

CHAPTER - 1

INTRODUCTION

The State of Tamil Nadu was carved out of the erstwhile Madras Province in 1956, comprising the Tamil speaking areas. Occupying 4% of the land area of the country it spreads over an area of 1,30,058 sq. km. It is situated along the East Coast of India, along the Bay of Bengal, dropping down to the Indian Ocean in the South. It shares its boundaries with Kerala, Karnataka and Andhra Pradesh. The State is divided into 30 administrative districts and 385 Community Development Blocks. The urban part of the State comprises 6 Corporations, 104 Municipalities and cantonments, 611 Town Panchayats, 111 Census Towns (totaling to 283 urban local bodies). The rural part comprises 385 Panchayat Unions and 12,618 Village Panchayats. Sixty one per cent of the Village Panchayats have a population of 1,000 to 2,000 and 10% of the Village Panchayats have population below thousand.

Agriculture is the mainstay of the economy of Tamil Nadu. Productivity levels of some of the crops are very high. The yield of rice amounting to 2.5 tonnes per hectare is among the highest in India. The sugarcane yield of 100 tonnes per hectare is a world record. The State is also the highest grower of banana in the country. Some of the Plantation crops like tea, coffee and cotton are extensively raised.

The high productivity levels of the crops are also due to the State being among the highest irrigated zones of the country. Cauvery, Vaigai, Palar, Pennar, and Thamaraparani are the major rivers, which drain through the State. High level of conjunctive use of surface and ground water resources is a special characteristic of the State. The dry southern plains of the State are home for several dry crops – groundnut, sesamum, pulses etc.

Cotton textiles, cement, caustic soda and nitrogenous fertilizers, sugar etc. are some of the important industries in the State. Tamil Nadu accounts for one fourth of the country's sugar production. State Development Corporations who provide industrial finance and technical and technological know-how, like the Tamil Nadu Industrial Development Corporation (TIDCO), State Industries Promotion Corporation of Tamil Nadu (SIPCOT) etc. have significantly helped industrial promotion. Industrial Estates and complexes have been created, dispersed in several parts of the State. Many of these complexes serve as industrial growth centres.

Tamil Nadu represents the pre-Aryan Dravidian culture in India dating back to 6,000 years. The old ruling dynasties of Tamil Nadu shaped the cultural history of the State. The Cholas had a great military and martial tradition. They were also Empire builders. The Pandya excelled in Commerce. The Sage poets, the Alvars and the Nayanars flourished during the times of the Pallavas. Great women poets and thinkers were

held in high reverence in Tamil literature. The status of women in Tamil Nadu evolved down centuries with ups and downs and a lot more remains to be done in enhancing the same.

Status of Women in Tamil Nadu – A Historical Road Map

Historical Concept of Socialization of Women

Women's domestic and reproductive roles were emphasized:
"Men live by action, but women within the precincts of home by their men" – a *kuruntokai* poem.

Sangam Age

Women had freedom of choice of partner; marriage was a contract, not a sacrament.

Post Sangam Age

Caste divisions were introduced; rituals turned marriage into a sacrament; severance was rendered impossible; chastity of married women became an obsession; widowhood became a punishment through isolation and rituals.

Medieval Period

Women started coming to the forefront. Examples: Karaikkal Ammaiyan and Andal who achieved literary and religious eminence.

Rise of Bhakti Movement: On the one hand provided liberating space for women and on the other became cause for degradation of another set of women – *devadasis*.

Later Period of Nayak Dynasty

Polygamy became common practice.

British Period

Weakened some cultural norms impeding equitable status of women; in 1821, first girls' school was opened in Chennai; in 1827, women were allowed to sit for University exams for the first time through the Madras University.

Social Justice Reform Movement

Under Periyar E.V. Ramasami Naicker; the Movement influenced public thought on caste, marriage customs, widow remarriage, child marriage, *sati* etc.

Since 1920s

Dr. Muthulakshmi Reddy played key role in the passage of Devadasi Abolition Bill, 1927 and Child Marriage Restraint Act, 1929.

The women's Indian Association led by Dr. Annie Besant in Chennai played key role in grant of suffrage rights to women in 1921; Dr. Muthulakshmi Reddy became the first woman to become a member of the Legislative Council.

Freedom Struggle

Challenged old gender norms.

Source: Government of Tamil Nadu, Human Development Report, 2003

As of now, there are institutional arrangements aimed at promoting gender equity for women in the State. The important institutions are Tamil Nadu State Commission for Women, Tamil Nadu Corporation for Development of Women and Department of Social Welfare. It is through these agencies that the Government implement policies and programmes relating to women's development. Tamil Nadu State Commission for Women is one among the two State Commissions that do not enjoy statutory powers.

"The State had moved from the concept of welfare to development of women. Since 1956 they have started Service Homes to take care of destitute and other women in need. 11,300 Mahila Mandals were formed in the community development period. It has pioneered many of the gender related schemes. Tamil Nadu had also concentrated in recent years on organizing women in Self Help Groups (SHGs) for their greater Social and Economic advancement. The State now had 1.5 lakh SHGs covering 2.5 million women. They had also included sex workers and trafficked women, eunuchs, disabled women in the formation of SHGs. The reach of several programmes was better with this organization. The State had undertaken World Bank Programmes for downtrodden sections, child labour, infanticide etc. The sex ratio in the state had improved from 974 in 1991 to 986 by 2001."¹ (sic pas'im)

In economic and human development terms, Tamil Nadu is significantly better off in comparison with all India situation on several parameters: contributing a little over 7% of the gross GDP of the country at 1993-94 prices, the State per capita income is higher than the national. Proportion of population below the poverty line is lesser. The Human Development Index (HDI) and Gender Development Index (GDI) are higher indicating a higher level of social development in the State (Table 1.1). The district-wise HDI and GDI for Tamil Nadu are presented in Annexure Table 1.1.

Table 1.1
Comparative Economic and Social Development Indicators

Indicator	Tamil Nadu		India	
	2000-01	2001-02	2000-01	2001-02
GDP/GSDP (Rs.Crore)				
At 1993-94 prices	90638	93066	1198685	1265429
At current prices	141150	148585	1917724	2094063
NSDP/NDP (Rs.Crore)				
At 93-93 prices	80139	81813	1062616	1123543
At Current prices	126100	13108	10306	10754

¹. Excerpt from the Minutes of the meeting of the National Commission for Women with Chief Secretary and Other Secretaries on 20.02.2004 placed at Appendix 1.

Indicator	Tamil Nadu		India	
Per Capita Income (in Rs.) at constant prices	12944	13108	10306	10754
Per Capita Income (in Rs.) at current prices	20367	21239	16707	17978
Population living below the poverty line, 1999-2000	21.12		26.10	
HDI value 1991	0.466		0.481	
2001	0.531	0.657	0.571	
GDI value 2001	0.654		0.553	

Source: Compiled from data given in *Tamil Nadu – An Economic Appraisal 2001-2002*.

Analysis of the Budget Expenditure on Women and Child Development during 1993-94 to 2002-2003 was the Society for Applied Research in Education & Development, in January 2004. Accordingly to their compilation, per capita expenditure on women development in Tamil Nadu increased from Rs. 18.27 in 1993-94 to Rs. 50.90 in 2000-2001. Tamil Nadu showed the second highest per capita expenditure after Haryana in 2000-01. It worked out to 0.257% of the Net State Domestic Product, a much higher proportion than many other States. The ration of expenditure on women development to total revenue expenditure is also very significant at 1.55% which is much higher than most of the States.

Tamil Nadu has formulated ambitious goals for the Tenth Five Year Plan. If these goals are achieved, the State would be reaching a much higher social development level than the national average. The monitorable targets for the Tenth Five Year Plan have, accordingly, been placed higher than for All India and are presented below:

Monitorable Targets for Tenth Tamil Nadu's Five Year Plan

Economic Growth

- To ensure economic growth of 8 per cent per annum with an ICOR of 3.26 in the Tenth Plan and 4 per cent in Agriculture and Allied Sectors.
- Investment requirement at Rs.262502 crore (Rs.40000 crore as State Sector outlay, Rs.48000 crore as Central Sector outlay and the remaining Rs.174502 crore from Private and Foreign Direct Investments).
- Doubling of per capita income by 2010.
- Widening of tax-base and improving collections.
- Reduction in subsidies and administrative overheads.

Fiscal Growth

- To bring the fiscal deficit from the present level of 3.6 per cent of GSDP to 1.5 per cent by end of the Tenth Plan.

- To bring revenue deficit to revenue receipts from the present level of 19 per cent to 0 by the end of the Tenth Plan.

Poverty Reduction

- To reduce poverty ratio from 21.12 per cent in 1999-2000 to 10 per cent by 2007 and aiming at near-elimination by 2012.

Employment

- To bring down unemployment rate as measured by current daily status from 12.05 per cent in 1999-2000 to 6 per cent by 2007 and to near-zero by 2012.

Education

- Universalization of primary education (upto Class V) by the year 2005, with special efforts for girls and disadvantaged groups.
- 100 per cent retention of all enrolled children till age 14 by 2007.
- 100 per cent access to a school within a km. by 2007.
- Raising of literacy rate from 73.5 per cent in 2001 to 80 percent in 2007.

Health

- To reduce Infant Mortality Rate (IMR) from 52 per 1000 live births in 1999 to 28 per 1000 live births by 2007.
- To reduce Maternal Mortality Rate (MMR) from 150 per 100000 births to 100 by 2007 and 50 by 2012.

Forests

- To increase and stabilize forest area cover from present 17.6 per cent to 25 per cent by 2012 and also to ensure density of free cover by eco-stabilization, eco-restoration and eco-protection.

Drinking Water

- To provide drinking water to all habitations and making them fully covered habitations.

Gender disparities

- Reduction by 2007 of all rural-urban and female-male disparities in wages, health, education by 50 per cent.

Infrastructure

- To provide all weather roads to all habitations with population of 500 and above by 2007.

- To turn the State into the top ranking manufactured goods exporter in India and to double its export earnings by the year 2008.
- To provide, by the year 2010, all villages in the State electricity, a trunk road, telephone and internet connectivity, a school, clean water and sanitation, a village health worker and local self-government.
- To turn the State, by the year 2006, into a leading player in the field of Information Technology (IT) in the country, and also make it regional gateway to Asia, home to half the humanity.

Population Growth

- To reduce decadal population growth from 11.2 per cent now to 7 per cent by 2011 and to secure population stabilization.

The National Commission for Women had sent out a detailed questionnaire to the State Government of Tamil Nadu on various aspects relating to the infrastructure, institutional arrangements for managing gender related issues. The response received from the State Government is placed in Appendix 2.

The National Commission for Women held detailed discussions with the Chief Secretary and other senior officers of the State Government on 20th February, 2004. The minutes of the meeting with the Chief Secretary is placed at Appendix 1.

CHAPTER - 2

DEMOGRAPHIC PROFILE

Population

Tamil Nadu has a population of 62,110,839 persons as per the 2001 Census, accounting for 6% of the country's population, comprising 31,268,654 males and 30,842,185 females. Between 1991-2001, the population growth rate was 11.19% against 21.34% for All India. This was a significant decline from the growth of 15.39% in the previous decade.

Data on the distribution of population over the 30 districts of Tamil Nadu and the population in the 0-6 age group are given in Annexure Table 2.1. Of the total population in 2001, the proportion in the 0-6 age group constitutes 10.4%. Coimbatore followed by Chennai has the largest populations in the State. Perambalur has the lowest population. The density of population for the State as a whole is 479.

The distribution of Scheduled Castes and Scheduled Tribes in the population, in terms of proportions, is quite different from in the country as a whole. The proportion of Scheduled Castes is higher at 19.2% and that of Scheduled Tribes is strikingly lower at 1% compared to the All India figures of 16.5% and 8.1% respectively.

Sex Ratio

The sex ratio in Tamil Nadu at 986 is way ahead of the All India ratio at 933. The improvement in the 2001 census to 986 compared to 974 in 1991 is also more significant than at the national level from 927 to 933. Sex ratio in the State is also higher than in many of the States. There was a steady decline right from the beginning of the century (as for India), when the ratio was 1044, and dropped below unity in 1961 and touched a low of 974 in 1991. Against five districts that had a sex ratio of less than unity in 1901, fifteen districts are below unity in 2001, the lowest being 929 in Salem (Annexure Table 2.2). The sex ratio for Rural Tamil Nadu is higher at 992 compared to 980 for the urban areas. This compares with the scenario at the All India level representing larger migration of men to urban areas for work, which depresses the urban sex ratio.

The comparative improvement of the sex ratio for the State is reflected in the improvement in the ratio in many of the districts, including Salem. The only district that has shown a decline between the last and the current Census is Dharmapuri district, where it dropped from 942 to 938.

A matter of concern is the declining juvenile sex ratio, at 939 in 2001. The practice of female infanticide – and currently female foeticide as well – in some parts of the State is reflected in the declining juvenile sex ratio. Lower sex ratio is especially pronounced in the districts where female infanticide is clearly known to be rampant. According to the data available, the practice of female infanticide is prevalent in 385 Blocks in the districts of Dharmapuri, Salem, Namakkal, Theni, Madurai, Karur, Dindugul, Erode and Vellore with occasional occurrence in others. Female infanticide is estimated to contribute to 7% of infant mortality in the State and 14% of female infant mortality. Campaign against female infanticide has been successful with the involvement of the Government, Community and the leaders of the local bodies where it has been launched with intensity, as in the case of Dharmapuri. A great deal more work needs to be done on this.

Female foeticide is assuming alarming proportions with the emergence of the sex determination technologies. It is reported that female foeticide is being practised in some districts in the name of 'genetic counselling'. The decline in sex ratio at birth also indicates that the practice has acquired significant dimensions in some parts of the State.¹

The State Government have framed rules and gazetted the Pre-Natal Diagnostics Techniques (Regulation and Prevention of Misuse) Act, 1994, in 1996. The implementation of the Act leaves much to be desired. Sex specific abortions, assisted by medical and paramedical professionals are still in evidence. Much is to be blamed on the patriarchal mindset that prefers sons to daughters. The long-term sociological consequences of these unethical and illegal acts have still to be understood by the society.

Life Expectancy

The people of Tamil Nadu have been having higher life expectancy compared to All India, through the years. Currently it stands at 65.60 for females against 64.65 years for males (1996-2001, SRS), which is one year above the national figure for females and two years above the national figure for males. The gender gap in life expectancy in Tamil Nadu is less than a year against 1.4 years in the case of All India (Annexure Table 2.3).

¹. Sex selection and questions of law.

Source: <http://www.flonnet.com/f11721/17211030.htm>

Frontline Volume 17 - Issue 21, Oct. 14 - 27, 2000.

Tamil Nadu Human Development Report 2003.

Chapter 4 - Demography, Health and Nutrition – Page 49.

CHAPTER - 3

HEALTH

Tamil Nadu has a comparatively streamlined health services comprising Modern systems and Indian Medicine and Homeopathy (Table 3.1). It is estimated that there is a doctor to serve 8230 patients (in-patients and out patients) and a nurse for 6,586 patients in the health system. Major concentration of the infrastructure is in the State capital followed by other urban areas. Women in rural areas often find it difficult to access medical help in emergencies due to limitation of ambulatory services. In clusters of villages, the nearest primary health care is 5 to 30 km. away. Given the irregular and infrequent bus services in several rural areas, medical help is nearly impossible to access, unless there are private doctors in the village. The details about access to health services and utilization are presented in Table 3.2. The other lacuna in the health infrastructure is the significant percentage of vacancies, which tell on the quality of services.

Table 3.1
Medical and Health – (Government) – 2001-2002

Modern Medicine	
1.	No. of Hospitals
2.	Dispensaries
3.	Primary Health Centres
4.	Health Sub Centres
5.	Beds in Hospitals and Dispensaries
6.	Total No. of Doctors
7.	Total No. of Nurses
8.	Village Health Nurses
9.	Sector Health Nurses
10.	Community Health Nurses
Indian Medicine (2001 2002)	
1.	No. of Hospitals
2.	Dispensaries and Mobile Medical Units

3.	Wings attached to Medical College Hospitals, District Head Quarters Hospitals, Taluk and Non Taluk Hospitals	247
4.	Wings attached to Primary Health Centres	281
5.	Beds in Hospitals and Dispensaries	915
6.	Total No. of Doctors	794
7.	Total No. of Nurses	79
	Homoeopathy	
1.	No. of Hospitals	1
2.	Dispensaries and Mobile Medical Units	5
3.	Wings attached to Medical College Hospitals, District Head Quarters Hospitals, Taluk and Non-Taluk Hospitals	36
4.	Beds in Hospitals and Dispensaries	50
5.	Total No. of Doctors	64
6.	Total No. of Nurses	—

Source: *Statistical Handbook of Tamil Nadu 2002*

Table 3.2
Access to health care service

Type of health care service	Average distance from village (in km.)	Percentage use
Traditional midwife	1	82
Traditional healer	1-10	70
Faith healer	1-5	60
Health worker	1-5	95
Ayurvedic/Siddha/Homeopathy/Unani doctor	3-5	80
Allopathic doctor (private)	5-10	60
Sub-centre	3-5	70
Primary Health Centre	5-30	52
Dispensaries run by NGOs	5-20	73
Private hospitals	10-20	50
Government hospital	20-50	65

Source: *Tamil Nadu Voluntary Health Association*.

The major issues in gender and health in Tamil Nadu are malnutrition, early marriage and/or pregnancy, genetic disorders and the prevalence of consanguineous marriages, Reproductive tract infections, cancer, HIV/AIDS and other STDs, female infanticide and foeticide and geriatric health problems. The monitoring targets of the Tenth Plan goals have paid attention to improving the situation.

Infant and child mortality

Tamil Nadu has lower IMR and CMR compared to All India at 52 and 16 per 1000 live births respectively. Factors affecting infant mortality are birth order, spacing between children, nutrition and other socio-economic causes. According to the Rapid Household Survey conducted between 1998-99, approximately 30 percent of infant deaths are due to low birth weight and premature birth. Diarrhea is the cause for 8 percent of deaths in the 0-1 age group and the cause for 18.8 percent of deaths in the 1-4 age group. Seventeen percent of deaths is caused by respiratory infections. Among children under 5 years, more than five lakh cases of acute respiratory infections were reported in the State.¹

The prevalence of female infanticide in Tamil Nadu is well published. The emergence of technology for sex determination of the foetus has contributed to abortion of the female foetus, even in rural areas.

Maternal Mortality Ratio

The maternal mortality ratio in Tamil Nadu is comparatively lower than for All India. It is in the range of 150 to 200, according to data from the Vital Events Survey of 1995, 1996, 1997 and 1998 conducted by Danida TNHCP. (The survey involved a sample population of 4.5 million in non-municipal areas in 1995 and 9 million each in the other three years). The prevalence of maternal mortality at this level is attributed to well identified direct and indirect obstetric causes for maternal deaths as well as other socio-economic factors. Burden of work and poor nutrition, absence of transport and communication facilities, delay in accessing proper health facilities, the lack and/or poor quality of essential and emergency obstetric services, and the patriarchal attitudes are attributed to the prevalence of this level of maternal mortality. Among the medical causes, hemorrhage accounted for nearly 40% of all maternal deaths in Tamil Nadu in 1996. Generally, MMR is not regularly monitored, as all deliveries/births are not notified. Actual figures could be higher for the State.

According to a news report in City Express (Chennai Supplement of The New Indian Express) on September 27, 2001, government hospitals, medical colleges, and 25% of scan centers in the State were blacklisted for failure to comply with the deadline (August, 18, 2001) for registration of ultrasound scanning facilities under the Prenatal Diagnostic Techniques Act.

That health facilities leave much to be desired has been brought out by hospital visits conducted by the NCW: The hospital facilities in the General Hospital in Chennai is worrying. The open spaces

¹. Data compiled by a Task Force for drafting the Gender Policy for Tamil Nadu

within the hospital complex are used as open toilets. The toilet facility in the women wards of most departments except the urology are in shocking state, needing urgent repair work.

The Burns wards in Royapettah General Hospital and in Kilpauk Medical Hospital treat patients from all over the State and from neighbouring States too. The Kilpauk hospital has specialist doctors and paramedical staff who provide a 'holistic' approach to treating burns patients – mostly women. However, these Burns wards which treat severely affected women are in desperate need of space and resources

Family Welfare

"Since 1956, Tamil Nadu is one of the States implementing the Family Welfare Scheme successfully. Among the major States, the States of Kerala and Tamil Nadu have already achieved a "replacement level of fertility viz. "Total Fertility Rate" of 2.1. It shows that these two States are forerunners in containment of population growth. In the early pace of the implementation, the programme was 'target oriented'. Subsequently, a 'cafeteria approach' i.e. motivating the couples to take to family welfare measures on their own free will was adopted. Reducing the decadal population growth from 11.2 per cent now to 7 per cent by 2011 and to establish population stabilization is one of the monitorable targets for Tamil Nadu's Tenth Five Year Plan. The State has already achieved the target set for Ninth Five Year Plan well in advance owing to proactive family welfare measurers taken by the State."²

Population Dynamics

"Tamil Nadu is following the conventional demographic transition pattern from initial levels of "high birth rate – high death rate" to the intermediate transition stage of "high birth rate ' low death rate" which shows high rates of population growth and further to "low birth rate – low death rate".

India accommodates 16.93 per cent of world population. Population in the State stood at 621 lakh as per the Population Census of 2001 against 559 lakh in 1991 Population Census. Tamil Nadu is the sixth most populous State in the country. The overall urban population in the State is 43.86 per cent in 2001 Census which increased by 9.66 per cent from 34.20 per cent in 1991 Census. However, the rural population in most of the districts is decreased in 2001 Census compared to 1991 rural population."³

Communicable Diseases

The problem of HIV/AIDS has become very serious (Table 3.3). The district of Namakkal stood first in the matter of highest incidence of the infection. Recently, it has come to notice that Kumbakonam has also alarming rate of increase of HIV/AIDS being a religious tourism centre. The State Government

². Government of Tamil Nadu, Department of Evaluation and Applied Research, Tamil Nadu – An Economic Appraisal 2001-2002.

³. Ibid.

have taken a lot of measures including rehabilitation of the victims. Yet awareness is inadequate and stigmatization continues.

Table 3.3
Aids Cases in Tamil Nadu (District-Wise Cumulative) (Reported Upto December 2001)

Sl.No.	Name of the District	Male	Female	Total
1.	Chennai	3132	996	4128
2.	Kancheepuram	345	108	453
3.	Tiruvallur	475	148	623
4.	Cuddalore	523	152	675
5.	Villupuram	649	224	873
6.	Vellore	564	214	778
7.	Tiruvannamalai	416	131	547
8.	Salem	829	269	1098
9.	Namakkal	755	218	973
10.	Dharmapuri	395	132	527
11.	Erode	661	204	865
12.	Coimbatore	295	69	364
13.	The Nilgiris	24	8	32
14.	Tiruchirapalli	666	219	885
15.	Karur	249	63	312
16.	Perambalur	224	85	309
17.	Ariyalur	35	18	53
18.	Pudukkottai	105	39	144
19.	Thanjavur	166	61	227
20.	Nagapattinam	57	14	71
21.	Tiruvarur	42	13	55
22.	Madurai	702	230	932
23.	Theni	187	41	228
24.	Dindigul	346	104	450
25.	Ramanathapuram	41	12	53
26.	Virudhunagar	76	14	90
27.	Sivagangai	71	26	97

Sl.No.	Name of the District	Male	Female	Total
28.	Tirunelveli	193	48	241
29.	Toothukudi	141	28	169
30.	Kanniyakumari	24	6	30
	Address Not Known	272	40	312
	Other States	65	18	83
	TOTAL	12725	3952	16677

Source: *Tamil Nadu State AIDS Control Society, Chennai - 8.*

CHAPTER - 4

EDUCATION

Literacy

Overall literacy as well as female literacy levels in Tamil Nadu are well above the national average. In 2001, the State had attained a general literacy level of 73.47%, which is close to year 2007 target set for the country as a whole. This was a ten-percentage point increase over the 1991 level.

Female literacy rates touched 64.55% against 54.16% at the national level. Male literacy at 82.33% is also higher than male literacy at the national level. This is a remarkable achievement considering that female literacy was just 1.02% in 1901, which climbed up to 26.86% in 1971, and has increased nearly two and half times in thirty years.

The average female literacy in urban areas stands at 75.64% against 55.84% for rural areas. Some of the districts of Tamil Nadu are close to levels attained by Kerala. Kanyakumari district is at the top with a female literacy rate of 85.38% followed by Thoothukudi with 75.64% and Chennai with 75.32%. The general literacy level for all the districts is higher than the national average with the exception of Dharmapuri.

Female literacy is higher than the national average in all the Districts. The differential in literacy levels between districts has further narrowed down in 2001 compared to 1991 to a range of ± 14% against -17% to +19% (Table 4.1).

Table 4.1
Differential in literacy levels in districts

Literacy of Population in 7+ age	1991	2001
Average for the State	62.7%	73.5%
Level of Literacy	No. of Districts	
Low (below the State average by 6% and more)	6 out of 21 (-6% to -17%)	8 out of 30 (-6% to -14%)
Medium (State average or close to it by 5%)	11 out of 21 (± 5%)	18 out of 30 (± 5%)
High (higher than the State average by more than 6%)	4 out of 21 (+6% to +19%)	4 out of 21 (+6% to +14%)

Source: Census documents

Between 1991 and 2001, the improvement in literacy for males at the All India level was 11.83%, while it was 8.58% for Tamil Nadu. As regards females the improvement in the same period was 15.00 % at the All India level and 13.88% in Tamil Nadu. The gender gap in literacy narrowed to 17.78 percentage points in 2001 in Tamil Nadu from 22.42% points in the previous decade. The gender gap increased in the first 60 years of the last century and touched 26.30% and started declining thereafter. However gender-gaps in literacy persist at significant levels in all the districts in a range of 5.3 to 23 percentage points. The lowest gap is in Kanyakumari District and highest in Thiruvannamalai and Karur (over 23 percentage points). District wise details are presented in Annexure Table 4.1.

Tamil Nadu has made significant contribution to the reduction of illiterates, particularly among females, in the decade between 1991 and 2001 accounting for decrease of over 17% of the female illiterates of the country (Table 4.2).

Table 4.2
Reduction of Illiteracy between 1991 and 2001 Census (in millions)

Details	India				Tamil Nadu			
	1991	2001	Decrease in illiterates	% of decrease	1991	2001	Decrease in illiterates	% of decrease
Total	328.17	296.21	31.96	100	18.07	14.67	3.41	10.66
Males	128.10	106.65	21.45	100	6.43	4.91	1.52	7.09
Females	200.07	189.55	10.51	100	11.65	9.76	1.89	17.93

Source: *Census of India; Provisional Population Totals; Paper-1 of 2001*.

Literacy rates among the Scheduled Caste and Scheduled Tribe communities have been far lesser than of general category of population. This is true in rural and urban areas as well as among males and females. Lowest literacy rates prevail among the Scheduled Tribes (Table 4.3).

Table 4.3
Adi-Dravidar and Tribal Literacy in Tamil Nadu – Regional and gender Variations

Community	Literacy Rate (%) – 1991 Census*								
	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SCs	54		43	73	52	62	58	35	47
STs	32	18	25	56	38	47	35	20	28
SCs/STs	53	30	42	72	51	62	57	34	46
General	67	42	55	86	70	78	74	51	63

Source: Director of Census Operation, Chennai [Quoted in Tamil Nadu – An Economic Appraisal, 2001-2002, Department of Evaluation and Applied Research (DEAR)]

* Census figures for year 2001 have not yet been published.

School Education

Enrolment

Net enrolment of girls and boys in schools has been significant at the elementary stage of education (Table 4.4) covering over 98% of the children in the age group of 6-11. The gender gap is also very marginal. The proportion of enrolment starts declining at the subsequent stages of education and the gender gap also increases, and becomes very pronounced at the 14-16 age group with the gap touching more than ten percentage points. At the 16-18 age group, enrolment steeply declines for both boys and girls but the differential narrows very significantly to near two percentage points.

Table 4.4
School age population and enrolment 2001-2002

Age Group	Sex	Population in Lakhs	Enrolment in Lakhs	Percentage of Enrolment
6 TO 11	Boys	29.35	28.99	98.77
	Girls	28.16	27.75	98.54
	Total	57.51	56.74	98.66
11 TO 14	Boys	19.21	18.15	94.48
	Girls	18.43	17.09	92.73
	Total	37.64	35.24	93.62

Age Group	Sex	Population in Lakhs	Enrolment in Lakhs	Percentage of Enrolment
14 TO 16	Boys	12.07	8.87	73.49
	Girls	11.27	6.99	62.02
	Total	23.34	15.86	67.95
16 TO 18	Boys	12.91	4.62	35.79
	Girls	12.92	4.36	33.75
	Total	25.83	8.98	34.77
6 TO 18	Boys	73.54	60.63	82.44
	Girls	70.78	56.19	79.39
	Total	144.32	116.82	80.95

Source: Director of School Education, Chennai-6.

A close look at the enrolment of girls and boys in the primary stage between 1975-76 and 1997-98 shows a steady increase for both upto 1995-96 and significant drop in 1997-98. It decreases from 81.95 lakhs to 68.14 lakhs. Considering the very high proportion of enrolment, this can only be explained by falling birth rates and lesser number of children in the primary level age group. Similar decline in numbers of enrolment is evident for the upper primary stage of education for boys and girls between 1995-96 and 1997-98. It is significant to note that the decline for girls is lesser than for boys (Table 4.5).

Table 4.5
Sex-wise enrolment at elementary stage (in lakh)

Year	Primary (I-V)			Upper Primary (VI-VIII)			Elementary (I-VIII)		
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
1975-76	30.01	23.39	53.40	8.69	5.04	13.73	38.69	28.44	67.13
1980-81	34.80	28.66	63.46	11.48	6.94	18.42	46.28	35.60	81.88
1985-86	38.90	33.03	71.93	14.69	9.98	24.67	53.59	43.01	96.60
1990-91	41.82	35.81	77.63	18.14	13.44	31.58	59.96	49.25	109.21
1995-96	43.89	38.06	81.95	21.02	16.80	37.82	64.91	54.86	119.77
1997-98	35.18	32.95	68.14	19.30	16.63	35.93	54.48	49.58	104.07

Source: National Institute of Education and Planning and Administration (NIEPA).

Enrolment and retention of children in the primary level has been significantly due to several incentives that are being extended by the Government of Tamil Nadu – in the form of free supply of text books and uniforms as well as mid-day meals, apart from free bus passes, cycles and scholarships.

(Incentives are also extended at higher levels of education in terms of free board, lodging and clothing to hostellers and Special coaching to children belonging to SC/ST and remedial classes for slow learners.

Drop Out Phenomenon

The drop out rates at the Upper Primary level is striking from the enrolment coming down from over 90% to around 60% and further at the Higher Secondary level to 30 plus percent, for both boys and girls. This reflects the attitude to education, quality of education, and relevance of education to the world of work. The drop out rates for girls and boys at various stages of education indicate increasing proportions of this phenomenon for all as the levels of education increase. The gender gap is not very significant except at the primary level. It is significant to notice a slightly lower rate for girls at the higher secondary stage (Table 4.6).

Table 4.6
Drop Out Rates at Different Levels of Education 2001-2002

	Drop Out Rate	Boys	Girls	Total
1.	Upto Primary stage	12.73	15.95	14.31
2.	Upto Middle stage	35.46	34.53	35.07
3.	Upto High School stage	57.34	57.79	57.55
4.	Upto Higher Sec. Stage	79.69	79.32	79.51

Source: Department of Economics and Statistics

The reasons behind drop out of education are largely socio-economic. Poor economic status of the family often requires the children to seek employment to supplement household incomes. Girl children have the double burden of having to work at home and outside. Another determinant factor is mobility. When schools are not close to habitations parents do not consider it safe to send their daughters to distant schools.

Incentives for school education

Tamil Nadu has a reasonable coverage of educational institutions at all levels of education. Number of institutions per lakh of population is significantly high indicating meaningful access to education (Table 7). It is also the policy of the State to enhance access to education by increasing the number of schools by covering the habitations where there are no schools at present. As per the policy recommendations for 2001-2002, the Government proposes to provide elementary schools in all habitations with a population of more than 300 within a radius of one kilometer. Keeping the concerns of access to high and higher secondary education in rural areas, especially of girls, the Government are upgrading Middle Schools and High Schools to Higher Secondary Schools in a phased manner. The objective is

to provide access within a radius of 5 Kilometers. It is further proposed to provide free cycles to tribal and Adi Dravidar girl students, to access their schools.

Quality of School Education

Quality of education depends significantly upon the availability in adequate numbers of qualified teachers. Density of student population (number of students per institution) is high at different levels. The teacher –pupil ratio at the school level is favourable with approximately a teacher for every 30 plus pupils. (Table 4.7)

Table 4.7
Distribution of Schools and Teachers (2001-2002)

Number of institutions per lakh of population	
1.	Number of Primary (Including pre-primary schools) Schools per lakh of population (2001)
	51
2.	Number of Middle Schools per lakh of population
	9
3.	Number of High Schools per lakh of Population
	8
4.	Number of Higher Secondary Schools per lakh of population
	6
Average number of students per Institution	
1.	Primary stage
	140
2.	Middle stage
	385
3.	High School stage
	324
4.	Higher Secondary stage
	956
Teacher-Pupil ratio 2001-2002	
1.	Primary Schools
	36
2.	Middle Schools
	37
3.	High Schools
	31
4.	Higher Secondary Schools
	33

Source: Government of Tamil Nadu, Department of Economics and Statistics

The inadequacy of number of teachers – especially female teachers is cited as a serious reason for drop out of girl children from different levels of education. The proportion of female teachers declines with increasing levels of education. Female teachers at the primary level are about one and half times the number of male teachers and at the secondary level more than double (Table 4.8).

Table 4.8
Sex distribution of teachers

Level of Education	Total No. of Teachers	Male Teachers	Female Teachers	% of Female Teachers
Primary	1,21,311	47,312	73,999	60.99
Middle	59,892	19,764	40,128	67.00
High	51,100	35,981	15,119	29.58
Higher Secondary	97,969	78,136	19,833	20.24
Total	3,30,272	1,81,193	1,49,079	45.13

Source: *Government of Tamil Nadu, Department of Economics and Statistics*

Higher Education

Higher Educational infrastructure

The infrastructure for Higher education including professional education is fairly strong – with 19 Universities, 440 Arts and Science Colleges, 11 Medical colleges, 218 Engineering and Technology Colleges and over 1000 institutions for other professional courses of education. They attract students from the neighbouring States as well.

The gender gap is lesser in higher education relative to school education. In all courses of higher education except M.Com., Engineering and Medical Courses, females outnumber males in Tamil Nadu. Women form more than 50% in most of the courses in Tamil Nadu compared to All India where the highest proportion reached by women candidates is 44.93% in B.A. and B.A. (Hons.) (Table 4.9). The gender neutrality of access to higher education in the State is indeed striking. At the All India level, however, the situation is the reverse – males outnumbering females in all courses, that too very substantially.

Table 4.9
Males and females in higher education in Tamil Nadu/India

Course of Education	Tamil Nadu				India			
	Males	Females	Total	% of Females	Males	Females	Total	% of females
Ph.D/D.Sc./D.Phil.	969	1002	1971	50.83	30429	17109	47538	35.99
M.A	4571	5928	10499	56.46	178153	138955	317108	43.81
M.Sc.	7885	8927	16812	53.09	91611	55464	147075	37.71
M.Com.	2271	1754	4025	43.57	60733	23299	84032	27.72

Course of Education	Tamil Nadu				India			
	Males	Females	Total	% of Females	Males	Females	Total	% of females
B. A/B.A Hons.	42121	52419	94540	55.44	2019376	1647554	3666930	44.93
B.Sc./B.Sc. Hons	78283	83408	161691	51.58	881379	527294	1408673	37.43
B.Com/B.Com Hons	35966	35130	71096	49.41	945302	486563	1431865	33.98
B.E/B.Sc./B.Arch	30805	8212	39017	21.04	283490	80199	363689	22.05
B.Ed./B.T.	1032	2157	3189	67.63	69204	51322	120526	42.58
M.B.B.S	6583	4753	11336	41.92	89132	54232	143364	37.82
Hr. Sec. (10+2, New Pattern, XI-XII Classes)	364934	350053	714987	48.95	4387053	2857866	7244919	39.44

Source: Government of India, Ministry of Human Resource Development, Selected Educational Statistics, 1999-2000

It is worthy of special mention that five women's colleges have been established in the educationally and socially backward districts of Krishnagiri, Bargur, Ramnad, Nilakkotai and Sivagangai. In these colleges job oriented courses like computer education, tourism etc. have been started. There are also initiatives for enabling men's colleges in areas where there are no women's colleges to admit women to the extent of 30% of the intake.

State Policy on Women and Education of Girls and Women

Formulation of a State Policy on Women is currently under deliberation. In the deliberation, women's educational concerns are being given special attention. Some of the crucial gaps identified in the existing educational initiatives and policies of the Government are:

- Inadequate focus on Early Childhood education;
- Inadequate gender sensitivity of teachers, instructors, education functionaries and the teacher training programmes;
- Inadequate access of women to technical education.

Innovation in Kodaikanal

The Mother Teresa Women's University, Kodaikanal has introduced innovative off campus programmes through its Directorate of Distance Education (DDE). These programmes are job oriented in the area of professional education. Degree courses are offered in subjects like Clinical Biochemistry, Clinical microbiology, Laboratory Technology, Hospital Administration, Medicinal Plants, Astrophysics etc. The University also networks with national technological research institutions like the Central Institute for Medicinal and Aromatic Plants (CIMAP), Indian Institute of Astrophysics etc. There are sixty such programmes. As part of some of the courses, students are to undergo full time internship, for example, in the case of medical care related courses, in hospitals. A hundred study centres have been opened in academic institutions in different parts of the country. Dr. Anandavalli Mahadevan, Vice Chancellor of the University believes and says: " You cannot afford to alienate women from science and technology".

Source: T.S. Subramanian, Special Feature: Educational excellence in South Tamil Nadu, Frontline, July 2, 2004.

CHAPTER - 5

EMPLOYMENT

Labour Force, Employment and Unemployment

A major concern in the social sector in the State as in the rest of India is unemployment and under-employment for the increasing population in the economically active age group. Analysis of placements for persons qualified in various streams of education in Tamil Nadu shows 20 to 30% of them continuing as job seekers without finding suitable jobs. (As of 2001, there were 3.6 million educated job seekers in the State, 70% of whom were qualified at SSLC and +2 levels. There were 1.8 million women job seekers constituting 36% of all job seekers. The proportion of job seeking women has also been increasing consequent on higher educational attainment by them.). Other problems in the area of employment are changing structure of traditional industries in the State, technology changes, impact of increased market competition inherent in the reform process, capacity to cope with new skills that are required in the new market conditions etc.

The size of the labour force as well as employment has been increasing since 1977-78 in the case of both males and females. In the case of females, however, between 1993-94 and 1999-2000 labour force as well as employment has decreased by about half a million. On the other hand, labour force and employment among men increased by one million (Table 5.1).

Table 5.1
Labour Force and Employment

Year	Labour Force			Employment (UPSS)		
	Male	Female	Persons	Male	Female	Persons
1977-78	140.57	95.27	235.84	134.77	89.19	223.96
1983	151.34	99.90	251.24	144.27	96.03	240.30
1987-88	163.94	105.64	269.57	157.35	101.37	258.72
1993-94	178.38	114.13	292.51	173.70	111.90	285.60
1999-2000	188.16	109.34	297.51	182.40	107.30	289.80

UPSS – Usual Principal and Subsidiary Status

Source: Computed from NSS data of various Rounds

Overall unemployment on Current Daily Status (CDS) has displayed an increasing trend. As of 1999-2000, there were 3.2 million unemployed (12.05%) as against 2.5 million unemployed (10.34%) as of 1987-88.

Work Participation

Tamil Nadu stands out with high Work Participation Rates (WPR) for both men and women with its predominant agriculture, and comparatively higher level of industrial development in the country. The tertiary sector of services, including education, health care, banking and finance have also attained a significant degree of refinement contributing to greater employment opportunities for the population. The surging population in the economically active age group poses a great challenge to the economy for fuller employment and decent incomes. The recurrence of drought and migration of the rural population to urban areas in search of work have contributed to significant levels of urban poverty in the State, comparatively higher than its neighbouring Kerala. Against this background, the female WPR in Tamil Nadu is amongst the highest rates in the country. This is in significant contrast to Kerala, which has amongst the lowest WPR for females.

Census 2001 registered a WPR of 44.8% for the total population, 58.1% for males and 31.3% for females. This was a slight increase over the 1991 Census, which registered 43.3%, 56.4% and 29.9% respectively. The lowest WPR has been registered by Kanyakumari District and the highest by Namakkal District (Table 5.2).

Table 5.2
Census 2001: Relative position of Districts in WPR

	Overall WPR	Rural WPR	Urban WPR	Male WPR	Female WPR
StateAverage	44.78	50.39	37.59	58.06	31.32
Lowest District	Kanyakumari 32.68	Ramanathapuram 31.52	Kanyakumari 33.51	Kanyakumari 53.39	Kanyakumari 12.23
Highest District	Namakkal 56.28	Namakkal 60.69	Erode 48.89	Erode 66.80	Namakkal 88.71

Source: Government of Tamil Nadu, Department of Evaluation and Applied Research, Tamil Nadu- An Economic Appraisal, 2001-2002

WPR in urban areas has been increasing at a faster rate than in rural areas despite the fact of WPR of females increasing at a faster rate in the rural areas.

Marginalization of Workers

The high level of marginalization of workers in India as a whole during the period between 1991 and 2001 has had an even sharper reflection in Tamil Nadu where the marginalization levels are higher and very steep for men (Data are presented in the Statistical Tables). Inter census trends in category

shifts are presented below. Higher proportion of workers in the marginal category indicates increasing underemployment, precarious employment and economic insecurity.

Side by side with marginalization of workers, the number and proportion of non-workers has also been increasing including due to aging. The non-workers has increased from 2.83 million in 1981 to 3.43 million in 2001. Non-workers among women is a very large majority. Increase in non-workers can also be attributed to decline in child labour due to targeted action.

Inter Census Trends in Marginalization of Workers: India/Tamil Nadu

In India-	In Tamil Nadu-
Increase in the total of main workers	Decrease in total main workers
Increase of female as well as male main workers	Decrease in male as well as female main workers
Gentle increase in rural main workers for both men and women and more for women	Decrease in Rural main workers Very sharp decrease in rural main male workers Less sharp decrease in rural female main workers
Significant increase for urban main workers both men and women	Increase in all urban main workers and more sharply for women
Increase in the total of marginal workers	More than doubling of all marginal workers, and sharper increase in the case of men.
Increase of female as well as male marginal workers	Very steep increase of rural male marginal workers (8 times) followed by rural female marginal workers.
Very significant increase for rural marginal workers	Substantial increase in urban male and female marginal workers.
Very significant increase for urban marginal workers both men and women	

Source: Compiled from Census data.

Employment as per Industrial Classification

According to the industrial classification data, the proportion of cultivators has been substantially shrinking over the years since 1961. The shrinkage since 1991 has been rather drastic. This is owing to stagnation in/sluggish growth of agriculture and consequent impact on employment in this sector. There has also been substantial shrinkage of household industry workers since 1961. There has, however, been some increase in the case of these workers since 1991. The proportion of agricultural labourers doubled between 1961 and 1991, but has declined somewhat since 1991. The tertiary sector employment has witnessed steady growth since 1961 (Table 5.3)

Table 5.3
Industrial Classification of workers – 1961 to 2001

(Number in lakh)

Industrial Category	1961	%	1981	%	1991	%	2001	%
a. Cultivators	64.55	42.0	58.15	28.8	60.42	25.0	51.14	18.4
b. Agricultural labourers	28.28	18.4	67.68	33.5	87.57	36.2	86.65	31.1
Agricultural Workers (a+b)	92.83	60.4	125.83	62.3	147.99	61.2	137.79	49.5
c. Household Industry manufacturing	20.60	13.4	9.73	4.8	8.70	3.6	14.59	5.3
d. Other workers	40.27	26.2	66.42	32.9	85.25	35.2	125.74	45.2
Total Workers	100	100	100	100	100	100	100	100

Source: Government of Tamil Nadu, Department of Evaluation and Applied Research, Tamil Nadu- An Economic Appraisal, 2001-2002

Shrinkage in the proportion of cultivators and agricultural labourers since 1991 has not affected female workers. Their proportion has, in fact, slightly increased. This is obviously due to the usual greater bonding of female workers to the primary sector. There has been significantly greater enhancement of female workers compared to male workers in the household industry (Table 5.4).

Table 5.4
Trends in primary and service sectors: 1991-2001

Category	Gender	1991	2001	Change
Cultivators	Persons	23.4	18.4	(-) 5
	Males	26.4	18.2	(-) 8.2
	Females	17.6	18.7	+ 1.1
Agricultural labour	Persons	32.6	31.2	(-) 1.4
	Males	26.1	23.6	(-) 2.5
	Females	45.2	45.4	+ 0.2
HHI	Persons	3.3	5.2	+ 1.9
	Males	2.8	3.4	+ 0.6
	Females	4.3	8.7	+ 4.4

Category	Gender	1991	2001	Change
Other Workers	Persons	34.9	45.2	+10.3
	Males	44.1	54.8	+10.7
	Females	16.9	27.1	+10.2

Source: Compiled from Census data.

"While both men and women in Tamil Nadu are found more in agriculture than in manufacturing and services, the agricultural labour force is on the whole more 'feminine', while the labour force in manufacturing and services is more 'masculine'; for example, in the manufacturing and service sectors women constitute only 25 percent of technical and professional workers (1991), a slight increase from 20.5% in 1981. Among administration and managerial workers, women's share was 4.4 percent in 1991, up from 2.3 percent in 1981. On the other hand, women constitute more than 50 percent of the agricultural force.

"Along with this segmentation, there is differential valuation of work, with women's work being valued less than that of men. Such segmentation of tasks is also common in the manufacturing and tertiary sectors. In the service sector, women are, for example, found more in low-end jobs such as domestic works, teaching, nursing and secretarial service, while the high-end tasks like advertising etc. are carried out by men. The same is true of manufacturing where women are found in lower jobs such as beedi manufacturing, manual labour in cotton textiles, garment making, cashew nut processing, fish and food processing and the match industry. "¹

Employment in Organized Sector

Employment of women in the organized sector (public and private sectors) in Tamil Nadu has been increasing gently since 1997-98. Women's employment in the private sector has been generally more than in the public sector by about five percentage points. Roughly women constitute about one-third of all organized sector employment. (Table 5.5)

Majority of the women in the organized sector are employed as teachers. The entry level salary for women teachers in government schools is only Rs.1,500/- per month.

Table 5.5

Trends in employment of women in the organized sector, public and private : 1997-98 – 2001-02

Category		1997-98	1998-99	1999-00	2000-01	2001-02
Public	All	16.29	16.30	15.97	15.86	16.12
	Women	4.08	4.26	4.14	4.02	4.40
	% of Women	25.05	26.13	25.92	25.34	27.30

¹. Government of Tamil Nadu, Tamil Nadu Human Development Report, 2003.

Category		1997-98	1998-99	1999-00	2000-01	2001-02
Private	All	9.32	9.16	9.27	9.19	9.04
	Women	3.25	3.28	3.26	3.27	3.22
	% of Women	34.90	35.80	35.17	35.58	35.62
Total	All	25.61	25.46	25.24	25.05	25.16
	Women	7.32	7.50	7.39	7.30	7.62
	% of Women	28.58	29.46	29.28	29.14	30.29

Source: Compiled from the data presented by Government of Tamil Nadu, Department of Evaluation and Applied Research in Tamil Nadu – An Economic Appraisal, 2001-2002.

Employment in Unorganized Sector

In Tamil Nadu, there are about 3.5 million informal sector enterprises with an estimated employment of over 7million workers. The employment of women in these enterprise is 2.23 million. (In India, as a whole, there are 44.4 million such enterprises employing 79.78 million workers, women workers among them being 16.14 million.).²

Working conditions of women in the unorganized (informal) sector in Tamil Nadu are characterized by the following:³

- High incidence of casual labour, being engaged in low wages and on "own account" work with uneconomic returns. (The proportions of enterprises owned by females on proprietary basis, located within household premises and operated on seasonal/casual basis are 23.7%, 40.6% and 0.9% respectively.);
- Labour exploitation – long hours of work, unsatisfactory working conditions and health hazards;
- Involvement in sub-contracted home based work like in beedi and match industries;
- Sexual harassment in the work place; and
- "Inter-locking" of gender and caste resulting in, for example, women labourers from Scheduled Caste communities being harassed more than those from other communities.

Child Labour

Like in rest of India, the incidence of child labour is higher mostly in the unorganized, informal and unregulated sectors. Higher incidence has been noted in home-based activities, among apprentices in traditional crafts and in certain factory employments like match works in Sivakasi. As per 1991 Census, child labour accounted for 2.39% of the total work force. Unlike in the all India level, female child labourers (3.64%) outnumbered male child labourers (1.7%) in the State (Table 5.6).

². Government of India, Ministry of Statistics and Programme Implementation, NSSO, NSS 55th Round, Informal Sector in India, 1999-2000.

³. Government of Tamil Nadu, Tamil Nadu Human Development Report, 2003.

Table 5.6
Child labour among girls in districts where incidence is more than 10%

District	Boys	Girls
Vellore	0.8	10.6
Coimbatore	0.9	12.1
Erode	2.8	13.3
Karur	4.1	20.9
Trichy	5.2	10.4
Salem	6.3	12.3
Namakkal	6.8	14.4
Pudikottai	7.9	23.9
Tiruvannamalai	10.9	12.9
Dharmapuri	13.5	30.1
Villupuram	14.6	21.5
Nilgiris	17.6	16.2
State	5.2	16.7

Source: Directorate of School Education, 1998-1999.

The 55th Round of National Sample Survey (NSS) estimates show that child labour in the State declined by more than 50% between 1993-94 and 1999-2000. Female child labour which accounted for about 56% of the total child labour in 1987-88 and 1993-94 declined to 43.6% in 1999-2000.

CHAPTER - 6

POVERTY

The Government of Tamil Nadu observed the following causes regarding the dynamics of poverty in the State: The major reason for poverty is the lack of employment opportunities throughout the year. Irrigational potentials not having been fully harnessed employment opportunities in rural areas are not available throughout the year. Agriculture, the predominant activity is seasonal and people living on agriculture have to fend for themselves during the off season in other off farm activities. As a result, they migrate to nearby towns and cities in search of jobs. They return to the village when the fortunes and prospects on the farm sector have brightened. The people affected by incidence of acute poverty and unemployment are often landless, and have to eke out their living doing multiple jobs during different parts of the year.”¹

Poverty, according to head count, was marginally more than the national average in 1973-74. Since then there has been drastic reduction of poverty in the State. As of year 1999-2000, it is less than in India as a whole. Between these years, poverty in the State has more than halved (Table 6.1).

Urban poverty in Tamil Nadu is close to the All India level in 1999-2000 though it was significantly higher in 1993-94. In the case of rural poverty, Tamil Nadu was slightly higher than the All India proportion in 1973-74 but has since then drastically reduced and remained significantly below the All India level in 1999-2000 (Table 6.1).

Table 6.1
Incidence of Poverty, All India and Tamil Nadu

	Year	All India	Tamil Nadu
Rural	1973-1974	56.44	57.43
	1993-1994	37.27	32.48
	1999-2000	27.09	20.55
Urban	1973-1974	49.01	49.40
	1993-1994	32.36	39.77
	1999-2000	23.62	22.11

¹. Government of Tamil Nadu, Department of Evaluation and Applied Research (DEAR), Tamil Nadu – An Economic Appraisal, 2001-2002.

	Year	All India	Tamil Nadu
Combined	1973-1974	54.88	54.94
	1993-1994	35.97	35.03
	1999-2000	26.10	21.12

Source: Compiled for this report from data published by the Planning Commission.

The Tamil Nadu Government have made their own assessment of rural poverty. According to this assessment, the proportion of people living below the poverty line is 29.16%. The range of population below the poverty line in the districts is between 17.67% in Kanyakumari (Which is also high on literacy) to 39.08% in Kancheepuram (Annexure Table 6.1). Nexus between literacy and poverty is worth looking at for policy markers.

The State assigns considerable importance to public spending in addressing the problem of poverty. The reasoning is that such spending would stimulate economic activity and enhance incomes which in turn would enhance the capacity of the economy to yield savings capable of being deployed in further investments. On this rationale, the State implements a plethora of poverty alleviation programmes covering the areas of employment, housing, village industries, self-employment etc. All the Government of India programmes are under implementation in the State. In addition, the State has its own schemes for creation of rural assets, provision of basic amenities of life like water supply, provision of market information, especially through Self Help Groups, rural sanitation etc. A special State scheme worthy of mention in this context is the "Integrated Rural Sanitary Complexes for Women". Yet another special programme successful implementation of which would alleviate distress amongst women is the "water security" programme. Indeed, drinking water security, health security and ecological security are priority areas of the government and are included in the Chief Ministers 15 Point programme.

The *Mahalir Membattu Thittam* of the Tamil Nadu Government is designed to secure the development of Self Help Groups through the Tamil Nadu Corporation for Development of Women. The scheme is seen as a "device for ameliorating the socio-economic conditions of the rural poor women folk.....empowering them to be self supportive". As of June 2002, there were more than a 100,000 Self Help Groups with membership of nearly two million women. The special focus of the scheme is women below poverty line, widows, destitutes, divorcees, physically handicapped women, women belonging to weaker sections and adolescent girls. The scheme is implemented associating more than 300 Non Government Organizations. The Self Help Groups have in many areas of economic activities, been able to bring about linkages with the market.

CHAPTER - 7

GENDER AND ENVIRONMENT

As elsewhere in India, the lives of women of Tamil Nadu are closely connected to the environment.

One of the primary household chores for women is collection of water for domestic use including for cattle. Even though they are primary water collectors, they have pretty little information on the maintenance of water sources and water collection points are located in different places necessitating women to carry heavy loads of water over long distances. Over long periods, this results in health hazards such as prolapse of the uterus or hernia. Much time also is wasted in performing the task of water collection.

Women also do not have adequate knowledge about safe and unsafe water. Decreasing availability of water due to several factors such as excessive tapping of water sources, wastage, pollution and droughts compounds the problem faced by women in accessing water. Loss of water bodies even in districts like Chengalputtu and Kanchi, known as 'lake-districts' has deprived the local communities of their immediate sources of water. Women particularly have been complaining that they have to cover longer distances to fetch water.

Rural sanitation is yet another serious environmental problem holding out health hazards. In rural areas, particularly, women are seriously disadvantaged due to lack of toilet facilities. According to the Department of Local Administration in Tamil Nadu, only 11% of the houses in the rural areas have toilets. This is 4% less than the national coverage. (In the State as a whole, 66% of the households do not have toilet or latrine facility).¹

Women, particularly those living in urban areas, have to suffer the adverse impacts of air pollution. Industrial processes and automotives contribute to significant levels of air pollution. Children also are affected by polluting gases. This adds to the child care burden of women.

Exposure to smoke of firewood in enclosed spaces of the kitchens is yet another health hazard for women who are the producers of food at the household levels. (The proportion of the households in the State using biomass fuel for cooking is 66.5% and 82.4% of the households do not have *pucca* houses.).²

¹. National Family Health Survey (NFHS-2), 1998-99.

². Ibid.

Toxic substances and chemicals which are discharged in water sources like rivers also have adverse implications for women's health, not to speak of the adverse impact on the portability of water itself.

There is no recycling programme in Tamil Nadu to reuse organic wastes including biodegradable wastes. Solid wastes are simply dumped into landfills. During the NGO meet of the NCW in Tamil Nadu, it was pointed out that close to Chennai, large scale dumping of solid waste was being created and it was adversely affecting the quality of ground water. Objections of citizens' committees to dumping within residential areas was often ignored, an example being the Nungambakkam Lake within Chennai city.

In forest resource management, women are not involved in decision-making. Consequently, forest produce useful to women do not receive adequate attention in forest regeneration and conservation plans.

The Government of Tamil Nadu does, of course, have a policy on environment with thrust on cleaner technologies, air and water quality monitoring, solid waste management etc. They also have a fairly elaborate framework of laws to address issues concerning environment. Apparently, specific attention needs to be given in addressing women's concern in the formulation and implementation of such laws. In this context, the following matters are worthy of being specifically mentioned:

- Emphasis on agricultural production has led to increase in ayacut areas in river basins (Cauvery basin, for example). While farmers have benefited, householders have suffered as this has led to drinking water shortage, hardship in this context being specially felt by women.
- There have been widespread complaints that due to increasing exploitation of deep sea and inland fishery resources by the fishery business (including by corporate bodies), the livelihood of traditional fishing communities which normally use country crafts (catamarans) has been seriously affected, not to speak of adverse impacts on the fragile marine ecological balance. In this scenario, women in these communities seem to have lost their markets to sell their fishery products.

CHAPTER - 8

POLITICAL PARTICIPATION BY WOMEN

Tamil Nadu legislature is unicameral with only the State Legislative Assembly, the upper house, the Legislative Council having been abolished earlier. The representation of women in the Legislative Assembly has been very low except in 1991. Tamil Nadu, of course, has the distinction of having had two lady Chief Ministers. However, the number of Ministers in the Cabinet has been just two (Table 8.1).

Table 8.1
Members in Tamil Nadu State Legislative Assembly And Cabinet

Year	No. of Elected as Members			%	No. Represented as Ministers			%
	Male	Female	Total		Male	Female	Total	
1984	226	8	234	3.4	22	2	24	8.3
1989	224	10	234	4.3	17	1	18	5.6
1991	203	31	234	13.2	25	2	27	7.4
1996	224	10	234	4.7	25	2	27	7.4

Source: Government of Tamil Nadu, Election Department.

Consequent on the 73rd and 74th Amendments of the Constitution, representation of women in urban and rural local bodies has been more than 33% (Table 8.2). The elected women panchayat members and presidents have distinguished themselves and at the same time have to put up a stiff fight against discrimination as in other parts of the country.

Table 8.2
Representation in Rural and Urban Local Bodies in Tamil Nadu, 1996

Areas	Female	Male	Total seats	% Female
Rural				
District Panchayat (ward members)	231	389	620	37.26
Block level panchayat union (ward members)	2424	3971	6395	37.90

Areas	Female	Male	Total seats	% Female
Village Panchayats (Presidents)	4385	8048	12,433	35.27
Total rural	7040	12,408	19,448	36.20
Urban				
Municipalities (councilors)	1151	1294	3445	33.41
Corporations (councilors)	160	314	474	33.76
Total Urban	1311	2608	3919	33.45

Source: Government of Tamil Nadu, State Election Commission.

From time to time, there have been complaints about women chairpersons of Panchayati Raj bodies, particularly those belonging to Scheduled Castes, being removed from their offices by the District Collectors. These complaints, however, are sought to be attributed to appropriate resolutions by Panchayats on account of breach of powers by the chairpersons. In the NCW sponsored SIRD, Tamil Nadu, (July 2004) on Scheduled Caste *Mahila Sarpanches*, instances were quoted of forward caste *Upa Sarpanches* colluding with Panchayat secretaries in bringing about the removal of women chairpersons belonging to Scheduled Castes and of Collectors tending to turn a blind eye in such cases.

CHAPTER - 9

VIOLENCE AGAINST WOMEN

Violence Scenario and Trends

"Tamil Nadu has the highest rate of violence against women in India. The national figure is only 21.4% while statistics from the 1998-99 NFH Survey show that 40.4 percent of women in Tamil Nadu have been beaten or physically abused since the age of 15. Out of these, 36 percent were abused by their husbands. A large number of young girls and women from Tamil Nadu are also believed to be trafficked to places such as Mumbai and Bangalore for prostitution. A significant percentage of them, a figure as high as 85 percent as reported by an NGO in Bangalore – are infected with HIV/AIDS."¹ (According to Crime in India - 2001, brought out by the National Crime Records Bureau, Ministry of Home Affairs, Tamil Nadu holds sixth highest rank amongst the States in terms of percentage share of such crimes in India as a whole.).

During the year 2000, Tamil Nadu recorded 6,773 cases of crimes against women. This was a 17.83% increase over 5,748 cases registered during year 1999.

Trends in crimes against women, 1999-2000 (percentage increase/decrease)

Rape	+25
Dowry death	-3
Molestation	-0.26
Sexual harassment (eve teasing)	+65
Cruelty by husband and relatives	+35
Kidnapping and abduction of women and girls	-20
Dowry Prohibition Act	+27
Juvenile delinquency	-25.46
Other IPC crimes	-2.01

Source: *Gender Policy, Regional Level Workshops, 2001*

¹. Gender Policy, Report on Regional level workshops, 2001

Law Enforcement in Cases of Violence against Women

Tamil Nadu has distinction of having the highest number of women in the police force (nearly 8,000). There are women police stations in every district. In the public hearings, conducted by the NCW, it was brought out that there were instances of women police personnel themselves being insensitive to women's issues and to women victims, but of the official records being contrived to be kept above criticism – the approach being "show less crime, be safe". In many cases of violence against women, First Information Reports (FIRs) are not truly recorded in terms of the versions of the victims. The investigating authorities also tend to identify themselves with the accused rather than the victims. Consequently, in serious cases, offences are booked under less consequential provisions of the law. For example, in dowry related offences, instead of cases being taken up under Section 304 B of the IPC, they are taken up under Section 498 A of the IPC which relates to harassment. Rape cases get booked under the provision relating to "outraging the modesty of the girl/woman". Cases of violence against women within households are treated as trivial domestic disputes.

Domestic Violence

In the case of crimes against women occurring within households, the victims most often do not take recourse to courts of law for the following reasons:

- Approaching courts is not easy;
- Victims do not find it easy to initiate legal proceedings against members of the family on whom they are dependent.
- Court proceedings being long drawn out, the victims do not get quick relief.

"There are several causes of violence against women. The perception that after marriage women are their husband's property is strong in Tamil Nadu. Suspicion of infidelity, infertility (of the couple), alcoholism, dowry and instigation by in-laws are some of the immediate causes of violence against women, signaling the deep-rooted patriarchal values that underlie the same. The result is that wife beating is considered normal, even by women themselves. Portrayal of women in the media as sex objects and different forms of violence within films have also played a major role in perpetuating and increasing violence within and outside the family. Violence has significant effects on the mental and physical health of women. Studies in Tamil Nadu show that foetal wastages (abortions) often occur due to battering (Jejeebhoy, 1998). This is, however, yet to be recognized as a public health issue in Tamil Nadu. Violence leads to income loss for women and break-up of families, both of which also affect children adversely."²

Female Infanticide

Female infanticide is a highly pernicious form of violence which is practised rather brazenly in certain areas of the State. Salem, Dharmapuri and Krishnagiri are the districts where this practice is rather extensive (Table 9.1).

². Government of Tamil Nadu, Tamil Nadu Human Development Report, 2003.

Table 9.1
Female Infanticide Deaths (FID) in Tamil Nadu, 1994-99

Health Unit District	1994	1995	1996	1997	1998	1999
Dharmapuri	947	1048	1081	1048	985	657
Krishnagiri	117	151	138	196	255	320
Dindigul	109	116	75	73	60	60
Erode	43	69	83	77	93	70
Madurai	288	251	158	125	73	79
Theni	352	320	402	281	260	231
Namakkal	32	51	25	107	147	136
Salem	938	982	781	1118	1326	1223
Thiruvannamalai	0	2	11	16	10	33
Tirupathur	143	176	142	139	158	142
Kallakurichi	11	8	15	44	24	44
Vellore	0	1	32	1	0	6
Tamil Nadu	3004	3226	3002	3317	3417	3006

Source: *Economic and Political Weekly*, December 2, 2000, Venkatesh Athreya and Sheela Rani Chunkath, *Tackling Female Infanticide, Social Mobilization in Dharmapuri, 1997-99*. (Data source has been stated to be Primary Health Centre (PHC) records.)

In cases of female infanticide, though both parents are proceeded against under the law, it is reported that the father is often left to go scot-free. It has been suggested that the father/other members of the family instigating infanticide should also be made specifically culpable. Of course, the Government of Tamil Nadu have been making strenuous efforts against this practice in terms of social mobilization and awareness generation.

The Tamil Nadu Government has created several institutional structures to address the issues concerning violence against women. These include women police stations, free legal aid boards and family counseling centres, apart from the broadly mandated State Commission for Women which has initiated activities for gender sensitization of the Tamil Nadu Police officials, for legal literacy and for teachers. In these activities, the Government are also associating non government organizations. "Gender sensitization programmes for police should be institutionalized within the graduation curricula in the Police Training College for the constabulary as well as for officers. Several legal reforms suggested by the State Commission for women need to be implemented in the area of divorce, remarriage and domestic violence, including giving greater teeth to the Commission. Training on human rights and law needs to be given to those working on women's issues. Censorship policies and laws also need to be reviewed from a gender perspective."³

³. Government of Tamil Nadu, Tamil Nadu Human Development Report, 2003.

CHAPTER - 10

WOMEN AND LAW

General Scenario

Constitutionally and legally, women are entitled to status equivalent to men. However, women face several disabilities in actually enjoying the constitutional and legal provisions meant for their protection –

- While there may be equality of women and men before the law, practices are not often brought in conformity with the law;
- There is discrimination often due to patriarchal attitudes in the interpretation of law, and in the system dispensing justice and enforcement of law;
- Lack of education of women stands in the way of women's own perceptions regarding their status;
- Owing to lack of exposure to opportunities, women have limited awareness of options available to them.

Inheritance of Property

Inheritance of property continues to be patrilineal in most parts of Tamil Nadu. Although women have the legal right to inheritance and share in the property of both the natal and marital homes, they are, in practice, often deprived of the right. They are forced to forego their share if they needed the support of the natal family. When after the death of the spouse the girl is sent to her natal family, she is deprived of her rightful position in the marital home.

Gender disaggregated data on ownership of land are not available. According to a survey, conducted in Dindigul district, in 94% of the households men owned the land. Women who owned land were predominantly those heading households. "The patrilineal customary system of inheritance, patrilocal system of marriage, the lack of knowledge of women of their legal rights and dependence of women on their male siblings for support in the event of marital conflict all come in the way of women claiming their rights."¹

"Amendments to legislations on property rights are required to the effect that any will disinheriting daughters or any document by which a woman surrenders her right in favour of her brothers, husband

¹. Government of Tamil Nadu, Tamil Nadu Human Development Report, 2003. (The report has quoted Agarwal, 1994.).

or in-laws is invalid. If a woman dies childless or under suspicious circumstances, her property should revert to her natal family. Along the lines of the Maharashtra Government policy for women, legislation should be passed such that as soon as a marriage is solemnized, the wife becomes the joint owner of the properties and assets earned by the husband. Collection of gender disaggregated statistics on land ownership and transfers must be institutionalized so as to monitor the land rights of women.”²

Marriage

Women in Tamil Nadu face several problems in the context of marriage and matrimonial relations–

- Little heed is given to the consent of the girls in arranging marriages;
- Often young girls are married off to old men as the family benefits from such marriages. These girls get widowed rather early and have problems of taking care of children with no or inadequate means of livelihood;
- The practice of consanguineous marriage is widely prevalent. There are two views on the merits of this type of marriage. One view is that marriage to kin within close distance from the natal family facilitates greater access to support from the same. Another view is that in this type of alliance, as girls are married off while being rather young and with no support from natal families, they get subjected to a life of exploitation;
- In the past two to three decades, dowry system has become widely prevalent in most communities. Earlier on, the system was common only among the upper caste communities.
- Bigamy and displacement of women from their marital homes.

Streamlining Civil Rights Relating to Marriages, Guardianship and Maintenance

Some of the important suggestions that have been made by activists to improve civil rights of women are: amendment of the Hindu Marriage Act, 1955 so as to register matrimony related cases where the women reside; amendment of the Hindu Minority and Guardianship Act, 1956 to recognize guardianship of both parents; amendment of Section 125 of the Code of Criminal Procedure 1973 to provide that maintenance amount given for support of the estranged wife and children should be linked to the earning capacity of the husband instead of being ad-hoc.

Workplace Related Laws

There are specific laws/elaborate legal provisions for labour protection of women – Equal Remuneration Act, Maternity Benefit Act, Factories Act, Plantation Labour Act, etc. There are also quite a few labour laws applicable to all unorganized labour, men and women – Bonded Labour System (Abolition) Act, Minimum Wages Act, Contract Labour (Regulation and Abolition) Act, Beedi and Cigar (Conditions of Employment) Act. The basic problem in giving legal protection to women under these laws, as in other parts of India, is one of enforcement and implementation which need to be tightened up.

² Ibid.

CHAPTER - 11

PUBLIC HEARINGS AND CONSULTATIONS

The National Commission for Women and the Tamil Nadu State Commission for Women held several public hearings in Tamil Nadu on different important issues relating to women – girl child rights violations, atrocities on dalit women, female infanticide and foeticide and impact of globalization on women. The National Commission also held deliberations on status of women in Tamil Nadu with the NGOs. Gist of observations and more important recommendations based on these hearings/deliberations is presented in the following paragraphs. (The National Commission also heard a large number of complaints of individuals in women related cases and gave appropriate directions.).

Gist of Public Hearing (Chennai, 29.10.2003) on Girl Child Rights Violations

There are 3.5 million out of school children in Tamil Nadu. Most of them are in employment. More than 50% of them are girl children. The occupations in which they are employed include those prohibited by the Child Labour (Prohibition and Regulation) Act. Working conditions of these children are characterized by unconscionably long hours of work, unbearable workload and low wages. The main reasons for this state of affairs is exploitation of the circumstances of poverty, heavy demand for unskilled labour in large informal employment markets and unaccountability of State agencies and Enforcement authorities resulting in the failure of the State to ensure the rights of girl children to live in dignity and security. Underlying all the violations of the rights of girl children are cultural values and practices regarding gender, caste factors etc. The most degrading treatment is often meted out to girl children belonging to traditionally disadvantaged sections – dalits, adivasis, minorities and other backward castes. Where school environment is one of violence and abuse, the affected children drop out. There are also cases of girl children subjected to violence committing suicide.

Violence against girls is rather rampant in the State. Violence involves a wide variety of offences-torture, sexual abuse, rape, murder, bonded labour practice, child marriage, discrimination in hostels etc.

The venues of violence are also varied – family, neighbourhood, schools, places of employment, custodial institutions, hostels etc.

In a large number of cases of violation of the human rights of girl children, wherever First Information Report (FIR) is filed, further action is not invariably taken. No compensation for the victims of violation is paid either.

It is desirable that the focus on child right violation is especially on torture and sexual abuse.

Important among the general recommendations are:

- Enactment of comprehensive legislation for child justice incorporating the rights of the child in the Constitution, the UN Conventions on the Rights of the Child (UNCRC) and the Convention against torture and other cruel, inhuman or degrading treatment or punishment.
- Creation of a new Child Rights Jurisprudence and a child friendly criminal justice system.
- Comprehensive amendment to the Child Labour (Prohibition and Regulation) Act, including enhancement of age limit from 14 to 18 years.
- Amendment to the Law of Rape providing for punishment for anyone directly or indirectly committing acts connected with the offence.
- Constitution of a Statutory Commission for the protection of Child Rights.
- Abolition of Traditional Panchayats.
- Comprehensive arrangements for monitoring violations of girl children in schools.
- Follow-up action on Law Commission of India Recommendations to review the Rape Law made in its 172nd Report.

Gist of Public Hearing (Virudhunagar, 27.10.2003 and Chennai 30.10.2003) on Atrocities on Dalit Women

The atrocities on Dalit women as well as poverty, illiteracy, bondage, and servitude of Dalit women in rural and urban areas brought out by the deponents in the Public hearing, need urgent attention and redress. The pernicious social evils of caste and patriarchy, together with globalization and displacements, have driven the Dalit women to insecurity and servitude in rural and urban areas. These challenges need to be effectively countered to ensure for the Dalit women right to life with dignity and without discrimination.

The cases of gang rape, child rape and rape of the physically challenged (the blind) by upper caste men bring out the fact that atrocity on Dalit women in the most cruel form are still continuing in rural areas.

The incidence of rape and molestation of teenage girls with promise of marriage resulting in unwed mothers is shocking and indicates continuing feudal bondage that Dalit women face in caste based society. Police action is wanting and in one case Police compromised with the offenders through brokers and the victim's advocate was attacked and a false case filed on her. Rehabilitation of affected girls and awareness and empowerment of adolescent Dalit girls are important needs.

Sexual harassment caused by upper caste men needs to be dealt with by strictly implementing provisions for prevention of atrocities under SC & ST Act while the problem of harassment by Dalit

men needs to be addressed. Hence a new law for the Prevention of Atrocities on Women Act is needed to effectively deal with culprits and to provide for relief and rehabilitation. Obscenity in the media also degrades social values. Hence, the police should also take action on exhibition of obscene films and on publication of obscene magazines and periodicals which degrade women.

Traditionally, caste panchayats have resolved disputes in village society. Time and again they have been unjust especially towards women, being patriarchal and casteist. The arbitrary punishments and fines imposed on the poor Dalit women must be ended.

Intercaste marriage, which was part of constructive program during freedom movement, has till now not gained social acceptance and is met with by violence in villages and family cruelty in urban areas.

Sexual harassment and rape at workplaces have been reported by Dalit women who are employed in agriculture, construction, quarries and in domestic sectors of employment. Though the Visakha Judgement pertaining to sexual harassment at workplace is relevant, women workers do not have the security of employment or even minimum wages and thus are at the mercy of the employer, making them vulnerable to sexual attacks.

In the case of the domestic workers, a placement agency run by a man has subjected the women to sexual and economic exploitation, cruelty and abuse, misusing their dependence on him for their employment. This is tantamount to bonded labour in a new form. Sexual exploitation in domestic work has also been complained about by victims. Bonded labour, whether in quarries, construction sector or domestic service run by an NGO, must be stopped.

It is disturbing that when the poor women selling flowers on pavements in the heart of Chennai approached the police authorities on being attacked by ganja mafia, got beaten up by the former. It was also brought to the notice of the Commission that street vendors were also getting beaten up in the process of evictions. These incidents bring to light the police personnel's total lack of sympathy for women and of respect for their dignity. Cases need to be booked against the erring Police personnel. Steps must be taken to check the collusion of the police with the ganja and arrack trade so that illicit trading in these goods can be stopped completely.

The eviction of street vendors and Police beating result in penury for the former. Poverty drives the Dalit women to eke out livelihood by self-employment and if that is not allowed, there is denial of their right to life guaranteed by the constitution. The Government of India has recognized this as a major issue and has evolved a Draft Policy on Street Vendors stipulating hawking zones in each area to be provided by the local authority. Police beating is a human right violation and must be treated and dealt with as such.

The women from the Chennai slums testified that they had been living in declared slum areas for decades. Suddenly they were made homeless and were living with their children in the open and

in the rains since, having been forcibly evicted by Chennai Corporation using bulldozers and with Police help.

The Chennai Corporation Compassion has been demonstrable inhuman in evicting slum dwellers from the banks of waterways, even though pollution of the waterways is caused by untreated sewage being discharged therein. It was brought out too that the Government were planning to shift them to a place 30 kms away from the city. The right to life includes the right to shelter. the scheme of shifting them to outskirts will deprive them of their shelter as well as livelihood. The scheme should, therefore, be given up and housing needs provided in the city.

The land rights of Dalit women including for free house site pattas should be recognized and enforced. These rights should be granted in women's names or joint names. The issue of provision of basic needs such as drinking water, toilets, roads and access to burial grounds need to be addressed immediately. Yet another basic issue that arises is why even the burial ground must be separate for the dalits and others.

In the Directive Principles of State Policy, it has been stated that provision of employment, non-employment benefit, maternity benefit, living wages and equal pay for equal work must be ensured by the State. But even where Government is the employer of women sweepers in Police Department and Chennai Corporation, they have been denied minimum wages, apart from being treated as temporary employees for decades. As per the Supreme Court Judgement in the Asiad Case, if a worker is forced under economic circumstances to work for wages less than minimum wages, the case is to be treated, as one of forced labour. This type of forced labour condition must be terminated. Globalization cannot become an excuse for not protecting Dalit women labour. In fact, Government – as model employer- has to step in and grant permanent status to the temporary sweepers. In specific terms, the following measures need to be taken to protect the Dalits and other workers at the lower echelons.

1. To prevent atrocities on Dalit women and in the interest of Gender justice, the appropriate provisions of IPC and Prevention of Atrocities on SC/ST Act must be invoked against offenders.
2. The police must have sympathy for the victims of atrocities and register cases without delay under Prevention of Atrocities on SC/ST Act.
3. The relief amount must be given to the victims without delay as per the rules.
4. Action must be taken for neglect of duty under the said Act if officials are found to cause delay.
5. Special Public Prosecutors must be appointed in these cases, as provided for in the law.
6. Persons arrested for violence on women, especially Dalit women, should not be granted bail.
7. Cases must be registered and action taken on errant personnel in the cases of police atrocities on Dalit women.

8. Katta Panchayats should be banned. Immediate action must be taken against caste panchayats and others who indulge in katta panchayats i.e. meting out unjust punishments and levying fines on Dalit women. A new law may be enacted in this regard, as suggested by the Chennai High Court.
9. There must be a proper rehabilitation scheme for Dalit women affected by atrocities. There must be a new law to prevent atrocities on women; providing stringent punishment to culprits and relief and rehabilitation to victims of atrocities.
10. Action must be taken to shut down the so-called domestic worker placement agency involved in sexual exploitation and cheating on wages of domestic workers, while dues must be returned to the domestic workers.
11. There must be a separate Welfare Board for domestic workers and in each of the Unorganized Workers Welfare Boards there must be a Complaints Committee as per the Supreme Court Judgement in the Visakha case.
12. The Government should stop slum evictions, especially in the declared slum areas, and ensure the right to life and livelihood of city slum dwellers majority of whom are Dalits.
13. Cleaning of waterways is imperative for Public Health and the main cause of pollution must be dealt with, but without victimizing the Dalit women and making them homeless.
14. The Government should reverse its policy of displacing unorganized Dalit slum women 30 kms. away from the city since it deprives them of livelihood, education of children and health care.
15. All Dalit families in rural areas as well as inhabiting slums in Chennai who have lived in those areas for over 5 years should be given housesite pattas in women's/joint names. Basic amenities and fire proofed housing should be provided to them in the same place or in the vicinity without affecting their livelihood.
16. The Police should stop harassment of, and atrocities on street vendors. As per the Draft National Policy on street vendors, hawking zones should be earmarked in each area and right to life and livelihood of the street vendors protected.
17. A proper common pathway to burial grounds should be provided in rural areas.
18. Development schemes should be implemented with sincerity for the uplift of SC and ST in the state of Tamil Nadu.
19. Permanency, equal pay for equal work, weekly off, maternity benefit and maintenance of work records should be implemented to protect the sweepers in Police department and in the Corporation.
20. Dalit women should be treated with dignity by all officials and Police Department.

Gist of Public Hearing (Chennai, 10.07.2002) on Female Infanticide and Foeticide

Though Tamil Nadu has registered an increase in sex ratio over the past one decade, child sex ratio in the State has declined. The natural sex ratio of children at birth is 971 females per 1000 males (sic). Any significant deviation from this rate indicates interference with the natural biological processes. In the case of falling numbers of female births, interference is understood to be sex selective abortion or female foeticide. Sex ratios at birth lower than the natural rate obtain in 27 out of 30 districts of the State. Many districts have sex ratios below 900. This scenario is a matter for deep concern and is indicative of gender bias against girls. This bias is rooted in a complex set of religious, economic and cultural factors. The pressures for dowry and growing acceptance of small family norm combine to set the stakes against girl children. Female foeticide most often goes with women being forced to abort. This affects their reproductive rights and health.

Female foeticide is assisted and abetted by the medical profession. This is on account of widespread access to reproductive diagnostic technology. The practice cuts across class, caste, regional and rural urban distinctions.

The Prenatal Diagnostic Techniques (Regulation and Prevention of Misuse) (PNDT), Act, 1994 was designed to check the ever increasing numbers of female foeticide. Till 1999, only one prenatal diagnostic centre was registered under the Act in Tamil Nadu. No case had been registered under the Act in the State until the end of year 2001 because of the difficulty in obtaining evidence. It is the point of the Government of Tamil Nadu that by now most of the diagnostic centres have been registered and appropriate authorities and advisory committees constituted. As of year 2002, several unregistered scan centres seem to have been registered and the equipment seized. Some cases have also been filed in courts, apart from those that are under process.

The practice of female infanticide first came to light during the 1980s in Usilampatti, district Madurai. The term Usilampatti became synonymous with this practice. Salem, Dharmapuri, Namakkal and Erode are among the districts where female infanticide and foeticide are rampant. About 3,000 cases of infanticide occur in Tamil Nadu every year. This is anything upto one-fifth of all female infant deaths in the State. Infanticide deaths are classified in vital statistics of Primary Health Centres as "infant deaths due to social causes".

The large majority of the instances of female infanticide seem to be occurring in families of scheduled castes and backward communities and among economically weaker working class people. The incidence of female infanticide is mostly in higher birth orders.

The Government of Tamil Nadu have also proactively brought under implementation the Cradle Baby Scheme since 1992. This scheme enables parents to leave unwanted female infants in State custody instead of killing them. There are criticisms that this scheme does not address the root causes of the problem. However, the scheme has the merit of at least preventing female infanticide immediately.

Important among conclusions and recommendations are:

- The predominant cause for female infanticide and foeticide is dowry.
- It would not be appropriate to relent on the existing practice of charging the mother and other members of the family under Section 302 of the IPC in cases of infanticide. Though certain non government organization do have the opinion that this practice is inhuman and excessively harsh, Section 302 can, however, be amended by including a provision for invoking the Probation of Offenders Act in respect of women offenders in cases of female infanticide.
- Effective implementation of the PNDT Act.
- Implementation of community awareness programmes, especially through a multimedia approach to community education.
- Bringing into existence an effective information sharing system. Specifically, the directorate of Public Health should periodically publicize sex ratio at birth and infant mortality rates so as to identify high risk areas of female foeticide and infanticide.

Gist of Public Hearing (Trichinopoly 15.09.2002, Coimbatore 16.09.2002 and Chennai 17.09.2002) on Impact of Globalization on Women

Paragraphs 12.9.1 to 12.9.3 in Chapter 12 – Conclusion may be referred to.

Gist of Deliberations on "Status of Women in Tamil Nadu" with the NGOs

Important points that emerged in these deliberations are:

- Men should be educated on the rights of women so as to culture their mind towards equality, especially in the context of various forms of violence against women.
- Dowry system is widespread even where literacy levels are very high; and women are tortured after marriage by husbands on demands for money being brought from their natal homes.
- It is men getting trapped in alcoholism that forces women to seek employment for their sustenance.
- Law enforcement officials tend to be lethargic in handling women's complaints; the Government sacrifices the lives of women by not restructuring the alcohol policy.
- Police personnel themselves often commit atrocities against women and do not also cooperate in filing criminal cases even in circumstances of commission of grave crimes like rape and murder; false cases are also booked against SC/ST women.
- There are delays in dispensation of justice for women in courts of law; fast track courts need to deal with rape cases so that judgements could be handed out within three months; women related offences should be handed in Mahila courts; there is serious inadequacy of women judges; there is also need for gender sensitization of judges.

- Atrocities are committed against sex workers and often they are denied the option to approach lawyers; implementation of the law on suppression of immoral traffic is very discriminatory.
- Exploiting their poverty adolescent girls are lured into bonded labour.
- Child labour practice is intense and 50% of the child labourers are girls.
- There is sexual harassment in work places in the unorganized sector.
- The practice of Mathamma, that is, devoting girls to God is prevalent in many parts of Tamil Nadu. The Mathamma are sexually exploited also.
- Distance between residence and schools is often high. Consequently, dropout rates also increase.
- The Government should design and implement a decentralized health policy.
- The pernicious practice of manual scavenging is still prevalent in many parts of the States despite law against the practice.

CHAPTER - 12

CONCLUSION

Tamil Nadu, compared to many other States of the country, is far ahead and advanced in terms of very many social and economic parameters. Does this tantamount to desirable level of empowerment of women and enhancement in their status? Not necessarily –

While Tamil Nadu is far ahead of the other States in sex ratio, - 986 per 1000 - it is still unfavourable. Declining juvenile sex ratio, especially viewed in the context of female foeticide and infanticide is a matter of very serious concern.

Access to health care still leaves much to be desired. Faith healers continue to thrive not merely because of lack of access to medical infrastructure or poverty but because of archaic beliefs. Expectant mothers are still driven to the care of traditional midwives, often untrained, as elsewhere in the country. Statistically, MMR, IMR and CMR may be better than in earlier times, but they are substantial enough for concern. Every third dying infant is prematurely born and/or of low birth weight. Early and consanguineous marriages, which have serious implications for women's health and progenies are practices that are to be tackled at the societal level tenaciously.

High level and rate of urbanization wreaks debilitating disabilities on women.

There are significant gender disparities in literacy at the district levels, despite the overall good performance in this area by the State as a whole. Following the general pattern in the country, those belonging to the SCs and STs register lesser levels of literacy and the lowest is registered by ST women.

Focus on Early Childhood Education is inadequate and, reportedly, teachers are not adequately gender sensitive. While access of girls and women to education in general has improved, their access to technical education has continued to be low.

Women's employment in absolute terms has decreased since 1993.94, though Tamil Nadu has registered the highest female WPR in the country. There are also districts which have registered low WPR. Segregation of women to low end jobs is wide spread encompassing all sectors of the economy - agriculture, manufacturing as well as services. Women workers are also getting marginalized, though marginalization is not as steep as in the case of men. Their presence in the unorganized sector characterized by low wages, involvement in "own account" enterprises of uneconomic returns and labour exploitation is striking. Majority of the non-workers too are women. There is high incidence of female child labour as well.

Like their cohorts in other parts of the country, large masses of the women of the State do face serious problems in the areas of environment and sanitation and consequent health hazards. Lack of access to safe drinking water is the most serious of these problems, not to speak of exposure to smoke in the closed confines of their ill ventilated improvised and semi permanent houses.

Violence against women continues to be rampant. Indeed, reportedly, the State records the highest level of violence against women. Domestic violence, especially battering by husbands within households, seems to account for the majority of the cases in this category. The concept that the woman is the property of the husband ingrained in, and underlying, social mores has a lot to do with domestic violence against women in the State. The State is also being used as a recruiting ground for trafficking in girls and women in the cities of Bangalore and Bombay. Majority of those trafficked are also reported to be infected by HIV/AIDS.

A very serious problem faced by the State is the pernicious practice of female infanticide in certain districts, though, no doubt, the Government have been tenaciously addressing the problem through mass mobilization and awareness generation programmes.

Adherence to customary patrilineal system of inheritance of property negates the legal rights of women. Marriages are not always registered nor is guardianship right equally enjoyed by women.

The National Commission for Women conducted public hearings at Trichirapoli, Coimbatore and Chennai on the impact of globalization on women. Participants in the hearings, held that women had been adversely affected by globalization in several ways –

- Loss of jobs in construction activities on account of mechanization of operations by the big builders – like for example, to do earth work for foundation, concrete mixing etc.;
- Budgetary allocations to the health sector have been declining and in the consequent privatization trend, women are exposed to costly private sector health care which drives them into indebtedness;
- High priced branded pharmaceutical products have pushed out affordable generic drugs and this has adversely affected women's access to drugs;
- Solid waste disposal is farmed out to corporate bodies on contract basis reducing employment opportunities for sanitation workers; local bodies, in this context, are also forcing sanitation workers into voluntary retirement;
- Due to large scale extraction of ground for supply to multinational companies for production of bottled water, access to natural water supply has become difficult; drying up of ground water sources has also adversely impacted on agricultural operations;
- The entry of big companies in the area of prawn farming is creating large scale unemployment among artisanal fishermen;

- Tea industry has been affected by Indian teas having to compete with "mechanized plantation tea" of Kenya. Small tea growers are being driven into indebtedness and starvation;
- Because of import of preformed and semi-finished gemstones from China, Thailand and other countries due to liberalization, women's employment opportunities and wages have been badly affected. The emergence of factory based jewelry production with imported machines has caused distress among the traditional artisans;
- Tailoring industry has also undergone vast changes because of use of imported machines for cutting, stitching, finishing etc. as well as due to the import of readymade clothes. This too has cut into employment opportunities for tailors, apart from depressing their wages.

The participants in the hearings would desire that the Government should review its policies as regards globalization, liberalization and privatization and ensure that the employment, livelihood and incomes of women are protected.

The new Government of the United Progressive Alliance (UPA) in its Common Minimum Programme (CMP) has indicated a fresh direction for economic reform and it is hoped that in the process of the implementation of the reform process as per the fresh direction, the concerns of women would be specially taken into account and addressed.

Considerable work has been done in Tamil Nadu to bring about advancement in the status of women, comprehensively addressing problems in various fronts. Lot more needs to be done.

The gender profile of Tamil Nadu as brought out extensively projects two faces of the women of the State – statistically provable advancement in their status by various parameters, and their empowerment which still seems to be a far cry. The situation underscores the fact that women's empowerment is more than the aggregate of Human Development Indicators. Like Kerala, Social development indicators are amongst the highest in the country for Tamil Nadu. Government Programmes have also systematically addressed many of these issues and introduced very many innovative measures. All these have not changed the social mindset, which does not accord adequate space for the female of the species especially as evident from the pronounced incidence/ practice of female infanticide and foeticide in parts of the State.

GENDER PROFILE OF TAMIL NADU AND INDIA ON SELECT INDICATORS

Indicator	Year	Gender	India (Million)			Tamil Nadu (Million)			Comments
			Total	Rural	Urban	Total	Rural	Urban	
Population Totals	1981	P	685.20	525.50	159.70	48.41			Tamil Nadu holds 6.05% of the population of India according to the 2001 Census
		M	354.40	269.40	85.00				
		F	330.80	256.10	74.70				
	1991	P	846.30	628.69	217.61	55.86			
		M	439.23	324.32	114.90				
		F	407.07	304.37	102.70				
	2001	P	1025.25	740.26	284.99	62.11	34.86	27.24	
		M	530.42	380.44	149.98	31.26	17.50	13.75	
		F	494.83	359.82	135.01	30.84	17.36	13.48	

Source: *Census of India, 1991, Kerala State District Profile, 1991, Registrar General, India; and Census of India, 2001, Provisional Population Totals, Paper 2 of 2001, Rural-Urban Distribution; Tamil Nadu – An Economic Appraisal, 2001-2002, Department of Evaluation and Applied Research (DEAR), Government of Tamil Nadu, Chennai; Women in India, A Statistical Profile-1997, Department of Women and Child Development, Ministry of Human Resource Development.*

Indicator	Year	Area	India	Tamil Nadu	Comments
Distribution of Population (%)	1991	R	74.29	65.85	Tamil Nadu has the highest proportion of urban population among the major States.
		U	25.71	34.15	
	2001	R	72.22	56.14	
		U	27.78	43.86	

Source: *Census of India, 1991, Kerala State District Profile, 1991, Registrar General, India; and Census of India, 2001, Provisional Population Totals, Paper 2 of 2001, Rural-Urban Distribution*

Indicator	Year	India	Tamil Nadu	Comments
Decennial Growth rate	1971	24.80	22.30	The Growth rate has been declining significantly and more rapidly since 1981. The decline has been greater than for All India.
	1981	24.66	17.50	
	1991	23.85	15.39	
	2001	21.34	11.19	

Source: Registrar General, India; and Census of India, 2001; Tamil Nadu – An Economic Appraisal, 2001-2002, Department of Evaluation and Applied Research (DEAR), Government of Tamil Nadu, Chennai.

Indicator	Year	India	Tamil Nadu	Comments
Density of Population (per sq.km.)	1991	267	429	Density of population is higher than the national average.
	2001	324	478	

Source: Registrar General, India; and Census of India, 2001; Tamil Nadu – An Economic Appraisal, 2001-2002, Department of Evaluation and Applied Research (DEAR), Government of Tamil Nadu, Chennai.

Indicator	Year	Area	India	Tamil Nadu
Population of SC/ST (Millions)	1991	Total	838.58	55.86
		SC	138.22(16.5%)	10.71 (19.2%)
		ST	67.75(8.1%)	0.57(1.0%)

Source: Registrar General, India; and Census of India, 1991; Women in India, A Statistical Profile-1997.

Indicator	Year	Gender	India	Tamil Nadu	Comments
Life Expectancy at Birth	1970-75	Male	50.5	49.6	The State has picked up in life expectancy at birth above the national average since 1981.
		Female	49.0	49.5	
	1981-85	Male	55.4	56.5	
		Female	55.7	57.4	
	2001-06	Male	63.9	67.0	
		Female	66.9	69.7	

Source: Census of India, 2001 – Population Projections for India and States: 1996-2016, Registrar General of India (RGI), New Delhi, 1996.SRS, RGI, New Delhi, 1999; Tamil Nadu – An Economic Appraisal, 2001-2002, Department of Evaluation and Applied Research (DEAR), Government of Tamil Nadu, Chennai.

Indicator	Year	Gender	India	Tamil Nadu	Comments
Sex ratio	1971		930	978	Sex ratio is far above the All India level and has been improving in the aggregate though it is declining in the 0-6 age group
	1981		933	977	
	1991	All	927	974	
		Rural	939		
		Urban	894		
	2001	All	933	986	
		Rural		992	
		Urban		980	

Source: *Census of India, 2001 – Provisional Population Totals; Tamil Nadu – An Economic Appraisal, 2001-2002, Department of Evaluation and Applied Research (DEAR), Government of Tamil Nadu, Chennai.*

Indicator	Year	India	Tamil Nadu
Sex Ratio (0-6 years)	1971	964	974
	1981	962	967
	1991	945	948
	2001	927	939

Source: *Registrar General, India; and Census of India, 2001; Women in India, A Statistical Profile-1997, Department of Women and Child Development, Ministry of Human Resource Development.*

Indicator	Year	Area	India	Tamil Nadu	Comments
Birth Rate	1971	Total	36.9	31.4	Tamil Nadu has registered fast demographic transition (Please also see the following table on declining death rates).
		Rural	38.9	32.9	
		Urban	30.1	27.8	
	1981	Total	33.9	28.0	
		Rural	35.6	29.7	
		Urban	27.0	23.9	
	1991	Total	29.5	20.8	
		Rural	30.9	20.8	
		Urban	23.1	20.8	
	1997	Total	27.2	19.0	
		Rural	28.9	19.3	
		Urban	21.5	18.3	
	2000	Total	25.8	19.3	

Source: *Compendium of India's Fertility and Mortality Indicators, 1971-1997 based on the Sample Registration System (SRS), RGI, 1999; Economic Survey, 2002*

Indicator	Year	Area	India	Tamil Nadu
Death Rate	1971	Total	14.9	14.4
		Rural	16.4	16.5
		Urban	9.7	9.3
	1981	Total	12.5	11.8
		Rural	13.7	13.5
		Urban	7.8	7.9
	1991	Total	9.8	8.8
		Rural	10.6	9.35
		Urban	7.1	7.6
	1997	Total	8.9	8.0
		Rural	9.6	8.7
		Urban	6.5	6.7
	2000	Total	8.5	7.9

Source: *Compendium of India's Fertility and Mortality Indicators, 1971-1997 based on the Sample Registration System (SRS), RGI, 1999; Economic Survey, 2002*

Indicator	Year	Area	India	Tamil Nadu
Infant Mortality Rate	1971	Total	129	113
		Rural	138	127
		Urban	82	77
	1981	Total	110	91
		Rural	119	104
		Urban	62	55
	1991	Total	80	57
		Rural	87	65
		Urban	53	42
	1997	Total	71	53
		Rural	77	58
		Urban	45	40
	2000	Total	68	51
		Male	67	49
		Female	69	54

Source: *Compendium of India's Fertility and Mortality Indicators, 1971-1997 based on the Sample Registration System (SRS), RGI, 1999; Economic Survey, 2002*

Indicator	Year	Area	India	Tamil Nadu
Neonatal Mortality	1992-93		48.6	46.2
	1998-99	Total	47.7	34.8
		Rural	51.7	
		Urban	33.5	
Post-neonatal Mortality	1992-93		29.9	21.5
	1998-99	Total	25.3	13.3
		Rural	28.0	
		Urban	15.8	
Child Mortality	1992-93		33.4	20.1
	1998-99	Total	30.6	15.9
		Rural	34.6	
		Urban	17.0	
Under Five Mortality	1992-93		109.3	86.5
	1998-99	Total	101.4	63.3
		Rural	111.5	
		Urban	65.4	

Source: *National Family Health Survey (NFHS-1), 1992-93; National Family Health Survey (NFHS-2), 1998-99.*

Indicator	Year	India	Tamil Nadu
Maternal Mortality	1997	408	76

Source: *Compendium of India's Fertility and Mortality Indicators, 1971-1997 based on the Sample Registration System (SRS), RGI, 1999.*

Indicator	Year	Gender	India	Tamil Nadu
Mean Age at Marriage	1971	Male	21.3	
		Female	17.2	
	1981	Male	23.3	
		Female	18.3	
	1991	Male	23.9	
		Female	19.5	20.3
1997	Male	N.A.		
	Female	19.5		20.6

Source: SRS – Fertility and Mortality Indicators for respective years, RGI, New Delhi

Indicator	Year	Gender	India	Tamil Nadu
Total Fertility Rate	1971	Total	5.2	3.9
		Rural	5.4	4.2
		Urban	4.1	3.3
	1981	Total	4.5	3.4
		Rural	4.8	3.7
		Urban	3.3	2.7
	1991	Total	3.6	2.2
		Rural	3.9	2.3
		Urban	2.7	2.0
	1997	Total	3.3	2.0
		Rural	3.6	2.1
		Urban	2.4	1.8

Source: Compendium of India's Fertility and Mortality Indicators, 1971-1997 based on the Sample Registration System (SRS), RGI, 1999.

Indicator	Year	Area	India	Tamil Nadu
Place of Delivery	1998-99	Ins.	33.6	79.3
		Home	65.4	20.7
		Other	1	

Source: National Family Health Survey (NFHS) –2, 1998-99.

Indicator	Year	Area	India	Tamil Nadu
Assistance During Delivery	1998-99	Professional	42.3	83.8
		TBA	35	
		Other	22.4	16.2

Source: *National Family Health Survey (NFHS) –2, 1998-99.*

Indicator	Year	Area	India	Tamil Nadu
Literacy Rate	1971	Persons	34.45	39.39
		Male	45.96	51.78
		Female	21.97	26.86
	1981	Persons	43.57	45.70
		Male	56.38	57.19
		Female	29.76	34.12
	1991	Persons	52.21	63.74
		Male	64.13	74.88
		Female	39.29	52.29
	2001	Persons	65.38	73.47
		Male	75.85	82.33
		Female	54.16	64.55

Source: *Registrar General, India; and Census of India, 2001; Tamil Nadu – An Economic Appraisal, 2001-2002, Department of Evaluation and Applied Research (DEAR), Government of Tamil Nadu, Chennai; Literacy Tamil Nadu Experience: National Literacy Mission.*

Indicator	Year	Area	Gender	India	Tamil Nadu
Work Participation Rate	1981	Total	P	36.7	
			M	52.6	
			F	19.7	
		Rural	P	38.8	
			M	53.8	
			F	23.1	
		Urban	P	30.0	
			M	49.1	
			F	8.3	
	1991	Total	P	37.5	
			M	51.6	
			F	22.3	
		Rural	P	40.0	
			M	52.5	
			F	26.7	
		Urban	P	42.0	
			M	52.4	
			F	31.0	
	2001	Total	P	39.3	
			M	51.9	
			F	25.7	
		Rural	P	42.0	
			M	52.4	
			F	31.0	
		Urban	P	32.2	
			M	50.9	
			F	11.6	

Source: Census of India, 2001, Series-33, Kerala, Provisional Population Totals, Paper-3 of 2001, Distribution of Workers and Non-Workers. Data compiled from statement 2.1.

Indicator	Year	Gender	India			Tamil Nadu		
			Total	Rural	Urban	Total	Rural	Urban
Work Participation Rate	1991	P	37.50	40.00	30.20	43.3	48.5	33.3
		M	51.61	52.58	48.92	56.4	58.3	52.8
		F	22.27	26.79	9.19	29.9	38.5	13.1
	2001	P	39.26	41.97	32.23	44.78	50.4	37.6
		M	51.93	52.36	50.85	58.06	59.4	56.4
		F	25.68	30.98	11.55	31.32	41.3	18.4
Main Workers	1991	P	34.10	35.70	29.50	40.8	45.1	32.6
		M	51.00	51.88	48.57	56.1	57.9	52.6
		F	16.03	18.75	8.15	25.1	32.0	11.8
	2001	P	30.5	31.0	29.3	38.13	41.0	34.5
		M	45.3	44.5	47.5	52.28	51.8	52.9
		F	14.7	16.8	9.1	23.79	30.1	15.7
Marginal Workers	1991	P	3.40	4.30	0.7	2.5	3.4	0.7
		M	0.61	0.70	0.35	0.3	0.4	0.2
		F	6.24	8.04	1.04	4.8	6.5	1.3
	2001	P	8.7	10.9	2.9	6.65	9.4	3.1
		M	6.6	7.9	3.4	5.78	7.6	3.5
		F	11.0	14.2	2.4	7.53	11.2	2.7
Non Workers	2001	P	60.7	58.0	67.84	55.2	49.6	62.4
		M	48.1	47.6	49.2	41.94	40.6	43.6
		F	63.55	69.0	88.5	68.68	58.7	81.6

Source: Registrar General of India, Census 2001.

Indicator	Year	Crimes	India	Tamil Nadu
Crimes Against Women	1999	Incidence	1,32,997	12,670
		Rate*	13.7	20.6
		Rank	-	6

Source: Ministry of Home Affairs, National Crime Records Bureau, Crime in India, 1999.

* Proportion to total cognizable offences

Indicator	Year		India	Tamil Nadu	Comments
Poverty Ratio (% of Population Below Poverty Line)	1973-74	Combined	54.88	54.94	The rate of reduction of the population below the poverty line has been much higher in Tamil Nadu compared to All India.
		Rural	56.44	57.44	
		Urban	49.01	49.40	
	1993-94	Combined	35.97	35.03	
		Rural	37.27	32.48	
		Urban	32.36	39.77	
	1999-2000	Combined	26.10	21.12	
		Rural	27.09	20.55	
		Urban	23.62	22.11	

Source: *Government of India, Planning Commission*

Indicator	Year		India	Tamil Nadu
National/State Income at Constant Prices	2001-02	Net Domestic Product (Rs.Crores)	11,23,543	*93,066.16
		Per Capita Income (in Rs.)	10,754	13,108

Source: *Government of Kerala, State Planning Board, Economic Review, 2002 for data on India; Commissioner of Economic Statistics, Chennai for Tamil Nadu.*

*Gross State Domestic Product.

Indicator	Year	India	Tamil Nadu	Comments
Human Development Index	2001	0.472	0.657	Tamil Nadu hold the third rank on HDI in India following Kerala and Punjab

Source: *Government of India, Planning Commission; Tamil Nadu – An Economic Appraisal, 2001-2002, Department of Evaluation and Applied Research (DEAR), Government of Tamil Nadu, Chennai.*

Fertility Indicators by Residence from 1971 to 1996 at Interval of 5 Years

Indicators	Age Group	1971	1976	1981	1986	1991	1996
Total							
Age Specific Fertility Rates	15-19	70.7	73.1	71.0	62.7	45.3	36.7
	20-24	217.5	224.6	207.7	208.2	186.7	187.1
	25-29	222.4	215.3	193.8	145.3	130.7	122.3
	30-34	160.0	135.7	124.6	73.7	54.6	49.1
	35-39	87.9	77.6	55.1	26.7	20.8	12.9
	40-44	25.0	25.2	19.5	10.3	4.2	3.1
	45-49	6.7	5.9	5.3	2.4	1.5	0.5
General Fertility Rate		127.0	119.5	107.0	90.1	77.1	70.4
Total Fertility Rate		3.9	3.8	3.4	2.7	2.2	2.1
Gross Reproduction Rate		3.9	3.8	3.4	2.7	2.2	2.1
Gross Reproduction Rate		1.9	1.8	1.6	1.3	1.1	1.0
Rural							
Age Specific Fertility Rates	15-19	85.2	84.0	82.2	66.3	47.8	42.2
	20-24	237.5	245.0	228.8	215.1	184.2	198.8
	25-29	228.1	230.8	208.4	151.1	139.3	127.5
	30-34	168.2	146.7	136.0	82.4	62.2	53.3
	35-39	92.5	83.9	59.4	30.2	25.5	15.0
	40-44	26.3	28.4	20.8	12.6	5.8	3.6
	45-49	5.1	7.7	6.1	2.7	1.7	0.7
General Fertility Rate		135.0	127.3	115.0	92.5	78.4	73.8
		4.2	4.1	3.7	2.8	2.3	2.2
		2.0	2.0	1.8	1.4	1.1	1.1
Urban							
Age Specific Fertility Rates	15-19	43.2	50.6	46.1	56.2	40.6	25.5
	20-24	175.3	188.6	164.6	196.5	191.3	166.5
	25-29	210.1	185.3	166.4	135.8	117.0	113.1
	30-34	138.0	111.4	100.6	57.4	41.2	41.2
	35-39	76.6	61.4	45.0	19.7	11.5	8.9
	40-44	21.3	17.3	16.0	5.4	1.0	2.1
	45-49	10.0	1.3	3.1	1.6	1.1	0.0
General Fertility Rate		108.8	102.8	89.4	85.8	74.6	63.8
Total Fertility Rate		3.3	3.1	2.7	2.4	2.0	1.8
Gross Reproductive Rate		1.7	1.5	1.3	1.2	0.9	0.9

Source: Compendium of India's Fertility and Mortality Indicators, 1971-1997 based on the Sample Registration System (SRS), Registrar General, India, 1999.

APPENDIX - 1

MINUTES OF THE MEETING OF THE NATIONAL COMMISSION FOR WOMEN WITH CHIEF SECRETARY AND OTHER SECRETARIES OF VARIOUS DEPARTMENTS OF THE GOVERNMENT OF TAMIL NADU ON 20.02.2004 IN THE CONFERENCE HALL OF SECRETARIAT, CHENNAI-9.

The List of Participants is annexed.

The Chief Secretary welcomed the Chairperson and other members of the team of the NCW. She explained how the State had moved from the concept of welfare to development of women. Since 1956 they have started Service Homes to take care of destitute and other women in need. 11,300 Mahila Mandals were formed in the community development period. It has pioneered many of the gender related schemes. Tamil Nadu had also concentrated in recent years on organizing women in Self Help Groups for their greater Social and Economic advancement. The State now had 1.5 lakh SHGs covering 2.5 million women. They had also included sex workers and trafficked women, eunuchs, disabled women in the formation of SHGs. The reach of several programmes was better with this organization. The State had undertaken World Bank Programmes for downtrodden sections, Child Labour, infanticide etc. The Sex ratio in the state had improved from 974 in 1991 to 986 by 2001.

Chairperson, NCW, appreciated the efforts of the State Government in introducing/solving many of the gender related problems. She pointed out that still a lot more is required to be done. She explained the purpose of the gender profile undertaken by the NCW and the methodology followed so as to help the State to plug the gaps in development. Tamil Nadu was the 11th State being visited by the NCW team for the purpose. Chairperson stated that Haryana and Tamil Nadu were the only two States where Women State Commissions out of the 21 in the Country, which had not been given statutory powers. Action on this should be expedited to empower the Tamil Nadu State Commission for Women. State Policy on women which was pending finalization also needed to expedited. The Chief Secretary assured that these would be taken up urgently.

On the question of allocation of funds for creating awareness about programmes and schemes etc, it was pointed out that there was no separate allocation for the purpose, but Rs.5.00 crores from the allocation of the rural development department was spent on creation of awareness. A point was raised on the access for new groups to SHGs. It was clarified that the policy was to cover NGOs according to eligibility criteria under the SHGs programme. Those who did not qualify according to the criteria may be disgruntled and complain.

The Chairperson, NCW indicated that recommendations relating to three public hearings held at Virudhu Nagar, Coimbatore and Chennai last year were sent to the State Government, but the State Government has still not responded with the detailed action taken report. She felt this was urgent to ensure relief to the hapless women who were in distress. She also emphasized the need to reach women in rural and remote areas who suffered more with their lack of access to many schemes and remedies that were available to others. The State Government clarified that District Collectors regularly hold monthly meetings for resolving grievances and mass contact programmes, where they meet people and sort out problems.

The representatives of the Tamil Nadu Women Development Corporation, the Secretary Social Defence and the Secretary Health made presentations on the special measures taken in the State for empowerment of women through SHGs, Awareness and access to credit, skill, market and information; for their security through village committees, to prevent trafficking and better health governance for reduction of MMR and IMR. They had achieved significant success in all these areas.

On the point of more women in the Police force it was explained that every station had one women SI and two women constables. Currently there were 10 to 12 per cent women in the police which would be increased to 18 to 20 per cent with all the measures now under implementation.

The Home Secretary explained the efforts made in the State for training the Police Personnel including gender training. Severe action was taken against police personnel for misbehavior. The Chief Secretary had already addressed all District Collectors on monitoring registration of FIRs. Chennai City had registered the highest crime rate against women due to intensive efforts made by the Police. They further assured that mechanism to track registration of FIRs and Charge Sheetings would be put in place.

The major concern was trafficking. The Gram Sabhas were involved in creating awareness about trafficking. 11,500 village committees had been formed for the purpose. Areas of trafficking, sex workers had been mapped. Traffickers were included under the Goondas Act.

The Chief Secretary assured that there would be frequent meetings of Secretary Home, Police and Chairperson, Tamil Nadu State Commission for Women for monitoring of complaints forwarded by the TNSCW. It was further assured that a coordinating mechanism would be devised by Police and Health Department with regard to timely medical examination for rendering justice in rape cases. It was also further assured that there would be better co-ordination between Juvenile Board, Health Department and Home Department in future.

Prison

The Chairperson State Commission for Women highlighted that a large number of women are languishing in jails without trial. Many have been detained under preventive sections relating to illicit liquor trade. Secretary, Home Department admitted this fact and agree to review the cases. He also

mentioned that they were now trying to catch the ring leaders instead of taking the women into custody who were more easy to apprehend.

Domestic Workers trafficking and other labour issues

The concern of NGOs about the sexual exploitation of domestic workers by a placement agency being run by Raghupathy was brought to the notice of the Home Secretary. It was informed by the Home Department that Raghupathy had already been Charge Sheeted in two cases and a murder case was pending in the Court.

Issues relating to the large sums of money due to the workers who had deposited with the society run by Raghupathy came up for discussion. The Chairperson of the NCW wanted the accounts to be frozen, the legitimacy of the society examined and appropriate action taken against the society and the Trust, and relief given to the victims.

The Home Department agreed to make further inquiries in the matter and take suitable action.

The Chairperson, NCW suggested that it may be useful to take up a study on any other placement agencies functioning in the state.

The Chairperson, NCW referred to the need for a welfare board for domestic workers. Labour Secretary explained that they had taken a decision in the State to merge all welfare boards and would not create a separate board for domestic workers.

To a query on payment of unpaid wages to safai karmacharis, it was mentioned that the wages had since been paid by the Chennai Municipal Corporation.

Regarding any separate policy on street vendors, it was explained that there was no such policy at state level.

The child labour, particularly girls, were significant amongst domestic workers. Under the *sarvashikhabhiyan* a survey was done and 70,000 children in the age group of 6 to 14 were identified as child labour. Intensive measures have now been taken up using different programme funds for bringing these children into the education stream. They hope to eliminate the problem of child labour by 2007.

The report on Beedi Workers, Tirunelveli had been sent by the NCW to the Government, the response was awaited. The State Government assured to look into the matter and send their ATR.

As regards workers in the unorganized sector e.g. in the construction sector, there was no special mechanism for looking into sexual harassment. This was treated as part of crime against women.

Sexual Harassment

The constitution of Complaint Committees was complete. It was pointed out that in many cases the composition was not according to the guidelines provided by the Supreme Court. The State Government assured that they would issue the circular once again and monitor the compliance.

Adi-Dravidas – Pathways

On access of roads and paths to Adi-dravidas etc. it was clarified that the State Government had requested the District Collectors to acquire land if need be, for the construction of pathways, if they were not available in any area.

Panchayat

On the point made about SC Chairpersons being removed in certain Panchayats by the District Collectors, it was clarified that these were only according to the resolutions of the Panchayats for any breach of rules or abuse of powers by the Chairpersons.

Environment Pollution

On the issue of environment pollution particularly on the dumping of industrial waste (mercury), the Health Secretary explained that the Hindustan Latex Factory had since been closed and the waste shipped back to US which was the case for first time in history.

The Chairperson, NCW enquired about the demand of the Fisherwomen on the Marina Beach not to be shifted from their present location. The Chief Secretary said that Status quo had been maintained and they are not likely to be shifted in the near future.

Family Courts

There were two family courts and both had women judges. The Chairperson NCW pointed out that the counselors were being paid very low emoluments and this had to be reviewed. The State Government agreed to look into the matter.

There was also a point on the location of the family court in an inconvenient place in the High Court. It had to be in a more women friendly location. The State Government agreed to look into this.

Education

Enrolment of Children in schools had increased to 93% from 89 % and dropout reduced from 16 to 12 % upto Class V. The rural schools had only two teachers for 5 classes. There was a shortage of 29,000 teachers. It was gratifying to note that women teachers are recruited for classes I to V and 2.6 lakh were women out of the total of 3.6 lakh teachers in the State. Another 12,000 teachers were being recruited shortly.

HIV/AIDS

On the question of HIV + women the Health Secretary pointed out that the State Government had instructed all health institutions to give admission to HIV + patients without any discrimination. One lady HIV + woman will be included on the Hospital Advisory Committee.

For the care of HIV AIDS persons including children TB centers are likely to be converted as care homes. They had identified recently that Kumbakonam a pilgrim center was a second major HIV area after Namakkal.

Sex Workers

As regards the problem of Mathamma, it was only in Thiruvallur area and increasingly women in these areas are being brought under SHGs. As regards the efforts to bring the sex workers in Pudukottai under SHGs programme, there was a problem of their reverting to sex work owing to inadequate earnings from other avenues.

People in remote areas

The Home Secretary pointed out that intensive action was taken in the Veerappan area to reach the people through several programmes and include them in the mainstream activities.

Food Security and Water

On the question of food security and water security for the long and short term the Chief Secretary highlighted the special efforts made in Tamil Nadu. The Public Distribution System provided cheap rice at Rs.3.50 per kilo to all persons irrespective of the income.

Crop diversification in the Cauvery delta areas had already been initiated to reduce water intensity of crops. More Horticulture Crops were being encouraged. Water management through use of sprinklers was being introduced.

The Statewide measures for Rain Water Harvesting had been introduced.

Liquor Policy

On the liquor policy the Chief Secretary pointed out that it was undertaken for augmenting revenue for the State. In case there were violation of the rules regarding location, this will be looked into and will be removed.

Sand Mining

On sand mining the Chief Secretary explained that the PWD will carefully follow the technical norms and environmental standards in continuing their activity. She reminded that Government had taken this up only in pursuit of High Court Directions.

Assurances

- (i) Action on according statutory status to the Tamil Nadu State Commission for Women and finalization of State Policy on Women would be expedited.
- (ii) The mechanism to track registration of FIRs and Charge Sheet would be put in place.
- (iii) There would be frequent meetings of Secretary (Home), Police and Chairperson, Tamil Nadu State Commission for Women for monitoring of Complaints forwarded by the TNSCW.
- (iv) A Coordinating mechanism would be devised by Police and Health Department with regard to timely medical examination for rendering justice in rape cases.

- (v) There would be better co-ordination between Juvenile Board, Health Department and Home Department in future.
- (vi) Home Department would review the cases of Women languishing in jails without trial.
- (vii) The State Government would look into the report on Beedi Workers and send their ATR.
- (viii) The Government would issue the circular regarding constitution of complaint committees with regard to sexual harassment at work places and monitoring the complaints.
- (ix) The Government would review the issue of appropriate payment to the counselors in family courts.
- (x) The Government agreed to look into the shifting of family courts in a more women friendly environment.
- (xi) The Government would look into case of any violation of rules regarding location of liquor vending.

**MEETING OF THE NATIONAL COMMISSION FOR WOMEN WITH CHIEF SECRETARY
TO THE STATE GOVERNMENT OF TAMIL NADU AT 11.00 A.M. ON 20.2.2004 AT
OLD CONFERENCE HALL, OLD BUILDING, SECRETARIAT, CHENNAI-9**

List of Participants

1. Tmt. Lakshmi Pranesh, I.A.S.,
Chief Secretary
2. Thiru. A. Sukumaran, I.A.S.,
Director of Social Welfare.
3. Thiru. Md. Nasimuddin, I.A.S.,
Director of Social Defence.
4. Thiru. Mohan Verghese Chunkath, I.A.S.,
Special Commissioner for the Disabled.
5. Tmt. Sheela Rani Chunkath, I.A.S.,
Secretary to Government,
Health and Family Welfare Department
6. Thiru. P. Selvam, I.A.S.,
Secretary to Government
Adi Dravida & Tribal Welfare Department
7. Thiru. S. Munir Hoda, I.A.S.,
Secretary to Government
Home Department.
8. Thiru. A. Paneerselvam, I.A.S.,
Special Secretary to Government,
School Education Department.
9. Mrs. Smita Nagaraj, I.A.S.,
Special Secretary to Government
Municipal Administration & Water Supplies Department
10. Thiru. A.M. Kasiviswanathan, I.A.S.,
Additional Secretary to Government
Rural Development Department.

11. Thiru. L. Jayasankaran
Additional Secretary to Government,
Law Department, Chennai-9.
12. Thiru. J.M. Balamurugan, I.A.S.,
M.D., TAHDCO.
13. Thiru. M.K. JHA, I.P.S.,
Joint Commissioner of Police (C)
14. Thiru. M. Chidambarasamy, I.P.S.,
D.I.G. H.R & S.J.
15. Thiru. Bhola Nath, I.P.S.,
Additional Director General of Police, Chennai
16. Thiru. N. Marichamy,
General Manager,
Tamil Nadu Corporation for Development of Women Limited, Chennai.
17. Dr. S. Murugan
Joint Coordinator (N)
World Bank Assisted ICDS III Project, Chennai
18. Tmt. Kalpana Sankar,
Assistant Coordinator (M & E)
Tamil Nadu Corporation for Development of Women Ltd. Chennai.
19. Dr. Poornima Advani
Chairperson
National Commission for Women
New Delhi.
20. Ms. Nirmala Seetharaman
Member, NCW, New Delhi
21. Dr. Sarala Gopalan
Research Advisor, (GP)
NCW, New Delhi.
22. Ms. Vasanthi Devi
Chairperson, Tamil Nadu State Commission for Women, Guindy, Chennai.
23. Shri. A.L. Narula
Project Coordinator, NCW,
New Delhi.

APPENDIX - 2

QUESTIONNAIRE

Name of the Department with full Address furnishing the information	Information on Women in Tamil Nadu State Social Welfare and Nutritious Meal Programme Department, Chennai 9
A General	
1. What is the organizational set up in the state for Welfare and Development of Women? (Kindly furnish an organizational chart)	Director of Social Welfare, Project Coordinator, World Bank assisted ICDS III, Tamil Nadu Corporation for Development of Women Ltd., Special State Commissioner for Disabled, Director of Social Defence are functioning under the control of Social Welfare & Nutritious Meal Programme Department.
2. Has a State Policy on Women been enunciated? If so, a copy of the Policy statement may be enclosed. If not when the Policy Statement is likely to be issued.	State Policy on Women is under consideration of this Department.
3. Is there is Commission for Women in the State ? If so, a copy of the Act/notification constituting the Commission may be furnished, if not, when the Commission is likely to be constituted.	Tamilnadu State Commission for Women was constituted in G.O.Ms.No.72 Social Welfare and NMP Department, dated 19.3.93. Copy of the G.O. enclosed.
4. Has the State Government reserved any quota for women in public services? If so, the details thereof (a copy of the order may be enclosed), if not, has the State Government any proposal to this effect.	30% G.O. Ms. No. 111, Social Welfare & NMP Department dated 29.2.2001

5. Is there any separate financial institutions, marketing organization, women's development corporation for women under the control of the State Government? If so, details may be furnished.
- Tamilnadu Corporation for Development of Women Ltd.
- It helps financially weaker women to form Self Help Groups in Village level, rural level, assist creating/improving their skill so that they become self sufficient financially. The corporation provides EDP training , vocational training, skilled training, covering more than 5 lakh women in the state.
6. Any other information of a general nature considered important
- To safeguard the interest of working women, this Government issued orders for the purpose of preventing sexual harassment of working women. To prohibit dowry harassment, this Government issued orders in G.O.Ms. 166 Social Welfare and Nutritious Meal Programme Department, dated 29.8.2003 wherein guidelines have been framed. To prohibit dowry harassment, this Government issued orders in G.O.Ms. 22 SW & NMP, dated 4.2.2004, wherein rules have been framed under Dowry Prohibition Act, 1961 (Central Act 28 of 1961)

GOVERNMENT OF TAMIL NADU

Abstract

Social Welfare—Women’s Welfare—Constitution of State Level Commission for Women—Orders—Issued.

SOCIAL WELFARE AND NUTRITIOUS MEAL PROGRAMME DEPT.

G.O.Ms.No. 72

Dated : 19.03.1993

- 1) From the Joint Commissioner, Tamil Nadu House, New Delhi, D.O. Lr. No. Misc./JS/90, dated 07.11.1990
- 2) From the Ministry of Labour and Welfare, New Delhi, D.O. Lr. No. 9-63/90-WW, dated 30.10.1990.

ORDER :

The question of setting up of a State Commission for Women for the state of Tamil Nadu has been engaging the attention of the Government for sometime past, to safeguard the welfare of women, to go into the general issues relating to the status of women, and to make recommendations to the Government for suitable action. The Government after careful consideration have decided to set up a State Level Commission for Women called “The Tamil Nadu Commission for Women” on the Lines indicated in the following paragraphs.

2. The Tamil Nadu Commission for Women shall consist of :-
 - (a) a Chairperson, who shall be a retired Judge, committed to the cause of women, to be nominated by the State Government;
 - (b) Six members to be nominated by the State Government, in which there will be a Women I.A.S. Officer, a Women IPS Officer, a Prominent Social Worker, Principal of an Educational Institution and a Prominent Women Member of the Legal Profession;
Provided that at least one Member shall be from amongst persons belonging to the Scheduled Castes and Scheduled Tribes.
 - (c) From among the above six members, a Member Secretary will be nominated by the State Government.
3. (1) The Chairperson and every Member shall hold office for one year, from the date of their nomination.
(2) The Chairperson or a Member other than the official Member nominated as above, may at any time by writing and addressed to the State Government resign from the office of the Chairperson or of Member as the case may be.
(3) The State Government may at any time, for reasons to be recorded in writing remove a person from the office of Chairperson or a Member other than the official Member.
(4) Any vacancy caused shall be filled by fresh nomination.

- (5) The salaries and other allowances payable to, and the terms and conditions of service of, the Chairperson and Member shall be such as may be decided by the State Government from time to time.
4. The Commission may in consultation with the State Government, appoint Committees with similar composition for each district as mentioned in paragraph 2 above to perform such functions as may be assigned by the Commission from time to time.
5. (i) The Commission will devise its own procedure in the performance of its functions.
- (ii) The Commission or a Committee thereof shall meet as and when necessary and shall meet at such time and place as the Chairperson may think fit.
- (iii) All orders and decisions of the Commission shall be authenticated by the Member-Secretary or any other officer of the Commission duly authorized by the Member-Secretary in this behalf.
- (iv) All the departments of the State Government will furnish such information and documents and provide such assistance as may be required by the Commission from time to time.
6. The Commission shall perform all or any of the following functions, namely :-
- (a) investigate and examine all matters relating to the safeguards provided for women under the constitution and other laws;
- (b) Present to the State Government annually and at such other times as the Commission may deem fit, reports upon the working of these safeguards and make in such reports recommendations for the effective implementation of those safeguards for improving the conditions of women;
- (c) Review, from time to time, the existing provisions of the constitution and other laws affecting women and recommend amendments thereto so as to suggest remedial legislative measures to meet any lacuna, inadequacies or shortcomings in such legislations;
- (d) Take up the cases of violation of the provisions of the constitution and of other laws relating to women with the appropriate authorities;
- (e) Look into the complaints relating to :-
- (i) deprivation of women's rights;
- (ii) non-implementation of laws enacted to provide protection to women and also to achieve the objective of equality and development;
- (f) Call for special studies or investigations into specific problems or situations arising out of discrimination and atrocities against women and identify the constraints so as to recommend strategies for their removal;

- (g) undertake promotional and educational research so as to suggest ways of ensuring due representation of women in all spheres and identify factors responsible for impeding their advancement;
 - (h) inspect cause to be inspected jail, remand home, women institution or other place of custody where women are kept as prisoners or otherwise, and take up with the concerned authorities for remedial action, if found necessary.
 - (i) Any other matter which may be referred to it by the State Government.
7. The Commission shall submit an Annual Report to the State Government detailing its activities and recommendations. This will however not preclude the Commission submitting Reports to the Government at any time they consider necessary on matters of urgency and within the scope of its functions. The Annual Report together with a Memorandum on linking the action taken on the recommendations and explaining the reasons for non-acceptance of the recommendations, if any, will be laid before the State Legislature.
8. The Chairperson of the Commission will be part time and will have an office and be paid monthly honorarium. The Members of the Commission will be part time and will be paid Travelling Allowance/Daily Allowance as in the case of first class Committee. Orders regarding the selection/appointment of Chairperson and Members will be issued separately.
9. The Director of Social Welfare and Nutritious Meal Programme is requested to take necessary follow-up action and send necessary proposal to Government for location of the Commission's Office in Madras, the financial structures, and other terms and conditions government Chairperson and Members of the State Commission for Women.
10. This order issues with the concurrence of Finance vide –U.O. No. 1316/FS/P/93, dated 16.03.1993.
(By order of the Governor)

R. Kirubhakaran,
Secretary to Government

To

All Secretaries to Government, Chennai-9

All Departments of Secretariat, Chennai-9

All Heads of Departments.

All District Collectors.

The Director of Stationery and Printing, Chennai (For publication in Tamil Nadu Government Gazette)

The Director of Social Welfare and Nutritious Meal Programme, Chennai-5.

All the District Social Welfare Officers through Director

The Secretary to Government of India

Ministry of Labour & Welfare, New Delhi.

Chief Secretary to Government of India

Ministry of Women & Child Development, New Delhi.

GOVERNMENT OF TAMIL NADU

ABSTRACT

Social Welfare – Women Development – Adequate Representation for Women in Statutory and Non-Statutory Committee in Government Departments, Co-operatives, Public Sector Undertakings/Corporations/ Boards/Local Bodies right from State Level to Micro Level – Provision of 30 % representation to Women – Orders issued.

Social Welfare & Nutritious Meal Programme (SW.3) Department

G.O.(Ms.) No. 111

Dated : 20.9.2001

ORDER

In 1994, the Government announced vision 2000, a set of forward looking strategies for empowerment of women. The Policy envisaged that the most important strategies for advancement of women would be

- (i) Supporting and expanding the role of women as decision makers in public and private domains, so that they are able to control their lives;
 - (ii) Enabling equitable participation of women in socio-political and economic processes and structure at all levels;
 - (iii) Facilitating equitable participation of women in developing planning, development processes and development programmes.
2. The primary objectives of such an initiative of enabling participation, as envisaged in Vision 2000 are :
- Bringing women into mainstream of society and eliminating barriers for participation of women.
 - Enabling women to lobby for their own advancement.
 - Taking into account gender concerns in decision making in public bodies.
 - Sensitize men on need for gender equity.
 - Ensure that public policy and implementation reflects the needs and concerns of men and women equitably for benefit to society.
3. There are a number of Committees, both statutory and non-statutory in place of various levels of Government including local Government. On the absence of any guidelines, it has been found that the members have been predominantly male, leading to gender imbalance in representation and at times, biased decision making. Some of the examples where women's participation is not adequate are selection committees, search committees, panels set up for looking into various

issues, organizing committees, trade unions, district level committees, departmental promotion committees etc. Similarly, in case of statutory organizations like the Cooperatives (as members and elected representatives) Joint Plan Committees, labour Unions, quasi-judicial boards, Panchayat and Urban local body sub-committees, etc, also the participation of women inadequate. Even where representation is good, the quality of participation needs to be upgraded.

4. Already 1/3 reservation for women in every Panchayat and every Municipality has been provided for by way of constitutional amendments. Further 30 % reservation for women in Government jobs has also been made by amending general Rule 21 of the State and Subordinate Services. It is felt that the laudable objective of adequate representation of women can be achieved affectively by expanding the scope and opportunities for women to involve themselves in all activities relating to decision making developmental activities, advisory roles etc.
5. Further, the Government of India have declared the year 2001 as 'Women Empowerment Year' in order to highlight the rightful place to women in the mainstream of national development. The objective of the women Empowerment Year is to create large scale awareness of women's rights and to focus on issues and interventions which can impact positively on their lives. The Government has been embarking upon other specific steps for Social, economic empowerment of women through education, gender equity in public participation and governance, gender equity in Health and Nutrition, equal rights, elimination of gender based discrimination, action on violence against women etc.
6.
 - (i) Against this back-drop, the Government have examined the matter and they direct that adequate representation, at least to the extent of 30 % be provided to women in all the Committee and similar for (Both statutory and non-statutory right from State Level to Micro Level i.e. upon Ward Level in all Government Departments, quasi Government organizations, Public Sector Undertakings Boards and other Bodies under the purview of Government Departments and Government agencies.
 - (ii) It is the Government's desire that the orders in para (i) above are enforced without any shortfall and within a time frame of 3 months from the date of issue. All the departments/ Public Sector Undertakings/Companies/Boards etc. are requested to examine the present structure of the Committees, (both statutory and non-statutory) and take action for enforcing the orders in para 6(i) above even by making required amendments to statutory provisions.
 - (iii) The Departments of Secretariat are requested to follow up with the Heads of Departments/ Organizations under their control/with regard to both statutory and non-statutory under its control and take suitable follow up action to give effect to the objective of providing 30 % representation for women, taking into consideration the feasibility and other relevant aspects and issue separate orders, within a period of 3 months form the date of issue of this order.

- (iv) If for any reason, exemption is to be made in respect of any committee then for reasons to be recorded in writing, it is for the Department concerned to examine the same and take orders at appropriate levels in the Government.
7. A consolidated report may be sent by the Departments of Secretariat in respect of the various committees under their control and under their Heads of Departments and other Agencies, before 10th of every month in the format appended.

(BY ORDER OF THE GOVERNOR)

SHEELA BALAKRISHANA
SECRETARY TO GOVERNMENT

To

All the Departments of secretariat, Chennai-9
All Heads of Departments/Public Sector Units/Autonomous Bodies.

Copy to

The Chief Minister's Office, Chennai
The Senior PA to Minister (Social Welfare)
SF/SC

/Forwarded by order/

SECTION OFFICER

ANNEXURE

1. Name of the Department/Organisation
2. a) Name of the Committee/structure
b) Whether Statutory or non-Statutory
c) G.O./Section of Rules under which constituted
3. a) Term of the Committee
b) Date on which the period of the committee comes to an end
4. a) % of women in the present composition
b) Name and details of members
5. Present stage of action taken to be enclosed. If orders issued copies

SHEELA BALAKRISHNAN
SECRETARY TO GOVERNMENT

/TRUE COPY/

SECTION OFFICER

TAMIL NADU GOVERNMENT GAZETTE

EXTRAORDINARY

PUBLISHED BY AUTHORITY

No. 34 CHENNAI, WEDNESDAY, FEBRUARY 4, 2004-05-06
Thai 21, Subhanu, Thiruvalluvar Aandu-2035

Part III-Section 1(a)

General Statutory Rules, Notifications, Orders, Regulations, etc.,
issued by Secretariat Departments.

NOTIFICATION BY GOVERNMENT

SOCIAL WELFARE AND NUTRITIOUS MEAL PROGRAMME DEPARTMENT

TAMIL NADU DOWRY PROHIBITION RULES, 2004

(G.O. Ms. No. 22, Social Welfare and Nutritious Meal Programme, 4th February, 2004)

No. SRO A-1(f)/2004.

In exercise of the powers conferred by section 10 of the Dowry Prohibition Act, 1961 (Central Act 28 of 1961) and in supersession of the Tamil Nadu Dowry Prohibition Officers and Advisory Board Rules, 1998, the Governor of Tamil Nadu hereby makes the following Rules :-

RULES

1. Short title and commencement – (1) These rules may be called the Tamil Nadu Dowry Prohibition Rules, 2004. (2) It shall come into force on the 4th February, 2004.
2. Definition – In these rules, unless the context otherwise requires –
 - (a) "Act" means the Dowry Prohibition Act, 1961 (Central Act 28 of 1961);
 - (b) "Advisory Board" means a Board constituted in accordance with sub-section (4) of section 8-B of the Act to advise and assist the Dowry Prohibition Officers;
 - (c) "Dowry Prohibition Officer" means, an Officer appointed as such by the Government under section 8-B of the Act;
 - (d) 'Government" means the State Government;
 - (e) "Police Officer" means "Deputy Superintendent of Police" of the Division concerned.

- (f) "Probation Officer" means a District Probation Officer or Additional District Probation Officer or City Probation officer appointed as such under the Probation of Offenders Act, 1958 (Central Act 20 of 1958);
 - (g) "Recognised Welfare Institution or Organisation" means, an institution or Organisation recognized as such under sub-clause (ii) of clause (b) of sub-section (1) of section 7 of the Act;
 - (h) "District Magistrate" and "Complaint" shall have the same meaning as respectively assigned to them and defined under the Code of Criminal Procedure, 1973 (Central Act 2 of 1974);
 - (i) The words and expressions used in these rules but not defined shall have the meanings respectively assigned to them in the Act.
3. Jurisdiction of Dowry Prohibition Officer – The Dowry Prohibition Officer shall exercise jurisdiction and powers under sub-section (1) of section 8-B of the Act in such area as may be specified by the Government by notification in Tamil Nadu Government Gazette.
4. Procedure for filing complaints – A complaints may be filed by any aggrieved person or a parent or other relative of such person or by any Recognised Welfare Institution or Organisation in writing to the Dowry Prohibition Officer, either in person or through a messenger or by post.
5. Additional functions to be performed by the Dowry Prohibition Officer –
- (i) He shall endeavour to create awareness among the public by organizing camps, publicity through Information and Tourism Department, Panchayat Raj Institutions and other media against dowry and to involve local people for prevention of dowry;
 - (ii) He shall conduct surprise checks and discreet enquiries to ascertain whether there has been any violation of the provisions of the Act and Rules;
 - (iii) He shall receive complaints for any offence under the Act from any person aggrieved or a parent or other relative of such person or by any recognized welfare institution or organization;
 - (iv) She shall maintain a register for the purpose of the Act to record all complaints, enquiries and results thereof and other relevant information connected therewith in Form No. 1. He shall also maintain separate files with relevant records for each individual case;
 - (v) He shall act as the Member Secretary or Convenor of the Advisory Board. He shall maintain regular contact with the members of the Advisory Board for necessary advise and assistance from them. He shall inform the District Magistrate or any other person authorized by the Government for the purpose, about all the affairs relating to operation of the Act, as and when necessary;

- (vi) He shall keep in his custody all the lists of presents submitted by the parties to any marriage and make entries relating thereto in a Register to be maintained for the purpose. He shall also examine these lists and ensure complaints of the provisions of the Dowry Prohibition (Maintenance of List of Presents to the Bride and Bridegroom) Rules, 1986;
- (vii) He shall discharge his duties with due care, decorum, privacy and in a manner to uphold the dignity and harmony of family relationships;
- (viii) The Dowry Prohibition Officer's approach shall be primarily preventive and remedial and prosecution shall be recommended or resorted to, only if all other measures and directions are found ineffective or parties fail to comply with the orders or direction within the stipulated time;
- (ix) Every such complaint received by the Dowry Prohibition Officer shall be seriously numbered and duly registered in a Register in Form No. 11 annexed to these rules;
- (x) The Dowry Prohibition Officer shall scrutinize the complaint and if it is found that the nature and the contents of the complaint is such apparently coming within the purview of Sections 3 or 4 or 4-A or 5 or 6 of the Act, he will immediately conduct an enquiry to collect such evidence from the parties as to the genuineness of the complaint;
- (xi) The Dowry Prohibition Officer shall conduct an, on the spot investigation and can collect such evidence either oral or in writing from the parties or witnesses or he can fix up a hearing of the parties witnesses in his office or in a place convenient to him without causing inconvenience or hardship to the parties;
- (xii) The Dowry Prohibition Officer shall intimate or serve notices to the parties and witnesses of the date, time and place of hearing of the complaints in Form III annexed to these rules;
- (xiii) Every petition shall be enquired into and heard and come to a finding within a month from the date of its receipt;
- (xiv) Where on the date fixed for hearing of the complaint or petition or on any other date to which such hearing may be adjourned, the complainant or petitioner does not appear, the Dowry Prohibition Officer, may in his discretion, either dismiss the complaint or petition for default or give a finding as to its merit, which shall be recorded in the case file;
- (xv) The Dowry Prohibition Officer may utilize the services of District Probation Officers or Additional District Probation Officers or City Probation Officers of the area for collecting information or conducting enquiries or assisting in any stage of enquiries or proceedings relating to a complaint, petition or application under the Act;
- (xvi) On receipt of requisition from the Dowry Prohibition Officer, the Probation Officers shall conduct necessary enquiries, collect information and furnish such details or report promptly as requested by him;

- (xvii) Where any dowry is received by any person other than the women and complaint is received in respect of non-transfer of such dowry to the women who is entitled to it in accordance with section 6 of the Act, the Dowry Prohibition Officer shall issue directions to parties to transfer the same within the stipulated time;
- (xviii) He shall specifically make it clear that marriages performed within his jurisdiction are likely to be visited by him or his staff along with police officers to see that the provisions of the Act are not contravened;
- (xix) The Dowry Prohibition Officer shall make necessary enquiries regarding non-observance of the provisions of the Act in respect of the marriages held or proposed to be held with his jurisdiction;
- (xx) He shall ascertain and confirm by suitable means in respect of as many number of marriages as are held with his jurisdiction, as to whether the provisions of the Act are being followed and are not being contravened;
- (xxi) The Dowry Prohibition Officer while making enquiries under the Act or when he attends any marriage for the purposes of making enquiries, take the assistance of any Police Officer or other officers to assist him in the performance of his functions and it shall be the duty of the Police Officer to render all assistance required by the Dowry Prohibition Officer;
- (xxii) He shall render assistance to the Police in investigating the complaint filed under the Act and the Court in the trial of the case;
- (xxiii) He shall seek the guidance of Advisory Board in matters relating to their functioning under the Act;
- (xxiv) The Dowry Prohibition Officer (Member Secretary or Convenor of the Advisory Board) shall send a copy of the proceedings of each meeting of the Advisory Board, within a fortnight from the date of the meeting to the District Magistrate with a copy of the Government for information and necessary action.
- (xxv) He shall also perform such other duties as may be assigned in this regard by the Government;
- (xxvi) The Dowry Prohibition Officer shall be responsible for the preparation and submission of an Annual Report on the progress of implementation of Dowry Prohibition Act and related matters and of such statistics as may from time to time be required by Government;
- (xxvii) The Dowry Prohibition Officer shall issue instructions to all the Departments of the Government to the following effect:-
 - (a) Every Government servant shall, after marriage, or when he celebrates the marriage of his children, furnish a declaration stating that he has not taken any dowry, to

- Head of Department. The declaration shall be signed by the wife, father and father-in-law;
- (b) One specified day in a year to be observed as Dowry Prohibition Day;
 - (c) Pledge to be administered on Dowry Prohibition day (26th November) to the students in Schools and Colleges and other Institutions and by those employed in Government service not to give or take dowry;
 - (d) Receipt of dowry either by the bridegroom or by his parents, who happens to be the Government servant shall be considered as 'misconduct' for the purpose of Service Rules making a ground for disciplinary action.
6. Submission of list of presents by parties to the marriage – The parties to any marriage or any of the parents of either of them shall furnish to the concerned Dowry Prohibition Officer within one month from the date of marriage, a copy of the list of presents prepared in accordance with the Dowry Prohibition (Maintenance of List of Presents to the Bride and Bridegroom) Rules, 1985.
 7. Procedure for Prosecution of Offenders. – In all cases of complaints investigated by Dowry Prohibition Officers when there is a prime facie finding as to the commission of an offence, the report shall be submitted to the Competent Magistrate for prosecuting the offenders along with the statement recorded, all other connected documents of the proceedings and a brief account of his findings. This report shall be deemed to be a report under section 173 of Code of Criminal Procedure, 1973 (Central Act 2 of 1974).
 8. (1) Recognition of Welfare Institutions. – (i) A Welfare Institution or Organization primarily devoted to any of the following kinds of work and has rendered remarkable service in the field for a period of not less than three years will be eligible for seeking recognition under sub-clause (ii) of clause (b) of sub-section (1) of section 7 of the Act.
 - (a) Social Welfare including care, protection and training of women;
 - (b) Organisation of women of a State wide or All India character, Prominent Mahila Samajs or Women's Organisations;
 - (c) Social Defence including care and protection of Destitute, Rescue women and children;
 - (d) Any organization of lawyers interested in eradicating social evils;
 - (2) Any welfare institution or organization eligible under sub-rule (1) and desiring recognition shall make an application to the Government in Form-IV annexed to these rules together with a copy of each of the Rules. By laws, Articles of Association, lists of its members and office bearers and a report regarding its activities and past record of Social or Community Service;

- (3) The Government may after making such enquiry by a senior officer of the concerned Department and after considering the report as to the nature and past record of service of the organization or institution which has presented the application in this regard grant recognition for a period of five years which can be renewed after submitting a renewal application;
 - (4) An application for renewal or recognition shall be submitted in Form-V annexed to these rules in the manner prescribed in sub-rule (2) of rule 9 which shall be processed as per the procedure laid down in sub-rule (3) and recognition shall be granted or renewed in cases where the working of the institution or organization is reported to be fairly satisfactory.
 - (5) The Government may withdraw the recognition granted to an institution or organization, if the working of the institution or organization is found or reported to be unsatisfactory by the Dowry Prohibition Officer or otherwise.
9. (1) Limitation and conditions subject to which a Dowry Prohibition Officer may exercise powers of Police Office. -(1)Save and except the provisions of Chapter V of the Code of Criminal Procedure, namely, the power of arrest of a person without warrant, the Dowry Prohibition Officer shall have the powers of a Police Officer under the said code for the purpose of investigation and submission of Report before the Competent Magistrate;
- (2) Whenever the Dowry Prohibition Officer has reasonable grounds for believing that an offence punishable under the Act has been or is being or is about to be committed within his jurisdiction and that the search of any premises with warrant cannot be made without undue delay, he may, after sending the grounds of his belief to the District Magistrate search such premises without a warrant;
- (3) Before making a search under sub-section (2), the Dowry Prohibition Officer shall call upon two or more residents of the locality in which the place to be search is situated, to attend and witness the search, and may issue an order in writing to them or any of them to do so;
- (4) Any, person, without reasonable cause, refuses or neglects, to attend and witness a search under this rule, when called upon to do so by an order in writing delivered or tendered to him, shall be deemed to have committed an offence under section 187 of the Indian Penal Code (Central Act 45 of 1860)

C.K. GARIYALI
Secretary to Government

FORM-I

[See Rule 5 sub-rule (iv).]

REGISTER OF COMPLAINT/PETITIONS

Sl.No.	List of complaints	Name & address of petitioner	Relationship with the married couple	Date of marriage fixed or held	Date of receipt of petition/complaint	Date of hearing	Nature of disposal	Initials of Officer	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)

FORM-II

[See Rule 5 sub-rule (ix)]

QUARTERLY PROGRESS REPORT REGARDING THE IMPLEMENTATION OF THE DOWRY PROHIBITION ACT, 1961

Sl.No.	Details of Petition/Complaints Received	From whom	Nature of complaints/petition	Date of Registration	Action taken	Nature of settlement of issue	Dated initials of the Officers	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

Dowry Prohibition Officer

FORM-III

[See rule 5 sub-rule (xiii)]

NOTICE TO APPEAR BEFORE DOWRY PROHIBITION OFFICER

To

(Name of person against whom complaint has been received and address)

Whereas your attendance is necessary to collect information and gather evidence to a complaint of (state shortly the alleged offence) you are hereby required to appear in person before the Dowry Prohibition Officer on the day of (time) in the Office of the (Place)

Dated the day of 200

Dowry Prohibition Officer
(Office Seal)

FORM – IV

[See Rule 8 sub-rule (2)]

FORM OF APPLICATION FOR RECOGNITION OF WELFARE INSTITUTION/ORGANISATION

1. Name of the Welfare Institution/Organisation –
2. Full Address –
3. Aims and Objectives –
4. Name and address of the Head of the Institution/Organisation –
5. Brief account of its activities –
6. Justification for granting recognition –
7. Has any such application been made previously, if so its results together with its date, Month and Year –
8. Any other particulars –

Enclosures:

- (1)
- (2)
- (3)

Place

Signature of the Head of the

Date

Welfare Institution/Organisation

FORM - V

[See Rule 8 sub-rule (4)]

FORM OF APPLICATION FOR RENEWAL OF CERTIFICATES OF RECOGNITION

1. Name of the Welfare Institution/Organisation -
2. Full Address -
3. Brief account of the achievements during last five years -
4. Name and address of the Head of the Institution/Organisation -
5. Certificate No., date and date of expiry -
6. Any other particulars -

Place

Signature of the Head of the

Date

Welfare Institution/Organisation

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Government Servants Conduct Rules, 1973 – Supreme Court Judgement in the case of Vishaka Vs. State of Rajasthan regarding sexual harassment of working women – Certain amendments to the guidelines and norms already issued – Regarding

SOCIAL WELFARE AND NUTRITIOUS MEAL PROGRAMME DEPARTMENT

G.O.Ms.No.166

Dated:29.08.03

Read:

1. Letter No. 20054/A/98-1, P&AR(A) Department, dated 22.4.98
2. Letter No. 41367/A/2000-6, P&AR(A) Department, dated 29.12.2000
3. From the Tamilnadu state Commission for Women, ref. No. 10100/WW 11(1)/2001, dated 18.7.02
4. From the Tamilnadu State Commission for Women ref. No. 10100/WW 11(1)/2001, dated 27.01.03

ORDER:

In the Supreme Court Judgement in the case of Vishaka Vs. State of Rajasthan regarding sexual harassment of working women, it was laid down in the judgement that it is the duty of the employer or other responsible persons in work places or other institutions to prevent or deter the Commission of Act of sexual harassment and to provide the procedures for the resolution/settlement or prosecution of Acts of sexual harassment by taking all steps required. Based on the above judgement in the Government letter first read above. Instructions have been issued to constitute a complaints committee headed by woman and not less than half of its members should be women. Subsequently in the Government letter second read above procedure for conducting enquiry by the complaint committee and also a guidelines for the employers have also been issued.

The Tamil Nadu State Commission for Women and the Home Department, Secretariat, Chennai-9 have brought to the notice of the Government about some practical difficulties in implementing the instructions and guidelines already issued and have suggested the following for the effective implementation of the order of the Supreme Court of India in spirit and letter.

- i) Deletion of the condition of initiating disciplinary action against the complainant in case of false or frivolous complaint.
- ii) Non-insistence on the name of the complainant or written complaints.
- iii) The complaints committee should be headed by a woman and not less than half of its members should be women. Further, to prevent the possibility of any undue pressure or influence from

Senior levels, such complaints committee should involve a third party either NGO or other lady who is familiar with issue of sexual harassment (Jt 1997 (7) Sec. 384).

- iv) As regards Private employees, steps should be taken to include the aforesaid prohibition in the standing orders under the Industrial Employment (Standing Orders) Act, 1946.

The Government have carefully examined the above suggestions and have decided to accept it. They accordingly direct that the complaints committee already constituted as per the guidelines needs no change. The revised procedure for conducting enquiry by the complaints committee and the revised guidelines for the employers are enclosed herewith as Annexure I, II and III. A list of NGOs is included for reference of the complaints committee.

(BY ORDER OF THE GOVERNOR)

LASHMI PRANESH
CHIEF SECRETARY TO GOVERNMENT

To

All Secretaries to Government, Chennai-9
All Departments of Secretariat, Chennai-9
All Heads of Departments including all Collectors.
District Judge and District Magistrates (Judicial)
The Secretary, Tamil Nadu Public Service Commission, Chennai-2
The Registrar, Tamil Nadu Administrative Tribunal, Chennai-104
The Registrar, High Court, Chennai-104

Copy to :

The Finance (BPE) Department, Chennai-9
All Officers in the Personnel & Administrative Reforms Department, Chennai-9
The National Commission for Women, New Delhi-2

/Forwarded/By Order/

SECTION OFFICER

REVISED GUIDELINES AND NORMS LAID DOWN BY THE HONOURABLE SUPREME COURT IN VISHAKA AND OTHERS VERSUS STATE OF RAJASTHAN AND OTHERS (JT 1997 (7) SC 384)

- 1) Having regard to the definition of 'human rights' in Section 2(d) of the protection of Human Rights Act, 1993, Taking note of the fact that the present civil and penal laws in India do not adequately provided for specific protection of women from sexual harassment in work places and that enactment of such legislation will take considerable time.
- 2) It is necessary and expedient for employers in work places as well as other responsible persons or institutions to observe certain guidelines to ensure the prevention of sexual harassment of women.

DEFINITION

For this purpose, sexual harassment includes such unwelcome sexually determined behaviour (Whether directly or by implication) as

- a) physical contact and advances;
- b) a demand or request for sexual favours;
- c) sexually coloured remarks;
- d) showing pornography;
- e) any other unwelcome physical, verbal and non-verbal conduct of sexual nature.

Where any, if these acts is committed in circumstances, where under the victims of such conduct has a reasonable apprehension that in relation to the victim's employment or work whether she is drawing salary or honorarium or voluntary, whether in government, public or private enterprise such conduct can be humiliating and may constitute a health and safety problem. It is discriminatory for instance when a woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment or work including recruiting or promotion or when it creates a hostile work environment. Adverse consequences might be visited if the victim does not consent to the conduct in question or raises any object thereto.

Preventive Steps

All employers or persons in charge of work place whether in public or private sector should take appropriate steps to prevent sexual harassment. Without prejudice to the generality of this obligation, they should take the following steps:

- a) Express prohibition of sexual harassment as defined above at the work place should be notified, published and circulated in appropriate ways.

- b) The Rules/regulations of Government and Public Sector bodies relating to conduct and discipline should include rules/regulations prohibiting sexual harassment and provide for appropriate penalties in such rules against the offender.
- c) As regards private employees steps should be taken to include the aforesaid prohibition in the Standing Orders under the Industrial Employment (Standing Orders) Act, 1946.
- d) Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at work places and no employee woman should have reasonable grounds to believe that she is disadvantaged in connection with her employment.

Criminal Proceedings

Where such conduct amounts to a specific offence under the Indian Penal Code or under any other law, the employer shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.

In particular, it should ensure that victims, or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.

Disciplinary Action

Where such conduct amounts to misconduct in employment as defined by the relevant service rules, appropriate disciplinary action should be initiated by the employer in accordance with these rules.

Complaint Mechanism

Whether or not such conduct constitutes an offence under law or a breach of the service rules, an appropriate complaint mechanism should be created in the employer's organization for redress of the complaint made by the victim. Such complaint mechanism should ensure time bound treatment of complaints.

Complaints Committee

The Complaints mechanism, referred to in (6) above, should be adequate to provide, where necessary a Complaints Committee, a special counselor or other support services, including the maintenance of confidentiality.

The Complaints Committee should be headed by a woman, to prevent the possibility of any undue pressure or influence from senior level, such complaints committee should involve a third party, either NGO or other body who is familiar with the issue of sexual harassment.

The complaints committee must give an annual report to the Government Department concerned of the complaints received and action taken thereon by them.

The employers and person in charge will also report on the compliance with the aforesaid guidelines including one reports of the complaints committee to the Government Department.

Workers' initiative

Employees should be allowed to raise issues of sexual harassment at workplace meeting and in other appropriate forum and it should be affirmatively discuss in Employer – Employee Meetings.

Awareness

Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (and appropriate legislation when enacted on the subject) in a suitable manner.

Third Party Harassment

Where sexual harassment occurs as a result of an act or omission by any third party or outsider the employer and person in charge will take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.

Private Sector

The Central/State Government are requested to consider adopting suitable measures including legislation to ensure that the guidelines laid down by this order are also observed by the employers in Private Sector.

These guidelines will not prejudice any rights available under the Protection of Human Rights Act, 1993.

/true copy/

Section Officer

PROCEDURE FOR CONDUCTING ENQUIRY BY THE COMPLAINTS COMMITTEE

1. (i) Any person aggrieved by sexual harassment shall prefer a complaint before the Complaints Committee at the earliest point of time and in any case within 30 days from the date of occurrence of the alleged sexual harassment.

Provided that the Complaints Committee may entertain such complaints even beyond 30 days, if the complaints satisfied that the delay was caused due to reasons beyond her control.

(ii) The complaint shall contain all the material and relevant details concerning the alleged sexual harassment including the name of the contravenor and the complaint shall be addressed to the Complaints Committee.
2. The Complaints Committee on receipt of the complaint shall follow the principles of natural justice by giving opportunity to the complainant and the person complained against. Then the Complaints Committee shall take immediate necessary action to cause an enquiry to be made discreetly or hold enquiry, if necessary.
3. The Complaints Committee is only a fact finding committee and it shall find out whether there is a prima-facie case. The Complaints Committee shall finish its findings of the complaint within 60 days from the date of receipt of the complaint.
4. The Complaints Committee, after examination and after giving an opportunity to the person complained against shall submit its report to the Heads of the Organisation/Department concerned. In turn, the Head of the Organisation/Department shall forward the report to the concerned, disciplinary authority for further action. If the complaint is made against Non-I.A.S. Head of the Department, the Complaints Committee shall submit its report direct to the Government, which is the disciplinary authority.
5. On receipt of the report from the Complaints Committee, the Disciplinary authority shall, after following the procedure laid down in the relevant rule decide as to whether any penalty shall be imposed or not, after considering the merit of each case.
6. The Complaints Committee shall prepare an Annual Report giving a full account of its activities during the previous year and forward a copy thereof to the Head of Organisation/Department concerned who shall in turn forward the same to the Government department concerned with his comments.
7. The Complaints Committee shall not insist on the name of the complainant or any written complaint from her (as recommended by National Commission for Women)

GUIDELINES FOR THE EMPLOYERS

- 1) Where the conduct of an employee amounts to misconduct in employment as defined in the relevant rules, the employer may also initiate appropriate disciplinary action, for good and sufficient reasons though no complaint is made to the Complaints Committee.
- 2) Where sexual harassment occurs as a result of an act by any third party or outsider, the employer shall take all steps necessary and reasonable to assist the affected person in terms of support and preventive action.
- 3) Attention in this connection is invited to Rule 20(1) of the Tamilnadu Government Servant Conduct Rules, 1973, which provides that every Government servant shall, at all times do nothing which is unbecoming of Government Servant. Any act of sexual harassment of women employees is definitely unbecoming of an Government servant and amounts to a misconduct. Appropriate disciplinary action should be initiated in such cases against the delinquent Government Servant in accordance with the rules.
- 4) Where such conduct amount to a specific offence under the Indian Penal Code or under any other law, the concerned authorities shall initiate appropriate action in accordance with law by making a complaint with the appropriate authority.
- 5) In particular, it should be ensured that victims or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. The victims of sexual harassment should have the option to seek transfer of the perpetrator or their own transfer.
- 6) Complaints Mechanism :- Whether or not such conduct constitutes an offence under law or a breath of the service rules, an appropriate complaint mechanism should be created in every organization for redressal of the complaint made by the victim. Such complaints mechanism should ensure time bound treatment of complaints. Wherever such machineries for redressal of grievance already exist, they may be made more effective and in particular women officers should preferably handle such complaints.
- 7) Awareness :-Awareness of the rights of female employees in this regard should be created in particular by prominently notifying the guidelines (copy enclosed) in a suitable manner.
- 8) A specific provision is, however, being made separately in the Tamil Nadu Government Servants, Conduct Rules, 1973, prohibiting sexual harassment of women by Government servants, in compliance of the judgement of the Honourable Supreme Court.
- 9) The Departments of Secretariat/Heads of Departments are requested to bring these instructions to the notice of all concerned for strict compliance.

**LIST OF NGOS SPONSORED BY THE TAMILNADU STATE COMMISSION FOR WOMEN FOR
NOMINATING A COMPLAINTS COMMITTEE MEMBERS.**

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| 1. AIPWA | 9. Tmt. R. Geetha,
No. 1, 3 rd Cross Street,
United India Nagar,
Avanavaram, Chennai-23 |
| 2. ARUNODAYA | 10. Human Rights Advocacy And
Research Foundation,
No. 32, Thomas Nagar,
Little Mount, Saidapet,
Chennai-600 015. |
| 3. Alternative for India Development | 11. Joint Women' Programme
No. 2, Pandian Street,
Gtharamani,
Chennai-113 |
| No. 1, V.G.N. Nagar,
Ayappan Thangal Post, Kottivakkam,
Chennai-600 056 | 12. Joint Action Council for Women- TN,
No. 12, Rosary Church Road,
Chennai-600 004 |
| 4. Campaign Against Sex
Selective Abortion, 11, Kamala 2 nd Street,
Chinna Chokkikulam,
Madurai-625 002. | 13. Monday Charity Club,
Sapthagiri Flats, 83, T.T.K. Road,
Chennai-600 018 |
| 5. CASSA (Payalam)
No. 10, Thomas Nagar,
Line Mount, Saidapet,
Chennai-600 015. | 14. Muslim Women's Association,
No. 3, Conron Smith Road,
Chennai-600 006 |
| 6. Centre for Development and Women's Studies,
1792, I Block, 5 th street,
18 th Main Road, Anna Nagar West,
Chennai-40 | 15. NFIW
C/o CPI Office, Ballan Illam,
Bog Road, T. Nagar,
Chennai-600 017. |
| 7. EKTA,
Plot No. 6, Lakshmi Nivas,
Duraisamy Nagar, Cross Street,
By-pass Road,,
Madurai-625010 | 16. Penn Urimai lyakam,
No. 20/41, Canal Road,
Kilpauk Garden Colony,
Chennai-600 010 |
| 8. Guild of Service,
32, Casa Major Road,
Egmore,
Chennai-8 | |

17. NESAKKARAM – SEEDS,
No. 6, First Cross Street,
Lake Area, Nungambakkam,
Chennai-600 034
18. Penngal Poorata Kuzhu,
30/G.G. Arms Salai,
Kilpauk, Chennai-10
19. Penngal Kalvi Mmepattu
Maiyam, 1792, I Block,
5th Street, 18th Main Road,
Anna Nagar Chennai-40
20. Director,
Department of Women's Studies,
Alagappa University,
Karaikudi-623 003
21. Snehidhi,
10, West Club Road, Shenai Nagar,
Thiruvi-ka park (Near) Saibaba Koil,
Chennai-600 032
22. Society for Community
Organisation Trust,
Justice Bhagwati Bhawan,
Lake View Road, K.K. Nagar,
Madurai-625 020.
23. Dr. Shanmuga Velayutham,
T.N. Forces Dept. of Sociology,
Loyola College, Numgambakka,,
Chennai-600 034
24. Tamil Nadu People's
Forum for Social Development,
Flat No. 202, Chitra Avenue Shopping
Complex, No. 9, Choolaimedu High Road,
Chennai-600 094.
25. Tamilaga Penngal Eluchi
Amaipu, 6-H, Anderson Road, Ayanavaram,
Chennai-23
26. Tamilnadu Penngal Inaipu
Kuzhu, 53, E. Karthikayan Salai, 15th Street,
2nd Cross Street, Periyar Nagar,
Chennai-82
27. Women's Indian Association,
43, Greenways Road,
Chennai-28
28. Women's Voluntary Service,
19, Mayor V.R. Ramanathan Road, Chetpet,
Chennai-600 031.
29. All India Democratic Women's Association,
No. 13, Mosque Street,
Chepuk, Chennai-5
30. Madras Slum People's
Organisation, 15th Street,
C.D. Nagar, Nerkundram,
Chennai-107
31. Tamilnadu Voluntary Health Association
18, Appadurai Main Street, Ayanavaram,
Chennai-23
32. Campaign Against Child Labour and Child
Trafficking Centre for Child Right and
Development,
20, Main Road, Sriram Nagar Taramani,
Chennai-11
33. Indian Council for Social Welfare,
Chetpet Thankal, Hails Road,,
Behind Balavihar,
Chennai-10
34. Madras School of Social Work,
32, Casa Major Road, Egmore,
Chennai-8
35. SWATE,
Veerarakklam, K.R. Puram Taluk,
Karur District-639 114

36. Rural Women Development Society,
No. 1, New Muslim Street,
Pollur Road, Chinnakkadai,
Thiruvannamalai-606 602
37. Seva Nilayam,
Rajathani, Rajathani Post,
Aundipatti-625 512, Theni District.
38. VRDP,
2/88, AB Upstairs,
(Opp to Central Cooperative Kalyana
Mandapam) New Fairlands,
Salem-636 016.
39. CEDA –Trust,
98-A, Kooturavu Nagar, Beschi College,
Dindigul-624 004
40. TamilNadu Dalit Women's Movement,
277/2, Police Station Road, Perungudi,
Madurai-625 022
41. Reaching the Unreached,
G. Kallupatti, Near Batlagundu,
Periyakulam Taluk,
Madurai-625 203
42. Sudhanthra,
No. 7, P.T. Rajan Road (II Street),
Madurai-625 002
43. Centre forDalit Solidarity,
Plot No. 85, K.K. Nagar,
Madurai-625 020
44. Centre for Working Women,
187-C, St. Ann's Convent R.
Thirunagar, 6th Stopping
Madurai-600 006
45. ICCW-Srivilliputhur,
IPEC Programme, 12-C/IB, NGO Colony,
D.D. Road, Srivilliputtur,
Virudhunagar Distt.-625 125
46. AREDS,
Ranganathapuram, Mayanur Via,
Krishna Rengapuram Taluk,
Karur District.
47. SRWD,
50-B. Lamdassamy Puram
Ulunturpet-606 107
48. REAL,
M-137, R.M. Colony,
Near Pillayar Palayam,
Dindigul-624 007
49. Arivalagan
40, Siva Nagar,
Pilakal Salai,
Thiruvarur-610 001
50. STEPS Women's Centre,
Near Union Office,
Pudukkottai-622 001.
51. STDSE
166 C, Shanmugashigamani Nagar,
Pallakur Road, Kovilpatti Taluk,
Tuticorin District-628 501
52. WSWS, Gandipet,
Ulandal Post, Sriperumbadur Via,
Thiruvallur-602 105
53. RHDP,
Chunkankadai Post,
Kanyakumari District
54. SUN
Kodakuppam post & village,
Via Melpadi,
Vellore District-632 520
55. SWAEDS,
Thirupulivanam Main Road,
Uthiramerur (Via)
Kancheepuram District

56. Women's Voice,
Periyur Road, Usilampatti,
Madurai-625 532
57. AWARDS,
137, Pilliyar Koil Street,
Kannigaiyer, Utkottai Taluk,
Thiruvallur-601 102
58. CWC,
Arulagam MIG 125, TNHB,
Tamarai Nagar,
Tiruvannamalai District
59. SEED,
25/A, Vannior I Street, Vasudevanalloor,
Tirunelveli-627 763
60. Mulagumoodu Women's Collective,
Puduvankuzhivillai, Mulagumoodu Post,
Kanyakuri District
61. EKTA,
Plot No. 6, Lakshmi Vilas I
Cross Street, Duraisamy Nagar,
Bye-pass Road,
Madurai-625 010
62. All India Democratic Women's Association,
Krishnasami Nagar, Katpadi Road,
Vellore-632 004
63. All India Democratic Women's Association,
89, Lawrence Road,
Cuddalore-607 002
64. All India Democratic Women's Association,
238, Kamarajar Road,
Pondicherry-605 011
65. All India Democratic Women's Association,
Salem Seraj Thiagigal Nenavakam,
15, Vidyalaya Road, Ramakrishna Park,
Salem-636 007
66. All India Democratic Women's Association,
28 C, New Street,
Ganesapuram, Trichy Road,
Namakkal-637 001
67. All India Democratic Women's Association,
30, Chenkodipuram,
Dharmapuri-636 701
68. All India Democratic Women's Association,
Union Club Building,
Rural Stand, Mysore Road,
The Nilgiris-643 001.
69. All India Democratic Women's Association,
280, Avinashi Road,
Tirupur-641 602
70. All India Democratic Women's Association,
183-B, Nethaji Road,
Thiruvarur-610 002
71. All India Democratic Women's Association,
4-66, A-7, Sudainthra Park Nagar,
Parvathipuram,
Nagercoil-629 003
72. All India Democratic Women's Association,
1, Ariyapathirapillai Street,
Nagapattinam
73. All India Democratic Women's Association,
17, Keel Street, Ganapathi Nagar,
Tanjavur-613 001
74. All India Democratic Women's Association,
1, Panchavarnassamy Sanathi Street,
Uraiyyur,
Trichy-620 003
75. All India Democratic Women's Association,
76, Ayanapuram, 3rd Street,
Pudukkottai-622 001

76. All India Democratic Women's Association,
3C, LPG Compound,
Dindigul-624 001
77. All India Democratic Women's Association,
75-P, Gandhiji Road,
Theni-625 531
78. All India Democratic Women's Association,
Goodshed Road, Anna Nagar,
Velipattinam, Ramanathapuram,
Pin-623 501
79. All India Democratic Women's Association,
27-F, Sarvodaya Salai, Magapupulayam,
Madurai-625 010
80. All India Democratic Women's Association,
131/F, Katcheri Street,
Virodhunagar-626 001
81. All India Democratic Women's Association,
14 C, 21, Keelaveethi, Sindupoonthuri,
Tirunelveli-627 001
82. All India Democratic Women's Association,
16, Masilamanipuram 3rd Street,
Tuticorin-628 008
83. Voluntary Education and Economical
Development Organisation
74, Bharathidasan Nagar
(Near Military Road) Orikkai,
Kancheepuram-631 502
84. Centre for Action in Rural Development
Vallakkottai, Mathur Post,
Sriperumpudur Taluk,
Kancheepuram-602 105
85. Humanitarian Organisation For Rural
Development
No. 6, G.S.T. Road, 1st Floor,
Maduranthakam-603 306
86. Institute of Community Development Centre,
1/265, Pillayar Koil Street,
Kelampakkam-603 103
Kancheepuram
87. NEEM,
Vadayalam Post-622 004,
Pudukkotai District
88. Tamil Nadu Rural Uplift Service Society,
NMK Building, Bharathiyaar Street,
Hayankudi-630 702
Sivagangal District
89. Marrgaret Social Development Society,
1345/4, Vanakkara Street, Manambuchavadi,
Thanjavur-613 004
90. Rural Integrated Development Organisation,
Kurnilangulam, Erichanatham Post,
Virudhunagar District
91. RUCODE India
18/15, Municipal Colony,
Nagercoil-629 004
92. Weaker Section Welfare Association,
1/28, Amman Koil Street,
Viralimalai-330 562,
Pudukkottai District
93. REED Trust,
177, Agram,
Aranthangi -614 616,
Pudukkottai District
94. Rural Education and Development Society,
REDS Farm,
Kootturavupatti-330 562,
Idayamelur Post, Sivagangai District
95. Arumbugal Trust,
H-109, Anbu Nagar,
Tirunelvelli-627 011

- | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>96. Rural Development Organisation,
Gramiya Bhawan, Post Box no. 7,
Aruvankadu-643 202
The Nilgiris</p> <p>97. VIDYAL'
Kariappanpatti,
Rasingapuram Post 625 528
Theni</p> <p>98. Multipurpose Social Service Centre
Post Box. No. 2,
Valparai-642 217,
Coimbatore District</p> <p>99. Cross Education and Social Service Trust
179, Chidambara Nagar
P.W.D. Road, Nagercoil-2</p> <p>100. Council for Integrated Rural Development,
11-40, Mullai Nagar, Mohanur Road,
Namakkal-1</p> <p>101. AFDORP,
3/1, Dr. David Colony,
Tricy-620 021</p> <p>102. Tamilnadu Science Forum,
130/3, First Floor, Avai Shanmugam Salai,
Gopalapuram, Chennai-86</p> <p>103. Women's Organisation to Rural Development
442, Tiruchengode Road,
Pathipalayam, Erode-638 006</p> <p>104. Association for Rural Mass India
I89/A, First Floor, Shanmugapriya Street,
Vandimedu, Villupuram</p> <p>105. The Gandhigram Institute of Rural Health
and Family Welfare Trust
Ambathurai, R.S. Gandhigram Post,
Dindigul-624 302</p> | <p>106 NEEDS
No. 23, Bishop Town,
Elkhill, The Nilgiris</p> <p>107. RDS,
46, Indira Nagar,
Kadathoor Post-635 303
Dharmapuri District</p> <p>108. SRD,
123, Kullanoor Colony, Periyar Nagar,
Dharmapuri-636 705</p> <p>109. SIRD,
Periyasemmettupatti, Meikkilarpatti Post,
Usiilampatti-626 632</p> <p>110. WIND
Plot No. 27, Manimaran Illam,
E.B. Colony, Airport Post,
Tricy-620007</p> <p>111 Sithartha School
45, Kalaimangal Salai,
Erode-638 001</p> <p>112. Law Trust,
Mayiladumpara Post, Aundipatti Taluk,
Theni-626 579</p> <p>113. VRDP,
3/88, AB Upstairs, New Fiarlands,
Salem-636 016</p> <p>114. Athur Women's Collective,
45, Seetha Kesavan Street,
Ranipet, Athur post and Taluk,
Salem-636 102</p> <p>115 Chengam Women's Collective
MIG 48/145, TNHB,
Thamarai Nagar,
Tiruvannamalai-606 601</p> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

116. Burgur Women's Collective
60/43, Hospital Road,
Burgur, Dharmapuri-635 104
117. Palakodu Women's Collective,
Pommanur Post, Mullupatti (Via)
Palakodu Taluk
Dharmapuri-636 805
118. Vasu Women's Collective,
25 A, Vanniyar Ist Street,
Vasudevanallur
Tirunelveli-627 768

National Commission for Women
 4, Deen Dayal Upadhyaya Marg
 New Delhi-110 002

QUESTIONNAIRE

INFORMATION ON WOMEN

Name of the Department with Full address furnishing the Information	School Education Department Govt. of Tamil Nadu																												
B. Education	School Education																												
1. No. of schools in the State under different Categories and the Average distance from Village (for rural schools)	<table border="0"> <thead> <tr> <th></th><th>Co-ed</th><th>Girls</th><th>Total</th><th>Average Distance in (Kms)</th></tr> </thead> <tbody> <tr> <td>i. Primary</td><td>38832</td><td>—</td><td>38832</td><td>8 Kms.</td></tr> <tr> <td>ii. Secondary</td><td>2520</td><td>318</td><td>2838</td><td>8 Kms.</td></tr> <tr> <td>iii. Higher Secondary</td><td>1684</td><td>494</td><td>2178</td><td>8 Kms.</td></tr> <tr> <td>iv. Teacher Training</td><td>83</td><td>—</td><td>83</td><td>8 Kms.</td></tr> </tbody> </table>					Co-ed	Girls	Total	Average Distance in (Kms)	i. Primary	38832	—	38832	8 Kms.	ii. Secondary	2520	318	2838	8 Kms.	iii. Higher Secondary	1684	494	2178	8 Kms.	iv. Teacher Training	83	—	83	8 Kms.
	Co-ed	Girls	Total	Average Distance in (Kms)																									
i. Primary	38832	—	38832	8 Kms.																									
ii. Secondary	2520	318	2838	8 Kms.																									
iii. Higher Secondary	1684	494	2178	8 Kms.																									
iv. Teacher Training	83	—	83	8 Kms.																									
2. No. of Vocational Schools in the state and different courses offered. The average distance (for rural schools) from villages.	Co-ed	Courses offered in different Schools	No. of vocational Schools	Average distance in (Kms.)																									
3. Number of non-formal educational centres catering to girls. Please furnish details with types. No. of centres and the average distance from villages	Types	No. of Non-formal centres	Total	No separate non-formal education centre for girls.																									
4. Number of female adult education centres in the state and the average distance from village	Govt.	No. of female adult education centres	Total	Average distance (in kms)																									
		10339	—	1 Km.																									

				No. of enrolment
				2000-2001 2001-2002 2002-2003
5.	No. of females enrolled at levels			
i.	Primary	19,70,169	19,56,146	19,89,289
ii.	Secondary	7,30,727	7,45,250	7,22,841
iii.	Higher Secondary	12,73,201	13,85,401	15,53817
iv.	Vocational Schools	17,990	22,469	6,25,731
v.	Non-formal centres	—	—	—
vi.	Female adult education centres	17,642	—	25,63,350
vii.	Other teacher training	—	3,780	3,780
6.	Extent of drop out for			No. of Drop-out
				2000-2001 2001-2002 2002-2003
i.	Primary	16.03%	15.95%	15.50%
ii.	Secondary	57.91%	57.79%	57.51%
iii.	Higher Secondary	82.40%	79.32%	74.22%
iv.	Vocational Schools	32%	35%	38%
v.	Non-formal centres	—	—	—
vi.	Female adult education centres	—	—	—
vii.	Other teacher training	1.5%	1.2%	0.64%
7.	The strength of teachers at different levels of			No. of Teachers
				Sanctioned In position
				Male Female
i.	Primary	1,20,524	43,389	77,135
ii.	Secondary	33,439	17,530	15,909
iii.	Higher Secondary	81,954	43,296	1,541
iv.	Vocational Schools	3,262	1,741	1,541
v.	Non-formal centres	—	—	—
vi.	Female adult education centres	10,339	—	10,339
vii.	Other teacher training	493	336	157

8. Availability of building for existing educational institutions
- | | | No. of Buildings | | | |
|-------|--------------------------------|------------------|-------|----------|-------|
| | | Available | | Required | |
| | Kucha | Pucca | Kucha | Pucca | |
| i. | Primary | 13312 | 35520 | — | 13312 |
| ii. | Secondary | 508 | 630 | — | 508 |
| iii. | Higher Secondary | 182 | 7996 | — | 182 |
| iv. | Vocational Schools | — | — | — | — |
| v. | Non-formal centres | — | — | — | — |
| vi. | Female adult education centres | — | — | — | — |
| vii. | Hostel | — | 81 | — | 2 |
| viii. | Other teacher training | — | 274 | — | 19 |
9. Incentive for girls/female like stipend/scholarship, free books, free transport etc., at different levels of educational i.e. Primary, Secondary, Higher Secondary, Vocational, Non-formal education, Please enumerate them} at each level of education ?

Particulars	Scholarship*	Free Book	Free Transport	Free Bicycle
Primary	18,90,000	11,85,250	—	—
Secondary High	7,43,093	4,85,325	—	—
Hr. Sec.	—	9,53,500	47,980	—
Vocational	—	—	—	—
Non-formal	—	—	—	—
Others-Teacher Training	—	—	—	—

Note : Scholarship given by the Adi-dravidar and Backward Class Department respectively.

10. Distance education centres with number of women
- Open school
11. Correspondence courses with levels and number of (Open school)
- Level No. of centres No. of enrolled
Correspondence course for X Std. will be started during the year 2004-2005
12. Any other special features relating to female education in the State. Please furnish details, if any.
- Detailed remarks enclosed.

WOMEN AND GIRL CHILDREN EDUCATION IN TAMIL NADU

GENERAL INFORMATION :

Tamilnadu is the Sixth largest state in India in terms of population. According to 2001 census total population is 62,110,839. Males 31,268,654 Females 30,842,185. Literacy Rate 73.47% Male 82.33% Female 84.55%. (More than National literacy rate 65.38 (Males 79.56, female 54.28%) Tamil nadu occupies 13th rank in terms of Literacy among the States in India. Sex ratio 986 female/1000 male. Density 479/S1.k, Growth Rate 11.19 % Students enrolment 1 to XII in all types of Educational Institutions is 125.63 lakhs. (Boys 64,74,182 girls 6,089,386). No. of Education Institutions 47198. Total no. of teachers 3,60,670. Tamilnadu State divided into 29 revenue districts and 386 Panchayat Union Blocks for administration.

1. SCHOOL EDUCATION DEPARTMENT :

1) INITIATIVE TAKEN BY THE SCHOOL EDUCATION DEPARTMENT TO PROMOTE GIRLS EDUCATION AND TO REDUCE DROPOUT :-

In order to promote girls Education step taken to and enrolment wherever possible separate schools have been opened to cater the needs of girls children. At present out of 5507.

Government High and Higher Secondary Schools 812 of School exclusively for girls 4204 No. of Schools are Co-Education schools.

Growth of girls High and Higher Secondary Schools

Year	No. of Inst.	Girls	Co-ed.
1999-2000	5055	758	3842
2000-2001	5175	776	3933
2001-2002	5361	804	4074
2002-2003	5507	812	4204

2) PROVIDING INFRASTRUCTURAL FACILITIES TO THE GIRL CHILDREN:

In order to facilitate girls education adequate infrastructure facilities such as separate toilet for girls, drinking water and class room facilities extended to girls and Co-Education Schools on priority basis.

3) PARTIPATION OF GIRLS STUDENT IN EXTRA CURRICULAR ACTIVITIES AND OTHER TALENT ACTIVITIES:

In school education department special emphasis have been made to involve girl education in various extra curricular activities. Under School Education Department 5800 girl cadets are in NCC 100 girls units.

In NSS from the state 8625 of girl NSS volunteers and 192 of NSS units functioning exclusively meat for girl students. During January, 2004 one inter district camp exclusively meat for girls was conducted at Trichy.

In order to promote various talent among school children young talent scheme introduced by the Government. Under this scheme, school level, Revenue District Level and State level competition were held in harnessing hidden talent such as elocution, poetic skill, Music, Dance, Drawing and Drama. In all this competitions girls students excel other students. In the state level competitions 18 of girls students won the prizes.

Similarly in Junior Red Cross and National Green Corps large number of girl students are participating.

4) SPECIAL COACHING TO WEAKER STUDENTS :

In order to improve the quality of education among the girl children one hour special coaching are being given after the school hour by concerned subject teacher with other normal students in the school premises.

5) RECRUITMENT OF TEACHERS

While filling up of vacant post of teachers through Teachers Recruitment Board 1992 number of women teachers were recruited during the year 2002-2003.

Particulars	Women Teachers Appointed
Block Resource Teachers	1589
Post Graduate Teachers	108
School Assistant	295

6) SPECIAL SCHEMES FOR GIRL CHILDREN EDUCATION IMPLEMENTED WITH ASSISTANCE FROM OTHER DEPARTMENT :

a) Special Incentive Scheme for Encouraging Girl Education;

Under the special scheme of encouraging girls education brought out by Hon'ble Chief Minister during the last regime, in order to ensure 100% enrolment of Scheduled Caste/Scheduled Tribe girls in schools, a sum of Rs. 500/- is given for 10 months at the rate of Rs. 50/- per month for 60,000 girls studying in Standards III to V of the educationally backward districts viz., Dharmapuri, Thiruvannamalai, Cuddalore, Vilupuram, Virudhunagar, Kancheepuram, Tiruvallur, Vellore, Salem, Namakkal, Tiruchirapalli, Perambalur, Karur and Nagapattinam. Similarly to encourage the continuance of their studies after entering VI standard, 30,000 Scheduled Caste/Scheduled Tribe girls are given a sum of Rs. 1000/- at the Rs. 100/- per month for 10 months. A sum of Rs. 6.00 crores is spent under this scheme for each year. Hon'ble Chief Minister has allocated Rs. 6.00 crores during the current year also.

b) Supply for free Bicycles Scheme:-

Hon'ble Chief Minister who is very concerned about the educational development of Scheduled Caste/Scheduled Tribe girl children. A laudable scheme of supply of free bicycles to Scheduled caste/ Scheduled Tribe/Scheduled Caste Convert girls studying in XI and XII Standards are being implemented by the Adi-Dravida Welfare. As per this scheme, 56,525 free bicycles were supplied to girls during the academic year 2001-2002 at a cost of Rs. 7.69 crores.

Similarly 47,980 girls were supplied with free bicycles at a cost of Rs. 6.91 crores during the academic year 2002-2003.

c) Incentives to Girl Students of Most Backward Classes and Denotified Communities:-

Drop out in primary schools is quite common due to rural poverty, particularly, among the girl children belonging to Most Backward Classes and Denotified communities due to poverty and to encourage them to complete their study upto middle school, a sum of Rs. 300.00 lakhs has been provided during 2003-2004 for sanction of incentives.

7) ELIMINATION OF GENDER BIAS IN SCHOOLS :

In the School Education teachers have been sufficiently sensitized to avoid gender bias in all teaching and learning process in schools.

While writing the Text Book and framing curriculum and authors have also been requested to avoid gender bias.

II. DISTRICT PRIMARY EDUCATION PROGRAMME & S.S.A.

Programme for Girls Education under SSA

Under Innovative programme, in SSA acitivities like computer literacy, useful Vocational Skill development activies, Education for SC/ST children have been introduced to bridge the Gender gap and improve the girls literacy.

- Computer literacy programme is being implemented for children studying in 6, 7 and 8 standard.
- Rs. 15 lakhs is allotted for each District.
- 34,51,837 children are benefited by this programme.

Useful vocational skill development activities for Girls

- Rs. 15 lakhs is allotted for each District.
- Useful vocational skill development activities have been introduced for all girls studying in upper primary classes.
- Provision for training to teachers on local specific vocation skills to be imparted among girls.

- Provision of infrastructure facilities and raw materials to Girl Children studying in 6,7, 8 standards on local specific Vocational skill activies.
- The services of Self Help Groups in the villages are utilized.
- For 6,7, 8 classes 4 periods is allotted for Life Oriented Education (LOE). In these 4 period 2 periods were allotted for computer education under SSA and 2 periods for vocational skill development activies.

Some of the suggested activities under useful Vocational Skill Development Activities:

- Tailoring and Dress making, Embroidery and thread work.
- Table mats, door mats, bags, baskets etc utilizing materials like coir, jute and woolen.
- Preparation of candle, camphor, agarbathi, Blue liquid ink, Herbal Hair oil, Vaseline, Tooth paste and power etc.
- Greeting cards preparation, Book binding, envelop making
- Music and Dance
- Drawing and painting
- Gardening
- Doll making, handicrafts, wall decoration and table decoration pieces.

Education for SC/ST children

Special coaching classes have been conducted for the low performing SC/ST children along with the disabled to reduce dropout and repetition rates.

- 21.09 lakhs of children including girls are beneficiaries.

No. of primary schools	:	32,883	
No. of teachers in primary schools	:	1,29,262	
		2002-03	2001-02
NER for Girls at primary level	All :	93	86
	SC :	89	82
	ST :	82	76

At Primary level (Girls),

Completion Rate	:	65
Repetition Rate	:	23
Dropout Rate	:	12

At Upper Primary level,

Completion Rate	:	69
-----------------	---	----

Repetition Rate : 18
 Dropout Rate : 12

No. of dropout of school girls : 2,30,409

Of this 36,297 girls are enrolled in 11,900 Bridge courses and 360 girls in 248 residential schools. Out of these enrolled 5275 were mainstreamed in formal schools.

NPEGEL (National Programme for Education of Girls at Elementary Level)

- NPEGEL Programme has been launched by Hon'ble Minister for Education in the presence of Hon'ble Minister for Transport on 26th September, 2003 in Natham Block Dindigul District. One among the 13 Educationally Backward Blocks in Tamilnadu.
- This programme is being implemented in 13 blocks of 8 districts where Female Literacy is below the National average and the gender gap is above the National average.
- To implement the programme, 144 Model Cluster Schools have been identified.

S.No.	District	Block	MCCs
1	Dharmapuri	Veppanapalli	10
2	Cuddalore	Panruti	10
3	Cuddalore	Mangalur	10
4	Vilupuram	Thirunavalur	16
5	Salem	Konganapuram	7
6	Karur	Kadavur	10
7	Perambalur	Veppur	11
8	Perambalur	Sendurai	10
9	Perambalur	Ariyalur	11
10	Perambalur	Tapalur	9
11	Trichy	Marungapuri	10
12	Dindigul	Guziliamparai	15
13	Dindigul	Natham	15
Total		144	

- Additional incentives for supporting learning materials for 10500 Girl children at upper primary level in the selected Educationally Backward Blocks are provided.
- There is provision for remedial teaching for slow learners and bridge courses and alternative schools for out of school girls.

- Under the scheme teachers and teacher educators are trained on gender sensitization.

Kasturbha Gandhi Balika Vidyalaya Scheme

- The Government has approved this new programme to be implemented in Educationally Backward Blocks based on 2001 Census.
- Under this programme residential schools for Girls is to be provided where Female Literacy is low and SC/ST, OBC and minorities are concentrated.

III. ELEMENTARY EDUCATION:

Under Elementary Education a special focus by the providing Girls Education Primary and Middle schools with girls students have been provided separate toilet facilities and required drinking water facilities. In addition in primary school class 1 to 5 female teachers alone have been predominately recruited. At present out of 120524 teachers working in primary education 77135 teachers are female. Apart from this all other welfare schemes such as free noon-meal scheme, free text books, free uniform and free bus pass are also extended to girls student on par with others. This enhance girls enrollment and retention in schools.

IV. DIRECTORATE OF TEACHER'S EDUCATION RESEARCH & TRAINING

In the department of Directorate of Teacher's Education Research & Training special focus morale on promotion of Girls Teacher Training. Separate hostel facility have been provided for Girls Teacher Training in private as well as in Government Teacher's Training Institute and District Institute of Education Training. At present 43 Teacher's Training Institutes are functioning exclusively for girls.

DIRECTOATE OF COLLEGIATE EDUCATION

CHENNAI-6, TAMIL NADU

**DISTRICT WISE NUMBER OF COLLEGES IN TRADITIONAL DISCIPLINES (ARTS, SCIENCES, HUMANITIES,
SOCIAL SCIENCES AND COMMERCE) – IN THE STATE OF TAMIL NADU**

S. No.	Districts	Total Number of colleges	Exclusively Male colleges	Exclusively Female Colleges	Co-Educational colleges
1.	Chennai	41	5	22	14
2.	KancheePuram	30	1	5	24
3.	Tiruvallur	25	2	2	21
4.	Vellore	21	4	7	10
5.	Tiruvannamalai	10	-	2	8
6.	Villuppuram	10	-	2	8
7.	Cuddalore	9	1	1	7
8.	Salem	12	-	5	7
9.	Namakkal	15	-	4	11
10.	Dharmapuri	10	-	2	8
11.	Coimbatore	55	3	10	42
12.	Erode	19	2	6	11
13.	The Nilgiris	3	-	2	1
14.	Thanjavur	24	1	4	19
15.	Nagappattinam	8	-	2	6
16.	Tiruvarur	7	-	3	4
17.	TiruchiraPpalli	21	4	5	12
18.	Karur	4	-	1	3
19.	Perambalur	3	-	2	1
20.	Pudukkottai	8	-	1	7
21.	Ariyalur	2	-	-	2
22.	Madurai	33	3	9	21
23.	Dindigul	10	-	3	7
24.	Theni	7	1	3	3
25.	Ramanathapuram	7	-	2	5
26.	Sivagangal	16	-	7	9

27. Virudhunagar	12	3	4	5
28. Tirunelveli	21	1	6	14
29. Tuticorin	17	-	4	13
30. Kanyakumari	18	-	4	14
Total	478	31	130	317

NAMES OF DISTRICTS WHERE THERE IS NO COLLEGE AT ALL AND THE DISTRICT WHERE IS NO COLLEGE EXCLUSIVELY FOR WOMEN

No college	No exclusive women college
NIL	Ariyalur

DEPARTMENT OF COLLECTIVE EDUCATION

STATISTICAL PARTICULARS AS ON 200-2001

Type of College	No. of college	Students enrolment			Teaching staff strength			Non-teaching staff strength		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
GOVERNMENT COLLEGES										
Arts College	60	40940	48216	89156	2831	1817	4648	2000	507	2507
Teachers Training	7	525	519	1044	37	27	64	104	26	130
Total	67	41465	48735	90200	2868	1844	4712	2104	533	2637
AIDED COLLEGES										
Arts College	133	115990	106626	222616	6293	3675	9968	3814	1005	4819
Teachers Training	14	470	1582	2052	49	91	140	100	45	145
Oriental	9	2209	2972	5181	91	34	125	63	10	73
Physical Education	3	581	252	833	19	13	32	55	12	67
School of Social Work	2	203	133	336	15	5	20	14	2	16
Total	161	119453	111565	231018	6467	3818	10285	4046	1074	5120
SELF FINANCING COLLEGES										
Arts Colleges	233	44552	54184	987336	3294	3818	7112	2156	1348	3504
Teachers Training	1	50	50	100	5	5	10	6	5	11
Physical Education	1	80	40	120	7	1	8	11	-	11
Total	235	44682	54274	98956	3306	3824	7130	2173	1353	3526
Grand Total	463	205600	214574	420174	12641	9486	22127	8323	2960	11283

(61)

(120)

DEPARTMENT OF COLLEGIATE EDUCATION

STATISTICAL PARTICULARS AS ON 2001-2002

Type of College	No. of college	Students enrolment			Teaching staff strength			Non-teaching staff strength		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
GOVERNMENT COLLEGES										
Arts college	60	41516	49075	90591	2949	1936	4885	1997	501	2498
Teachers Training	7	517	516	1033	38	27	65	98	23	121
Total	67	42033	49591	91624	2987	1963	4950	2095	524	2619
Aided Colleges										
Arts college	133	119036	109670	228706	6301	3677	9978	3847	1016	4863
Teachers Training	14	471	1559	2030	48	93	141	102	46	148
Oriental	9	2314	2996	5310	92	35	127	64	11	75
Physical Education	3	574	273	847	20	14	34	56	13	69
School of Social work	2	216	141	357	15	6	21	15	2	17
Total	161	122611	114611	237250	6476	3825	10301	4084	1088	5172
Self-Financing Colleges										
Arts college	247	45948	55769	101717	3503	4058	7561	2316	1508	3824
Teachers Training	1	50	50	100	5	5	10	6	5	11
Physical Education	1	99	31	130	7	1	8	11	0	11
Total	249	46097	55850	101947	3515	4064	7579	2333	1513	3846
Grand Total	477	210741	220080	430821	12978	9852	22830	8512	3125	11637

DEPARTMENT OF COLLEGIATE EDUCATION

STATISTICAL PARTICULARS AS ON 2002-2003

Type of College	No. of college	Students enrolment			Teaching staff strength			Non-teaching staff strength		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Government Colleges										
Arts college	60	41630	52358	93988	2951	1703	4654	2052	562	2614
Teachers Training	7	536	554	1090	39	44	83	98	27	125
Total	67	42166	52912	95078	2990	1747	4737	2150	589	2739
Aided Colleges										
Arts college	134	100183	109031	209214	5484	3643	9127	3376	982	4358
Teachers Training	14	463	1433	1896	50	98	148	77	47	124
Oriental	9	827	2047	2874	94	43	137	62	12	74
Physical Education	3	448	208	656	18	13	31	31	6	37
School of Social work	2	116	113	229	14	10	24	12	2	14
Total	162	102037	112832	214869	5660	3807	9467	3558	1049	4607
Self-Financing Colleges										
Arts college	247	50463	45141	95604	3835	4043	7878	2319	1514	3833
Teachers Training	1	23	74	97	6	6	12	5	5	10
Physical Education	1	69	25	94	9	1	10	11	1	12
Total	249	50555	45240	95795	3850	4050	7900	2335	1520	3855
Grand Total	478	194758	210984	405742	12500	9604	22104	8043	3158	11201

(121)

QUESTIONNAIRE

Information of Women

State : Tamil Nadu

Name of the Department with full Address furnishing the information : Labour Department
 Office of the Commissioner of Labour,
 Labour Welfare Board Building, Teynampet,
 Chennai-600 006

C. Employment

1. Are there any special employment exchange for women ? If so, number and locations. : Information not available with this Department

	Categories	2000-01	2001-02	2002-03
2. No. of women registered for Employment and selected for categories	:			

SC : i)

ST : ii)

Others : iii)

	Schemes	No. of women beneficiaries	
		2001-02	2002-03

3. Is there any Entrepreneurial development programme For women, please furnish details

	Traditional number of women trained	Non-traditional number of women trained
4. No. of women, trained in traditional, non-traditional entrepreneurial skills		

2002-2001

2001-2002

2000-2001

		Employed	Self-Employed
5.	Number of trained women number of employed/self-employed		
	2000-2001		
	2001-2002		
	2002-2003		
6.	Has any survey been conducted recently for finding employment potential for female in non-traditional areas like electronics para-medical, agro-industries etc? If so, please give details.		
7.	Whether, there is any arrangement for dealing with complaints of sexual harassment of females at work place? If so, please give details.	Vide details attached	
8.	Are there social security measures for women workers covering maternity benefits, health, unemployment, accidents etc., Give a note.		The Maternity Benefits Act, 1961 has been enacted to requisite the employment of women during Maternity Period. The Act provides for Maternity Benefits like twelve weeks leave for child Birth, one month leave on Medical certificate, six weeks leave for miscarriage. This Act also provides for Payment of medical bonus or Rs. 250/- If no pre natal conferment and post-natal Care is provided by the Employer free of cost.
9)	Are there any guidelines/orders for special incentives for providing to female employees/labourers facilities like crèche; education facilities; separate toilets; lunch facilities, etc. at work-site ? A detailed note may be furnished.		The Plantation Labour Act, 1951 provides for crèches in plantations where 50 or more women workers are employed. The crèche is provided for the benefit of children upto the age of 6 years. The mother of the child is allowed in the course of her work two intervals of sufficient time to visit the crèche to feed the child. The Act also provides for separate latrines and urinals of prescribed type for males and females and they should be conveniently accessible to workers employed.

10. Any other scheme for employment for women?
Please furnish details.
11. Activities relating to improvement in the status of women and girl child carried out in the last 3 years
- The following number of girl child labour have been sent so far to special schools and main stream schools. Special schools – 4946 girl Child labour Main stream schools – 2239 Girl child labour
12. Activities proposed to be taken up in the next year
- 1) Twelve districts have been identified to eradicate child labour including girl child child labour before 2004.
 - 2) The Government Action Plan for eradication of child Labour envisaged eradication of all child labour in hazardous Industries before 2005 and in Non-hazardous industries before 2007. This department will strive to Achieve this deadline given by the Government.

LABOUR DEPARTMENT

From The Commissioner of Labour, Chennai-6 **To** The Principal Secretary to Government, Labour & Employment Department, Chennai-9
L3/7010/2004, dated .2.2004

Sir,

**Sub : Visit of National Commission for Women to Tamil Nadu on 19th and 20th February 2004 –
Particulars called for -Regarding**

Ref: 1. For the Joint Secretary to Government, Labour & Employment Department, D.O.
Letter No. 2034/E1/2004 dated 23.1.2004

2. This Office letter No. L3/7010/04, dated 14.2.2004

In continuation of this office letter 2nd cited the following particulars are furnished.

SI.No. 7

Whether there is any arrangement of dealing with complaints of sexual harassment of females at work place ?

If so, please give details.

Details

As per the directions of Hon'ble Supreme Court of India in Vishakha and others Vs. State of Rajasthan and others necessary amendments have been made vide G.O. Ms.No. 108, Labour and Employment Department, dated 26.11.2002 by adding sexual harassment as one of the misconducts in order 16 of Schedule I of Model Standing Orders appended to Tamil Nadu Industrial Employment (Standing Orders) Rules, 1947. For the implementation of the guidelines laid down by the Hon'ble Supreme Court in the above case the Central organizations of the Employers have been requested to advise their member establishments to form a Complaints Committee.

In respect of Department of Labour, Government of Tamil Nadu a Complaints Committee has been set up with 3 female members and one male member. This committee is headed by a female officer. The circular regarding the formation of committee has been sent to all officers and this circular has also been displayed in the Notice Board. No complaints has so far been received.

QUESTIONNAIRE

Name of the Department with full
Address furnishing the information

Tamil Nadu Police Department
O/o Director General of Police
Chennai-600 004.

D. Atrocities Against Women

1. What are the enforcement agencies to protect human rights protection of women's rights/children's rights

Police and Judiciary
Women Help Line
Mobile Counselling
Child Help Line-JAP
All Women Police Stations
State Human Rights Commission
Women Non-Government Organisations
District advisory Committee
Juvenile Courts
All Jurisdiction Court
Juvenile Welfare Board

(a) To prevent atrocities

Mobile counseling is started in the mike fitted vehicles consisting of sub-inspectors, women Head Constables and a team of Counsellors functioning at a fixed place on every day and delivered speech through mike and emphasizing to Girls. Sex education taking husbands and in-laws to solve family problems. Rights of children, bonded labour problems, free legal aid, property right, work place harassment, welfare measures available etc.

(b) To attend cases of atrocities on women and children

AWPS & SHOS and state Human Rights Commission are attending. Medical Department Forensic Department RDO's Women NGO's Thottil Kullandhai Thittam.

2. List out state legislations, if any for women in the field of :

a) Marriage
b) Property

Nil except Central Acts.
Act I of 1990 Equal Rights in property and ancestral property

	c) Divorce	Nil except National Legislation
	d) Maintenance	-do-
	e) Guardianship	-do-
	f) Adoption	-do-
	g) Old age	-do-
	h) Any other, please furnish a copy of the Acts.	Tamil Nadu Prohibition of Women Harassment Act, 2002.
3	(a) Are there Family Courts in the state, if so number and location? if not, whether there is any proposal to establish them	Tamil Nadu Juvenile Justice Act, 2001
	(b) How many family courts are needed in the states?	There are six family courts in Tamil Nadu. Three in Chennai and one each in Madurai, Coimbatore and Salem.
	(c) How many Mahila courts are there in the state ?	The available courts are found sufficient.
	(d) The details of their duties and jurisdiction.	Two. One at Chennai and another at Coimbatore.
	(e) If not, does the state propose to constitute the same?	To try cases against women arising on account of the enactment of many social laws for the protection of women and to deal particularly with cases of bride burning, rape outraging the modesty of women and kidnapping.
4.	What is the organizational set up for dealing with the cases of atrocities against women in state?	Does not arise.
5.	Is there any separate cell/ unit For dealing with rape abduction Dowry deaths, sexual harassment etc., of women other than normal channels ? if so please narrate	Social Welfare is concerned
		No separate cell/unit. However all Law & Order and AWPS are dealing with that cases. Sexual Harassment Complaints Committee is functioning in all AWPS.

6. Whether the state normally undertake any reconciliators follow-up action for women victims not accepted by family. If so please furnish details for 2001-02. Social Welfare is concerned
7. Whether state provides shelter, education, training, employment, etc. by way of rehabilitation to such victims ? If so please furnish number of female victims benefited during 2001-02. -do-
8. What are the types of shelter, both short-stay and long stay. Government and Non-Government available to female victims such as remand homes and what is the number of victims sheltered during 2001-02. -do-
9. Is there any other programme of assistance to the female victims other than the above ? If so please furnish details with number of female victims benefited during 2001-02. -do-

QUESTIONNAIRE

INFORMATION ON WOMEN

STATE : TAMIL NADU

Name of the Department with full
Address furnishing the information

Directorate of Social Welfare
PWD Old Engineering Complex
Chepauk, Chennai-600 005
Tel. No. 28545728

**E. Welfare of Schemes for women
Below poverty line including slum
Dwellers.**

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. What were the socio- economic schemes for welfare and development lopment of women and child during 2002-2003. Please mention the schemes with expected results of schemes. | A. Govt. Annexure I (A)
B. Non-Govt. Annexure I (B)
C. CSWB Annexure I(C)
D. Voluntary — |
| 2. No. of women actually benefited by the above schemes during 2002-2003 | A. Through Govt. As at Annex. 1(A)
schemes
B. Through Non- Govt. As at Annex.1(B)
schemes
C. Through National Does not arise
and UN &
international donor
agencies. |
| 3. Total No. of women targeted Under above schemes during 2002-03 | A. 2003 As at Annex. 1(A)
B. 2003 As at annex. 1(B) |
| 4. What were the welfare and development schemes for girls during the year 2002-03
Please mentioned the schemes And the expected results of the Schemes | Does not arise, as these details are included already in the target-benefitted in Item I & II in Annexure. 1(A) |
| 5. No. of girls actually benefited by the above schemes during 2002 & 2003 | -do- |

6. Total No. of girls targeted under
the above scheme during 2002 &
2003. -do-
7. Any other information NIL

SCHEMES : GOVERNMENT

1. GIRL CHILD PROTECTION SCHEME

Objective Or Expected Results Of The Scheme

To promote Family Planning, discourage the tendency to prefer male child and eradicate female infanticide.

Scheme details

The parent should have one or two girl children and no male child within the age of 35 years. Any one of the parents should have undergone sterilization. The Income limit to avail the benefit with 2 girl children should not exceed Rs. 12,000 per annum for one girl child should not exceed Rs. 50,000 per annum. The age of the child should be less than one year at the time of enrollment in respect of one girl and the age of second girl should be less than one year in respect of two girl children scheme.

Quantum of Assistance:

A sum of Rs. 22,200 is deposited for one girl child and Rs. 15,200 for each one of the two girl children in a family.

Target and Achievement for 2002-2003.

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
8273	7017	1270.75	1070.60

2. CRADLE BABY SCHEME :

Objective or expected results of the scheme

To eradicate Female Infanticide in certain vulnerable parts of Tamil Nadu and to promote adoption.

Scheme details

The children deserted abandoned by their parents are received in the cradles.

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
4	4	11.19	1.75

3. GOVERNMENT ORPHANAGES

Objective of expected results of the scheme

To promote welfare and to provide Education to Orphan children by giving them residential care (free food, clothing, shelter and health etc.)

Scheme details

Children of widows, destitute and other socially and economically challenged children are admitted in the 25 Government Orphanages. Boys stay and study upto 5th standard. Girls stay upto +2 and also if come out with good grades are given free education in professional courses and Arts Colleges. In addition to they are educated in Diploma courses, Paramedical courses and Teachers Training Courses also.

Quantum of Assistance :

Feeding charges at the rate of Rs. 225 per child per month and Bedding charges of ERs. 150 per child per annum (Rs. 250 in Nilgiris), @ Rs. 1000 for 20 orphanages and Rs. 500/- for 5 orphanages towards medical expenses, rs. 50/- per child per annum for chappals are provided.

Target and achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
5500 (25 Orphanages)	4923 (25 Orphanages)	473.59	431.11

4. FREE SUPPLY OF TEXT BOOKS AND NOTE BOOKS TO WIDOWS CHILDREN STUDYING UPTO HIGHER SECONDARY COURSE

Objective of expected results of the schme

To promote Literacy and encourage widows in sending their children to school.

Scheme details

Family income of the widow should not exceed Rs.12,000 per annum.

Quantum of Assistance

I standard and II standard	:	Rs.50 per annum per child
III standard to V standard	:	Rs. 125 per annum per child
VI standard to VIII standard	:	Rs. 175 per annum per child
IX standard and X standard	:	Rs. 300 per annum per child
Plus 1 and plus 2 classes	:	Rs. 600 per annum per child

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
10000	17843	16.56	14.97

5. E.V.R. MANIAMAIYAR NINAVU POOR WIDOWS DAUGHERS MARRIAGE ASSISTANCE SCHEME**Objective or expected results of the scheme**

To avoid the delay in the performance of Marriage of the daughters of the poor widows for want of adequate funds.

Scheme details

The bride's age should be between 20 and 30 years. Annual Income of the Widow should not exceed Rs. 12,000.

Quantum of Assistance

Rs. 10,000/- as demand draft/cheque.

Target and achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
750	1068	75.00	75.00

6. ANNAI THERESA NINAIVU ORPHAN GIRLS MARRIAGE ASSISTANCE SCHEME**Objective or expected results of the scheme**

To help the Orphan girls financially for their Marriage.

Scheme details

To avail the benefit, the annual income should not exceed Rs. 12,000/- age of bride should be between 20 and 30, the bride should be an orphan.

Quantum of Assistance

Rs. 10,000/- as demand draft/cheque.

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
100	139	10.00	10.007

7. DR. DHARMAMBAL AMMAIYAR NINAIVU WIDOWS REMARRIAGE SCHEME

Objective or expected results of the scheme

Rehabilitation of widows by financially helping them for remarriage.

Scheme details

1. No income ceiling.
2. Age of the Bride should be between 20 and 30 years.
3. For the Bridegroom it should be first marriage.

Quantum of Assistance

Rs. 10,000/- (Rs. 7,000/- in the form of NSC and Rs. 3,000/- by Demand draft/cheque).

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
150	149	15.00	14.90

8. THAMIZHAGA ARASU KARAPPU THIRUMANA UDHAVITHITTAM

Objective or expected results of the scheme

To abolish caste and community feelings based on birth and wiping out the evils of untouchability.

Scheme details

1. No income ceiling.
2. Age of the Bride should be between 20 and 30 years.
3. Marriage between F.C with B.C/M.B.C.

(or)

One of the spouse SC/ST and other community.

Quantum of Assistance

- a) Rs. 20,000/- if one of the spouse belong to SC/St (Rs.10,000/- as NSC and Rs. 10,000/- by Demand draft/cheque)
- b) Rs.10,000/- if the marriage is between FC and BC/MBC (Rs. 7,000/- as NSC and Rs. 3,000/- by Demand draft/cheque)

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
1600	1024	300.00	200.00

Objective or expected results of the scheme

Promoting welfare for socially and economically backward women, widows and deserted wives by giving education and technical training in Tailoring, Typewriting and Shorthand.

Scheme details

1. Age of the inmate should be between 18 and 40 years.
2. Income not exceeding Rs.12,000/- per annum.

Quantum of Assistance

Feeding charges @ Rs.300/- per adult per month and Rs. 200/- per child per month, clothing @ Rs.400/- per adult per annum, 2 sets from PTMGR Scheme per child, Free supply of text books or note books are provided.

Target and Achievement for 2002-2003

Physical				Financial	
Target	children	adult	children	Target	Achievement (Rs. In lakhs)
Adult 1115	250	714	62	202.59	183.46

10. GOVERNMENT WORKING WOMEN'S HOSTEL**Objective or expected results of the scheme**

Providing Boarding and Lodging Facilities to the working women of lower and middle income group.

Scheme details

The income of the working women should not exceed Rs. 10,000/- per month.

Period of stay is 3 years. Stay beyond 3 years will be permitted at the discretion of the hostel authorities concerned.

Inmates should pay as rent Rs. 200/- per month in Chennai and Rs. 150/- per month in other Districts. Mess and Electricity charges are met by dividing system.

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
415	372	31.53	35.98

11. FREE SUPPLY OF SEWING MACHINES**Objective or expected results of the scheme**

Rehabilitation of destitute widows, deserted wives, socially handicapped women and physically handicapped men and women.

Scheme details

Age of the beneficiaries should be 20 to 40 years with an annual income not exceeding Rs. 12,000/-

Quantum of Assistance

Sewing machines are given free of cost.

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
5500	3623	101.00	62.77

12. WOMEN INDUSTRIAL COOPERATIVE SOCIETIES**Objective or expected results of the Scheme**

Promoting and providing employment to rural women.

Scheme details

There are weaning food manufacturing, tailoring and stationery societies run by women hailing from socially and economically disadvantaged groups.

SCHEMES : NON GOVERNMENT

1. GRANT IN AID FOR THE WELFARE OF POOR DESTITUTE CHILDREN IN VOLUNTARY INSTITUTIONS

Objective or expected results of the scheme

To rehabilitate the destitute children as normal children.

Scheme details

Age of the destitute children should be between 5 and 18 years.

Quantum of Assistance

Rs.200/- per child per month (Government share)

Rs. 50/- per child per month (Institution's share)

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
14,377	12,623	290.00	545.15

2. OLD AGE HOME GRANT IN AID TO VOLUNTARYINSTITUTIONS

Objective or expected results of the scheme

To provide food, shelter, care and protection to the elders in the families below poverty line and destitute old.

Scheme details

The voluntary organization should have been registered under Societies Registration Act and should maintain old persons in the age group of 60 and above.

Quantum of Assistance.

Rs. 250/- per month per head for 6 Old Age Homes and Rs. 500/- per month per head for 3 new Old Age Homes for 40 inmates in each home.

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
340	340	20.00	12.71

CENTRAL SOCIAL WELFARE BOARD

1. CRECHES FOR CHILDREN OF WORKING AND AILING MOTHERS IN TAMIL NADU THROUGH SOCIAL WELFARE BOARD

Objective or expected results of the scheme

To prevent children who are forced to look after their younger siblings from engaging in anti-social activities and encouraging them to go to schools.

Scheme details

Children of working or ailing mothers in age group of 0-5 years.

Quantum of Assistance

Grant of Rs. 25,410/- for each crèche released through Tamilnadu Social Welfare Board, which runs this scheme through selected Mahalir Mandram.

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
4625	3750	52.44	85.12

2. GRANTS TO NON GOVERNMENTAL ORGANISATIONS FOR WORKS IN RURAL AREAS THROUGH SOCIAL WELFARE BOARD

Objective or expected results of the scheme

Encouraging voluntary social services in villages particularly for the welfare of the women and children.

Scheme details

Registered Institutions who have been doing social services for not less than 3 years will be considered for grant of assistance under this scheme.

Quantum of Assistance

Assistance will be given to deserving voluntary institutions towards the purchase of equipments, play materials and furniture.

Target and Achievement for 2002-2003

Physical		Financial	
Target	Achievement	Target	Achievement (Rs. In lakhs)
200	200	10.00	10.00

REPLY TO QUESTIONNAIRE

Name of the Department with
Full Address furnishing the
Information

Commissioner and Director of Adi
Dravidar Welfare, Chepauk,
Chennai – 600 005

G. Welfare and Development of women belonging to SC Communities

Reply :

Government of Tamil Nadu implements several Welfare programmes for the Socio economic development of the Scheduled Caste/Scheduled Tribe. The objective of these programmes are to facilitate the faster socio-economic development of the Scheduled Caste/Scheduled Tribe and support them with various welfare measures particularly on education to end their social seclusion and economic deprivation and speed up the process of integrating them with the national main stream. All the departments earmarks specific allocations for the benefit of Scheduled Caste/Scheduled Tribe from their plan programmes as special component plan. In addition Special Central Assistance is funded by Government of India for various welfare schemes. In the case of Tribal Welfare, Similar Tribal Sub Plan for different departments are being prepared. Additional grant-in-aid is sanctioned every year for providing infrastructure facilities in Tribal areas by Government of India under Article 275(i) of the Constitution of India. Among the various social Sector programmes implemented by the Adi Dravidar and Tribal Welfare Department, education occupies the prime place as it is considered to be great equalizer. Besides this, various infrastructure programmes like distribution of house site pattas and construction of houses and provision of basic amenities like drinking water, burial ground and pathway to burial ground etc. are also taken up as part of the social development programmes. Tahdco Implements the economic development programmes in addition to the regular economic development programmes implemented by the various sectoral departments for the benefit of Scheduled Caste/ Scheduled Tribe with specific target coverage for the Scheduled Caste/Scheduled Tribe. The economic development programmes implemented through Tahdco are primarily in three categories namely 1) Micro Enterprises development for the poor families (2) Vocational Job oriented skill training programme and (3) Individual entrepreneur scheme which are supported by appropriate training and subsidy programmes.

1. In the Scheduled Caste component plan of the State Government for Eighth and Ninth Plan has any specific focus been paid for development of Scheduled Caste Women, if so, the details and if not the measures proposed.

Reply :

Wherever Scheduled Caste/Scheduled Tribe families do not own house sites of their own, a scheme of providing them a house site not exceeding 3 cents in rural areas and 1½ cents in urban area free of cost by acquiring lands owned by private persons. These sites are assigned in the name of the elder women member of the family. Apart from this houses are also being constructed free of

cost in the above sites under the group house scheme. Thus the women members are given due importance in the socio economic scenario.

Reorganising the importance of the land for the livelihood of poor Scheduled Caste/Scheduled Tribe in Tamil Nadu, a new scheme called land purchase scheme for Scheduled Castes. Scheduled Tribes was announced during the budget for 2003-2004. Under this scheme each beneficiary can purchase and own a maximum of 5 acres of dry land or 2.50 acres of wet land including the land, if any already owned by each beneficiary. The maximum unit cost will be Rs. 2.00 lakhs of which a maximum of one lakh is for the purchase of land and a maximum of one lakh for other components such as land development, minor irrigation etc. The pattern of financial assistance will be 50% subsidy and 50% as term loan. In the first year of implementation 6000 SC Women and 1000 Scheduled Tribe Women will be benefited through this scheme.

Incentives to girl children are provided from the year 94-95 to avoid dropouts and encourage the enrollment of girls, under this scheme, the Government is giving Rs. 500/- per annum as one lumpsum to 60000 SC girls who are studying in standards III to V in the educationally backward districts and similarly in the entire state. 30,000 girls entering VI standard are given a sum of Rs. 100/- each per month. Both schemes cost about Rs. 6.00 crores per annum.

From the academic year 2001-02 free bicycles are provided to all SCs/STs/SC Xians girls students studying in standard XI and XII Amount provided during 2001-02 Rs. 850 lakhs and Rs. 600 lakhs during 2002-03.

From the year 2001-02 Free Education Scheme is extended to SC/ST and SCC girl students pursuing post graduate courses.

2. List out measures aimed at promoting development of female SCs in the field of.

Reply :

- a. **Education** : There are 1018 Adi dravidar schools run by the ADW Department. Totally 212020 students studying in these schools out of which 105195 are girls. Text Books, Note books, plastic slates, uniforms and Special guides are distributed to the students free of cost.

During the year 2001-02, 56525 free bicycles were provided to all SC, ST and SCC girl students studies in XI and XII standards at a total cost of Rs. 7.69 crores. For the year 2002-03 47980 free bicycles were distributed to the girls students at a total cost of Rs. 6.91 crores. In the same way during 2003-04 so far 46522 number of ;bicycles were distributed to girls students. Special coaching, special orientation training for teachers, library facilities to High/Higher secondary schools computer education are provided in these schools.

Hostel facilities are provided to students who study in schools, colleges and Industrial Training Institutions. There are 1076 hostels for Scs out of which 345 are girls Hostels, with a total strength of 24787 boarders. The boarders of the hostels are provided with boarding and lodging free of cost. All boarders in school hostels are supplied with note books, text books and uniforms free of cost.

The SC students are sanctioned Pre matric Scholarship, GOI postmatric Scholarship, Postmatric State Scholarship, Free Education for under graduation and Post Graduate levels, Higher Educational special Scholarship, Special Assistance to law Graduates etc. Book Bank scheme, Compensation of tuition fees to universities, overseas scholarship are also the schemes implemented for the welfare of SC students. Various Scholarship and awards such as Bright Scholarship, Gandhi Memorial Scholarship, Merit cum Means Award, Chief Minister's Merit Award, Prize Money award are sanctioned to the eligible SC students.

ii. Incentives for promotion of girls education :

With a view to prevent dropouts, especially in high standards among SC/ST girl students and to increase their enrollment, a scheme of granting cash awards to encourage the headmasters to achieve the above twin objectives has been sanctioned by the Government.

iii. Incentive to Girl Children :

Incentives to girl children are provided from 94-95 to avoid dropouts and encourage the enrollment of girl under this scheme the Government is giving Rs. 500/- per annum, as one lumpsum to 60000 sc girls who are studying in Standards III to V in the educationally backward districts and similarly in the entire state. 30000 girls entering VI std. Are given a sum of Rs. 100/- each per month. Both scheme cost about Rs. 6.00 crores per annum.

(b) Employment :

Rule of reservation in the appointments/admissions to professional courses is being monitored by this Department.

Generation of employment opportunities to educated Adi dravidar youths through Job Oriented Vocational Trainings are given special priority for economic development. The following training programmes are some of the important programmes funded by Tahdco.

Training to Law graduates.

Typewriting and shorthand.

Executive secretary ship course :

Several such training programmes are conducted and placement is tied up for employment.

With a view to help the Law graduates (Lawyers) belonging to the SC, the Government have formulated a new scheme for providing training by placing them under senior and eminent lawyers in different fields o law.

Special coaching/short terms coaching to SCs for various competitive examinations conducted by TNPSC, UPSC Entrance Exam for professional course, Banking service Recruitment Board, LIC, General Insurance Corporation etc. are given through Special coaching centers for SCs/STs in the State.

SC women self help groups are formed. SC women are given training in various trades. They are provided financial assistance through Tahdco and Nationalised banks. Thus the Government of Tamil Nadu facilitate the socio economic development of SC/ST women.

(c) Preventing Atrocities :

The P.C.R. Act 1955 and SC and ST (POA) Act 1989 are being implemented in Tamil Nadu State by Police Department to ensure justice and equality among all sections of the community. In Tamil Nadu 34 mobile police squads are headed by an Inspector of Police are functioning. The ADGP Social Justice Human Rights Chennai monitors enforcement of the PCR Act and the SC and ST (POA) Act 1989. Seven supervisory squads each headed by a Deputy Superintendent of Police are functioning at Chennai, Trichy, Thanjavur, Villupuram, Ramanathapuram, Tirunelveli and Madurai. Four special courts of Judicial First Class Magistrates are functioning at Thanjavur, Trichy, Madurai and Tiruenelveli. Adi dravidar and Tribal welfare Department administers the payment of monetary relief to the victims of atrocities, their dependents, their family members through District Collectors. A sum of Rs. 2.00 lakhs is awarded as compensation for the family who lost life in the riots. In addition employment to one member of the family of the deceased or one house is to be given if necessary. To educate the public about the evils of untouchability two mobile publicity units with staff and audio visual equipment are functioning. To educate the public a feature film "Pudiya Sarithiram" is screened in villages, Community feasts are arranged.

3. Is there a separate State Advisory Committee for SC Development? If so representation of women in the Committee in 2000-01.

Reply :

There is a State level Adi Dravidar Welfare Committee which was reconstituted and continued from January 2000 to December 2002. The above Committee has been advising and suggesting the Government on all Welfare activities for SC development. The Committee had official members and Non Official members. Among the non-official members there was a women MLA by name Tmt. A.S. ponnammal of Nilakkottai constituency.

4. Outlay and expenditure on Special Component Plan for women developed scheme.

Reply :

Separate outlay has not been allotted or SC women developed schemes.

5. Any other information relevant for the topic.

Reply : Nil.

Sd/- Ashok Dongre,
Commissioner and Director of
Adi Dravidar Welfare

for Commissioner and Director of
Adi Dravidar Welfare

BRIEF REPORT ON SOCIO ECONOMIC ACTIVITIES IMPLEMENTED FOR WELFARE OF WOMEN BY THE TAMIL NADU SLUM CLEARANCE BOARD

1. Employment Training Scheme

The main objective of this programme is to upgrade the skills of slum youth to make them more employable through formal and informal courses. The training courses which are short term and need based in nature are conducted through Non Governmental, Government and well established education and commercial institutions. For the last three years, 190 women were trained in Nurse Aid, Tailoring, Beautician course, Desk Top Publishing, Canteen Management and Executive Secretary at a total cost of Rs. 2.71 lakhs. It was revealed that 70 per cent of the trained women are gainfully employed. It is proposed to train 500 women under this component for the year 2004-2005 at a cost of Rs. 25 lakhs.

2. Entrepreneurial Development Programme

Economic empowerment is the key and may lead to all kinds of development. This is more true in the context of women. Women are considered as consumers and not producers with no occupation, property, education and skills. They are however, constitute a major work force in informal sector. There are various developmental schemes implemented by Central and State Governments. Inspite of these interventions, the basic problems that effect women's role and opportunities which spring from their dependence, illiteracy, limited skills restricted mobility and lack of autonomous status, remain to be tackled in a big way.

To alleviate the struggle from the above situation and bring out women from their vicious circle of poverty, the Hon. Chief Minister, Government of Tamil Nadu has evolved a scheme for training five lakh women in entrepreneurial skills for self-employment in five years involving various Government Departments. In order to promote economic empowerment among women Government of Tamil Nadu has announced a program called Entrepreneur Development Program. This Program aims to impart entrepreneurial skill training to women to initiate income generation activities through self-employment. The Program also aims to extend credit linkage and marketing support. Tamil Nadu Slum Clearance Board has implemented the program in the city of Chennai covering 18,755 women at a cost of Rs. 75 lakhs. This program is implemented by TNSCB in coordination with leading Non Governmental and Community Based Organisations. The periodical evaluation revealed that 50 per cent of the trained women under Entrepreneurial Development programme are self employed and sizeable portion of the women are doing business through group activities.

The positive impact of the EDP training programme

- i) EDP training has inculcated a spirit of self help and team spirit.
- ii) Active participation and collective action for development

- iii) Model effect wherein poor women being to form similar groups seeing the success of other groups.
- iv) Knowledge of various welfare programmes of Government and Banks through linkages facilitated with Government agencies.
- v) Women gained confidence.
- vi) Overall leadership development through SHG management.
- vii) Inculcation of saving habits and principles of financial discipline through training.
- viii) Development of strong, cohesive women self help groups.
- ix) Integration of inputs from other Government Departments.
- x) EDP necessitated for formation of structure and basis for getting facilities from SJSRY, TNCDW, TNSCB, TADHCO, Banks and NGOs.
- xi) Better decision making power due to acquiring a skill.

3. Transit/Alternate schools for child labourers and School drop outs

Under Child Labour Elimination Project. Tamil Nadu Slum Clearance Board is conducting transit schools for child labourers/school drop outs and admitted them in regular schools as a rehabilitative measure. For the last three years, 76 transit schools are run by Non-Governmental Organisations benefiting 1057 girl children at a total cost of Rs. 19.91 lakhs.

Managing Director

NATIONAL COMMISSION FOR WOMEN

4, Deen Dayal Upadhyaya Marg,
New Delhi-110 002

Information of Women

State : Tamil Nadu

Name of the Department with full
Address furnishing the information

Tamil Nadu Corporation for Development of Women Ltd.
100, Anna Salai, Guindy, Chennai-600 032
Tel. 0091-44-2355904, 2355033 Fax.

A. General

1. What is the organizational set up in the State for Welfare and Development of Women? (Kindly furnish an organizational Chart)

The Tamil Nadu Corporation for Development of Women Ltd. Was incorporated on December 9th, 1983 under the Companies Act 1956. Its registered office is located in Chennai, while its area of operation extends to the entire State of Tamil Nadu. The authorized share capital of the company is Rs. 1.00 crore, with a subscribed and Paid up share capital of Rs. 78.42 lakhs. Of this Rs. 40.00 lakhs is held by the Government of Tamil Nadu and Rs. 38.42 lakhs by the Government of India.

2. Has a state policy on women been enunciated ? If so, a copy of the Policy statement may be enclosed. If not when the Policy statement is likely to be issued. Tamil Nadu Corporation of Women has prepared a draft policy and submitted to Government for the issue of a Government order.
3. Is there a Commission for women in the State ? If so, a copy of the Act/notification constituting the Commission may be furnished, if not, when the Commission is likely to be constituted. Constitution of State level Commission for women vide GOMs No. 72SW&NMP dt. 19.03.93.
4. Has The State Government reserved any quota for women in public services? If so, the details thereof (a copy of the order may be enclosed), if not, has the state Government any proposal to this effect.

The State of Tamil Nadu has brought in changes in recruitment policies to government service mandating reservation of 30% of jobs in most categories for women since 1989. This has served as a big boost to leveling gender inequity in employment. Similarly concessions are offered to industries employing more than 50 % women as an incentive for employing women. Similarly 33% reservation for women in all the standing committee has become mandatory through a Government order.

5. Is there any separate financial institution, market organization, women's development corporation for women's under the control of the state Government? If so, details may be furnished.

The Tamil Nadu Corporation for Development of women Ltd. Was incorporated on December 9th, 1983 under the Social Welfare department for the empowerment of women in Tamil Nadu.

6. Any other information of a general nature considered important.

A major project for the empowerment of poor women through Self-Help groups was put in place with assistance from the International Fund for Agricultural Development(IFAD) in 1989. The project was extended to the entire State with state budgetary support in 1996.

The phenomenal Growth in membership and savings

The membership has grown rapidly from 1.20 lakhs women in 5207 SHGs in 1996 to 25.73 lakhs women in 1,51,543 SHGs in December, 2003. Out of these 1,09,046 SHGs have been Credit linked to the tune of Rs. 564 crores. The aggregate group savings of SHGs is 393.64 crores. The corporation aims to form another one lakh groups to cover the remaining 15 lakhs women living below poverty line by the year 2006.

7. Please send a brief Note in the activities relating to Improvement in the status of women and girl child carried out by your Department during the last 3 years as well as the activities that are proposed to be taken up in the next year.

1. **Mahalir Thittam**

The Tamil Nadu Women's Development Project started on an experimental basis in dharmapuri District with external funding from International Fund for Agricultural Development (IFAD). This Project known as "Mahalir Thittam" is implemented with the support of the Non-Governmental Organisations (NGOs) and Banks. The Project is functioning through a network of Women's Self Help Groups (SHGs) established and monitored with the assistance of NGOs. Further the growth of SHG movement had been planned with a view to promote sustainability combined with deepening of coverage at habitations and ward/slums in Urban areas.

Membership under the project has grown rapidly and as on 31.12.2003, the membership has crossed 25.76 lakhs women in 1,51,542 with 1,19,014 rural Self Help Groups(20,23,696 Members) and 32,529 urban Self Help Groups (5,48,938 members). The Self Help Groups have mobilized a saving of Rs. 393.64 Crores.

Members of matured Self Help Groups ready to absorb loans are linked with banks and other financial institutions to avail credit. As on 31.12.2003, 1,09,046, SHGs have been linked with bank credit at a total financial outlay of Rs. 564.15 crores for various rural based activities such as Agriculture, Horticulture, Sericulture, Animal Husbandry, Cottage and Village Industries and other small businesses micro enterprises in Urban areas.

The Government will support and motivate the women from the BPL families to join SHGs and achieve the plan of covering another 15 lakhs women over the next 3 years. Entrepreneur Development

training followed by Vocational and Skill Training are being given as a special thrust for the benefit of SHG members to start their own Micro Enterprises. To improve their quality of life a sum of Rs. 22.50 crores have been provided under Mahalir Thittam for the year 2004-2005.

2 Women Recreation Centres

Apart from the needs of nutrition, health, education etc. the need of recreation for working poor women is very important. Hence, for the benefit of SHGs, Women Recreation Centres are created. The SHGs members in these Panchayats use these centres to meet together, interact and discuss matters of interest, play games etc. The members and their Children used to read the newspapers and weekly/monthly magazines including Mutram in these centers. Already about 275 WRCs were established. For the year 2004-2005, an amount of Rs. 1.10 lakhs have been provided to establish, another 25 women Recreation Centres will be established. About 50,000 SHGs members including 10,000 SC/ST women will be benefited by this scheme.

3. District Level Training-Cum-Marketing Centres With Browsing Facilities

With a view to demonstrate and promote micro enterprises in the IT sector for SHGs women besides training the poor downtrodden and SC/ST girls in computer appliances, it was planned to establish 30 Information centres with Internetaccess one per each district. During the year 2001-02 six Internet browsing centres were established at a cost of Rs. 15.00 lakhs and another 9 centers will be established before March 2004 at an estimated cost of Rs. 19.5 lakhs. Rs. 7.50 lakhs have been provided for 2004-2005 for establishing another 3 such centres.

4. Free Gas Connection To The Newly Married Couples under Poverty Line

This scheme was initiated during 2001-2002 and so far 3686 newly married couples of SHG families have been benefited and a sum of Rs. 28.84 lakhs have been deposited for the first gas cylinder connection to the respective gas Agencies in the Districts. To reduce indoor pollution and relieve the drudgery of poor women, the on going free gas scheme would be given trust. The scheme was extended to the newly married women who are also benefited under various marriage schemes implemented by the Government. For the year 2004-2005, budget provision has been made for Rs. 50 lakhs for the benefit of another 5,000 newly married women. For this year onwards the scheme was further extended to the women married under all Govt. assisted marriage schemes.

5. Formation of Twenty Five Thousand (25,000) New SHGs For the year 2003-2004

To give momentum to SHG movement and to cover another 1.5 lakhs women over a period of 3 years from 2003-2004 and 2004-06 the Govt. have sanctioned a sum of Rs. 262.50 lakhs for forming 75,000 new SHGs. Accordingly for the year 2003-2004, the Govt. have released Rs. 87.50 lakhs and as on date about 22,944 new groups have been formed and 3,83,369 women were enrolled. For the year 2004-2005, an amount of Rs. 87.50 lakhs has been provided to form another 25,000

groups in the tribal habitations, fishermen villages, weavers' habitations remove rural areas and urban slums.

6. Entrepreneurship Development Programme (EDP)

During the year 2001-02, the Hon'ble Chief Minister has introduced the Entrepreneur Development Training Programme (EDP) for 5 lakhs (1 lakh women per year) women and as on date TNCDW being the nodal agency in coordination with other Government departments such as THADCO, Rural Development, Slum Clearance Board, Agriculture, Industries & Commerce, Backward Classes, Most Backward Classes and Minorities Welfare Department, Sericulture department etc. trained a total of 3,26,497 women against three years' target of three lakhs women, of which the TNCDW share alone 60,089 women against its target of 60,000 women. For the year 2004-2005, an amount of Rs. 166.95 lakhs have been provided to this Corporation for imparting the Entrepreneur Development training to 20,000 SHGs women and to impart skill training to 3000 women and skill up gradation training to 600 women.

7. Vocational and Skill Training Programme (VTP)

During the year 2003-04 for the EDP trained SHG women to start their own income-generating Economic activities the Govt. have launched the Vocational and Skill training programme to give skill training to 50,000 women at an estimated cost of Rs. 500 lakhs over a period of 5 years from 2003-04 to 2007-08. Rs 100 lakhs for training 121500 women per year. Accordingly for the year 2003-04, the Government have sanctioned Rs. 100 lakhs for imparting vocational and skill training to 12,500 SHGs women and as on 31.12.2003 about 9,500 SHGs women were trained and Rs. 86 lakhs have been incurred as expenditure. For the year 2004-2005, provision has been made for Rs. 100.00 lakhs for imparting Vocational and Skill training to 12,500 SHGs women. Besides this, funds available with NORAD and STEP programme will be dovetailed and used for the benefit of SHGs members.

8. Total Economic Development Project for Theni District

The Hon'ble Chief Minister has announced that the schemes of various Government organizations will be integrated for total Economic Development Project for Theni District. Self Help as a strategy for poverty alleviation has made impressive strides. Accordingly the Govt. has sanctioned a sum of Rs.220.57 lakhs to this Corporation to implement the Total Economic Development Project for Theni District over a period of four years from 2003-04 to 2006-07. Main focus would be on covering all habitations providing credit linkage to all eligible credit rated SHGs. Entrepreneurship training skill and skill-up gradation training in specific Land based activities, health and nutrition coverage to make mal-nutrition free districts and program to make all SHGs members literate. New SHGs would be formed among affected weavers. Minority families, Scheduled Caste and Tribal Areas and they would be imparted Entrepreneurship Development Training (EDP) and Vocational Training Program (VTP). For the year 2003-04, the Govt. have provided Rs.55.30 lakhs out of which Rs. 47.18 lakhs have been released to the Project Officer, Theni District and this amount is being spent by preparing a special action plan for Theni District. For the year 2004-05, the Govt. has provided another Rs. 55.30 lakhs for this project.

QUESTIONNAIRE

Information on Women

State : Tamil Nadu

Name of the Department with
Full address furnishing the
Information Chennai-600 006

Special Commissioner for the Disabled
15/1, Model School Road, Thousand Lights,

Welfare and Development of
Women belonging to Disabled
Group

1. Estimate of the number of
females in the State with
disabilities.

- | | |
|--------------------------------|-----------------|
| a. Visually handicapped | 1,12,512 |
| b. Orthopaedically handicapped | 3,44,569 |
| c. Hearing handicapped | 1,20,130 |
| d. Mentally handicapped | 8,790 |
| Total | 5,86,001 |

2. No. of institutions separately
for each of the four categories
of disabled women as above

No.	Nature (Education Employment etc.)	2002-03	Admitted	Remarks
1.	Education	135	NIL	
2.	Employment	26	NIL	

3. If no separate female
institution exists
furnish details on
co-educational
institutions

Nature (Education, Employment)	2002-03	No.	Capacity	Admitted
Co-educational institutions.	247	15000	15000	

4. Initiatives taken in
pursuance of the persons
with Disabilities (Equal
Opportunities, Protection
Of Rights and Full
Participation) Act, 1995

Report Enclosed

5.	No. of Post-Graduates and trained disabled females unemployed under different categories as on 31.3.2003.	Post Graduates only
a.	Visually handicapped	56
b.	Orthopaedically handicapped	1139
c.	Hearing handicapped	13
d.	Mentally handicapped	—
6.	Any other information relevant to the subject	NIL

FOR SPECIAL COMMISSIONER

IMPLEMENTATION OF PERSONS WITH DISABILITIES (EQUAL OPPORTUNITIES, PROTECTION OF RIGHTS AND FULL PARTICIPATION) ACT, 1995

EDUCATION

As per Sec. 26 of the act, the State Government is providing free education to the disabled children. There are 248 special schools, which include 25 Government Schools; 58 recognised and aided schools and 2 schools run by Municipal authorities. Out of 248 special schools most of the special schools (91) are functioning for mentally challenged. There is also one Government Institution functioning for the mentally challenged.

S. No.	Type of School	Government School	Recognised		Municipal	Total
			Aided	Unaided		
1.	School for the Blind	11	11	5	-	27
2.	a. School for the Speech and hearing impaired	10	20	39	2	73
	b. Pre school	2	-	-	-	-
3.	School for the Mentally challenged	1	12	78	-	91
4.	School for the severely locomotor disabled	1	14	41	-	56
5.	School for the Leprosy Cured	0	1	-	-	1
	Total	25	58	163	2	248

As per Sec. 30(c) of the Act, free supply of Books, Uniforms, food and accommodation are provided to the disabled children in the Government Institutions. For the maintenance of these Government Institutions and Institutions run by NGOs a sum of Rs. 1212.00 lakhs has been allocated by the State Government during 2003-2004 to benefit 10,060 disabled children.

SCRIBE ASSISTANCE

Visually impaired students are assisted to appoint a scribe to write the public examination. Rs. 30/- per exam is sanctioned for each child at a cost of Rs.2.00 lakhs.

SCHOLARSHIP SCHEME

As per Sec. 30(d), the disabled children attending school are given scholarship ranging from Rs. 250/- to Rs. 2,950/- per year, depending upon the classes they study. Totally 15,000 students are to be benefited. A sum of Rs. 117.80 lakhs has been allotted for 2003-2004.

MANPOWER DEVELOPMENT

As per Sec 29, Special teachers training programmes are conducted as detailed below:-

S. No.	Name of Institution imparting training	Type of training offered	Intake
1.	Government Higher Secondary School for the Blind, Regional Training Centre for the Blind	Junior/Senior Diploma in teaching the Blind	10
2.	Balavihar Training School, 10, Halls Road, Kilpauk, Chennai-10	Junior/Senior Diploma in teaching the mentally challenged	25
3.	Little Flower Convent Higher Secondary School for the Deaf	Junior/Senior Diploma in teaching the deaf	40

These programmes are conducted with the budget allocation of Rs. 13.91 lakhs. The sanctioned strength is 75.

The State Government have given no objection certificate for running RCI approved Teacher Training Programme conducted by the Clarke School for the Deaf (Deaf-Blind), Sri Rangammal Memorial School for the Deaf, Thiruvannamalai (Deaf category), Balavidalaya School for Young Deaf children, Chennai (Deaf category), Excel Education Trust (Diploma in Special Education) (Mentally Retarded), College of Education for Women (B.Ed. in Special Education for Visually handicapped)

FREE TRAVEL CONCESSION

As per Sec. 30(a), Free Travel Concessions are given to the Disabled, for which an amount of Rs. 62.00 lakhs is allotted for 2003-04. The visually impaired are being permitted to travel free of cost in Government Transport Corporation buses upto 100 kms from their residence without any restriction on income or number of trips. The concessions have been extended to other Disabled persons, in order to attend educational institutions/training centres /workspots / hospitals. The annual income ceiling is Rs. 12,000/- to avail the scheme. The Mentally Retarded persons are permitted to avail this facility free of cost along with their escorts, for whom there is no income ceiling.

Restructuring the Curriculum for hearing impaired to take only one language

As per Sec. 30(h), the hearing impaired children learn single language and they are exempted to learn the second language.

Providing assistance to blind and low vision students

As per Sec. 31, the State Government provides scribe assistance to the blind and low vision students with incentive of Rs.30/- per paper to write the public examination. 200 students get benefit under this scheme. A sum of Rs.2.00 lakhs has been allocate.

Providing assistance to persons with mental retardation

There are six special homes for the mentally retarded girls above 14 years old, under the reputed NGOs, which are aided by the Special Commissioner for the Disabled, Chennai-6. The sanctioned strength in these homes are 180.

Maintenance allowance at the rate of Rs. 200/- per child per month is being given to 8400 disabled persons with severe disability including mentally retarded children. A sum of Rs. 2.12 crores is earmarked under this scheme

PLACEMENT OF PERSONS WITH DISABILITIES FOR EMPLOYMENT IN PRIVATE AND PUBLIC SECTOR

(a) Reservation of A & B Group of Posts for Disabled Persons Status Report

Government of Tamil Nadu in order to implement the provisions of Persons with Disabilities Act, 1995 in the state is pursuing action on various sections of the Act.

Already 3% of posts under C & D Group of posts have been reserved for disabled persons. In order to provide regular employment for highly educated persons with disability, the Government of Tamil Nadu have decided to earmark 3% of posts for persons with disability under Group A & B. Based on the proposal submitted by Special Commission for the Disabled, the Government of Tamil Nadu have constituted a committee consisting of High Level Officials and specialist Doctors and heads of Vocational Rehabilitation Centre and Regional Centre of National Institute for the Visually Handicapped.

The Special Commissioner for the Disabled, after a detailed discussion with various NGOs and Associations for disabled persons has drawn a list of 415 posts under A & B categories suitable for the persons with disability existing under the Government of Tamil Nadu in various departments. The Personnel and Administrative Reforms Department after going through each posts identified for disabled persons in consultation with the Tamil Nadu Public Service Commission have directed the Special Commissioner for the disabled to cull out the posts which are only by direct recruitment, as other posts are being filled up by promotion or transfer from other category of posts.

Again the Special Commissioner for the Disabled drafted a list of 240 direct recruitment posts in consultation with the respective departments and in consultation with office bearers of various associations for disabled persons and submitted the list to the Government.

The Government has also constituted a High Level Committee (G.O.(D) No.243, Social Welfare & NMP Dept. dated 25.12.2002) with Senior Government Officials to finalise the list of posts under A & B categories which may be suitable for each category of disabled person viz. Orthopaedically Handicapped, Hearing Handicapped and Visually Handicapped persons. The first meeting of the Committee was convened on 25.4.2003 and unanimously decided to identify only most suitable posts for disabled persons by contacting concerned departments and forming a sub-committee. Again a meeting was conducted on 5.1.2004 short-listed posts. Revised list is being finalized and will be sent to Government for issue of Government Order incorporating suggestions given by each member of the committee.

(b) RESERVATION OF C & D GROUP OF POSTS FOR DISABLED PERSONS

As a part of the observation of the International Year of Disabled persons during 1981, the Government of Tamil Nadu had announced and implemented various rehabilitation schemes in the state. One among them is reservation of 3% vacancies in all State Public Services/Educational Institutions under all kinds of Managements (Like Government, Local Bodies and Aided Managements including Universities) for persons with disability. (G.O.(Ms.) No. 602, Social Welfare Department, dated 14.8.1981)

The Government has directed that all heads of departments/ institutions should render annual returns. The Government also directed that all the Heads of Departments/Institutions should issue instructions to their respective officers at state and District levels to inspect and to report whether 3% reservation for the disabled is adhered to in all the offices under their control. The Government further directed that all Heads of Departments/Institutions should produce records for verification relating to appointment etc. in all offices during inspection to ensure strict adherence of 3% reservation for the handicapped (G.O.Ms.No.1207, S.W.D., dated 21.7.1987)

The Government has further directed that the 3% of the quota reserved for disabled persons should be 1% each to the visually handicapped, hearing handicapped and orthopaedically handicapped. The Government have also announced certain posts identified for different category of disabled persons (G.O. Ms. No. 99, Personnel and Administrative Reforms Department, dated 26.2.1988)

The Government has also issued orders that the 1% vacancy reserved in the Teaching posts of School Education Departments for Deaf and Dumb be diverted to Blind, thereby bringing the reservation for the blind in teaching posts to 2%. The Government has also directed that 1% vacancy, reserved for blind in the non-teaching posts in the School Education Department be diverted to the deaf and dumb, thereby boringly the reservation for the deaf and dumb in non-teaching posts to 2% (G.O.(Ms.) No. 619, Education (M2), Dept, dated 25.6.1993)

Steps are being taken to collect particulars from all the Government Departments and undertakings on placement made with regard to disabled persons. Full-fledged reports have been received from only some departments. Action is being taken on war-footing to get the reports from all Government Departments and Undertakings in its full form so that consolidated report will give a clear picture on placements made, shortfalls for not making 3% and reasons for shortfall. Remedial measures will be taken to make up the shortfall.

- | | | |
|------------------------------------------|---|-----|
| 1) Total number for Departments | : | 240 |
| 2) Reports have been received from | : | 95 |
| 3) No. of Department yet to send reports | : | 145 |

State Co-ordination Committee meeting was held on 18.12.2003 at Secretariat in which all the Secretaries were urged to direct the Head of the Departments under them to send the reports expeditiously.

An announcement has been made by Hon'ble Minister for Social Welfare by reserving certain posts like Telephone Operator, Lift Operator, Announcer, Book binder etv. Exclusively for disabled persons. Orders will be issued soon.

FORMULATING NEW SCHEMES TO ENSURE EMPLOYMENT FOR THE DISABLED

As per Sec. 38, the Government is already running two Industrial Training Institutes, for the visually impaired at Government Industrial Training Centre at Poonamallee and a special section at Government ITI, Guindy for the hearing impaired. Totally 46 students get benefit every year at the

cost of Rs. 16.25 lakhs. A stipend of Rs. 100 per month is paid and free boarding and lodging facilities are provided to the visually impaired. Two sets of uniforms are also provided to them.

SELF EMPLOYMENT SCHEME

Under self employment scheme, the disabled persons are helped to get bank loans for starting petty business. A maximum subsidy of Rs.2,000/- is given for the beneficiaries.

Subsidy is also given for installing bunk stalls. A sum of Rs. 5,000/- is sanctioned per individual. The total cost of the scheme is Rs. 20.00 lakhs which benefit 1,050 Disabled persons.

NATIONAL HANDICAPPED FINANCE DEVELOPMENT CORPORATION SCHEME

Under this scheme, loans are being disbursed with low rate of interest to the disabled persons. In order to cover more number of disabled persons under this scheme a workshop was conducted by the TNSC Bank with the Special officers of District Central Co-operative Banks which are functioning as Channelising agencies and Chairman cum Managing Director of NHFDC had met Chief Secretary to Government of Tamil Nadu along with the Secretary to Government, Social Welfare & NMP Department, Special Commissioner for the Disabled, Special Officer, TNSC Bank, Instructions have been issued to all the District Central Co-operative Banks through TNSC Bank and Registrar of Co-operative societies to achieve the target of Rs.4.00 crores before the end of March, 2004.

Vocational Training

The disabled persons are given training in Computer, Beautician and in Lab Technician courses. 300 disabled persons get benefited under these schemes. A sum of Rs. 27.74 lakhs have been provided for the year 2003-04.

Reservation system in all poverty alleviation schemes

As per Sec. 40, to provide employment opportunities for the disabled persons in all poverty alleviation schemes, concerted action is being taken with the co-ordination of Department of Rural Development.

Encouraging the Employers of Disabled through State Awards and National Awards

In order to encourage the private employers to provide more employment opportunities, the State Government gives Best Private Employer Award, Best Institution Awards, Best Social Worker Awards. The State Government also recommends the Government Departments, Government Undertakings of State and Central Governments and Private employers who employ more number of Disabled persons for the National Award.

AFFIRMATIVE ACTION

The State Government is providing Aids and Appliances to persons with Disability every year through its own budget at a cost of Rs. 72.00 lakhs and 7650 disabled were provided with aids and appliances during 2001-2002. The aids and appliances are given to the disabled who are identified in the comprehensive assessment camps conducted in the Blocks in all the Districts every year. During 2001-2002 56 Blocks have been covered under the scheme (2 blocks per district)

Aids and appliances are also distributed to the disabled persons who have applied through institutions and those who apply to the District Disabled Rehabilitation Officers. During the Mass Contact Programme conducted by District Collectors, beneficiaries are provided with assistances on the spot. The state Government has allotted Rs. 75.00 lakhs to distribute 1900 Tricycles, 150 Wheel chairs, 1000 Goggles and folding sticks etc. (White canes for the Blind), 1000 Braille watches for the blind, 870 calipers, 1000 crutches, 300 artificial limbs, 1000 hearing aids with solar batteries during 2003-2004.

AIDS SCHEME

The State Government also recommends and forwards the application of NGOs requesting aids and appliances to be distributed in their respective districts under ADIP scheme for sanction. An appeal was made to all District Collectors to encourage District Rural Development Agencies to apply for Government of India Grant-in-aid under ADIP scheme for distribution of aids and appliances.

DISTRICT FUND

The District Collector also issues aids and appliances to the disabled persons utilizing the funds earmarked as discretionary fund.

PREFERENTIAL ALLOTMENT OF LAND

The State Government is taking necessary action for allotment of land for the disabled for setting up of business and NGOs for establishment of special schools. The State Government have already helped NGOs (example : Spastic Society of Tamil Nadu and Vidya Sagar) to set up Special Schools by donating land and recommending to get Central Government assistance for construction of School building. The State Government have also issued Order (G.O.Ms.No. 100, Municipal Administration and Water supplies Department dt. 16.02.2000) where one shop is to be allocated for the disabled persons in every commercial shopping complex built by the Corporation / Municipal authorities. Government have issued orders authorizing District Collectors to allot land which are less than Rs. 5 lakh worth to NGOs serving Women, Children and disabled, vide G.O. Ms. No. 182, Social Welfare & Nutritious Meal Programme Department, dated 4.12.2002.

DISABLED PERSONS ASSISTED UNDER INDIRA AWAHAS YOJNA:-

S.No.	Name of the District	No. of Beneficiaries
1.	Trichirapalli	21
2.	Kanyakumari	15
3.	Vellore	134
4.	Erode	51
5.	Tirunelveli	18
6.	Perambalur	176
7.	Virudhunagar	22
8.	Dindigul	250
9.	Salem	285

NON-DISCRIMINATION

The State Government has taken necessary steps to construct barrier free environment in public places especially buildings. The State Government have allocated Rs. 65.00 lakhs for construction of special ramps at all Collectorates at 29 districts and the main building of Secretariat. Construction of ramps have been completed in 13 districts namely Vellore, Cuddalore, Dharmapuri, Namakkal, Erode, Tiruvarur, Pudukottai, Madurai, Theni, Dindigul, Sivagangai, Thoothukudi and Kanyakumari. Construction of ramps is not required in the following 5 districts namely Tiruvallore, Salem, Thanjavur, Nagapattinam, Perambalur. Work is under process in 3 districts namely Chennai, Tiruvannamalai and Karur districts. Remaining 8 districts namely Kancheepuram, Villipuram, Coimbatore, The Nilgiris, Tiruchirapalli, Ramanadhapuram, Virudhunagar, Tirunelveli have requested for additional funds for which proposal is being sent to Government vide Lr. No. 7000/RDII-2/2002, dated 27.10.2003.

The State Government have already initiated the process by constructing ramps at District Rehabilitation Centres and Government Special Schools during the year 1999 at a cost of Rs. 1.80 lakhs as per the G.O.Ms. No. 71, Social Welfare & NMP Dept. dated 21.5.1999 for 14 districts and one special school in this State as per the G.O. Ms.No. 70, SW&NMP, Dept. dated 26.5.2000.

The Public Works Department have also been instructed to follow the Central Public Works Department guidelines for constructing barrier free structures in all public buildings. All the District Collectors have been addressed to ensure that the future constructions of public buildings, schools, theatres and other public places are made barrier free for disabled persons. The guidelines manual issued by the Central Public Works Department were already sent to all the District Collectors, Public Works Departments.

Instructions have also been issued to earmark separate parking places for the disabled persons in all roads of the main cities. 32 places in Chennai have been already allotted to park tricycles, wheel chairs and other type of vehicles of the disabled persons.

In order to familiarize and orient all the District Disabled Rehabilitation Officers on providing barrier free environment to the persons with disabilities in their District, they have been invited to attend the workshop organized by Rehabilitation Council of India and Vijay Human Services. They have been taught how to conduct 'ACCESS AUDIT' in public buildings and to suggest suitable remedies in providing barrier free environment for all categories of the persons with disabilities.

CHENNAI

Ramps, modified toilets and wheel chair accessible PCOs have been provided in Chennai Central Railway Station.

The Airport Authority of India has taken special care in providing ramps and special toilet for the disabled.

Special parking places allotted exclusively for the disabled in 32 zones in Chennai city by Corporation of Chennai.

Ten zonal offices of the Chennai Corporation have been provided with ramps.

The Metropolitan Transport Corporation redesigned 2 buses with low floors for easy assess of wheel chair bound persons.

Tmt. Vasanth Raghuvir of Sakthi Foundation has relentlessly pursued his project ramp and succeeded in implementing the facility at Spencer's Plaza, Globus Shoppers, D.G. Vaishnav College, Dr. Ambedkar Memorial, Central Railway Station, etc.

The District Authorities and NGOs in districts are also encouraged to construct ramps in district.

TUTICORIN

TRUE a school run by an NGO, has constructed ramps.

NAGAPATTINAM

Ramps constructed in

- (1) Nagai District Head-quarters Hospital
- (2) Christ Kind Special School for Severely Orthopaedically Handicapped, Vailankanni run by an NGO.

PERAMBALUR

Ramps constructed in Taluk Offices, Hospitals and all Primary Health Centres, the Office of the Village Administrative Officer, Panchayat Offices, Veterinary Hospital and other Government Offices in a phased manner in Perambalur District. Already 82 buildings in the District have been provided with ramps.

PUDUKOTTAI

Block Development Offices, Taluk Offices in Pudukottai District are provided with ramps.

The Disabled friendly toilet provided in a Vocational Training Centre in run by NGO.

DINDIGUL

District Rehabilitation Centre is build with ramp and special toilets for the disabled are also provided in the State.

DHARMAPURI

Ninety Class rooms provided with ramps by PWD. 12 class rooms provided with ramp by community participation and the NGOs have provided ramps in 3 buildings.

THANJAVUR

The District Rehabilitation Centre building is being constructed as per the Central Public Works Department guidelines.

NAMAKKAL

Ramps in Namakkal Bus Stand has been constructed from out of public donation.

ERODE

Special toilets for the disabled in the Collectorate and Ramps for the children in Lions Club School are constructed.

TRICHY

Ramps have been constructed at the District Rehabilitation Centre as a model.

Ramps constructed in Railway Station, Engraved lines are fixed at the end of platform to help the visually impaired.

TIRUNELVELI

The new bus stand is provided with ramps and toilets for the disabled.

District Rehabilitation Centre building has been constructed with barrier free features.

Ramps have been constructed in Florence Swainson School Auditorium.

VILLUPURAM

Ramps provided in Special School for Disabled by NGO.

ACTION INITIATED UNDER SEC. 62 OF THE PERSONS WITH DISABILITIES ACT- 1995

As per Sec. 62 of the Persons with Disabilities Act, the State Commissioner may of his own motion or on the application of any aggrieved person or otherwise look into the complaints with respect to matters relating to deprivation of rights of Persons with Disabilities.

In order to hear the grievances of the disabled persons and register the complaints from the disabled persons, every Tuesday afternoon is fixed, when the State Commissioner personally meets the petitioners to solve their grievances, judicial enquiry is also being conducted wherever necessary.

So far 69 cases have been registered. The representatives are related to various issues such as :-

- i. Eviction of Petty shops and Bunk stalls by the Corporation authorities without providing alternate sites (19 cases)
- ii. Transfer of Disabled employees (6 cases)
- iii. Denial of placement, promotion and agency (Indian Oil Corporation) (12 cases)
- iv. Preferential allotment of Land and Housing (10 cases)
- v. Deprivation of Seats in Educational Institution (2 cases)
- vi. Denial of concessions meant for Disabled(2 cases)
- vii. Fraudulently availing the benefits of Disabled (1 case)
- viii. Land dispute relating to possession (4 cases)
- ix. Teasing the Disabled employee (3 cases)
- x. Miscellaneous (9 cases)
- xi. Compulsory retirement in lieu of disability (1 case)

Out of these 28 cases have been disposed.

STATE CO-ORDINATION COMMITTEE

1. State Co-ordination Committee constituted vide G.O.(Ms.) No. 181, Social Welfare and NMP Dept. dated 27.5.1997.
2. State Co-ordination Committee has been Re-constituted vide G.O. (D) No. 148, Social Welfare & NMP Dept. dated 7.10.2002
3. Nomination of Additional Members for the State Co-ordination Committee vide Government letter No. 21761/SW IV/2002-01, dated 16.12.2002

The Re-constituted State Co-ordination Committee was convened on 30.01.2003 and 18.12.2003

STATE EXECUTIVE COMMITTEE

The State Executive Committee constituted vide G.O. Rt.No. 40, Social Welfare and NMP Department, dated 21.3.1998.

State Executive Committee was convened on

1. 16.06.1998
2. 13.11.1998
3. 25.02.1999
4. 08.07.1999
5. 08.12.1999 and
6. 08.09.2000

Thereafter the Executive Committee has been re-constituted vide G.O.(D) No. 155, Social Welfare & NMP Department, dated 25.10.2002 and the Committee is yet to meet.

RULES

1. Tamil Nadu Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 2002 - Notified vide G.O.Ms. No. 120, Social Welfare & NMP Department, dated 9.8.2002.
2. Tamil Nadu Registration of Psychiatric Rehabilitation Centres of Mentally Ill Persons Rules, 2002 - Notified vide G.O. Ms. No. 152, Social Welfare & NMP Dept. dated 23.10.2002
3. A Committee has been constituted vide Proc. No. 9571/RD II-2/2003 of the State Commissioner for the Disabled to draft rules for granting recognition to the Special Schools, Home and Training Centres for the disabled under the Chairmanship of Thiru. A Pitchai, Former Director for Rehabilitation of the Disabled.

FRAMING OF TAMIL NADU REGISTRATION OF PSYCHIATRIC REHABILITATION CENTRES OF MENTALLY ILL PERSONS RULES, 2002

In exercise of the powers conferred by Sub-section (1) of Section 73 of the persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (Central Act 1 of 1996), the Tamil nadu Government has framed Tamil Nadu Registration of Psychiatric Rehabilitation centres of Mentally Ill Persons Rules, 2002 vide G.O. Ms. No.152, Social Welfare and Nutritious Meal Programme Department, dated 23.10.2002 and notified in Tamil Nadu Government Gazette Extraordinary No. 698, dated 23.10.2002.

After framing of the above rules, the following 6 institutions have been registered as Psychiatric Rehabilitation Centres and issued licence to run Rehabilitation Centre for the Mentally ill persons.

S.No.	Reg. No.	Name of the Institutions
1.	1/2002	Dr. G.D.Boaz Memorial Hospital School, Santhosapuram, Kancheepuram District
2.	1/2003	'ANBAGAM'Home for Mentally ill Orphans and Destitutes, Thirunilai Village, Vichoor Post, Ponneri Taluk, Tiruvallur District
3.	2/2003	YWCA, 'NAVAJEEVAN PROJECT' Psychiatric Rehabilitation Centre/Half Way Home for Mentally ill Women, No. 1086, Poonamallee High Road, Chennai-84
4.	3/2003	Rehabilitation centre for Mentally ill, Sri Prasanna Venkatachalam Thirukoil, Gunaseelam Post, Musini Taluk, Tiruchirapalli District, Pin-621 204
5.	1/2004	Anbalayam Residential Care Centre for the Mentally ill persons, Gundur, Trichy-620 007
6.	2/2004	The Madras Seva Sadhan, 'Shenstone Park', No. 13, Harrington Road, Chetpet, Chennai-600 031
7.	3/2004	MERCY HOME, Anaikarai, Radhapuram, Tirunelveli District

BIBLIOGRAPHY

1. Census of India; Provisional Population Totals; Paper-1 of 2001.
2. Economic and Political Weekly, December 2, 2000, Venkatesh Athreya and Sheela Rani Chunkath, Tackling Female Infanticide, Social Mobilization in Dharmapuri, 1997-99.
3. Frontline Volume 17 - Issue 21, Oct. 14 - 27, 2000.
4. Gender Policy, Report on Regional level workshops, 2001.
5. Government of Tamil Nadu, Human Development Report, 2003.
6. Government of Tamil Nadu, Department of Evaluation and Applied Research (DEAR), "Tamil Nadu – An Economic Appraisal, 2001-2002".
7. Government of India, Ministry of Human Resource Development, Selected Educational Statistics, 1999-2000.
8. Government of India, Ministry of Statistics and Programme Implementation, NSSO, NSS 55th Round, Informal Sector in India, 1999-2000.
9. International Institute for Population Sciences, "National Family Health Survey (NFHS-2), 1998-99, India".
10. Statistical Handbook of Tamil Nadu 2002.

**A SITUATIONAL ANALYSIS
OF WOMEN AND GIRLS
IN TAMIL NADU**

BY
DR. SARALA GOPALAN



**NATIONAL COMMISSION FOR WOMEN
NEW DELHI**

NCW TEAM

DR. POORNIMA ADVANI

Chairperson

National Commission for Women

MS. NIRMALA SITHARAMAN

Member

National Commission for Women

DR. SARALA GOPALAN

Research Advisor

MR. A.L. NARULA

Project Co-ordinator

LIST OF CONTENTS

Forward	(i)	
Preface	(v)	
Abbreviation	(vii)	
Chapter 1	Introduction	1
Chapter 2	Demographic Profile	7
Chapter 3	Health	9
Chapter 4	Education	15
Chapter 5	Employment	23
Chapter 6	Poverty	31
Chapter 7	Gender and Environment	33
Chapter 8	Political Participation by Women	35
Chapter 9	Violence against Women	37
Chapter 10	Women and Law	41
Chapter 11	Public Hearings and Consultations	43
Chapter 12	Conclusion	51
	Gender Profile of Tamil Nadu and India on Select Indicators	55
Appendix 1	Minutes of the meeting of the NCW with Chief Secretary and Other Secretaries of various Departments of the Government of Tamil Nadu on 20.02.2004	67
Appendix 2	Responses of State Government Departments to the Questionnaire on Gender Profile	75
	Bibliography	166

FOREWORD

The existential pathos of a woman's life has been inimitably captured by the great Hindi poet, Shri Maithilisharan Gupta, in a memorable couplet which says, "Alas, woman! Thy destiny is eternal sacrifice, eternal suffering!"

Despite the exalted position given to women in some of India's religious texts and the exceptional attainments of individual women in fields as diverse as philosophy, statecraft and even warfare, the profile of the average woman through the ages has been that of a perpetually poor, perpetually pregnant and perpetually powerless being.

Independent India has tried to redeem the situation by proclaiming equality of the sexes as a Fundamental Right under the Constitution and directing state policy towards removing the various disabilities that thwart women in realising their potential. Five decades of Independence have also seen a plethora of laws passed by the State and Federal Governments to protect women from violence and discrimination and to strengthen their entitlements in the social and economic fields. Numerous committees and commissions have x-rayed the position of women, the advances made by them and the obstacles faced by them, and they have made umpteen recommendations to improve the situation. Scores of schemes have been floated by various Ministries of the Government to address women's problems, particularly those relating to education, health, nutrition, livelihood and personal laws. In the institutional area, independent administrative departments to give undivided attention to women's problems have sprung up at the Centre as well as in the States. Development corporations were an innovation of the Eighties to energise economic benefit schemes. The Nineties saw the setting up of the National Commission for Women (NCW) and State Commissions in various States to inquire into the working of various legal and constitutional provisions concerning women, to investigate cases of violation of women's rights and generally to advise on the socio-economic policy framework in order to mainstream women's concerns. In recent years, the Governments, Central and State, have also articulated comprehensive policies for the empowerment of women through a variety of instruments and approaches focusing on an explicit vision of equal partnership of women in all walks of life.



Credit must also be given to a robust women's movement which has often given forceful expression to women's aspirations and joined issue with all the organs of state — legislative, executive and judicial — for reviewing the age-old prescriptions of a patriarchal society. Often they have networked effectively with the international community and fora in the quest for worldwide solidarity on issues affecting women. These interactions have often times changed the idiom of discourse on women's right to justice and development.

The half-century of struggle and reform has undoubtedly had considerable impact on women's world. Some of the key indicators of development have perked up significantly; women's life expectancy has risen; education levels have improved; economic participation has grown. But there are areas of darkness too; crimes against women, both at home and outside, continue unabated; traditional economic occupations have withered in the face of global competition; there is increasing commodification of women's persona and vulgarisation of their image in the media's marketplace. The new economic regime, where Sensex swamps sensibility, has meant the precipitate withdrawal of the state from many fields leaving the weak, including women, in the cold. Similarly laws change; minds don't. Therefore between progressive legislation and sensitive enforcement falls a long shadow. Critics also point out that whatever advances have been made remain confined to urban India and the vast hinterland resists change obstinately.

The overall picture is thus a mixed one leaving the profile of the average Indian woman not substantially altered. But in this vast country there is no average Indian woman. As in all other matters, diversity marks the Indian woman's picture too. How society and economy are coping with the forces of modernisation differs substantially from region to region. The geography of a state provides its own constraints and opportunities; history gives its own moorings to values and momentum to change. Thus the regional profile is superimposed on the national profile. The NCW has therefore commissioned these studies to gauge how women's life has been changing or not changing in different States of the country, and to situate these studies in the historical and geographical context of each region or State so that progress can be measured across time and across space. Such spatial comparisons can highlight what lessons there are to be learnt from the 'leading' areas and equally they help in focusing the attention on the 'lagging' areas. Regionally disaggregated data helps in benchmarking progress of different regions, areas or districts, and can be used for improving performance by attempting to raise the performance levels of the laggards to the average of the State and then matching the State's average to the national average. Interesting insights can also be gleaned from the experience of implementing agencies, both governmental and non-governmental, in dealing with different problems. Some of these may be rooted in the soil of the region and may not lend themselves to replication but many others can be useful examples to emulate. That is how Best Practices become common practices.

These studies have been carried out by different research groups having special knowledge and interest in the area — its people, its history, its administration, its cultural ambience etc. They have interacted with official agencies as well as with leading NGOs working with women in the respective areas. The NCW

has given a helping hand by providing information from its own database where available and also by interacting with the government of the State to set the stage for these exercises. The result is in your hands.

The research effort in respect of Tamil Nadu was anchored by Dr. Sarala Gopalan while the NCW team comprising **Dr. Poornima Advani**, Chairperson; **Ms. Nirmala Sitharaman**, Member and Mr. A.L. Narula, Project Co-ordinator facilitated the dialogue with the Tamil Nadu Administration.

It is our hope that this effort will eventually result in the compilation of a comprehensive index of gender development focusing on the key issues in women's lives thus enabling comparisons of achievements and gaps regionally and nationally. This will help scholars and administrators alike.

Place : New Delhi

Dated : January, 2005



(POORNIMA ADVANI)

Chairperson

National Commission for Women

PREFACE

The situational analysis of women in Tamil Nadu presents a unique situation. By all standards the status of women is much higher than many other parts of the country. On many counts, it is close to Kerala. A survey sponsored by UNICEF observes a mismatch between growth and human development.

The State has not been able to consistently translate its record of economic growth into sustained improvements in the quality of people's lives. In fact, there seems to be a widening of the gap between growth and human development. Infant mortality rates are more than just a measure of infant deaths. They capture many vital dimensions of human development. The IMR reflects among other things, the income and education levels of parents, the efficacy of health services, people's access to safe drinking water, access to proper sanitation, and above all improvements in the position of women in society.

It is necessary for the State to re-establish the linkages between growth and improvements in human development. Conversion of incomes into human development is mediated, among other things, by the levels of public spending on social development, by efficiency improvements in the public provisioning of basic social services, and by better planning and policy formulation.

Another striking feature, not unique though to the State, is the large gap that persists between the State's commitments and actual achievements.

In order to bring greater thrust to social development, the monitorable targets in the Tenth Plan concentrate on many of these factors. One could only wish greater empowerment and advancement in status for the women of Tamil Nadu.

DR. SARALA GOPALAN

ABBREVIATION

AIDS	Acquired Immune Deficiency Syndrome
ATR	Action Taken Report
CDS	Current Daily Status
CMP	Common Minimum Programme
CMR	Child Mortality Rate
FID	Female Infanticide Deaths
FIR	First Information Report
GDI	Gender Development Index
GDP	Gross Domestic Product
GSDP	Gross State Domestic Product
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
IMR	Infant Mortality Rate
IPC	Indian Penal Code
IT	Information Technology
MMR	Maternal Mortality Rate
NCW	National Commission for Women
NDP	Net Domestic Product
NFHS	National Family Health Survey
NGO	Non Government Organization
NIEPA	National Institute of Education Planning and Administration
NSDP	Net State Domestic Product

NSS	National Sample Survey
PHC	Primary Health Centre
PNDT	Pre Natal Diagnostic Technique
PWD	Public Works Department
SC	Scheduled Caste
SIPCOT	State Industries Promotion Corporation
SHG	Self Help Group of Tamil Nadu
SRS	Sample Registration System
SSLC	Secondary School Leaving Certificate
ST	Scheduled Tribe
STD	Sexually Transmitted Disease
TIDCO	Tamil Nadu Industrial Development Corporation
TNHCP	Tamil Nadu Health Care Project
TNSCW	Tamil Nadu State Commission for Women
UNCRC	United Nations Convention on Rights of the Child
UPA	United Progressive Alliance
UPSS	Usual Principal and Subsidiary Status
WPR	Work Participation Rate