



## Study Of Measures Taken For Female Employment In Bihar

Dr. Neelam Kumari

Associate Professor, Deptt. Of Geography, R.R.P. College, Bhergawan, Masaurhi, Patna

### ABSTRACT

On March 9, 2015, the Bihar government declared the state policy for women empowerment to ensure that women participate in mainstream development (Times, 2015). This study delves into the factors that influence the adoption of governmental policies and measures taken by the Bihar government for women's empowerment in the state of Bihar and the role of SHG for women's empowerment. Addressing the needs for enhanced access to education, health, and employment for women in Bihar is crucial for promoting overall societal development and gender equality. Addressing this subject requires the development of an ecosystem that is conducive to supporting entrepreneurs, and specifically, women entrepreneurs. The collaborative effort of government, business, and society is needed to tackle economic challenges like job creation, capital market flexibility, liquidity, and labour market flexibility.

*Keywords:* Bihar. Government, Women Empowerment; Panchayat Samitis; SHG;

### INTRODUCTION

This introduction explores the important factors influencing women empowerment adoption in Bihar and critically investigates the Bihar status to find out preparedness to achieve the women empowerment. The paper develops argument on the basis of secondary sources as review of existing literature published in journal, books, reports of various Bihar Government, and websites and qualitative interviews with 600 SHG members to determine what the elements are that have a significant influence on women empowerment.

The paper critically examines women empowerment in Bihar and various models and dimensions and 50% Reservation in Panchayati Raj Institutions. Collaboration between government agencies, non-governmental organizations, and the local community is essential to effectively implement these initiatives. By addressing education, health, and employment simultaneously, government can contribute to creating a more inclusive and equitable society for women in Bihar. Certainly, the multifaceted nature of women's development in Bihar involves a complex interplay of various factors. Understanding and addressing these factors are crucial for comprehensive progress. It's commendable that the Bihar government has implemented a range of schemes to empower women in various spheres of life; some of the key initiatives are as;

- 50% Reservation in Panchayati Raj Institutions and Urban Bodies:
- Mukhyamantri Balika Cycle Yojana:
- Mukhyamantri Nari Shakti Yojana:
- 35% Reservation for Women in State Government Jobs:
- Interest-Free ₹10 Lakh Loan Scheme for Entrepreneurship:
- 35% Seats as Administrative Heads at Block and Police Stations:

These initiatives collectively address various aspects of women's empowerment, including political participation, education, economic independence, and leadership roles. Implementation, awareness, and continued support are essential for the success of these schemes, and periodic assessments can help refine and improve their impact over time (IWWAGE, 2020).

## REVIEW OF LITERATURE

The (Boutros-Ghali, 1996) United Nations investigated that industrialization and economic growth would benefit women by opening up employment opportunities, hastening their attainment of equal rights with men and need technical assistance for women on these grounds.

The Tehran resolutions 1963 emphasized that an expansion of technical to women in developing countries is an important element in any unified long term plan (Boutros-Ghali, 1996).

There is no tool for development more effective than the empowerment of women (Annan, 2016).

Despite the low percentage of women in India's formal workforce, a large proportion of women are engaged in agriculture, informal sectors, and small business-based entrepreneurship; however, this excludes them from formal employment, which is disadvantageous for gender equity and socioeconomic well-being (Institute, 2023).

Economic empowerment of women is essential both for holistic empowerment and to achieve broader development goals like poverty reduction, health, education and welfare. It is a powerful tool that promotes women's ability to achieve their rights and well-being while also reducing household poverty and increasing economic growth (Corporation, 2023).

### SIGNIFICANCE AND STATEMENT OF STUDY

The Sustainable Development Goals emphasize gender equality and women's empowerment, with Bihar's government committed to this. Empowerment involves providing individuals with resources and opportunities to control their lives. Despite efforts to increase women's representation, Bihar faces inequality due to gender policies, lack of education, gender stereotypes, patriarchal norms, and child marriages. Micro credit can help poor women achieve empowerment, highlighting the need for further study on women empowerment in Bihar.

### RESEARCH OBJECTIVES

- To examine how the Bihar government's scheme for women's empowerment affects the women's empowerment situation and examine the effect of women empowerment.
- To examine the 50% Reservation in Panchayati Raj Institutions.
- H1: Bihar Government policies provide benefits for women empowerment.
- H0: Bihar Government policies do not provide benefits for women empowerment.
- H2: Bihar Government is implementing 50% Reservation for women in Panchayati Raj

Institutions.

H20: Bihar Government is not implementing 50% Reservation for women in Panchayati Raj Institutions.

### RESEARCH METHODOLOGY

Both quantitative and qualitative data were used in this study. The primary data were collected from the self-help group members with the help of a structured questionnaire. The secondary data were collected from Bihar Government publications, journals, newspapers, and Panchayati Raj Institution's web page.

#### Approach

Employing a qualitative research methodology this study used secondary data sources have been used to gather information on women empowerment from Bihar government official webpage and others. For a quantitative research methodology this study aims to analyse data obtained from a survey conducted among a sample of 600 SHG members residing in Saharsa district (Bihar).

#### Sampling Technique:

The present study adopts exploratory and descriptive research approaches with the objective of clarifying the effect on the adoption of different women's empowerment programs. The research objectives of this study are to ascertain the primary determinants that have an impact on the adoption of women's empowerment programs in Bihar. A purposive selection strategy was used to pick a random sample of 600 SHG members in Saharsa. A sample of 600 SHG members in the study area was chosen using a multistage proportionate random sampling technique. In the first stage, Saharsa district (subdivision) has been purposefully selected as the universe. Out of the seven blocks in the rural segment, only three blocks, namely Sonbarsa, Sour Bazar, and Patarghat, were selected for the study, as the number of SHG group formations was the highest in these blocks. Data has been gathered through the use of structured questionnaires.

## DATA ANALYSIS AND INTERPRETATION

1. **H1: Bihar Government policies provide benefits for women empowerment.**

Table No: 1: Block Questionnaire

District	Block	No. of SHGs	No. of SHGs questionnaire served	Questionnaire responded
Saharsa	Sonbarsa	2798	150	120
	Sour Bazar	3052	250	180
	Patarghat	1688	150	125
	Nauhatta	1896	200	125
	Salkhua	1738	100	50
		<b>TOTAL</b>	<b>850</b>	<b>600</b>

Although under five blocks, more than 1200 female members were chosen for the study. Questionnaires were served, but all did not respond; only 600 SHG members responded.

Table 2: Profile of the Sample SHG Members: Demographic Profiles of sample SHG Members

Age in Years(s)	Age Group	No in Group	Percentage
	18-29	198	33.0%
	30-39	190	32.0%
	40-49	102	17.0%
	50-59	72	12.0%
	Above 60	38	6.66%
	<b>Total</b>	<b>600</b>	

Interpretation: From the above table reveals that out of total respondents taken for the study, 33% of them belong to the age group of 18-29 years, 32% of the respondents are 30 to 39 years, 17% of them belong to age group of above 40-49 years, 12% of them belong to age group of above 50-59% and remaining 6.6 % of them belong to age group of above 60 years. Inference Majority of the respondents falls under the age group of 18 to 40 years.

Table 3: Response to Level of Impact on the Respondents Availing Micro Credit

Sr. No.	Statements	Agree	Neutral	Disagree	Total
1	Micro financing has aided in poverty reduction	426 70%	100	74	600
2	Micro financing has contributed in improvement of income level	438 70%	80	82	600
3	Micro financing has contributed in improvement of consumption level	420 70%	160	20	600
4	Micro financing has contributed in improvement of social status	420 70%	150	30	600
5	Micro financing has enhanced awareness of social issues	438 73%	100	62	600
6	Micro financing has increased exposure to the outside world	420 70%	160	20	600
7	Micro financing has helped in building confidence of the borrower	450 75%	150	--	600
8	Micro financing has contributed in Increasing the decision making power of the user	450 75%	100	50	600
9	Micro financing has resulted in enhancing recognition in the family	420 70%	180	--	600

Over 70% of SHG members agree that micro financing has helped reduce poverty, improved income and consumption, enhanced social status, community recognition, and increased awareness of social issues. 75% agree that micro financing activities increase decision-making power, and 70% believe it enhances family recognition.

Thus, The hypothesis of H1: Bihar Government policies provide benefits for women's empowerment and SHGs are putting more effort into women's empowerment are accepted. A self-help group is a powerful tool to enrich savings activities and alleviate poverty.

## 1. H2: Bihar Government is implementing 50% Reservation for women in Panchayati Raj Institutions.

### Approach

Employing this study used secondary data sources have been used to gather information on Bihar government official webpage for Panchayat Samitis and analyses the total women representative.

### Sampling Technique:

The 73rd Amendment to the Constitution of India, enacted in 1992, is a significant milestone in the realm of women's empowerment at the grassroots level. The 73rd Amendment aimed to promote grassroots democracy, decentralize power, and enhance the role of local communities in decision-making processes. The provision for women's reservation was a crucial step in addressing gender disparities in political representation and empowering women at the grassroots level. Bihar is the only state where women have been given 35% reservation in government jobs, and in the education department, the quota is 50% and 50% reservation for women in Panchayati Raj institutions and urban bodies.

For this section, secondary data sources have been used to gather information on women in panchayats. These sources can include publicly available data from Bihar government official sites and Saharsa district PRI's databases. The data collected for the study pertains to the period from 2018–19 to 2022–23. Here I analyzed all Panchayat Samitis data for Saharsa district panchayat.

Table 4: **Saharsa District Panchayat Samitis**

Sl. No.	Name Of Panchayat Samiti	No . of Gram Panchayats	Total no of Villages	Total No. of Wards	Total No. of Women Mukhiya	Total No. of Elected Members	Total No. of Women
1	Banma Itahari	7	18	106	04	229	124
2	Kahra	12	41	139	06	251	167
3	Mahishi	19	84	249	11	453	242
4	Nauhatta	12	51	172	08	375	213
5	Patarghat	11	18	167	05	342	193
6	Salkhua	11	43	156	7	249	148
7	Sattar Kattaiya	14	38	186	8	379	192
8	Simri Bakhtiarpur	20	55	265	10	573	296
9	Sonbarsa	19	56	248	12	525	299
10	Sour Bazar	16	55	226	09	464	246
	<b>Total</b>	<b>141</b>	<b>459</b>	<b>1914</b>	<b>80</b>	<b>3840</b>	<b>2120</b>

Interpretation: There are a total of 10 Panchayat Samitis, 141 Gram Panchayats, and 459 villages and 1914 wards under Saharsa district panchayat jurisdiction. Out of 141 panchayats, there are 80 female mukhiya and 2120 elected women members out of 3840.

Findings: It is clear that in Saharsa Panchayat Samitis, there are 57% women mukhiya and 55% ward members.

Thus, The hypothesis of H2: Bihar Government is implementing 50% Reservation for a woman in Panchayati Raj Institutions is also accepted.

### CHALLENGES AND OPPORTUNITIES

Bihar's women empowerment is hindered by gender stereotypes, patriarchal norms, caste system, and child marriage. While reservation for women in politics is a step, structural reforms and higher budget allocation for women-specific interventions are needed.

### GOVERNMENT INITIATIVES AND POLICY SUPPORT

Bihar is implementing initiatives to improve governance, infrastructure, stimulates the economy, and advance social development, particularly for women and girls. These include the Mukhyamantri Balika Cycle Yojana, Mukhyamantri Nari Shakti Yojana, 35% reservation for women in state government jobs, and the Mukhyamatri Kanya Uthan Yojana, a conditional cash transfer program (Times, 2015).

Bihar also benefits from several Centrally Sponsored Schemes, targeting diverse aspects of women's empowerment. LPG Connections for Women in BPL Families 101 lakh connection are issued under the scheme. Total connections released under PMUY for Saharsa district are 220314 (Pradhan Mantri Ujjwala Yojana, 2024). The Bihar State Milk Co-operative Federation Ltd (COMFED) or Sudha has expanded women only dairy cooperatives, which can be leveraged to improve rural work force participation in the state. There are 2902 women only dairy cooperatives in Bihar (Change's, 2019).

#### CONCLUSION

The Bihar government has implemented a policy for women empowerment, aiming to involve women in mainstream development. However, this requires a multi-faceted approach, including educational, economic, legal, and awareness campaigns.

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