vivekananda

Government of India did several constitutional amendments for women's social, economic, and political benefits, but situation is not changing at a rapid pace. After many years, lots of changes happened in the situation of women in India after 1950s, even after independence, women have still not gained their freedom and are being exploited through dowry crimes, sexual harassment at work places, molestation, eve-teasing, etc.

**Participation in socio-economic conditions:** women involve in both sectors like organized sector and unorganized sector, each of which may be in the formal or informal sector. Participation of women in economic activities in formal sectors like industries, services, and agriculture sector is measurable, but activities of women in informal, such as house works, nurturing children, serving to elders and others in the family. As per the 2011 census, women's workforce participation rate is 25.51% and male workforce participation rate is 53.26%. Workforce participation is more or less equal for rural and urban males, but there is a huge gap in rural and urban females' workforce participation. The unemployment rate for women in rural areas was 2.9 against 2.1 for men.

**Women's control over their bodies:** woman do not have full rights on their bodies. Women alone cannot take decision on expansion of family, as families have more controlled and right her body. In India, most of the women do not have a right to wear what they want to wear because they have some limitations and control from family members and society. What she wears is treated like a symbol of

of family and elders' beliefs that it is the responsibility of only women. But they cannot eat before husband and in laws or family members.

On responsibilities of children, women have to take care of their children; women have more responsibilities than men. Women have to take care of children's chores like bathing, giving food,

protection, preparing lunch box, etc., however men if interested drop and pick children from school. Women roles restricted to only giving suggestion on children education and marriages. Final decisions are taken by male members of the family. Nowadays, women are

travelling across the globe, there are different between literate and illiterate women. Literate women travel across the globe anywhere, but illiterate women have to take male members' support to travel new places. Literate women drive two wheelers, four wheelers for different purposes. In India, we are increasingly seen literate women are driving more number of vehicles as much as men.

**Livelihoods Mobility:** women in rural and urban India unlike men they are also do ploughing, working defense forces, working film industry, working as IT professionals, producing movie, fly flights, drive trains, navigates ships, cultivate crops, manage household works, work as public representatives, drive heavy load vehicles, climb toddy trees and various fruit bearing trees etc. In recent decades, men are also lending their hand in activities such as washing clothes, cooking, cleaning house, working male nurses, mopping clothes, taking care of children, fetching water, cleaning utensils, stitching women clothes, weeding, plucking cotton, beautician etc.

Women are working for lesser wages or salary than men for the same work. They have to earn income equal to men. Women have to shift to better income jobs from less income jobs to high

income jobs. Women are good at any job they take up like teaching, caring for children, working as CEOs, farmers, cooking, maintaining family, doing savings etc. and giving tough competition to men across various livelihoods



sector. If given the right opportunities through education and empowerment, women can excel. Men have to support women's sensitive situations at working places, public places, houses, institutions. Men have to interact with women politely and without any gender bias. Sometimes, women suffer from various health related problems, therefore men have to continuously provide support to women in order to understand and empower them.



women suffer with sexual harassment from male colleagues.

**Women in Panchayats:** State governments have ensured at least 30% seats for women in panchayats. Accordingly, overall 46.7% women represent in various government institutions. As per National Sample Survey (NSSO-68th Round), in rural areas, 11.5% of total households and 12.4% of total households in urban areas were female headed households in India.

**Women in Higher Positions:** In society, decision making power to women is denied. All the important decision in a family and society decided by men. Women though are visible in public life in recent past women are able to access position of authority more in number than three decades ago. Women are in this space of judiciary, parliament and various professional association to boardroom. The global proportion of women national parliamentarians rose from 11.3% to 22% between 1995 and 2015. Forty percent of the women are involved in formal labour force. Women have made in roles in police forces and boardroom of corporate sector. Women CEOs of 500 companies rose from 0 in 1995 to 26 in 2015.

In 2015, 8 out of 45 women occupied ministerial positions in the Central Council of Ministers, government of India. 62 female have been elected in 2014 elections constituting more than 11% share in the lower house. Female participation in elections had been 66% in the 16th general elections in 2014. Decision making power among women ensures their specific needs and interests are promoted and defended. Because women are living in more poverty than men, it is essential that they need a voice to ask for opportunities and achieve their aspirations. They need to be given decision making opportunities like how many children they need to have, family planning, job, children's education etc. In office life, decision making is better; there is consideration for their decision making and they have equal power as men. But in government offices, women have less decision making power than in private offices. But both in government or private offices,

How will we make knowledge and tools available for women? Women and men have to be made aware about their empowerment and gender equality. Trainings for gender equality and women's empowerment is an essential component for achieving gender equality and it is a transformative process that aims to provide knowledge, techniques and tools to develop skills and changes in attitudes and behaviours. It is long term and continuous process. Training is a tools strategy that affects individual and collective transformation towards gender equality and reduce gender disparity by raising awareness, knowledge building and skill development.

**Focus on women's competences and concerns her cancers:** Both men and women have competences like taking care of family, children, elders, planning, managing any business, throw innovative ideas, etc. Largely, women capability and competencies is disrespected, therefore men need to give due respect women capability and competencies and engage women in decision making process.

**Women Entitlements:** Some of the entitlements government have brought to them are as follows: women who are of 58 years of age can get 50% of the railway ticket concessions and men who are of 60 years of age can get 40% of the railway ticket concessions in India. Separate seats and buses in government buses for only women. Government has given 33% of reservations for women in panchayats, municipalities, parliaments etc. Six months of maternity leave for working women. State governments provide entitlement for women; Rajasthan gives 30% of concession in bus tickets and Tamil Nadu gives nine months of maternity leave for working women.



**Intelligence Quotient (IQ) and Emotional Quotient (EQ):** Men and women have different kinds of IQ and EQ. IQ and EQ are different from person to person and not just between men and women. But if somebody states that women have more EQ than men and men have more IQ than women, then that is a form of gender bias. Many women may have higher IQ and lower EQ than men. Correct EQ and IQ is 80: 20 as per studies. Women are equal to men in intelligence. Presently, women are equal to men in all sectors; they are entrepreneurs, scientists, doctors, professors, IAS officers, celebrities, farmers etc.



**Women's ownership:** Women play a central role in ensuring family food security across the globe. They are cultivating and engage in agricultural activities higher than men. Women lack accessibility to land and land title deeds. In India, around 87.3% of women are dependent on agriculture, but not more than 10.34% own land, which is the most important household asset.



According to agriculture census data 2010-11, of the total operational holding in India, about 12.78% were operated by women. In India, women do not have properties like houses or lands on their names because men have inheritance rights (traditional) to access assets from elders. Women are less likely than men to own and control assets. Across India, only 13% of farmland is owned by women according to census data. Hindu Succession Act, Amendments in 2015, which governs inheritance among Hindus, made women's inheritance rights equal to men. Landlessness among women also raises the risk of domestic violence against them. Lack of ownership and control over assets result in poverty and economic vulnerability among women; especially, at the time of divorce or death of the husband. Men have ownership on land, housing, livestock, business assets, financial assets, physical assets. Women and men have other assets such as vehicles, jewellery, etc. In 2005, India passed the Hindu Succession Act, the law gave daughters equal rights to inherit land, which covers how more than 80% of the country inherits. But even though women now have ownership on houses and lands, men are still controlling these assets.

Both in pre-independent/post-independent era various governments and development agencies have been working on gender issues in development planning and policies. Gender equity in resource access and allocation as well as opportunities for social and economic advancement are important items. Government, development agencies, NGOs, private sector etc. have to focus on following critical areas of concern:

- The persistent and increasing burden of poverty on women.
- Inequalities and inadequacies, and unequal access to, education and training.
- Violence against women.
- The effects of armed or other kinds of conflict on women, including those living under foreign occupation.
- Inequality in economic structures and policies, in all forms of productive



activities and in access to resources.

- Inequality between men and women in the sharing of power and decision making at all levels.
- Insufficient mechanisms at all levels, to promote the advancement of women.
- Lack of respect for and inadequate promotion and protection of the human rights in

particular to women.

- Stereotyping of women and inequality in women's access to and participation in all communication systems, especially the media.
- Gender inequalities in the management of natural resources and the safeguarding of the environment.
- Persistent discrimination against and violation of the rights of the girl child.

**Gender empowerment in livelihoods:** Women form a vital part of the Indian Economy, who constitute one third of the labour resource. Women play an important role in the family and society, but they are being discriminated in all key areas of life like education, income, choice of partner, inheritance laws, property laws, decision making processes, community organization or access to leadership positions in education, business, or politics. Women need empowerment in the present social scenario.

Women have strength to manage their households and communities out of poverty. But they are facing gender inequality, they are not able to expand their economic empowerment, social advancement and political participation. Gender equality is an essential component of sustainable economic growth and poverty reduction. Empowerment of women helps to improve women's position in the society. Since independence, a lot of development programmes are being implemented for upliftment of women in our country.

**Government Interventions for women empowerment:** Setting of the National Commission for women in 1990 by an act of Parliament, to safeguard the rights and legal entitlements of women.

- The 73 and 74 Constitutional Amendments in 1993 to provide for reservation of seats for women in the local bodies of Panchayats and Municipalities.
- India's ratification of the Convention on Elimination of all forms

of Discrimination Against Women (CEDAW) in 1993 to secure equal rights for women.

- National Mission for Empowerment of Women- to empower women socially, economically and educationally.
- National Policy for Empowerment of Women in 2001- to bring about women's advancement, development and empowerment.

#### **Special Legislations for Women:**

- Legal Practitioners Women Act , 1923
- Maternity Benefit Act, 1961
- Equal Remuneration Act, 1976
- Dowry Prohibition Act, 1961
- Pre-Conception and Pre-Natal Diagnostic Techniques Act, 1994 (PNDT)
- Prohibition of Child Marriage Act, 2006
- Crimes Identified under IPC
- Immoral Traffic (Prevention) Act, 1956
- Indecent Representation of Women Act (Prohibition), 1986
- Commission of Sati (prevention) Act, 1987
- Protection of Women from Domestic Violence Act, 2005
- Swayamsidha, 2001 women empowerment through formation of Self Help Groups (SHGs)

**Transgenders:** Transgender is a third gender. They are 4.9 lakh population as per 2011 census. Supreme Court (SC) has considered Transgender as third gender. Transgender are famously called as Hijras. Transgender falls under the LGBT group (Lesbian, gay, bisexual, and transgender). Supreme Court had asked to central government to treat transgender as socially and economically backward group. Transgenders are considered as OBC, A total of 28,341 Transgenders are registered as voters in rural areas, over 66% of the population live in rural India. Transgender literacy rate is just 46%, compared to 74% literacy in the general population.

- Transgender people are shunned by the family and the society
- They have restricted access to education, health services, and public spaces
- Uptill now they were excluded from effectively participating in social and cultural life
- Politics and decision making processes have been out of their reach
- Transgender people have difficulty in exercising their basic civil rights

- Reports of harassment, violence, denial of services, and unfair treatment against transgender persons were reported
- Sexual activity between two persons of the same sex is criminalised and is punishable by incarceration

As per SC, the transgender community is entitled to basic rights such as right to personal liberty, dignity, freedom of expression, right to education and employment, right against violence, discrimination and exploitation and right to work. Transgender people earn money by dancing, singing and begging. They are begging at traffic signals, in moving trains, other crowded places. Some transgender people earn money by prostitution. Some families invite them for events like marriages, child birth and shop opening to perform traditional activities and their arrival considered as auspicious by the families and pay them. NGOs are working on transgender people development in India.

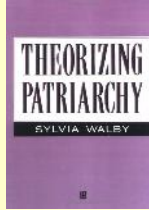
There are various issues and they are cultural taboos about female employment make the problem more pronounced in urban areas. Even if women are highly educated, they are not allowed by in-laws and husbands to do jobs outside home. In many parts of India, women are considered an economic liability despite their contribution in several ways to society and economy. The crime graph against women is increasing nowadays in India. Widows' conditions are very bad. Women's contribution towards home as housewife is not recognized. In India, domestic violence, rape, sexual exploitation, molestation, eve-teasing, forced prostitution, sexual harassment at workplaces etc. are a common affair today. Women's life is affected by reproduction which has direct impact on their health, education, and employment and earning opportunities; but they have little say in the matter.

A nation or society cannot achieve development without the participation of women. If we minimise gender discrimination, women will deliver all the potentials, skills, knowledge, to develop the family, the nation and the whole world altogether. Presently, women in India have slowly started recognizing their true potential. They are questioning for about their rights and entitlements. As a result, they are breaking barriers and getting respectable position in the society; but still most of the women are not empowered. Today, Indian women excel in each and every field in the country. Now, women are entering into politics, sports, entertainment, literature, technology, social work, business, space etc. But still there are miles to go in empowering the women. Equality, education, entitlements, ownership, control, reservations, decision making power are some important aspects need to be addressed etc., Therefore, governments and development organizations should focus on these gaps so as to tap the true potential of women; and stand as equals beside men. ❖



## Theorizing Patriarchy

The work *Theorizing Patriarchy* was written by Sylvia Walby, a British sociologist, currently professor of sociology at Lancaster University. Walby is the first UNESCO chair in gender research and is noted for works in the fields of domestic violence, patriarchy, gender relations in workplace and globalization.



Walby begins the book by pointing towards the main criticisms of hitherto existing perspectives of feminism. Radical feminism has been criticised for a false universalism which cannot understand historical change; Marxist feminism has been criticised for being unable to explain the exploitation of women in non-Capitalist societies; Liberal feminism has been criticised for offering only partial explanations and dual-systems theory for underestimating the amount of tension between capitalism and patriarchy.

Walby speaks that Patriarchy should remain central for feminist understanding of society. She argues that there are 6 patriarchal structures that restrict women and support male domination.

1. *Paid employment – Women have gained more access to work but were still disadvantaged compared to men. Men dominate the best paid jobs and women are still paid considerably lesser.*
2. *Household production – Individual men directly exploit women by gaining benefits from women's unpaid labour, particularly in the home and women also suffer from violence and abuse in marriage.*
3. *Culture – Culture has constantly distinguished between men and women and has expected different types of behaviour from them.*
4. *Sexuality – Better contraception and greater ease of divorce has increased women's sexual freedom. However, sexual double standard is still alive. Sexually active women are referred to as slags but their male counterparts are admired for their supposed virility.*

5. *Violence – Violence is a form of power over women; use of violence helps to keep women in their "supposed" place and discourages them from challenging patriarchy.*

6. *State – Laws of the State brought gains for women but the State is still patriarchal. Equal opportunities legislations are rarely enforced.*

Walby argues that there has been a change in the overall structure of patriarchy. In the 19th century, patriarchy was predominantly private; while in the 20th century, it became public. In private patriarchy, an individual patriarch, the male head of household, controls women's individuality and directly in the relatively private sphere of the home. In public patriarchy, women have access to both public and private arenas. They are not barred from the public arenas like employment but are nonetheless subordinated within them. ❖

		Latest
	<p><b>Book Name:</b> Livelihoods and Learning</p> <p><b>Author:</b> Caroline Dyer</p> <p><b>Publisher:</b> Routledge Chapman &amp; Hall</p>	
	<p><b>Book Name:</b> Government Schemes and Impact on Rural Livelihood</p> <p><b>Authors:</b> Soumyendra K Datta, Krishna Singh</p> <p><b>Publisher:</b> LAP Lambert Academic Publishing</p>	

## The Farmer and The Sparrows

Maniappa was a farmer. He worked from dawn to dusk in his field

Amidst the crops in the field, a sparrow had built a nest. She roosted in the nest. She got two children. The little sparrows lived with their mother happily.

Days passed by. And the harvesting season fast approached. The corns were ripe. And everywhere people started their harvests.

The little sparrows said to their mother, "Mummy! We will have to flyaway". The mother sparrow replied, "Not so soon babies! The farmer is not ready.

One day, they heard the farmer saying "I must call my neighbours and make them do the harvest."

The little sparrows said, "Mummy, tonight we shall fly away." The mother said, "Not so soon babies. The farmer won't make it." The words of the mother came true. The neighbours did not turn up the next day.

The farmer was heard saying, "I will call my relatives and make them do the harvest".

This time also the little ones wanted to flyaway. But the mother asked them to relax. Once again, the words of the mother came true.

Now, they heard the farmer saying "Tomorrow I will do the harvest myself". On hearing these words, the mother said, "Come my children. It is time for us to leave this field".

MORAL : Self-help is always respected. ❖ [<http://www.english-for-students.com/The-Farmer-and-The-Sparrows.html>]

# ‘Yoga’kshemam

Happy Mothers’ Day! Fathers’ Day! Parents Day! Families Day! Happy Workers and their Solidarity! Happy Information! Happy Development Diversity! Biological Diversity! Happy Buddha! Happy Fair Trade!

Let us laugh!

Let us remember to care ourselves, our co-life, and our life ecosystems.

Let us remember Gurudev Rabindranath!

Let us welcome Monsoon, after days and days of scorching heat!

Peter Drucker writes about Innovation and Entrepreneurship. The book discusses Principles, Practices and the Discipline. Specific elements discussed include -

•Entrepreneurs’ main tool is innovation.  
•Systematic Innovation monitors seven sources of innovative opportunity. These are:

- \* *the unexpected successes, failures, events etc.;*
- \* *the incongruities between reality as it actually is and reality as it is assumed;*
- \* *the process need(s);*
- \* *the changes in industry/market structures;*
- \* *demographic changes;*
- \* *changes in perception, mood and meaning;*
- \* *new scientific and non-scientific knowledge*

•Successful Innovations based on bright ideas form the majority. Yet bright ideas are the riskiest and least successful source of innovation opportunities. Casualty rate is enormous. 1 out of 100 may click and meet its costs. 1 out of 500 may make real money.

•Therefore, it makes enormous sense to go after purposeful innovations rather than bright ideas, while they need to be appreciated, rewarded and supported when the promise is seen.

•The Do’s of Innovation – analyse the opportunities; appreciate the innovation conceptually and as perceived; make it simple and focused; let it start small; aim at leadership.

•The Don’ts –Do not try to be too clever; Do not try to do too many things at once; Do not try to innovate for the future.

•Conditions for successful innovation include – hard, focused and purposeful work; building on strengths; and effect in economy and society – change in behaviour and/or process.

•Successful Innovators are conservative and they take calculated risks while trying to minimize them further. They are not risk focused and they are opportunity-focused.

•Entrepreneurship is in the existing business, existing public-service institution and the new venture.

•Entrepreneurial Management requires policies and practices in four major areas – entrepreneurial climate/receptivity to innovation; measurement/appraisal of performance and learning to improve performance; organization structure, staffing and management; and don’ts to avoid entrepreneurial stifling.

•For public services to be entrepreneurial, they need to have a well-articulated mission, and goals; willingness to revisit these based on progress/review; search for innovative opportunities for changes in mission/goals and processes. The need for social innovation in general and innovation in public service is the greatest. And this is the

foremost political task of our generation.

•Fir the new ventures, it needs focus on the market; financial foresight and planning; top management team early; an early decision on the role and work of the founding entrepreneur(s); and independent objective outside advice.

•Entrepreneurship also requires one or more strategies (practices and policies outside) outside the enterprise. These include –

\* *‘Fustest with the mostest’ – aiming at leadership position, going full throttle, completely focused*

\* *‘Hitting them where they ain’t’ – creative imitation and entrepreneurial judo, enter the space that is not serviced with an attractive solution building on an existing innovation that has not spread yet.*

\* *‘Ecological niche’ – toll-gate (may be small but essential and we can only do), specialty skill (the best, and remain the best) and specialty market (knowing the market well/fully)*

\* *Changing the economic characteristics of a product, a market or an industry –creating a customer by creating utility to the customer, pricing around value to the customer, adaptation to customer’s reality and delivering true value to customer.*

•Quality is not what we think but what the customer thinks.

•Entrepreneurial strategy is a decision-making area and a judgment.

•We can not have high-tech entrepreneurship succeeding without economy of innovators and entrepreneurs with access to capital in no-tech, low-tech and middle-tech surviving and succeeding.

•We need to work on taking care of the redundant workers; we need to close not-so-useful public services while we open new ones that are needed.

•We need to encourage habits of flexibility, continuous learning, de-learning and relearning and acceptance of change as normal and as opportunities for institutions and individuals.

•Entrepreneurial Society may well be the future of Welfare State or a new hybrid of the two.

Incidentally we are self-employed entrepreneur dominate country already. It has to be reform itself to emerging realities, crises and opportunities.

We are individuals; we are entrepreneurs; we are intrapreneurs; we lead teams of entrepreneurial individuals and we facilitate and support enterprises. We need to be in learning mode till the end, learning, unlearning and relearning. We need to cherish and promote learning values. We need to have shared inspiring vision for learning and making difference. We need to mentor entrepreneurship. We need to practice.

This is outsaahikayogam.

Can we be there? Yes, if we pursue Atma Yoga. We are already there! If we get into forever learning mode! If we practice! If we practice to be self-aware of our thoughts, words and actions for learning! If we connect with all life, care for it and learn from it! If we work with others for them to learn and take charge! If we learn to practice and practice to learn! Krsna confirms that learning, devotion and action keep us in the Universe and we have to become aware.

Join us in the world of yoga –for flowing in the flow of exploration, excitement, and joy –towards sahajaprakritiogasiddhi. You will not regret it. ❖

## G Muralidhar

