



Social and Economic Empowerment of Women: A Case Study

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Abstract

Sustainable growth of India, no doubt depends on Inclusive Growth strategy where by growth would emphasize a more equitable distribution of income as well as building capabilities for attaining better health, education and occupation. Inclusive Growth is a process in which economic growth measured by a sustained extension in national income, contributes to an enlargement of the scale and scope of all dimensions. Taking up the particular case of Nagaland, men and women are equally dominating in every sphere of economy or society. Therefore, it is leading to a situation of fair or impartial Growth. However, women of Nagaland are put behind men for strategizing Inclusive Growth pattern. The sole objective of this paper is to identify a gap between men and women in terms of capability, security, employment status and land holding. This study is a descriptive one based on secondary data. Dissimilarity index has been computed to derive the differences between men and women for literacy, sex ratio and employment status. The major findings of the study reveal that the literacy rate between men and women is 10 percent and the sex ratio difference is 23 between 1991 and 2001 census and 22 between 2001 and 2011 census. With regard to employment status Duncun Dissimilarity is 3 percent between male and female. However, the land holding pattern of women in Nagaland is found to be impressive. Yet, along with efforts at removing cultural and social obstacles through public awareness, enhancing economic development and improving women's capabilities as well as their access to economic opportunity appear to be the key to enhancing progress toward gender equality and ultimately to inclusive growth.

Keywords: Women empowerment, inclusive growth, literacy, sex ratio, work participation

Introduction

India is one the fastest growing countries in the world, even during the pandemic. Today, India is the fifth largest economy in the world and is expected to become third largest economy surpassing Japan and Germany by 2030 according to S&D Global Rating in its global rating outlook 2024. This high level of growth cannot be sustained without making women equal partners in the development process. In the country's growth plan, empowerment of women and gender equality need to be the core of every development goal. This is mainly due to the factual base of low-quality employment, poor education, inadequate healthcare services, rural-urban divide, social inequalities and regional disparities.

Sustainable growth of India, no doubt depends on Inclusive Growth Strategy whereby growth would emphasize fair equitable distribution of income and building capabilities for attaining better health, education and occupation. According to Rajni Sharma (2013) ^[5] Inclusive Growth refers to both pace and pattern of growth, which are considered interlinked and therefore it need to be addressed together. Inclusiveness involves four attributes viz. Opportunity, Capability, Accessibility and Security. Infact, Inclusive Growth is a process in which economic growth is measured by a sustained extension in national income, contributes to an enlargement of the scope of all four dimensions.

Taking up the particular case of Nagaland, men and women are equally dominating in every sphere of economy or society. Therefore, it is leading to a situation of fair or impartial Growth. However, women of Nagaland are put behind men for strategizing Inclusive Growth pattern. Hence forth, an investigation into empowering women both socially and economically for inclusive growth becomes imperative.

Objectives of the Study

The primary objectives of this paper are as follows:

- i). To identify the capability of women as against men in Nagaland.
- ii). To know the population differentials using sex ratio.
- iii). To find out gender wise work participation rate in agriculture and non-agriculture sectors.
- iv). To understand the land holding pattern of women in Nagaland.

Material and Methods

In an effort to fulfil the above-mentioned objectives, the study is designed to include a detail discussion for social and economic empowerment of women for inclusive growth. The study is done at the state level only. The present study is a descriptive one based on secondary data only. The statistical hand book of Nagaland and Gender Statistics Nagaland 2017

to 18 are the main sources explored for the purpose of this study. The data so collected are analysed and interpreted as per the requirement of the study. Appropriate statistical tools like percentage, average and index of dissimilarity have been used for data analysis in order to draw inferences and meaningful conclusion.

Results and Discussion

After collecting relevant data, efforts are put to analyse the data using appropriate measures so as to arrive at a meaningful conclusion. The results of the data so analysed are discussed in the following text under five different headings as capability, security, employment status by gender and land holding by women

A. Capability: Education

Achieving gender equality in capabilities like education and health is a feasible avenue to improve women's accessibility to opportunity and children's well-being and ultimately to economic growth.

Now an important social item like education i.e. literacy status which has a significant influence on fields such as social taboos, injustice, health condition and so on. Here an attempt has been made to analyse the literacy level of female. It is defined by the number of literate populations per hundred eligible population. The gender wise difference in literacy is calculated by the Index of Dissimilarity between male female literacy rates.

Table 1: Literacy Rate in Nagaland 2011 Census

District	Total Male Population	Total Female Population	Male Literacy	Female Literacy	Index of Dissimilarity		
					Rx(M/F)	ΣRx-1	
Kohima	1,38,966	1,29,022	1,07,038(77.02%)	90,451(70.11%)	1.098559	0.10	
Dimapur	1,97,394	1,81,417	1,50,142(76.06%)	1,27,895(70.50%)	1.078865	0.08	
Phek	83,743	79,675	57,926(69.17%)	47,967(60.20%)	1.149003	0.15	
Mokokchung	1,01,092	93,530	83,479(82.58%)	76,015(81.27%)	1.016119	0.02	
Wokha	84,505	81,838	67,385(79.74%)	60,823(74.32%)	1.072928	0.07	
Zunheboto	71,217	69,540	53,504(75.13%)	49,377(71.01%)	1.058020	0.06	
Tuensang	1,01,933	94,663	63,653(62.45%)	53,858(56.90%)	1.097539	0.10	
Mon	1,31,753	1,18,507	67,432(51.18%)	52,194(44.04%)	1.162125	0.16	
Paran	49,714	45,505	34,584(69.57%)	27,620(60.70%)	1.146129	0.15	
Kiphire	37,830	36,174	22,675(59.94%)	18,557(51.30%)	1.168421	0.17	
Longleng	26,502	23,982	16,139(60.90%)	13,720(57.21%)	1.064500	0.06	
Total							1.1121
Index of Dissimilarity in Nagaland							ΣRx-1/n =0.10

Source: Nagaland Statistical Handbook 2022

Table 2: Gender-wise Progress of Literacy rate in Nagaland from 1981 to 2011 census

Year	% Of Literates to Total Population		
	Female	Male	Total
1981	33.89	50.06	42.57
1991	54.51	66.27	60.59
2001	61.5	71.2	66.6
2011	76.11	82.75	79.55

Source: Gender Statistics Nagaland 2017 to 18

The index of dissimilarity is 0.10 in Nagaland. Highest dissimilarity is found in district Kiphire i.e., 0.17. There is a gap between male and female literacy rates in Nagaland. Females are falling behind males in each district as shown in Table-2. But the state has sufficient reason to smile for doing well in the field of female education, registering 76.11 per cent literacy rate as per 2011 census. In last ten years from 2001 to 2011, male literacy rate has increased by 11.55 percent whereas female literacy rate has gone up by 14.61 percent. The literacy rate among males increased from 71.2 percent to 82.75 percent during the period. However, the rate among females rose to 76.11 percent from 61.5 percent during the same period. So, there is a sign of relief that the female

population in Nagaland has overshadowed their counterpart in literacy rate.

B. Security

Nagaland is a state that does not conform to the general perception of women status in India. Incidents of dowry deaths, female infanticides and neglect of girl child are absent in Naga culture. In spite of gains in education, longevity and income for some groups of women, another form of violence like kidnapping and abduction, domestic violence, rape case and molestations etc., are on the rise and are being reported in the recent years.

In 2017, 45 cases of crimes were registered against women in Nagaland. Kohima district has the highest number of crimes registered against women, followed by Dimapur. Among incidents of crimes, cases of rape with 15 incidents were registered, the highest followed by outraging of modesty registering 10 cases.

In spite of gains in education, longevity and income for some groups of women, Gender differential in population size is measured by examining the male-female ratios of the absolute size of the population over the year. Apart from this, an Index of dissimilarity has been prepared to know the population differentials.

Table 3: Sex Ratio in Nagaland 2011 Census

District	Sex Ratio As per 1991 Census	Sex Ratio As per 2001 Census	Sex Ratio as per 2011 census	Index of Dissimilarity		
				Rx(M/F)	ΣRx-1	
Nagaland	886	909	931	*	*	
Kohima	856	944	928	.98	-0.02	
Dimapur		854	937	331.10	0.10	
Phek	880	923	951	1.03	0.03	
Mokokchung	912	919	925	1.01	0.01	
Wokha	917	927	968	1.04	0.04	
Zunheboto	964	945	976	1.03	0.03	
Tuensang	889	913	929	1.02	0.02	
Mon	872	881	899	1.02	0.02	
Peren		*	915	*	*	
Kiphire		*	956	*	*	
Longleng		*	905	*	*	
Total						0.23
Index of Dissimilarity in Nagaland				ΣRx-1/n =0.03		

Source: Nagaland Statistical Handbook 2022

In Nagaland the gap in female-male ratio has been ranging from 23 in 2001 against 1991 to 22 points in 2011 against 2001. The basic reason for such difference in sex ratio between two decades lies in the socio-cultural fabric of the society. Although the difference is almost stable owing to similar socio-economic conditions prevailing during that period. Generally, the birth of a son is preferred over that of a daughter since ancient times. Being a patriarchal and patrilineal society, the sons are charged with the responsibility to carry on the family name. They shoulder the responsibility of supporting their parents during the old age. It is observed from Table-3 the gaps in absolute sizes between male and female populations have decreased slightly in all the districts of Nagaland except Kohima district. Sex-ratio in Nagaland has increased from 876 in 2001 to 893 in 2011. The lowest sex ratio is found in Mon with 899 and highest in Zunheboto with 976. This is higher than the national average sex-ratio i.e. 940. This shows that status of women in Nagaland is still low as a whole as compared to National sex-

ratio figure of 940. The index of dissimilarity indicates more male-female gap in absolute size of the population in all the districts of Nagaland. Highest dissimilarity is found in Dimapur i.e. 0.10 which shows approximately 10 percent gap between Male and Female. In Nagaland index of dissimilarity has been found 0.03 accounting for 3 percent difference between male and female.

Here, it can be noted that in 1991 there were a total of 7 districts in Nagaland, and Dimapur was included under Kohima district. Similarly, there were a total of 11 districts in Nagaland against 8 districts in 2001. The districts of Peren, Kiphire and Longleng were created after the Census of 2001

C. Employment Status by Gender (Sector Wise)

Employment status of women and men determine their economic empowerment. Table-4 gives an account of the gender wise distribution of employment in agriculture and non-agriculture sector.

Table 4: Distribution of Employees by Gender

Occupation	Females #Working	Males #Working	Fraction Females	Fraction Males	Fi-Mi	Absolute Value Fi-Mi
Agriculture Activities	807	2426	0.015	0.022	-.007	.007
Non-Agriculture Activities	52959	105626	0.984	0.977	0.007	.007
Total	53766	108052				0.014

Source: Gender Statistics Nagaland 2017 to 2018

It is observed from the table above that number of females employed in agriculture is 807 and non-agriculture is 52959 as against male employment of 2426 in agriculture and 105626 in non-agriculture respectively during the year ending 2017-18. In order to determine dissimilarity between male and female workers in agriculture and non-agriculture sector, Duncan (D) Index has been calculated as follows.

$$\begin{aligned}
 \text{Duncan Index: } D &= \frac{1}{2} \sum |Fi-Mi| \\
 D &= \frac{1}{2} (.014) \\
 &= .007
 \end{aligned}$$

This shows that there is not much dissimilarity between men and women according to their employment status in agriculture and non-agriculture sector. Only 0.7% of women need to change occupation to equate the occupational distributions between men and women.

D. Land Holding by Women

Empowering of women will be incomplete without ownership of properties. Land is a useful immovable property and it's holding right determine the economic stability. Table:5 provides the district wise land holding pattern of women in Nagaland till the end of 2010-11.

Table 7: District-wise Women Operational Holdings by size as per census of Land Holdings 2010-11

District	Marginal (Below 1.0 ha.)		Small (1.0-2.0 ha)		Semi-Medium (2.0-4.0ha)		Medium (4.0-10 ha)		Large (10.0 & above)		All sizes Classes	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
Kohima	18	10(55.55%)	2954	609(20.62%)	9123	1709(18.73%)	6631	945(14.25%)	2384	139(5.83%)	21110	3412(16.16%)
Dimapur	959	162(16.89%)	2375	494(20.8%)	10965	818(7.46%)	6579	342(5.20%)	1725	28(1.62%)	22603	1844 (8.16%)
Phek	2043	650(31.82%)	4069	496(12.19%)	4680	443(9.47%)	7194	419(5.82%)	818	4(.49%)	18804	2012(10.70%)
Mokokchung	589	127(21.57%)	1335	827(61.95%)	4232	231(5.46%)	553	306(55.33%)	3242	150(4.63%)	14951	1641(10.98%)
Wokha	nil	nil	1747	35(2%)	1116	170(15.23%)	2747	486(17.69%)	4969	890(17.91%)	10579	1581(14.94%)
Zunheboto	188	67(35.64%)	1034	195(18.86%)	3762	590(15.68%)	8661	1638(18.91%)	3064	315 (10.28)	16709	2805(16.79%)
Tuensang	713	nil	1442	nil	4658	225(4.83%)	11329	518(4.57%)	5252	189 (3.60%)	23394	932(3.98%)
Mon	nil	nil	322	5(1.55%)	4692	843(17.97%)	17845	1302(7.30%)	1063	100 (9.41%)	23922	2250(9.41%)
Peren	1832	119(6.50%)	4382	119(2.72%)	1184	12(1.01%)	2863	264(9.22%)	190	46(24.21%)	10451	560(5.36%)
Kiphire	nil	nil	339	70(20.65%)	3468	284(8.19%)	4325	304(7.03%)	472	13(2.75%)	8604	671(7.80%)
Longleng	23	15(65.22%)	211	30(14.22%)	391	23(5.88%)	4075	181(4.44%)	1936	68(3.51%)	6636	317(4.78%)
Total	6365	1150(18.07%)	20210	2880(14.25%)	48271	5348(11.08%)	77802	6705(8.62%)	25115	1942(7.73%)	177763	18025(10.14%)

Source: Gender Statistics Nagaland 2017 to 2018

It is found that in Nagaland women enjoy absolute right on land as well. The highest percentage of land holding by women reported from Zunheboto district with 16.79 percent and the lowest percentage of land holding reported from Tuensang district with 3.98 percent. However, land holding pattern by women according to size shows that in below 1 hectare (marginal holding) category, the highest land holding by women reported from Longleng district with 65.22 percent and lowest land holding by women reported from Peren district with 6.50 percent. In the small category with 1-to-2-hectare, highest land holding by women reported from Mokokchung district with 61.95 percent and lowest land holding by women reported from Mon district with 1.55 percent. Under semi medium category (2 to 4 hectare), the highest land holding by women reported from Kohima district with 18.73 percent and lowest land holding by women reported from Peren district with 1.01 percent.

Also, in the medium category (4-10 hectare), the highest land holding by women reported from Mokokchung district with 55.33 percent and lowest land holding by women reported from Longleng district with 4.44 percent. Similarly, under large category (10-above), the highest land holding by women reported from Peren district with 24.21 percent and lowest land holding by women reported from Phek district with .49 percent.

Conclusion

Thus, to sum up, it can be said that the condition of women is comparatively better in Nagaland as compared to other advance States of the country. The women folk of Nagaland are found increasingly involved in farm and non-farm activities besides household work. They occupy a respectable position not only in a family but also in the society. Apparently, there is hardly any difference between a male and a female in this State. But there is a marginal difference between them. Evidence from the research that are available. Neglect of female children, especially in age groups, 0-4 & 5-9 has been observed over the years. Social customs especially son preference and differential treatment for male babies in terms of food, medical treatment may be responsible for widening the gap in spite of several measures to prevent discrimination towards female babies.

The most important item of social development is the literacy. Here male-female literacy gap is only about 10%. Yet, special

efforts are needed to educate women folks, especially in rural areas to remove the dissimilarity. The important indicator of the development of females is the work force participation of females in economic activities. Male-female work force participation ratio is always in favour of males over the years and is less in rural areas than in urban areas. Women are generally engaged in household activities such as bearing and rearing of children and in the production of goods and services for self-household consumption. Infact, women's work at home remains unrecognized unless it produces something for sale. So, the work participation for female is a myth rather than reality. In recent census, women considered as worker who make significant contribution in the agricultural operations like sowing, harvesting, transplanted, tending cattle and even cooking and delivering food to the farm during the agriculture operation. Therefore, workforce participation rate in agricultural and related works has been increased.

Therefore, along with efforts at removing cultural and social obstacles through public awareness, enhancing economic development and improving women's capabilities as well as their access to economic opportunity appear to be the key to enhancing progress toward gender equality and ultimately to inclusive growth.

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