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RESEARCH ARTICLE

CAPACITY BUILDING TRAINING AS A TOOL TOWARDS WOMEN EMPOWERMENT:- A STUDY ON THE WOMEN ELECTED REPRESENTATIVES OF LOCAL SELF GOVERNMENT IN GOA.

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Abstract

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Introduction:-

Women constitute half the population of India and therefore their role in socio-economic progress of the community becomes very crucial. For the development of the Indian democracy, both men and women should participate actively and equally in the democratic institutions of the country. The mainstream of national development is empowerment of women by improving social, economic and political status and it is essential for the achievement of both transparent and accountable government and administration and sustainable development in all the areas of life. Equal participation of men and women in decision making is essential not only to strengthen democracy and promote its proper functioning but it is essential in the interest of women.

Prior to independence, in 1900 India witnessed movement for women suffrage which was in response to national movement wherein both men as well as women had not given right to vote. It was only in provincial legislature men and women had right to vote but on the clause of ownership of land property under British administration. Madras was the first Provincial legislature to grant right to vote for women under property ownership. However in independent India, the makers of Indian Constitution rightly adopted the notion of political equality to both women and men. Unlike west wherein the world witnessed the feminist movement for political rights but in India after its independence the constitution enshrined principle of gender equality in its preamble, fundamental rights, fundamental duties and directive principles of state policy.

The Fundamental Rights as guaranteed by the Constitution (Part III, Articles 12-35) tries to remove the inequalities which Indian women have suffered. Some guidelines are also given in the Directive Principles of State Policy (Part IV, Articles. 36-51) which are non-justifiable. Article 51(e) (Fundamental Duties, Part IVA 42nd Amendment Act, 1976) directs the state to promote harmony and the spirit of common brotherhood amongst all the people of India and to renounce practices derogatory to the dignity of women. The 73rd and 74th Constitutional Amendment Acts (1992) provides one third of reservation of seats for women to participate at grass root level. Universal adult suffrage guaranteed to all the citizens of India under article 326 of the constitution.

Women in Indian Politics

Although equal political rights given to all citizens of India but it has been witnessed very less political participation of women. The reasons identified causing to less women political participation are illiteracy, unawareness of rights, duties and responsibilities; male hypocrisy, conservative mind-set of women wherein politics was considered as the place for men; and women participating in politics were looked with something not accepted by the society and

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those elected had very little say in decision making due to male dominance in politics. All these reasons impacted upon their confidence resulting in a very less number of women participating in politics.

However with the changing passage of time and with the result of increasing literacy and awareness of rights, responsibilities and duties; India witnessed gradual increase in the participation of women in politics. In 1962 it recorded 46.63% women voters' turnout while male voter's turnout was 63.31%. This percentage was increased to 58.60% women voters' turnout as compared to 68.18 % male voter's turnout in 1984. From the last 50 years there has been a stagnant percent of women voters' turnout ranging between 50-60%. In 2013 assembly elections, states like Arunachala Pradesh, Goa, Kerala, Manipur, Meghalaya, Mizoram, Daman & Diu, and Pondicherry recorded highest women voters' turnout. It recorded 47.4% women casting their voters as compared to 52.5% male casted their votes.

Globally, women participation in Parliament accounts for less than 10 percent in 37 states in single or lower houses as of August 2015, including 6 chambers with no women at all. Though the percentage is very less but it has seen the increase of female parliamentarians from 11 percent in 1995 to 22 per cent as of August 2015. Up to August 2015, 11 women served as Head of Government and Rwanda had the highest number of women parliamentarians worldwide. Women there have won 63.8 percent of seats in the lower house.

The above figures show that the number of women participating in politics is increasing at the national as well as at international level. In order to encourage and empower women in politics, Government of India guaranteed 33 % reservation at grass root level with this it has witnessed tremendous increase in women participation in politics. Though the number of women participating in politics is increased but the ground reality is that women still facing number of challenges in their working, which is restricting them from their active involvement in politics. The reasons cited for this such as; though the literacy level is increased among women but there are women who are still illiterate or have very less education and are unawareness about their rights, duties and responsibilities. The limited or no exposures is also responsible to women facing number of challenges and lack of knowledge to recognise the opportunities that local self-governance and decentralisation provides, makes women to be dependent upon male counterparts in their working. The 33% reservation has provided lot of opportunities to women but it has observed women contest the election due to the force from their male members and after getting elected it is the male who takes the decision and not the women who is elected. This doesn't mean women is failed in politics, there are number of examples wherein in women have made noteworthy work. To cite one example, the research on Panchayats in India discovered that the number of drinking water projects in areas with female-led councils is 62 per cent higher than in those with male-led councils. This shows that women are working but to overcome from these challenges and to boost their capacity in order to stand confidently as the representatives of the people, capacity building training is essential.

Understanding importance of the Capacity Building Training

Capacity building training is basically a process of developing and strengthening the skills, instincts, abilities and resources that need to survive, adopt and thrive in fast changing world. It helps individual to equip the understanding, skills, and access to information, knowledge and training that enables them to perform effectively. It is a continuous process wherein systematic design of training is essential to help the women ERs to take decisions as representatives of the people. The core area focused in capacity building training is leadership development, team building, creating strategic networks, strategic planning and enhancing communication skills.

Capacity building training is designed with the following prime objectives which will be essential for women ERs in boosting their capacity:-

1. To make women ERs aware of their roles and responsibilities in local development.
2. To make them aware of laws protecting women's rights.
3. To enhance participation of women members in development planning within panchayats.
4. To improve their Source of Information.
5. To help them to design and develop planning process within their Panchayats.
6. To promote Individual and collective excellence.
7. To help them to develop strategic network.
8. To develop women's leadership and communication skills for enhancing social mobilisation.
9. To make them find ways and means to claim the panchayat's entitlement from Panchayats and state government.

10. To help them to understand the resources and means available to improve the economic condition of the village.

In order to meet these objectives systematic design of training is required. The capacity building training should be designed by keeping in mind following important points.

1. Both trainees and trainers oriented.
2. To be based on interactions and discussions.
3. Focus to be on local/understandable language.
4. Local experience to be given weight age in training and involve women ERs in preparing the planning process of the village.
5. Field visits.
6. Training should include Women ERs and other stakeholders to be present.
7. Training aids such as audio-visuals, pictorials etc. to be used.

If capacity building is taken seriously and designed systematically it will make tremendous impact and will help women ERs to work independently, effectively and efficiently.

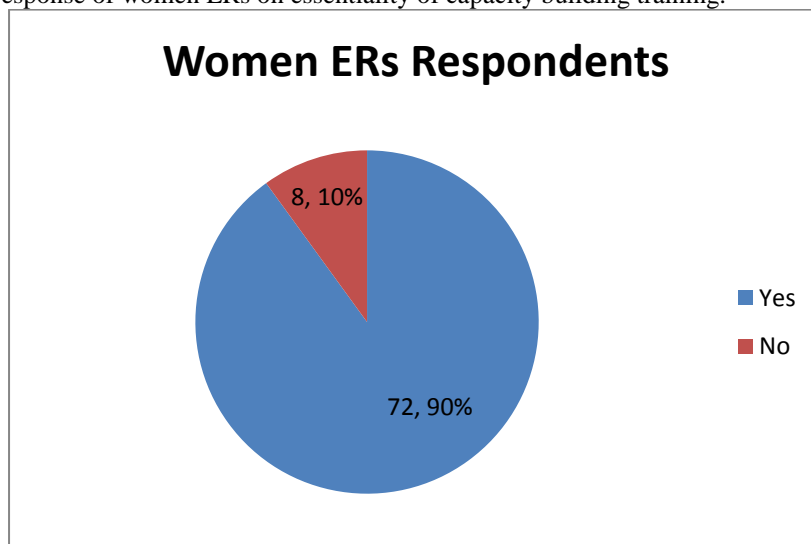
To see the impact of capacity building training, the researcher conducted a survey on random basis on four talukas of Goa, namely, Qupem, Salcete talukas from south Goa district and Bardez, Sattari talukas from north Goa district.

Researcher visited various panchayats of talukas selected for the study and 20 women elected representatives interviewed from each talukas and the results are as under.

Sr. No	Name of the Taluka	Number of Women ERs Respondents
1	Quepem	20
2	Salcete	20
3	Bardez	20
4	Tiswadi	20
Total		80

Source:- Field Survey

The percentage wise response of women ERs on essentiality of capacity building training.



Through this it can easily conclude that women ERs are largely of opinion that capacity building training is required for women elected representatives.

To find out whether the capacity building training have a significant or an insignificant impact on the women ERs the researcher applied following formula.

$$x^2 = \sum \frac{(o - E)^2}{E}$$

The highest percentage and frequency of capacity building shows that training is an essential component for the empowerment of women ERs in local self government.

The response that the researcher outlined on outcome of the training is that training has helped women in following areas:-

1. Assert their rights.
2. Engagement of women elected representatives in Panchayat administration.
3. Addressing the women issues in Gram sabhas and Gram Panchayat meeting.
4. Monitoring the basic services delivered at grass root level.

Conclusion:-

Capacity building training is essential to empower women representatives by keeping updated with the fast changing society. Capacity building training is a continuous process and systematic design of training is essential. If training taken seriously it will make tremendous impact upon the efficiency of women and will help women ERs towards their empowerment.

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