

ALU – WOMEN’S STUDIES E. NEWSLETTER

Volume – December 2017

ISSUE – 10

Theme - **Women in Power and Decision Making**

Editor – in – Chief: Prof. K. Manimekalai

Editors:

Dr.P. Veeramani
Dr. S. Poul Punitha
Dr.N.K.Bhuvaneswari

Dr. I. Siva Kumar
Dr. T. Murugesan
Mrs.P.Sindhuja

Editor’s Desk

“Success without democracy is improbable; democracy without women is impossible.”

-Madeleine K. Albright

(The first woman to become the United States Secretary of State)

Participation of women in the democracy is basic to governance in a democracy. Women have become dynamic leaders of transformation, their involvement to claim their civil liberties, building communities and providing protection at various situations is commendable. But, there is a long way to go before women get equal rights to represent leadership and take charge of power positions, be it in government organizations or corporate boardrooms. Discriminatory practices and laws have hampered the growth of women. Limiting education, time and income are some other issues which have not allowed the women to grow to their full potential. Statistical institutions at regional, national and international level lack knowledge to address the issues linked to treating women and men equally. Current database and methodologies are not used efficiently for the purpose of decision making. The Platform for Action or the agreement held in Beijing conference highlighted ‘women in power and decision-making’ as one of the major topics. Two essential changes were decided. First and foremost it directed the measures which imparted women right to exercise complete participation in structures of power and policymakers. Positive measures and political quotas are an example of these. Several seats are kept reserved for women candidates this is how some of the countries have promoted women

leaders. Secondly, this conference decided on some steps to increase participation by women. An emphasis was given on training women on public speaking, leadership, political campaigning, like preparing them to rise as winners and become good leaders who can motivate others for same. Human Rights declared universally have stated that every individual can take part in government proceeding of his/her country. Women autonomy and empowerment, their political, social and economic status is most required for achieving an accountable and transparent government. Women are prevented from leading a complete life because of power relations that operate at the level of society, from highly public to the most personal level. Equality at the level of political decision making would only be able to really integrate the government policy-making efforts successful. It is right of women to participate equally. Once they are in leadership roles, they have the ability to influence rest of the society. It was found by Inter-Parliamentary Union that women pay more attention to improve trust, social welfare and legal policies. Participation by women in decision making is not only the demand by judiciary or democracy but it is one of the important requirement to address the interests of women.

Women Representation in Political Decision Making: A Catalyst in achieving Gender Equality



It is globally acknowledged that 'gender equality and women's empowerment' are at the core of achieving development objectives, fundamental for the realization of human rights, and a key to effective and sustainable development outcomes. However, on the contrary, despite their "proven abilities as leaders and agents of change", from the local to the global level, women's leadership and political participation are restricted. The 2011 UN General Assembly resolution on women's political participation reiterated that "women in every part of the world continue to be largely marginalised from the political sphere, often as a result of discriminatory laws, practices, attitudes and gender stereotypes, low levels of education, lack of access to health care, and the disproportionate effect of poverty on women." Therefore, to eliminate the multi-faceted problem like gender inequality, a multi-pronged approach must be adopted; and among the various initiatives, political empowerment of women could act as a catalyst. Political empowerment could lead to open more opportunities for women and as a result, create a level playing field for them.

Globally, several international commitments have been made, for achieving gender equality and these have emphasized on enhancing women's representation in the political sphere. While the Convention on the Elimination of All Forms of Discrimination against Women (1979) upheld women's right to participate in public life, the Beijing Platform for Action (1995) called for removing barriers to equal participation. The Millennium Development Goals (2000) also took into account women's representation in parliament to measure progress towards gender equality. Over the past two decades, gender gaps have narrowed in various areas, viz., education, health, employment, legal rights of women, participation in governance, and so on. But, despite the improvement, substantial inequalities, with varying degrees, still persist across all the areas across countries. It would be noteworthy to mention that India is a signatory to all the international commitments mentioned above. However, India is far behind in achieving gender equality, especially in terms of representation of women in political decision making, among others. Representation of women in executive government and parliament is extremely low in India, as well as globally. Only a minuscule progress is observed in the entire post-independence era. In the cabinet, formed after the general election in 2014, there were only 5 women ministers out of total 27 ministers. India's global rank is 88 in this regard as per the 'Women in Politics Map 2017', published by the Inter-Parliamentary Union (IPU) and UN Women.

Between the First Lok Sabha (1952) and the Sixteenth Lok Sabha (2014), women's representation has increased from 4.4 percent to 11.23 percent. The similar trend of low

representation of women is also observed in the Rajya Sabha (Upper House) during the entire period of post-independence era. Women's representation in Rajya Sabha has increased from 7.31 percent in 1952 to 11.83 percent in 2014. Again, these figures are substantially lower compared to the global average of 22.9 percent and Asian average of 16.3 percent of women representatives in Upper House. Considering the share of women (49.5%) in the total population of India, their representation in Parliament represents a skewed statistic, which does not benefit the world's largest democracy.

International Frameworks on political participation and influence

- The equal right of all people to participate in public affairs is protected by the International Covenant on Civil and Political Rights (Article 25) and is enshrined in UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Article 7 which stipulates that Governments should take all appropriate measures to eliminate discrimination against women in the political and public life and Article 8 which provides for the participation of women in international organisations and decision making. Important supplementary agreements rights include Gen Rec. No. 25 (2004) of the CEDAW Committee; UN General Assembly Resolution 66/130 (2011) on Women and Political Participation; and UNSCR 2122 (2013) and the African Women's Rights Protocol (Article 9).
- The Millennium Development Goal 3 (gender equality and women's empowerment) includes an indicator the "*proportion of seats held by women in national parliament*".
- UNSCR 1325 and subsequent Women, Peace and Security (WPS) resolutions have been an important development at the policy level, calling for the equal participation and full involvement of women in the maintenance and promotion of sustainable peace.
- Some regional frameworks have set specific targets for the representation of women in decision making such as the Southern African Development Community Protocol on Gender and Development (2008) which requires that "State Parties shall endeavour that, by 2015, at least 50 percent of decision making positions in the public and private sectors are held by women".

Top 5 Women CEO's in the World

1. Irene Rosenfeld (Chairperson and CEO of Kraft Foods)



Kraft foods are the second-largest food company in the world and she has been leading the company in perfect business terms since decades. Her journey started with Kraft as a CEO in 2006, before that she was the CEO of Frito Lay. Currently, she draws an annual compensation of \$19.3 million. She took the company to a new level by replacing AIG on the Dow Jones Industrial and then purchasing the

British brand Cadbury in exchange of more than 10 billion pounds.

2. Carol M. Meyrowitz (President and CEO of The TJX Companies)

The retail industry is now defined as a platform for low-cost options to the shoppers offering everything from clothing to housewares – this happened because of Carol Meyrowitz. She took over in the year 2007 and ever since then she looked over the business of TJ Maxx, Home Goods, and Marshall's, doing a profit of around a \$21 billion. Today, she is offered an annual compensation of \$17.4 million; once she started as an assistant buyer at Saks but eventually she showed the world the consequences of working hard.



3. Indra Nooyi (Chairperson and CEO of PepsiCo)



She entered PepsiCo (NYSE: PEP) in 1994, climbed the corporate ladder and became the president by 2001. As her business milestone, Nooyi states acquiring Tropicana in 1998, followed by Quaker Oats Company in 2001. PepsiCo today has Gatorade and more tasty and healthy foods in the company basket due to the efforts of this great woman. She draws an annual salary of \$16.2 million and bought

72% increase in profits since 2001. In 2011, Forbes named her as world's fourth most powerful woman.

4. Ellen Kullman (Chairperson and CEO of E.I. du Pont de Nemours and Company)

Ruling the Chemical industry, Kullman joined DuPont in 1988 at the post of a marketing manager, later she became the president in 2008 and finally the CEO in 2009. She set a new arena in the company from oil-based chemicals to further technology-oriented areas such as green energy and biotech. Drawing a yearly salary of \$14.8 million, Kullman never moved



back from investing billions for the latest development of new biofuels and highly fertile seeds. She made her company stand back and DuPont earned \$1.75 billion profit along with \$26 billion revenue.

5. Angela Braly (Chairperson, President, and CEO of WellPoint)

WellPoint is better known as BlueCross BlueShield and most Americans own a BlueCross card for their health concerns. Braly became the CEO in 2007 and the company's revenue increased to \$60 billion in 2010. She mainly focussed on creating the best healthcare unit by making it unanimously affordable and advocating healthy living from the root level.



These 5 women CEO's have not only proved that business and economic development of a country can largely come from this fairer section but women are also skillful, dedicated and loyal workers who brought prosperity to their businesses by multiplying returns.

Top five barriers for women and men in politics

Figure 1 In addition to the barriers which men face, women have another five



Forbes the World's 100 Most Powerful Women 2017 Ranking

Rank	Name	Age	country	category
1	Angela Merkel	63	Germany	Politics
2	Theresa May	61	United Kingdom	Politics
3	Melinda Gates	53	United States	Philanthropy/NGO
4	Sheryl Sandberg	48	United States	Technology
5	Mary Barra	56	United States	Automotive
6	Susan Wojcicki	49	United States	Technology
7	Abigail Johnson	56	United States	Finance and Investments
8	Christine Lagarde	62	France	Economy
9	Ana Patricia Botin	57	Spain	Finance and Investments
10	Ginni Rometty	60	United States	Technology
11	Indra Nooyi	62	United States	Diversified
12	Meg Whitman	61	United States	Technology
13	Angela Ahrendts	57	United States	Technology
14	Laurene Powell Jobs	54	United States	Philanthropy/NGO
15	Tsai Ing-wen	61	Taiwan	Politics
16	Michelle Bachelet	66	Chile	Politics
17	Federica Mogherini	44	Italy	Politics
18	Safra Catz	56	United States	Technology
19	Ivanka Trump	36	United States	Politics
20	Adena Friedman	48	United States	Finance and Investments
21	Oprah Winfrey	64	United States	Media & Entertainment
22	Marillyn Hewson	64	United States	Manufacturing
23	Isabelle Kocher	51	France	Energy
24	Ginsburg	84	United States	Politics
25	Ruth Porat	60	United States	Technology
26	Queen Elizabeth II	91	United States	Politics
27	Anna Wintour	68	United States	Media & Entertainment
28	Ho Ching	65	Singapore	Diversified
29	Emma Walmsley	49	United Kingdom	-
30	Sheikh Hasina Wajed	70	Bangladesh	Politics
31	Beata Maria Szydlo	54	Poland	Politics
32	Chanda Kochhar	56	India	Diversified
33	Aung San Suu Kyi	72	Myanmar	Politics
34	Lucy Peng	45	China	Technology
35	Pollyanna Chu	60	Hong Kong	Finance and Investments
36	Sheikha Lubna Al Qasimi	56	United Arab Emirates	Politics
37	Amy Hood	46	United States	Technology
38	Jacinda Ardern	38	New Zealand	Politics
39	Kolinda Grabar- Kitarovic	49	Croatia	Politics
40	Jean Liu	39	China	Technology
41	Bonnie Hammer	67	United States	Media & Entertainment
42	Nicola Sturgeon	47	United Kingdom	Politics

43	Nikki Haley	46	United States	Politics
44	Rosalind Brewer	55	United States	Diversified
45	Gina Rinehart	64	Australia	Metals & Mining
46	Erna Solberg	57	Norway	Politics
47	Stacey Snider	56	United States	Media & Entertainment
48	Phebe Novakovic	59	United States	Diversified
49	Elvira Nabiullina	54	Russia	Finance & Investments
50	Beyonce Knowles	36	United States	Media & Entertainment
51	Peng Liyuan	55	China	Politics
52	Margarita Simonyan	38	Russia	Media & Entertainment
53	Mary Callahan Erdoes	50	United States	Finance & Investments
54	Zhou Qunfei	48	Hong Kong	Technology
55	Thi Phuong Thao Nguyen	47	Vietnam	Diversified
56	Lisa Davis	54	United States	-
57	Roshni Nadar Malhotra	36	India	Technology
58	Guler Sabanci	63	Turkey	Diversified
59	Lubna S. Olayan	62	Saudi Arabia	Diversified
60	Dana Walden	53	United States	Media & Entertainment
61	Katharine Viner	46	United Kingdom	Media & Entertainment
62	Feng Ying Wang	48	China	Automotive
63	Donna Langley	50	United Kingdom	Media & Entertainment
64	Marianne Lake	49	United Kingdom	Finance & Investments
65	Hillary Clinton	70	United States	Politics
66	Mingzhu Dong	64	China	Manufacturing
67	Melanie Kreis	47	Germany	-
68	Dalia Grybauskaite	62	Lithuania	Politics
69	Priscilla Chan	33	United States	Philanthropy/NGO
70	Gwynne Shotwell	54	United States	Construction & Engineering
71	Kiran Mazumdar Shaw	65	India	Health Care
72	Zanny Minton Beddoes	51	United Kingdom	Media & Entertainment
73	Miuccia Prada	68	Italy	Fashion & Retail
74	Isabel dos Santos	44	Angola	Finance & Investments
75	Solina Chau	56	Hong Kong	Technology
76	Lam Wai Ying	-	Hong Kong	Manufacturing
77	Kathleen Kennedy	-	United States	Media & Entertainment
78	Kersti Kaljulaid	48	Estonia	Politics
79	Arianna Huffington	67	United States	Media & Entertainment
80	Judy Faulkner	74	United States	Technology
81	Fabiola Gianotti	57	Italy	Philanthropy/NGO
82	Lynn Good	-	United States	Energy
83	Geisha Williams	-	United States	-
84	Mary Meeker	58	United States	Finance & Investments
85	Taylor Swift	28	United States	All-Star Alumni
86	Patricia Harris	61	United States	Philanthropy/NGO
87	Drew Gilpin Faust	70	United States	Philanthropy/NGO
88	J.K. Rowling	52	United Kingdom	-
89	Eliza Manningham – Buller	69	United Kingdom	Philanthropy/NGO

90	Raja Easa Al Gurg	-	United Arab Emirates	Diversified
91	Debra Cafaro		United States	Real Estate
92	Shobhana Bhartia	61	India	Media & Entertainment
93	Lee Boo-Jin	47	South Korea	Service
94	Jenny Lee	46	Singapore	Finance & Investments
95	Kirsten Green	46	United States	Finance & Investments
96	Belinda Johnson	51	United States	Technology
97	Priyanka Chopra	35	India	-
98	Kathryn Petralia	47	United States	Finance & Investments
99	Anne Finucane	-	United States	Finance & Investments
100	Beth Brooke - Marciniak	58	United States	Diversified

Representation of Women in Lok Sabha 1952-2014

Year	Total no. of seats	Women Member	Percentage
First(1952)	489	22	4.4
Second(1957)	494	27	5.4
Third(1962)	494	34	6.7
Fourth(1967)	523	31	5.9
Fifth(1971)	521	22	4.2
Sixth(1977)	544	19	3.4
Seventh(1980)	544	28	5.1
Eighth(1984)	544	44	8.1
Ninth(1989)	529	28	5.3
Tenth(1991)	509	36	7.0
Eleventh(1996)	541	40	7.4
Twelfth(1998)	545	44	8.0
Thirteenth(1999)	543	48	8.8
Fourteenth(2004)	543	45	8.1
Fifteenth(2009)	543	59	11.0
Sixteenth(2014)	543	61	11.23

Source: Election Commission of India, 2014

Representation of Women in Rajya Sabha 1952-2014

Year	Total no. of seats	Women Member	Percentage
First(1952)	219	16	7.31
Second(1957)	237	18	7.59
Third(1962)	238	18	7.56
Fourth(1967)	240	20	8.33
Fifth(1971)	243	17	7.00
Sixth(1977)	244	25	10.25
Seventh(1980)	244	24	9.84
Eighth(1984)	244	28	11.48
Ninth(1989)	245	24	9.80
Tenth(1991)	245	38	15.51
Eleventh(1996)	223	19	8.52
Twelfth(1998)	245	15	6.12
Thirteenth(1999)	245	19	7.8
Fourteenth(2004)	245	28	11.4
Fifteenth(2009)	245	24	9.79
Sixteenth(2014)	245	29	11.83

Source: Election Commission of India, 2014

Women in All India and Central Group of 'A' Services

Service	Year	Total			% Female
		Female	Male	Total	
Indian Administrative Service	2016	838	4088	4926	17%
Indian Economic Service	2014	139	320	459	30%
Indian Foreign Service	2014	207	2346	2553	8%
Indian Forest Service	2016	111	2480	2591	4%
Indian Police Service	2016	349	3429	3778	9%
Indian Statistical Service	2016	173	556	729	24%

Source: Women and Men in India- 2016, Ministry of Statistics and Programme Implementation, Government of India.
