



COMPENDIUM ON RESEARCH STUDIES 2015-17



Towards a new dawn
Ministry of Women & Child Development



**Ministry of Women and Child Development
Government of India**



सत्यमेव जयते



Shri Rakesh Srivastava



SECRETARY

Ministry of Women and Child Development

Preface

The Ministry of Women & Child Development promotes research activities in various fields related to issues of women and children under the Research, Publication and Monitoring Scheme. Grant-in-Aid is given to Universities, Research Institutes, Voluntary Organizations and individual scholars to take up studies in those areas, which are of priority for the Ministry. These studies are a rich source for learning lessons for various schemes of the Ministry implemented at the ground level, and thus, provide a critical element in improving the effectiveness of the implementation of the programmes and schemes. The feedback that these studies provide is a valuable input for taking corrective measures in respect of the existing schemes. These studies also provide useful information on the factors which hinder as well as those which contribute to the welfare of women and children.

It was decided to publish a compendium of the studies, consolidated by Statistics Bureau, in view of the demand made for the study reports. During the period 2015-17, the Ministry has sponsored eighteen projects in areas like economic empowerment of women, skill development, child trafficking, nutrition management, etc. This compendium is a compilation of the thirteen completed projects intending to provide information in an easily understandable form which could be used by the Govt. Departments, social scientists, researchers and other scholars. The full versions of these reports have already been made available in the public domain through the Ministry's website. It is expected that the findings and recommendations of various research studies compiled and presented in this compendium will disseminate to wider audience and be a useful document for those who are interested in the welfare of women and children.

**New Delhi
March, 2018**

(Shri Rakesh Srivastava)



Smt. Ratna Anjan Jena



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Foreword

The objective of the Grant-in-Aid under Research Publication and Monitoring Scheme of this Ministry is to provide support to agencies for undertaking research studies and organize workshops, conferences, training, etc. So far, this Bureau has funded numerous research studies, workshops and seminars. Besides encouraging research, the assessment of the impact of the implementation of various schemes and programmes are also undertaken to find out the problem areas that require attention.

The present compendium is a compilation of the thirteen completed research studies out of the eighteen projects sponsored by the Ministry during the period 2015-17. It is an effort by the Statistics Bureau to put forth the findings, recommendations and policy implications of the research studies that cut across diverse subjects related to women and children from various regions of the country. It is hoped that the findings and recommendations presented in this compendium will be a valuable input to the various stakeholders. The Statistics Bureau received constant support and encouragement from Secretary, WCD in bringing out this report.

New Delhi
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1. INTRODUCTION

ABOUT THE MINISTRY

Objectives:

The objectives of the Ministry are;

1. To ensure development, care and protection of children through cross cutting policies and programs,
2. Spreading awareness about their rights,
3. Facilitating access to learning, nutrition, institutional and legislative support for enabling them to grow and develop to their full potential.

About:

The Ministry of women and child development, Government of India, came into existence as a separate ministry with effect from 30th January 2006. It has the nodal responsibility to advance the rights and concerns of women and children who together constitute 67.7% of the country's population as per census 2011.

The Ministry is constituted with the prime intention of addressing gaps in state action for women and children for promoting inter-ministerial convergence to create gender equitable and child centered legislation, policies and programs. The ministry has the following vision and mission-

Vision:

Empower women living with dignity and contributing as equal partners in development in an environment free from violence and discrimination. In addition, well nurtured children with full opportunities for growth and development in a safe and protective environment.

Mission-women:

Promoting social and economic empowerment of women through cross-cutting policies and programs, mainstreaming gender concerns, creating awareness about their rights and facilitating institutional and legislative support for enabling them to realize their human rights and develop to their full potential.

Mission - Children

Ensuring development, care and protection of children through cross-cutting policies and Programs, spreading awareness about their rights and facilitating access to learning, nutrition, Institutional and legislative support for enabling them to grow and develop to their full potential.

RESEARCH SCHEME

The Research Scheme is one of the important Schemes of the Ministry of Women & Child Development through which the Ministry sponsors the projects on issues concerning women and children, their welfare and development including food and nutrition aspects. However, priorities within these broad areas are given to research projects of applied nature keeping in consideration plans, policies and programmes, and social problems requiring urgent public intervention for bridging information gaps. The research on various issues of women and children is essential to understand multifaceted factors responsible for success or otherwise of the projects of MWCD at the ground level.

Purposes for which Grant-in-Aid is given:

Grants are given for research studies including action research for the development of innovative programmes or for testing the feasibility and efficacy of programmes and services. Also, the Ministry sponsors workshops/seminars/conferences under this Scheme which are helpful in formulating research proposals, disseminating research findings or in social situational analysis, likely to be helpful in planning, programming and review of implementation.

Grants provided to:

Grants are provided to Universities, Research Institutes, Voluntary Organisations, Professional Associations, Individual Scholars, Institutions set-up and fully funded by Central Government/State Government/Public Sector Undertakings.

Pattern of Assistance:

Project costs are worked out as per approved financial norms of the Research Scheme.

Scrutiny/approval of new proposals and release of grants:

Research proposals received from different Applicant Agencies are scrutinized to determine merit of each case based on comments from subject Bureaus. Shortlisted

proposals are placed before Research Advisory Committee (RAC) headed by Secretary, MWCD. RAC is attended by all JS level officers in the Ministry, representative from IFD Adviser (WCD) and Planning Commission.

Budget Provision:

The Budget for the Research Scheme is 2.00 crores in a financial year.

During 2015-17, there have been a total of 18 projects which were sponsored by the Ministry done on various women and children issues like violence against women, economic empowerment, skill development, working condition of women in organized and unorganized sector, child trafficking, all India Human trafficking, Nutrition management, gender sensitivity in media, evaluation of Family Counseling Centres, etc. All these research studies would lead to improved policy formulation and better implementation of programmes of the Ministry.

Out of these 18 studies, 13 studies have been completed and rest 5 studies are still ongoing. Among the ongoing Research studies two of the major studies: Evaluation of Family Counseling Centers and National Research on Human Trafficking, both being conducted by Tata Institute of Social Sciences, are of all India level and their findings will be of great importance for policy making.

The following Compendium for the year 2015-17 covering all 13 completed Research Projects is being compiled not only for the use of the Ministry of Women & Child Development but also for the use of other Ministries and Government organization in their policy framework for bridging information gaps and helping in ongoing interventions.

2. ECONOMIC EMPOWERMENT OF WOMEN: PROMOTING SKILLS DEVELOPMENT IN SLUM

The study was done by Tata Institute of Social Sciences, Mumbai. The following are the coverage, objectives, key findings and recommendations of the study.

COVERAGE

A primary investigation of 1004 women (aged between 15 and 35 years), who had received skills development training under various schemes, was carried out in ten cities of India, namely, Ahmedabad, Bhubaneswar, Chennai, Delhi Metro Region, Guwahati, Hyderabad, Kolkata, Jaipur, Lucknow and Mumbai.

OBJECTIVES

- Conduct a stocktaking exercise of current studies and skill development/training schemes, addressing young women in slum areas.
- Assess and evaluate current policies and schemes.
- Map the needs of skill development/training for women in the unorganized sector.
- Identify the gaps in knowledge and shortfalls in implementation and suggest remedies or ways to empower women financially and socially.

KEY FINDINGS

- **Shift in aspiration for future training:** Trades such as beauty care and tailoring were popular with the respondents earlier with respect to skills development training. However, the inspirational demand for these same trades saw a decrease with an increase in desire for computer training, fashion designing, entrepreneurship skills and hotel management.
- **Soft skills training integration with any skill training:** Most women interested in being self-employed remarked that having knowhow in soft skills like computer operations could help them make better profits and improve service delivery.
- Women who were not likely to complete skills training were in the age group 15 to 19.
- **Desire for skills training affected by employment history:** Women who had never

worked before training were more likely to think that having access to vocational education would help them to better themselves socially and economically, as compared to women who had worked prior to skills training. Even the perception that access to vocational training was important was based on whether women's income improved post skills training.

- **Recognizing the role of peers for incentivizing skills training:** The success stories around skills training in the locality/community provided a basis for the slum women to aspire collectively within their limited social and economic situation.
- **Decision-making role of women:** Skills training brought employability and employment specificity to women, but even after they started earning income, most women could not involve in decision-making about money in the family.
- **Credit access:** Access to credit sources showed a shift away from moneylenders and family members to Self Help Groups (SHGs), nationalized banks and Micro Finance Institutions (MFIs), alongside dependence on family members; this reflects the level of financial inclusion amongst these women.
- **Market access:** Regarding production based training, there was an increase in access to all markets, except the local haats. There was lesser dependence on local haats in the urban areas than in the rural areas. Service sector related training was accepted throughout.
- **Skills enhancement, service delivery and profitability:** There was a consensus amongst half of the respondents regarding enhancement of self-esteem and employability post training. However, more and more women opined that profitability of business did not improve after participating in training neither did service delivery.
- **Desirable changes in the present skills training module:** Only 11 percent of the women thought that the most important thing they required was access to vocational education to seek their true potential and be empowered. This reflects some level of dissatisfaction with the training programme or desire for an advanced level of training, which would be more income generating.
- **Barriers to skills training:** The highest number of women faced barriers mainly before training such as lack of information and lack of support from family members. Lack of financial resources and lack of family support continued to create hindrances to participation in skills training. After skills training even though all other barriers

decreased, the biggest problem that persisted was lack of financial resources.

RECOMMENDATIONS

1. There is a need to provide handholding to the trainees at least for a minimum period of two to three years after the completion of the training.
2. Inter-ministerial and inter-departmental linkages would help in the integration of financial inclusion policies with the skill development programs for ease of access to credit sources; e.g. STEP and Rashtriya Mahila Kosh (RMK) belongs to same Ministry. Similarly, NULM and Entrepreneurship promotion programs from ULBs.
3. The establishment of functional placement cell would improve the participation of women in skills development programs and provide them job security.
4. A ground level overhaul through regular interactive sessions with the urban poor would enable the family members to realize the importance of involving women in household decisions, especially monetary matters.
5. Soft skills should be made mandatory with any kind of training as it would help women with overall personality development and thereby enhance their self-confidence.
6. There is a need for regular audit and monitoring of training institutions to ensure a satisfactory level of quality training dissemination.
7. An assessment of local demand for goods and services would make for better planning of vocational training programs.

Based on the findings and the recommendation of the research study, following policy implications have been suggested.

POLICY IMPLICATIONS

- a. M/o Skill Development and Entrepreneurship aims to skill on a large scale with speed and high standards in order to achieve its vision of a 'Skilled India'. It is aided in these initiatives by its functional arms - National Skill Development Agency (NSDA), National Skill Development Corporation (NSDC), National Skill Development Fund (NSDF) and 33 Sector Skill Councils (SSCs) as well as 187 training partners registered with NSDC.
- b. Another initiative is the Support to Training and Employment (STEP) which aims to provide skills for economic empowerment of women.

c. As per the recommendation of the study, regular audit of these training institutions be done. An initial hand holding is also required after the training, so establishment of placement cell may help to cater to this problem.

3. A SITUATIONAL ANALYSIS OF MUSLIM WIDOWS IN DELHI, BHOPAL, LUCKNOW, HYDERABAD AND MEWAT

The study was done by Mewat Development Society, Mewat. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

For the present study, the universe selected was purely urban, viz. Muslim widows living in Delhi, Bhopal, Lucknow, Hyderabad and Mewat. In Mewat, Muslims were purposively included as they have a distinct cultural heritage and extremely low literacy as compared to other Muslims.

Total 5,310 respondents were selected to be studied for detailed empirical research study. These were distributed in Delhi (1,078), Bhopal (1,052), Lucknow (1,066), Hyderabad (1,046) and Mewat (1,068).

OBJECTIVES

- Study the social status and living conditions of Muslim widows and their children.
- Prepare the occupational profile of Muslim widows.
- Find out employment opportunities and identify skill development activities for their livelihood.
- Gauge the awareness and utilization of social security schemes by Muslim widows.
- Assess the problems faced in their life including Iddat period.
- Study the attitude of family and society towards Muslim widows, including their remarriage.
- Suggest strategies for the rehabilitation with dignity of Muslim widows.

KEY FINDINGS

- **Disadvantaged section:** Muslim widows are marginalized on several counts – for being women, owing to status as widows and belonging to a minority community.
- **General problems faced:** They face a range of socio-religious, economic, physical, emotional and cultural deprivations.

- **Demography:** The socio-demographic profiles of 2,498 Muslim widows form the respondents which were interviewed across 5 study sites in different cities to develop an understanding of their current life situation and problems.
- **OBC:** It was found that of the 2,498 Muslim widows interviewed as a part of the study, 52% belonged to the OBC category while 48% belonged to the general category. This is an important indicator that majority of the Muslim widows come from socially marginalized families.
- **Education:** Educationally, only 26% widows were literate. Out of literates, 39% could only read and write, 22% had studied up to primary level, 18% had studied up to middle school, 11% had finished their secondary education, 6% had completed schooling and only 4% had pursued higher studies i.e. graduation and more.
- **Age:** The incidence of widowhood was found maximum in middle age (26- 45 years). The present study found that half of the respondents were widowed in the age group of 25-40 years while 30% of the respondents were widowed in the age group of 46-60 years and 8% were widowed below the age of 25 years and 12% of the respondents were widowed in the age of 60 years.
- 79% of the Muslim widows interviewed were married below 18 years of age while 21% were married after they turned 18 years. Thus, majority of the widows were child brides.
- 56% of the women were married to men who were above 21 years at the time of marriage while 44% were married to men who were under 21 years at the time of marriage.
- **Reasons of husband's death & place where widows live:** 81% of the widowed women's spouse had died on account of illness and health problems while 9% had died a natural death.
- Widows live with various direct or indirect relatives and other institutions like ashrams, orphanages, distant relatives, etc.
- In the present study, majority of the Muslim widows lived with their children, out of which 65% stayed with their sons, while 9% lived with their daughters. About one fifth, i.e. 18% lived alone and 2 % belonged to the 'any other' category who lived in institutions, ashrams, old age homes and so on.

- **Problems faced by widow who live alone:** 38 % of the respondents mentioned fear of safety as the biggest problem. 54% of the respondents stated that they faced economic hardships as the biggest problem on account of widowhood. Most women may not own their homes; expulsion of widows and their children from a marital home after death of spouse leads many to homelessness and increased physical insecurity.
- **Economically vulnerable:** Constrained from pursuing education, job training or employment by social and religious customs and behavior codes requiring widows to remain inside.
- **Other problems faced by widows:** Loss of spouse adversely impacts the physical, psychological and emotional wellbeing of widows leading to a range of health problems; this is compounded by financial difficulties.
- **Problems faced by Muslim widows during iddat period:** Total 68% stated that they faced numerous problems in completing the iddat period while 32% said they did not face any specific problem during iddat period. 85% of the respondents in Lucknow and 83% of the respondents in Mewat stated they faced problems in completing the iddat. Some of the major problems faced during the iddat period cited by 1,702 Muslim widow respondents were as follows: (i) Fear of Safety: 79% , 57%, 51%, 42% and 33% of the respondents in Bhopal , Hyderabad, Lucknow, Mewat and Delhi respectively stated that fear of safety caused immense anxiety during iddat period. (ii) Mental Health Issues and Depression: The anxiety of widowhood and uncertainty about the future has deep mental health ramifications during the iddat period often leading to depression. 100% of the respondents in Hyderabad and Bhopal stated that mental health problems were acute during iddat period. 73% of the respondents in Mewat, 69% of the respondents in Lucknow and 63% of the respondents in Delhi mentioned this problem. (iii) Depression and Loneliness: 95%, 77% and 72%, of the respondents in Hyderabad, Bhopal and Lucknow respectively stated that loneliness was a problem during iddat period. (iv) Living in one room confinement: 83%, 81%, 80%, 71% and 59% of the respondents in Hyderabad, Delhi, Mewat, Bhopal and Lucknow respectively stated that confinement to a single room and not being allowed to go outside was a major problem faced during iddat period. (v) Restrictions on Eating: 90%, 79%, 67%, 44%and 33% of the respondents in Hyderabad, Bhopal, Mewat, Lucknow and Delhi respectively stated that restrictions on eating were a problem during iddat period. (vi) Restrictions

on Dressing: 96% of the respondents in Delhi and 89% of the respondents, each in Mewat and Hyderabad stated that restrictions on dress were the major problems faced by them during iddat period. 82% of the respondents in Bhopal and 74% of the respondents in Lucknow also mentioned that this is the major problem during this period. (vii) Restrictions on Social Interaction: 88%, 85%, 76%, 64% and 56% of the respondents in Lucknow, Mewat, Hyderabad, Delhi and Bhopal respectively stated that they were not allowed to talk to others which were a big problem during iddat period. (viii) Restrictions on Mobility: 100% respondents in Lucknow, 89% in Mewat, 57% in Delhi and Hyderabad and 53% in Bhopal stated that lack of ability to travel was a problem faced by them during iddat period.

- Everyday lives of Muslim women changed after widowhood:** 76% of the respondents stated that their entire life style had affected w.r.t ; (ii) Dressing: 99% , 95%, 92% , 88% and 81% of the respondents in Lucknow, Delhi, Mewat, Hyderabad and Bhopal respectively mentioned effect on dressing as major change. (ii) Make Up: Over 90% of the respondents in Delhi, Mewat and Lucknow and 87% in Hyderabad and 81% in Bhopal mentioned that they changed the make-up habits after widowhood. (iii) Food Habits: 63 % of the respondents across study sites/states stated that their eating habits had changed after widowhood due to abiding by prescribed restrictions on eating. (iv) Living Style: 76% respondents of the study sites/cities responded that their living style is heavily changed in various ways after widowhood. Such respondents were in majority in Hyderabad (88%) and Lucknow (84%) followed by Mewat (75%), Bhopal (71%) and Delhi (64%). (v) Social Activities: 74% respondents of Mewat, 72% respondents of Hyderabad, 66% respondents of Lucknow and 57% respondents of Bhopal while 26% respondents of Delhi mentioned this as a major change that occurred in their lifestyle after widowhood. (vi) Mobility: 49% of the respondents across study sites/states stated that their mobility had become constrained and restricted after widowhood due to compulsory abiding by prescribed restrictions on mobility. (v) Decision Making: 63% of the respondents across study sites/states of the universe of present study stated that their say in decision making had become limited after widowhood. 71%, 65%, 55%, 50% and 30% of the respondents in Hyderabad, Lucknow, Bhopal, Delhi and Mewat respectively reported decreased role in decision making after widowhood.
- Muslim widows' children:** In 90% of the cases, the children resided with the widow after the death of spouse. In 4% cases they stayed in hostels, in 2% cases they stayed with in-laws and in 2% of cases the children stayed with the widow's

own parents.

- **Houses of Muslim widows:** 59% of the widows who were interviewed lived in pucca houses viz. houses which have a floor, roof and exterior walls and 32% lived in kuchcha houses i.e. made from mud, thatch, or other low-quality materials, while 9% lived in Jhonpris or huts. A large proportion of the widows in Delhi (86%) and Lucknow (78%) stayed in pucca houses. A majority of the widows in Hyderabad (64%) stayed in kuchcha houses.
- **Muslim widows & possession of essential identity documents:** (i) Aadhaar Card: 93% of the widows across study sites/cities had Aadhaar cards, (ii) Voter ID Card: 92% of the widows across the study sites/ states had the voter ID cards, (iii) Bank Accounts: 77% of the respondents interviewed had a bank account, (iv) Death Certificate of Husband: 62% of the widows had death certificate of their husbands. 90% of the widows in Mewat had the certificate. In Hyderabad and Bhopal over 65% of the widows have the certificate. However the number was much lower in Lucknow (28%) and Delhi (58%), (v) OBC/ST & SC Certificate: 51% of the respondents stated that they belonged to the OBC category but only 11% had the OBC certificates. These were also maximum (52%) in Mewat. (vi) Anthodia Ration Card: only 10% of the widows had Anthodia ration cards. These were 19% in Delhi, 13% each in Lucknow and Hyderabad while only 3% each in Mewat and Bhopal, which had the Anthodia ration card to avail subsidized food grains under the scheme, (vii) Pan Card: only 7% of the Muslim widow respondents interviewed in the study sites/cities had a pan card, (viii) Food Security Card (Green Card): only 7% of the widows had a food security cards. These were maximum (27%) in Delhi (viii) Post Office Card Account (POCA): only 3% of the respondents had a post office account.
- **Muslim widows & their social participation:** 29% widows stated that they had attended social functions in the last one year while 71% did not attend any social function. The maximum proportion was in Lucknow (45%).
- **Muslim widows & their economic participation:** (i) 74% widows across cities were members of Self Help Groups (SHG's), (ii) Only 24% of the widows were members of the panchayats, (iii) Only 1% of the widows were members of any political party and most of these were confined to Hyderabad, (iv) 11% worked as domestic labor to earn a living, 6% worked as casual labor and only 2% had private jobs, (v) The average salary earned by the widows across states was Rs. 2,247/- per month, (vi) 96% of the widows stated that their income was insufficient

to meet everyday household expense, (vii) To meet the shortfall every month 32% stated that they cut down on expenses, 27% stated that they cut down on their food consumption, 18% stated that they borrowed money as loan from relatives, friends employers or took a bank loan. 3% women stated they worked overtime to earn sufficient money to make up for the shortfall of money required for everyday expenses, (viii) 67% women stated that their house expenditure came from the work done by their children. 24% women stated they managed everyday expenses including children's maintenance from the widow's pension they received. 1% of the widows stated that they managed household expenditure and maintained their children with husband's pension and rental income.

- **Muslim widows and skill development schemes:** (i) Only 16% of the widows were aware of skill development schemes. Only 7% of the widows had received any kind of skill training. (ii) Of the 263 widows who were interested in getting skill training, 71% preferred tailoring, 19% would like to learn home based food processing techniques like papad making, pickling etc. and 6% would like to learn computers.
- **Health problems of Muslim widows:** (i) 48% of the widows stated that they or their family members had suffered from heart problems in the last one year. 32% suffered from diabetes, 30 % suffered from depression, 12% suffered from mental health problem and 12% stated that they suffered from liver and jaundice in the last one year. (ii) 77% of the widows got treatment for their health problems at a government health facility. 10% availed health treatment at a private hospital while 5% sought health services of a private doctor and 2% sought unani treatment from Hakeem. (iii) Widows revealed that they spent an average Rs. 7,905/- on health expenses in the last one year. (iv) 92% of the widows across states said that they faced great difficulties in meeting this out of pocket health expenditure
- Muslim Widow and Property Legal Rights
- Awareness Level & Benefits taken from Govt. Special Schemes by Muslim Widows.
- Regular Pension Schemes for Widows and Rate received & other Issues related to not taking benefits of this scheme by Muslim Widows.

RECOMMENDATIONS

- Awareness generation about Widows Schemes and Rights.

- Awareness generation programmes should be initiated to educate women and community members about the Muslim widow's rights, entitlements, and existing welfare schemes and how to access and benefit them from these in different states.
- Celebrate International Widows Day on a set date.
- It should be reiterated that International Widows Day (23rd June) is ratified by the United Nations to address the "poverty and injustice faced by millions of widows and their dependents in many countries".
- Undertake advocacy & support work for Muslim widows to avail property and inheritance rights:
 - Support to Muslim widows;
 - Single window service for Muslim widows;
 - Widow Pension Camps;
 - Ensure wife's name in Death Certificate;
 - Gender based Violence Referral Centres for Advice, Treatment and Legal Support Centres for Muslim Widows;
 - ANMs and ASHAs can identify Muslim widows in the community and make them aware and help access free healthcare facilities;
 - Awareness creation about Maintenance and Welfare of Parents, Muslim Widows and Senior Citizens Act, 2007;
 - Increase Widows Pension amount;
 - Livelihood Security to Muslim widows by imparting them vocational skill training;
 - Provision of business loans at low interest rates to Muslim widows;
 - Encourage & incentivize participation of Muslim Widows in Women's Association;
 - More social provisions for Muslim widows;
 - Provisions for shelter to Muslim widows;
 - Scheme for monetary assistance to widows' children;
 - Involvement of stakeholders for development of Muslim widows;
 - Special assistance during Iddat period to Muslim widows: Muslim widows face many problems during Iddat period;
 - Collaboration between governments, civil society & widows;
 - Convergence of governments, civil society & Muslim widows/single woman.

POLICY IMPLICATIONS

Department of Women and Child Development, Govt. of NCT of Delhi is running two

Financial Assistance Schemes for the benefit of widows/ women in distress:-

1. Delhi Pension Scheme to Women in Distress (Widow Pension)
2. Widow's Daughter Marriage (WDM)

The above listed schemes are currently running only in Delhi. The schemes should be extended to include other states as well.

4. VIOLENCE AGAINST GIRLS IN SECONDARY SCHOOLS OF MIZORAM

The study was done by Mizoram University, Mizoram. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

The sample comprised of 4 Districts, 40 Secondary schools, 200 each from Students (Girls), Teachers and Parents, 8 personnel from NGOs and 4 Government officials from Mizoram. The researcher has used both the Primary and Secondary data for this piece of research.

OBJECTIVES

- Identify and classify the causes and the types of violence on girls in and around secondary schools of Mizoram.
- Assess and establish the effects of violence on girl's education in Mizoram.
- Find out if there are policies and strategies dealing with violence against school girls and assess their effectiveness in tackling the problem.
- Propose viable mechanisms and holistic ways of addressing the problem by stakeholders at all levels.
- Develop a framework for reduction of violence against girls in secondary schools of Mizoram.

KEY FINDINGS

- i) Violent act against girls in secondary schools is of concern to students, teachers, and parents in the state of Mizoram.
- ii) Participants (teachers, parents and students) mentioned several kinds of aggressive and violent behaviors that occur often in their schools including fighting, beating, bullying, verbally and physically threatening others, and vandalism.
- iii) Gang involvement, poor parental supervision, school staff victimization of students, and en-route intimidation due to location of school were perceived as contributing factors to school violence.

- iv) Participants also indicated that teachers also employed physical punishment such as, beating and insulting. In some cases, participants observed that school principals and colleagues tended to tolerate violence employed by teachers.
- v) In majority of districts, major violence by teacher was beating by a stick and a minor few got slapped or beaten by hand. A minor form of physical violence as punishment was also popular in the form of ear pulling.
- vi) Aizawl and Champhai can be considered more urban and modern in terms of facilities and infrastructure; these two districts reported very low cases of beating in the first place.
- vii) In some cases when victims and their parents could not cope with the situation, they requested transfer to another school.
- viii) Facing sexual violence covered the issues of forced dating, kissing, sexual gestures, touching, attempts to rape, receiving of disturbing messages, and being forcefully shown unhealthy pictures. The teachers are said to request sex for marks or threaten repercussions if their sexual demands were not met.
- ix) Victimized girls tend to leave their area and migrate to nearby towns and some of them end up being commercial sex workers.
- x) Sexual violence has damaging effects on the health of school girls such as exposing them to sexually transmitted diseases.
- xi) The study assessed the existing National, State specific policies, laws and instruments for the purpose of evaluating their implementation and to make a needs assessment in the context of Mizoram. It was noticed from the study that there are glaring gaps in the infrastructure set up and outreach services for students, especially under secondary school system, as they exist now.
- xii) The respondents were unanimous in feeling that girls, particularly in their adolescence, are more susceptible to aggressive behavior and suffer more as a result. It has been conclusively found that the effects of violence on girls' education range from mental trauma, decreased self-esteem and confidence, dropping out of or withdrawal from schools, to evoking of even more non-conformist attitude without respect for the establishment and development of fear on the part of girls which tend to have more far fletching consequences.
- xiii) The project posed a number of suggestions for Government, teachers and

parents regarding dealing with issue of violence in schools. The suggestions include- Schools should organize awareness programs on non- violence; Mobile phones should be restricted for students in school campus; Peace education programme must be included in school curriculum, etc.

RECOMMENDATIONS

- Train all teachers in non-violent methods of disciplining students.
- Include the peace education curriculum topics.
- The curriculum must also provide teachers with tools and methodologies for teaching students about these subjects.
- Strengthen gender curriculum.
- Ensuring action is taken to enforce the implementation of school rules and regulations.
- Establish and strengthen child rights clubs.
- Establish and strengthen girls clubs and boys clubs.
- Strengthen the HIV/AIDS clubs.
- Raise the awareness among parents and communities about the rights of children.
- Strengthen the communication between school and parents.
- Make sure schools have separate toilets for girls.
- Establish a mechanism to support girls in reporting violence and abuse and to provide appropriate counseling.
- Increase awareness about the negative effect of harmful traditional practices.
- Involve NGOs and YMA in community mobilization and creation of girl protection structures.

POLICY IMPLICATIONS

National Commission for Protection of Child Rights (NCPCR) is responsible for interventions in the area of sexual exploitation of children. To overcome Child Sexual Abuse, NCPCR developed **POSCO (Protection of Children from Sexual Offences)**. POSCO e-box is an easy and direct medium of reporting cases of sexual abuse under POSCO Act, 2012. The link of POSCO e-box is displayed prominently on the home page of the NCPCR website. Awareness needs to be spread in Mizoram for its effective implementation and utilization.

5. AN EVALUATION OF WORKING WOMEN'S HOSTELS THAT RECEIVED GRANT-IN-AID UNDER THE SCHEME TO PROVIDE SAFE AND AFFORDABLE ACCOMMODATION TO WORKING WOMEN

The study was done by Haryali Center for Rural Development, New Delhi. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

All the hostels sanctioned under the scheme in 11 metropolitan cities Mumbai, Delhi, Bangalore, Hyderabad, Ahmedabad, Chennai, Kolkata, Surat, Lucknow and cities Bhopal and Dehradun were covered under the study. Total 126 hostels have been covered under the study. Interviews were conducted with 2223 respondents including representative of the Implementing Agency, Beneficiaries, Non-Beneficiaries and other Stakeholders.

OBJECTIVES

- Identify the key achievements, shortcomings in the implementation of the scheme and suggest measures to make the scheme effective.
- Assess the specific requirements of hostels in metropolitan cities and understand views of implementing agencies for improving their functioning.
- Assess the capability and effectiveness of the organizations receiving grant-in-aid from the Ministry and compare the functioning of the hostels run by the different organizations.
- Understand the housing needs of working women, reasons for staying in the hostel, satisfaction with hostel facilities and suggested improvements.
- Study the socio-economic profile of beneficiaries such as age, education, employability, salary, family background, etc.

KEY FINDINGS

- Among 68 functional hostels covered under this study, the implementing agencies were Civil Society Organizations (including Trust) which took care of the

prescribed conditions such as recognized institution, proven track record of working in the field of women's welfare, sound financial position and run the hostel and the Day Care Centre for pre-school children on a no-profit basis. About 7% of the working women hostels were executed by the Universities.

- On an average, the occupancy rate of the hostels was 105% of the sanctioned capacity.
- Majority of the hostels were occupied by working women which comprised 75% of the total of the current occupants, however 25% of the occupants were students.
- Only 34% of the working women's hostels had a waiting list indicating the demand whereas 66% hostels did not have a waiting list.
- Only 32% of the hostels had the provision for reservation for differently abled women.

Representatives of the implementing agencies were interviewed to find out if the hostels were equipped with the facilities mandated by the scheme. The following findings emerged from the interviews:

- 97% of the functional hostels had beds. Only in some hostels in Bangalore and Chennai there were no beds.
- 85% of hostels were equipped with study table, 87% had chairs and 91% had storage space such as almirah. 99% of the hostels had functional fans which were working in satisfactory condition.
- 90% of the hostels were equipped with a kitchen where food was cooked for the residents.
- 91% of the functional hostels had water coolers or filters installed which were working in satisfactory condition.
- 79% of the functional hostels had Medical First Aid readily available.
- 69% of the functional hostels had recreational rooms equipped with TV.
- 79% of the sample functional hostels had visitor's rooms providing the women with a space to meet visitors, family and friends.
- All the sample functional hostels were equipped with electricity. Some hostels in Bangalore (85%), Delhi (70%), Bhopal (50%), Chennai (30%), and Mumbai (20%) even have generator facilities for power back up.
- 88% of the functional hostels are equipped with TV facilities.
- Only 13% of the functional hostels are equipped with computers. There was no computer facility in hostels in Bhopal, Lucknow, Mumbai and Surat.

- 22% of the functional hostels are equipped with telephone facilities.
- 71% of the functional hostels are equipped with water heating facilities. Only 15% have the provision of washing machines.
- 81% of the functional hostels are equipped with refrigeration/fridge facilities.
- 79% of the functional hostels specialized security services to ensure the women's safety and security.
- 50% hostels have CCTV facility. Around 44% of the hostels have CCTV facility on the main entrance, 44% have it at the office entrance while 43% of the hostels have it around the hostel premises.
- In 69% of the hostels the rooms of the hostellers are cleaned daily especially in all the hostels in Ahmedabad, Surat and Chennai.
- The average staff employed per hostel was 10 persons including warden, cook, housekeeping staff, chowkidar or security guards.
- Almost all the hostels (97%) had a functioning Hostel Management Committee.
- **Day Care Centre:** The field team observed that out of the 68 functional working women, day care centre facility was available merely in two hostels.

PERSPECTIVE OF THE BENEFICIARIES

- As a part of the study, 1,846 working women (beneficiaries) were interviewed across 68 hostels. Out of 1846 respondents, 56% of the women belonged to the General category, 30% women belong to the OBC category, 9% were STs and 5% were SCs.
- 89% of the women were un-married, 10% were married and 1% was widowed. Among the married respondents, 37% had children while 63% did not have children. Only in 1% of the women who had children had the children staying with the mothers in the working women's hostels.
- 76% of the working women (beneficiaries) were employed in the private sector while 24% worked in the government sector. The average monthly salary of the working women across states was Rs. 17,404/- per month.
- The average hostel fees paid by the women indicate the proportion of the salary working women have to spend on accommodation. The average hostel fees paid by the women across states was Rs. 3,964/-. Thus on an average over one-fourth of the women's salary went on hostel fees alone. The hostel fees were highest in working women's hostels in (Rs. 5,153/-) and Delhi (Rs. 4,589/-).
- 82% of the respondents stated they opted for working women's hostels as they were more secure than other available accommodation options.

- 78% of the respondents stated they selected working women's hostels as they were more affordable and pocket friendly than other available accommodation options.
- 77% of the respondents stated they preferred working women's hostels as they were easily accessible due to their location and well connected with the public transport network providing easy accessibility to their office.
- 64% of the respondents stated they chose to stay in working women's hostels on account of the services provided.
- 56% of the respondents stated they chose working women's hostels on account of the provision of hot cooked meals and hygienic quality of food.

PERSPECTIVE OF THE NON-BENEFICIARIES

53% of the respondents were aware of the scheme and existence of functional government aided working women's hostels in the area while 47% of the respondents were not aware of the presence of government supported hostels. 60% of the non-beneficiary respondents expressed that they were not interested in living government-aided hostels while 40% stated that they would have preferred staying in government aided hostels.

RECOMMENDATIONS

- Provision of more hostels
- Provision of funds for maintenance and renovation
- Change in eligibility rules and regulations
- Provisions for differently able
- Upgrade of security facilities
- Provision of funds for awareness and publicity
- Up gradation of facilities as per need and latest technology
- Provision of new facilities
- Monitoring and strict enforcement of rules
- Provision of Feedback and Grievance Redressal Mechanism
- Management Information System (MIS).

POLICY IMPLICATIONS

- Under the Working Women Hostel Scheme, financial assistance is provided for construction/running of hostels in rented premises for working women. Provision

of day care center for children of the inmates of the hostel is an important aspect of this scheme.

- As per the study evaluation of this scheme, the list of Hostels with latest address and contact details needs to be updated.
- The findings of the study depict lack of awareness of this Scheme among the beneficiary women, so this needs to be popularized/advertised.
- The services provided by these Hostels under the scheme also need to be periodically monitored.

6. WORKING CONDITION AND PRIVILEGES FOR WOMEN IN UNORGANIZED SECTOR IN INDIA

The study was done by R.G. Foundation, New Delhi. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

The study was conducted in 12 states (Haryana, UP, MP, Chhattisgarh, Jharkhand, Odisha, Rajasthan, Gujarat, Karnataka, Kerala, Manipur and Arunachal Pradesh) and 6 cities representing 6 regions/zones (North, South, East, West, Central and North-East) of the country to understand the socio-economic condition of women workers in the unorganised sector, nature of their work, their working condition, wage pattern and difficulties faced by them at their work-place. Total sample size was 6900 respondents (women working in unorganized sector).

OBJECTIVES

- Know the socio-economic background of women in unorganized sector especially in construction, agriculture, and domestic laborers.
- Find out the nature of work and working conditions of women laborers.
- Study the wage patterns and causes of discrimination in wages of women laborers.
- Find out what type of facilities are available to women laborers and to study their living conditions. Finally, to suggest ways for their betterment in future.

KEY FINDINGS

- Magnitude of workforce engaged in the unorganized sector - A large chunk of workforce is engaged in the unorganized sector. Women work participation (95.49%) is more than the male work participation (93.32%).
- Socio-economic profile of women workers in unorganized sector - The study identified various factors such as age, marital status, religion, caste, family type, family size, dwelling units, no of rooms, sources of water, electricity connection, female labor force participation rates related to women working in the unorganized sector.
- Occupation & income profile of the women working in the unorganized sector-

Low income has a dampening effect on female labor force participation. There is a growing gap between the male and female labor force participation. These gender gaps are particularly higher in urban areas.

- Working condition of women in the unorganized sector - Daily payment is the most common method of payment for unorganized women workers. Women who work on construction sites have problems of day care for their children; have no toilet or drinking water facilities. Gender discrimination at the workplace is subtle and is reflected in the nature of work performed. Many women workers are exploited by the fellow male workers, owners as well as by the customers.
- Working privileges for the unorganized women workers - They are not getting service benefits. Bonuses during festivals are received by only 15.2% women workers. They do not enjoy job security, social security, health insurance, provident fund, etc. Data shows that about 83.33% workers in principal status do not enjoy any social security benefit.
- Issues and challenges of women workers in the unorganized sector in India - Their work is characterized by insecure employment, irregular & low wages, long working hours, health issues, lack of old age security, lack of bargaining power, etc.

RECOMMENDATIONS

- Dignity of work for women in the unorganized sector - The importance of assuring dignity is expressed in the Indian Constitution as well. Thus, steps need to be taken to maintain dignity of work for unorganized women workers.
- Decent working conditions for women in the unorganized sector - Better infrastructure and basic services should be ensured to unorganized women workers.
- Ensuring social security for women in the unorganized sector - Social security is the basic right of every worker because each one contributes to national income. Hence, it must be ensured to all workers.
- Ensuring food security for women in the unorganized sector - Food security measures should be taken in civil unrest situations such as floods, droughts, famines, etc.
- Ensuring health security for women in the unorganized sector - Antenatal care, prenatal care, post-natal care, breast-feeding, are various components of maternal and child health care which are required to be implemented.
- Ensuring employment security for women in the unorganized sector - Skill up gradation training should be given to each type of unorganized sector women

workers for providing employment security.

- Ensuring income security for women in the unorganized sector - Government should provide credit facilities from banks to the needy unemployed/self employed workers working in the unorganized sector.
- Ensuring old age security to unorganized women workers - Social assistance is a high priority for old age people, orphans and widows and must be ensured.
- Unionization for unorganized women workers for collective bargaining - The formation of association for unorganized women workers to cater to their interests and needs should be encouraged.
- Creation of statistical database - An estimate by World Bank shows that 90% of the women working in the informal sector are not included in the official statistics. Therefore, there is a need to develop a database on the unorganized women workers.
- Proper implementation of existing laws related to women in unorganized sector - Proper implementation of existing laws and measures relating to minimum wages and social security is of utmost importance for the development of the unorganized women workers.
- Welfare Audit - The government must conduct Welfare Audits to assess the present situation objectively and to plan future strategies & priorities.
- Regular reviews and necessary follow ups to be ensured - Monitoring and evaluation research should be undertaken regularly to assess the effectiveness of different schemes being run for the welfare of women workers.

POLICY IMPLICATIONS

Women in the unorganized sector are subject to different kinds of exploitations. Government has implemented various laws and policies to address the issue. Some of the laws enacted are 'Prevention of Domestic Violence Act of 2005'; 'Sexual Harassment Act of 2013'; 'Anti Dowry Act'; etc. The existing policies should be strengthened and women should be made aware of the policies. The recommendations given by the study can also be implemented along with the existing schemes and policies to improve the life style of women working in the unorganized sector.

7. WOMEN SAFETY FROM SEXUAL ASSAULT AT PUBLIC SPACES IN NATIONAL CAPITAL REGION

The study was done by Indian Institute for Integrated Women & Child Development (ISI-WCD), Greater Noida. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

The study was conducted in the National Capital Region, namely Delhi, Gurgaon, Haryana and Noida (Gautam Buddha Nagar District, UP), to understand the factors and possible remedies of sexual harassment against women and girls in public places. A sample of 5221 respondents were covered from Delhi, Gurgaon and Noida (Gautama Buddha Nagar District, UP).

OBJECTIVES

- i) To identify most rampant causes of sexual harassment perceived by women.
- ii) To determine the most important factors that enhances common women's safety in public places.
- iii) To discern women's responses in cases of violence against them.
- iv) To find feasibilities of women's access to Police and other governing agencies.
- v) To find the level of awareness regarding laws concerning rapes and its punishments among women and men.
- vi) To enlist gender sensitive activities in communities, particularly low income group persons for improving gender sensitive relationship.

KEY FINDINGS

- **Perceived feeling of safety while travelling in NCR:** 82 % of women, 78 % of men and 83% of stakeholders have said that women do not feel safe while travelling in NCR. 82 % of Delhi sample, 77 % of Gurgaon sample and 99 % of Noida people have said that women do not feel safe while travelling in NCR.
- **Awareness about abuses women suffer from:** A very high level of awareness has been shown by the respondents. 87% of total sample agrees that girls suffer from verbal abuse (this include girls who are graduate, 12th pass and also

illiterate), 88% believe that they suffer from physical abuse and 94% stated that they are being stared at.

- **Sex abuses done by whom:** A total of 70%, 63%, 48%, 38% respondents have said sexual abusers are work partners/colleagues, office seniors, friends, and teachers respectively (work place people)
- **Actions taken in cases of sexual assault:** 65% of the total perceived that abuser is taken into custody, 63% think that strong warning is given to the abuser and 40 % think that no action is taken.
- **Identifying most rampant causes of sexual harassment perceived by women:** Punishment not being severe has been seen to be highest ranked cause (86%) followed closely by availability of pornographic material on mobile (84%), easy access to Face Book and net (83%) being the reason behind sexual harassment. According to perception of respondents from three locations Delhi, Gurgaon and Noida, revealing dresses of women has been seen as the reason for sexual assault by 53% of respondents from Delhi, 35% of the sample from Gurgaon and 37% from Noida. Free and informal behavior of women has been seen as the reason by 49%, 30%, and 70% of the sample from the three locations respectively.
- **Difference in perception of men and women for causes of sexual harassment:** Free and informal behavior of women have been perceived by 62% of men as leading to sexual harassment whereas 49% and 47% of women have perceived them as not as important as men.
- **Difference in the perception of men and women regarding the dimension of sexual aggression:** 35% of men and 50% women have perceived sexual aggression in men as responsible for sexual harassment of women. Five factors, namely, prevailing lawlessness in the society and corruption in law enforcing authorities, Unsympathetic Police, Lax and costly judicial system, Lack of commitment from Political/Religious Leaders have been also perceived highly as leading to sexual atrocities. However punishment not being severe has been seen as the most important causative factor.
- **Determining the most important factors that enhance common women's safety in public places:** (i) Infrastructural suggestions: Crowded buses/stations should be under constant camera surveillance was the response of 96% of the

total sample. Parks and public places should be well lit (93%) and well-guarded (91%), frequently patrolled (90%); public toilet should be clean and guarded (90%); (ii) Regarding law order and justice systems: Legal punishments should be made harsher (94%), judicial disposals should be quicker (92%), Mahila police should get greater role in patrolling (91%); (iii) About strengthening the women herself: to carry pepper spray/ safety pins etc. (94%) were the response of the total sample.

- **Discerning women's responses in cases of violence against them:** It deals with long term changes in the women's self-image/psychological or physical health. 86% have agreed that sexually harassed woman would become 'Pathologically afraid of men'; being depressed after suffering sexual harassment was responded to by 78%. 75% of the sample says that women are being stigmatized after sexual harassment.
- **Finding feasibilities of women's access to Police and other governing agencies:** The option of abuser taken into custody was perceived by 65% of the total sample. Strong warning to abuser was perceived by 63%; public deals with the abuser (23%), and no action were perceived by 40% total respondents to be the action taken against the abuser.
- **Reasons for not reporting:** 85% of the total respondents perceived that 'it earns bad name in the society' is the reason for not reporting. 'Offenders may take revenge' was the second most popular response.
- **Finding the level of awareness regarding laws concerning rapes and its punishments among women and men:** A total of 57% were aware of laws against rape. 61% had heard about punishment against rape out of which 60% were from Delhi, 49% were from Gurgaon and 87% from Noida. The provision of Death penalty for rape was known to 37%. 31% of the respondents also knew about punishment awarding authorities against rape.

RECOMMENDATIONS

- The action has to be multipronged. Firstly, preventive measures have to be strong. Creating awareness in community about the role of bystander while witnessing women being sexually harassed in the public spaces, strengthening the women by improving their confidence level and self-defense skills, well lit public spaces, well patrolled public transport, trained transport personnel, use

of CCTV cameras, use of Mahila patrol, etc. will go a long way in preventing the incidences.

- Sensitizing the police, using Mahila police, streamlining complaint mechanism, keeping the identity of complainant confidential, lodging complaint quickly and taking quick actions are needed.

POLICY IMPLICATIONS

- Integrated Emergency Response Management System (as part of Nirbhaya Fund), to provide round the clock security to women passengers in Railway Station.
- Replication of CHIRALI- Friends Forever (Rajasthan) is a scheme to constitute Community Action Group to create an enabling environment to support girls and women. This scheme should be implemented in other states also.
- Schemes like: Swadhar Greh to rehabilitate women in difficult circumstances and provide rehabilitation service to women and girls in distress.
- One Stop Centre to support women affected by violence. These are schemes which need to be more popularized.
- Government aided Working Women Hostel Scheme should be provided with special protection and safety to women.
- Universalization of Women Helpline Scheme of the Ministry is already operational in many of the states.
- The laws and punishment need to be popularized through media having National reach.

8. AN ORAL HISTORY PROJECT ON STORIES BEHIND A HOT CUP OF ASSAM TEA: LISTENING TO VOICES OF WOMEN LABORERS IN THE TEA GARDENS

The study was done by Dibrugarh University, Assam. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

244 tea gardens in the 2 selected districts of Dibrugarh and Tinsukia.

OBJECTIVES

- To bring about a change in living and working conditions of tea plantation workers.
- To enable the tea plantation workers to participate in the creation of their own history and identity.
- To assess the current conditions of work, everyday life, economic and social experiences of work and family, gendered roles in family as well as place of work, instances of gender disparity both at home and work and the workers accessibility to basic rights and privileges.
- To record and preserve the experiences of numerous women plantation workers who daily toil and work in harsh conditions in various tea plantations in Assam.

KEY FINDINGS

1. PERSONAL DETAILS

There appears to be a uniform structure while looking at the birth of male and female children among the tea labor community. The rate at which female children were born appears to be at par with the birth of male children for both districts. Both Dibrugarh and Tinsukia stand very high in terms of lack of any preventive measures taken for family planning. Hindus form the highest population among the tea labor community in both the districts (Dibrugarh comprising the district with the higher number) followed by a high percentage of Christians (Tinsukia comprising the higher population of Christians compared to Dibrugarh) and almost complete absence of Muslims among those who

form the bulk of the labor population in both the districts. An extremely high percentage of births have been registered (80.7%) as opposed to only 19.3% of births that have not been registered. The partners of many did not experience a significant change or difference in work after marriage with Tinsukia recording higher (74.3%) in this dimension. Almost all families have biological children with only 1% instance of adopted/relatives' children being taken care of by individuals and couples. In terms of the overall picture, 74.30% of the population falls within the category of marriage followed by a substantial percentage of population who are unmarried (17.80%). Divorced individuals comprise the lowest percentage at 0.20%.

2. LIVING QUARTER DETAILS

About 92% of the tea garden workers claim to reside within the premises of the tea plantations. This holds true for Dibrugarh (97.70%) as well as Tinsukia (86%). The percentage of population residing outside the plantations looks very minimal in both cases with a meager 8% fitting the bill in this category. Both the districts show a unanimous average of families comprising of 4 to 6 members with 5 members being the highest number in case of gardens in both Dibrugarh and Tinsukia. Some families have members even as high as 7.

In most cases, the workers live in quarters that they claim to have been provided by the private tea companies which employ them. This holds true in the case of both Dibrugarh and Tinsukia. Very few workers live in houses that are owned by them. In most tea gardens, labor quarters are attached with extension of several rooms and not just confined to only one or two rooms. In fact, one room quarters seem to have been the least preferred with a bare minimum statistics representing only 0.30% in the case of Dibrugarh and 1% in the case of Tinsukia. Most houses are built with the combination of mud and concrete, thus, represented under the rubric of 'Kaccha-Pucca' house in the above statistical data. The number of such houses is as high as forming 62% in Dibrugarh and 72.70% in Tinsukia. Highest percentage is shown in case of houses which do possess single toilets but in most cases, the provision of water facilities seems to be absent. The incidence of such a scenario of houses with single toilet but without water seems to be of common occurrence in the tea gardens located in the districts of both Dibrugarh and Tinsukia. For drinking water, hand pumps and tube wells form the major source for a vast majority comprising about 88.5% of the tea garden population (91% in Dibrugarh and 86% in Tinsukia). Majority of the tea labor quarters utilize electricity that has been supplied by the government. Cases where the tea companies play an active role in providing electricity to the labor quarters is less compared to government supplied

electrical lines. In both cases, where electricity is provided by the government or the tea companies, families ought to pay electricity bills.

3. FAMILY DETAILS

In case of both Dibrugarh and Tinsukia, married men and women engage themselves mostly in different kinds of plantation related work in comparison to similar work which husbands and wives could possibly carry out. The prevalence of the latter is less compared to the former. About 37% of the respondent population claim to spend their spare time watching television. Apart from this, it would be significant to note that a large number of workers do not have spare time at all to pursue any kind of recreational activities which includes even watching television. This population comprises of about 35%. Dibrugarh fares the highest in terms of travel undertaken by workers to nearby villages and places of worship. Although faring low compared to Dibrugarh, Tinsukia also fares high in workers' visits only to nearby villages and only to other places of travel (under the category 'others') which includes visit to relatives' homes, going to the market for shopping, going to seek part-time employment at other places and also going out to collect wood etc for construction purposes. Alcoholism exists as a habit amongst a large part of the tea labor community which constitutes as high as 75% in case of Dibrugarh and 64% in case of Tinsukia. This makes it an average of 69.5% considering the overall prevalence of alcoholism within the community. Many workers have saving accounts in banks as opposed to absence of bank accounts. This does not mean that a significant portion of population with no bank accounts does not exist. A significant number claim the absence of quarrels within their families. The incidence of quarrels occurs low in this case. Alcoholism forms the main reason for quarrels to take place which is closely followed by money matters. Many respondents believe that domestic violence does not exist in their families and this forms a significant percentage of 60.70%.

4. WORK DETAILS

The percentage of permanent workers is large in case of both Dibrugarh and Tinsukia. Where permanent workers are estimated to be about 75.30% in Dibrugarh and 70.70% in Tinsukia district, casual workers account for 24.70% in Dibrugarh and 29.30% in Tinsukia district. Tea gardens mostly seem to employ unskilled labor which requires workers mostly to be engaged with plucking, pruning, helping in the bungalows, line chowkidars, digging drains, spraying, etc., while skilled labor which represents a substantially low figure in the above diagrams mostly consists of work in the factory and repair of machinery. Most workers joined work when they were between the age group of 16 and 20 years. The data holds true in case of both Dibrugarh and Tinsukia district tea

gardens. Maximum workers claim to have spent up to 5 years at work - 21.30% in Dibrugarh and 28.30% in Tinsukia districts. There also seems to be many workers who have had an experience of spending 6 to 10 years. While attempting to discover the reasons for arrival to the gardens, it seems that for a significant proportion of respondents, the tea gardens emerged as their birthplace. This indicates a number as high as 80.70% for Dibrugarh district and 59.30% for Tinsukia district. Marriage occurs as the second major reason for arrival to the tea gardens. This data holds true mostly in case of women respondents. Children are a reason for the lowest proportion under this parameter.

5. WORKPLACE FACILITIES

In most gardens, especially, at the site of plucking, there does not seem to exist any sanitation facilities except in the factory. However, existence of sanitation facilities for workers in the factory as a provision is not available in all gardens too. This reflects the attitude of the management and tea companies towards the workers in considering the latter's position within a sub-human category. In maximum tea garden which comprises about 97.70% in Dibrugarh district and about 86.70% in Tinsukia district, tea with salt forms the standard beverage and a form of refreshment during break time while working in the field. Tea with salt is also provided to workers working in the factory in some gardens. It seems that workers in most gardens are provided essentials which include raincoat commonly known among the workers as tripal, jaapi (headgear), umbrella, boots and gloves. Hospitals are available in most tea gardens. On being asked, some workers recognize their garden dispensaries as being equivalent to hospital. In gardens where hospitals are absent, workers are dependent upon a compounder or a pharmacist. There is no doubt that primary health centers or dispensaries are not available in some gardens. Medical check-ups for workers do take place in many gardens from time-to-time. A high percentage of pre-natal and post-natal medical check-ups for women with children including immunization for both and women workers also exist in many gardens. Given the fact that most tea gardens have hospitals or dispensaries, it is not surprising that medical facilities are within the reach of the workers in many tea gardens except in a few gardens where they go to the hospitals and dispensaries available in the nearest town. Crèche for children exists in most tea gardens where the survey has been carried out. This is however, not to say that crèches do not exist in some tea gardens. In cases where crèche is not available in a tea garden, parents mostly keep their children at home with relatives. Children are also kept with older children in some cases but instances seem to be few in number.

6. EDUCATIONAL FACILITIES

In a majority of instances, children of the tea garden working class population have been found to be going to school. This includes an average of 75.10% from both districts taken together. Children of the tea garden working class families mostly go to the nearby anganwadi. As we go higher up in the ladder of higher education, we would come across fewer and fewer children being enrolled in schools. The percentage of enrolled girl children itself shows a dismal data of 44.60% - a figure which is less than half. As the number of girl children increases in the family, the enrolment of girls in schools follows a course from low to lowest in case of both the districts. In case of both boys and girls, increase in the number of children means decline in the accessibility to privileges such as education for children within a family. Another major factor is the issue of financial affordability as the number of children increases in a family. Just like anganwadi schools, primary schools also exist in large numbers in most tea gardens across the districts where children are provided the basic knowledge about alphabets, words, numbers, calculations and sentence formation. Unlike anganwadi and primary schools which exist in every tea garden, one would not find high schools in many of the gardens. In cases where respondents have claimed the existence of high schools, they are mostly located in the nearest town of the respective tea gardens where they reside and work. The schools are located not very near to the place of residence of the workers. As most children are often enrolled in anganwadi or primary schools in comparison to high schools which are located within the premises of the tea gardens, walking seems to be the most common mode of travel to these schools.

7. HEALTH DETAILS

A vast majority of women claim to be working during their monthly periods and the data holds true in case of gardens located in both Tinsukia and Dibrugarh districts. Many women who the researchers interacted with do not seem to be aware of the advantages of using sanitary pads during periods and even if they are aware of it, many are unable to afford it. Most women continue using cloth as the traditional precautionary measure during monthly periods. Illnesses such as fever, cold, cough, jaundice, high blood pressure, gastroenteritis, dysentery and diarrhea show a very high level of infliction. Stomach disorder and body ache are also two kinds of health issues which the tea garden working population commonly suffer from. Tobacco chewing seems to be the most common habit among laborers working in gardens in both districts followed by a combination of tobacco chewing and alcohol consumption. As far as health of children is concerned, maximum children seem to suffer from cold, cough, fever, skin disease,

jaundice, diarrhea, dysentery and gastroenteritis which fall under the category 'others'. Although it seems low in percentage, tuberculosis is the second most commonly suffered disease followed by anemia. The tea garden doctor who is usually appointed by the management is mostly consulted during cases of illness by the workers. Apart from the garden doctor, 'others' consulted to cure illness includes those who deal with herbal medicines as well. Nurses and traditional healers are consulted too in case of illness in order to look for alternative cure. Many respondents believe that the condition of their tea garden hospital is good because it acts as the immediate resource for medication and consultation in case of ill health for the workers. This kind of perspective probably exists because many workers are not able to venture out of the plantations on their own in search of better medication and cure during illnesses.

8. SOCIAL CUSTOMS AND CULTURE

Workers seem to participate in the celebration of all kinds of festivals in the tea gardens belonging to the two districts of the region. This includes a wide variety of festivals such as Kali Puja, Tusu Puja, Durga Puja, Karam Puja as well as Bihu. The other festivals include Shiva Puja, Lakshmi Puja, Saraswati Puja as well as Christmas. One, however, could not come across instances of celebrating festivals such as Eid among the workers. There does not seem to be a striking instance of the practice of witchcraft among the community in any of the districts. Instances of witchcraft seem to occur in less than 10% of cases cited by the respondents.

9. CIVIL RIGHTS

A significant proportion of the respondent population is in possession of voting cards in many tea gardens of the districts of Dibrugarh (82%) and Tinsukia (84.3%). Just like the possession of voting card, ration card has also been acquired by a significant majority of the tea garden working class community which accounts for about 92.90% in Dibrugarh and 90.30% in Tinsukia districts. For maximum cases of dispute, workers approach the management of their respective tea gardens. There hardly seems to be occasions where workers have approached professional individuals like lawyers or the police who are mostly from outside the premises of the tea gardens in order to solve their disputes either amongst themselves or even with the management. There are very few cases of those without the possession of ration card among the community. Awareness related to the identity of a political party seems to be the highest determinant of workers' political behavior. Community feelings and the desire for development ranks low as far as the determinants of political behavior are concerned among the community. The political

activities of the workers are determined by their attending of meetings organized by political parties as well as participating in the voting process. The combination of attending meetings and voting is high in case of both Dibrugarh and Tinsukia districts.

RECOMMENDATIONS

Based on the findings and conclusions of the study, the following recommendations have been put forward to all concerned institutions and stakeholders:

- Providing free education.
- Establishment of high schools in the gardens apart from Aanganwadi schools.
- Providing them with the ST status which would entitle them to many governmental benefits as their counterparts in states like Jharkhand and Orissa enjoy the privileges which come with being declared a community of the reserved category.
- Providing proper sanitation facilities.
- Living quarters for temporary workers.
- Free or subsidized water and electricity.
- Compulsory conduct of awareness programmes regarding health, hygiene, political awareness and family planning in all tea gardens.
- Increasing the wages.
- Devising ways to ensure that most government schemes reach at their disposal.
- To provide maternity leave with pay not only after the child-birth but also during pregnancy for both permanent and temporary workers, it is also essential to make provisions for the existence of paternity leave with pay during and after the pregnancy of a woman for permanent as well as temporary workers so that it may ease the woman from being solely responsible for child-rearing. Such a step would enable the equal sharing of responsibilities between the two parents as it needs to be remembered that gardens also employ men.
- It would also be of significant help in establishing an unbiased committee of learned men and women without a pro-planter inclination who can act as a scrutinizing/supervisory body to report to the government the policies of the planters and plantation owners so that they can be prevented from exercising undisputed power over the bulk of the plantation workforce.

POLICY IMPLICATIONS

Tea plantation workers in Assam have been subjected to terrible conditions of work and human indignity by numerous tea companies since long. Attempts have been made by

Government of Assam by implementing various welfare schemes through a separate directorate viz. Directorate for Welfare of Tea and Ex-Tea Garden Tribes to put a stop to the exploitation of tea-tribes. There is a need to spread awareness about the welfare schemes that safeguard the tea plantation workers. The recommendations that would arise on completion of the study could also be taken up by the Ministry in bringing about a change in their living conditions and working conditions.

9. ASSESSING GENDER SENSITIVITY IN MEDIA ORGANIZATION AND CONTENT: EVALUATION OF SELECTED PRINT MEDIA HOUSES IN FOUR METRO CITIES

The study was done by Administrative Staff College of India, Hyderabad. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

The study was conducted in four cities of India - Delhi, Mumbai, Kolkata and Hyderabad to examine a detailed picture of women in the Indian print media ownership, publishing, reporting and editing. Total sample size is 196 respondents (print media house employees, both male and female).

OBJECTIVE

- a) Analyze the process of gender mainstreaming in organizations.
- b) Examine the level of awareness about gender related issues and policies among journalists.
- c) Document the changes in coverage and representation of gender in the print media.
- d) Identify areas of intervention within organizations to promote decent work agenda.

KEY FINDINGS

1. Gender policy in organizations:

Data shows print media organizations in Delhi and Mumbai have adopted a gender policy and have also taken steps to make their staff aware of the same. 70% male and 52% female respondents were aware of the existence of such a policy in these cities. Kolkata and Hyderabad, however, shows fairly a poor result. Print media organization in both these cities, especially regional print media does not have any gender policy.

2. Women in leadership:

The questionnaire had divided women in leadership into three parts - a) women in

executive committee, b) women in editorial positions and c) women as head of various administrative departments.

- Print media organizations in Mumbai top the list with regard to representation of women in executive committees or the governing board of an organization, followed by Delhi and Kolkata. Hyderabad presents a dismal scenario especially the regional print media organizations.
- There is an increase in representation of women in finance, marketing and advertisement departments which were earlier male dominated terrain. Women are also seen in large numbers in human resource departments.
- One of the positive trends discernible in many regional print media organizations in the four cities was an increase in number of women editors. 91% female and 79% male respondents in Mumbai have women as editors both in news and features divisions in their organization

3. Opportunities in reporting and coverage of beats:

In all the four cities women respondents largely cover soft beats such as social issues, art and culture, health, lifestyle and entertainment. News, crime, politics are still considered the domain of men as it involves travelling, night assignments and taking risks to get the information.

4. Lack of supportive infrastructural facilities:

The survey showed most regional print media organizations do not have a day care center. A day care center is essential for both men and women. The other glaring absence is additional support for pregnant and lactating women. There is no rest room for women and hence women leave jobs either pre or post child birth.

Lack of provision of transport at night is another area of concern flagged by both men and women from the four cities. Data from Mumbai, Kolkata and Hyderabad showed that many regional print media do not encourage women to work in night. These organizations adopt a protectionist approach towards women and say they do not allow night assignments for women so as to ensure their safety. It is the responsibility of the organization to adopt suitable measures to allow women equal opportunities at work.

5. Provision of paternity and childcare leave:

Most of the respondents in Delhi and Mumbai said that their organizations provide maternity leave and child care leave. They are also aware of the paternity leave and the

organizations have included this leave in their formal policy. While childcare and maternity leave are provided by some organizations in Kolkata, awareness regarding these forms of leave is very low. Many regional print media organizations in Kolkata and Hyderabad even do not provide any such leave. It is thus important to have communication and sensitization of these formal leaves among the employees of the organization. Provision of such forms of leave will bring in the much attitudinal change among men and contribute towards creating gender sensitive work environment.

6. Safety at workplace:

In all the four cities, a sizeable proportion of female respondents have heard of or are aware of sexual harassment in their organizations compared to the male respondents who are generally unaware of this. Majority of the print media organizations have organized no training program or workshop to make their employees aware about various dimensions and ramifications of sexual harassment at workplace. The compliance level of organizations to the Sexual Harassment of Women at Workplace Act 2013 is dismal.

7. Lack of professional training and awareness about gender related topics:

In all the four cities, the predominant trend is that while many journalists report on gender related issues, they do not have any professional training on the same. Some respondents have attended workshops and seminars on gender and development and women's rights but in most cases the respondents are not aware of the recent policy or discussions on gender.

8. Gender sensitive reporting guidelines:

The survey revealed both national and regional print media have adopted gender sensitive reporting guidelines. The journalists are sensitized (through in house meetings) about the various gender laws and how reporting on issues such as violence against women should be done.

9. Coverage and representation of gender issues:

In the last five years, the coverage of gender issues has increased manifold. All the media houses today publish stories on various facets of women's lives. Unlike yester years, these stories portray the genetic self of woman rather than portraying her as a victim of circumstances. Even in stories on violence against women, the primary focus is on how violence curbs the rights of women and impedes her process of development. Furthermore, all print media organizations publish either a column/supplement or magazine for

women. In these products too, the tone is one of rights-based rather than care-based and there is a conscious effort to break gender stereotypes.

RECOMMENDATIONS

- Every organization should have a gender policy which will include commitment towards organizing gender awareness programs, review of internal policies and structures, etc.
- Conducting gender audit is essential to get a fair understanding of needs and concerns of all the staff and be able to affectively address the differential needs of men and women.
- Gender sensitive training programs should be available for all so that journalists can play a more effective role in eliminating insensitive language and stereotyping from in the media.
- Monitoring and evaluation should be practiced.
- Increase coverage of women's issues and address new gender-related topics.

POLICY IMPLICATIONS

MWCD should promote the existence of gender policies in organizations and conduct gender audits on a regular basis to promote gender equity in media. It should also encourage gender sensitive training programs to achieve gender equity.

Food and Nutrition Board (FNB) was also established with the objective of building up a systematic campaign to overcome the barrier of ignorance, prejudice and superstition in food and dietary habits. FNB is responsible for holding mass nutrition awareness campaigns. These campaigns can prove useful in improving the health status of tribal women and children and hence, enhance the quality of their life.

10. TRAFFICKING IN WOMEN AND GIRL CHILDREN FOR COMMERCIAL SEXUAL EXPLOITATION: AN INTERSTATE EXPLORATIVE STUDY IN JHARKHAND, ODISHA AND WEST BENGAL

The study was done by Social Awareness Institution (SAI), Cuttack, Orissa. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

The study was conducted in 3 eastern states namely West Bengal, Odisha and Jharkhand badly affected by trafficking of women and children for commercial sexual exploitation. 6 districts - 2 in each State were selected for the study.

OBJECTIVE

- To understand the magnitude, dimensions, determinants, purpose of Trafficking.
- To identify source and destination areas and routes of trafficking.
- To know the dynamics, underground networks, choices, strategies and organizational structure of traffickers.
- Critically review the Constitutional Provision, National Legal framework, National Policies and Plans against trafficking of women and children.
- Study the role, functioning and effectiveness of the law enforcement and adjudication machinery.
- Identify lacunae specific to each component of CJS.
- To analyze the existing protection and rehabilitation measures.
- Study the post rehabilitation socio economic and health status of the victims of trafficking.
- To analyze the socio-economic context and processes of women and child labor migration and their linkages with sex trafficking.
- To assess communities' perception on trafficking.
- To explore the GO/NGO initiatives for prevention of trafficking.
- To explore the role and response of the media in reporting of incidents of trafficking.

- Make recommendations to improve the effectiveness of the legal framework and institutional mechanisms.

KEY FINDINGS

- **Legal laws and status of law enforcement** - The International legal framework against trafficking of women and children for commercial sexual exploitation include Convention on the Rights of the Child, 1989; Convention on Protection of Rights of Migrant Workers, 1990; Optional Protocol to the Convention on the Elimination of all Forms of Discrimination against Women, 1999; UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, 2000; Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography etc.
- **Law Enforcement: Public Prosecutor** - The PPs reported to have available guidelines for prosecuting cases of sex trafficking. The protocol / guidelines covered presence of a woman witness during raid, recording of victim's statement by a woman police officer or before a magistrate, medical examination of the victim etc. The guidelines advised working with the law enforcement agencies and service provider organizations. Most of the PPs were familiar with the laws that address trafficking of Women and Children for CSE namely the Immoral Traffic (Prevention) Act, 1956, the Prohibition of Child Marriage Act (PCMA), 2006, specific Sections in the IPC, 1860 and the Protection of Children from Sexual Offences Act, 2012. These laws related to trafficking and CSE were considered not adequate to address the issue of trafficking effectively.
- **Law Enforcement: Police** - The techniques used when investigating crimes emphasized mainly on witness evidence and medical examination report of victim. None of the police officials reported referring to material evidences, forensic examination, mobile surveillance, etc. Most of the police officials worked either with local Law Enforcement or with the State Law Enforcement. The officers confirmed that the department had a formal protocol (guidelines) for identifying and investigating cases of suspected sex trafficking and considered the formal protocols somewhat useful to identify sex trafficking cases.
- **Govt. Response-** The Ministry of Women and Child Development (MWCD), Government of India, is the nodal ministry which deals with the subject of prevention of trafficking in women and children for commercial sexual exploitation.

In its efforts, MWCD works very closely with the Ministry of Home Affairs (MHA), Ministry of External Affairs (MEA) and the Ministry of Labor and Employment. The Ministry has adopted a multipronged approach to prevent and combat trafficking which includes legislative measures; law enforcement, programs and schemes for prevention of trafficking and for rescue, rehabilitation, reintegration and repatriation of victims of trafficking; training, capacity building; awareness generation; and empowerment of vulnerable groups.

- **Prosecution:** To strengthen the law enforcement response against Trafficking, the Ministry of Home Affairs initiated a scheme having two components: establishing integrated Anti-Human Trafficking Units (AHTUs) and training of police officers and other stake holders to handle cases of human trafficking. There are two Nodal Officers designated in each state, one representing the Police Department and the other representing the Welfare Department.
- **Protection:** The Ministry of Women and Child Development is also implementing a Comprehensive Scheme called “Ujjawala” for Prevention of Trafficking and Rescue, Rehabilitation, Re-integration and Repatriation of Victims of Trafficking for Commercial Sexual Exploitation in 2007. The scheme components include Prevention (formation of community vigilance groups/adolescents’ groups, awareness and sensitization of key functionaries); Rescue (safe withdrawal of the victim from the place of exploitation); Rehabilitation (providing safe shelter for victims with basic inputs of food, clothing, counseling, medical care, legal aid, vocational training and income generation activities etc.); Reintegration (restoring the victim into the family/ community); and Repatriation (cross-border victims for their safe repatriation to their country of origin).
- **Prevention:** In May 2015, MWCD and Ministry of Railways signed an MOU with an NGO for the protection of unaccompanied children at railway stations. As many as 20 railway stations hosted NGO staff to provide immediate support to unaccompanied children, who may be missing, abandoned, or runaways and are vulnerable to exploitation, including trafficking. Based on the recommendations of the National Legal Services Authority and direction of the Supreme Court to establish a central organized crime agency to investigate human trafficking cases and rescue and rehabilitate victims, the government formed the Central Advisory Committee in 2015 as the lead agency to combat trafficking of women and children for commercial sexual exploitation.

RECOMMENDATIONS

Following are the suggestions and recommendations made as the remedial measures:

- **Prevention-** Prevention as a strategy to combat trafficking has to focus on areas of sensitization and awareness among the public at source areas. Besides, efforts are needed to address both the structural factors that condition the vulnerable situations and circumstances in which the trafficking of women and girls for CSE takes place and individual- and family-level factors that place women and girls at risk of trafficking. Poverty has been identified as the primary cause of trafficking. It is, therefore, necessary to ensure that the various schemes for eradication of poverty are focused at benefiting families in which women and children are vulnerable or are at high risk of being trafficked for sexual exploitation and commercial purposes. Trafficking of women and children largely takes place from the socially oppressed sections of society - the SCs and the STs. Developmental programmes should specifically address social and economic empowerment of these vulnerable sections.

- **Prosecution-** The increasing trafficking of women and children for CSE calls for strong legal action against traffickers, clients, brothel owners and all other exploiters. Trafficking, being an organized crime, extends beyond brothel to the source area, the transit points, the transit route, etc. and incorporates the roles of a host of exploiters like recruiters, buyers, sellers, transporters, financiers, pimps and traffickers. So the investigation should be broad based encompassing all of them, prosecuting and convicting them. The prosecutors play an important role in the justice delivery mechanisms. To strengthen prosecution system, the prosecutors need to be regularly trained and sensitized on the emerging trafficking issues, gender perspectives and human rights issues. They should be equipped with appropriate resources and infrastructure such as Law books and latest rulings by the Supreme Court and by the High Courts, which are essential for effective prosecution. There is the need for sensitization of judicial officers and prosecutors on judicial pronouncements by the Supreme Court of India and High Courts, upholding human rights, women's rights and child rights. The police, being a professional organization, should have appropriate and regular training for up gradation of their skills and knowledge and orientation of attitudes.

- **Protection-** One of the important aspects of post-rescue is the rehabilitation of the survivor. Ideal rehabilitation involves steps towards integrated empowerment- psychological, social economic, community reintegration and prevention of re-trafficking. Schemes like Swadhar, with in-built components of rescue and rehabilitation,

need to be effectively implemented. The rehabilitation programmes should be integrated and comprehensive in nature with priority on social and economic rehabilitation constituting multiple activities including formal and non formal education, vocational training, medical care, housing and financial assistance for setting up of micro enterprises. Comprehensive review of Govt. run/supported rehabilitation homes to identify areas of improvement needs to be conducted.

POLICY IMPLICATIONS

MWCD with the assistance of NIC developed a system to track missing as well as vulnerable children, known as Integrated Track Child (<https://trackthemissingchild.gov.in>). A similar portal can be developed for tracking women as well to put a stop to human trafficking. MWCD has been running various other schemes such as Ujjawala Scheme for Combating Trafficking, Scheme for setting up One Stop Centre, Universalization of Women Helpline Scheme to prevent trafficking in women and girl children. These schemes can be supplemented keeping in mind the suggestions given by the study.

11. VIOLENCE AGAINST WOMEN – (POST “NIRBHAYA” CASE- A COMPARATIVE STUDY OF IMPACT OF NEW LAWS, CRIME RATE AND REPORTING RATE,CHANGE IN AWARENESS LEVEL

The study was done by Bharatiya Stree Shakti (BSS), New Delhi (in partnership with TISS, Mumbai). The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

The study was conducted in four states: Maharashtra, Kerala, Uttar Pradesh and Delhi. A total of 399 units were selected from each unit of study. From each of the states, two districts have been chosen based on prevalence of violence against women. These two districts from each state include one highest prevalence district and one lowest prevalence district in concern with violence against women. A total of 399 units were selected from each unit of study.

OBJECTIVES

- To undertake comparative study of the policies framed on State funds/programmes like Nirbhaya Fund for analysis in terms of their implementation-scope and limitations, etc.
- To study the facts in execution and implementation of these policies in High and Low prevalence districts from states selected.
- To identify the gaps and to scale up the best innovations in the planning and execution of these policies.
- A comparative study of impact of new laws, crime rate and reporting rate, change in awareness level.

KEY FINDINGS

- A very large majority of respondents had a very narrow perception of sexual harassment i.e. sexual assault. Thus, when other forms of sexual harassment are used by the perpetrators, these women realize that they were subjected to sexual harassment at a very later stage.

- The incidence and extent of sexual harassment is equally noticed in all establishments irrespective of their nature. Employers, managers, supervisors and co-workers were all found involved in sexual harassment of women at work place in varying degree but co-workers and supervisors are identified as principal perpetrators of sexual harassment in majority of the incidents.
- Large number of cases of sexual harassment of women at work places remains unreported as the victims are afraid of reporting due to possible defamation or threats from the perpetrators.
- This is evident from the fact that about 35 per cent of the victims covered by the study did not report the incidents to anyone, even to their friends, family members or relatives.
- Only 41 per cent of the victims complained about the harassment and remaining 59 per cent did not.
- Several factors for not lodging a complaint were reported; principal among them were feeling of humiliation, fear of doubting the character and possibilities of difficulties in arranging marriage in cases of unmarried women.
- Only one complaint out of 91 was referred to Complaints Committee for investigation. In about 62 per cent of the complaints only strong warning was given to the perpetrators.
- The NGOs and Social Activists suggested several measures for preventing and controlling sexual harassment of women at work place. These included: (i) organizing regular awareness programmes and training for employees and employers (69%), (ii) providing counseling centers at work places (56%), (iii) separate law on sexual harassment of women at work place (87%), and (iv) proper security for safety of women workers at the place of work.

RECOMMENDATIONS

- Complainants of sexual assaults should be provided with legal representation.
- Legal assistance would have to be provided at the police station as well as in view of the distressed state of mind of the victim.
- A list of advocates should be prepared who were willing to act in these cases. Such advocates should be appointed by the Court, but to avoid delay advocates might be authorized to act in police station before permission from the court had been obtained.
- A criminal injuries compensation board should be set up so that victim is awarded by the court on the conviction of the offender and by the criminal injuries

compensation board whether a conviction had taken place.

- Political institutions become sensitive to the plight of victims of sexual assaults.
- Appropriate training programmes should be conducted for the public prosecutors and the police officers who investigate rape cases, so that proper coordination between them helps in receiving justice for the victim.
- The modern investigating technique should be adopted in crime investigation which would be of great help in determining the cases of sexual violence against women.
- Setting up of special courts for hearing the cases of sexual assault is strongly recommended.
- Special investigation units comprising predominantly women police officers may be created. Investigating officers need to be trained and sensitized about the needs and sensibilities of victims.
- The police officers must be given special training to deal with the victims of sexual abuse. Gender sensitization programmes will help the officers to have the required considerate approach for rape victims. Preferably there should be women officers in every police station to attend to such females.
- Rape Crisis Centres are set up in countries like Australia, Canada, America, United Kingdom, etc. These centres provide their help through their telephonic help lines also. These centres provide the rape victims with medical help, counseling, and financial help by way of providing job opportunities etc. Such centres should be set up in India.
- The need of the hour is the creation of state sponsored victim compensatory fund particularly for heinous offences including rape.
- State government should encourage at least one women group in each district for taking up various programmes for the care and protection of victims of violence.

POLICY IMPLICATIONS

Ministry of Railways has launched an “Integrated Emergency Response Management System” that provides round the clock security in 983 railway stations. Various proposals working towards protecting the dignity and ensuring safety of women in India, such as Abhaya Project Proposal, CHIRALI – Friends Forever, etc. have been considered under the Nirbhaya Fund. Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressed) Act, 2013 enacted by GOI seeks to provide a safe and secure environment to women at workplace. The act can be amended to overcome the shortcomings identified by the study. Violence against women has also been identified as a priority area under the National Policy of Women. Efforts to address all forms of violence against women will be continued with a holistic perspective under the scheme.

12. PROBLEMS FACED BY WOMEN WORKERS IN UNORGANIZED SECTOR

The study was done by Himalayan Region Study and Research Institute, Delhi. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

- States namely, 1. Uttarakhand (Haridwar, Dehradun, Udham Sing Nagar, Almora and Chamoli), 2. Haryana (Gurugram) 3. Uttar Pradesh (Noida and Ghaziabad were selected for the study. Total sample size: 2800 respondents (women working in unorganized sector, namely, construction, agriculture and domestic women worker.
- 8 districts from 3 states were selected. Out of the 2008 respondents, 1008 were from Construction, 612 were from Agriculture and 308 were Domestic workers.

OBJECTIVE

- To study the socio-economic background of construction, agriculture and domestic women workers.
- To study the social security rights enjoyed by women workers in equivalent employment situations.
- To study the working conditions of women workers.
- To study the wage patterns and causes of discrimination in wages of women workers.
- To study about the facilities available to women workers with special reference to leave, pensions, health benefits, maternity benefits, housing and child care, etc.
- Study the living conditions and basic problems faced by women workers.

KEY FINDINGS

a. Socio-Economic Background of Sample Women Workers

- Religion: Out of a total of 2008 sample women workers 19(0.95%) were Christians, 1851 (92.18%) were Hindus and the remaining 138 (6.87%) were Muslims.
- Work: Out of the total sample of 2008 sample, 612 women were taken as a sample for women engaged in agriculture, 1088 women were taken as a sample for

women in construction and a sample of 308 women were selected from women engaged in domestic work.

- Educational qualification: Out of a total of 2008 sample women workers, 1441 (71.76%) were illiterate and another 410 (20.42%) had education up to primary level. Of the remaining, 64 (3.19%) had studied up to middle level and another 93 (4.63%) had received education up to high school.
- Areas: Among the 612 sample agricultural women, 73.86% were from Uttarakhand, 18.46% were from U.P, 20% were from West Bengal, 12% from Bihar, 5% from M.P and remaining 0.16 % were from Rajasthan.
- Areas: Among the 308 sample domestic women workers, 74.35% were from Uttarakhand, 19.48% were from U.P, 4.55% from West Bengal and 0.97% were from Bihar.
- Children: Out of a total of 2008 sample women workers, 318 (15.84%) have no children, 1005 (50.05%) have children between 1-2 and the remaining 685 (34.11%) have 3-5 children.
- School children: Out of a total of 1690 sample women workers, who have school going children, 948 (56.09%) reported that their children go to school and the remaining 742 (43.91%) reported that their children do not go to school.
- Reasons for not sending children to school: Out of a total of 742 women workers who do not send their children to school, 126.42% reported lack of money as the reason of not sending their children to school, 22.37% reported that children are not interested, 20.49% reported lack of school facility as the reason for not sending their children to school and the remaining 32.88% reported that as their children worked with them, they could not send them to school.

b. Social Security Rights Enjoyed By Sample Women Workers Construction Sector

- In all the sample districts women workers were concentrated as casual and unskilled workers and it was not possible for them to make regular, timely contributions to welfare fund as per the requirement of the Law and hence they never got the benefits available under the Act of construction workers welfare fund.
- All the sample women workers of the sample districts were employed through contractors as a result they did not receive minimum employment protection and benefits of Contract Labor (Regulation and Abolition) Act 1970.

- It was found that Inter-State Migrant Labor (Regulation of Employment and conditions of Service) Act, 1979 has not been adhered to by all the contractors/sub- contractors in the sample districts.

Agricultural Sector

- The study shows lack of minimum standards in daily wage rates. The minimum wages Act, 1948 which ensures minimum wages to the workers in agricultural sector is not being followed in these districts. There were no fixed hours of work and due to high level of unemployment in the rural areas and lack of job opportunities, the women workers had no bargaining power and ultimately they had to accept the wages as fixed by the employer.
- In majority of the sample districts women workers were suffering from certain specific health hazards due to extensive use of fertilizers, insecticides, pesticides and mechanization.
- Majority of the sample women workers in all the sample districts did not enjoy maternity leave and did not get proper rest after child birth. Sample women workers received lower wages than men.

Domestic Sector

- The domestic workers are not legally recognized as workers and have no rights. Domestic women workers in the sample districts are also excluded from labor laws that look after employment related issues such as conditions of work, wages, provident funds, old age pensions and maternity leave.
- All the sample women workers of all the sample districts did not enjoy minimum wage and social security. They faced exploitation and discrimination in wages with no regular hours of work for them in domestic services. The risk areas include high level of insecurity, deplorable wages and long working hours.

C. Working Conditions of Women Workers in the Sample Districts

Construction Sector

- In Almora and Chamoli districts, all the women workers were local but in other sample districts all the construction women workers were migrated workers.
- The contractors/brokers were not licensed. Not a single contractor/broker has followed the norms and the rules mentioned in Inter-State Migrant Workmen Act or Contract Labor Act.
- Out of 1088 sample women workers, 826 (75.82%) got work during the whole year,

197 (18.11%) got work for 6-9 months and the remaining 66 (5.97%) got work up to 3 months according to demand of work.

- Out of 1088 sample women workers, 1060 (97.43%) performed their work 8 hours in a day and the remaining 28 (2.57%) performed their work 10-12 hours in a day.

Domestic Sector

- Common reasons of the sample women workers to join domestic work were: (i) it requires no specific skills, (ii) easily accessible, (iii) it is safe to work at someone's house where she has to interact only with the women, (iv) they have the option of choosing the quantum of work that allows them to have time for their children.
- Out of a total of 308 sample domestic women workers, 100 (32.47%) were working since 1-2 years, 113 (36.69%) since 3-5 years and the remaining 95 (30.84%) since 6-10 years.
- The tasks performed by sample domestic women workers included cleaning (sweeping, Swabbing and dusting), washing (clothes and dishes), cooking, or preparation for cooking.

Agricultural Sector

- The main causes behind the sample agricultural women workers for their present engagement were: (i) work easily accessible in the nearby villages, (ii) to support their family income, (iii) financial difficulties and (iv) work does not require specific skills.
- In all the sample districts the agricultural women workers have been paid either on hourly basis or also in some cases by a piece rate system.

D. Wage Patterns, Methods of Wage Payment and Earning of the Sample Women Workers

Socio-Economic Profile of Women Workers in unorganized sector - The study identified various factors such as age, marital status, religion, caste, family type, family size, dwelling units, no. of rooms, sources of water, electricity connection, female labor force participation rates related to women working in the unorganized sector.

- Occupation & Income profile of the women working in the unorganized sector - Low income has a dampening effect on female labor force participation. There is a growing gap between the male and female labor force participation.

- Working condition of women in the unorganized sector - Daily payment is the most common method of payment for unorganized women workers. Women who work on construction sites have problems of day care for their children; have no toilet or drinking water facilities. Gender discrimination and exploitation is prevalent.
- Working privileges for the unorganized women workers - They are not getting service benefits. They do not enjoy job security, social security, health insurance, provident fund, etc. Data shows that about 83.33% workers in principal status do not enjoy any social security benefit.
- Problems faced by women workers - Low wage rates, several health problems, cannot aspire to seek jobs outside, seasonality of work, gender discrimination in wages and no social security. Lack of minimum standards in daily wages in most of the states is alarming.
- Problems of domestic workers include the lack of decent wages, lack of job security, lack of proper work conditions, overwork load and health problems and no social security.
- Problems of the construction workers include - heavy strain on the body and mind, problems of wages, problems of leave, problems of child bearing, lack of safety provisions, problems of compensation, etc.

RECOMMENDATIONS

Based on the findings and conclusions of the study, the following recommendations have been put forward to all concerned institutions and stakeholders:

- 1) Essential provisions to be in place: For domestic women workers a system of registration should be introduced. Fix a minimum wage and legislate to regulate conditions of employment, social security and security of employment. The employer should provide with adequate safety equipment.
- 2) Better enforcement of Law: Wage discrimination is widely prevalent in unorganized sector. It can be corrected through better enforcement and wider dissemination of the law.
- 3) Provisions of migrant workers: All migrants should be covered. Third parties should be allowed to complain. Define liability of principal employer. The contractor should be made liable for the breach of the Act.
- 4) Legislation for regulation: Legislation is needed for regulating employment

procedure, working conditions, wage structure, social security, health and safety, working hours, holidays etc. and to check physical exploitation of the working women.

- 5) Effective implementation of Minimum Wages Act: To ensure payment of minimum and timely wages, attempts should be made for effective implementation of the Acts. The Minimum Wages should be revised regularly. Records should be maintained.
- 6) Awareness programmes: Violation is due to the lack of awareness on the part of the workers and the employers' unwillingness to enforce the existing regulations. It is important to carry out a large scale education programme for the women workers and the basic dignity and minimum conditions of work.
- 7) Adult education programmes: Implement adult education programmes among the women workers. Various labor legislations should be included in the syllabus and follow up is also needed.
- 8) Sensitization programmes for officials: The Labor department should introduce a special wing to prevent socio-economic, physical-mental and sexual exploitation of the women workers in unorganized sectors. Infrastructure should be improved and sensitization must take place.
- 9) Dispute resolution council: For resolution of disputes relating to the non-observance of the provisions of the Acts arising among the unorganized wage workers/domestic workers and the employers.
- 10) National fund: In the promotion of livelihoods of the unorganized sector workers, the State Governments should create a National Fund.

POLICY IMPLICATIONS

Women in the unorganized sector are subjected to many social evils such as gender discrimination, domestic violence and sexual harassment in work place. The government should lay focus on strengthening existing laws such as 'Prevention of Domestic Violence Act of 2005', 'Sexual Harassment Act of 2013', 'Anti Dowry Act', etc. The findings of the study could also be considered for better implementation of the current laws and schemes and hence, putting a stop to exploitation of women in the unorganized sector.

13. CHILD TRAFFICKING IN THE INDO-MYANMAR REGION: A CASE STUDY IN MANIPUR

The study was done by Manipur Commission for Protection of Child Rights (MCPCR), Manipur. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

The data for the study was mainly based on the official compilation of the Department of Social Welfare, Government of Manipur. There are two sets of data or rather two ways of documenting the data of child trafficking in Manipur. The first data set is a compilation of the period from 2008 to 2013 with 486 reported children trafficking from 39 cases. The second data set is the compilation of the period from 2013 - 2016 with 80 reported child trafficking from 5 cases. Since the pattern of documentation was different, the two data sets could not be developed as one single data set for the study.

OBJECTIVES

- Identify the root causes and its associated factors vis-a-vis Child Trafficking.
- Study the modus operandi of Child trafficking and examine the changes.
- Study the profile of the rescue victims and their rehabilitation process.
- Examine the initiatives and status of anti -trafficking by the state agencies.
- Examine the intervention of the NGOs and Community based organizations.
- Recommend/suggest measures to strengthen policy and practice in combating and preventing Child Trafficking.

KEY FINDINGS

1. The main cause of child trafficking in Manipur is mostly due to the need for quality school education and not merely because of poverty. The government school education system is not able to maintain quality, in spite of huge investment by the government (state and central). It is very unfortunate to observe that the infrastructure of government schools remain more or less the same since its inception and is considered obsolete. However, in the last few years, particularly in 2016, it observed that the search for employment opportunities is also manifested as one of the main causes of child trafficking in Manipur. This factor was also noticed in the earlier years but their number

was insignificant. But, the two main factors have been significantly noticed simultaneously in the last few years.

2. The mode of recruitment for child trafficking is mostly through the local agents who, almost in all cases, are members of the community or from the same villages where the victim resides. But, due to lack of factual information, it is not able to ascertain the direct involvement of these local agents. Lack of information is mostly due to the fact that the family and relatives of the victim are convinced in such a way that most of them move out of the state or their villages by themselves. In this process, the real or fake Christian missionaries play a major role as the traffickers know that their prospective target groups are believer of Christianity. So it makes them easy to convince and also secure their operations.

3. The route for trafficking seems to be multiplied with the increasing number of trafficking incident. For instance, we have different routes to go to Guwahati from Imphal. But our concern is the change of direction. For instance, the main route for trafficking was towards Guwahati-Kolkata and finally to South Indian states, particularly Tamil Nadu. But, we have noticed that the number of cases relating to trafficking of children in the name of providing quality education have been increased and distributes all over India. It is also found that the victims of inter country trafficking was carried out by air through Imphal-Guwahati-Kolkata and then to Singapore. In addition to Guwahati direction, now we noticed that the victims are being trafficked through the Imphal-Moreh in India and towards Myanmar and finally destined to Singapore. It does not mean that this new route is the main route of inter country trafficking. But, there is also a possibility of using multiple routes. The change of route may be because of its proximity to international border (approximately 3 hour from Imphal) and at the same time, the costs of travelling will be considerably less. Besides, the conflict situation and corrupt practices prevailing in the state of Manipur might help them to easily evade the government machineries.

4. The government interventions that are specific to child trafficking seem to be taking backseat. For instance, the activities of the District Child Welfare Committees constituted under the JJ Act 2015, which is the main statutory body to combat and rehabilitate the victim of child trafficking, remains ineffective because of various visible and invisible factors. For instance, it has been a practice of the state government that the allowances of the Chairpersons and members of Child Welfare Committees and other fund components have not been released in time. As stated in the memorandum submitted to the Smt. Maneka Gandhi, Union Minister, Women and Child Development, by the joint

representation of the CWCs of the State on 11 November, 2016, it is usually taking twelve to eighteen months to release the fund component of CWCs or even more sometimes. When it is released, it is released in a piecemeal manner for only three to six months. Same is the case for the earlier members whose allowances have not been paid till now. Besides, there is no infrastructure for the CWCs; they operate from rented building and the office moves from place to place depending upon the chairperson of the CWCs. The fund meant for renting office and maintenance has not been paid regularly. This situation of ineffectiveness seems to have been exploited by the traffickers. For instance, there are two major reported incident of trafficking in 2016, (i) 100 children were trafficked to illegal homes in Tamil Nadu and (ii) 100 girls were reported to have been trafficked to Singapore via Myanmar for employment. This came to light when the traffickers were arrested in the process of trafficking in the second attempt. The case is now taken up by Manipur Commission for Protection of Child Rights through the Ministry of External Affairs, Government of India.

5. The Committees constituted by the State Government such as State Level Committee to Combat Child Trafficking headed by Chief Secretary; State Advisory Committee for Prevention and Combating Trafficking of Women and Children for Commercial Sexual Exploitation headed by the Chief Secretary and District Level Anti-Trafficking Squad headed by Director, Department of Social Welfare, Government of India seems to have limited activities. Their activities did not even find a space in their respective departmental annual reports.

RECOMMENDATIONS

- i) As the main cause of child trafficking is search for quality school education, there is the urgent need to rejuvenate the school education system in Manipur. A time bound, Manipur School Education Commission, headed by an academician should be constituted with members drawn from various walks of life.
- ii) As the CWCs of Manipur is in a pathetic condition, there is a need to seriously strengthen the CWCs by the government at the earliest. As a first step, they should clear the long pending dues and establish a permanent office with required support staff.
- iii) As the government Committees, including the high level committee, remains invisible even in the respective departmental annual administrative reports, there is a need to restructure the committees, so as to create more space for members who can fully dedicate to the mandate of the committees
- iv) As the process to influence the victims' families and relatives was mostly done at

the village level, there is an urgent need to sensitize the village level government institutions and responsible village officials including the women about the causes and consequences of child trafficking.

- v) The stakeholders such as Department of Social Welfare, Police Department, Directorate of Education (school), Health Department, Municipal or Panchayat Authorities, District Administration, in consultation with the Manipur Commission for Protection of Child Rights and NGOs working for the promotion and protection of child rights should converse their responsibilities in combating child trafficking in the state of Manipur.
- vi) Considering the importance of the central security forces deployed in Manipur under the Ministry of Home and Ministry of Defence, their role is pivotal in combating child trafficking as they are deployed in sensitive and border areas, where the state machinery presence is limited. However, for effective coordination, there is a need to set up a coordination committee for the state and central security forces in order to share information and exchange of idea for combating child trafficking.
- vii) As the government of Manipur is only implementing laws enacted by the Parliament and policies formulated by the central government to combat child trafficking, it is recommended to formulate and adopt a State Child Policy at the earliest.
- viii) The lack of systematic documentation has weakened the data for child trafficking in Manipur. There is a need to develop an official format for documentation.

POLICY IMPLICATIONS

MWCD with the assistance of NIC developed a system to track missing as well as vulnerable children, known as Integrated Track Child (<https://trackthemissingchild.gov.in>). The people in Indo-Myanmar region should be made aware about this portal to combat the current situation.

14. NUTRITION MANAGEMENT AND INFANT AND YOUNG CHILD FEEDING PRACTICES AMONG TRIBAL WOMEN IN KERALA

The study was done by The Research Institute, Rajagiri College of Social Sciences, Kochi, Kerala. The following are the coverage, objectives, key findings and recommendation of the study.

COVERAGE

Five districts of Kerala were selected: Wayanad, Idukki, Palakkad, Kasaragod and Kannur. 863 respondents were the sample size.

OBJECTIVES

- Find out the socio-economic background of the tribal women under study.
- Examine the nutrition management and infant and young child feeding practices among the tribal women.
- Assess in detail the health status of the mothers and children under study.
- Identify the causative factors, if there is malnutrition among the infants and young children.
- Find out the various problems - social, physical, psychological, and economical faced by the tribal mothers in taking care of the infants/young children.
- Examine the prenatal and postnatal care received by the mothers from the various social welfare /health institutions.

Recommend appropriate measures for improving the health status of the tribal women and children and consequent enhancement of their quality of life.

KEY FINDINGS

I. Socio-economic background of the Tribal Women:

- 94% tribal mothers were in the age group of 18 - 35 years.
- The tribal mothers (68.9%) and their husbands (77.4%) were mainly primary or high school educated whereas 11.3% mothers had no formal schooling.
- Only 11.2% were employed mainly in the daily wage/MNREGA sector while husbands of 82.9% were occupied for the most part in daily wage activities,

especially in agriculture sector.

- Economically 90% were either BPL or AAY categories with a family monthly income of Rs.5000/- or below.

II. Nutrition Management and Infant and Young Child Feeding Practices: Early Initiation of Breast Feeding

- Majority (83.9%) of the mothers initiated breast feeding within one hour of the birth of baby. Late initiation was due to caesarean delivery, unconscious situation of mother, premature birth of child, respiratory infections of baby, etc.
- Early initiation of breast feeding was more common in Palakkad (94.2%) district followed by Wayanad (86.1%) district.
- Exclusive breast feeding up to 6 months and introduction of complementary feeding at 6 months were found only among 54.2% & 52.9 % mothers respectively.
- 16.2% reported dietary concern of the intake of food from minimum four food groups; majority did not, as they had no sufficient knowledge about the same.
- The Anganwadi workers are not focusing much on the dietary diversity, might be due to the fact that the babies in the age group of 6 – 36 months are provided with ‘Amrutham Nutrimix Powder’ as Take Home Ration (THRS) from the Anganwadi Centre.
- 75.3% reported of the use of Amrutham Nutrimix by their children, while 31.2%, of the Bakery items and 8.2%, of the Baby food products.
- Minimum meal frequency, 57.6% mothers were feeding their young child (in the age of 6 – 24 months), at a minimum frequency of 3 - 4 meals per day.

III. Health Status of Tribal Mothers and Children

- 13.9% got married and 5.7% gave birth to a child before attaining the age of 18 years old.
- Majority of the tribal women had one (1) child and around 25% had 3 or more children (up to 7).
- 95.1% mothers delivered their last born baby at hospital, while the rest were at home.
- 24% especially from Kannur (45.8%) district were underweight.
- More than 25% had illnesses during their pregnancy or after the delivery of baby. Of these, 50% had ‘anemia’ and the other illnesses were variations in blood, etc.

RECOMMENDATIONS

- Supplementary nutritious food
- Awareness programmes
- Health care facilities
- Infra-structure and transportation facilities
- Monitoring and Evaluation
- Formulate a policy to provide assistance to the tribal mothers with no one to support
- Local Self Governments (LSG) should keep the Anganwadi Workers away from those activities not directly related to the ICDS
- Create job opportunities for both tribal women and men
- Ensure regular services of ITDP/Promoter
- Integrate the services of Tribal Development Dept., Agricultural Dept., MNREG and Kudumbashree to introduce a project where the tribal people could cultivate vegetables
- Finally, give more focus on Adolescent girls

POLICY IMPLICATIONS

Integrated Child Development Services (ICDS) was introduced to reduce the prevalence of malnutrition and ensure effective nutrition management. It was launched under the National Nutrition Policy (NNP).

Food and Nutrition Board (FNB) was also established with the objective of building up a systematic campaign to overcome the barrier of ignorance, prejudice and superstition in food and dietary habits. FNB is responsible for holding mass nutrition awareness campaigns. These campaigns can prove useful in improving the health status of tribal women and children and hence, enhance the quality of their life.



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