AN ANALYSIS OF VARIOUS WELFARE SCHEMES FOR WOMEN

EMPOWERMENT IN HARYANA

¹Meenakshi*, ²Dr. Surinder Kumar

¹Research Scholar of NIILM University, Kaithal, Haryana, India ²Supervisor, Sociology, NIILM University, Kaithal, Haryana, India

Email ID: dhull.meenakshi07@gmail.com

Accepted: 08.11.2022 **Published**: 01.12.2022

Keywords: Government, welfare, improvement and schemes.

Abstract

The Government of India is touchy to the issue of governmental policy regarding minorities in society for the advancement of women's government assistance and it is resolved to secure the pace of financial improvement of women in India. Government assistance measures have turned into an essential piece of the objective of public turn of events. To nature the way of thinking of government aides in the country, Union Government has supported many tasks, software engineers, and plans that oblige the necessities of women's government assistance and more fragile segment of society. These software engineers target engaging the people having a place with these gatherings who have been underestimated different financial powers. Different authoritative measures have taken out a significant part of the social handicaps and it has been understood that monetary and instructive improvement is the way in to the future advancement of women government assistance.

Paper Identification



*Corresponding Author

Introduction:

The technique and way to deal with the government assistance of women's has acquired force just since 6th long term plan. The system of SCP (Special Plan) and SCA (Special Central Component Assistance) to SCP has been all around saw. This arrangement choice is to guarantee stream of assets to serve women's government assistance plans. In any case, it has been found during the review that the greater part of the Central Ministries/Departments have still to do fundamental exercise to give satisfactory progression of assets/benefits for women government assistance plans under different plans. They are yet to advance pertinent plans for satisfying the improvement needs of women government assistance. In the majority of the cases the objective gatherings are not related with plan of plans. Exceptional Central Assistance is intended for filling the basic holes in monetary improvement programs for government assistance conspires yet in Haryana this cash is being utilized in giving appropriation to different plans. However SCA will undoubtedly any plan yet aimless utilization of SCA as endowment without reference to the reasonability of plans would be inefficient. As to plans identified with instructive

improvement it is tracked down the different offices are being given to respondents through Department of Social Justice and Empowerment. The greater part of these plans are run however Department of Social Justice and Empowerment. It implies that the office is accessible for the people who select themselves in women government assistance. In any case, tragically there is a larger part of respondents who don't arrive at the everyday schedule level. There are plans which are not being overseen by any instructive institutional for example premium free credit, Book Bank Schemes and Schemes for up gradation of legitimacy and so on These plans have not had the option to assemble a lot of inclusion just as importance.

Hierarchical Problems: There is a lack of reasonable staff with these companies. As the workplace of women government assistance has not been automated the staff of the partnerships is occupied in bookkeeping business related to edge cash and bank credits and they cannot focus on the checking of monetary help plans. The improvement work likewise endures as these authorities are not qualified for plan of financially reasonable undertakings. Their continuous exchanges additionally hamper the working of these enterprises. Monetary Problems: If contrasted with the necessity of these enterprises they are confronted with extremely pitiful assets. Also, the recuperation position in regard these companies has been extremely poor. Subsequently the assets can't be reused for the respondents of women government assistance plans. Social advancement of Women has been seen as fundamental essential for improvement of women's. However, this is the most troublesome of all. The women government assistance plans that are exposed to social discrimination are by and large isolated from different gatherings in the general public. A large portion of them are as yet occupied with low compensation and repulsive occupations rummaging. Occupations like flying, tanning, cowhide work and searching are connected occupations. The

customary framework has taken extremely profound roots which restrains all endeavors of handling this issue. These plans have been observed to be famous among chosen locale for concentrate yet the women government assistance plots actually stay an isolated part. Social portability has not expanded as it is apparent from less society of impetus. It has additionally been uncovered by the review that because of intricate nature of authoritative association the issue of correspondence and coordination is expanding step by step. The officials answerable for execution are additionally needed to educate the recipients about these plans. In any case, in the greater part of the cases they stay occupied with their normal exercises. Because of expanded weight of their administrative work they don't figure out an ideal opportunity for crusading of these projects. However the public authority has made elaborate plans for the government assistance of women's yet because of ignorance and ignorance on piece of women local area, complex authoritative strategies, disregard of government authorities nonappearance of checking and follow up of projects, women government assistance have not had the option to acquire a lot of advantage from this. There is no normal organization for planning the exercises/plans identified with government assistance of women's. The non-presence of an organization to screen and guarantee legitimate execution different plans genuinely influences the consequences of these plans. It has been notice during the review that the effect of government assistance plans measures isn't homogenous on all segment of women's. Greater part of the respondents feel that a specific segment among them has benefited more from these projects when contrasted with others. The vast majority of the advantages of these plans have been cornered by small bunch of women government assistance. The other part of women's government assistance keep on living in servile neediness and hardship, remain casualties of carelessness by political initiative. This might be a result of their little size, traveling presence and significant degree of ignorance. It appears to be that because of low numbers they don't make any difference much in the vote governmental issues. The vast majority of the respondents felt that metropolitan individuals are being benefited more than the royalties. Execution of women government assistance plans is additionally damaged. As it turns out to be obvious from the investigation of just of the respondents were having finished information about government assistance plans. However greater part of the respondents are essentially mindful of government assistance conspires yet they don't have the foggiest idea about the technique to profit these advantages. However this is fundamentally because of lack of education and obliviousness on piece of respondents yet in addition low exposure of these plans is additionally answerable for this. So simple detailing of these government assistance plans isn't sufficient, their scattering to the recipients is likewise similarly significant. It becomes apparent from the review that for all intents and purposes no arrangement definition is done at the locale or tehsil level. Indeed, even the chosen bodies at neighborhood levels for example civil chambers and panchyats don't seem to take part in detailing of women government assistance plans. All plans are ready by administrators approaching all specialized and monetary information hand having position to get ready plans. Be that as it may, their way to deal with the detailing of plans is observed to be causal and careless. As it is obvious from the review that the plans implied for instructive advancement have not had the option to convey the ideal outcomes. Women's particularly those dwelling in country region have not had the option to get training at more elevated level. This might be because of their failure to profit the advantages of plans implied for advanced education. This is the motivation behind why the majority of women's having a place with provincial regions can't be found in acceptable office occupations

notwithstanding reservation accommodated them. It was found during the study that measure of monetary help accommodated pay age is very not exactly the real prerequisite. Additionally the measure of advance dispensed is not exactly the sum endorsed or requested by the recipient. Henceforth recipients discover this sum lacking to do the movement. There is a shortfall of follow up system after the advance has been dispensed. The officials once in a while visit the recipients to confirm the resources. There is no control or criticism data about the necessity of second portion of credit just as the situation of recuperation of advance sum. Larger part of the respondents felt that methodology to profit different advantages accessible under government assistance plans is extremely complicated extended. Various conventions are to be cleared before an individual can profit this office. Furthermore, there coordination absence of between various organizations and foundations, political obstruction and job of brokers in execution of these projects. It becomes basic to advance a sound authoritative design for making an interpretation of strategy choices into substantial social activities.

WELFARE SCHEMES

- 1. Pension Schemes
- 2. Handicapped Welfare
- 3. Aged Welfare
- 4. Drug Abuse Prevention
- 5. Grant-in-help
- 6. National Social Assistance Program
- 7. National Family Benefit Scheme
- 8. National Old Age Pension Scheme
- 9. National Widow Pension Scheme
- National Handicapped Welfare Pension Scheme
- Rajiv Gandhi Pariwar Bima Yojna (An Insurance Scheme)

SELF-HELP GROUP (SHG)

A self improvement gathering (SHG) is a town based monetary go-between normally made out of 10-20

nearby women or men. A blended gathering is by and large not liked. Most self improvement gatherings are situated in India, however SHGs can likewise be found in different nations, particularly in South Asia and Southeast Asia. Individuals make little ordinary investment funds commitments over a couple of months until there is sufficient capital in the gathering to start loaning. Assets may then be loaned back to the individuals or to others in the town for any reason. In India, numerous SHGs are 'connected' to banks for the conveyance of microcredit. Self-Help Group might be enlisted or unregistered. It ordinarily contains a gathering of miniature business people having homogenous social and monetary foundations; all willfully meeting up to save normal little amounts of cash, commonly consenting to add to a typical asset and to meet their crisis needs based on shared assistance. They pool their assets to turn out to be monetarily steady, taking advances from the cash gathered by that gathering and by making everyone in that bunch independently employed. The gathering individuals utilize aggregate insight and companion strain to guarantee the legitimate end-utilization of credit and opportune reimbursement. This framework takes out the requirement for guarantee and is firmly identified with that fortitude loaning, generally utilized by microfinance establishments. To make accounting sufficiently straightforward to be dealt with by the individuals, level financing costs are utilized for most credit computations.

NABARD's 'SHG Bank Linkage' Programmes

Numerous self improvement gatherings, particularly in India, under NABARD's SHG Bank Linkage program, acquire from banks whenever they have collected their very own base capital and have set up a history of normal reimbursements. This model has stood out as a potential method of conveying microfinance administrations to helpless populaces that have been hard to arrive at straightforwardly through banks or different foundations. "By accumulating their singular

investment funds into a solitary store, self improvement gatherings limit the bank's exchange costs and produce an appealing volume of stores. Through self improvement gatherings the bank can serve little provincial investors while paying them a market pace of revenue.

NATIONAL RURAL HEALTH MISSION

The provision of financial management of National Rural Health Mission in Haryana. An attempt was made to know the total finance to allocate, release and expenditure for the National Rural Health Mission in Haryana is given below Table 4.8.

Table 1

Financial Management under NRHM in Haryana (Rs. in crores)

Year s	Allocati on	Relea se	Expenditu re	%Relea se against Allocati on	% Expenditu re against Release
2008 - 2009	69.33	85.14	53.88	122.80	63.29
2009 - 2010	117.69	134.6 9	90.66	114.44	67.31
2010 - 2011	137.59	131.7	105.83	95.78	80.30
2011 - 2012	151.84	186.0 8	105.59	122.55	56.74
2012 - 2013	149.69				
Total	626.14	537.6 9	355.95	85.87	66.20

Source: Annual Report of Health Department, Haryana (2008 - 2013)

Table features that the absolute money was apportioned Rs. 626.14 Crores for the period 2008-09 to 2012-13 for the execution of the National Rural Health Mission program in Haryana. Out of which Rs. 537.69 Crores (85.87%) were delivered for a similar period. The absolute use was Rs. 355.95 Crores (66.20%) against the delivery. The absolute use was

not adequate for the execution of National Rural Health Mission programs in Haryana.

JANANI SURAKSHA YOJANA

The Hon'ble Prime Minister dispatched Janani Suraksha Yojana (JSY) on twelfth April 2005. The plan has the double destinations of diminishing maternal and baby mortality by advancing institutional conveyance among helpless women.

Awareness of Respondents about the Implementation of Janani Suraksha Yojana

The respondents were asked questions and their response has been tabulated, processed and depicted in the table given below.

Table2
Awareness of Respondents about the
Implementation of Janani Suraksha Yojana

S r.	Name of Selected	Name Level of Awareness of				Tot al
N o	Districts	Selecte d Blocks	High	Moder ate	Low	
1.	Mewat	Nuh	51	44	55	150
	- 1		(34.0	(29.33)	(36.6	(10
			0)	-	6)	0)
		Feroze	38	23	39	100
	0.00	pur	(38.0	(23.00)	(39.0	(10
	1	Jhirka	0)		0)	0)
2.	Gurugr	Gurgao	54	52	44	150
	am	n	(36.0	(34.66)	(29.3	(10
	- 79		0)		3)	0)
		Farrukh	32	47	21	100
	1	Nagar	(32.0	(47.00)	(21.0	(10
	All or		0)		0)	0)
		Total	175	166	159	500

Note: Figures in bracket denote percentage.

Table 2 demonstrates the current degree of attention to respondents about the execution of Janani Surksha Yojana. The respondent's mindfulness in the Nuh block is gathered at significant level as 51 (34.00) percent of the respondents have a place with this classification, trailed by a moderate level comprising 44 (29.33) percent. The excess 55 (36.66) percent of the respondents have a low degree of mindfulness. The

degree of attention to the respondents regarding Janani Suraksha Yojana focus at a moderate level on the grounds that 44 (29.33) percent of the respondents have a place with this classification. The respondent's mindfulness in the

DEVI ROPAK SCHEME

The number of inhabitants in Haryana according to the 2001 registration, the number of inhabitants in the state is 21.08 million appearance a decadal development pace of 28.06%, the sex proportion (females against 1000 guys) of Haryana has declined from 870 in the year 1981 to 865 in the year 2001 which is a state of significant concern. To settle the number of inhabitants in the state and to check the declining pattern in the sex proportion, aside from previously existing dispersing and long-lasting strategies, some imaginative plan is felt to be presented in the state which can sharpen the local area towards the need of embracing one youngster standard and dividing of kids. Advance these thoughts particularly the love birds. Keeping in see the above destinations, a plan by the name "DEVI RUPAK" is proposed to be presented. The presentation of this plan will likewise expand the current family government assistance benefits and will persuade an ever increasing number of couples to embrace these standards.

The fundamental thought of "DEVI RUPAK" is to give a month to month motivation of up to Rs 500 every month to a couple tolerating a terminal strategy for family arranging (for example Vasectomy or Tubectomy all things considered) upon the introduction of the principal youngster or upon the introduction of the subsequent kid gave both the kids are young ladies for a time of 20 years, from the date of such acknowledgment.

The A	The Amount of monthly Incentive Proposed to be							
given	iven as under:-							
Sr.	Stage of adoption Incentive amount							
No		per month						

1.	At the birth of first	Rs. 500/-
	girl child	
2.	At the birth of first	Rs. 200/-
	boy child	
3.	At the birth of	Rs. 200/-
	second girl child	

It is vital that not a penny would be offered free to anybody. Each recipient of the plan will make a solid commitment to country working also. The Scheme will come into power from 25th September 2009.

ELIGIBILITY CONDITIONS:

- To be eligible under the scheme a couple would have to get themselves registered with the local Gram Panchayat/Municipal Committee within those jurisdiction the couple ordinarily resides.
- 2. None of the partners constituting the couple should be an income Tax payee.

Table 3
Perception of Respondents about Devi Rupak
Scheme

Sr	Name of	Name of	Level of	Awareness		Tota
	Selected	Selected	Dever of	11 Wall Cliebs		1
	-		High	Moderat	Low	•
N	Districts	Blocks	nigii	Moderat	Low	
0				е	- 40	- 10
1.	Mewat	Nuh	63	52	35	150
			(42.00	(34.66)	(23.33	(100
	1)))
	- 70	Ferozep	35	29	36	100
	- 7	ur Jhirka	(35.00	(29.00)	(36.00	(100
)))
2.	Gurugra	Gurgaon	35	69	46	150
	m		(23.33	(46.00)	(28.00	(100
)))
		Farrukh	38	28	34	100
		Nagar	(38.00	(28.00)	(34.00	(100
)))
		Total	171	178	151	500

Note: Figures in bracket denote percentage.

Table 3 shows the degree of consciousness of respondents about Devi Rupak Scheme. The respondents' mindfulness in Nuh block is concentrated as high as 63 (42.00) percent of the respondents' have a place with this class, trailed by moderate level

comprising 52 (34.66) percent. The leftover 35 (23.33) percent of the respondents' have the low degree of mindfulness. The degree of consciousness of respondents in Ferozepur Jhirka demonstrates that 35 (35.00) percent have a place with significant level classification, 29 (29.00) percent moderate and staying 36 (36.00) percent respondents' establish low level class.

WELFARE SCHEMES FOR WOMEN: SWASTHYA AAPKE DWAR

By and large, it is accepted that the plan Swasthya Aapke Dwar assumes a significant part in looking for help from the public authority to give wellbeing administrations from one way to another of the respondents, and they can approach all the more effectively when contrasted with Mewat and Gurugram locale. Hon'ble Chief Minister, Haryana on "Haryana Day" reported that every single resident of Haryana will be medicinally inspected at their doorstep under the "SWASTHYA APKE DWAR" program. The current populace of the State is 202 crore. Possessed in 6955 towns and 106 towns.

Aims

- 1. To medically examine/screen every citizen of the State.
- 2. To provide investigative and referral services.
- 3. To provide spectacles to senior citizens having defective vision.
- To carry out disease surveillance and generate public awareness through IEC activities.

Objectives

- 1. To improve the health status of citizens of Haryana.
- 2. To reduce the morbidity and mortality due to various diseases.

STRATEGY TO BE ADOPTED FOR IMPLEMENTATION OF THE SCHEME:

Clinical assessment of the whole populace of the State inside a limited capacity to focus 1 year is an immense undertaking. To carry out the C.M's declaration in its actual letter and soul inside the specified period, a gathering was held under the chairmanship of Commissioner and Secretary to Govt. Haryana, Department of Health and Medical Education to chalk out the system for execution of declaration of Hon'ble Chief Minister, Haryana on "Haryana Day" that every single resident of Haryana will be medicinally analyzed at their doorstep under "SWASTHYA APKE DWAR".

Table 4
Perception of Respondents about Swasthya Aapke
Dwar Scheme

Sr	Name of	Name of	Level of	Level of Awareness		
	Selected	Selected				1
No	Districts	Blocks	High	Moderat	Low	
		6 ()		e		
1.	Mewat	Nuh	35	45	70	150
		V	(23.33	(30.00)	(46.66	(100)
		-)	-1 16)	
	_	Ferozepu	22	42	36	100
	6.0	r Jhirka	(22.00	(42.00)	(36.00	(100)
	. /	1))	
2.	Gurugra	Gurgaon	54	52	44	150
	m -		(36.00	(34.66)	(29.33	(100)
	1))	
	-	Farrukh	33	43	24	100
	- /	Nagar	(33.00	(43.00)	(24.00	(100)
	fin)	1)	
		Total	144	182	174	500

Note: Figures in bracket denote percentage.

SATISFACTION OF RESPONDENTS WITH THE TIMING AND DISTRIBUTION OF GRANTS-IN-AIDS

The respondents were asked to tell as to whether they were satisfied with the timings and distribution of Grants-in-Aids. Their responses are shown in Table 4.12.

Table 5
Satisfaction of respondents with the Timing and Distribution of Grants-in-Aids

	Satisfaction with						
Respo	Timings		Distributio				
nse	No. of	Percent	No. of	Percent			
- 6	Respond	age	Respond	age			
- 1	ents		ents				
Yes	350	70	325	65			
No.	150	30	175	35			
Total	500	100	500	100			

It is essential that the timings and appropriation of Grants-in-Aid should suit to the necessities of respondents. In this association, the respondents were asked regarding whether the timings and dissemination of awards in-help fit them. In light of this inquiry, 350 (70 percent) of them detailed that the timings fit them. Nonetheless, the excess 150 (30 percent) announced that the timings sometimes fell short for them. The respondents ought to be given adequate reactions about their fulfillment. The respondents were again gotten some information about their fulfillment with the awards in-help. There were 325 (65 percent) respondents who communicated their fulfillment with the circulation of awards in-help. The rest 175 (35) percent) were not happy with the dispersion of awards in-help well on schedule according to their prerequisite. So they were requesting the circumstance and appropriation of awards in-helps according to the public authority strategy and projects. A

VIEWS BOUT THE PROBLEM BEING FACED DUE TO IRREGULAR FINANCE FOR RESPONDENTS

It has been seen that the respondents deal with the issues of unpredictable money for respondent's arrangement and developers. With the end goal of women government assistance software engineers and

schedule. The table shows the perspectives on the respondents.

Table 6

plans, it is important to give the money well on

Table 6
Views about the problem being faced due to
Irregular Financial Aid to Respondents

	Satisfaction with						
Respon	Timings		Irregular distribution of Finance				
Se	No. of	Percenta	No. of	Percenta			
	Responde	ge	Responde	ge			
	nts		nts				
Yes	268	53.60	285	57			
No.	232	46.40	215	43			
Total	500	100	500	100			

Upwards of 268 (53.60 percent) of the respondents announced with regards to the circumstance to give the money to government assistance conspires But there were 232 (46.40 percent) of them who told that the public authority was not discharge the money for women government assistance for the fix time. It is clear that the women deal with the issues without any money. It is wanted that the public authority should make it sure that the money ought to be distribute for the government assistance of women well on schedule. All the 285 (57 percent) respondents notice issues identifying with unpredictable circulation of money. There were 215 (43 percent) respondents likewise detailed the public authority isn't not kidding to give the appropriation of money to the government assistance of women.

Ladli

Plans are ready and run by the State Government reserves alone. These are planned by State Government as per the particular requirements of the women's of the state. These women government assistance ladli plot is being executed by Government of Haryana. During the review they chose regions is shown

mindfulness about the execution of women's government assistance ladli plot in Haryana.

Table 7

Awareness about the Women Welfare Scheme of Ladli

Sr	Name of Selected	Name of Selected	Level of Awareness			Tota l
N o	Districts	Blocks	High	Moderat e	Low	
1.	Mewat	Nuh	38 (25.33)	54 (36.00)	58 (38.66)	150 (100)
	8	Ferozep ur Jhirka	22 (22.00)	42 (42.00)	36 (36.00)	100 (100
2.	Gurugra m	Gurgaon	35 (23.33)	45 (30.00)	70 (46.66)	150 (100)
		Farrukh Nagar	33 (33.00)	43 (43.00)	24 (24.00)	100 (100)
		Total	128	184	188	500

Note: Figures in bracket denote percentage.

Table 7 uncovers that the respondents' mindfulness in the Nuh block is gathered at significant level as 38 (25.33) percent of the respondents have a place with this classification, trailed by a moderate level establishing 54 (00) percent. The excess 58 (38.66) percent of the respondents' have low degree of mindfulness The degree of consciousness of respondents' in Ferozepur Jhirka demonstrate that 22 (22.00) percent of respondents' have a place with a significant level class, 42 (42.00) percent moderate level and the remaining 58 (38.66) percent respondents establish a low-level classification. Again the respondents have a place with this classification, trailed by a moderate level comprising 45 (33.00) percent. The excess (46.66) percent of respondents' have low degree of mindfulness. The respondents' mindfulness in the Farrukh Nagar block uncovers that 33 (33.00) percent of the respondents have a place with undeniable level classification, followed moderate level comprising 43 (43.00) percent. The excess 24

(24.00) percent of the respondents have low level mindfulness.

CONCLUSION AND SUGGESTIONS

Government has an obligation regarding the women government assistance of its residents which must be satisfied by the arrangements of sufficient social government assistance measures. On account of a government assistance state like India. It turns out to be more mandatory upon the Government to guarantee that its kin partake in the essential conditions to achieve principles of social government assistance offices as key right regardless of their race, religion, shading and political conviction. Social separation with its specialist outline of gatherings and of status of people is exceptionally inescapable element of the human culture. Generally this status relies upon the singular's accomplishments in different fields. This separation is noticeable in extraordinary rights for certain gatherings and inabilities on others in the maters of dress, occupation and even food. In certain networks the situation with an individual is dictated by birth. In Hindu society this hypothesis of status by birth has been conveyed a lot farther. Separated gatherings in the question of exceptional rights and handicaps arose. This class framework impacted the methods of living, the beliefs of the gatherings and the entire course of social choice. It showed as women government assistance framework denying openings. In India guys consistently made on endeavor to take advantage of women more fragile segments of society.

REFERENCES

- Ranjay Vardhan, Female Headed Households in Patriarchal Society: A Sociological Study, Indian Publishers Distributors, Delhi, 1999, p. 96.
- Indu Prakash Singh, Women, Law and Social Change in India, Sangam Books Limited, 1989, p. 11.

- Ann Oakley, Sex, Gender and Society, Temple Smith, London, 1972 quoted in Bashir A. Dabla, Sandeep K. Nayak, Khurshid-ul-Islam, Gender Discrimination in the Kashmir Valley, Gyan Publishing House, New Delhi, 2000, p. 39.
- Teresa De Lauretis, Technologies of Gender, University of Indiana, Bloomington Press, 1997 quoted in Sushama Sahay, Women and Empowerment: Approaches and Strategies, Discovery Publishing House, New Delhi, 1998, p. 2.
- Michele A. Paludi (ed.), Praeger Guide to the Psychology of Gender, Praeger Publishers, Westport, CT, 2004, p. xix
- Laurie Davidson and Laura Kramer Gordon,
 The Sociology of Gender, Rand McNally,
 Chicago, 1979, p. v.
- 7. Janet Sigal and Maureen Nally, "Cultural Perspectives on Gender", in Michele A. Paludi, op. cit., p. 27.
- Monica Sharma, The Patriarchal Gaze: A
 Symbolic Interactionist Study of Genderized
 Advertisements, Unpublished Dissertation,
 Centre for the Study of Social Systems,
 School of Social Sciences, JNU, New Delhi,
 1990, p. 4.
- 9. Mridula Bhadauria, Women in India: Some Issues, APH Publishing Corporation, New Delhi, 1997, p. 77.
- 10. Michele A. Paludi, op. cit., pp. xix, 27.Ibid., p. xiv-xv.
- 11. Carol R. Ember and Melvin Ember, Encyclopaedia of Sex and Gender: Men and Women in the World Cultures: Topics and Cultures (A-K), Vol.1, Kluwer Academic / Plenum Publishers, New York, 2004, p. 11.
- 12. Judith Worell (ed.), Encyclopaedia of Women and Gender: Sex Similarities and Differences

- and the Impact of Society on Gender, Vol. 1, A-K, Academic press, 2001,
- 13. p. 562 Also see Alice H. Eagly and Abigail A. Mitchell, "Social Role Theory of Sex Differences and Similarities: Implications for the Sociopolitical Attitudes of Women and Men", in Michele A. Paludi, op. cit., p. 188.
- 14. Alice H. Eagly and Abigail A. Mitchell, "Social Role Theory of Sex Differences and Similarities: Implications for the Sociopolitical Attitudes of Women and Men", in Michele A. Paludi, op. cit., p. 191.
- 15. Snigdha Dora, Women and their Persistent low Status: Cognitions, Explanations and Diagnosis, Unpublished Dissertation, Centre for the Study of Social Systems, School of Social Sciences, JNU, New Delhi, 1994, p. 80.
- 16. Introducing Human Rights: An Overview Including Issues of Gender Justice, Environmental and Consumer Law, South Asia Human Rights Documentation Centre, Oxford University Press, New Delhi, 2006, p. 155.
- Basic Facts About the United Nations United Nations, Department of Public Information, New York, 2004, p. 243.
- The United Nations and Human Rights 1945-1995, Vol. VII, Department of Public Information, United Nations, New York, 1995, p. 84.
- 19. Fatima Ehtesham Siddiqi and Sarala Ranganathan, Handbook on Women and Human Rights: A Guide for Social Activists, Part 1, Kanishka Publishers, Distributors, New Delhi, 2001, pp. 404-405. Ibid., p. 207.
- Charter of the United Nations in Nawaz B. Mody, B.N. Mehrish (eds.), India"s Role in the United Nations, Allied Publishers,

- Bombay, 1995, pp. 182-183.Ibid., pp. 187, 200, 206.
- 21. Universal Declaration of Human Rights, A/RES/217A(III), 10 December 1948 in The United Nations and Human Rights 1945-1995, op. cit., p. 153.
- 22. Economic and Social Council Resolution establishing the Commission on the Status of Women, E/RES/11(II), 21 June 1946 in The United Nations and Human Rights 1945-1995, op. cit., p. 147.
- 23. Usha Thakkar, "Forging Ahead: Mexico to Beijing", in Nawaz B. Mody, B.N. Mehrish, op. cit., p. 161.
- 24. Marjorie Agorin, Women, Gender and Human Rights, Rawat Publications, Jaipur and New Delhi, 2003, p. 44.