
Impact of Education for Women Empowerment: A Concise Study on Sikkim

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Abstract: Education is the key factor for women empowerment, prosperity, development and welfare. Discrimination of women from womb to tomb is well known. There is continued inequality and vulnerability of women in all sectors and women oppressed in all spheres of life, they need to be empowered in all walk of life. In order to fight against the socially constructed gender biases, women have to swim against the system that requires more strength. Such strength comes from the process of empowerment and empowerment will come from the education. And rural development will come from women empowerment. This paper aim to create the awareness among the women about different empowerment and identifying the impact of education in women overall empowerment in Sikkim. For the study and data collection different Pharmaceutical Companies are visited and data is collected. Findings of the study shows that educational qualification play significant role in women empowerment and it concludes that if women's empowerment is to be effected, it can be carried out only through the medium of education. Hence, it is of foremost importance to raise the level of education amongst women.

Keywords: Women empowerment, Education, Sikkim, Pharmaceutical Company.

1. INTRODUCTION

The Himalayan state of Sikkim became part of Indian Union in 1975 as a 22nd state. It has a total area of 7096 square kilometers which is the smallest compare to the other adjoining states of the Himalayas its has a total population of 6,10,5772 persons out of which 47.09% consist of women population(Census; 2011). Population wise it is clear that women are lesser in number compare to men, which also makes them to be in a minority group. Throughout the ages women group all over the world³ has been widely been subjugated and excluded from political, social and economic sphere, in which Sikkim is no such exception.

There are always a number of components in the society which are underprivileged of their basic rights in every society, state and nation, but these components lack in the awareness of their rights. If we enlist such components from the society, then women would top this list. In fact, women are the most important factor of every society. Even though everybody is aware of this fact, yet nobody is ready to accept this fact loudly. As a result, the importance which used to be given to women is declining in today's society. As a significance of this growing tendency of underestimating women such as to make them occupy a secondary position in society and to deny them of their basic rights, the need for empowering women was felt.

Today we enjoy the benefits of being citizens of a free nation, but we really need to think whether each of the citizens of our country is really free or enjoying freedom, in the true sense of the term. If we consider our country, each Indian citizen is given certain basic rights. The Structure of our nation doesn't discriminate between men and women, but our society has destitute women of certain basic rights, which were bestowed upon them by our Constitution. Due to such current situation, it was needed to make women free from all the fetters and to empower them as well. This is nothing but empowerment of women.

Empowerment "implies the equal distribution of power between those who have more power and who have less power" (Ghatak; 2004). The term also denotes increased control over lives, bodies and environment that is in decision making, economic self reliance, legal rights to inheritance, equal treatment and protection against social discrimination (Kishore; 2004 in Dighe and Wadhvaniya; 2013).

Women empowerment means emancipation of women from the vicious grips of social, economical, political, caste and gender-based discrimination. It means granting women the freedom to make life choices. Women empowerment does not mean 'deifying women' rather it means replacing patriarchy with parity.

Women's empowerment is not limited only for the Indian society. If we deliberate the global aspect in this regard, we see that women are being given equal treatment in developed nations. In fact, if we take a recollection of history, we come to know that women have always been given secondary position in society, but the difference between men and women created by the Nature is but natural. It is education through which we realize this fact. When American women realized this, they opposed this unfairness which was meted out to them by way of a huge movement, through which they asked for equal rights. For eliminating this injustice, the UNO (United Nations' Organization) framed an agreement which is called 'The Convention on the Elimination of all Forms of Discrimination against Women' (CEDAW), which further led to the formation of Women's Commission. Taking an account of this background, we come to know that women's empowerment has now become a topic of global discussion. Seeing all the aspects of this discussion, we will realize that education is the only means for empowerment of women. Therefore, literacy should spread amongst women. The literacy rate amongst the women in the post- Independent Era is not as per the expectations. We, as a nation, dream of becoming a Super Power by 2020. For becoming a Super Power, each element of our society/ nation should contribute in the nation building process. But women, who are a major factor of this society, aren't literate then we can't expect to become a Super Power. Therefore, it is urgent for us to know the importance of women's education, which would, in turn, give a motivation to the process of women's empowerment.

This paper aim to create the awareness among the women's about different empowerment and identifying the impact of education in women overall empowerment.

One of the most important tangible measure of women's status was their educational attainment. Although the constitution offers women equal educational opportunities, many social, economic, and cultural factors contributed to lower enrollment and higher dropout rates for girls . Illiteracy imposed the greatest hindrance to enhancing equal opportunity and status of women. They were caught in a vicious circle imposed by the patriarchal society.

Their lower status hindered their education, and the lack of education, in turn, constricted their status and position. Although the female literacy rate has improved noticeably over the years even then fell far short of the male level.

There has been a tremendous increase in the number of girls and women obtaining an education since the turn of the century, although this increase does not appear to be uniform across all regions of the state and across all income and ethnic groups . In this context , it may be said that "Bhutia women probably have benefited most from increased access to educational facilities. Women in aristocratic Bhutia households have had access to higher education, as well as education abroad, since the beginning of the 20th Century" (Lama 1994) . Besides, The level of educational attainment among female children if wealthy and educated families was much higher than that among female children of poor families. It is no doubt that there has been a direct correlation existed between the level of education and status.

Sikkim's educated women had access to relatively high status positions in the government and private service sectors, and they had a much higher status than uneducated women. This general rule was more applicable at the societal level than at the household level. It is also the fact that within the family, a woman's status, especially a daughter-in-law's status, was more closely tied to her husband's authority and to her parental family's wealth and status mainly. Therefore, it obviously necessitates to look into the educational attainment and literacy both among the women in Sikkim .

Sikkim is providing more than 45000 direct employments to the state and more than 15000 direct employment to youths. It includes employment to all categories and all the section of the society,

i.e. skilled and unskilled, men and women etc.

The present study examines the contribution of Education and working women of Pharmaceutical industries situated in Sikkim State for women empowerment in Sikkim state.

2. OBJECTIVES

- The role of education for the women empowerment for the women of Sikkim State.
- To examine the participation of women in Pharmaceutical industries present in Sikkim state.

3. HYPOTHESIS

The hypothesis for the present study has been framed as;

- **Null Hypothesis (H₀):**

“There is a no significant difference in terms of Women Empowerment for the participation of male and female workforce in the Pharmaceutical industries present in Sikkim state”.

- **Alternative hypothesis (H₁):**

“There is significant difference in terms of Women Empowerment for the participation of male and female workforce in Pharmaceutical industries present in Sikkim state”.

4. HISTORY OF EDUCATION IN SIKKIM

Sikkim was a Kingdom ruled by Chogyals (Kings) till 1975. Looking into the history of education in Sikkim, we find that ancient education started with the passing of knowledge and experiences of the parents and the elderly to the next generation. These knowledge and experiences were basically life-centric, behavioral, customs and rituals of the caste, community and society.

As an agrarian society, Sikkim mainly depended upon farming and agriculture for living and existence. Women were basically confined to the four walls of the house looking after house hold activities whereas men enjoyed greater freedom and responsibility of family, society and looked after outdoor activities.

Formal education in Sikkim basically started from the religious point of view. Buddhists were given religious education in monasteries, likewise Hindus and Christians in temples and churches respectively. Religious education was only imparted to the male section of the society and women involvement was considered anti-social and anti-religious. Thus women were kept away from receiving education through religion. Chogyals ruled Sikkim till 1975 but not much development was made in the field of education as there were very few schools at that time. In 1951 Sikkim had an overall literacy rate of less than 7% with barely 11% of men and 1% of women.

5. EDUCATION IN SIKKIM AFTER MERGER

Kingdom Sikkim merged into the Indian Union on 16th May 1975, to become its 22nd State. Kazi Lhendup Dorjee became the first chief minister who served Sikkim for 5 years. He was succeeded by Nar Bahadur Bhandari for the next 15 years. Altogether these two chief minister’s tenure lasted for almost 20 years, but not much development was made in education sector as these chief ministers were unable to formulate many plans, policies and programme for development of education. Although, till this time a notable number of schools had been established but literacy rate was still very low. Women education or female literacy rate was a matter of concern at that time as there were very few girl child going to school. This was not because girls did not want to go to schools and be educated but the view of the chief minister was such that it restricted the girls from going to school.

After their tenure, Pawan Chamling became the chief minister of Sikkim on 12 December 1994. He personally felt the importance of education and has been till date working tirelessly for development, progress and upliftment of education in Sikkim. He has been formulating and implementing many different plans, policies and programmes for improving the quality and standard of education. He has also been advocating for better education for producing better and able human beings.

6. LITERACY RATE BY SEX SINCE 1971 TO 20011, SIKKIM AND INDIA.

| SEX | 1971 | | 1981 | | 1991 | | 2001 | | 2011 | |
|--------|-------|--------|-------|--------|-------|--------|-------|--------|-------|--------|
| | INDIA | SIKKIM | INDIA | SIKKIM | INDIA | SIKKIM | INDIA | SIKKIM | INDIA | SIKKIM |
| TOTAL | 34.45 | 17.74 | 43.57 | 34.05 | 52.21 | 56.94 | 65.38 | 69.68 | 74.04 | 81.42 |
| MALE | 45.96 | 25.37 | 56.38 | 43.95 | 64.13 | 65.7 | 75.85 | 76.73 | 82.14 | 86.55 |
| FEMALE | 21.97 | 8.9 | 29.76 | 22.2 | 39.29 | 46.76 | 54.16 | 61.46 | 65.46 | 75.61 |

Note : Excludmg 0 -6 years population.

Source : Census of India, India and Sikkim Series, Government of India , 1981, 1991, 2001,2011.

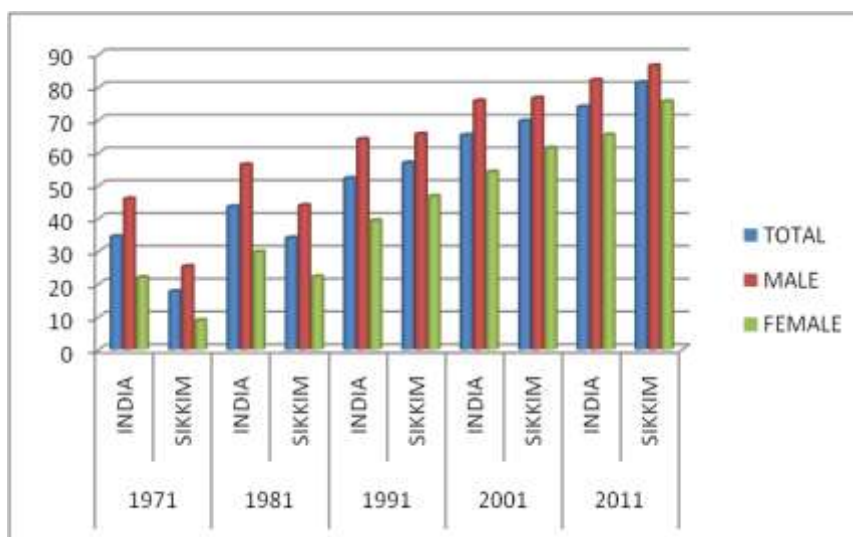


Table 1 signifies that the female literacy rate has been significantly higher in the year 2001, (61.46%) as compared to 1971 (8.90%). In the year 1991 it was 46.76% and 22.20% in 1981. It gives that in Sikkim there has been rapid progress in the rate of female literacy since 1971. Moreover, the female literacy percentage has been comparatively higher than that at national average.

It is also the fact that the literacy rate as a whole had been increased significantly after 1971 both in Sikkim and at national level, and such increase has been much higher in case of both male and female in the year 2001. Even then the rate of increases and percentage of literacy among females have been far short of the male level. Interestingly it is noticeable that at 2011 Census report the difference margin between Men and Women literacy rate is reduced. Where the total literacy rate change of Sikkim is 12.96% and as a whole total literacy rate change in India is 8.66% in 2011 Census report, which concludes a positive effort from Central Government, State Government of Sikkim and others in the area of National Literacy as well as Literacy of Sikkim's people for higher literacy rate than National level. Although the women literacy rate is lesser than men literacy rate in Sikkim so there should be more concentration needed from all Government and non-Government Organization to improve it. Because literacy is an important tool for empowerment.

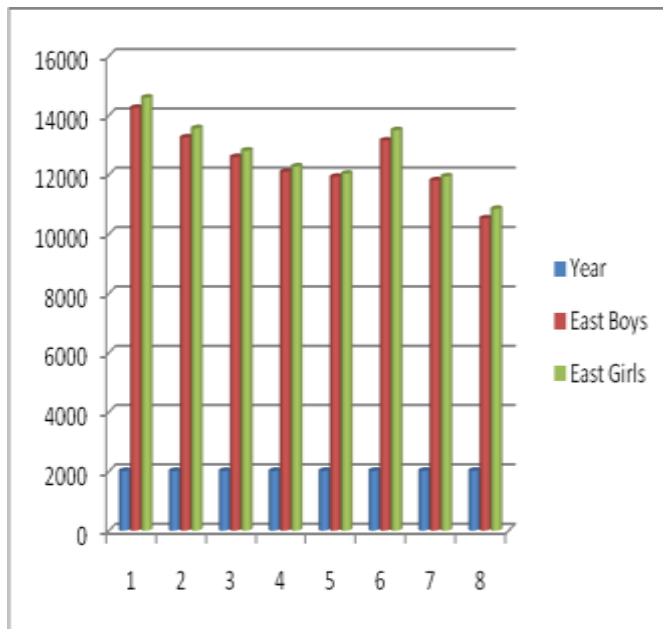
SDF government under the leadership of chief minister Pawan Chamling is the first government not only in Sikkim but in the whole of India to allocate 20% of the total budget towards education. This budget allocated for education is being utilized in many different programmes of the government.

Table 2: District wise variation in literacy rate

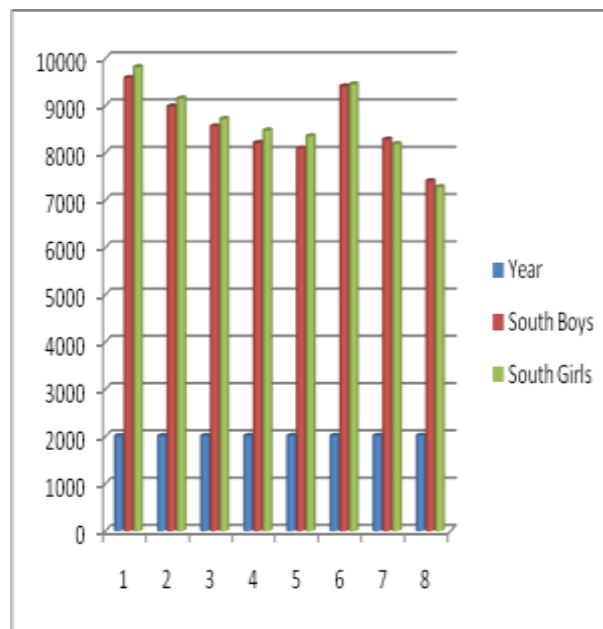
| Year | East | | South | | North | | West | | Total | | Total |
|------|--------|--------|-------|-------|-------|-------|-------|-------|--------|--------|--------|
| | Boys | Girls | Boys | Girls | Boys | Girls | Boys | Girls | Boys | Girls | |
| 2005 | 14,246 | 14,590 | 9,582 | 9,815 | 2,849 | 2,880 | 9,939 | 9,799 | 36,617 | 37,085 | 73,702 |
| 2006 | 13,245 | 13,558 | 8,980 | 9,150 | 2,545 | 2,649 | 8,978 | 8,990 | 33,748 | 34,347 | 68,095 |
| 2007 | 12,587 | 12,805 | 8,558 | 8,715 | 2,427 | 2,614 | 8,689 | 8,661 | 32,261 | 32,795 | 65,056 |
| 2008 | 12,087 | 12,271 | 8,208 | 8,474 | 2,309 | 2,488 | 8,337 | 8,291 | 30,941 | 31,524 | 62,465 |
| 2009 | 11,918 | 12,027 | 8,088 | 8,351 | 2,247 | 2,379 | 8,142 | 8,133 | 30,395 | 30,890 | 61,285 |
| 2010 | 13,140 | 13,492 | 9,404 | 9,449 | 2,506 | 2,662 | 9,100 | 9,135 | 34,738 | 34,738 | 68,888 |
| 2011 | 11,800 | 11,933 | 8,281 | 8,185 | 2,206 | 2,323 | 8,165 | 8,153 | 30,594 | 30,594 | 61,046 |
| 2012 | 10,519 | 10,838 | 7,401 | 7,276 | 1,888 | 1,971 | 7,271 | 7,336 | 27,421 | 27,421 | 54,500 |

One of the programmes started by the SDF government is for retention of children in schools. Government has various incentives, among them are free uniform which includes shirt, pant, skirts, suitors, shoes, school bags and rain-coats are provided up to primary level and the upper primary level only one set of shirt, pant and skirt is provided. In addition to this a set of free uniform for elementary level children is provided under Sarva Siksha Abhiyan (SSA). Free Text books, Exercise copies and cooked mid-day meal are in general provided to all children

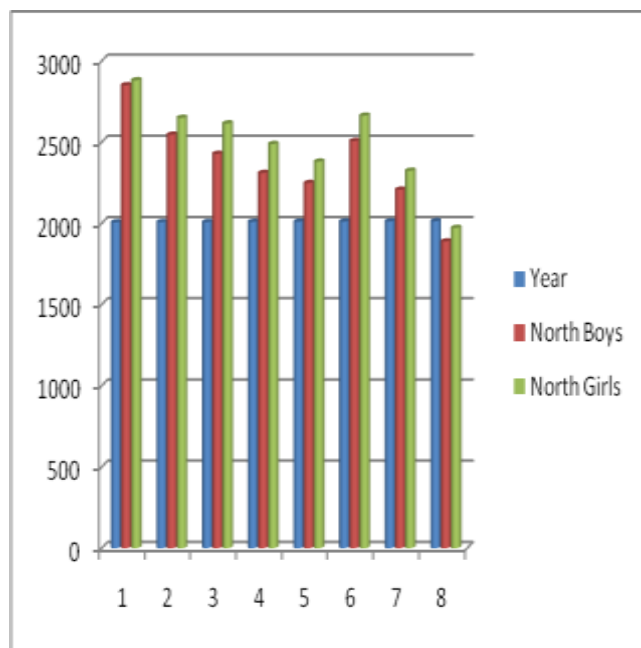
including the children at Monastic school. Other incentives like Pre Metric and Post Metric Scholarship to Scheduled Caste, Scheduled Tribe and girl children under Human Resource and Development Department (HRDD) and Social Welfare Department are the other incentives to increase retention at elementary level. The efforts of the government are bringing fruits. The enrollment of students in schools is increasing year by year. This is illustrated in the table below;



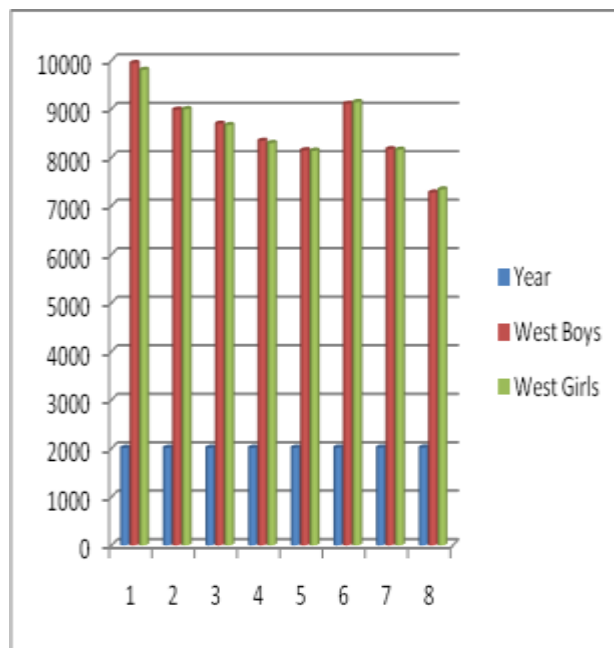
EAST SIKKIM



SOUTH SIKKIM



NORTH SIKKIM

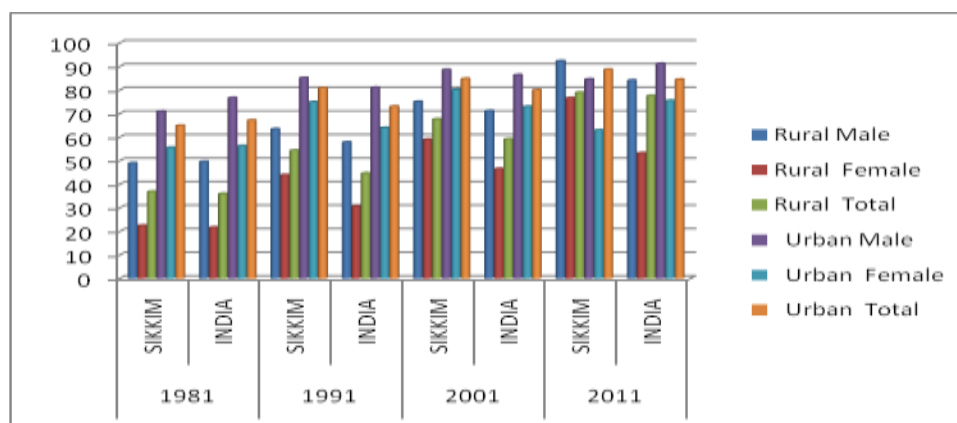


WEST SIKKIM

Table 2 (Source is Census of India, Sikkim Series, 1981; 1991 and 2001. and National Human Development Report, Planning Commission, Government of India , March2002.) indicates the district-wise literacy rate in Sikkim . It shows that the female literacy rate has been lowest in West Sikkim followed by North Sikkim. While female literacy rate is highest in East Sikkim. This has been visible in each decade since 1981 to 2001. In all the aforesaid decades the female literacy fell far short of male literacy in each districts.

Table 3: Literacy rate by areas and sex

| Year | | Rural | | | Urban | | |
|------|--------|-------|--------|-------|-------|--------|-------|
| | | Male | Female | Total | Male | Female | Total |
| 1981 | SIKKIM | 49.01 | 22.52 | 36.94 | 70.98 | 55.61 | 64.93 |
| | INDIA | 49.59 | 21.7 | 36.01 | 76.7 | 56.3 | 67.2 |
| 1991 | SIKKIM | 63.49 | 43.98 | 54.38 | 85.19 | 74.94 | 80.89 |
| | INDIA | 57.87 | 30.62 | 44.69 | 81.09 | 64.05 | 73.08 |
| 2001 | SIKKIM | 75.11 | 59.05 | 67.67 | 88.61 | 80.19 | 84.82 |
| | INDIA | 71.18 | 46.58 | 59.21 | 86.42 | 72.99 | 80.06 |
| 2011 | SIKKIM | 92.35 | 76.63 | 78.95 | 84.62 | 62.97 | 88.71 |
| | INDIA | 84.14 | 53.28 | 77.54 | 91.23 | 75.52 | 84.52 |



On the whole, there is also variation in female literacy rate according to rural and urban areas as shown in Table 3. Table 3 substantiates that the literacy percentage among females in rural areas has been conspicuously far short of female literacy percentage in urban areas. Besides, in rural areas female literacy percentage has been significantly less than that of males. As a whole, female literacy percentage is comparatively less than that of males. Literacy percentage among females in 15 years and above age group though has increased since 1981 to 1995-1996 in Sikkim and at national level. Even then the literacy percentage of females in this age group has been far short of male literacy percentage both in Sikkim and India. As a whole, the increase in literacy percentage among females has been comparatively higher in Sikkim than that at national level. In fact, the reasons for the unequal and slow spread of education among girls in Sikkim may be like elsewhere due to poverty, social customs, negative parental attitudes, poor accessibility to schools and non-availability of schools which have women teachers. But the state government has initiated several measures in view to spread the education among females to a great extent in Sikkim. These included the establishment of separate primary and junior high schools for girls, wherever there is a demand, and the expansion of facilities for higher secondary education in the exclusive girls secondary schools at Gangtok, Deorali, Namchi etc.

7. DEVELOPMENT OF EDUCATION DURING 1990S TO 2000S

Pawan Chamling not only felt for importance and equality of education to be imparted to both the gender of the society, male and female, with no discrimination between them but, he strongly felt that females should be given extra privileges to enable them to come into equal terms with males. In his view he says that to educate a man is to educate only one man but to educate a woman is to educate an entire family.

Literacy rate has been rising since his inception as chief minister, below is presented a table of literacy rate which indicate the rise in literacy rate both in males and females.

- **SDF Government towards Female Education**

SDF government and chief minister Pawan Chamling is putting extra effort to educate girl children. Different programmes have been initiated to increase female enrollment in schools which are as follows;

- **100% Scholarship Scheme:-**

Every year two girls students belonging to the Scheduled Tribe category of nine to ten years of age group are selected and sponsored free education which includes tuition fees, hostel fees and transportation expenditure upto Ph.D level in Hindi language at the Banasthali University, Rajasthan.

- **Prerna Scholarship Scheme:-**

Prerna Scholarship is awarded to the next three girl students from the same merit list already prepared for the award of Merit Scholarship.

The rates of award of Prerna Scholarship are as follows;

| Sl. No. | Name | Position | Rate of Scholarship | Class |
|---------|----------------------|-----------------|---------------------|-------------------|
| A | Elementary Education | 1 st | Rs. 800/- | VI, VII & VIII |
| | | 2 nd | Rs. 700/- | |
| | | 3 rd | Rs. 600/- | |
| B | Secondary Education | 1 st | Rs. 900/- | IX & X |
| | | 2 nd | Rs. 800/- | |
| | | 3 rd | Rs. 700/- | |
| C | Secondary Education | 1 st | Rs. 1200/- | XI & XII |
| | | 2 nd | Rs.1100/- | |
| | | 3 rd | Rs. 1000/- | |

- **Literacy and Education**

Education plays an important role in advancing women's freedom and enhancing their position in society. Over the past 30 years, women in Sikkim have witnessed phenomenal changes in their literacy profile. In both rural and urban areas, the female literacy rates are higher than the national average. Female literacy rates have more than tripled-from 22 percent in 1981 to 76 percent in 2011. Rural female literacy rate increased even more sharply from 8 percent to 73 percent in 2011. Similarly, urban female literacy rate went up from 45 percent in 1981 to 85 percent in 2011.¹

8. WOMEN LITERACY RATE IN HIGHER EDUCATION

Between 2005 and 2012, a total of 70,293 students have enrolled in higher education and professional courses in 25 governmental and private institutions. Of these, almost 44 percent are female 56 percent male students. Institute running technical courses show a comparatively higher gender disparity, with female enrolment at less than 40 percent. Among the institutes running professional courses, Sikkim Government Law College (59%) and Sikkim Manipal Institute of Medical Science (60%), have a larger number of women enrollment than men.

In 2011, a total of 3,210 students were enrolled in four government colleges in Sikkim. Of these 59 percent were female students. There are, however, clear-cut gender differentials across disciplines. In the humanities and social science stream, more than 70 percent of students are female. On the other hand, female students account for only 8 percent of total enrolment in science and 11 percent in the commerce stream. The gender balance in science and commerce is expected to improve with the introduction of science courses in Namchi and commerce in other degree colleges.

The state government nominates students for higher education degree and also for professional courses outside the state. An examination of such nomination during 2001, 2007 and 2010 shows an encouraging trend for girls. Out of 1,438 nominated students around 42 percent were female. Women candidate represented 54 percent of the total students nominated in 2005 and 52 percent in 2010. The proportion of female candidates nominated was 31 percent for engineering and management, 57 percent for B.A.,B.COM., B.Sc. and LLB and 60 percent field of agriculture and veterinary science, hotel management and medical sciences.

¹HRDD, (2013-14), *Human Resource Development Department, Govt. of Sikkim, Gangtok (pg19)*

Notwithstanding this, the entry of females in non-traditional courses and higher degrees is indicative of the new trend against gender stereotypes and of the fact that women are making their presence in all streams. Sikkim is fast emerging as a rich educational hub. Society's attitude towards the education of girls and women is extremely positive. Although disparities still exist the gradual transformation and more representation of girls in higher education in both professional and non-professional courses is gaining momentum.

9. WOMEN IN PHARMACEUTICAL INDUSTRIES SITUATED IN SIKKIM STATE

Commerce and Industries Department of Sikkim's main focus is to promote industrial development in the state of Sikkim. The department was first established as a "Directorate of Industries" in 1977 for imparting training to the youths in making traditional handloom and handicraft products.

In the year 2003, the Directorate was re-christened as the "Department of Commerce & Industries" with the objective of bringing about rapid industrialization in the state based on its natural resources such as flora, fauna, animal husbandry, food processing, forest produce, tourism, hydro power, Pharmaceuticals etc. With package of incentives and subsidies from the central government and with the state, too, chipping in to promote local employment and local units, the government made plans to attract investments in a big way.

The Ministry of Commerce & Industry, Government of India approved the establishment of Growth Centre at Samlik- Marchak and Namli in East Sikkim with both the State and the Central Government contributing towards its development. The basic infrastructural facilities are being developed by various departments of the State Government like the Energy and Power Department, Roads and Bridges Department and the Water Supply & Public Health Engineering Department, these department have taken up construction of boundary pillars and road, electrification and supply of drinking water under the supervision of the Department of Commerce & Industries. The basic need for establishment of such Growth Centre is to jet investors to invest and develop Sikkim into an investors' friendly state which would eventually lead to economic development and prosperity.

Sikkim is becoming a hub for Pharmaceutical industries. While Sikkim has a smallest population than other states of India, it is attracting many industries by its attractive tax incentives. This pharmaceutical boom is influencing the local people of the state as well as other population of the country. This industries have generated many opportunities for many people. Many person has made their livelihood to good levels.

Many pharmaceutical companies and their ancillary units have constructed in Sikkim from the year 2007 In order to avail tax benefits and others; This is one of the main cause for which several pharmaceutical companies have opted to migrate to Sikkim. Besides tax incentives, low manufacturing and labor costs and pollution-free environment have also proved to be the key attractions for these pharmaceutical companies. Till 2014-15, the state was able to attract investments worth of \$414.73 million and the figures continue to grow.

According to India Brand Equity Foundation (IBEF), between 2011-12 and 2016-17, Gross State Domestic Product (GSDP) expanded at a compound annual growth rate (CAGR) of 11.05 per cent to \$ 2.93 billion whereas the Net State Domestic Product (NSDP) expanded at a CAGR of 11.30 per cent to \$ 2.58 billion. The Gross State Domestic Product (GSDP) of Sikkim expanded at a high CAGR of 12.18 per cent between 2011-12 and 2017-18. The state has attracted Foreign Direct Investment (FDI) equity inflows worth \$4.78 billion during the period April 2000 to June 2018, according to data released by Department of Industrial Policy and Promotion (DIPP).

The steady increase of pharmaceutical investments in Sikkim is easy to understand if the policies at play considered. In 2007, the Government of India had approved a package of fiscal incentives and other concessions for the North East Region, namely the North East Industrial and Investment Promotion Policy (NEIIPP), which was a boon for pharmaceutical companies and ancillary units in the region.

Sikkim, which offers 100 per cent excise and income tax benefits in addition to freight subsidy, provides continuous support to set up new plants with other facilities. By 2018, the state will become a full-fledged pharmaceutical hub in the North Eastern region.

Under NEIIPP, which came into force from April 1, 2007, with a validity of ten years, industrial units in the North East region are eligible for 30 per cent capital investment subsidy, income tax subsidy, excise duty exemption

(varying from goods to goods), and reimbursement of insurance premium paid on capital assets, among others. Industrial units can enjoy these benefits for a period of ten years.

A notification from the Union Finance Ministry states, "Doubts have been raised regarding the availability or otherwise of central excise duty exemption under notification No.20/2007 dated 25.04.2007 to new units or units undertaking substantial expansion after 1.12.2014 in the North Eastern region including Sikkim pursuant to the suspension of fresh registrations under NEIIPP. The matter has been examined by the Ministry of Finance in consultation with Department of Industrial Policy and Promotion (DIPP). It clarified that new units or units undertaking substantial expansion shall continue to be eligible for excise duty exemption."

Although the Centre's notification has brought clarity among the industries, NEIIPP should be restored for ease of trade in the North Eastern region. The premier trade and industry body of the North East. Any industrial unit, which will start its operation on or within March 2017, will get tax exemptions. If big pharmaceutical companies can start production before March 2017, they will be eligible for tax benefits for the next ten years i.e. till March 2027. Suspension of NEIIPP is a matter of great concern as the policy was helpful to attract investment for 'Make in North - East' and its continuation is a must to make 'Make in India' initiative successful. . Apart from pharmaceutical companies, ancillary units like packaging, access to raw materials, components, machinery, have also set up their base.

Women are also an important part of the Industrial boom. Pharmaceutical companies situated in Sikkim State make a new employment as well as an important empowerment tool for the Sikkim's women. They are employed in various levels at Pharmaceutical Industries. Both skilled and unskilled women got economic empowerment through the Pharmaceutical Industries present at Sikkim. But here Education and skill become an important factor. In this study we examine the impact of education for employment as well as economic empowerment of women of Sikkim in Pharmaceutical Companies of Sikkim.

Data and sources

The present study is conducted on the pharmaceutical industry and its contribution on women's empowerment in Sikkim state. The study is based on primary data. Primary data have been collected by direct surveying in various pharmaceutical industries of Sikkim. . The results thus obtained by statistical analysis from those data obtained at the time of survey.

Statistical tools used

Simple statistics like simple average and percentage of employment has been used in the present study to study examine the contribution of pharmaceutical industry in women's empowerment. The total percentage share of employment, gender wise, has been used to highlight the present status of women's employment within the pharmaceuticals in state. Further, graphical representation, correlation etc has been applied in the study to test the framed hypothesis. In-addition, objective analysis has been made to study the role of tourism for empowerment of women. Therefore, the present study is analytical and explanatory in nature.

Delimitations of the study

The present paper is delimited to the study of empowerment of women through pharmaceutical industry in Sikkim state. Only the direct employment within the pharmaceutical industry is analysed in the present study.

Result and Discussion

A good number of women are employed by the pharmaceutical companies present in Sikkim, which reduce the total unemployment percentage of the state. On the view point of women empowerment for these pharmaceutical industries plays a major role. Both skilled and unskilled women are employed. Starting from the Class X passed to Post Graduate women are worked in pharmaceutical industries situated in Sikkim State as per their abilities, education and qualities.

10. WOMEN UPLIFTMENT THROUGH TEACHING PROFESSION

Government of Sikkim for the improvement of standard and quality of Education has initiated many programmes and policies for attracting teachers into the profession of Teaching. Government teachers in Sikkim are given high

salaries. Infact the salaries of teachers in Sikkim are the highest in comparison to the employees of other departments in the state. Further the salaries given to the teachers in Sikkim are not only the highest in the state but are also the highest among the teachers of other states of the country.

11. CONCLUSION

Education is one of the most important and basic elements for the process of development and progress of any community, state or nation. It is education which sets the trend for development and upliftment of human mind through the process of learning and knowledge.

Government of a state or the central government is the most vital agency for initiating policies and programmes for the improvement of literacy rate and for creating awareness of the importance of education. Government of Sikkim under the leadership of hard working, capable and determined chief minister Pawan Chamling has initiated many programmes and policies for improving literacy rate in the state and this has been evident by the illustrated data of literacy rate which shows tremendous improvement over the past two decades.

Sikkim shows immense improvement in overall literacy rate and particularly the lagging behind women literacy rate is also on the path of slow but sturdy improvement. Many hurdles have been crossed till date but there still remain many more hurdles to overcome to put Sikkim among the top literate states in the country.

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