

# An overview of Education & Employment of Women J&K UT

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## ABSTRACT

Jammu and Kashmir is a region in India that has faced challenges in terms of women's education and employment due to political instability and conflict. However, the government and NGOs have implemented various schemes to improve the education and employment status of women in J&K. Despite these efforts, there are still cultural barriers and other challenges that need to be addressed to ensure that women have access to education and employment opportunities. Continued investments and efforts are necessary to improve the education and employment status of women in J&K.

**Keywords:** J&K, employments, education, Digital literacy.

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## INTRODUCTION

Jammu and Kashmir (J&K) is a region located in the northern part of India that has faced various challenges over the years, including political instability and conflict. The impact of these challenges has been felt across many aspects of life, including education and employment opportunities for women in the region.

Women's education and employment status are essential components of gender equality and economic development. However, in J&K, women have historically faced significant barriers in accessing these opportunities due to cultural norms, limited resources, and conflict-related challenges.

Despite these challenges, efforts have been made by the government and various organizations to address these issues and promote gender equality. This paper will explore the current state of women's education and employment status in J&K, the challenges that they face, and the efforts being made to improve the situation. By examining these factors, this paper aims to shed light on the importance of addressing these issues and promoting women's empowerment in J&K.

## LITERATURE REVIEW

Several studies have explored the education and employment status of women in Jammu and Kashmir. A study by R. K. Tripathi and Mohd. Naseem highlighted the impact of conflict on women's education in J&K. The study found that girls' education was often given low priority by families due to concerns about safety and security, and that girls faced significant challenges in accessing education opportunities. The study suggested that investment in education infrastructure and awareness campaigns could help to improve the education status of women in the region.

Another study by Umar M. Salam and P. S. Prasad examined the employment status of women in J&K. The study found that women's participation in the labor force was limited, and that women were often confined to traditional roles in the agricultural sector. The study suggested that there was a need for policies and programs to promote women's employment opportunities and to address cultural barriers to women's participation in the labor force.

In addition to academic studies, several NGOs and organizations have also conducted research on women's education and employment status in J&K. The NGO Save the Children, for example, has conducted a survey on girls' education in the region, which found that many girls faced challenges in accessing education opportunities, particularly in rural areas. The NGO also established programs to improve access to education for girls in J&K.



Overall, the literature suggests that women in J&K face significant challenges in accessing education and employment opportunities. However, efforts by the government and NGOs to promote gender equality and empowerment are helping to address these issues.

### **OBJECTIVES**

The objectives of improving the education and employment status of women in Jammu and Kashmir are multi-faceted and can be broadly categorized as follows:

**Gender Equality:** One of the primary objectives of improving the education and employment status of women in Jammu and Kashmir is to promote gender equality. This involves providing equal opportunities to women in education and employment and removing cultural and societal barriers that limit women's access to these opportunities.

**Economic Empowerment:** Another objective is to empower women economically by improving their employment status. This includes providing vocational training, promoting entrepreneurship, and creating job opportunities. Empowering women economically can lead to greater financial independence and a reduction in poverty.

**Social Empowerment:** Improving the education and employment status of women can also lead to social empowerment. Educated and employed women are more likely to be involved in decision-making at the household and community levels, which can lead to greater social equality and improved overall well-being.

**Sustainable Development:** Improving the education and employment status of women is also essential for achieving sustainable development goals. Educated and employed women are more likely to make informed decisions about family planning, health, and the environment, which can have a positive impact on future generations.

**Human Rights:** Ensuring access to education and employment opportunities for women is a fundamental human right. Improving the education and employment status of women in Jammu and Kashmir is therefore important to promote human rights and dignity.

Overall, the objectives of improving the education and employment status of women in Jammu and Kashmir are interconnected and aimed at promoting equality, empowerment, sustainability, and human rights.

### **PROBLEMS & CHALLENGES**

The UT of Jammu and Kashmir faces various challenges when it comes to the education and employment status of women. Here are some of the key issues:

**Low literacy rates:** The female literacy rate in Jammu and Kashmir is significantly lower than the male literacy rate. As per the 2011 census, the literacy rate of women in the state was 58.01% compared to the male literacy rate of 75.41%.

**Lack of access to education:** Many girls in Jammu and Kashmir do not have access to schools, particularly in rural areas. There is also a lack of female teachers, which can be a barrier to education for girls.

**Early marriage and dropout:** Many girls in Jammu and Kashmir are forced to drop out of school due to early marriage or societal pressure. This deprives them of the opportunity to complete their education and limits their employment options.

**Limited employment opportunities:** Women in Jammu and Kashmir face limited employment opportunities, particularly in the formal sector. This is due to a lack of investment in the economy, as well as cultural and societal barriers.

**Gender-based violence:** Gender-based violence is a significant problem in Jammu and Kashmir, and it affects women's ability to access education and employment. Women who experience violence may have to drop out of school or may be unable to work due to physical or psychological trauma.

Addressing these issues will require a concerted effort from the government, civil society, and communities in Jammu and Kashmir. This includes investing in education and employment opportunities for women, creating safe and supportive environments for women, and challenging cultural norms that limit women's opportunities.

## RESEARCH QUESTIONS

- R1. What are the current levels of education and employment among women in Jammu and Kashmir?  
R2. What are the main challenges that women in J&K face in accessing education and employment opportunities?  
R3. What policies and programs have been implemented by the government and NGOs to promote women's education and employment in J&K, and what has been their impact?  
R4. What cultural and societal factors contribute to the limited education and employment opportunities for women in J&K, and how can they be addressed?

## CHALLENGES & CURRENT LEVEL OF EDUCATION AND EMPLOYMENT STATUS OF WOMEN IN J&K

Here are some data and facts regarding the education and employment status of women in Jammu and Kashmir:

**1. Literacy rate:** The literacy rate for women in Jammu and Kashmir is lower than that of men. According to the 2011 census, the literacy rate for women in Jammu and Kashmir was 58.01%, compared to 75.41% for men.

**2. Enrollment in primary education:** While enrollment in primary education has improved for both boys and girls in Jammu and Kashmir, girls' enrollment is still lower than boys. As of 2019, the enrollment rate for girls in primary education was 91.5%, compared to 96.9% for boys.

**3. Higher education enrollment:** Women in Jammu and Kashmir have a lower enrollment rate in higher education compared to men. As of 2019, the enrollment rate for women in higher education was 19.3%, compared to 32.4% for men.

**4. Employment rate:** The employment rate for women in Jammu and Kashmir is lower than that of men. As of 2018, the employment rate for women in Jammu and Kashmir was 7.1%, compared to 56.2% for men.

**5. Gender wage gap:** Women in Jammu and Kashmir earn less than men on average. According to a report by the Centre for Monitoring Indian Economy (CMIE), the average daily wage for women in Jammu and Kashmir was Rs. 239 in 2019, compared to Rs. 329 for men.

**6. Self-employment:** Women in Jammu and Kashmir are more likely to be self-employed than employed in the formal sector. According to a report by the Jammu and Kashmir Economic Survey, 67.7% of women in the workforce were self-employed in 2017-18.

These data and facts highlight the need for focused efforts to improve the education and employment status of women in Jammu and Kashmir, including promoting gender equality, increasing access to education and vocational training, and creating more formal job opportunities for women.

Jammu and Kashmir (J&K) is a region with a complex social and cultural background. The region has been affected by political instability, armed conflict, and a lack of economic development. These factors have contributed to the limited education and employment opportunities for women in J&K.

## SCIENTIFIC RESOLUTIONS

There are several scientific solutions that can be implemented to address the challenges faced by women in Jammu and Kashmir in terms of education and employment. Some of these solutions include:

**1. Expanding access to education:** One solution is to increase access to education for girls and women, particularly in rural areas. This can be achieved through the use of technology such as online learning platforms, mobile classrooms, and e-libraries. Additionally, providing transportation facilities and establishing more schools and colleges can help to improve the education system for women.

**2. Promoting digital literacy:** Promoting digital literacy among women in Jammu and Kashmir can help to bridge the gap between men and women in terms of education and employment. Providing access to computers and digital training programs can help women develop the necessary skills to compete in the modern job market.

**3. Providing vocational training:** Providing vocational training programs can help women acquire skills that are in demand in the local economy, such as tailoring, embroidery, and handicrafts. These programs can be designed to meet the specific needs of women in Jammu and Kashmir and can help them gain financial independence.

**4. Creating job opportunities:** Creating job opportunities for women in Jammu and Kashmir is crucial for improving their employment status. This can be achieved through government schemes, such as skill development programs, entrepreneurship training, and subsidies for women-led businesses. Encouraging the private sector to hire more women can also help to create job opportunities.

**5. Addressing gender-based violence:** Addressing gender-based violence is critical for improving the status of women in Jammu and Kashmir. This can be achieved through awareness campaigns, providing access to counseling and support services, and strengthening laws and law enforcement mechanisms to address violence against women. Overall, implementing these scientific solutions can help to address the challenges faced by women in Jammu and Kashmir and improve their education and employment status.

### POLICIES AND PROGRAMS

The Government of India, under the leadership of Prime Minister Shri Narendra Modi, Ji has taken several resolutions and initiatives to improve the education and employment status of women in Jammu and Kashmir. Some of the key resolutions and initiatives include:

**1. Beti Bachao, Beti Padhao** (Save the Girl Child, Educate the Girl Child) campaign: This campaign was launched by the Prime Minister in 2015 to promote gender equality and education for girls. The campaign aims to improve the child sex ratio and ensure that girls are not discriminated against and have access to education.

**2. Udaan Scheme:** The Udaan scheme was launched in 2013 to provide skill training and employment opportunities to women in Jammu and Kashmir. The scheme is aimed at increasing the participation of women in the workforce and promoting their economic empowerment.

**3. Pradhan Mantri Kaushal Vikas Yojana (PMKVY):** The PMKVY scheme aims to provide skill development training to women and other marginalized groups to improve their employability. The scheme provides financial assistance and support for training and job placements.

**4. Digital India Initiative:** The Digital India initiative aims to promote digital literacy and increase access to digital resources for women in Jammu and Kashmir. This initiative includes the provision of e-learning resources, digital classrooms, and access to online training programs.

**5. National Education Policy 2020:** The National Education Policy 2020 aims to promote gender equality and improve access to education for girls and women in Jammu and Kashmir. The policy includes initiatives such as the establishment of gender-inclusive schools and promoting vocational education for women.

Overall, these initiatives and resolutions by the Prime Minister and the Government of India demonstrate a commitment to improving the education and employment status of women in Jammu and Kashmir and promoting gender equality and empowerment.

### CULTURAL AND SOCIETAL FACTORS

Some cultural and societal factors that contribute to the limited education and employment opportunities for women in J&K include:

**1. Gender Stereotypes:** Traditional gender roles in J&K view women as homemakers and caretakers of the family. This view often results in limiting the aspirations and opportunities for women outside of the home.

**2. Lack of Education:** The region has a relatively low literacy rate, with only around 60% of the population being literate. Women are often the first to be denied access to education, which limits their ability to obtain higher paying jobs and financial independence.

**3. Early Marriage and Pregnancy:** Child marriage and early pregnancy are common in J&K. Early marriage often leads to the discontinuation of education, and early pregnancy can lead to poor health outcomes for both the mother and child.

**4. Limited Mobility:** Women in J&K often face restrictions on their mobility due to cultural and religious beliefs. This can limit their ability to access education and employment opportunities.

Addressing these issues requires a multi-pronged approach that involves addressing cultural and societal norms, improving education and healthcare infrastructure, and promoting economic development in the region. Some potential solutions include:

**1. Education:** Increasing access to education for girls and women is key to improving their employment opportunities. This can be done by building schools, providing scholarships, and increasing awareness about the importance of education.

**Awareness Campaigns:** Raising awareness about the negative impact of gender stereotypes, early marriage and pregnancy, and limited mobility can help to change cultural and societal norms. Awareness campaigns can be run by community leaders, NGOs, and government organizations.

**2. Economic Empowerment:** Providing women with access to financial resources, such as loans and grants, can help to promote their economic empowerment. This can be done by providing training and support to women entrepreneurs, creating job opportunities, and providing financial incentives for companies that hire women.

**3. Healthcare:** Improving healthcare infrastructure in the region can help to reduce the health risks associated with early marriage and pregnancy. This can be done by building more hospitals and clinics, increasing access to contraception and family planning services, and providing education about reproductive health.

## CONCLUSION

In conclusion, the education and employment status of women in Jammu and Kashmir is a matter of concern, given the lower literacy rates, enrollment in higher education, and employment rates for women compared to men. Despite the various initiatives and resolutions taken by the government, such as the BetiBachao, BetiPadhao campaign, the Udaan scheme, and the PMKVY scheme, there is still a need for focused efforts to improve the status of women in Jammu and Kashmir. This can include promoting gender equality, providing access to education and vocational training, creating more formal job opportunities for women, and increasing awareness about women's rights and empowerment. Addressing these issues can not only improve the education and employment status of women in Jammu and Kashmir but also contribute to overall economic growth and development in the region.

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