

ORIGINAL ARTICLE



IMPORTANCE OF WOMEN EMPOWERMENT

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ABSTRACT:-

Women represent half of the world's human resources. Though women perform different roles (production, household and productive), women continue to be mainly responsible for 'Care Economy'. It is said that unpaid work of these women comes to around US \$ 11 trillion/annum which is equivalent to half of the world's GDP. But this contribution goes unnoticed and seldom income statistics enters national income accounts. Thus, they are considered as invisible workers but, women have excellent qualities like sacrificing, time consciousness, aesthetic and civic senses, and willingness to take responsibilities, habit of thrift, and good managerial abilities.

Women had a high status in our society in olden days. But in the process of evolution of so called development the balance between men & women was disturbed. The society made them to be dependent; certain social restrictions were imposed on their lives so as to keep supremacy of men over women. Women are partly responsible for this sorry state of affairs. She herself respects a male child, provides hot food, hot water, good Schooling, good clothes, providing meal first, special treatment, & this special treatment starts from day one. Because it is believed that son is "Vamshodharak" one who opens the doors of heaven" at the time of death, and insurance against risk in old age. There is a need to change the attitude and mind set of both men and women in our country. There is need to make her self-reliant, bring awareness as to know her potential, equip her with necessary knowledge so as to participate in the decision making process and in the socio-economic development process.

KEYWORDS: - habit of thrift, and good managerial abilities.

INTRODUCTION:-

1. Under-employed and unemployed: Women population constitutes around 50% of the world population. A large number of women around the world are unemployed. The world economy suffers a lot because of the unequal opportunity for women at workplaces.

2. Equally competent and intelligent: Women are equally competent. Nowadays, women are even ahead of men in many socio-economic activities.
3. Talented: Women are as talented as men. Previously, women were not allowed higher education like men and hence their talents were wasted. But nowadays, they are also allowed to go for higher studies and it encourages women to show their talents which will not only benefit her individually but to the whole world at large.
4. Overall development of society: The main advantage of Women Empowerment is that there will be an overall development of the society. The money that women earn does not only help them and or their family, but it also help to develop the society.
5. Economic Benefits: Women Empowerment also leads to more economic benefits not to the individuals but to the society as well. Unlike earlier days when they stayed at home only and do only kitchen stuffs, nowadays, they roam outside and also earn money like the male members of the society. Women empowerment helps women to stand on their own legs, become independent and also to earn for their family which grows country's economy.
6. Reduction in domestic violence: Women Empowerment leads to decrease in domestic violence. Uneducated women are at higher risk for domestic violence than an educated woman.
7. Reduction in corruption: Women Empowerment is also advantageous in case of corruption. Women empowerment helps women to get educated and know their rights and duties and hence can stop corruption.
8. Reduce Poverty: Women Empowerment also reduces poverty. Sometimes, the money earned by the male member of the family is not sufficient to meet the demands of the family. The added earnings of women help the family to come out of poverty trap.
9. National Development: Women are increasingly participating in the national development process. They are making the nation proud by their outstanding performances almost every sphere including medical science, social service, engineering, etc.
10. Irreplaceable in some sectors: Women are considered irreplaceable for certain jobs.

WOMEN IN DAIRYING

Dairy farming is a wide spread economic activity in India, transcending geographic and economic borders and women are recently beginning to be viewed as important contributors to milk production system. They are closely involved in tending, cleaning animals and sheds, cutting fodder, fetching grass, preparation of dung cakes, reproduction milking, and preparation of milk products, marketing & representation in organization of cooperatives.

It is estimated that women contribute as much as 75-85% of total labour requirement of dairy farming. Due to the efforts taken by the NDDB and other state level dairy federations, women are encouraged to participate actively in planning and management of primary dairy cooperatives. Women constitute around 20-22% of total dairy cooperative membership. Further, there are as many as 3000 all women dairy cooperative societies (WDCSs) working in the country. Main aim of promoting WDCSs is to provide employment, income, and increased status for rural women, and thus aim at overall development of women.

NDDB's Efforts in Empowering Women

National Dairy Development Board through its cooperative development (CD) programme (1965-66) promoted the empowerment of women dairy farmers as one dimension of large efforts to strengthen dairy cooperatives. By participating in various activities organized

through CD programme, women dairy farmers engaged themselves in a variety of developmental and self-employed activities.

STEP Programme

Support to training and employment programme for women (STEP was launched in 1986) as a measure to ensure well-being of women in traditional informal sectors. It aims at increasing self-reliance and autonomy of women by enhancing their productivity and enabling them to take up income generation activities (animal husbandry, dairying, poultry, sericulture, fisheries, etc).

Female empowerment approach stresses the capacity of women to increase their self-reliance & internal strength. It aims at restructuring of gender relations within both family and in society at large, and it is society's recognition of women's equality with men. Further, it is an accepted fact that fruits of development are most equitably distributed and enjoyed equitably when development strategies are women centered.

REVIEW OF LITERATURE

Educational institutions share a great responsibility in upliftment and empowerment of women. Educated women represent the hope of expanding our cultures, societies and economies. An educated woman can interact with her peers and contribute positively to life and can influence others directly through advising, informing and encouraging. Educated women make social changes and improvements through spreading democracy and emphasizing the human side in their relations with people in society.

Madhavan (1992) was studies on integration women into Mainstream Dairying this aims at promoting all women dairy cooperatives Societies & sought to create opportunities of asset formation & income generation for women drawn from economically & socially backward communities. The study was aided by the government of the Netherlands during 1987-94 & was implemented in prakasam district of Andhra Pradesh. As many as 77 women groups and 55 WDCs were registered with a total membership of 6426.

Ramaswamy&Kesavan, 1994, studied the Indo-Swiss-Andhra Pradesh women extension project, launched in visakhapatnam, Vizianagara , West Godavari, Krishna, Khammam, Mahaboobnagar and Cuddapah districts of Andra Pradesh in 1976. The programme succeeded in setting up of an extension framework to facilitate involvement of rural women in informal groups. It organized number of WDCs, & milk collection centers by women. Certain awareness & knowledge on modern techniques of cattle breeding was created.

The World Bank (2003) sent a team to evaluate in January 2003. The study was undertake as a part of rural women's development and empowerment project was introduced in November 2002, the Project supported 17,587 Women's Self Help Groups (SHGs) involving 2,40,236 women in 7274 villages in 56 districts of 9 states. This represents 10 per cent of all districts and has the potential to scale up and replicate the lessons learnt. Work is done in partnership with the Government and 232 NGOs. Some improvements were required in financial aspects related to Bottlenecks in fund flow, procurement and staffing. Excellent work and achievements were observed in many states, such as work in earthquake affected areas of Gujarat, gender equality in Haryana, marginalized groups in Bihar, such as musahars, etc. The Project has successfully institutionalized linkages with various agencies and departments providing services to women in Uttar Pradesh. Bank accounts were opened for nearly 90 per cent of the project groups. Sustainable improvements in livelihood remain one of the most challenging issues faced by the project. Staff positions need to be filled with suitably qualified staff, as absence of staff affects

the functioning of the project. It was suggested that sustainability issues need to be addressed in the action plans of various state annual plans. It was recommended that participatory approach may be adopted for monitoring and evaluation of the project in each state.

Sethuraman et.al (2006) in their paper on "Women's Empowerment and Domestic Violence : The Role of Socio-Cultural Determinant in Maternal and Child Under nutrition in Tribal and Rural Communities in South India", explore the relationship between women's empowerment, maternal nutritional status and the nutritional status of their children aged 6 to 24 months in rural Karnataka. Structured interview schedules were used to collect data from mothers and anthropometric measurements were obtained for 820 mother-child pairs. Results showed that malnutrition was significantly more prevalent in the tribal community. Some degree of malnutrition was seen in 83.5 per cent children and 72.4 per cent mothers. Tribal families had less access to electricity, education, and health care than rural families. Child feeding practices were similar across the sample, and more than 80 per cent of the children were still being breastfed at the time of the study. Tribal women had greater decision making capabilities and freedom of movement than rural women. The prevalence of domestic violence did not differ significantly 34 per cent mothers in the sample. Women's empowerment variables were significantly associated with child nutrition and 5.6 per cent of the variance in the sample could be attributed to women's empowerment. Maternal experience of psychological abuse and sexual coercion increased the risk of malnutrition in mothers and children. The study findings suggest that better community based nutrition programmes should be designed which help in reducing malnutrition.

Ramachandar Lakshmi and Pelto P.J (2009) studied over the influence of SHGs in rural development and women empowerment through microfinance in Bellary district of Karnataka. It was reported that the increased access to money, ability to buy consumer goods, release from the dependence on daily wage labour, and improved housing have all had positive effects on the women's lives. SHGs also improved Inter-caste and Inter-community relations, and understanding across some cultural barriers within the group improved relations.

Wendy Jassens, 2010 investigated the impact of Community Based Development programmes in India. The Data were collected from 2,000 households operating through the "MahilaSamakhyaProgramme", in Bihar. The study estimated the impact of the programme on trust and cooperation in rural communities. MahilaSamakhyaprogramme has resulted in significant increases in trust in community members and in strangers. In addition, contributions to community projects such as the construction or maintenance of schools, roads, and bridges are significantly larger in programme villages than in control villages. The impact of the programme was especially large among the lower castes and the poorest and least educated households.

Biradar R. R. and Kusugal N.S. (2010) in their article entitled "Rural Non-Agricultural Employment in Karnataka: Emerging Issues and Evidences" considers that there has been a moderate shift of workers away from agriculture in favour of Rural Non-Agricultural Employment (RNAE) with varying degrees across gender, activities and zones in the State. The shifting of male and female workers towards RNAE was determined by several factors categorised into the agricultural growth-induced factors, distress-induced factors, human capital formation and degree of urbanisation. The results of correlation matrix suggest that the expansion of male RNAE was determined by the agricultural growth-induced factors and that of female RNAE was determined by the distress/poverty-induced factors. The expansion of RNAE might be due to some distress-induced factors, but it was not necessarily in residual sector. Although it was a multivariate

phenomenon, the rate of literacy has emerged as an important factor in promotion of male as well as female RNAE in Karnataka

Govindappa V and HanumanthaRayadu D.(2012) in their essay on "Economic Empowerment of Women - A case study of garment factory workers in Doddaballapur Industrial Area" says that there has been shift in the policy approaches from the concept of welfare in the seventies to development in the eighties and empowerment in the nineties the real conditions women are unchanged as far as violence, harassment, dowry killing honour killing gender discrimination and discrimination of not allowing to participate and do final rituals of concerned, further globalisation has made a negative influence on women sector. It has widened the marginalisation of women to unorganised sector. Therefore, they consider that the need of the hour is to empower women which are the effective vital tool for development of women and poverty reduction.

Anjani Kumar et. al. (2013), studied "Dairy Cooperatives Enhance Milk Production, productivity and quality Evidences from the Indo Genetic Plain of India" and reported that a cross comparison between the member and non-member farmers of Dairy Cooperatives suggests that scale of farming and level of adoption of improved animal have been significantly higher in members than non-members of dairy cooperatives. In the same way higher quantity of production and productivity is observed among members of dairy cooperatives.

STATEMENT OF THE PROBLEM

The present study purports to cover comprehensively the issue and problems of women in dairy co-operatives in the study area. The objective, in general is to examine the status of women in the society, the effective preference for the dairy co-operative in command area. The present study is an attempt to sketch the socio-economic condition and the problems which are faced by the women who are employed large number in dairy co-operative society of the study areas. The both districts have weak economic base and remained highly backward in the state. More number of women are working in dairy co-operative society, therefore, to study their socio-economic condition and their problems, both districts were chosen for the analyses.

OBJECTIVES OF THE RESEARCH

A literature review produces a research question (gap in knowledge) and our aim is to fill the gap in knowledge (i.e. answer the research question) which we achieve by providing a contribution to knowledge. Based on the Review and study of works related to the present research following objectives were formulated for the study;

1. To assess the employment status, and magnitude of women employment in dairy
2. To study performance of women dairy cooperative societies.
3. To assess the Socio-Economic conditions of the female dairy workers.
4. To study the nature, method of wage, payments of labour.
5. To study the benefits of STEP programmes on women dairy cooperatives.
6. Study whether Dairy activity has enhanced the Socio-economic status women, in the study area.

HYPOTHESES OF THE RESEARCH

- 1) Co-operative dairy farming has improved socio-economic status of women.
- 2) There is no difference in the caste status of women, engaged in dairy activities.
- 3) Majority of the women have borrowed loan from the banks, co-operatives and other sources.

RESEARCH METHODOLOGY

In the methodology, the researcher includes statement of hypothesis, description of area, selection of sample, tools for the study, methods of data collection and analysis. Difficulties in the collection of data and limitations of the study have been discussed.

Methods of data collection

The study is based on primary data collected through interview schedule, from the sample respondents in the dairy cooperatives by random selection. The local language is used while taking information from the respondents. In order to get accurate information, a schedule is pretested and later finalized before it was administered through the personal interview conducted by the researcher herself in the study area.

Secondary sources like reference books, official reports of the Central and State governments, statistical records from the Directorate, Bureau of Economics and Statistics, Co-operative Departments, Annual reports, Audited statements of Karnataka state Co-operative milk Federation, and selected WDCs, articles published in Journals, news-papers, seminars, Conferences and workshops held at the state and national level, research studies and conference papers in fields of co-operative management are utilized to understand the research problem and due reference are made of such sources.

Sampling Design

As per the records of the Bidar and Bellary Dairy Associations, there are about 250 Dairy Farms in each district. Out of these dairies 100 dairies were selected from each district for the study, based on convenient random sampling. From each Dairy co-operative, one woman work member was interviewed randomly. Accordingly, 200 respondents were interviewed.

Table- 1.1 Dairy Co-operatives in Hyderabad Karnataka Region

Districts	DCSs Registered	DCSs Functioning	DCSs DE Functioning
Bellary	300	277	23
Bidar	319	245	74
Kalaburagi	178	139	39
Koppal	220	210	10
Raichur	164	134	30
Yadgir	64	10	54

Sources: As per statistics of Karnataka state at glance

SELECTION OF DISTRICTS

Hyderabad Karnataka region consists of six districts, of two milk unions, namely **“Raichur - Bellary and Koppal Districts Co-operative Milk Producers' Societies Union Ltd – RBKMUL”** and **“Kalaburagi-Bidar and Yadgir Co-operative Milk Producers' Societies Union Limited”**.

The ‘scorching heat city’ famous for cement plants and Shahabad stones has more than 371 functioning DCSs covering 13 out of 15 taluks in Kalaburagi and Bidar Districts, out of these Bidar district selected for study it contains 319 DCSs out of these 100 DCSs were selected for survey.

Raichur, Ballari and Koppal with more than 604 DCSs. Bellary districts has more than 277 DCSs are functioning, out of these 100 DCSs were selected for study.

Tools Used

Based on the studies and researches related to the topic and personal observation during the survey of the Dairy Farms, a structured questionnaire or interview schedule consisting of 37 questions was formulated. The interview schedule consisted questions on various aspect like personal, social status, economic status, educational level of respondents and their parents, women empowerment status. A pilot study was conducted and in consultation with the research guide some questions were modified or deleted, final survey and interviewed on the women workers engaged in the dairy activities in Bidar and Bellary districts.

Data analysis

Data Analysis is a process of inspecting, cleaning, transforming, and modeling data with the goal of discovering useful information, suggesting conclusions, and supporting decision-making. All the data collected were fed to computer and calculated by using SPSS package, accordingly percentage, Chi-Square test were followed. Necessary charts/ graphs/ tables, etc. are prepared.

SCOPE AND LIMITATIONS OF THE STUDY

The study is carried in a backward region of Karnataka state. The study analyses empowering rural women in Hyderabad Karnataka area, through dairy cooperatives. It is based on the data collected in an economically backward region of Gulbarga. The conclusions drawn have, therefore, limited application. The analysis is based on the information provided by the sample workers where illiteracy is more common. The information may be, therefore, less accurate and less comprehensive. Moreover, endurance and optimistic efforts helped her to collect the data.

Following, difficulties were faced at the time data collection.

- 1. Languages and Communication Problems:** the original questionnaires' was prepared in English. Due to language problem it was translated into simple Kannada. Majority of people were able to understand Kannada, but in the difficulties in understanding even Kannada. This communication gap was due to local dialects i.e. Marathi and Telugu respondents. The researcher had to seek help from literate persons from the same communities.
- 2. Misunderstanding:** The researcher faced this problem very severely because members had a misunderstanding about the intention of the researcher seeking information. They were afraid that this information might lead to imposition of income tax on them. It was very difficulties to convince them that the information was needed purely out of academic interest.
- 3. Depressed Attitude:** The members of dairy societies did not freely answer the question due to nervousness, which was the main hazard in getting true, reliable information from the respondents.
- 4. Problem of Transportation:** Considering the individual capacity of the researcher the area to be covered was too large. Sample villages and sample house-holds were thinly spread over the entire both districts. Furthermore, the respondents were to be contacted either early in the morning or late in the evening.
- 5. Illiteracy and Phobia about Stranger:** this problem was profound for the researcher. Majority of the respondent were illiterate. The researcher had to repeat her question again and again till the respondents answered with proper understanding. This happened particularly in case of women and backward class member.

Though the researcher faced number of difficulties in conducting the survey and personal interviews as mentioned above. Further the present research and results of the research are limited to only Bidar and Bellary Districts only and the results and findings of the present research have no resemblance and similarity or implications on other parts of Hyderabad Karnataka or any part of the state and country.

SCHEME OF CHAPTERIZATION

Chapterisation of Research or Research Design holds Key importance in research. The research becomes meaningful and scientific only if the chapters are arranged systematically in a thematic approach. Based on the theme of the research the present research is organized into six broad chapters, namely;

Conclusion:-

Women had a high status in our society in good olden days. But in the process of evolution of so called development the balance between men and women was disturbed. The society made them to be dependent; certain social restrictions were imposed on their lives so as to keep supremacy of men over women.

In the recent years the focus of Indian agriculture has shifted from forming development to the development of agro based industries. Dairy development is one of such attempt. It is fairly well known that the white revolution has brought about major changes in the dairy economy of India. Hence, the present work presents a comprehensive analysis of various issues of dairy co-operative societies in the state and India in general, and in Bidar and Bellary in particular.

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