

# Human Rights of Working Women in Education Institutions in the Private or Government Sector

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**Abstract:** Women's participation in higher education is an important pathway towards gender equality in the economy and society. This article examines their participation levels in superior education across all Indian states and explores the underlying factors in the disparity between states. It employs two indicators, namely, the gross enrollment ratio of females and the gender parity index, to measure the absolute and relative participation of women in higher education from 2011 to 2019. The comparative statistical analysis of these parameters for the 16 major states shows that they perform poorly in post-graduation and technical education courses. However, they are better placed in GPI at the undergraduate level. Further, they appear to be moving towards gender parity with recent increases in enrollment of girls in higher education. On the basis of fixed-effect panel data regression, it is found that a significant share of female teachers and higher per capita state domestic product.

## Meaning of Women's Human Rights

Women's human rights are the fundamental rights that women and girls are entitled to, including the right to be free from violence and discrimination. The right to an education is a human right that guarantees equal access to education for all peoples, including women and girls. Gender equality in education is a fundamental part of human rights and democracy.

Human Rights of Working Women in Private Education Institutions

## Private Sector Development and Equal Rights for Women

Private sector development and equal rights for women can very well go hand in hand. Where business is good for women, women are good for businesses. It is part of the people agenda for aid and trade to do something more private investment in equal benefits for women as a business case. Likewise, we encourage civil society, including local women's organizations, to help design and implement impactful corporate strategies for women's empowerment.

## Fighting Against Gender Discrimination

The condition of private sector teachers is very poor, and they are more vulnerable to abuses, unfair dismissals, and gender discrimination at work compared to their colleagues in the public sector. The crisis is putting mounting pressure on an already struggling sector. Education International has been closely following the fight for pay equity in the private education sector.

## **Strong Business Case for Supporting Women's Economic Empowerment**

The economic and social benefits of fully including women in economic development are large. Examples of new and innovative partnerships that capitalize on these benefits begin to emerge in our work, especially in the financial sector, trade promotion, and sustainable value chains.

## **Cooperation between the private sector and civil society organizations**

In our experience, such business cases for shared value creation between the private sector and women require collaboration between the private sector and civil society, including local women's organizations. The private sector has the drive, expertise, and means to invest in improving its business performance. Civil society organizations that are locally embedded and engage the women involved can translate the women's voices.

What are some of the significant government initiatives for promoting women's education in India?

## **Increase in Knowledge**

The Punjab Government will send 36 school principals to Singapore in March for a five-day training program in school education. 198 principals and educational officers have already completed training at Singapore's principal academy as part of the leadership development program. The seventh batch of 36 school principals is scheduled to depart for Singapore in March this year. An International Education Affairs Cell has been set up in the State Council of Educational Research and Training to provide international-level training to teachers, school heads, and school education administrators working at different levels in the education department.

## **Beti Bachao, Beti Padhao Scheme**

"Beti Bachao, Beti Padhao" is a personal campaign of the Government of India that aims to generate awareness and improve the efficiency of welfare services intended for girls. The scheme was launched with an initial funding of Rs. 100 crore. It mainly targets the clusters in Uttar Pradesh, Haryana, Uttarakhand, Punjab, Bihar, and Delhi. According to census data, the child gender ratio (0–6 years) in India was 927 girls per 1,000 boys in 2001, which dropped to 918 girls for every 1,000 boys in 2011. In the Population Census of 2011, it was revealed that the population ratio of India in 2011 was 943 females per 1000 males.

## **Pradhan Mantri Matru Vandana Yojana**

It is a great scheme sponsored by the Ministry of Women and Child Development, Government of India, which has been designed to help pregnant women and lactating mothers. The purpose of this scheme is solely to provide benefits to women belonging to socially and economically deprived sections of society. Presently, the scheme is implemented on a pilot basis in 53 selected districts, and proposals are under consideration to scale it up to 200 additional 'high burden districts' in 2015–2016.

## **Sarva Shiksha Abhiyan**

Sarva Shiksha Abhiyan has been operational since 2000-2001. SSA is a program for universal elementary education. Broad strategies central to the SSA program are

1. Institutional Reform
2. Sustainable Financing
3. Community Ownership
4. Institutional Capacity Building
5. District Elementary Education Plan Improvement in quality
6. Pre-project phase
7. Thrust on quality

### **Kasturba Gandhi Balika Vidyalaya Scheme**

During the month of July in 2004, the Government of India initiated the Kasturba Gandhi Balika Vidyalaya (KGBV) program with the intention of establishing residential schools at the upper primary level for girls who mostly belong to the Scheduled Caste (SC), Scheduled Tribe (ST), or Other Backward Classes (OBC), bridging gender and social category gaps at all levels of school. Education is one of the major objectives of the Samagra Shiksha. Consequently, to encourage the participation of girls in education, the existing Kasturba Gandhi Balika Vidyalayas (KGBVs) at the upper primary level and girls' hostels at the secondary level have been extended to provide residential and schooling facilities up to Class XII under the scheme. Thus, the scheme now provides for access and quality. Education for girls from disadvantaged groups of girls in the age group of 10-18 years aspiring to study in Classes VI to XII belonging to SC, ST, OBC, minority communities, and below-poverty-line families to ensure smooth transition of girls from elementary to secondary and up to class XII wherever possible. Kasturba Gandhi Balika Vidyalaya provides the facility to have at least one residential school for girls from Classes VI-XII in every educationally backward block.

### **Rastriya Madhyamik Shiksha Abhiyan**

The scheme under the RAMSA is

1. Additional classrooms, laboratories, libraries, toilet blocks, drinking water provisions, and residential hostels for teachers in remote areas.
2. Quality interventions
3. Equality interventions
4. To remove the disparity
5. To improve the qualities

### **Conclusion**

While both government and private sector employment offer opportunities for women, challenges remain in both sectors, including work-life balance, gender bias, and unequal pay, requiring ongoing efforts to create equitable and supportive workplaces.

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