



*"Leadership is not something that you learn once and for all. It is an ever-evolving pattern of skills, talents, and ideas that grow and change as you do."*

— Sheila Murray Bethel

# A Quick Review of Facts on the Status of Women in India

Gender inequality holds back the growth of individuals, the development of nations and the evolution of societies to the disadvantage of both men and women. This is not simply talking about women's issues.

Understanding gender means understanding opportunities, constraints and the impact of change as they affect both men and women.

## A Quick Review of Facts on the Status of Women in India

The status of women in India has been subject to many great changes over the past few millennia. From equal status with men in ancient times through the low points of the medieval period, to the promotion of equal rights by many reformers, the history of women in India has been eventful. The Government of India declared 2001 as the Year of Women's Empowerment (*Swashakti*). The National Policy for the Empowerment of Women was also passed in the same year.

### A decade later...

- On March 9<sup>th</sup> 2010, one day after International Women's Day, Rajya Sabha passed the Women's Reservation Bill, ensuring 33% reservation to women in Parliament and state legislative bodies.
- The Constitution of India guarantees to all Indian women equality (Article 14), no discrimination by the State (Article 15(1)), equality of opportunity (Article 16), and equal pay for equal work (Article 39(d)). In addition, it allows special provisions to be made by the State in favour of women and children (Article 15(3)), renounces practices derogatory to the dignity of women (Article 51(A) (e)), and also allows for provisions to be made by the State for securing just and humane conditions of work and for maternity relief. (Article 42)

- The importance of women's organizations in bringing women in reach of the development process is widely recognised as vital for the advancement of women in India. However, there has been increased recognition that the role of such organizations has not always been clearly defined. In recent years, there has been increased recognition that such grassroots organizations with certain well defined objectives and roles can mobilise women to develop their economic activity in an organized manner - by ensuring access to key development inputs and to strengthen women's voices in development decisions and in the political process.

### Child Sex Ratio (0 -6 years)

The child sex ratio has dropped from 945 females per 1000 males in 1991 to 927 females per 1000 males in 2001. The United Nations Children's Fund, estimated that up to 50 million girls and women are 'missing' from India's population because of termination of the female foetus or high mortality of the girl child due to lack of proper care.

### Women as Workers

Female share of non-agricultural wage employment is only 17%. Participation of women in the workforce is only 13.9% in the urban sector and 29.9% in the rural sector.

Women's wage rates are, on average only 75 % of men's wage rates and constitute only 25% of the family income. In no Indian

State do women and men earn equal wages in agriculture.

Women occupy only 9% of parliamentary seats, less than 4% seats in High Courts and Supreme Court and less than 3% administrators and managers are women

### Women and Education

Close to 245 million Indian women lack the basic capability to read and write. Adult literacy rates for ages 15 and above for the year 2000 were—female 46.4% and male 69%

### Women and Health

The average nutritional intake of women in India is 1400 calories daily. The necessary requirement is approximately 2200 calories.

38% of all HIV positive people in India are women yet only 25% of beds in AIDS care centres in India are occupied by them. 92% of women in India suffer from gynaecological problems. 300 women die every day due to childbirth and pregnancy related causes. The maternal mortality ratio stands at 212 per 100,000 live births in 2007-09.

### UBS & CAF – Building Non Profit Leadership focused on Women Leaders in the Industry

To build and nurture the capacity of the non-profit sector is intrinsic to CAF India's mandate of being an organization for donors and NGOs that stimulates giving, social investment and the effective utilization of funds.

UBS is one of the world's leading financial services firms with a business presence in over 50 countries. As an organization, it combines financial strength with a culture that embraces change.

Sources  
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In 2008-2009, CAF India and UBS initiated a leadership initiative focused on building the capacity of the NGO leaders and to provide a platform for dialogue, discussion, sharing and learning for them. Hosted by UBS ISC Hyderabad, the initiative brought together select non-profit leaders in two residential workshops:

CLE 1 in September 2008 and CLE 2 in February 2009. Faculty was drawn from the charity sector, thought and change management leaders and senior UBS leaders and mentors. A total of 41 non-profit leaders working across sectors participated in the two workshops.

The third UBS-CAF-CLE experience was held from 31st May 2011 – 1st June 2011 at Lonavala, Maharashtra. 22 women leaders from Maharashtra, Gujarat, Karnataka and other states attended this programme. This programme had faculty drawn from reputed organizations like IIM-A, IRMA, Duke CE, NFI, and CAF India Trustees. Most participants found the learning academic, experiential and interactive.

### CAF Partners working on Women's Issues

- Bridge Trust
- Maher
- Centre For Social Research
- Organization for Socio – Economic and Rural Development
- Stree Mukti Sanghathana
- Ahmedabad Womens Action Group
- The Society for Social Uplift Through Rural Action (Sutra)

### Highlighted Partners

#### *Maher*

"Maher" in Marathi, an Indian language, means 'Mother's Home',

Women in India- How free? How equal? – Kalyani Menon Sen, A.K. Shiva Kumar  
[http://hdr.undp.org/statistics/data/cty/cty\\_f\\_IND.html](http://hdr.undp.org/statistics/data/cty/cty_f_IND.html)  
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 Women in India- How free? How equal? – Kalyani Menon Sen, A.K. Shiva Kumar  
 Human Development Report, 2003

## Feedback from Participants

*I must admit that I was a bit hesitant at the start in committing to participate as I have worked in the development field for almost three decades and developed organizations that ranged from children to geriatrics as well as attended a number of related training programs and conferences. But I am really happy that I took the time off and have come back with renewed energy and have learnt immensely from the faculty and more importantly from the participants who are each doing great work and facing*

*common challenges. The platform you provided was great.*

*Warm regards  
 Maria*

*it was a truly enriching experience to interact and learn with a wonderful group of highly committed women leaders of the civil society. The programme also refreshed my own experience of being a participant of the first batch of CLE held in Hyderabad in 2008.*

*Partha, NFI*

*It was a pleasure being a part of the CLE 2011, facilitating the session on Personal Effectiveness. Thank you for providing this opportunity to interact with the women leaders.*

*Prof. Madhavi Mehta,  
 IRMA*

*It was truly a great learning experience for me and spending three days with the whole group was deeply motivating and inspiring.*

*Warm regards  
 Mamta*

a haven of hope, belonging and understanding, where women not only feel love and comfort but are assured of security. Maher works with women in a number of ways, including rehabilitation, reconciliation, vocational training etc.

Maher currently serves 85 rural communities around Pune and provides assistance to several hundred women and children. There are 12 *Balwadis* or kindergartens, 2 tuition classes, 25 *Bal Sadans*, 1 crèche and close to 295 self help groups. Over 1641 women and children have been through the Maher experience and have come out brimming with self-confidence and happiness after interventions here.



**SUTRA**

The Society for Social Uplift Through Rural Action (SUTRA) aims to raise awareness about the different forms of violence against women and offer solutions and support to women at risk. SUTRA concentrates on the dissemination of information and the upgrading of

women's skills, mainly in the fields of gender and health. In order to address the concerns and hardships facing single women in the State, in 2005, SUTRA with support from Ekal Naree Sangathan Rajasthan, initiated the formation of "Ekal Naree Shakti Sangathan" (ENSS), Himachal Pradesh. ENSS is an association of single women that fights to secure the rights of single women to live with dignity and justice. Today 5,500 single women- divorced, deserted, unmarried (beyond a certain age) or those whose husbands have gone missing, are a part of ENSS across seven districts of Himachal Pradesh.

**Making a difference.....**

"I wish that every girl should have the opportunity like me to be self-employed. Thanks be to God for people like you who work with our community"..... Says Shakira.

Shakira is 19 years old, residing at Natraj Nagar along with her widower mother and sister. She has completed her education up to 10 standard with great difficulty. Her mother worked as matchstick-maker with limited earnings. During a community meeting at the slum, CAF India partner 'Mahita' team members identified and interacted with her. Regarding her education and future planning, she noted that she wanted to become a successful entrepreneur to help her family.

The project team members advised her to join the Vocational Training center run by Mahita. She joined Tailoring, Embroidery and Zardozi work at the center, and enrolled in Maulana Azad National Urdu Open University along with the other girls of the

center in a B.A. Course. Over a period of six months, she completed her vocational courses and with the support of a micro-loan from a Nationalized Bank she has purchased sewing machines and started her own tailoring unit in her home. She designs and stitches clothes of her neighbours and supplements income of her family. Along with this, she is also preparing for her examinations.



"I am skilled and confident that I am able to earn a good livelihood for my family. Initially it seemed a difficult task for me but it went on smoothly. Hope similar opportunities will follow other girls like me".... Shakira

**CAF Partners' Work on Women's Issues**

**Stories of Hope**

Saraswati Ghosh working with our partner 'Sakaar Outreach' in New Delhi.

Saraswati Ghosh is a member of a small self help group which Sakaar Outreach runs at Meethapur. Saraswati is 25 years old, married at an early age with three daughters. Her husband runs a small cosmetics shop in Meethapur but they are barely able to make ends meet. There are even days that two square meals for the family is the biggest challenge.

The family's economic conditions do not provide any scope for education of the three girls.

Saraswati went to the group with her problem and expressed her hope that the group would generate a loan which would facilitate an expansion of her husband's small enterprise. Unfortunately, the amount that the group managed to raise was insufficient.

Sakaar then intervened and introduced the group as a whole and Saraswati's family as a unit to the Swarna Jayanti Shahari Rozgar Yojana (SJSRY) scheme. Sakaar staff members assisted the family in applying for a loan Rs. 95000/- which was finally granted by the State Bank of India. A Sakaar Outreach's SHG worker handheld the family through the complete procedure. Saraswati completed the formality and received a first instalment of Rs 40, 200 with which the family was able to renovate their old and small shop. Following this, the bank representatives visited and after due verification they released the balance amount which reinvigorated the family's business and life. They have been able to purchase sufficient items to sell and have now inaugurated a new cosmetic shop.

Saraswati feels that the intervention by "Sakaar Outreach" has been responsible for the change that has come about in her and her family's life. And she is grateful to them for this.

# EFFECTIVE Giving



Last year, CAF India helped more than 18000 donors and supported 164 non profits across 17 states in India. CAF India's mission is to promote effective giving, and increase the flow of resources from individuals and organizations to the not-for-profit sector. CAF India is a registered indian public trust, and a part of CAF International network that has offices in 8 countries and distributes funds to over 90 countries.



*You must learn to be still in the midst of activity and to be vibrantly alive in repose.*

Indira Gandhi

*Woman must not accept; she must challenge. She must not be awed by that which has been built up around her; she must reverence that woman in her which struggles for expression.*

Margaret Sanger

*A woman is the full circle. Within her is the power to create, nurture and transform.*

Diane Mariechild

**From the CEO's Desk**

"The year was about 1971 or 1972. From the market, a dealer named Gabhaji came to the Mahajan's office. He was sent to me. When I went to the market I saw many of the women, carrying load on their heads, taking the stock from the wholesaler to the retailer. And they used to get 20paise for one trip. At the end of the day the total money collected amounted to Rs.2. When a survey was conducted it was found out that there were other questions as well." - Ela Bhatt, SEWA.

*Sometime change takes much longer than it should.*

A crucial part of CAF India's work over the last ten years has been with small grassroots level organisations working on women's issues. One of the development issues that have become very apparent to CAF is that it remains very difficult for grassroots NGOs to access grant funding and technical assistance from donors. We have, time and again, made a successful case for implementing a women's empowerment program with grassroots NGOs and it has been very satisfying to see such programs come to fruition.

priority, income generation projects that can help women earn money, and so meet the needs of their families in a better manner. We have spent many hours debating (both internally and with our donors) to what extent such projects are truly empowering the women in their communities. We concluded that there is no single answer and that grassroots NGOs need to respond to what their membership sees as priorities. For many, having women involved in income generation activities is a significant step towards their empowerment. If given an opportunity, grassroots women's organizations will grow and succeed and develop a more sophisticated approach to empowerment.

We are happy that we are able to help them move forward and I think that the training and experience they gain through involvement in our programs will have a very positive long-term impact. Without a doubt, the women leading the NGOs have been very enthusiastic about our support.

While implementing a program we have found that most organizations select, as their first

In this edition of the CAF India newsletter we share some of our experiences in the space."

Amita Puri



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