

# **International Web Conference**

On

**Women Empowerment through Education, Employment & Entrepreneurship (WE through E<sup>3</sup>)**

**IWCWEEEEE**

**(26-27 June 2020)**

[www.nfedconferences.org](http://www.nfedconferences.org)

**Organized By**



**Department of Economics, School of Management & Economics**

**St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu**

[www.stmaryscollege.edu.in](http://www.stmaryscollege.edu.in)

**In Association With**



**National Foundation for Entrepreneurship Development (NFED)**

**Coimbatore, Tamil Nadu, India**

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**International Web Conference on Women Empowerment through Education, Employment & Entrepreneurship (WE through E<sup>3</sup>) IWCWEEE - 2020**

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*Greatness of any Research is only through its Wider Applicability*

*- K.W. Prof. Dr. R. Ganeshan*

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## **Acknowledgements**

I wholeheartedly thank the honourable international keynote speakers Dr. Haywantee Ramkissoon, Professor, Centre for Contemporary Hospitality & Tourism, College of Business, Law & Social Sciences, University of Derby, Derby, United Kingdom, Dr. Reshmy Krishnan, Associate Professor & Head of Research, Muscat College, Sultanate of Oman, Ms. Saeeda Ahmed, Founding Director, Education Partnerships UK Ltd., London, United Kingdom and Dr. Emma Sitambuli, Founder & Director, Gender Research Evaluations & Training Services (GREAT), Lusaka, Zambia for their venerated presence and enthralling keynote address.

I heartily thank the distinguished national keynote speakers Dr. T. Lavanya Kumari, Professor & Principal, Emerald Institute of Advanced Management Studies, Tirupati, Andhra Pradesh, Dr. K. Rani Lakshmi, Professor & Dean, Faculty of Humanities & Social Sciences, IASE University, Rajasthan, Dr. K. Vijaya, Associate Professor & Head, PG & Research Department of Historical Studies, Quaid-E-Millath Government College for Women (Autonomous), Chennai, Tamil Nadu, Dr. Suganda Ramamoorthi, Associate Professor, Department of Economics, Lady Doak College Madurai, Tamil Nadu, Ms. T. Vanadhi Devi, President, Southern Industrial Academy for Women Entrepreneur Development (SIAWED) & Director, Vista Expedition, Chennai, Tamil Nadu and Ms. Kalpana Heblekar, Chief Executive Officer, Handikrafts Sourcing & Founder, Saferwe Foundation, Bengaluru, Karnataka for their august presence and enlivening keynote address.

I sincerely thank our Chief Patron, Rev. Sr. Flora Mary, Secretary, St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu for her laudable support to this international web conference.

I extend my hearty thanks to our Patrons, Dr. Sr. A.S.J. Lucia Rose, Principal, St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu, Sr. Mary Joyce Baby, Advisor & Director of Self Supporting Courses, St. Mary's College (Autonomous),

Thoothukudi, Tamil Nadu and Mrs. Ramya Kandavel, Director, National Foundation for Entrepreneurship Development (NFED), Coimbatore, Tamil Nadu and & Conference Coordinator, IWCWEEEEE 2020 for their indefatigable support to make this international web conference a grand success.

I humbly thank the Conference Convener, Associate Professor. X. Esther Vimala, Head, Department of Economics, School of Management & Economics, St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu for her diligent efforts in facilitating this international web conference in association with National Foundation for Entrepreneurship Development (NFED), Coimbatore, Tamil Nadu. I extend my profound thanks to all the Organizing Secretaries and Organizing Committee Members for supporting this international web conference.

I extend my hearty thanks to all the revered Session Chairs from different states of India for their invaluable time and scholarly services.

I heartily thank all the authors and research scholars from various academias in submitting their research contributions to this international web conference.

I owe my sincere thanks to all the Presidium Members of NFED for their continuous co-operation towards conducting and hosting this international web conference.

I extend my cordial thanks to Mr. V. Saravanakumar, Director, Centivens Institute of Innovative Research, Coimbatore, Tamil Nadu for publishing the proceedings of our international web conference.

I thank the media and friends for their constant encouragement and support to this international web conference.

Sd/-

KVJ. Prof. Dr. R. Ganesan  
Conference Chair, IWCWEEEEE '2020  
&  
Founder & Chairman  
NFED, Coimbatore, Tamil Nadu

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## **Prologue**

'There is no tool for development more effective than the empowerment of women' - Kofi Annan

Women's Empowerment has a multi-dimensional effect not only in their own lives but also on the family and society. Women's economic empowerment refers to the ability for women to enjoy their right to control and benefit from the resources, assets, income and their own time, as well as the ability to manage risk and improve their economic status and well-being. There is no tool for development more effective than the empowerment of women. The empowered woman is powerful beyond measure and beautiful beyond description. Interestingly, if all women understand and exercises their holistic power, they could remake and rebuild the world. The reason being women are the real architects of any developed nation and progressive society. As women are the largest untapped reservoir of talents in the world, empowering them with the education, employment and entrepreneurship will definitely lead their phenomenal development, which will result in global socio-economic growth and sustenance. Keeping these in view, the International Web Conference on Women Empowerment through Education, Employment and Entrepreneurship (WE Through E<sup>3</sup>) has become indispensable. This international web conference intends to congregate the contemporary researches in upbringing women empowerment. The aforementioned international web conference (IWCWEEEEE 2020) has been organized by Department of Economics, School of Management & Economics, St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu in association with National Foundation for Entrepreneurship Development (NFED), Coimbatore, Tamil Nadu and officially scheduled on 26-27 June 2020 to garner and gauge the inter-disciplinary and multi-disciplinary research contributions towards Women Empowerment.

I am sure this international conference has laid the foundation towards understanding the women empowerment through education, employment and entrepreneurship across the globe.

Sd/-

KVJ. Prof. Dr. R. Ganesan  
Conference Chair, IWCWEEEEE '2020 & Chairman, NFED



## **Conference Objectives**

To understand the problems and prospects of women empowerment through education, employment and entrepreneurship

To congregate the holistic research contributions in accordance with contemporary issues and future challenges for women towards socio-economic development

To act as a platform for global knowledge sharing of various aspects pertaining to women towards achieving sustenance and growth

To encourage and promulgate the women academicians and research scholars from various academia

**St. Mary's College (Autonomous)**  
**Thoothukudi, Tamil Nadu, India**  
[www.stmaryscollege.edu.in](http://www.stmaryscollege.edu.in)

St. Mary's College (SMC), is a premier institution of higher education, founded by the Congregation of Mother of Sorrows in the year 1948, which plays a significant role in shaping the destiny of innumerable young coastal women in and around Thoothukudi, wherein enhancing human dignity by empowering the women in and around the coastal areas of Thoothukudi has been its main concern. It started primarily to benefit the catholic minority and the college strives hard to reach out to the society, mostly identified as economically backward and socially underprivileged. The college is affiliated to Manonmaniam Sundaranar University and has attained Autonomous Status in the year 2009. Also, recognizing this great potential of this college, the NAAC has awarded 'A+' grade in 2018. A holistic education with an overall personality development is ensured through involving students in academic, curricular and co-curricular activities. These activities have increased the morale of students.

## **Department of Economics**

The Department of Economics (DoE) is one of the first departments established (B.A. Economics with History as Ancillary) in 1951 as an Aided Course, the UG Department of Economics celebrated its Diamond Jubilee (1951-2011) in the year 2011. The department was upgraded with Post Graduation as self-supporting course in the year 2013. The department published 2 edited books and 17 books by its faculty members. It has completed 3 UGC Minor Research Projects by the faculties department and 1 ICSSR project is ongoing. The faculty members of the Department are Life Members in Association of Economists of Tamil Nadu and Confederation of Indian Industries, Thoothukudi. The department has organized 1 International, 15 National and State level Seminars and Workshops in which one was sponsored by Ministry of Forest and Environment and 4 have been sponsored by UGC. The quality education with a focus on overall personality development is the hall mark of this department.

# **National Foundation for Entrepreneurship Development (NFED)**

## **Coimbatore, Tamil Nadu**

**(In Pursuance to Create Socio-Economic Sustenance through Entrepreneurship Development)**  
[www.nfedindia.org](http://www.nfedindia.org) | [www.nfed.in](http://www.nfed.in) | [www.nfedawards.com](http://www.nfedawards.com) | [www.nfedconferences.org](http://www.nfedconferences.org)

NFED is a unique socialistic organization, which is predominantly into promulgating entrepreneurship cult across the nation. NFED is driving and thriving on socialistic notion with righteous academicians, corporate citizens and entrepreneurs in its fold, which is established as virtual organization, since 2003 and registered as a full-fledged Trust on 7<sup>th</sup> November 2013 towards accomplishing its mission ‘In Pursuance to Create Socio-economic Sustenance through Entrepreneurship Development. It is headquartered at Coimbatore District, Tamil Nadu and pertinent information regarding activities is floated in its aforementioned official websites.

NFED primarily aims in creating enterprising communities at large in Schools, Colleges and Varsities through its training and development activities, faculty development programmes on research and entrepreneurship development, awareness, workshops, refereed conferences, seminars, etc. pertaining to Management Development, Research Emancipation, Technology Innovation and Entrepreneurship Development. It frequently engages in research and development activities by publishing research articles, book chapters and edited books on holistic research, which congregates the disciplines like, engineering, technology, sciences, management, arts and humanities.

NFED encourages the entrepreneurial spirit of youths and facilitates them with opportunity guidance. Also, serves under a glocal perspective to bring in prosperity by and large to foster entrepreneurial progression amongst all communities in general and women in particular, across the nation. It has associated and collaborated with academia including, schools, colleges, varsities, etc. and also with national and international organizations. It has instituted numerous programmes hitherto towards promulgating entrepreneurship development, career development, employability skills, research publications, women empowerment, etc. Besides, these aforementioned aspects, it also recognizes talents and potential among various domains towards identifying the righteous pillars in shaping the nation and creating social sensation towards achieving socio-economic progression and sustainable growth. Hence, the Founder & Presidium Chair of NFED has instituted and enacted national awards, wherein it celebrates the National Women’s Day (8<sup>th</sup> March 2014 onwards), National Teachers’ Day (5<sup>th</sup> September 2010 onwards) and NFED’s Foundation Day (7<sup>th</sup> November 2014 onwards) as the National Entrepreneurs’ Day. This encompasses the Teaching Communities, Women Communities and Entrepreneurial Communities who are the role models and realistic cause for country’s development and to bring in a holistic prosperity.

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**Sr. Mary Joyce Baby**

Advisor & Director of Self Supporting Courses  
St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu  
**Ms. Ramya Kandavel**  
Director

National Foundation for Entrepreneurship Development (NFED)  
Coimbatore, Tamil Nadu & Conference Coordinator

Conference Chair  
**KVJ. Prof. Dr. R. Ganesan**  
Founder & Chairman  
National Foundation for Entrepreneurship Development (NFED)  
Coimbatore, Tamil Nadu

Conference Convener  
**Asso. Prof. X. Esther Vimala**  
Head, Department of Economics  
School of Management & Economics  
St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu

## **Conference Chair**

### **KVJ. Prof. Dr. R. Ganesan**



**Karma Veer Jyoti. Professor Dr. R. Ganesan** earned his doctorate from the reputed IIT Delhi with a special focus on Entrepreneurship Development. He possesses more than two decades of research experience in the field of entrepreneurship and management. He has served in different academia ranging from Deemed Varsities, Engineering Colleges, Arts & Science Colleges, B-Schools and International Varsities. He has more than 70 research contributions to his credit, which are published in refereed and indexed journals, books, book chapters, monographs and conferences. He is a global author in Women Entrepreneurship, whose research papers are listed in Google Scholar and indexed in ISI (AHCI), MLA Citations, Scopus, EBSCO, ASOS, Cabells' Directory etc. He has authored two books on women entrepreneurship development and insurance management, which have been published at Germany. He is serving as editorial member and reviewer for numerous journals and possesses more than 17 years of editorial experience. He has edited more than 500 research articles to his credit, which includes his editorial experience across refereed and indexed journals, conferences and book chapters at national and international levels. He has hosted 3 refereed and indexed national conferences and 2 international conferences and conducted 26 faculty development programmes and 6 webinars focusing on Research & Development (Research Insights, Research Structuring, Publication Strategies and Publication Prospects) and Entrepreneurship Development Programmes at national and international levels. He is the Founder and Chairman of the renowned National Foundation for Entrepreneurship Development (NFED), Coimbatore, Tamil Nadu. He has delivered more than 150 sessions and webinars on Research Insights and Publication Strategies, Entrepreneurship, Managerial Skills, Career Development, Employability Skills, etc. across the nation. In commemorating his laudable academic, research and societal transformational services through upbringing entrepreneurship development he has been conferred with the prestigious title Karma Veer Jyoti (KVJ) by Indian Confederation of Non-Governmental Organizations (iCONGO), New Delhi, India on 22<sup>nd</sup> March 2015. He is the recipient of PFLA Excellence Award for his 'Outstanding Service to Education and Entrepreneurs' community from People First Leadership Academy (PFLA), Bengaluru, Karnataka on 19<sup>th</sup> January 2019. He has been conferred with 'Order of Eminence' the highest honour for his global contribution to research, teaching and training in Entrepreneurship Development by the Presidium of NFED in its 10<sup>th</sup> National Teachers' Day Awards on 5<sup>th</sup> September 2019 at Coimbatore, Tamil Nadu. He has been conferred with the Prestigious MTC Global Distinguished Teacher Award in Entrepreneurship Development in the 9<sup>th</sup> World Edu Summit organized by Management Teachers Consortium (MTC) Global on 7<sup>th</sup> September 2019 at Bengaluru, Karnataka.

## **Conference Convener**

**Asso. Prof. X. Esther Vimala**



**Associate Professor. X. Esther Vimala** earned her bachelors and masters degree in economics from the renowned Holy Cross College, Tiruchirapalli and her master of philosophy from Madurai Kamaraj University. She commenced her teaching career as a lecturer of economics in Fatima College, Madurai and continued her service in St. Mary's College, Thoothukudi, from 1990 onwards. At the light of her interest in environmental economics, she has completed two UGC Minor Research Projects in Industrial Waste Management in Thoothukudi Industries and Biomedical Waste Management in Thoothukudi Hospitals. She has been the member of the organizing committee and organized more than 5 UGC Sponsored projects, 1 Ministry of Forest and Environment sponsored and 6 seminars (including international seminars), conferences and workshops hitherto. She has been the Director for Vermi-Compost project and Coordinator for the training program in which students were trained in jewellery making, glass painting, mat making and art work. She has strived hard for 15 years as an Associate NCC Officer in the Lieutenant Rank to forge the best possible citizens for the nation. She has rendered a remarkable administrative service for five years as Dean of Arts and Dean of UGC Affairs for the development of the institution. Her selfless services apart from training students to achieve better grades, she has groomed the lives of her students, which has always been the driving force that pushes them towards better horizons. In recognizing her indomitable academic services, she has been bestowed with the prestigious life time achievement award on 8<sup>th</sup> March 2020 by the renowned National Foundation for Entrepreneurship Development (NFED), Coimbatore in the 7<sup>th</sup> National Women's Day Awards '2020 for her exemplary research and irrefutable contribution to economics and women's studies. She is currently serving as the Head, Department of Economics, School of Management & Economics, St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu, India.

## **Mrs. Ramya Kandavel**

### **Conference Coordinator**



Mrs. Ramya Kandavel earned her Bachelor's and Master's in Statistics from University of Madras, Chennai and Master's in Applied Psychology from Bharathiar University, Coimbatore. She holds a Diploma in Transactional Analysis from South Asian Association of Transactional Analysts (SAATA). She is a Psychological Counsellor and a Master practitioner in Neuro-Linguistic Programming. Her expertise as a counsellor includes Personal One-to-One Counselling, Stress Management, Psychotherapy and Dream Interpretation. She has published papers and book chapters in Edited Books. She commenced her professional career in the ITES Sector and possesses more than 15 years of administrative experience at various corporates and academic institutes. She joined as an active member in the renowned National Foundation for Entrepreneurship Development (NFED) and has facilitated its national events as Event Anchor, Programme Coordinator, Programme Director and Chief Coordinator. In regarding her impeccable services, the Presidium of NFED has designated her as the Executive Chairman and Director, wherein she oversees the entire administrative activities and also promulgates its social sensational programmes across the nation.

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## **Organizing Secretaries**

**Dr. A. Sudha**

Assistant Professor

Department of Economics (SSC)

School of Management & Economics

St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu

**Ms. D. Susmitha**

Distinguished Fellow

National Foundation for Entrepreneurship Development (NFED)

Coimbatore, Tamil Nadu

&

Founder & Managing Director

Santowa Technologies, Pvt. Ltd. (STPL)

Chennai, Tamil Nadu

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## **Organizing Committee Members**

**Dr. D. Amutha**

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St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu

**Dr. D. Rathi**

Assistant Professor

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St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu

**Dr. Muthu Mahalaxmi**

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St. Mary's College (Autonomous), Thoothukudi, Tamil Nadu

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## **Keynote Speakers**

### **Day I (26<sup>th</sup> June 2020)**

#### **Dr. Reshmy Krishnan**

Associate Professor & Head of Research, Muscat College, Sultanate of Oman

#### **Ms. Saeeda Ahmed**

Founding Director, Education Partnerships UK Ltd., London, United Kingdom

#### **Dr. T. Lavanya Kumari**

Professor & Principal, Emerald Institute of Advanced Management Studies  
Tirupati, Andhra Pradesh, India

#### **Dr. Suganda Ramamoorthi**

Associate Professor, Department of Economics, Lady Doak College  
Madurai, Tamil Nadu, India

#### **Ms. T. Vanadhi Devi**

President, Southern Industrial Academy for Women Entrepreneur Development (SIAWED)  
&  
Director, Vista Expedition, Chennai, Tamil Nadu, India

### **Day II (27<sup>th</sup> June 2020)**

#### **Dr. Haywantee Ramkissoon**

Professor, Centre for Contemporary Hospitality & Tourism  
College of Business, Law & Social Sciences  
University of Derby, Derby, United Kingdom

**Dr. Emma Sitambuli**

Founder & Director, Gender Research Evaluations & Training Services (GREAT)  
Lusaka, Zambia

**Dr. K. Rani Lakshmi**

Professor & Dean, Faculty of Humanities & Social Sciences  
IASE University, Rajasthan, India

**Dr. K. Vijaya**

Associate Professor & Head  
PG & Research Department of Historical Studies  
Quaid-E-Millath Government College for Women (Autonomous)  
Chennai, Tamil Nadu, India

**Ms. Kalpana Heblekar**

Chief Executive Officer, Handikrafts Sourcing  
&  
Founder, Saferwe Foundation  
Bengaluru, Karnataka, India



## **Session Chairs**

### **Track 1: Economics, Commerce, Management (ECM)**

**Dr. Mary Cherian**

Professor, KCT Business School

Kumaraguru College of Technology, Coimbatore, Tamil Nadu

**Dr. Arti Chandani**

Associate Professor, Symbiosis Institute of Management Studies (SIMS)  
Pune, Maharashtra

**Ms. D. Susmitha**

Founder & Managing Director, Suntowa Technologies Pvt. Ltd. (STPL)  
Chennai, Tamil Nadu

### **Track 2: Women's Studies & Arts (WSA)**

**Dr. P. B. Beulahbel Bency**

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**International Web Conference On  
Women Empowerment through Education, Employment & Entrepreneurship (WE through E<sup>3</sup>)  
IWCWEEEEE**

(26-27 June 2020)

**Organized By**



Department of Economics, School of Management & Economics  
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## **Valedictory Note**

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## **Conference Paper Publications**

## A Study on Stress Among Working Women

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### **Abstract**

Stress has both psychological as well as physiological dimensions. Stress is the body's response to the daily events that occur in our life. Everyone experiences stress. Women are more likely than men to report symptoms of stress, including headaches and upset stomachs. Women are also more likely to have a mental health condition that is made worse by stress, such as depression, anxiety, etc. Rapid changes in traditional values, the lifestyle of women, competitiveness, career ambitions, industrialization, and the present pathetic situation in society are the major factors that have changed the whole environment. This change has encouraged and motivated the women to do something on their own, outside home which creates work stress and anxiety. It is very difficult for those who played the role of housewife, mother, daughter, and working women at a time. The main objective of this study is to analyze the level of stress and effect of stress among working. The study includes both primary and secondary data.

**Keywords:** Stress, Occupational Stress, Stress Effects, Working Women.

### **Introduction**

Stress word has been derived from physics and mechanics where it is defined as physical pressure exerted upon, and between different parts of the body, when deformation occurs as a result it is called strain. Stress can be positive and motivate women to achieve notable goals. But stress can also be negative and destructive, taking its toll in many areas. When stress becomes chronic or excessive, it becomes harder to adapt or cope. Chronic stress builds up so that stress seems like a normal way of life for some women. Women are so busy that they do not take time to slow down long enough to think about how stress is negatively affecting them. Long term stress can lead to serious health problems. It seems to be common knowledge that women are generally busier and more stressed than men. It is widely believed that they juggle more roles and are constantly rushing. Stress can cause stress hormones such as adrenaline and cortisol to flood your system. These hormones cause a rise in

heart rate and blood pressure, muscles to tense, an increase in blood sugar levels, and other physical symptoms.

In today's society, women's roles often include family obligations, caregiving for children and or elderly parents, and work responsibilities as well as other roles. As demands increase to fill these roles, women can feel overwhelmed with time pressures and unmet obligations. Women spend more time meeting the needs of others nurturing their own needs. In functioning high-stress levels, women may not even recognize what their needs are. Stress can range from mild and short-term to more extreme and long-lasting. Chronic (long-lasting) stress can affect your mental and physical health.

## Literature Review

Singh (2014) conducted a study to examine the life satisfaction and stress among working and non-working women with a sample of 200 women (100 working & 100 non-working). Using Life Satisfaction Scale by Alam and Srivastava (1996) and stress scale by Layne, Hohenshil and Singh (2004), wherein mean, standard deviation, t' test and correlation were analyzed. The results indicated that there exists a significant difference regarding life satisfaction and stress between working and non-working women. Also, the results revealed that working and non-working women differed significantly in their life satisfaction ( $t=5.52$ ). Moreover, the working women were more satisfied with their life on stress scale, whereas non-working women have a higher level of stress as compared to working women. Furthermore, a significant negative relationship was found between life satisfaction and stress.

Chassie and Bhagat in 1980 studied the differential effects of role stress experienced by women were examined in terms of commitment to the organization, overall job satisfaction, satisfaction with specific aspects of the job, and personal life satisfaction. Role stress was significantly and negatively related to organizational commitment; overall job satisfaction; satisfaction with pay, work, co-workers, and supervision; and personal-life satisfaction. The t-tests analysis revealed significant mean differences between high and low role-stress groups on organizational commitment, overall job satisfaction, and satisfaction with extrinsic aspects of the job. The results are discussed in terms of their implications for role management in the integration of women into modern work organizations.

Kathikeyan in 2017 found that women's role was naturally limited to the family. Since she was the bearer of children, she was fully occupied with her duties as a mother and homemaker. This was no small feat, since the traditional household may be described as both a production and a consumption unit. Many factors like urbanization, technical progress, women's education, etc., have profoundly changed these traditional conditions even in a developing country like India. Stress is a part

and parcel of everybody's life. Though it is both men and women who deal with stress, it is women who tend to be its most common victims. In this present study an attempt has been made to study the stress level among working women in Chennai city. The result revealed that major factors causing the stress among working women are job insecurity, poor motivation, lesser compensation, excessive workload, improper working hours, poor work environment, lack of opportunities and recognition, counselling, training and development, Job design and job analysis, participative management and maternity and paternity leaves. These aspects significantly influence the organisational stress with regard to high pressure in work, work life balance, feeling of inequality and lack of time management and planning is major factors causing the personal stress among working women.

A study conducted by Patil (2016) revealed that stress is a part of modern life, with increasing complexity of life, stress is likely to increase. Stress built in the concept of role, which is conceived as the person occupies in a system. Women's in modern global world have to play a dual role as housewife and career builder. This study was conducted to examine the stress among working and non- working women. It was hypothesised that the working women has more stress than the non-working women. In order to verify the above hypothesis a sample of 90 women were taken. From which working women (N=45) and non- working (N=45). To measure the stress, the stress scale developed by Akahama, Kawamura and Singh (2002) was administrated individually to the subjects. The data were subjected to 't' test analysis and the major findings of the study revealed that the working women has more stress than the non-working women.

## **Problem Statement**

Stress is a common phenomenon. In case of women employees, balancing work and family life becomes difficult in any sector. Hence, women employees are facing a lot of stress and it creates a massive problem most of the time. The stress management is essential for women employees to improve their family and personal life. The study intends to analyze the level and effect of stress among working women in India during COVID 19.

## **Objectives**

- To analyze the level of stress among working women
- To study the effects of stress among working women

## **Methodology**

### **Sample Size**

The study was conducted by taking a sample of 56 working women from various sectors, wherein majority of them are teachers bank employees. The data were collected through online survey.

## **Sampling Techniques**

The study adopted convenience sampling technique for selecting respondents.

## **Data Collection & Analysis**

The study included both primary and secondary data, wherein primary data were collected through structured questionnaire, which has been administered among women working in different sectors. The secondary data were collected from journals, research studies, and websites. The simple percentage analysis has been used to analyze the data.

## **Results & Interpretation**

**Table 1: Distribution of Marital Status of Working Women**

Option	Frequency	Percentage
Single	5	8.92
Married	51	91.03
Total	56	100.00

(Source: Primary Data)

Table-1 reveals the distribution of marital status of working women, wherein 91.03 percent are married and 8.92 percent are single.

**Table 2: Distribution of Age of Working Women**

Option	Frequency	Percentage
S.S.L.C	2	3.57
Pre-Degree	2	3.57
Degree	17	30.36
Master's degree	33	58.93
PhD	2	3.57
Total	56	100.00

(Source: Primary Data)

Table 2 shows the perception of respondents based on their educational qualification. It is classified into five categories. 58.63 percent of women are qualified master's degrees 30.36 percent are degree, 3.37 are PhD, Pre-Degree and S.S.L.C. Higher educated women experienced more stress than less qualified women.

**Table 3: Distribution of Occupation of Working Women**

Option	Frequency	Percentage
Teacher	31	55.40
Assistant professor	14	25.00
Bank employee	5	8.90
Medical	1	1.80
Others	5	8.90
Total	56	100.00

(Source: Primary Data)

Table 3 shows the occupation status of respondents. It has been revealed from the above table that 55.4 percent are from the teaching profession; 25 percent are working in different colleges. 8.9 percent of women are bank employees. The teaching profession includes more stress than other professions.

**Table 4: Distribution of Competency of Working Women**

Option	Frequency	Percentage
Agree	19	33.90
Disagree	5	8.90
Neutral	16	28.60
Strongly Agree	15	26.80
Strongly Disagree	1	1.80
Total	56	100.00

(Source: Primary Data)

Table 4 reveals the work competency of workers, wherein 28.6 percent women workers are agreed that they can compete with colleagues at the workplace.

**Table 5: Distribution of Worry About Retrenchment / Layout**

Option	Frequency	Percentage
Agree	8	14.30
Disagree	13	23.20
Neutral	18	32.10
Strongly Agree	5	8.90
Strongly Disagree	12	21.40
Total	56	100.00

(Source: Primary Data)

Table 5 shows the worry about lay off or retrenchment. Out of 56 respondents, 32.1 percent are satisfied with their jobs. They have no tension or stress regarding the retrenchment or layout.

**Table 6: Distribution of Ability to Meet out the Demands of the Job**

Option	Frequency	Percentage
Agree	22	39.30
Disagree	7	12.50
Neutral	10	17.90
Strongly Agree	16	28.60
Strongly Disagree	1	1.80
Total	56	100.00

(Source: Primary Data)

Table 6 indicates the ability of women employees to meet the demands of the job, wherein 39.3 percent of women are satisfied with their working conditions and meeting job demands

**Table 7: Distribution of Duration of Work and Overtime**

Option	Frequency	Percentage
Agree	15	26.80
Disagree	10	17.90
Neutral	12	21.40
Strongly Agree	12	21.40
Strongly Disagree	7	12.50
Total	56	100.00

(Source: Primary Data)

Table 7 reveals the duration of work and overtime. It has been inferred that 26.8 percent of women employees are doing overtime work and only 17.9 percent of women have disagreed with this.

**Table 8: Distribution of Work Pressure**

Option	Frequency	Percentage
Agree	16	28.60
Disagree	15	26.80
Neutral	13	23.20
Strongly Agree	3	5.40
Strongly Disagree	9	16.10
Total	56	100.00

(Source: Primary Data)

The table 8 shows the work pressure, wherein 28.6 percent respondents opined that they are facing work pressure in the organization.

**Table 9: Distribution of Insecurity in Workplace**

Option	Frequency	Percentage
Agree	3	5.40
Disagree	14	25.00
Neutral	13	23.20
Strongly Agree	4	7.10
Strongly Disagree	22	39.30
Total	56	100.00

(Source: Primary Data)

The above table indicates the insecurity in the work environment, wherein 39.3 percent of respondents opined that they are not facing any kind of insecurity in the organization and 25 percent of women have disagreed with insecurity.

**Table 10: Distribution of Work Efficiency**

Option	Frequency	Percentage
Agree	26	46.40
Neutral	9	16.10
Strongly Agree	20	35.70
Strongly Disagree	1	1.80
Total	56	100.00

(Source: Primary Data)

Table 10 reveals the efficiency of work in which 46.4 percent of women employees are working hard to give better results.

**Table 11: Distribution of Difficulties towards Job Concentration**

Option	Frequency	Percentage
Agree	12	21.40
Disagree	17	30.40
Neutral	10	17.90
Strongly Agree	7	12.50
Strongly Disagree	10	17.90
Total	56	100.00

(Source: Primary Data)

Table 11 shows the concentration of women in their job. The table indicated that 30.4 percent of respondents are very much involved in their job and they are not facing any problem of concentration. 21.4 percent are facing difficulty in their job.

**Table 12: Distribution of Relationship with Colleagues and Peer Group is Healthy and Cordial**

Option	Frequency	Percentage
Agree	21	37.50
Disagree	1	1.80
Neutral	12	21.40
Strongly Agree	22	39.30
Total	56	100.00

(Source: Primary Data)

Table 12 shows the relationship between women employees with their colleagues and peer groups. It is inferred from the table that 39.3 percent have strongly agreed that relationship with peer group is health and cordial.

**Table 13: Distribution of Time Spending at Workplace and Outside Relationships**

Option	Frequency	Percentage
Agree	11	19.60
Disagree	18	32.10
Neutral	13	23.20
Strongly Agree	7	12.50
Strongly Disagree	7	12.50
Total	56	100.00

(Source: Primary Data)

Table 13 reveals the relationship between spending time to maintain outside relationships and overtime work out of which 32.1 percent opined that they get enough time for maintaining outside relationships.

**Table 14: Distribution of Expected Promotion**

Option	Frequency	Percentage
Agree	18	32.10
Disagree	9	16.10
Neutral	16	28.60
Strongly Agree	8	14.30
Strongly Disagree	5	8.90
Total	56	100.00

(Source: Primary Data)

The above table indicates 32.1 percent of respondents are satisfied with the promotion.

**Table 15: Worry about works and its effect on sleep**

Option	Frequency	Percentage
Agree	14	25.00
Disagree	11	19.60
Neutral	13	23.20
Strongly Agree	12	21.40
Strongly Disagree	6	10.70
Total	56	100.00

(Source: Primary Data)

Table 15 reveals the worry about work and its effects on sleep, wherein 25 percent agreed that they get enough sleep. 23.2 percent have no such issues.

**Table 16: Distribution of Tired Feeling in Working Hours**

Option	Frequency	Percentage
Agree	16	28.60
Disagree	10	17.90
Neutral	14	25.00
Strongly Agree	10	17.90
Strongly Disagree	6	10.70
Total	56	100.00

(Source: Primary Data)

Table 16 reveals 28.6 percent have strongly agreed towards having tiresome feeling during working hours and 25 percent of the respondents have no tiresome feeling.

**Table 17: Distribution of Ability to Receive Support from Boss, Colleagues and Juniors**

Option	Frequency	Percentage
Agree	23	41.10
Disagree	3	5.40
Neutral	13	23.20
Strongly Agree	17	30.40
Total	56	100.00

(Source: Primary Data)0

Table 17 shows the support received from colleagues and juniors in which 41.1 percent are maintaining a healthy relationship with juniors and colleagues and only 5.4 percent disagreed.

**Table 18: Distribution of Symptoms of Stress Among Working Women**

Option	Frequency	Percentage
Headache / Tension	30	53.60
Fatigue / Tired	24	42.90
Body Pain	17	30.40
Back pain	24	42.90
Neck pain	13	23.20
Wrist / Hand pain	10	17.90
Shoulder pain	11	19.60
Ankle / Foot pain	15	26.80
Weight trouble	11	19.60

(Source: Primary Data)

Table 18 shows the various symptoms of stress on working women, wherein 53.6 percent of respondents are suffering from headaches and tension and 42.9 percent are fatigued or tired and back pain issues respectively. Also, 30.4 percent have body pain and 26.8 percent possesses ankle or foot pain. Furthermore, 19.6 percent have shoulder pain and weight trouble respectively. Only 17.6 percent are having wrist or hand pain.

**Table 19: Distribution of Effects of Stress in Work**

Option	Frequency	Percentage
Decision making	18	32.00
Poor attitude	3	5.40
Exhausted at the end of day	16	28.60
Unable to work longtime	11	19.60

(Source: Primary Data)

The above table indicates that 32 percent opined that stress adversely affects the work of women on their decision making and 19.6 percent expressed that they are unable to work for a long time and feel exhausted at end of the day.

**Table 20: Distribution of Effects of Stress in Daily Life**

Option	Frequency	Percentage
Loss of patience with spouse and children	15	29.40
Restricted household duties	17	33.33
Interaction with the ability to participate in hobbies and other activities	13	25.50

(Source: Primary Data)

Table 20 reveals the effect of stress on the daily life of working women. It is understood that stress creates a negative impact on family life, wherein they are

unable to complete household duties and lack of interest in hobbies and other activities. It has been observed that 33.33 percent have opined that stress adversely affects in doing household duties.

## **Findings**

- The majority of the respondents are married.
- Higher educated women experienced more stress than under-educated.
- Women teachers face more stress than other professionals.
- Some of the respondents are not able to compete with their colleagues.
- Working women are not worried about retrenchment or layout in the organization.
- Most of the women employees are achieving their efficiency.
- Overtime working should be the main problem faced by working women.
- Women workers are facing work pressure in the organization.
- The respondents should not face any insecurity in the job.
- Most of them are maintaining healthy relationships with their colleagues and juniors.
- Working women get enough time to maintain outside relationships.
- They are satisfied with promotion and career advancements.
- Women employees get support from boss or superiors.
- Most of the women are stressed with health issues like headaches, tension, ankle pain, foot pain, neck pain, tension, weight trouble, etc.
- In certain circumstances, stress adversely affects the work of women like poor decision making, poor attitude, inability to work, etc.
- Stress also creates a negative impact on the family life of women. It includes unable to complete household duties, lack of interest in hobbies, and other activities.

## **Discussions**

The purpose of this study was to analyze the stress among working women. The study revealed that working women are facing more stress than non-working women. In this study, it identified that teachers are more stressed than other professionals. The overtime work and family management are the main reason for stress among women. In most of the circumstance's women are not able to cope-up with family as well as professional management. It leads to health issues like headache, tension, body pain, back pain, etc. Hence, appropriate measures should be taken to reduce the stress by providing certain relief techniques within the organization itself.

## **Recommendations**

- Stress affected by the efficiency of employees.

- To maintain individual stress at the workplace, organizations should provide a positive and favorable working environment for women.
- Higher authorities should investigate the reasons for stress and provide valuable support.
- Women employees should need sufficient support from home and organization to maintain their work-life balance.
- Diagnostic tests and consultation should be conducted by the medical clinic, which will help to measure the physiological scale of stress.
- A supportive and positive culture should also be established within the organization and the family.
- Avoid multiple tasks like overtime, providing extra duties, etc.
- Proper communication should be made with women by spouse, children, and boss to reduce their level of stress.
- Counselling, meditation, yoga, entertainment should be carried out to reduce and relax the mind.
- Always encourage and support working women for their dedication and family management.

## Conclusion

In today's fast paced world, women are experiencing more stress at every stage of their lives than ever before. Stressors are external events, including pressures in people's lives, such as divorce, marriage, children, work, and money. The experience of stress is related to how we respond to these stressors. One person's stressor can be another person's motivator. To successfully manage stress in everyday lives, one can learn to relax and enjoy life. From the study it is concluded that the main causes of stress among working women are goal achieving, overtime, work pressure, health issues and tension. Hence, to reduce stress different stress management techniques like meditation, yoga breathing, various relaxation techniques should be used. Also, a personal wellness plan with built-in periods of recovery and self-care can help women manage stress and empower themselves to make healthy life changes.

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## **Problems and Challenges Faced by Urban Working Women in Thoothukudi**

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### **Abstract**

The main objective of the study was to understand the problems and issues faced by urban working women in India. The objectives also included identifying the key socio-economic attributes contributing to women's status, safety and security, and to study women's involvement in various activities/ organizations for improving of family, community and society. The results of the study showed that different age group of working women have different kinds of problems and challenges and different categories as married, single, divorcee, single parent, separated, have different issues at stake in the workplace. Some problems are definitely common, like mental and physical stress, lack of proper balance between employment and family care, unfair treatment in the workplace, stressful life and work place discrimination etc. The study was confined to the urban working women in white collared jobs in the city of Thoothukudi, Tamil Nadu, India.

**Keywords:** Physical Stress, Mental Stress, Discrimination, Self-Reluctant.

### **Introduction**

In the history of human development, women have been as vital in the history making as men have been. In fact, higher status for women vis-à-vis employment and work performed by them in a society is a significant indicator of a nation's overall progress. Undoubtedly, without the active participation of women in national activities, the social, economic or political progress of a country will deteriorate and become stagnant. But ironically and tragically, women employees in general, are not taken very seriously by their superiors, colleagues, or society at large. It is having a career poses challenges for women due to their family responsibilities. Traditionally, Indian women had been home makers but in the recent decades, proper education and better awareness, in addition to the ever increasing cost of living has made them to go out and choose careers. In a patriarchal society like India it is still believed that a man is the primary bread

winner of his family. It is generally perceived that gender bias against working women starts right from the stage of recruitment. Most of the Indian men are not ready to accept that women are capable enough to work side by side with men in all the sectors, other than in a few limited ones like teaching, nursing and in clerical sectors. Moreover, their capabilities are generally underestimated as a result of which, Indian women have a tendency to opt for less demanding jobs even if they are highly qualified. Women have the responsibilities to effectively manage their multiple roles in domestic as well as professional lives. Also, men generally do not offer any help in the household work. This makes the life of working women extremely stressful.

## **Literature Review**

Burke, Koyuncu and Fiksenbaum in 2006 examined the relationship of the perceived presence of organizational practices designed to support women's career advancement and their work attitudes and satisfaction and their psychological well-being. Data were collected from 286 women in managerial and professional jobs working in a large Turkish bank, a 72 percent response rate. Another research study by Ali, investigated the challenges facing women in career development. She found that most of the women employees were dissatisfied with career development programmers and women were discriminated against in career development opportunities. The study recommended that organizations should strive to ensure that career development programmers were set to enhance career development amongst women employees. Furthermore, the top management should also be committed to the career development of women, and organizations should also introduce affirmative action to urgently address career development of women (Ali, 2011).

## **Need & Significance**

Educated urban women are presumed to be more aware of the opportunities and challenges of the workplace or educated urban women can better understand their roles and limitations in the workplaces and are perceived to be bold enough to develop their own personalities, with or without encouragement from their families. An assessment of the problems and issues plaguing urban working women is therefore a necessity for better understanding of workplace dynamics related to women. It is during earlier days there were some man-made boundaries for women but now women play vital roles in different sectors. Women today are breaking that boundary and are playing the dual role of balancing domestic life as well as professional life, giving a boost to their societal status in the process. The major problems for working women arise out of the dual responsibilities of the working woman - domestic work as well as office work.

## Objectives

- To gain knowledge about the problems and challenges faced by urban working women in the workplace
- To identify the key socio-economic pointers contributing to women's status, safety and security

## Scope

The study is exploratory in nature and seeks to identify the problems and challenges faced by urban women in different professional sectors like public sector enterprises, banks, schools and colleges, hospitals, commercial organizations, etc. Furthermore, the study also aims also at finding out the organizational supports for women employees so that the women employees are able to give their best to their organization and are able to reach their fullest potential. The present study surveyed only urban women employees in white collar jobs who have been in their jobs for atleast six months.

## Methodology

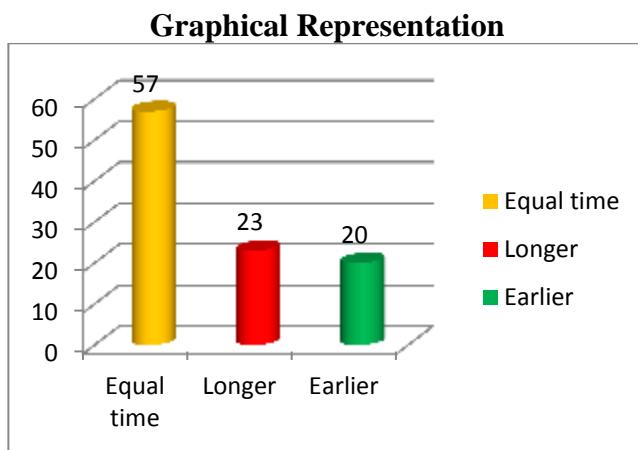
The samples are selected using convenient sampling. The study is based on primary data collected through questionnaire method from 100 working women Thoothukudi city to find out the possible solutions that could help them to overcome the problems that they face in the workplace. Also, mixed method approach involving face-to-face interviews, focus group discussions and questionnaire technique including both close-ended and open-ended questions have been chosen for effective elicitation of data from the respondents. In addition to this, triangulation method has been adopted for establishing validity and reliability of the study.

## Results & Interpretation

**Table 1: Distribution of Time Taken for Women to Get Promoted as Compared to their Male Colleagues**

Particulars	No. of respondents
Equal time	57
Longer	23
Earlier	20

*Source: Primary Data*



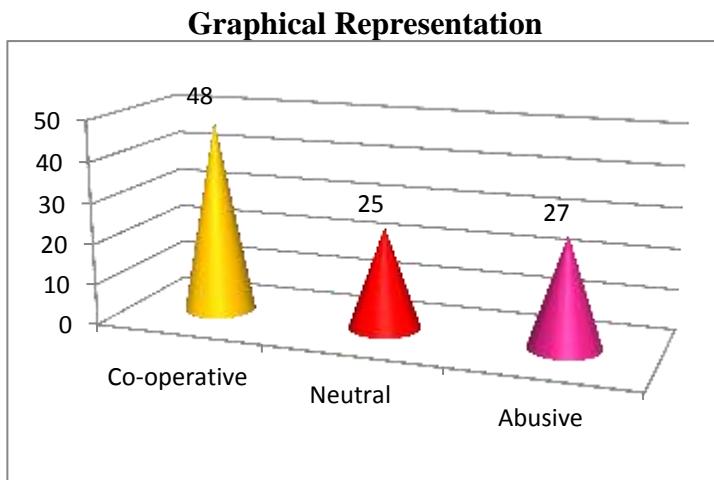
**Fig. 1**

The table-1 and fig.1 reveals 57 percent of female employees were promoted at the same time irrespective of their gender, 20 percent women were promoted earlier than their male colleagues and 23 percent took longer than their male peers. The above data reflects that gender bias related to promotions do not prevail much in the working atmosphere.

**Table 2: Distribution of Attitude of Boss towards Female Colleagues as Perceived by Women Employees**

Particulars	No. of respondents
Co-operative	48
Neutral	25
Abusive	27

*Source: Primary Data*



**Fig. 2**

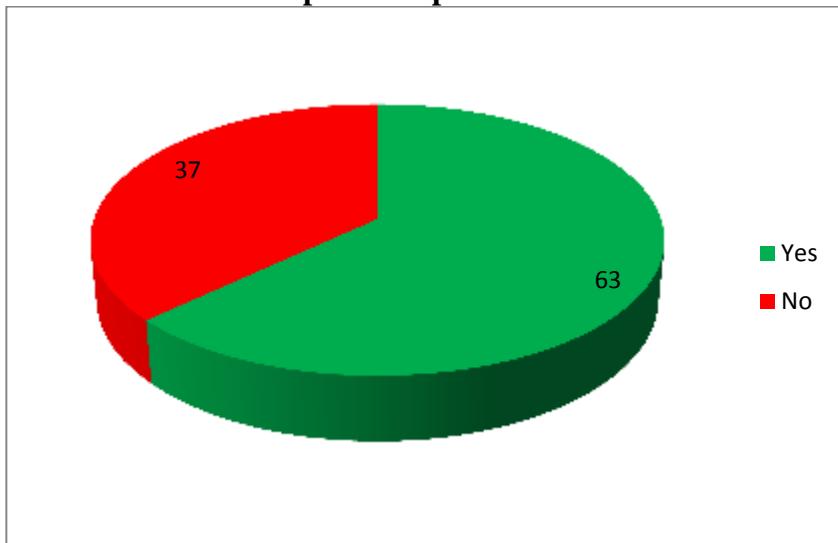
Table 2 and Fig.2 shows 25 percent female agreed that their boss attitude towards them were neutral, 48 percent women said that their boss was co-operative with them and 27 percent women said their boss attitude towards them were abusive.

**Table 3: Distribution of Perception of Prevalence of Sexual Harassment or Under-Estimation on the Basis of Gender**

Particulars	No of Respondents
Yes	63
No	37

*Source: Primary Data*

**Graphical Representation**



**Fig. 3**

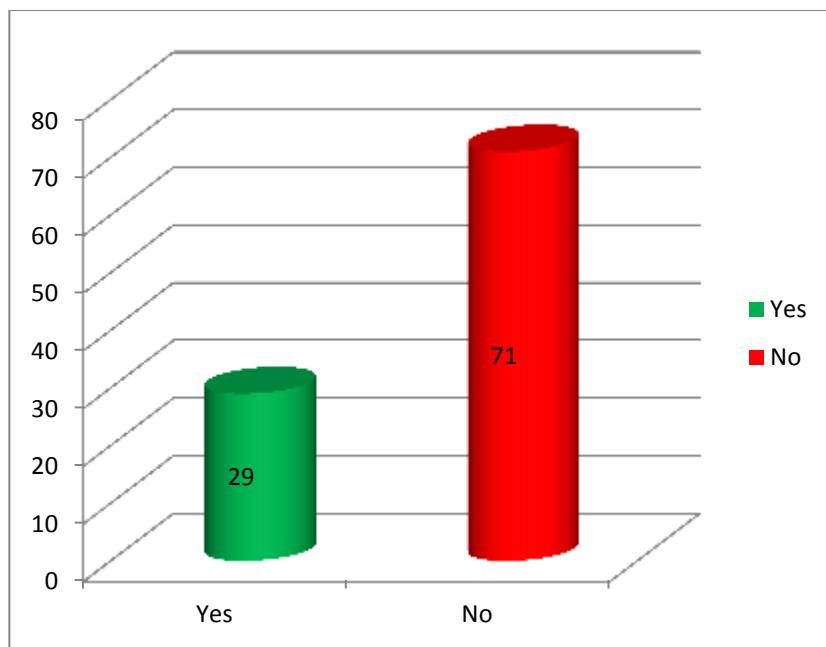
Table 3 indicates 63 percent of females agreed that sometimes they felt hesitant to work with male colleagues and 37 percent said that they were not comfortable with male colleagues. The reason for such high percentage of women not feeling comfortable working with their male colleagues could be their lack of self-confidence, or the inherent distrust for men in our society, reinforced down the years by negative experiences and general awareness.

**Table 4: Distribution of Experience of Sexual Abuse at Workplace**

Particulars	No. of Respondents
Yes	29
No	71

*Source: Primary Data*

## Graphical Representation



**Fig. 4**

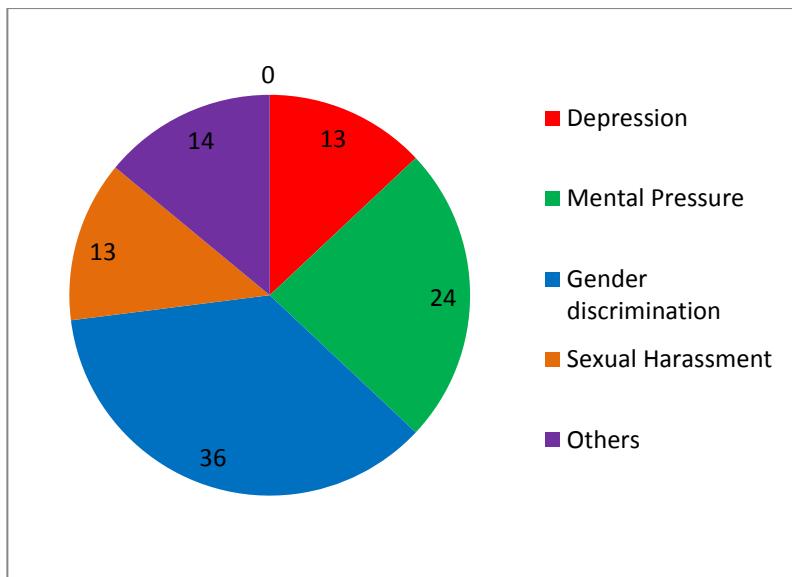
According to the above table and figure 84 percent women said that they had not faced any kind of sexual abuse at their workplace, but a good 16 percent women agreed to have faced sexual abuse at workplace.

**Table 5: Distribution of Women in General Feel that People Respect them in their Workplace**

Particulars	No. of Respondents
Depression	13
Mental Pressure	24
Gender Discrimination	36
Sexual Harassment	13
Others	14

*Source: Primary Data*

## Graphical Representation



**Fig. 5**

Table 5 and fig 5 indicates that most important problems faced by working women are due to mental stress that includes jealousy, rivalry, gossip, character assassination etc. and other workplace problems like physical stress, lack of child-care support, rigid workplace timings, and insufficient salary as per qualifications etc.

## Findings

- 57 percent of female employees were promoted at the same time irrespective of their gender, 20 percent women were promoted earlier than their male colleagues and 23 percent took longer than their male peers.
- 25 percent female agreed that their boss attitude towards them were neutral, 48 percent women said that their boss was co-operative with them and 27 percent women said their boss attitude towards them were abusive.
- 63 percent of females agreed that sometimes they felt hesitant to work with male colleagues and 37 percent said that they were not comfortable with male colleagues.
- 84 percent women said that they had not faced any kind of sexual abuse at their workplace, but a good 16 percent women agreed to have faced sexual abuse at workplace.
- 36 percent of female employees are gender discrimination, 24 percent of the respondents are got mental pressure and 13 percent of the respondents are depressed and sexual harassment respectively.

## **Discussion**

The questionnaire consisted of 16 close ended and 4 open ended questions to meet the objectives of the study. The items in the questionnaire included urban working women issues related key parameters like sexual and mental harassment, promotion issues, family care issues, discrimination based on gender, workplace discrimination and prejudices, safety and security issues, etc.

## **Limitations**

1. The study area is confined to one small township. Hence, results of this study are applicable only to similar kind of situation and analysis.
2. The result may not be valid for over a longer period of time due to fast changing socio-economic and socio-cultural setting in this study area.
3. It is due to paucity of time and accessibility other resources involved in research, the present study is restricted to 100 samples.

## **Recommendations**

- a) Partners can be more sensitive to women's needs, and counter tradition by helping their wives perform daily tasks and take care of children.
- b) Organisations should have an internal code to ensure security of women employees and take measures to ensure that they discharge their job in a secure atmosphere.
- c) Governments should make it mandatory for companies to install Global Positioning System (GPS) in vehicles carrying women, in all industries which engage women in night shifts.
- d) Providing self-defence training to women; installing safety devices and CCTVs at the work place; undertaking police verification of cab drivers, security guards etc.
- e) Child care facilities and Child care leave for working women should be provided by every organization.
- f) Flexible timing and Possibility to work from home are required for working women.

## **Conclusions**

In a patriarchal society like India a particular boundary exists only for women, and if they try to cross that boundary then people start maligning them. The general perception is that if some women are doing things differently, beyond people's limited imagination, and out of sync with traditional thinking, like going out for jobs, wearing different type of fashionable clothes, talking freely with male members etc., immediately they are branded as loose women. India probably has still a long way to go to make our workplaces free from any prejudices, abuses and

harassments. Even then we can still try at solving some of the related issues and problems with some possible solutions that have been mentioned above so that women become stronger and are able to handle any adverse situations.

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## **Economic Empowerment of Tribal Women through Education in Madurai District**

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### **Abstract**

The scheduled tribes are geographically, socially and economically isolated communities. The tribal women are considered as an economic asset in their communities because they play an essential role in social, economic and educational aspects. During the post-independence, the government gave more importance for the educational and economic empowerment of tribal society but still they are lagging in various paths of life such as employment, education, and empowerment. The status of tribal women in India is quite contradictory. The Indian constitution has given equality of opportunities to all the sections of society including tribal women. Only by increasing the access of education their social, economic and individual participation would step up. The present paper identifies the status of educational empowerment of tribal women. The policy makers should link their education and culture to reduce the dropout levels. This would increase their overall educational condition.

**Keywords:** Education, Tribes, Empowerment, Dropouts.

### **Introduction**

Education is equally important for both men and women in the society. It helps both men and women to identify the proper ways to attain development. Yet, tribal women are facing the problem of ignorance more than men. The aim of education is to change their norms, culture and lifestyle. This would aid them to become economically independent. In order to empower them, various skills training programmes needs to be implemented. They have to analyze their living standards, rights and responsibilities and that would increase their participation in all fields. In the 21<sup>st</sup> century, the tribal women's economic contribution towards nation has increased. This will lead to increase in employment opportunities for women and women empowerment and facilitate in removing the bias between women and men. There is an urgent need for the equal participation of women along with men in the aspects of social, economic and political conditions of national development.

This would help the tribal women to reduce poverty, increases the role of education, improving health and also conserving their natural habitat by monitoring the ecological degradation regularly in their natural home.

## **Background**

The scheduled tribes are minority groups; they are around 8.6 percent of the total population of India as per census 2011. The overall 93 percent of the tribes live in rural areas and they are involved in agricultural activities. According to the census 2011, Arunachal Pradesh has a largest number of tribal communities, whereas Uttar Pradesh has a smallest number of tribal communities in India. It is to be noted that Punjab, Haryana, Chandigarh, Delhi and Pondicherry have no Scheduled tribe communities. The role of tribal women is decisive and they are about half of the population in their communities. The tribal women are more important than other social groups because they work hard and the family economy entirely depends on them. They work as laborer in factories, construction, households for increasing the contribution towards their family. Moreover, the tribal women are facing problems and challenges in getting a feasible livelihood. Many government programmes were implemented towards the tribal women empowerment. This would improve their socio-economic conditions and educational empowerment.

## **Review of Literature**

Brahmanandam and Bosu in 2016 conducted a study on “Educational Status among the Scheduled Tribes: Issues and Challenges”. The purpose of this study was to examine the scheduled tribe’s literacy rate, dropout rate and its educational gap among other social groups in India. This study has been supported by the study conducted by Kumari (2018) on “Challenging Issue of Tribal Women Education in India” revealed that the aim of Universal Education has not been achieved in the 21<sup>st</sup> century. The researcher has suggested that the government should execute more policies on improving the standard of higher education.

## **Objectives**

- To study the levels of education, dropouts of Scheduled tribes’ population in Madurai
- To analyze the major problems faced by the Scheduled tribes women and suggest ways to solve them

## **Methodology**

This study is based on secondary sources. The data have been taken from the Census of India 2011, Annual Report of Ministry of Labor & Employment

(2012-13). Keeping the nature of the study descriptive research design has been used. The purpose of this study is to describe the problems faced by tribal women and also to provide suggestions to solve them. The data for the present study related to scheduled tribes' population, literacy and educational levels have taken from the census reports of 2011.

**Table 1: Classification based on Female Scheduled Tribes' Educational Levels**

Year	Educational Level	Total Female Population of Scheduled Tribes	Literate Female Scheduled Tribes Population	Share (in percentage)
2011	Primary	104361	22746	22.00
	Middle	81407	20769	26.00
	Secondary	55050	12949	24.00
	Higher Secondary	51530	0	0.00

*Source: Census Report 2011*

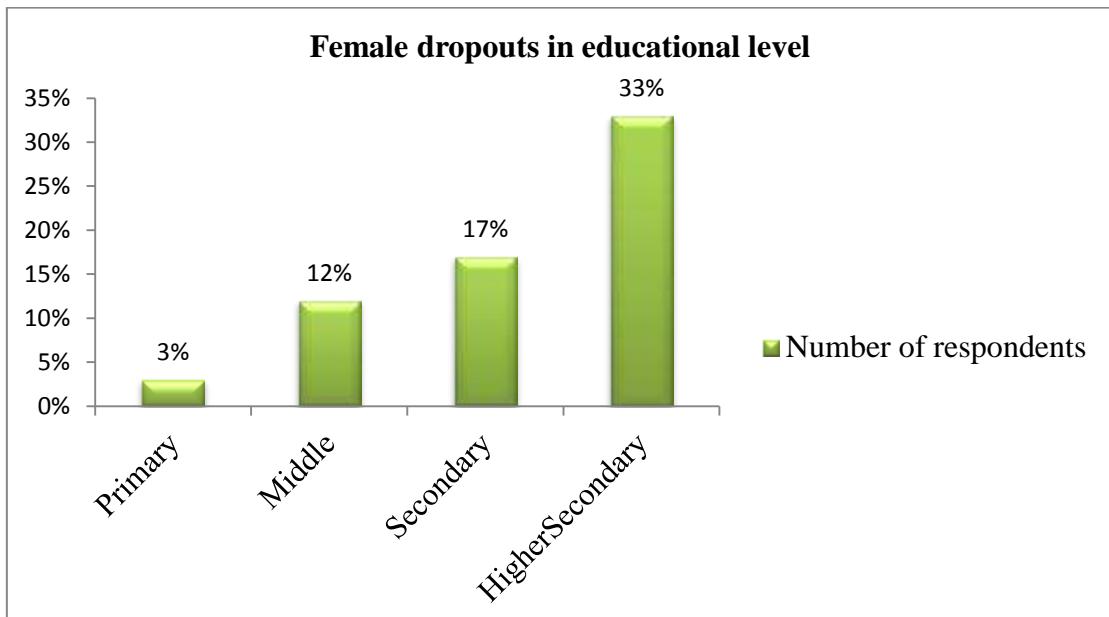
Table 1 shows the classification based on female educational levels in Madurai district. It is observed that half of the total populations have gone upto secondary level of education. I found that from primary level of education up to secondary education was learnt by half of the total population. Most of the tribal areas have not been developed and so there are no educational facilities. This would result in low standard of living. There are no female tribes who were pursuing their higher secondary education due to lack of awareness in education system and also female tribes were forced to getting married earlier.

**Table 2: Classification based on Female Scheduled Tribes' Dropouts**

Educational Level	Total Female Scheduled Tribes Population	No of Dropouts	Share (In Percentage)
Primary	441	15	3.00
Middle	311	37	12.00
Secondary	199	34	17.00
Higher Secondary	184	60	33.00

*Source: Census Report 2011*

**Figure 1: Classification based on Female Scheduled Tribes' Dropouts**



*Source: Census Report 2011*

The Figure 1 shows the classification based on female scheduled tribes' dropouts in Madurai district. The dropout rate of females was lesser in primary education (3 percent) as compared to Middle level of education (12 percent). It means that the girl students went to school at primary level as they receive free education with meals. It is to be noted that since their attainment of puberty 12 percent of the girl students were left out at middle level of education. It was found that girl's dropout is very high at higher secondary level (33 percent) due to several reasons like early marriage, lack of hostel facilities, lack of safety for girls, unavailability of school and lack of interest in subjects as their parents are uneducated. Hence, it is inferred that the enrolment rate of girl students is decreasing as they come to higher education.

## Discussion

In the present study, the researcher identified dropout rates of women tribes in Madurai among different educational levels based on secondary data obtained from Census of India Report, 2011. The percentage and tabulation method was used for statistical analysis of data. In another similar study of Kumari (2018) on tribal women reported that about 10 million girl students are not going for school due to several reasons like poverty, lack of schools in the tribal areas and lack of educational policies. Likewise, the study related to tribal women conducted by Brahmanandam and Bosu 2016 gave suggestions that government policies should also link scheduled tribes education with their culture. Finally, this leads to reducing

the dropout rates of girl students in future. Hence, the school should provide quality education to them including healthcare. Another study was done among tribal women in Haryana by Rana &Rani in 2015.The main aim of this study was to identify their dropout rates in various levels of education. The results showed that some girls were forced by their parents to go for illegal works to generate income for their families. They were economically backward and also school being very far away from their home was another cause of their dropouts. Similarly, a study conducted by Sandhya Rani, Rajini and Neeraja in 2011 suggested that government should provide skill developing programme for tribal women to get empowered. The cause may be the tribal women are from economically socailly backward communities. Hence, the educational access would promote their high standard of living in future. Education is the base for women epowerment.

## Suggestions

The following are the measures may be suggested to overcome the tribal women's problems.

- a) The proper motivation and awareness should be created among the tribal parents. By providing counseling, they should send their daughters to school for pursuing their studies. It would improve the standard of living among tribal population in future.
- b) The government should appoint some tribal women as teachers. That would help in making them feel confident and self-motivated which would further encourage tribal population to get enrolled in the various educational levels. Thus, they would not be discriminated among others in the society.
- c) The government and NGO have to take steps in teaching the tribal literature at school level for both tribal and non-tribal students. This would help in decreasing the scarcity of teachers in tribal regions and also enhancing the proper understanding of tribal culture.
- d) The government should maintain the adequate educational centers and research centers in tribal areas. This would lead to improving the proper understanding of tribal history. And it would also help in preventing the dropouts from the educational institutions.
- e) Since very less amount of tribes is enrolled in higher education, the government should encourage the tribal girls via providing Scheduled tribes scholarship for their education in various platforms.
- f) In the early stage of education, the government should support the schools in tribal areas for undergoing the medium of instructions via tribe's mother tongue. This would increase the deep learning behavior among tribes.

## Conclusion

Education is the essential instrument for the individuals more so in the case of Tribal Women. Furthermore, they can explore more opportunities to increase their wealth and welfare. The reason being, women comprise of nearly half of the population in a country like India, wherein they are important for upbringing of overall economic development. Even though having various governmental policies and schemes for the tribes, they are still lagging and they are facing challenges. Tribal women play a vital role within their region. Hence, empowering them would result in transforming their lives from low standard of living to high skilled jobs and education, which in turn have an effect in developing the entire tribal women community. Also, providing proper educational access, they can eradicate poverty; get wider scope for employment, which will further increase the aspects of political involvement and women tribes' empowerment. This would lead to achieving the overall tribal development.

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## **Locus of Control and Achievement Motivation Among Working Women**

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### **Abstract**

Today, working women have to overcome role conflict, which they experience in their lives. Hence, control perceptions and achievement motivation becomes indispensable for them to balance their work-life. The present research study included 61 working women, wherein data collection tools included Rotter's internal-external locus of control scale and Ray's achievement motivation scale. The study aims to explore the relationship between locus of control, which is one's perception about where their seat of power or control over their life is located and achievement motivation especially among working women. The finding showed that there is a significant relationship between locus of control and achievement motivation among working women. This result suggested that that the working women's belief about how their life is being controlled is related to their motivation to achieve.

**Keywords:** Locus of Control, Achievement Motivation, Internal Locus of Control, External Locus of Control.

### **Introduction**

As human beings evolve, they take more charge of their life. It is with the development of science and technology they are able to gain control over what is happening to them through their skill, knowledge, strong personal dispositions etc, but at times there has been some unseen forces such as economy, society, so called fate and luck, natural calamities control their life. Thus, the human being tends to form beliefs about where their seat of control is located; either it's driven by internal factors or external factors, which is the key concept of locus of control.

Locus of control is an individual's belief system regarding the causes of his or her experiences and the factors to which that person attributes success or failure. This concept is usually divided into two categories: internal and external. If a person has

an internal locus of control, that person attributes success to his or her own efforts and abilities. A person who expects to succeed will be more motivated and more likely to learn. In furtherance, a person with an external locus of control, who attributes his or her success to luck or fate, will be less likely to make the effort needed to learn. Moreover, people with an external locus of control are also more likely to experience anxiety, since they believe that they are not in control of their lives.

Locus of control is often viewed as an inborn personality component. However, there is also evidence that it is shaped by childhood experiences—including children's interactions with their parents. The children who were raised by parents who encouraged their independence and helped them to learn the connection between actions and their consequences tended to have more well-developed internal locus of control. This does not mean that, however, that an internal locus of control is "good" and an external locus of control is "bad". There are other variables to be considered, however, some psychological researches had found that people with a more internal locus of control seem to be better off, e.g. they tend to be more achievement oriented and get better paying jobs (Joelson, 2017). Keeping this in view, achievement motivation was taken as one of the variables in this study, indeed, motivation to achieve forms the basis for achievement orientation that the former could be related to a persons' locus of control as well.

The motivation on the other hand is always the drive for our every action. Achievement motivation can be defined as the need for success or the attainment of excellence. The individuals will satisfy their needs through different means, and are driven to succeed for varying reasons both internal and external. Thus, it seemed justifiable to explore the relationship between locus of control and achievement motivation especially among women, as in Indian cultural context women are always projected as vulnerable at the same time they are seen as a precious power to be protected from threat and danger.

## **Literature Review**

A study conducted by Bansal, Thind and Jaswalin in 2006 found that internal locus of control have a significant relationship with achievement motivation among female adolescents. Also, Bothma and Schepers (1997) revealed that there is a significant relationship between locus of control and achievement motivation. Also, a study conducted by Karkoulian, Srour and Sinan in 2016 explored on gender perspective on work life balance, perceived stress and locus of control found that locus of control and perceived stress of Working women correlated strongly. There lies a difference between a housewife and a woman working outside where the working woman is paid for her work by her employer, whereas the housewife does not get anything for her work. There are many obstacles to female employment in the course of the country's economic development and progress (Mahapatra, 2018).

## **Need & Relevance**

Women who have been raised in this culture, especially more typical in southern part of India could be driven by external factors and their motivation to achieve may also be driven by external motivation factors which is not a healthy one as they might lose the sense of self or might lead to low self-worth. There have been very few studies which explored this concern. Keeping this in view, the study has been initiated to explore the existence of significant relationship between locus of control and achievement motivation.

## **Objectives**

- To find the relationship between locus of control and achievement motivation of working women

## **Hypothesis**

Null Hypothesis ( $H_0$ ): There will be no significant relationship between locus of control and achievement motivation of working women.

Alternative Hypothesis ( $H_1$ ): There will be significant relationship between locus of control and achievement motivation of working women.

## **Methodology**

Keeping the nature of the present study, descriptive research design and purposive sampling procedure has been adopted.

## **Sample**

The study included 61 working women, their age ranges from 23 to 56 years and hailing from both public and private sectors as respondents.

## **Scales**

The standard scales used in the study to measure locus of control and achievement motivation among working women are indicated below:

- The Internal-External Locus of Control Scale (Rotter, 1966)
- Ray Achievement Motivation Scale (Ray, 1979)

## **The Internal-External Locus of Control Scale**

This is a 29-item forced-choice test developed by Rotter in 1966, which includes six filler items intended to make the purpose of the test somewhat more ambiguous.

This is the most widely used and cited measurement of Locus of Control (LOC). The scale showed a reliability value of 0.72 and showed a good validity. The score range from 0 to 23 and a high score equals to external locus of control and a low score equals to internal locus of control.

### Achievement Motivation Scale

The 14 item short form of Ray Achievement Motivation scale was developed by Ray in 1979. The scales reliability value is 0.70 and it has a good validity when compared with other longer scales. Response options for this scale are "Yes", (scored 3), "? - maybe" (scored 2), "No" (scored 1). The scale also has some reverse scored item. The maximum score ranges from 14 to 42 and high scores indicate high achievement motivation and low score indicates low achievement motivation.

### Data Collection Instruments

The data were collected through online, using google forms. They were also asked about their personal information such as marital status, age range, and occupation. The participants were assured of confidentiality and voluntary participation was assured and debriefing message was given after they submitted.

### Data Analysis

The data were analysed using SPSS 25.0 for finding the Pearson Correlation ( $r$ ) between locus of control and achievement motivation of working women.

**Table 1: Descriptive Data**

Average Age Range (In Years)	Married Women	Unmarried Women
30-40	38 (62.30)	23 (37.70)

The Table 1 shows the description about the population. It is indicated from the above table that a vast majority of the respondents (62.30 percent) were married, wherein their average age falls between 30 to 40 years of age. This implies that married women have participated more than unmarried women.

**Table 2: Correlation between Locus of Control and Achievement Motivation**

Variables	N	'r' Value
Locus of Control	61	.348**
Achievement Motivation		

\*\*p<.01

The table shows the perfect positive correlation ( $r=0.348^{**}$ ) between locus of control and achievement motivation at 99 percent level of significance. It is inferred from Table 2 that the null hypothesis ( $H_0$ ) – there will be no significant relationship between locus of control and achievement motivation of working women has been rejected. This implies the alternative hypothesis ( $H_1$ ) has been accepted.

## **Discussion**

Thus, the study is in line with findings of Bansal, Thind and Jaswal (2006), which revealed that locus of control and achievement motivation are closely related. Moreover, the working women's belief about how and where of their life's control highly relates to their motivation to achieve. Women who are working in general, are self-driven to work, unless they are forced by economic crisis. Working women who consider that external forces drive their life outcomes are more likely to have less achievement motivation. Achievement motivation can also be intense even one is in the belief that external factors are controlling their life when they believe that those external factors (say luck or fate) is in favour of them.

## **Limitations**

- Retired and unemployed women were excluded from the study.
- Women having minimum undergraduate qualification have been included in the study.

## **Suggestions**

- The study could be furthered with regression analysis and path analysis by including other related variables.
- The study could have included the intervening variables like socio-economic status.
- The study helped to gain more understanding about working women's expectancies about their life's control and achievement motivation respectively, which facilitate the future researchers to carry a study on control perceptions and motivational factors.

## **Conclusion**

The reality of being aware about ones seat of control helps one to be successful in navigating ones life. Furthermore, one should not go with the flow always and should be mindful about their internal controls as it has the capacity to drive our success. Working women has a greater influence on overall growth of the nation and as they reach higher in their career and grow strong in their personality, which can also create a greater positive impact on the fellow women who are bounded by the same stereotypes, which have been crossed by the former.

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## Role of Women in Economic Development

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### Abstract

Women empowerment and economic development are closely related in one direction, development alone can play a major role in driving down inequality between men and women; in the other direction, empowering women may benefit development. The developmental policies and programs tend not to view women as integral workforce to the economic development process. This is reflected in the higher investments in women's reproductive rather than their productive roles, mainly in population programs. Yet women throughout the developing world engage in economically productive work and earn incomes. They work primarily in agriculture and in the informal sector and increasingly in formal wage employment. However, the earnings are generally low. It has been observed since 1950s that development agencies have responded to the need for poor women to earn incomes by making relatively small investments in income-generating projects. Also, often such projects fail because they are motivated by welfare and not developmental concerns, offering women temporary and part-time employment in traditionally feminine skills such as, knitting and sewing, which have limited markets. To the contrary, over the past twenty years few non-governmental organizations like Self-Employed Women's Association in India have been quite effective in improving women's socio-economic status because they have started with the belief that women are fundamental to the process of economic development.

**Keywords:** Population Programs, Informal Sector, Development Agencies, Income Generating Projects, Non-Governmental Organizations.

### Introduction

The persistent of gender inequality is most starkly brought home in the phenomenon of "missing women". It has been estimated that 6 million women are missing every year (World Bank, 2011) of these, 23 percent are never born and 10 percent are missing in early childhood, 21 percent in the reproductive years and 38 percent above the age of 60. For each missing women, there are many more women who fail to get an education, a job or a political responsibility that they would have obtained if they had been men. The relative deprivation of women and the extent to

which there have been improvements over the last twenty years are apparent in a number of spheres. In access to education in low and moderate income countries, the enrolment rate for girls in secondary school was 34 percent in 2010, while that for boys was 41 percent. Meanwhile, the primary school enrolment has become nearly universal for both boys and girls. In labour market opportunities: women are less likely to work; they earn less than men for similar work and are more likely to be in poverty even when they work. Women spend almost twice as much time on housework, almost five times as much time on child care, and about half as much time on market work as men do. In political representation, women constituted just 19.4 percent of the members of lower and upper houses of parliaments in July 2011. The legal rights of women in many countries still lack independent rights to own land, manage property, conduct business or even travel without their husband's consent. There is a bidirectional relationship between economic development and women's empowerment, wherein the latter is defined as improving the ability of women to access the constituent of development - in particular health, education, earning opportunities, rights, and political participation. In one direction, development alone can play a major role in driving down inequality between men and women; in the other direction, continuing discrimination against women, which has forcefully argued and hinder development. Thus, empowerment in other words has to accelerate development. This present research study attempts to understand the reviews, which are the factual evidence on both sides of the empowerment–development relationship. Firstly, it shows that poverty and lack of opportunity breed inequality between men and women, so that when economic development reduces poverty, the condition of women improves on two counts: first, when poverty is reduced, the condition of everyone, including women, improves. Secondly, gender inequality declines as poverty declines, so the condition of women improves more than that of men with development. However, this is not enough to bring about complete equality between men and women.

## **Review of Literature**

A study conducted by Duflo (2000) finds in households, wherein there is a woman receiving an old-age pension compared to women in households where no one receives a pension such that girls have better anthropometric status (weight for height and height for age). This study supports the research conducted by Atkin (2009) on Mexican data to study the effect of mothers' employment in manufacturing on children's height for age. Also, Engle (1993) provides cross-sectional data from Guatemala to show that a higher female budget share is associated with better children's nutritional status (measured by height for age, weight for age and weight for height). A research study conducted by Phipps and Burton (1998) used data from 1992 Expenditure Survey in Canada and focused on married-couple households, where both spouses work full time. The researchers revealed that a higher share of wives' income is correlated with higher expenditures on child care, children's clothing, women's clothing and food. This is supported by a

research study conducted by Kennedy and Peters (1992) in comparing female headed to that of male headed households in Kenya and Malawi and find that in female headed households (typically headed by a widow, who is often the grandmother of the children in the household), a larger share of the budget is spent on food. The research has documented that, better anthropometric outcomes (weight for age and height for age) for Malawi, wherein the researcher explains that smaller expenditure shares on alcohol.

The econometric specification does not control for income, but interestingly female-headed households have better child anthropometric outcomes despite overall lower incomes. Thomas (1990) uses Brazilian survey data collected in 1974 and 1975 to study gender differences in the impact of non-wage income on health and nutrition in Brazil. He finds that maternal income increases family nutrition by four to seven times more than income of men, wherein total calorie intake as well as protein intake is affected more by female than by male income. Also, the child survival is highly positively related to unearned income of mothers and the effect is 20 times larger compared to unearned income of men. Interestingly, maternal income also has a larger effect on two anthropometric outcomes (weight for height and height for age).

A study conducted by Thomas (1994) uses the relative education level of the wife compared to husband as a proxy for bargaining power. Based on data from United States, Brazil and Ghana, the paper documents that mother's education has a larger effect on the nutritional status of girls (measured by height for age) compared to father's education, while the opposite is true for boys. In addition to this recent randomized field experiments have found that transfers to men running small businesses lead to a substantial increase in business profit a few years later, whereas no such effect is found for women.

## **Objectives**

- To review and understand the relation between women empowerment, education, economic development and poverty levels
- To explore the major problems faced by Indian Women

## **Women Empowerment Initiatives**

- The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women but also empowers the State to adopt measures of positive discrimination in favour of women.
- Within the framework of a democratic polity, our laws, development policies, plans and programmes have aimed at women's advancement in different spheres. From the Fifth Five Year Plan (1974-78) onwards it has been a marked

that there has been a shift in the approach to women's issues from welfare to development. In the recent years, the empowerment of women has been recognized as the central issue in determining the status of women. The National Commission for Women was set up by an Act of Parliament in 1990 to safeguard the rights and legal entitlements of women. The 73<sup>rd</sup> and 74<sup>th</sup> Amendments (1993) to the Constitution of India have provided for reservation of seats in the local bodies of Panchayats and Municipalities for women, laying a strong foundation for their participation in decision making at the local levels.

- India has also ratified various international conventions and human rights instruments committing to secure equal rights of women. The key aspect among them is the ratification of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1993.
- The Mexico Plan of Action (1975), the Nairobi Forward Looking Strategies (1985), the Beijing Declaration as well as the Platform for Action (1995) and the Outcome Document adopted by the UNGA Session on Gender Equality and Development & Peace for the 21<sup>st</sup> century, titled "Further actions and initiatives to implement the Beijing Declaration and the Platform for Action" have been unreservedly endorsed by India for appropriate follow up.
- The Government of India attempted to gender sensitize the Budget initially through the Women's Component Plan (by state governments also) and then more intensively with Gender Responsive Budgeting institutionalized through the Gender Budget Statement published every year since 2005-2006 with the Union Budget (in some states as well). This highlights the budgetary allocations for 100 percent women specific programmes (Part A) and those programmes in which at least 30 percent flows to women (Part B) in the annual expenditure budget.
- The women's movement and a wide-spread network of Non-Government Organizations which have strong grass-roots presence and deep insights into women's concerns have contributed in inspiring initiatives for empowerment of women.

## Gender Disparity

- There exists a wide gap between the goals enunciated in the constitution, legislation, policies, plans, programmes and related mechanisms on the one hand and the situational reality with regard to status of women in India on the other. This has been analyzed extensively in the Report of High level Committee on Status of Women in India, since 2015.
- Gender disparity manifests itself in various forms, wherein the most obvious being the trend of continuously declining female ratio in the population in last few decades. The social stereotyping, violence at the domestic and societal levels, acute wage differentials and discrimination and continuous commoditization in society are some of the other manifestations.

The migration, skewed sex ratio, environmental degradation have added to the women's vulnerability

- The underlying causes of gender inequality are related to social and economic structure, which is based on informal and formal norms and practices.
- Consequently, the access of women particularly those belonging to weaker sections including Scheduled Castes / Scheduled Tribes / Other backward Classes and minorities, majority of whom are in the rural areas and they are in informal, unorganized sector. Also access to education, health and productive resources among others is inadequate. Therefore, they remain largely marginalized, poor and socially excluded.
- The government has recognized these paradoxes and attempted to address these in policies, legislation and programmes. The development programmes introduced to bring gender equality have produced mixed results. Moreover, the legislative changes have faced resistance in their implementation due to social, cultural and religious mores.

## **Women Impacted by Violence**

- Domestic violence
- Rape victims
- Women in trafficking
- Women suffer under witch-hunting
- Acid attacking

## **Women Impacted by Internal Displacement, Disasters & Migration**

- Either for economic reasons
- Conflict e.g. refugee women
- Women who have been displaced because of SEZ, building of dams etc,
- Women impacted by natural or manmade disasters

## **Women & Labour**

- Domestic labour
- Bonded labour
- Destitute women who are homeless

## **Women in Agriculture**

- Land less women
- Marginal farmers
- Agricultural workers

## **Women & Health**

- Women affected by HIV/ AIDS
- Women suffering from life threatening diseases
- Women with Disabilities
- Elderly Women

## **Women belonging to Ethnic and Socially Vulnerable Communities**

- Women belonging to Ethnic and Religious Minorities (especially Muslims)
- Women belonging to Socially Backward Communities (SC, ST & OBC)

## **Single Women**

- Adolescent Girls
- Widows
- Women whose husbands are missing due to Conflict
- Migrant Women (Economic Migration)
- Divorced Women
- Unmarried Women
- Unwed Mothers

## **Homeless & Destitute Women**

The above categories of women find themselves more vulnerable on account of their unique social, cultural circumstances or because they are victims of violence or abuse. These groups require special interventions to address their needs.

## **Women Empowerment & Economic Development**

The Indian women have spread of their age old shackles of serfdom and male domination. She has come to her own and started scaling the ladder of social advance with proud and dignity. Women in India are now uplifted and granted equal status with men in all of life activities including political, social, domestic and educational, but still there is a need to motivate and encourage women to participation because this proportion is out numbered in comparison with total women population. Women empowerment needs some interventions for making women to be involved in economic development of the country. The development interventions must focus on the real gender needs, including women's income and material assets, which will lead to enhancing women empowerment and decrease poverty. It is to be noted that from this aforementioned intervention women

empowerment will commence and lead to the maximum possible extent. Also, with the implementation of some new interventions the rate of increase in women empowerment will raise relatively in all spheres. The research study by Duflo found positive correlation between women's rights and per capita income in terms of a cost benefit calculus. In accordance with this point of view it was clear that by fostering women empowerment rise in economic development is possible.

## **Women Empowerment & Economic Growth**

Most women in India rely more on the informal work sector for daily income. It was proved that female participation in counsels, groups and businesses is seen to be have an increase in efficiency. For instance, empowered women can impact a situation monetarily. The research has been conducted by fortune 500 companies, wherein it was found that those with more women's in the category of board directors had significantly higher financial returns, including 53 percent higher returns on equity, 24 percent higher returns on sales and 67 percent higher returns on invested capital (OECD, 2008). This study shows that there was an impact of women in the overall economic benefits of the company. Furthermore, if this gets implemented on a global scale then women in formal sectors can increase the economic growth of a nation.

## **Conclusion**

It is concluded from the above discussions that women empowerment plays a major role in the developing countries like India. Moreover, by focusing more on women's education they can sustain their importance in each and every category. Also, organizations involving women in decision making can yield productivity in terms of returns. The policy measures have to embrace women workforces at rural as well as informal sectors across the nation for alleviating poverty levels. This in turn leads to enhance their socio-economic status-quo towards achieving overall economic growth.

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## **Indelible Impressions of Women Scientists in India**

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### **Abstract**

Women in India have historically been excluded from knowledge generation and dissemination. Science has been especially considered as a masculine domain. In most patriarchal societies, formal education does not try to dispel myths about women being a subordinate part of society. Amongst practitioners of science and technology in India, women constitute a distinct minority. The apparent absence of women scientists in a specific culture does not necessarily mean that women are not engaged in scientific activities. Gross regional disparities and gender equity issues are evident in History. It is impossible to generalise the contributions of women in science and technology due to heterogeneous culture in India. This research work explores the significance of women's contribution to science and describes how women have challenged preconceived notions about their capabilities. The study attempts to identify the struggles of few women scientists in India who have made indelible mark to establish their identity and also analyse the reasons for their detrimental position in scientific arena. Despite the increasing recognition of the role of women in science and technology, women are still working under an environment dominated by men. Thus, for achieving sustainable development of India, a fair environment is essential, wherein both men and women can compete on an equal footing.

**Keywords:** Science, Technology, Gender Equity, Sustainable Development, Women Scientists.

### **Introduction**

Women's empowerment through science and technology has all the components that enable them to comprehend their potential and shape their lives in accordance

with their aspirations besides strengthening the advancement of science and wealth accumulation. Their participation and commitment in the present day information society on an equal footing with that of men would directly contribute in improving the livelihood of people. However, realizing these potentials is certainly challenging with many variables and barriers. Indian women have historically been barred from knowledge generation and dissemination. Science has been especially considered as a masculine domain. In most patriarchal societies, formal education does not try to dispel myths about women being a subordinate part of society. Amongst practitioners of science and technology in India, women constitute a distinct minority. The challenge thus is to break gender inequality in all dimensions.

## **Review of Literature**

Today, science is considered as an agent of social change, national restoration, economic resurrection and national security. The published literature on women in Science and Technology has also undergone an explosive expansion in the past years. Many studies reveal that Women in science consist of meager representation in all over the world even after the fruitful efforts have taken against the gender discrimination in access to education and employment opportunities. This also clearly indicates an increasing consciousness among men and women scholars to take up the cause of women as contributors to human development and as a collaborator of their male counterpart. Men of Science and Technology in India (1964), a directory published by Government of India contains comprehensive information of scientific and technical personnel with their achievements, who have specialized in their respective branches in India. Krishnaraj (1991) highlights the problems faced by women scientists. Deepak Kumar's, (1995) Science and the Raj – A study of British India, makes implicit and explicit distinctions between colonial and metropolitan sciences in terms of their aims, contents and the mentalities of their patrons and practitioners. Lilavati's Daughters: The Women Scientists of India by Godbole (2008) is a collection of (auto) biographical essays of about 100 women scientists. Kumar (2009) provides an overview of Indian Women engaged in science. The volume brings together the writings of prominent academics and researchers who discuss gender and science in the context of Indian culture and explores the relevance of gender theories.

Women and technology has not drawn enough attention of Indian scholars. Theoretical debate around gender and technology is almost lacking in the philosophy, history and sociology of science. There were debates on the masculine nature of technology, fundamental questions were raised; theories were developed on the mutual shaping of gender relations and technology; debates were framed on the gendered identities and technology. However, a precise attempt to focus on the women scientists in India from the historical perspective is crucial for a progressive state.

## Objective

- To discuss and understand the struggles and contributions of women scientists in India

## Struggle Against Orthodoxy

During 18th and 19th century, in traditional Indian society, women as daughters are kept under the restricted supervision and authority of their parent's right from their infancy to adulthood. Orthodox taboos are imposed on women, such as a daughter's role is very limited and restricted to certain level. The influences, attitudes and stereotyped beliefs by which women are hemmed by males, affect their development and personality in various ways. Their talents and abilities instead of being developed and cultivated, remain unexplored, unsounded and perhaps even undetected, besides being deliberately suppressed or ignored. Domestic sphere was the most important field in woman's activities. Thus, her whole day was occupied with the domestic affairs which formed the usual routine. As regards the education of common women, girls belonging to middle – class family did not receive much education. The subjects of studies were mainly domestic- science such as needle work, embroidery, cooking and household work. This deprivation had natural impact, unfortunate psychological repercussions and inflicted on them, the added burden of frustration, self – pity and inhibition. Increasingly, however, the prevailing view that woman should only fulfill their gendered roles as daughter, sister, wife and mother and should not trouble themselves with work for financial gain or with any other serious intellectual pursuits. Ideally, traditional law and custom struck a balance between the protection of women and respect for women.

Indian women wrote and spoke about women's condition, formed organizations to secure desired change and eventually had an impact on the institutions of their society. Education was foremost on their list, followed by child marriage and the problems of widows and dowry. As women became literate and found a "voice," they were able to express their own version of women's positions, grievances, and solutions.

## Access to Science Education

Intellectuals debated the position of women in the 19<sup>th</sup> century and first time, raised their voice against the inferior status of women in society. Raja Ram Mohan Roy, Ishwar Chandra Vidyasagar, M.G Ranade, Maharshi Karve, Jyotiba Phule, Dayanand Saraswati and many others were quite concerned with woman's subordinate position in the society. With the help of these social reformers, women of India slowly began to recognize their true potential. She therefore, started questioning the rules laid down for her by the society. The 19th century witnessed the consolidation of British power in India and the acceleration of western contact

which brought far-reaching changes in the social structure. The westernization involves certain values preferences. In this way several Christian missionaries played an important role in spreading the western education among women in several parts of the country.

High schools for girls were established for imparting modern education, but initially very few girls enrolled. Despite socio-religious prejudices obstructing education to women, formal education for females gained popularity gradually. The issues of tertiary education and professional participation of women grew up which is resulting in breaking of barriers and earning a respectable position in society and the world. Female literacy crawled from 0.2 per cent in 1881 to 1.8 per cent in 1921. There are quite a number of broad stages in the development of higher education for women. Though some colleges were founded in different parts of British India, the Wood's Despatch of 1854 was the first major pronouncement on female education. In 1857, three universities came in the Presidencies and others came up after 1920.

Among the various sub-disciplines of science, medicine was the first to attract Indian women. The participation of women in engineering remained negligible till the early 1980s. It is only in the past fifteen years that their enrolment has increased. Unlike the medical profession, engineering did not establish exclusive colleges for females. In 1882, Pandita Ramabai persuaded the Hunter Commission for allowing women to become doctors and teachers. In 1883, Chandramukhi Basu and Kadambini Ganguly became the first female graduates of India. The conservative practice of segregation of Indian women necessitated the examination of female patients by women doctors. Hence, qualified women doctors were needed. In 1885 Lady Dufferin established the National Association for Supplying Female Medical Aid to the Women of India. It was referred to as the Dufferin Fund, which helped to start medical training programmes for women. It also sponsored women who intended to train as doctors, nurses and other medical personnel. The following year 1886 saw two Indian women Kadambini Ganguly and Anandi Gopal Joshi qualifying in western medicine. Thus the field of medical education opened up for women of India.

Slowly universities in India allowed the admission of female students to the different courses in science. The Madras Medical College admitted a few girls in 1875 for a certificate course in medicine so that they could treat female patients who were averse to being treated by male doctors. It is only in the twentieth century that some women could get training in Physics and other basic sciences. Between 1935 -1947, the number of women's colleges totaled to 37. They were run by Christian missionaries and Hindu reform organizations. There were also women in co-educational institutions. The field of science has been considered "non-feminine" and therefore for a long time girls were not encouraged to take

science subjects. Science being the most advanced branch of knowledge, women were late entrants.

Since Independence, the Indian Parliament has adopted major policy statements relating to higher education and S&T development. Article 15(1), 16(1), 16(2) of our Constitution provide for equal rights and privileges for both men and women and guaranteed equality and liberty. Men and women were declared equal before law. With this constitutional safeguard, a feeling that the problems of inequality, inferiority and discrimination against women have been solved was generated. The Kothari Education Commission (1964-1966) emphasized that Mathematics and Science are important subjects and adequate preparation therein is essential to gain admission to significant courses at the university stage. It recommended that special efforts should, therefore, be made to encourage girls to study mathematics or science at the secondary stage and special efforts should be made to prepare women teachers in these subjects. To provide a nodal point for Science and Technology in the broadest sense, apart from specific areas such as atomic energy, space and electronics, The Prime Minister of India, Smt. Indira Gandhi has set up the Department of Science and Technology. This department has created the first effective institutional framework for advice to Government on matters relating to Science and Technology by setting up the National Committee on Science and Technology in 1971. The Department of Science and Technology began to coordinate science plans since 1974 and plays a unique role in promoting women in research and technology development in the country. The first data on Indian women scientists was collected in 1975 by Indian Women Scientists Association. IWSA mooted a small, explorative study in collaboration with SNDT Women's university and analyzed employment status, job satisfaction and obstacles to careers were examined.

Empowering women in science is a high priority for the Government of India, which is evident from various schemes and programmes that have been undertaken towards promoting science education and equalizing science-based professions. Commendable efforts have been made by government since the Sixth Five Year Plan period (1980-85). A shift in the approach from 'welfare' to 'development' is viewed with the vision and farsightedness of Dr.M.S. Swaminathan, a special chapter on 'Women and Development' and a section on 'Women in Science' were introduced in the Plan Document. This paved the way for blossoming of many women scientists in India. Women represent a wide range of scientific disciplines, besides physical, earth and life sciences. Amazing scientists like Anna Mani, Asima Chatterjee, E. K. Janaki Ammal, Kamala Sohonie, Rajammal, Girija Rajaram and Durga Krishnamoorti have profiled and described exciting vignettes in their works, their passions, struggles and accomplishments. Their contributions to society have been no less than that of men, though one has to search a little harder to discover it. Their achievements deserve special praise, because they often worked without the

societal support and faced the burden of family restrictions. These women have thus become role models for the future generations.

## Painstaking Efforts of Pioneers

As science was professionalized and industrialized, moving from home to laboratory, women became the personal support structure for male scientists in home and then in the lab, a condition that persists till today in attenuated form. Women could be introduced to science for the purpose of fulfilling the role as assistants to husbands, father or brothers. However, the apparent absence of women scientists in this field does not necessarily mean that they did not engage in scientific activities.

Anandibai Joshi, the first Indian woman doctor went abroad to study Medicine. She was awarded an MD degree for her thesis ‘Obstetrics among Aryan Hindoos’. Unfortunately, she contracted tuberculosis and western doctors refused to treat a brown woman and Indian doctors would not help her because she had broken societal rules. Joshi died in 1887 at 22 years of age. She was the first Indian woman to get a medical degree, in the Women’s Medical College of Pennsylvania and first female of Indian origin to be graduated with a degree in medicine in the United States. She is also believed to be the first Hindu woman to set foot on an American soil. As one of the first proud Indian woman to be trained in western science, her story is iconic and inspirational.

Dr. Abha Sur who was a chemical physicist by profession, read out extracts from her book, ‘Dispersed Radiance’. Her study on women scientists were based on extensive conversations with Professor Anna Mani, who not only provided biographical information of her but also of two of her female colleagues in Sir C. V. Raman’s laboratory. Her book holds the lives and experiences of three renowned women scientists of India – Kamala Sohini, Sunanda Bai and Lalita Chandrashekhar. Dr. Anna Mani along with Sunanda Bai and Lalitha did their research under the Nobel Laureate physicist, Sir C V Raman. Anna Mani born in 1918 and grew up in a prosperous family in the state of Travancore, a former princely state in the Southern part of India, now part of Kerala. In 1940, she obtained a scholarship to do research in Physics at the Indian Institute of Science and was accepted in Sir C.V. Raman’s laboratory as a graduate student. In Raman’s laboratory, Anna Mani worked on the spectroscopy of diamonds and rubies and spent long hours, at times even working throughout the night. It is between 1942 and 1945 she had published five single authored research papers on the luminescence of diamonds and rubies. In laboratory, Raman maintained a strict separation of sexes, wherein the crucial practice of discussion and debate about scientific ideas among peers was denied to women, rendering them peripheral to the scientific enterprise. The casual, informal association with male colleagues was strictly out of bounds. Raman frowned upon any communication between men and

women. It is a reflection of the loneliness and professional seclusion forced upon the women.

In 1945, she submitted her PhD dissertation at Madras University and was awarded a government scholarship for an internship in England. However, Anna Mani was never accorded the Ph.D. degree. The Madras University during those times, formally granted degrees for work done at the Indian Institute of Science, claimed that Anna Mani did not have a M.Sc. degree and therefore she could not possibly be granted a PhD. She was not awarded a doctorate, despite her publishing several single-authored papers. In 1948, Anna Mani joined the Indian Meteorological Department at Pune where she was in charge of construction of radiation instrumentation. In her career of almost 30 years, she had published number of papers on topics ranging from atmospheric ozone to the need for international instrument comparisons and national standardization of meteorological instrumentation, before retiring as Deputy Director General of the Indian Meteorological Department in 1976. The success story of Anna Mani is one which few women could aspire.

Kamala Sohonie (1912-1998) was the first Indian woman to get a PhD in bio-chemistry. She was graduated from Bombay University in the faculty of Chemistry in 1933, topping the university merit list. She had applied for admission to the graduate studies programme at the Indian Institute of Science, which was dismissed by Raman, who repeatedly reiterated, 'I am not going to take any girls in my institute'. Sir C.V. Raman, the renowned physicist, denied her admission to postgraduate course in Chemistry at the Indian Institute of Science (IISC) on the ground that she was a woman. She refused to accept this refusal based on gender bias. A firm believer in Gandhian principles, she decided to do Satyagraha in Raman's office, till her admission. Accordingly, she was permitted to work but her research will be approved subject to the satisfaction of the Director. Kamala accepted these terms, and thus, crossed the first hurdle in her pursuit of science. At the Institute of Science, Bangalore, she worked with dedication under her teacher, Shri Sreenivasayya who was very strict and demanding. He was also eager to impart knowledge to deserving students. After observing Kamala for a year, Raman was satisfied with her sincerity and discipline. Thereafter, she was allowed to do regular research in Bio-chemistry. This was how Kamala Sohoine revolutionized IISC, Bangalore with her dedication because it was only after her behavior, Raman lifted the barrier and began to admit lady students to the institute. At the age of 82, she recounted this incident to the members of the Indian Women Scientists' Association (IWSA) who had gathered to felicitate her at the Bhabha Atomic Research Centre (BARC) in 1997. She recollected her memory and stated that, 'though Sir C. V. Raman was a great scientist, yet, he was very narrow-minded'. Also, Kamala recounted to the members of the IWSA, 'I can never forget the way he treated me just because I was a woman'. Dr. Kamala's life is a

perfect example that would suit heroic stories of valour and courage where defiant women triumph against all odds to gain acceptance in the male-dominated realm of science.

Lalitha Chandrasekhar, Raman's first woman student, hailed from a family, which had been especially influenced by social reforms. She wanted to pursue graduate research in physics from abroad but her family did not consider sending an unmarried girl to England for higher studies. She taught physics at a high school in Madras for a year and then went to Delhi to teach at Lady Harding Medical College, a women's medical school. She subsequently returned to South India and joined Raman's laboratory in 1935. In August 1936, Subrahmanyan Chandrasekhar, her classmate in Physics during her college days at Presidency College, returned from Cambridge for a brief visit. Lalitha and Chandrasekhar who had extended their college friendship through frequent correspondence and it was no surprise to anyone, within two months of his arrival, the duo had married and subsequently settled in America. Lalitha taught astrophysics and astronomy at the observatory in Williams Bay, Illinois, where Chandrasekhar taught, but she decided not to pursue her research. It is clear from accounts of Chandrasekhar's life that Lalitha gave up her aspirations of a career in science to support her husband. Chandrasekhar, as he was known, went on to become a renowned astrophysicist at the University of Chicago and won the Nobel Prize in 1983.

The book 'Dispersed Radiance', also narrates the mysterious and controversial suicide of Sunanda Bai who along with Anna Mani was denied a Doctoral degree despite her immense hard work at the Raman Institute. Sunanda Bai, the second woman student in Raman's laboratory, who hailed from a Brahmin family in the province of Maharashtra, joined Raman's laboratory in 1939 as a graduate student in Physics at the Indian Institute of Science. It is regardless of her scientific achievements, something troubled Sunanda deeply just before her intended departure to Sweden for Postdoctoral work in experimental physics, Bai and her friend Sharada together attempted suicide. Sharda's brother was able to save his sister but evidently could do nothing to save Bai. She has done pioneering work in recording and analyzing the composite nature of the scattered spectrum of liquids. During her tenure of five years in Raman's laboratory, Bai had published ten single authored papers, which in itself is a remarkable achievement. The lives of these women scientists reveal the cracks that had begun to appear in the largely traditional 'embattled' family structures of the nineteenth century. Few of those who flourished were the first to break into male-dominated professions. Many of these women suffer lack of institutional support, double standards in measuring their achievements, social bias, negative stereotypes surrounding single women and the multiple roles that married women with families had to juggle. But besides all these odds, more had a passion for their work. In spite of these hurdles, women are now increasingly breaking the mould and demonstrating their true and hitherto under-estimated worth across scientific professions.

## **Discussion**

In summary, the findings indicate that women scientists in India are obviously well aware of issues that affect them as women. They had less opportunity for education and therefore, the chances of entering into scientific fields were less. The participation of women in S&T has suffered from a seriously distorted perception. Kamala Sohoni's perseverance and academic success opened doors for Lalitha Chandrasekar, Anna Mani and Sunanda Bai. Neither kamala Sohine, Anna Mani nor Sunada Bai had to fight against male chauvinism. The earliest entry of women in scientific field observes immense attention because access to education and employment against social customs is a difficult task and they struggle to cross the barrier. The lives of these women scientists reveal the cracks that had begun to appear in the largely traditional 'embattled' family structures of the nineteenth century. Apart from these obstacles many women are still in the mainstream of science and have proved themselves as world's top scientists. In fact, the face of modern science would be incomplete without the major contributions made by earliest women scientists. Few of those who prospered were the first to break into male-dominated professions. The road leading to the top is never smooth where many of these women suffer lack of institutional support, gender bias, social bias, negative stereotypes surrounding single women and multiple roles that married women with families had to juggle. However, one can understand that besides all these odds, they had more passion for their work. Despite these hurdles, women are now increasingly breaking the mould and mark their imprints across scientific professions.

## **Suggestions**

It is by utilizing women's fullest potential, the nation will march ahead in the arena of science. The achievements of women scientists and biographies of successful women scientists should be chronicled periodically. Moreover, the gender sensitization programmes should be initiated in all institutions. Furthermore, we should have a holistic view of the problems faced by women and initiate policy formulations and implementations with a view to ameliorate their present conditions and empowering them. A role-model programme, named after famous women scientists, should be initiated, involving special lectures, special workshops and mentoring for girl students in science. Also, initiatives should be taken to promote women achievers as mentors, supporters and collaborators in science for achieving high scientific accomplishment. In addition to this, creating opportunities in scientific research and increasing equality of opportunity in science professions are vital elements in the quest to empower Indian women. The mechanism for fostering motivation to forthcoming women's generation is by providing adequate support given for women to attain senior positions.

## Conclusion

Today, more and more of women are stepping out of their homes to earn their living, choose a career and establish their own identity. The number of women scientists in National laboratories and research institutions has substantially increased. According to National survey ‘Research and Development Statistics 2019-20’, there were 56,747 women employed in R & D establishments which works out to be 16.6 percent of the total manpower employed in the country in R & D establishments. Women in India are now an integral part of every sphere of science be it research, trade, policy or education. Though this trend has witnessed lot of transformation in the last few years, the attitudes and perceptions have not yet changed and a lot more needs to be done in shaping and improving an environment of equity in science, education and employment for women in India. Scientific institutions in India carry essentially masculine ethos and exhibit vertical as well as hierarchical segregation in terms of gender. Women’s participation has been limited and confined to comparatively junior positions. Major attitudinal and institutional changes are the need of the hour in the current scenario. Typically, women in science and technology resemble a pyramid where many women at the bottom live and a few occupy the top positions in various parts of the world, including India. Their roles have however been underplayed in the male prejudiced society and their achievements have not seen the light of the key. To bring about a radical change in the policies, the administrators should concentrate on Gender neutral approach, Women friendly approach and Gender sensitive approach.

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## A Study on Role of Higher Education in Empowering Women

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### **Abstract**

Women Empowerment is the vital instrument to expand women's ability to have resources and to make strategic life choices. India stands second highest in density of population, in which 48.04 percent of female, which constitutes a major human resource next to men. The role of women empowerment is always related with education. As our father of Nation Mohandas Karam Chand Gandhi once said "If you educate a man you educate an individual, however, if you educate a woman you educate a whole family". From his words, one can understand that education is the most essential prerequisite for women empowerment. In fact, the higher education for women plays a vital role in making women an empowered. It brings a reduction in inequalities and functions as a means of improving their status within the family and develops the concept of participation. Educated women can contribute to the economic conditions of their home and improve the standard of living of their family. Education not only educates a woman but enables her to take decisions and accept responsibilities at her home and around the world. Even though women have made many advances still their inferior status to men continues to be a global phenomenon. Therefore, the educated women are essential to end gender bias. Here the present study focuses the role of higher education in empowering women.

**Keywords:** Women Empowerment, Education, Inequality, Gender Bias.

### **Introduction**

Women power is crucial to the economic growth of country. Education is the milestone of women empowerment because it enables them to respond to the challenges, to confront their traditional role and change their life. Especially higher education in India is indeed one amongst other elements which has captured the world attention. In India, higher education is defined as the education attained after the completion of 12 years of schooling. Higher education of women has gained a

wider role and responsibility all over the world. Before independence, education of women was mainly confined to school stage and their access to higher education was limited. But over the recent decades, there is a significant progress in the women empower through higher education. Today in 21<sup>st</sup> century, one cannot afford to ignore the importance of higher education for women any longer. Over the centuries there has been a significant growth in the education and progress of women. Today, more and more women have overcome many obstacles and made an identity for themselves. In fact, there is no women-free sector in India. Education is the root cause for these changes. Some of the examples of prominent women were Mrs. Nirmala Sitaraman, Honourable Finance Minister of India, Mrs. Sudha Murthy the first female engineer hired at India's largest auto manufacturer Tata Engineering and Locomotive Company (TELCO), Mrs. Arundhati Bhattacharya the first women Chairman of State Bank of India, etc. However, the level of education of women is negligible compared to that of men.

## **Review of Literature**

Senin in 2008 has taken up the schemes of the Ministry of Human Resource Development and the Ministry of Women and Child Development that deal with the empowerment of girls and women through education. On the basis of replies to applications for information under the Right to Information Act, the Mid-Term Appraisal of the Tenth Five Year Plan, articles on Pratham's ASER Report and several articles on various schemes and their funding patterns from the Economic and Political Weekly, the researcher have evaluated the schemes with respect to the extent to which they involve local participation, their aims and objectives and their implementation strategies. The researcher have made also recommendations for more efficient implementation, most of which deal with enhancing participation by the beneficiaries of the schemes.

Bhat (2015) focused that Education is the mile stone of Women Empowerment because it enables them to respond to the challenges, face their tradition and change their life. It is most important tool to change the position in society. Education brings reduction in inequalities develops the states of family. Education modifies behaviour in every aspect such as mentality, outlook, attitude etc. Educated women not only tends to promote education of their girls child, but also can provide better guidance to all their children and help in reduction of mortality rate and growth of population. This is supported by another study conducted by Agrawal & Kukreti in 2017, which intended to identify the greatest hindrance in the path of women empowerment and to know the relevance of higher education in women's life. The study indicated that majority of women in our country are uneducated and it is the reason for their downfall and only education can change the scenario as a whole. Also, the researchers have concluded that only literacy is the ultimate solution for empowering women and not only this but women should provide higher education

so that they can be able to make their own decisions and government of India should make necessary plans and policies regarding women empowerment.

Rasheeja and Krishnan (2013), in their study underlined the need for enhanced women participation in decision making bodies of higher education like Universities for their empowerment. In the sphere of higher education in the country, Kerala has the distinction of having the highest women enrolment during 2011-12. This is an indication of the gender sensitization and gender equality in the field of education. However, the programme-wise distribution of the enrolment of higher education, the women were over represented in Arts and Science programmes, while their participation in professional programmes are less than their proportion in the total population of Kerala. The researchers concluded that gender equity is not practiced in this State (Rasheeja & Krishnan, 2013).

## **Problem Statement**

Education will empower women to come forward and contribute towards the development of the country. Empowerment of women will only come through their proper education and employment. Even though women have made many advances, still their inferior status to men continues to be a global phenomenon Mahakavi Bharathi states that “this world can prosper only if women are all educated on par with men”. The previous studies focused on identifying the need for higher education in women empowerment. Thus, the present study intends to analyse the status of higher education in empowerment of women.

## **Objectives**

- To study the status of higher education in empowerment of women
- To highlight the reasons for success and failure of higher education of women in India

## **Methodology**

The present study is based on the collection of data from secondary sources. The major sources of Secondary data are obtained from All India Survey on Higher Education conducted by MHRD, Department of Higher Education, World Economic Forum, Gender Gap Index Report 2020, and from various published and unpublished records, books, magazines and journals. Percentage analysis was used to know the status of women enrolment in higher education.

## **Status of Women in Higher Education**

Education was to be used as an agent of basic change in the status of women. The National Education System played a positive, interventionist role in the

empowerment of women. The National Policy on Education of 1968 marked a significant step in the history of education in post-Independence India. It aimed to promote national progress, a sense of common citizenship and culture and to strengthen national integration. It has been acknowledged that the growth of our population needed to be brought down significantly over the coming decades. The largest single factor that could help achieve this was the spread of literacy and education among women. The National Policy of Education 1986 took an even broader view in underscoring the role of Education in empowering women in order to overcome inequalities and disparities. These differences had made an impact on women from the disadvantaged groups. Educating women, therefore, occupies top priority among various measures taken to improve the status of women in India.

## Gender Gap Index

The World Economic Forum's Global Gender Gap Index 2019-2020 measures the extent of Gender-based gaps in Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment. India dropped four places, from four places, to take the 112<sup>th</sup> rank in the World Economic Forum's Global Gender Gap Index 2019-2020.

**Table 1: Details of Gender Gap Index 2020 in India (out of 153 Countries)**

Gender Gap Sub-Indices	Rank	Score
Economic Participation and Opportunity	149	0.354
Educational Attainment	112	0.962
Health and Survival	150	0.944
Political Empowerment	18	0.411

*Source: World Economic Forum, Gender Gap Index Report, 2020*

Table 1 revealed the status of low level of attainment of women in the varied field of their attainment. Keeping aside the Political Empowerment, the other three indices is all above the rank of 100. The Political Empowerment ranks quite high may be due to the 73<sup>rd</sup> and 74<sup>th</sup> Constitution Amendments of India providing greater opportunity to women to take part in active politics. This mirrors the status of women in India and gender discrimination in all aspects of life-education, economic activity and empowerment.

## Literacy and Education

The table 2 shows the Literacy rate in India during the census periods 1951 to 2011. According to 2011 census the female literacy rate has been only 65.46 percent whereas the male literacy rate has been 82.14 percent. The literacy rate in India for women is low as compared with men. This is also the major cause for the powerlessness of women.

**Table 2: Literacy Rate in India: 1951 to 2011**

Census Year	Persons	Male	Female	Gender Gap
1951	18.33	27.16	8.86	18.30
1961	28.30	40.40	15.35	25.05
1971	34.45	45.96	21.97	23.99
1981	43.57	56.38	29.76	26.62
1991	52.21	64.13	39.29	24.84
2001	64.83	75.26	53.67	21.59
2011	74.04	82.14	65.46	16.68

*Source: Census Reports, National Population Commission.*

## Women Enrolment in Higher Education:

Women's Enrolment in Higher Education has been improved and considerable progress has been made. According to AISHE Report 2018-2019, Gross Enrolment Ratio (GER) in Higher education in India is 26.3 percent, which is calculated for 18-23 years of age group. GER for male population is 26.3 percent and for females, it is 26.4 percent. The share of Ph.D. student is highest in State Public University (34.3 percent) followed by Institute of National Importance (21.6 percent), Deemed University-Private (21.6 percent) and State Private University (13.4 percent). Share of female students is lowest in Institutions of National Importance followed by State Private Open Universities, Deemed Universities-Government. In the year 2018, 40,813 students have been awarded PhD Degree out of which 23,765 males and 17,048 were females.

**Table 3: State Wise Enrolment of Women in Higher Education – 2019-2020**

State/UN	Total Enrolment	Women Enrolment	Women Enrolment in Total Enrolment %
Andaman & Nicobar Islands	11511	6408	55.67
Andhra Pradesh	1760830	796024	45.21
Arunachal Pradesh	47168	23444	49.70
Assam	700163	352679	50.37
Bihar	1607008	686523	42.72
Chandigarh	99009	50443	50.95
Chhattisgarh	586924	304139	51.82
Dadra & Nagar Haveli	6102	3070	50.31
Daman & Diu	3403	1441	42.34
Delhi	1077556	527774	48.98
Goa	54680	27713	50.68
Gujarat	1478052	645106	43.65
Haryana	928893	471604	50.77
Himachal Pradesh	283860	154411	54.40
Jammu and Kashmir	394099	198829	50.45
Jharkhand	739484	361743	48.92
Karnataka	1988494	995077	50.04
Kerala	1095842	637642	58.19
Lakshadweep	545	418	76.70
Madhya Pradesh	1929344	901606	46.73
Maharashtra	4230326	1905902	45.05
Manipur	110377	55698	50.46
Meghalaya	86931	47470	54.61
Mizoram	32838	15986	48.68
Nagaland	45462	23475	51.64
Orissa	1019192	460828	45.22
Pondicherry	77342	40448	52.30
Punjab	919576	482846	52.51
Rajasthan	2084413	1001947	48.07
Sikkim	41572	20083	48.31
Tamil Nadu	3414196	1677326	49.13
Telangana	1426461	725232	50.84
Tripura	82703	38247	46.25
Uttar Pradesh	6469367	3279847	50.70
Uttarakhand	468255	227172	48.51
West Bengal	2097410	1040899	49.63
<b>Over all India</b>	<b>37399388</b>	<b>18189500</b>	<b>48.64</b>

Source: MHRD, Department of Higher Education

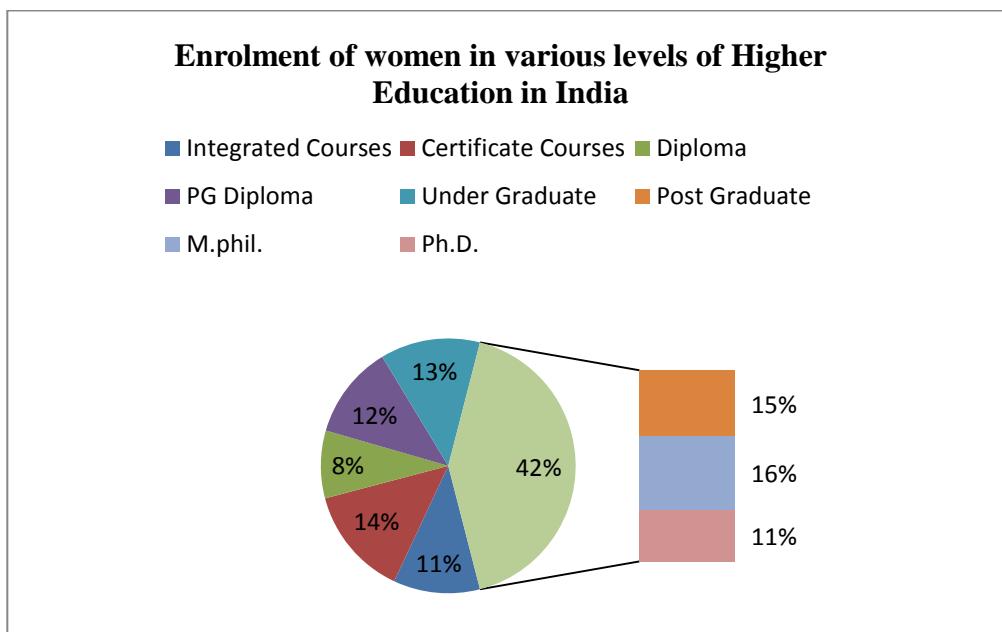
The Table 3 depicts the state wise enrolment of women in Higher Education during 2018-2019. The total enrolment in higher education in India is 3,73,99,388, which is 37.4 million approximately. In that 48.64 percentage of students were women and about 79.8 percent of the students are enrolled in undergraduate programmes. Also, 1,69,170 students are enrolled in PhD, which is less than 0.5 percent out of the total student enrolment. The above table indicated that the largest number of enrolment of women in higher education were from Uttar Pradesh, Maharashtra, Tamil Nadu, West Bengal and Rajasthan.

**Table 4: Enrolment of women in various levels of Higher Education in India**

<b>Level of Education</b>	<b>Women Enrolment</b>	<b>Women Enrolment with Men in %</b>	<b>Women Enrolment in Total Enrolment of Women in %</b>
Integrated Courses	1,02,470	42.50	0.56
Certificate Courses	87,570	53.82	0.48
Diploma	8,96,187	33.20	4.93
PG Diploma	1,03,156	45.91	0.57
Under Graduate	1,46,25,729	49.03	80.41
Post Graduate	22,81,192	56.43	12.54
M.Phil.	19,069	62.13	0.10
Ph.D.	74,127	43.82	0.41
<b>Total Enrolments</b>	<b>1,81,89,500</b>	<b>48.64</b>	<b>100.00</b>

*Source: MHRD, Department of Higher Education*

It is evident from the Table 4, that out of total enrolment of women, 80.41 percent of women were enrolled in the undergraduate programmes. However, the enrolments of women were relatively low in further programmes viz. Post Graduate, MPhil and PhD. This may be due to the reason that, being a female child, parents are afraid to educate their children too much and if girls are educated too much then their parents are facing difficulty in finding suitable groom to their daughters. Also, another possible reason could be there is a lack of interest among girl students to pursue their higher studies.



**Fig.1**

### **Discussion – Women Empowerment and Higher Education**

Empowerment needs to be seen as a holistic outcome of the processes of critical education that enables women to lead autonomous lives and freedom to act. Higher education is the gateway to economic security and opportunity particularly for women in India. Moreover, it helps the women not only in gaining knowledge but also enables her to earn a living. Education makes the women self-sufficient in every aspect, wherein she is not depend upon her father, husband neither children nor siblings. The higher education helps women to have a better understanding of social and political processes beyond the home in far-reaching social structure and makes her a wise citizen with effective social and political action. The complete living includes, being physically strong, earning a living, being a responsible parent and an earnest citizen. The education embraces an individual to stay away from hurdles, wherein in case of women it should give them equal rights in social, political, cultural, gender and religious aspects respectively.

The Government of India is committed towards encouraging girl students for taking up higher studies under various schemes in accordance with aforesaid aspects for fostering gender equality are indicated below:

- a) Higher education of women through Open and Distance Learning (ODL) Mode.
- b) Post School Diploma (Polytechnics etc.): To provide financial assistance for the construction of women hostel in the existing polytechnics.

- c) The University Grants Commission (UGC) has launched a number of schemes to encourage the enrolment and promotion of girls in Higher Education.
- d) Day Care Centres in Universities and Colleges.
- e) Post Graduate Indira Gandhi Scholarship for Single Girl Child for Pursuing.
- f) Higher and Technical Education. Construction of Women's Hostels for Colleges.
- g) Development of Women's Studies in Universities and Colleges.
- h) Scheme of Capacity Building of Women Managers in Higher Education.
- i) Post-Doctoral Fellowships for Women.
- j) The University Grants Commission (UGC) has two specific schemes for promotion of Women's Studies in Universities & Colleges namely: Development of Indian Studies in Indian Universities & Colleges and Capacity Building and Women Managers in Higher Education.
- k) For supporting single girl child, special scholarship schemes are there namely: Post-Graduate Indira Gandhi Scholarship for Single Girl Child and Swami Vivekananda Single Girl Child Scholarship for Research in Social Science.
- l) UGC has special schemes for promotion of women hostels in Universities and Colleges and establishment of Day Care Centres therein.
- m) UGC has provided support for eight exclusive women universities.
- n) The All India Council for Technical Education is implementing the PRAGATI scholarship scheme for assistance of girls pursuing technical education.
- o) To improve female enrolment in the Indian Institute of Technology (IITs), the Government has decided to increase female enrolment in B. Tech. Programmes of IITs from the current 8-14 percent in 2018-19, 17 percent in 2019-20 and 20 percent in 2020-21 by creating supernumerary seats.
- p) The Government has also decided to increase female enrolment from existing 14 percent to 20 percent over a period of 2-4 years by creating supernumerary seats in undergraduate programmes of National Institute of Technology and Indian Institute of Engineering Science and Technology, Shibpur.

## **Factors Influencing Higher Education of Women in India**

The main factors influencing women's success and failure in higher education are listed below:

### **Success**

- a) Women are strongly motivated to succeed in the education stream.
- b) The merit basis of the education system permits females to excel.
- c) Prejudice against women's education has been reduced. Higher Education has come to be considered equivalent to a bride's "dowry".

- d) Women universities promote Higher Education.
- e) Women's expectations for education based employment are high.
- f) Some Higher Education courses provide scholarship facilities for women.
- g) Female students have been provided with residential facilities in some areas
- h) Women's education often spreads this way, more specifically through same sex effects. i.e. an educated woman is far more likely to send her daughter to school than an uneducated woman.

## **Failure**

- a) Female students have difficulties in access to transport facilities in general.
- b) Sexual harassment as well as occasional student violence hinders female student's completion of higher education.
- c) Marriage in many cases leads to early withdraw or dropouts.
- d) Gender stereotyping inhibits completion of studies.
- e) Financial constraints can cause withdrawal or dropout from the education stream.
- f) Part-time work to earn living intervenes with higher studies.

## **Suggestions**

The government should increase the transport facilities for women students. There is a need to increase the no. of women professors in co-education colleges too. Quality of Education is very important for the empowerment of women. The researcher has already noted that in the total enrolment of women in various levels of programmes, 80.41 percent women were enrolled in under graduate courses. The under graduate course is just the beginning of Higher Education. In this course, many of the students were applying their school learning method i.e. just by-hearing the subjects. This type of education never facilitates to achieve the empowerment, wherein women students have to understand the concepts. Therefore, the learning method should be modified. The government and educational institutions has to take necessary steps to increase the enrolment of women in higher education programmes viz. Post Graduate, MPhil and PhD respectively.

## **Conclusion**

The women enrolment in Higher Education is increasing in almost all the states of India. But the rate of increase is slow while compare to men. Higher education plays vital role in bringing out the empowerment of women. The equal participation of women in higher education will help India make a vital contribution to sustainable development. International Convention in all forms of Discrimination against Women (ICDAW) in 1993 mentioned that education is one of the most important means of empowering women with knowledge, skills and

self-confidence, necessary to participate fully in the development process. Educating women benefit the whole society.

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# **Violence Against Women: A Stumbling Block for Empowerment**

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## **Abstract**

Violence against women is a violation of Human Rights and denial fundamental freedom of women. It is a global phenomenon in both public and private domains, instilling fear and insecurity in the lives of women. Though some types of violence against women have long been considered as criminal acts, it was only recently that violence against women has been recognized as a violation of basic human rights. Violence against women is compounded by discrimination and cuts across all racial, social, cultural, economic, political and religious spectrums. Despite the widely accepted wisdom on the importance of women's participation in innovation and in knowledge economy, the matter is sometimes overshadowed by other serious gender related issues that demand full attention of policy makers. It is essential to uproot the social and cultural stigma imposed on women. This research paper attempts to highlight the need for eliminating gender discrimination and increasing women's influence in every sphere of nation building in the current scenario from the Human Rights perspective.

**Keywords:** Human Rights, Crime, Violence, Gender Discrimination.

## **Introduction**

Violence against women represents a serious violation of human rights and remains one of the greatest challenges to achieving gender equality. Girls and young women and particularly vulnerable to various forms of violence, which leaves deep and long term impacts on their lives, stifling their potential to grow, lead, prosper and thrive. Gender-based violence against women as a human rights violation entails an important conceptual shift. It means identifying the fact that women are not exposed to violence by accident or because of an in-born vulnerability. Instead, violence is the result of structural, deep-rooted prejudice which the state has an obligation to

address. It is a legal and moral precondition requiring legislative, administrative and institutional measures and reforms and the eradication of gender stereotypes which disregard or be responsible for gender-based violence against women and support the structural inequality of women with men. Noteworthy progress has been made in many countries around the world. Inclusive legal frameworks and specific institutions and strategies have been implemented to promote women's rights and protect women from violence. There is growing consciousness of the nature and impact of violence against women around the globe. Yet, the statistics on occurrence of violence against women are frightening. According to data by the World Health Organization, one third of women globally experience violence at least once in their lifetime. There are many impediments to women's access to justice, resulting into widespread impunity for violence. Considerable efforts are still required to support women's and girls' autonomy and option to ensure the realization of the right of women. Despite some progressive legislative measures, violence against women in India is extensive. Hence an attempt is made to study the impact of violence against women in Indian states by analyzing the official reports.

## **Literature Review**

The violence against women is fairly a result of gender relations that presume men to be superior to women. Violence against women has been evidently defined as a form of discrimination in numerous documents. The World Human Rights Conference in Vienna, recognized gender-based violence as a human rights violation in 1993. In the same year, United Nations declaration, 1993, defined "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or Suffering to a woman, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life". Mitra (2000) in her exhaustive report concluded that as long as there is tolerance of domestic violence toward women in cultural, legal, and political institutions, laws in themselves will not change the situation. Kaur and Garg (2008) in their study pointed out that worldwide there has been an increasing concern about violence against women in general and domestic violence in particular. Also, a study conducted by Campbell (2018) emphasizes the important contribution to that dialogue, arguing that the CEDAW should serve as an authoritative international standard setting exercise that can activate international accountability mechanisms and inform the domestic interpretation of human rights.

There are number of published research works which gives a vivid picture on the issue of violence against women in India. The following literary reviews facilitate to ponder over the facts on this topic. Ahuja analyzed the nature of atrocities against Indian Women in a sociological perspective (Ahuja, 1998). A research study conducted by Kannabiran and Menon in 2007 discussed about feminist movements in India with special emphasis on the path of legal reform and the hurdles therein. This study is supported by Datta in 2010, which focused on the instances and

analysis of violence against women in India by modern feminists. A study conducted by Dubey in 2018 reflected on what makes India unsafe for its women and with statistical data she brings out the hard truth of brutality on Indian women. Unnithan and Nalla (2018) revealed the cultural myths and practices that underlie the problem. The research study by Sharma in 2019 focused on the instances of rape of women from 1972 to 2018. It is after reviewing the aforementioned research studies the researchers have found that these studies have given a worldwide overview of violence against women. Hence, the present study focuses on impact of crime in Indian States.

## **Objectives**

- To review various violence activities against women
- To discuss the stumbling blocks of women empowerment

## **International Documents for the Protection of Women**

Equality is the keystone of every democratic society, which aspires for impartial societal and individual justice. The true equality can only emerge from efforts directed towards addressing and correcting the socio- political and cultural imbalances. It is with this broader view of equality, which has become the fundamental principle and final goal in the struggle for recognition and acknowledging the Human rights of women. Furthermore, the violence against women is compounded by discrimination on the grounds of race, ethnicity, sexual identity, social status, class, and age. Such numerous forms of prejudices further confine women's choices augments their vulnerability to violence and make it even harder for women to acquire justice. It is an expression of historically and culturally specific values and standards, which are today still implemented through many social and political institutions that foster women's subservience and discrimination against them.

Universal Declaration of Human Rights (1948), the International Covenant on Civil Economic, Social and Cultural Rights (1966), the International Covenant on Civil and Political Rights (1966) and the two operational protocols to the latter covenant together constitute the document known as the International Bill of Human Rights. The Universal Declaration of Human Rights is a common standard of achievement for all the people and to all Nations. The preamble of this declaration states that “recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom and peace in the world”. In furtherance, the Article 1 emphasizes “All human beings are born free and equal in dignity and rights”; everyone is entitled to all the rights and freedom set forth in this declaration without distinction of any kind, such as race, colour, sex religion, birth etc”. However, in practice women in India face demographic imbalances. This is partly due to discrimination and it tends to regard them as inferior and of lower

order. It is mainly due to the existence of patriarchal society, wherein male's achievement is measured in terms of wealth, promotion and upward mobility; for women they are evaluated in terms of domestic skill, declaration, management of the self and household. Hence, the very idea of non-discrimination of Human rights is often gets defeated.

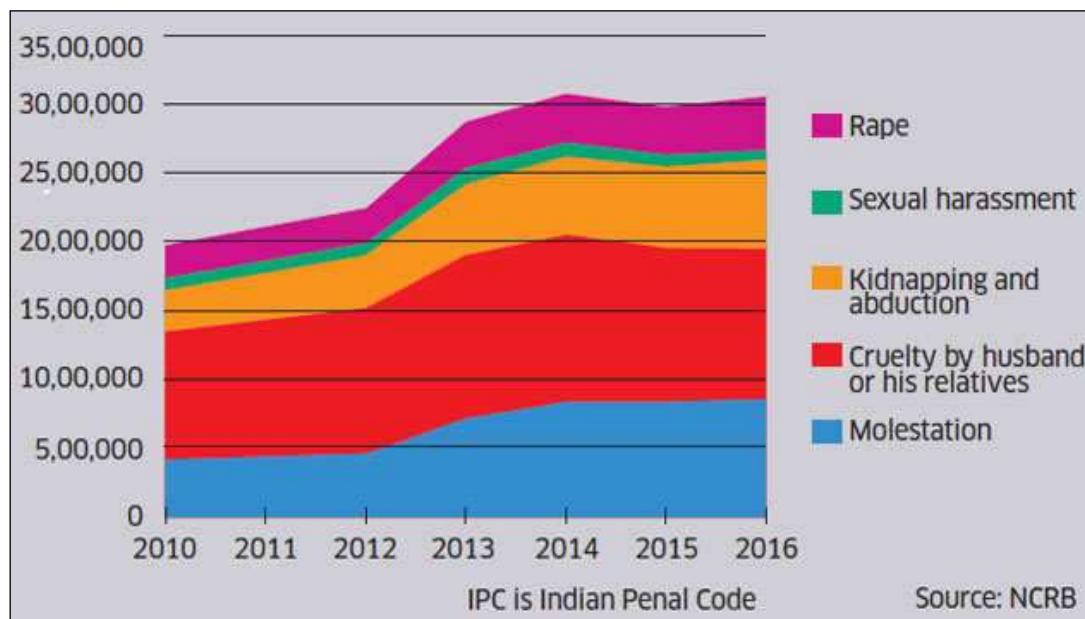
The International Covenant on Economic, Social and Cultural Rights, 1966 recognize "the rights of everyone to the enjoyment of just and favorable conditions of work which ensure in particular fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work". The Political and Social freedom have been granted so liberally to Indian women and training schemes and wider educational opportunities are also initiated. The free Indian atmosphere witnessed entry of women into non-traditional professions like Army, Navy and Air force. Despite this encouraging factor, there is no labour legislation in India to regulate the working conditions of women labourers in small industries, unorganized sectors and domestic services. Moreover, the differentials in wage rate for men and women are still continuing more particularly in the plantation region.

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is perhaps the first time an International covenant radically challenges the violence against women. Thus, in January 1992, the U.N committee on the Elimination of discrimination against women adopted the following recommendation: "Gender based violence is a form of discrimination which seriously inhibits women's ability to enjoy rights and freedom on the basis of equality with men". The Vienna Declarations of Human Rights in 1993 (Para 18 and Para 38) deemed violence against women as a violation of human rights. It recognized the egregious nature of violence against women and its human rights dimensions, paving the way of international recognition on the issue. Besides all the above conventions, many legislation such as *Suppression of Immoral Traffic (Prevention) Act, 1956 (SITA)*, *Dowry Prohibition Act, 1961*, *Indecent Representation of Women (Prohibition) Act, 1986*, *Sati Prevention Act, 1987*, *Protection of women from Domestic Violence Act, 2005* and *Sexual harassment of women at workplace prevention Act, 2013* were passed to eradicate this problem. But even after Golden Jubilee Celebration of India's Independence it is disheartening to note from the statistics given by the National Crime Records Bureau (NCRB). "*A Woman is raped somewhere in India every 29 minutes, a molestation takes place every 15 minutes, one kidnapping or abduction every 23 minutes, one act of sexual harassment every 53 minutes, one dowry death every 77 minutes and one act of criminal offence against women every 3 minutes*". In spite of international efforts and constitutional protection sheltered in the constitution of India and punishment provided under the various laws, there is no perceptible change or decline in respect of crimes committed against women. It is an irony of

fate that the protector of women, such as inmates of the house including the husband, policemen and legislators have been periodically reported to have indulged actively in committing crimes against women.

## Crimes Against Women in the Current Scenario

As per NCRB report indicated below, the crimes against women have risen to more than 5 percent from 5.12 percent in 2017 to 11.6 percent in 2018. Uttar Pradesh has reported the most crimes against women (59,445). Maharashtra (35,497) is second, leading in crimes. West Bengal (30,394) ranks third, followed by Madhya Pradesh (28,942) and Rajasthan (27,866). These five states account for almost half of entire crimes committed against women across the country over the years. Majority of cases under crimes against women out of total IPC crimes against women were registered under 'Cruelty by Husband or His Relatives' (31.9 percent) followed by 'Assault on Women with Intent to Outrage her Modesty' (27.6 percent), 'Kidnapping & Abduction of Women' (22.5 percent) and 'Rape' (10.3 percent). The crime rate per lakh women population is 58.8 in 2018 in comparison with 57.9 in 2017. An average of 91 rapes was reported every single day across the country in 2018. The crime rate per lakh women population was 58.8 in 2018 compared with 57.9 in 2017.



Although, women may be victims of any of the general crimes such as 'Murder', 'Robbery', 'Cheating', etc. only the crimes which are directed specifically against women are characterized as 'Crimes Against Women'. The various legislations have been introduced and amendments made in existing laws with a view to handle these crimes effectively. Despite the execution of above mentioned legislations, a

total of 3,78,277 incidents of crime against women were reported in the country during the year 2018 as compared to 3,38,954 incidences in the year 2016 recording an increase of 10.39 percent during the year 2018. The IPC component of crimes against women has accounted for 58.8 percent of total crimes.

In the current scenario, Cybercrimes are targeted against women with a motive to intentionally harm the victim, using modern telecommunication networks such as the Internet Chat rooms, emails, notice boards and mobile phones (SMS/MMS). Harassment via e-mails, Cyber-stalking, Cyber pornography, Defamation and Morphing are some of the cybercrimes. Total of 6030 Cybercrimes cases reported in the country during 2018 and from state of Tamil Nadu 77 cases were reported. On the other hand, women are involved in wide varieties of crimes like murder, theft, adultery, kidnapping, black-mailing, smuggling, dacoity, illicit distillation, drug trafficking, prostitution. The pattern of crime varies from place to place and time to time. It is disheartening to note from the official statistics of NCRB in 2018 that women convicts are higher in states like Tamil Nadu (13,614), wherein crimes act as barriers to their empowerment and establishing equality in terms of gender, Maharashtra (8,920), Bihar (4,941) and Madhya Pradesh (4,834). The most alarming issue is that women convicts are higher in Tamil Nadu occupying the first position when compared to other states at National level.

## **Discussion**

The statistical figures from the data disclose that women of all ages, religion and caste continue to be the victims of sexual violence and dreadful offences ranging from rape, kidnapping, dowry-related deaths, physical and sexual assault to harassment at workplaces, abetment of suicide and indecent representation of women in digital and print media. These crimes act as stumbling block for women empowerment in establishing equality in terms of gender. This is a constant constraint on individual and societal development. According to World Bank Report of 2018, violence against women is estimated to cost countries up to 3.7 percent of their GDP. This amount is more than double of what most governments spend on education.

The observation in accordance with literature review revealed that there are various reasons responsible for crimes committed by women. They can be broadly classified as social, economical, psychological and biological. The Lack of education, competition, conflicts, poverty, cultural norms and discrimination are some of the main factors classified under social causes. The economic causes include desire to acquire more and easy way of accumulating wealth, extravagance, murder for gain, ownership and urbanization. Also, these crime causal are listed under psychological imbalances, emotional instability, neurosis and psychosis. In addition to this, insanity, hormonal changes, defective nervous system etc. are some of the biological causes. There are specific reasons like selfishness,

disobedience, narrow mindedness, suspicious nature and illegitimate relationships have also contributed their share to female crimes. Moreover, the violence against women also creates a greater impact on their life in the way it hampers her ability to work, affects their enjoyment of sexual and reproductive health rights, barrier to independent status, physical and psychological sufferings, serious health problems and leads to death. The fact that high rate of incidence of crime may be due to the extreme poverty prevalent in the southern states in general and Tamil Nadu in particular compared to other prosperous states in the north of India. It is also revealed by the survey that women are induced to commit a crime for reasons of sustenance and survival. On the other hand, women also take advantage of the fact that she being a woman would hardly be suspected by the society that she is and capable of committing the crime.

The violence against women in India invariably turns on particularly high-profile cases. For instance, Nirbyaya case, whereas such incidents elevate these issues from obscurity and raises up the public pressure for action. Simultaneously, women are acting individually, taking new measures to protect their personal safety. The attacks on women need to be understood in the context of a culture that condones violence and links the vulnerability of women directly to their undervalued status. Hence, violence against women considered as stumbling block for women empowerment. Furthermore, enhancing gender parity and ensuring timely justice will be crucial to reducing their victimization for the long term.

## Suggestions

The violence against women requires a multi-pronged effort. It requires increasing the responsiveness of women regarding their rights, but more importantly providing a strong support system for women in distress. Education through mass media, schools and informal groups must emphasize women rights. Simultaneously, reorient boys and men to their responsibilities and obligation respectively to treat women as equals by providing independent means of livelihood for women. Also, playing down the notion of marriage as the only destiny for women and equalizing power relations in the hierarchical family structure to accompany other efforts. The sensitization of public by the initiatives of government will undoubtedly pave the way for decline of crime rates in a country like India. We need more women representatives in the government. The existence of women at all government levels lead to a better depiction of their concerns in policymaking, which is also more likely to lead to higher economic growth. Moreover, the various strategies need to be implemented such as anti-discrimination and gender-based violence legislation, gender awareness campaigns, increasing system accountability, providing legal remedies, including compensation, formulating prevention strategies and institutional cultures, eradicate harmful stereotypes social perception, digital consciousness, strict action against child pornography, safe transport and gender sensitization training, counseling, surveillance and increased crime-control

policing and over all addressing the socio- political and cultural imbalances may lead to lower crime rates against women in society.

## Conclusion

Gender equality is central to realizing Millennium Development Goals (MDG), wherein it is linked with women's empowerment and seen as a key aspect in the development of a nation. Hence, to establish unbiased gender society and to redress the indiscrimination against women, the society must assure its remarkable participation in every aspect. In this regard, traditional, social and cultural stigma imposed on women should be uprooted from the society. Furthermore, eliminating gender discrimination and empowering women will require enhancing women's influence in every sphere of nation building. The empowerment and advancement of women, includes the right to freedom of thought, conscience, religion and belief. Thus, by contributing to the moral, ethical, spiritual and intellectual needs of women and men, individually or in community with others and thereby guaranteeing them the possibility of realizing their full potential in society and shaping their lives in accordance with their own aspirations. The female Perspectives are crucial to understand the fullest dimensions of human society and facilitating constructive changes. Women must be engaged at all levels to eradicate poverty, promote peace and achieve sustainable development proponents of their rights, healthy partnership between men and women based on equality is a crucial way to foster development, overcome discrimination and construct more prosperous, equitable and harmonious societies.

The empowered women can work to transform existing gender discriminatory laws and procedures. Also, transform the power relations in the family and other social institutions that can help bring about more equitable gender relations within the family and society. There is a sheer necessity for crafting comprehensive Gender Policy at the State and National level outlining the government's commitment to achieving gender equality, gender justice and elimination of gender discrimination. Therefore, a holistic approach is the need of the hour to abate the obstacles in the path of women's empowerment both from Government and within women. The structuring of several schemes as well as programmes for developing and improving the status of women at all levels will foster the women empowerment and their advancements in the society. Women will visualize a new horizon and identify directions and handle tough decisions with ease in the years to come. The realization of true parity between the sexes granted by the constitution will be achieved only when they are driven into the minds of the people. The future women will cross this threshold to listen to their own voices to attain equality in India.

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# **Gender Stereotyping and Reproductive Health Status of Indian Women**

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## **Abstract**

The sound reproductive health is important for women's general health and wellbeing. Moreover, only a healthy woman can give birth to a healthy child, create and maintain a healthy family and bring in societal prosperity. However, women around the world are suffering from poor reproductive health and reproductive rights violations. The thorough analysis of the poor status of women reveals its relation to various wrongful gender stereotyping. The present conceptual research intends to review various incorrect aspects in gender stereotyping of Indian women and how these stereotyping acts as a stumbling block in improving women's reproductive health status. This study is an attempt to understand the low level of reproductive health among Indian women to harmful or wrongful gender stereotyping.

**Keywords:** Gender Stereotyping, Reproductive Health, Women.

## **Introduction**

The health status of an individual in any society is the outcome of the interplay of biological, social, economic, psychological and cultural factors. However, in many times, the traditional and cultural beliefs and practices dominate the others and determine the availability and use of health services. This notion is particularly true for women as low health status of women in many societies can be positively correlated to prevalent gender stereotypes about them. According to the Office of the United Nations High Commissioner, "Gender stereotyping is the practice of ascribing to an individual woman or man specific attributes, characteristics, or roles by reason only of her or his membership in the social group of women or men" (2014, Para 3). It is an assumption about the members of the particular group. Stereotype can be positive or negative. A stereotype is considered as harmful if it restricts the realization of an individual's potential. Even though gender stereotyping can be of both men and women, women are the most affected. Right from the time of conception till death a women's life is full of discriminations

and violences which can be seen in all walks of her life. Starting from female foeticide & infanticide, denying access to education, child marriages, malnutrition, unequal career opportunities & pay, denying financial independence, denying decision making power and various forms of violence, the list is never ending. Analysis of various facts and figures on gender discrimination and inequality shows that all most all women in the world must have experienced gender discrimination at least once in their life in one or other forms. A detailed analysis of these discriminations and violences reveal its root in gender stereotyping. The three major types of gender stereotyping of women are (a) women's primary role as mothers, (b) weak and vulnerable and (c) incompetent decision makers (Cusack & Cook, 2009).

## Literature Review

The Indian governments from time to time have taken various measures for ensuring its obligations as a signatory to various international treaties and conventions on women issues such as International Conference on Population and Development, Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); the International Covenant on Civil and Political Rights (ICCPR); the International Covenant on Economic, Social and Cultural Rights (ICESCR). The introduction of National Rural Health Mission (NRHM) in 2005 is a landmark in such efforts. It is with its continuous efforts, India could improve the reproductive health status as evident in the reduction of maternal mortality ratio (MMR) by 77 percent, from 556 per 100000 live births in 1990 to 130 per 100000 live births in 2016 (World Health Organization, 2018, para.1). However, India has yet to travel a long way to achieve the optimum standards in the reproductive health. The various available facts show India still accounts for 12 percent of global maternal deaths in the year 2017 (UNFPA, World Health Organization, UNICEF, World Bank Group & the United Nations Population Division, 2019). Every 20 minutes a mother dying due to pregnancy or childbirth-related causes (UNICEF, India). According to a 2019 report by the Family Planning Association (FPA), India, 14 per cent of pregnancies amongst women below 20 years of age are unplanned. Furthermore, it posits that over 34 per cent of adolescent married girls admitted to being physically, emotionally, or sexually assaulted and 50 percent of maternal deaths among girls from 15-19 years of age occur due to unsafe abortion practices.

The studies conducted by many researchers have reported that infant mortality, maternal mortality and morbidity, birth of premature babies and intrauterine death of the fetus were very high in India due to lack of timely care or no care received by the mother (Sampath Kumar & Maruthakutti, 2015). Also, a research study conducted by Kowsalya and Manoharan in 2017 shows that health and nutritional status of Indian women becoming worse due to the prevailing culture and traditional practices in India. Also, men are taught to believe that they have complete control

over the female body and even women substantiate this belief. The data from National Family Health Survey-4 (2015-2016) released on 12<sup>th</sup> January said that 52 percent of women surveyed believe it is reasonable for a husband to beat his wife. A study found that women's reproductive health practices are dependent on their autonomy in making decisions and attitude towards domestic violence (Ibrahim et al. 2015).

The research study conducted by Namasivayam et al. in 2012 have observed the correlation between gender inequality and use of reproductive health services, and also stressed on the urgent need to address the harmful traditional values to attain gender equality. Various factors like early marriages, closely spaced deliveries, preference for a son and lack of choice of making decisions regarding reproductive health are responsible for poor reproductive health status of women (D'Souza et al. 2013). Gender discrimination has its roots not only in the seemingly senseless traditions and old fashioned religious beliefs, but is deeply woven into the socio-economic fabric (Mullatti, 1992). In India, the women status is improved in various dimensions, still the norms of patriarchal are influencing the decisions to use different contraception methods. Yet another study has stated that age old practice of Gender ideology is reluctant to change and often lead to gender inequalities and define gender-based behaviors, which, in turn is responsible for gender ideology. It is a vicious circle. The perceptions and values of women are of particular importance as it determines how the children are socialized. The acceptance of the "natural" superiority of men and patriarchal views by women accounts for all discrimination in their life (Sampath Kumar & Maruthakutti, 2015). Hence, the conceptual review exhibits the various aspects revolving around gender aspects in general and causal factors of women's reproductive health in particular.

## **Need & Relevance**

International Human rights standards mandate availability and accessibility of good quality reproductive health services. According to the World health organization, reproductive health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes. According to World Health Organization in 2010, Reproductive health implies that people are able to have a satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so. The impact of women's stereotyping is most obvious in their reproductive health status as they face various hurdles in the access to reproductive health services, leading to violations of reproductive rights. These hurdles vary according to the age, socio-economic standards, education, religion and place of residence (World Health Organization, 2010). Many times these stereotypes are reinforced through policies and laws of the country. Hence, there is a need to conceptually understand these aforementioned

aspects through secondary data and to suggest appropriate measures to overcome the gender stereotyping and improving women's reproductive health status.

## **Objectives**

- To conceptually understand the aspects pertaining to reproductive health of women and gender stereotyping

## **Discussion**

The review of the existing literature reveals poor health status of Indian women and its significant association with traditional beliefs and practices. In India, girls are often viewed as a burden to the family and the society and always there is a strong preference for a son. The only responsibility towards a girl is to marry her off, many times resulting in child marriages. The patriarchal Indian mindset consider woman as weak and vulnerable without the ability to take accurate decisions. Various Indian religions foster the idea that woman as the property of man and she cannot have an independent existence. Women's role is reduced to giving birth to babies and taking care of families. These stereotypes can be observed in the practices of female foeticides and infanticides, child marriages, domestic violences, sexual abuses, closely spaced pregnancies, restricting access or providing low quality services, requirement of approval from significant others, conducting sterilization, abortion, virginity examination etc. without her consent, forced or unplanned pregnancies, maternal mortality and morbidity, forced or unsafe abortions, forced or unsafe sex. This is why gender equality is a distant dream even after several efforts. The Global Gender Gap Report (2020) revealed gender parity will not be attained in the next 99.5 years.

## **Recommendations**

- Awareness programmes focusing on women's reproductive health and gender sensitization should be organized at grass root levels.
- Incorporating the topics on reproductive health and gender studies in school curriculum to educate the future generation.
- More focus to be given on women empowerment programmes.

## **Conclusion**

The societal norms and values determine a woman's status and access to health care. These societal norms are developed from the existing stereotypes in the society and age old stereotypes are responsible for lower reproductive health status of Indian women irrespective of various laws, policies and programmes. Hence, analyzing and addressing these prevailing gender stereotypes is the crucial point of

intervention to achieve the goal of reproductive health and realization of reproductive rights of women, which are inevitable for the progress of the country and to achieve Sustainable Development Goals (SDGs). This requires multiple interventions such as educating both men and women, addressing moral, ethical and religious factors and strengthening the existing women empowerment programmes and / or designing more programmes with a special focus on reproductive health and women's rights at the grass root level.

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## **Marital Rape: A Quest for Justice**

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### **Abstract**

Marital rape is a term that never been looked into by Indian legislatures even it has been by-passed for so many occasions. Recently the Supreme Court of India criminalized unwilling sexual contact within a wife between fifteen and eighteen years of age. This is a steeping forward judgment on the issue of marital rape. But it only classifies the fifteen to eighteen year's wives that might be created difference between an adult wife and under aged wife. Not only that, exception 2 of Section 375 of Indian Penal Code provides an implied right to the husband to make sexual intercourse with his wife without her consent. The question emerges regarding necessity to Lord Macaulay law's applicability after passing of long one fifty years on this very issue. The India Judiciary has taken a significant role defining right to equality and right to life post Maneka Gandhi era. Indian matrimonial laws, in this context, say marriage is a sacrament between two spouses. There is a logical debate that yet to be continuing whether criminalization of marital rape would destroy the marital institutional philosophy? This present research intends to introspect taking the laws and issues about marital rape and would find the remedy if any.

**Keywords:** Marital Rape, Marriage, Sexual Contact, Women's Rights.

### **Introduction**

Marital rape is one of the contemporary issues in the recent years. Today, in so many countries like India the marital rape is yet to be allowed. It is to be noted that women being forced to have sex within marriage is not a criminal offence in 58 percent of countries said Marwa Sharafeld an Egyptian Woman's rights Activist, at a launch of report in U.N Headquarter. More than 50 countries, including the United States, Nepal, Britain, South Africa, it is a crime for a husband to rape his wife, but

that is not the case in most of Asia. According to Hindu Law, Marriage is a sacrament between two spouses. It is a body for the performance of religious duties. It is deemed as a holy union in Hindu Law. It is also considered to be a union of flesh and blood and flesh and blood. It is a religious sacrament and not a civil contract. This is a convention that is being followed from emerging the marriage laws since Vedic age. Perhaps, India is in dilemma relating to declare exception 2 of Section 375 unconstitutional. Lord Macaulay introduced India Penal Code in 1834 that came into force at 1860. The exception 2 of Section 375 says sexual intercourse or sexual acts by a man with his own wife, the wife not being under 15 years of age, is not rape. To prove rape, consent is one of the valid points before court of law. Explanation 2 of Section 375 of IPC says consent is an equivocal voluntary agreement when the women by words, gestures, or any form of the verbal or non-verbal communication, communicates willingness to participate in the specific sexual act. Marital sex comes from consent that already been given by both spouses obliging the rituals at the time of marriage. So, there is a doubt validly emerges that criminalizing of marital rape can destroy the building of society. This paper would follow the doctrinal research methodology to understand the result of marital rape status in India.

## **Review of Literature**

The research conducted by Melanie, Koshan and Nyaundi in 2017 analyzed the judicial treatment of marital rape in Canada from 1983 until 2013. It is the first comprehensive review of marital rape decisions in Canada since Criminalization allows an assessment. This marital rape is focusing on issues related to consent, mistake, belief in consent, evidence and sentencing. This paper concludes by highlighting overall trends in the case law and identifying potential responses. Jermsittiparsert and Kasemsukpha explored Bangkok men's understanding of Section 276 of the Criminal Code. The study also examined the attitude of marital rape as perceived by men using various demographic assessment factors and investigating correlations between level of understanding of law (Jermsittiparsert & Kasemsukphaisit, 2016). Interestingly, on 22<sup>nd</sup> February 2007 the Ghanaian Parliament passed the long awaited domestic violence act. The marital rape constitutes a violation of Women's Human Rights. The consent to marriage is the equivalent of consent to sex in Ghanaian custom and law. The marital rape expression is a throwback from British common Law. In the 1980's Judges held or opined in dicta what must be incontrovertible to the feminist community. The marital rape exemption denies the married women protection against the violent crime. The endurance of marital rape exemptions results from the dominant understanding of meaning of equality. It also re-examines contrasting understanding of the meaning of equal protection (Torres & Yllo, 2016). Dube in 2006 analyzed the offence of rape as one of the most gruesome and barbarous crimes perpetrated against women. The marital rape demolishes the entire physical and psychological composure of women and reduces her as a living corpse. The legislators have turned

a deaf ear to all pleas of Justice by married women and impact of victim in the Indian stand point. A study by Anderson discussed about the marital Immunity for sexual offences persists in over half of the states. All country must abolish this immunity to make the law formally neutral on the marital status of parties. This kind of marital rape immunity has mostly infected the way this legal system treats all kinds of sexual offences among all the intimates who are not yet married (Anderson, 2003). Furthermore, the marital rape is considered to be a heinous crime, but not considered to be a criminal offence in India. The only remedy is that of compensation and not a ground for seeking a decree of divorce. There has been a widespread protest in India to include it under marital rape (Garg & Singla, 2013; Pandey, 2013). Both the pillars of humanity i.e men and women have equal importance and role in creation of humanity. Women are bound to face several humiliations in the society. The offences against women are endless as sexual harassment. Marital rape is very crucial as it is not recognised till date as a crime (Pandey, 2013).The immediate need is to criminalize the marital rape under the Indian Penal code. The real objective of marital rape criminalization can only be achieved if society challenges the prevailing myth. Marital rape has to be regarded as sexual harassment and Indian society cannot continue to trend women in the verge of promoting social cohesion (Dhingra, 2015). Goodwin talks about sexual violence against women and girls, exposed women's credibility to such intense hostility. This paper highlighted the factors that are irrelevant to sexual violence, which serve as points of searching enquiry. This essay looks into more probing report about sexual violence and legal perspective (Goodwin, 2015). Hence, in accordance with the aforementioned literature review it can be understood that the struggles surrounding the criminalization of marital rape.

## **Objective**

- To introspect taking the laws and issues about marital rape
- To find the remedial measures with regard to legal aspects towards marital rape

## **Principle of Constitutionality**

Article 14 of the Indian Constitution ensures that, “[t]he State shall not deny to any persons equality before the law or the equal protection of the laws within the territory of India”. Although the Constitution guarantees equality to all, Indian criminal law discriminates against female victims who have been raped by their own husbands. The time when IPC was drafted in 1860s, a married woman was considered to be the chattel of her husband. As a result, she did not possess many of the rights now guaranteed to her as an independent legal entity, including the right to file a complaint against another under her own identity. India was a British colonial during the 19th century. All Indian laws enacted at this time were deeply influenced by English Laws and Victorian Patriarchal laws that did not recognize

men and women are equals, did not allow married women to own property, and merged the identities of husband and wife under the “Doctrine of Coverture”.

The Exception 2 of Section 375 of IPC might violates the right to equality enshrined in Article 14 as it discriminates against married women by denying them equal protection from rape and sexual harassment. The exception creates two classes of women on their marital status. In Budhan Chowdhury Vs State of Bihar and State of West Bengal Vs Anwar Ali Sarkar, the Supreme Court held that any classification under Article 14 of the Indian Constitution is subject to reasonableness test that can be passed only if the classification has some rational nexus to the objective that act seeks to achieve. Exception 2 may encourage husbands to forcefully enter into sexual intercourse with their wives, as they know that their acts are not discouraged or penalized by law. Because no rational nexus can be deciphered between the classification created by exception and the underlying objective of the Act, it does not satisfy the test of reasonableness, and thus violates Article 14 of the Indian Constitution.

Exception 2 of Section 375 of IPC also might violate Article 21 of the India Constitution. Article 21 states that “[n]o person shall be denied of his life and personal liberty except according to the procedure established by law.” The Supreme has extended this right by including rights to health, privacy, dignity, safe living conditions, and safe environment, among others. In Kharak Singh and Francis Coralie case, the Supreme Court stated life does not mean like animal existence. A human life should be included with human dignity. In the State of Karnataka Vs Krishnappa, the Supreme Court held that “sexual violence apart from being a dehumanizing act is an unlawful intrusion of the right to privacy and sanctity of a female. In the same judgment, it held that non-consensual sexual intercourse amounts to physical and sexual violence. Later, in Suchitra Srivastava Vs Chandigarh Administration, the Supreme Court equated the right to make choices related to sexual activity with rights to personal liberty, privacy, dignity, and bodily integrity under Article 21 of the Constitution. In Justice K.S. Puutuswamy (Retd.) Vs Union of India, the Supreme Court recognized the right to privacy as a fundamental right of all citizens and held that the right to privacy includes “decisional privacy reflected by an ability to make intimate decisions primarily consisting of one’s sexual or procreative nature and decisions in respect of intimate relations.” Forced sexual cohabitation is a violation of that fundamental right. Thus, the Supreme Court had recognized the right to abstain from sexual activity for all women, irrespective of their marital status, as a fundamental right conferred by Article 21 of the constitution. Moreover, contending these arguments, the male activists have been against the criminalization of marital rape. They are raising the judgment given by Supreme Court in Arnesh Kumar Vs State of Bihar and Rajesh Sharma Vs State of Uttar Pradesh Court stated that “no arrest is made without reasonable satisfaction” in 498A cases. The Court seriously shows its doubt relating to using of 498A section of Indian Penal Code. Not only that, the Court shows

dissatisfaction relating to using of 498A section which exclusively provides rights to married women against cruelty. One National Health and Family Survey (NHFS-4) for 2015-16, 5.4 percent women have experienced marital rape. They are showing the number of marital rape against women is very much low in respect of suicide committed by married men. As per the National Crime Bureau Statistics 65,000 married men commit suicide every year, which is more double the suicide by women.

As there are so many laws provided for ensuring the rights of married women, the contender is against the view of criminalizing marital rape in Indian context. The laws are:

- A) Section 376B criminalizes sexual intercourse done by husband during judicial separation under order by court against the will of wife shall be punishable not less than two years may extend to seven years, and shall also be liable to fine.
- B) Section 377 criminalizes unnatural sexual intercourse with women and it shall be punishable imprisonment for life or imprisonment which may extend to ten years and shall also be liable to fine. This section can be applied by married women if any unnatural sex commits by her husband.
- C) Section 493 invokes those offenders who deceitfully makes intercourse with a woman by showing himself as legal husband shall be punished with imprisonment of either description for a term which may extend to ten years, and shall also be liable to fine.
- D) Section 498A, Explanation (a) defines ‘cruelty’ as any willful conduct which is of such a nature as is likely to drive the woman to commit suicide or to cause grave injury or danger to life, limb or health (whether mental or physical) of the women. It means any physical violence against women shall also come under 498A and it shall be punishable for three years and fine.
- E) The Protection of Women from Domestic Violence Act 2005, Section 3(a) includes “harms or injures or endangers the health, safety, life, limb or well-being, whether mental or physical, of the aggrieved person or tends to do so and includes causing physical abuse, sexual abuse, verbal and emotional abuse and economic abuse comes under domestic violence”. Not only that clause ii of Section 3(d) states any conduct of a sexual nature that abuses, humiliates, degrades or otherwise violates the dignity of a women.

The Government of India stated that criminalizing marital rape would “destabilize the institution of marriage” and could become an easy tool to “harass husbands” in RIT Foundation Vs Union of India.

## Suggestions

The law in the IPC must be amended to as suggested by the Justice Verma Committee Report, it is to be understood by the policy maker that the relationship of marriage cannot be a ground of defense for the perpetrators. Secondly, we also agree with Verma Committee Report that the existence of a marriage does not lead to a presumption of consent. However, in practicality, the judiciary will undeniably look at some threshold of force to answer questions of consent. There are three ways to treat consent while criminalising marital rape. The first would be to presume consent, and put the burden on the victim to rebut that consent. The second is to presume absence of consent, and the accused will have to establish consent. The third would be to draw out a system especially for cases of marital rape, and this will require a review of existing principles of evidence law. In the current scenario, there is lesser punishment associated for husband committing sexual intercourse living separately with his wife and it varies from two years to maximum seven years as stated in section 375B. The sentencing policy must be unified on the ground of equality enshrined in Article 14 of the Indian Constitution. Apart from it to deal with cases related to marital rape consolidated amendment is required in IPC and Evidence Act also.

## Conclusion

In December 1993, the United Nations High Commissioner for Human Rights published the declaration on the elimination of violence against women. This establishes marital rape as a human rights violation. India Government is still against the opinion about relating to criminalizing marital rape. The Judiciary has identified it and taken necessary step to address this crime in India. On a report proposed by Justice Verma Committee, stated marriage is not a valid defense against sexual crimes like rape. Justice Verma Committee was established after Nirbhaya Gang Rape. Moreover, having ratified the report of Justice Verma committee the legislatures of India added so many clauses in molestation and rape laws in India but in the matter of marital rape proposal the Government of India does not take any necessary measures which should be looked into. Moreover, having said that the issues raised by the male activists have to be kept into mind but not criminalizing marital rape might be violating the woman's right across India.

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## The Role of Social Media in Women Empowerment

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### **Abstract**

The upsurge in the use of technology has provided avenues in communicating which has facilitated integral interaction especially with people distance apart from each other. Social media via the internet is used as the tool to stand in bridging the digital divide. Although, the Internet enabled service was made available to enhance communication through conveying information and fostering interaction among people, its growing usage indicates a more viable potential which serves as a new effective platform for initiating business transaction and processes known as Social Commerce. Nevertheless, little academic research has been conducted to investigate how business organizations could harness this platform for business purposes even much more examining the role social media a multimedia tool plays in promoting business transactions and the impact it has on social commerce. The study analyses intend to help practitioners and academics establish the viability of multimedia been the drive behind social media adoption especially in businesses that involve social interaction with customers. The literature focuses on how social media adoption and acceptance on twitter an online application can help establish this fact. This case study sought to provide an analysis of the current trend usage of commercial social media site by conducting an online survey with twitter end-users. Social media has proven potential for mobilizing attention and accountability to women's rights, and challenging discrimination and stereotypes. It has proved to be a powerful vehicle for bringing women's rights issues to the attention of a wider public, galvanizing action on the streets of cities around the world and encouraging policy makers to step up commitments to gender equality. The paper is an attempt to study how social media is contributing to women empowerment based on secondary data. The paper likes to conclude that though social media is contributing to women empowerment but there is virtual gender gap due to lack of literacy, cybercrime, cyber bullying, etc. and women are not able to fully utilize the new space.

**Keywords:** Social Media, Empowerment, Women Empowerment, Cybercrime, New Media.

## Introduction

Over the past decade, the media landscape has dramatically changed with social media outlets such as blogs, online discussion forums, and online communities now supplementing traditional media outlets such as newspapers, magazines, and television programs. Social media are new information network and information technology using a form of communication utilizing interactive and user-produced content, and interpersonal relationships are created and maintained. Social media is becoming an agent of change. It is changing the way information is communicated to and from people around the world. Its use is increasing day by day with high rate in all over the world. Social media has proven potential for mobilizing attention and accountability to women's rights, and challenging discrimination and stereotypes. It has proved to be a powerful vehicle for bringing women's rights issues to the attention of a wider public, galvanizing action on the streets of cities around the world and encouraging policy makers to step up commitments to gender equality. The explosion of social media, Cyber feminism and unprecedented use by women of new technologies represents important opportunities to bring gender equality and women's rights issues to the forefront of both policy making and media attention. India ranks second in usage of Facebook and third in Twitter. These social networking sites not only pave a way for communicating across the globe but they have played a major role in empowering women, encouraging the civic participation among women in Western, Middle East and Asian countries. The paper is an attempt to study how social media is contributing to women empowerment based on secondary data.

## Review of Literature

Narayana and Ahamad (2016) revealed in their study that Media have a great potential for empowerment of women, however the overall use of this media by women is very low. It also suggested that the powerful and positive role that the media can play in the empowerment of women and gender equality should be supported and further explored. They also found that how media can increase the participation and access of women to expression and decision-making. Also, Gupta (2018) concluded in her study that most of the respondents have high empowerment in final say on their health care and decision on employing servants in home 85 percent and 90 percent respectively, which shows the high percentage rate of the empowered women. Further it was found that in the economic empowerment sphere most of the respondents are empowered nicely. It shows that women in India are empowered and their empowerment percentage indicates a medium level of empowerment and high percentage of influence of Media and technology. This is an indication that women are very much aware of the variables which can lead them towards empowerment. A study conducted by Subhash and Patil in 2014 have concluded that impact of mass media on women has enabled their empowerment, but still there are many suggestions given by women to restrict crime related

programmes, improvement of learning and knowledge, equal status of women, gender equality etc. Hence the media should take into the suggestions of women and improve their programmes, telecasts, circulations, knowledge and information. Also, Khan and Moin in 2013 reported that with access to internet at homes, women are using it for multiple purposes. It has enabled women to participate in important daily affairs of state that ranges from household work to education, health and governance. Furthermore, Asif in 2013 stated that the development of society can be improved if women are empowered. Role of media is important to empower women because it gives self-reliance and there is a visible effect of media on every sphere of life. The new media is the fact that anyone can be part of the global information sharing process by anyone, anywhere in the form of any article and information on social platforms.

## **Social Media**

The word media is defined as ‘one of the means or channels of communication, information, or entertainment in society’ as newspapers, radio, televisions and social networking sites etc. Media technology has made communication increasingly easier as time has passed throughout history. Today, children are encouraged to use media tool in school and expected to have a general understanding of various media technologies available. The media technology shapes the advance modern society. In the contemporary period, social media is the most popular among all other means of communication and information. 30 percent of World’s population is active social media users whereas in India the active social media users are 15 percent of the population which is a sizeable proportion. Usage of social media is on increase and it is estimated that such percentage will increase every year by 10 percent. Moreover, 60 percent of social media users are youth who are prone to cybercrimes and problems. For many connected users in India, access to the Internet is primarily for accessing social media networks. The most popular activities on social media include maintaining one’s own virtual profile on the likes of Facebook and Twitter, posting and sharing an update as well as replying to something a friend has posted.

## **Empowerment**

Empowerment is a construct that links individual strengths, competencies, natural helping systems and proactive behaviour to social policy and social change. Empowerment theory and research link individual wellbeing with the larger social and political environment. Empowerment suggests that individual with others to achieve goals, efforts to gain access to resources and some critical understanding of the sociopolitical environment as basic components of the construct. Empowerment is a process of transition from a state of powerlessness to a state of relative control over one’s life, destiny and a critical understanding of their environment. This transition can manifest itself in an improvement not only in the perceived ability to

control but also in the actual ability to control. Thus, empowerment is a transition from the passive situation to a more active situation of control. It is part of the realization of one's humanity, as a person who is powerless with regard to one's life and environment is not realizing one's innate human potential. Since the sources of powerlessness are rooted in social processes that disempowered entire populations. Thus, the empowerment process aims to influence the oppressed.

## **Objectives**

- To increase the participation of women in decision-making through the media
- To know the aim and kind of social media used by women
- To accelerate women's empowerment through social media

## **Role of Media in Women Empowerment**

The role of Media is very important to accelerate Women empowerment which will lead to social and economic empowerment of women. The Mass Media, however, like all social media, are good and practical means to increase, through the dissemination of healthy concepts of being woman, of what is the role of women in modern society, of good examples that women give us every day, of the results they have achieved and continue to reach out to women in many fields of economics and beyond, the social consideration of women, giving to young women good ideas and examples for their economic empowerment. Women, in Indian society, are traditionally expected to confine themselves to domestic environment. Woman's perceived interests linked to domesticity may adversely affect her empowerment outcomes.

It was found from the women empowerment survey that the women in India are empowered but still her interest towards domesticity affects her empowerment otherwise women would have been more empowered. In fact, social power plays an important role in generating/sustaining inequalities between men and women, which plays an important role in generating and sustaining gender inequalities. Also, the hypotheses I have tested have a positive significant relation between dependent variable and independent variables. Only the less percentage of social empowerment and the knowledge of their rights show that the women in India are still not feel secure outside. The freedom of press in the country is a blessing for the people.

The government and non-government agencies can work on towards enhancing the women's traits and capabilities. Participation in seminars and lecturers and encouragement for taking waged employment would help or strengthen the role of women in decision making. Mass Media could also make a strong contribution, with the implementation of media campaigns, to the dissemination of the concept of gender equality. If people see in the media the overcome of the differences between

men and women will bring him back into everyday life. The Mass Media have always unconsciously affected and influenced the thinking and behavior of society. Media should focus success stories of established, successful and renowned women in spite of indecent representation of women.

As an important agent of socialization shaping of gender roles, its mechanisms for checks and balances with respect to gender need to be strengthened. The media should enable projection of women in a decent and dignified way and promote respect and dignity to women avoiding negative portrayal of women. New innovative decent presentation of women, based on Indian culture and society through media must be introduced. A strong legislative effort coupled with a wide spread social awareness with morality and ethics is needed to fight this menace so that women are not perceived as a commodity but as individual with right and dignity.

## **Impact of Social Media on Women**

Social media is emerging as an alternative media as a platform to share and raise the voice of women when their voice is restricted. People are joining Cyber hands to help women and share their voices in each and every protest. The subject of empowering women is now being linked to social media as it is emerging as a powerful tool for awareness and action. Empowerment of women is necessary for a bright future of the women, family, society and country so as to make them take their own decisions for personal growth. For a long time voice of women is restricted and it can be made loud by way of social media. Social media is the latest technological tool for Economic Empowerment of Women. The concept of entrepreneurship has helped women to get rid of the tag of being a burden on others economically. Online presence in social media is providing women with new freedom, independence and control, liberty, and empowerment like never before. It helps them to try things that were impossible in the real scenario.

The social networking offers more of an opportunity to network and get to know people and places. Women can neither be lost nor does she have to depend on others to carry out her requirements. Social Media is posing questions and answering questions that could raise and suggests solutions for every search of hers. It can really turnout to be a friend indeed that gives her both intellectual and emotional company without having to lose her identity. The more women use social media, the more she will benefit from it as well. Social media helps women to master with friends, followers and connections all over the country or even the world. She may start to like, tweet, share, follow be linked to a new sort of Technological empowerment and dynamism.

## **Benefits of Social Media**

Social media is comparatively less expensive and easy for training, recruitment, and organization than traditional methods. Various studies have shown that people who are active online are likely to be active in group activities such as creating an online group for any cause, sharing their voices. It enables individuals to share them with friends, to see how many others share their perspective and to coordinate activity and get the word out about protests, social issues.

## **Social Media & Internet Impact on Women Empowerment**

After the infamous 16<sup>th</sup> December Delhi gang rape incident, within two days Face book group “Delhi for Women’s Safety” was created which received 1.75 lakh likes and many other such groups were created. Such groups on social media attracted public attention and created platform both for women justice and women empowerment at global level. Social Media has become so powerful today that in the face of such incidents social media becomes the voice of people. Everyone starts sharing, tweeting, hash-tagging their views, rage and demand for justice on social media; in order to do so they often even change their profile pictures with campaign picture to show their absolute support, as in the Delhi Gang Rape case, a simple black dot with a white background was seen as a profile picture throughout social media and also on Whatsapp. This Incident got so much social media attention, that Government of India was forced to take strict actions against the culprits, passing a more powerful law to prevent such incident in future. Social media has proven potential for mobilizing attention and accountability to women’s rights, and challenging discrimination and stereotypes.

The social media has proved to be a powerful vehicle for bringing women’s rights issues to the attention of a wider public, galvanizing action on the streets of cities around the world and encouraging policy makers to step up commitments to gender equality. The explosion of social media and unprecedented use by women of new technologies represents important opportunities to bring gender equality and women’s rights issues to the forefront of both policy making and media attention. The study of Social Media Platforms and their impact in unlocking the financial success of the women entrepreneurs globally has been widely observed and quite vital to the new generation of gender based ventures that are digitally driven through the use of technology. This is leading to a new revolution of women job seekers becoming job creators and curators.

Social Media plays the significant role in creating such opportunities. The study of women entrepreneurs in Kancheepuram District showed that the growth of female owned businesses is growing along with increase in their standard of living, motivation, attitude and self-confidence, and ensures independence - a liberty of new form. Social media is becoming a women’s info guide and empowering tool.

Internet along with Social Media has come up as a new form of media which has expanded dramatically over the past decade in India. There are websites that focus on women empowerment, covering diverse spheres such as health, knowledge, lifestyle, education and more. With such power of Social Media, today it is easily possible to find any information related to women empowerment. When any incident happens, social media becomes a faster media that helps people from round the world to participate and show their concern and sympathy towards such incidents. Governments across the world had to take action against such incidents when everywhere people condemned such happenings. Awareness and outburst such as this could only occur with the existence of both Internet and Social Media. Women are now also getting more knowledge about their rights and powers that every woman in a society holds, with equal rights as men in every respect. All these positive changes are now triggered to only increase their pace with time due to Internet and Social Media. However, cybercrime is creating hurdles in women empowerment and they are not able to fully utilize the benefits of IT revolution.

## **Cybercrime**

Cybercrime is a global phenomenon. With the advent of technology, cybercrime and victimization of women are on the high and it poses as a major threat to the security of a person as a whole. Even though India is one of the very few countries to enact IT Act 2000 to combat cybercrimes, issues regarding women still remain untouched in this Act. The said Act has termed certain offences as hacking, publishing of obscene materials in the net, tampering the data as punishable offences. But the grave threat to the security of women in general is not covered fully by this Act. Amongst the various cyber-crimes committed against individuals and society at large, crimes that are specifically targeting women are such as cyber-stalking, harassment via emails, cyber bullying, morphing, email spoofing and cyber defamation. While cyber stalking affects both men and women, women are disproportionately targets, especially of age group of 16-35, who are stalked by men. It is believed that Over 75 percent of the victims are female. The astonishing fact is that one in twelve women and one in forty-five men will be stalked in their lifetimes.

Cyber bullying is a typical type of online harassment, which can be defined as hurling harsh, rude, insulting, teasing remarks through the message box or in open forums targeting one's body shape and structure, educational qualifications, professional qualifications, family, gender orientation, personal habits and outlook. Harassment through e-mails is not a new concept. It is very similar to harassing through letters. Harassment includes blackmailing, threatening, bullying, and even cheating via email. E-harassments are similar to the letter harassment but creates problem quite often when posted from fake ids. Cyber pornography is the other threat to the women which include pornographic websites; pornographic magazines produced using computers (to publish and print the material) and the Internet (to

download and transmit pornographic pictures, photos, writings etc.) Internet has provided a medium for the facilitation of crimes like pornography. There are gender gaps in literacy in India as literacy rate for males is 82.14 percent and for females is 65.46 percent as per 2011 Census which further restricts the use of IT and social media by women. However, on the whole the women are getting benefits by use of social media.

## Data Analysis & Discussions

Survey conducted: A survey of 5 questions was released online asking 200 online activists about the role of social media in women empowerment. The results came as follows:

**Table 1: Distribution of Age**

S. No	Age	No. of Respondents	Percentage
1	Below 10	15	7.50
2	15-25	40	20.00
3	25-35	95	47.50
4	35-45	25	12.50
5	50 above	25	12.50
<b>Total</b>		<b>200</b>	<b>100.00</b>

*Source: Primary data*

According to Table 1 the age composition of the respondents, out of 200 respondents 7.5 percent of the belong to the age group below 10 years, 20 percent of them age group 15-25, 47.5 percent of them age group 25-35, 12.5 percent of the respondents belong to the age group 35-45and above 50 respectively.

**Table 2: Distribution of Preferred Social Media Application**

S. No	Social Media	Number	Percentage
1	WhatsApp	95	47.50
2	Face book	50	25.00
3	YouTube	30	15.00
4	Tiktok	22	11.00
5	Twitter	3	1.50
6	Skype	-	0.00
<b>Total</b>		<b>200</b>	<b>100.00</b>

*Source: Primary data*

In accordance to Table 2, the finding indicates that 95 (47.5 percent) of the female students preferred using WhatsApp, 50 (25 percent) uses Face book, while 30 (15 percent) prefers youtube, 22 (11 percent) of the respondents using Tiktok and 3 (1.5 percent) of the respondents using Twitter. The Face Book is the most used SM application and it is used across different professions to connect friends and colleagues. But this study suggested WhatsApp to be the preferred SM application.

**Table 3: Distribution of Use Aims of Social Media by Women**

Social Media Use Aims	Frequency	Percent
Messaging (Texting)	55	27.50
Finding /Following their friends	20	10.00
Catching up the news	35	17.50
Taking photo or record video and sharing	45	22.50
Being aware of the trends	10	5.00
Listening to music	15	7.50
Following the applications	7	3.50
Making new friends	6	3.00
Making Checking	-	0.00
Downloading new application	7	3.50
<b>Total</b>	<b>200</b>	<b>100.00</b>

*Source: Primary data*

In this table explains 27.5 percent of the respondents using social media for texting, 10 percent of the respondents using social media for the purpose of Finding / Following their friends. Also, 17.5 percent of the respondents using the purpose of Catching up the news and 22.5 percent of the respondents using social media for the purpose of taking photo or record video and sharing, and 3.5 percent of the respondents using social media for the purpose of Following the applications and Downloading new application respectively.

**Table 4: Social Media Perspective in Psychological Aspects of Respondents**

S. No	Statements	Strongly Agree	Agree	Neutral	Strongly Disagree	Disagree
1	Social media usage has increased the rate at which students participate in class group discussions	85	75	40	-	-
2	Participating in group discussions on social media platforms has helped in improving my understanding of certain topics that are taught in class	96	54	34	16	10
3	Social media makes learning easy for me because I can easily seek the views of my course mates and other friends on a particular topic at the comfort of my room	155	45	-	-	-
4	Social media usage has the ability to distract and reduce the level of concentration in class	65	75	45	10	5
5	Social media usage has the ability to negatively affect grades	54	45	23	85	-
6	Social media allow people to make more friends than in real life	150	50	-	-	-

*Source: Primary data*

## Interpretation

This table shows the media perspective in Psychological aspects of the respondents. Social media usage has increased in psychological aspects out of 200 respondents, wherein 85 respondents have strongly agreed to the first statement and 96 respondents to have strongly agreed to the second statement. Interestingly, most of the respondents have strongly agreed to third statement because social media makes learning and enables meeting friends comfortable. Also, 75 respondents have agreed to fourth statement because some of the respondents possesses psychological aspects to believe social media to reduce the level of concentration in class and a vast majority (150 respondents) of the respondents have strongly agreed to the final statement because social media allow people to make more friends than in real life.

**Table: 5: Importance of Social Media in Women point of view**

S.No	Importance of Social Media	Frequency	Percent
1	Extremely Important	155	77.50
2	Very Important	35	17.50
3	Moderately Important	5	2.50
4	Slightly Important	5	2.50
5	Not at all important	-	0.00
<b>Total</b>		<b>200</b>	<b>100.00</b>

*Source: Primary data*

This table shows the importance of Social Media. Out of 200 respondents 77.5 percent of the respondents to gives extremely importance for social media. 17.5 percent of the respondents says very important and 2.5 percent of them revealed media is moderately / Slightly important respectively.

## Findings

- Majority 47.5 percent of the respondents using Social Media in the age group of 25-35.
- It is observed apart from whatsapp, 47.5 percent of respondents have account, 25 percent of the respondents have face book account, 15 percent of the respondents to preferred YouTube link, 11 percent of the respondents to having Tiktok app respectively.
- The aim of social media in varies aspects majority 55 (27.5 percent) of the respondents using messaging and 20 (10) respondents using for social media for the purpose of finding / following their friends, 17.5 percent of the respondents for the aim of social media catching the news, 22.5 percent of the respondents for the aim of taking photo or record video and sharing (Tiktok) respectively

- Most of the respondents using for social media for the purpose of to relieve their stress
- 77.5 percent of the respondents to give more importance to social media.

## Suggestion & Recommendations

- Media have a huge potential for the empowerment of women, however the overall use of this media by women is very low. Media has played an important role in empowering the women.
- The way media has played its part in portraying about the atrocities faced by the women and empowering the women, no other sector has done.
- Media should create awareness about risks prevailing at home, in work places and while travelling and staying outside home. Economic self-sufficiency is necessary, though it is not a sufficient condition for empowerment of women.
- Public policies are extremely important to strengthen the legal institutions that guarantee equal rights and opportunities to women.
- The Media should provide political and legal and economic and health awareness. They should provide knowledge about support groups. Mass Media should have the positive attitude towards life. Under any adverse circumstance they should not lose courage and confidence and try to end their life.
- They should have a strong will power to succeed in life. In short, the inner strength of women has to be built by success stories of other women.

## Conclusion

Women who are being deprived of basic human rights and life chances are becoming empowered due to social media. They can reach various helpline through the initiative of alternative media groups and members and connect with people. There is no doubt that the developmental facts of women have always been the prime focus of planning since independence and a clear vision is needed to remove the obstacles on the path of women emancipation from the government and women themselves. The various challenges posed by the new era have forced us to provide a concrete and developmental aspects alternatives in lieu of empowerment of women through the possible available media. We need more action oriented programmed and policies which inculcate in understanding the various technicalities and prospects of media keeping into consideration women's empowerment a must need of the society. Also, various studies of popular media throw light on empowering and debilitating influence of media. The generation of alternate media for women's empowerment and protest against derogatory and indecent portrayal of women in media must go on simultaneously.

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## **Assessment of Awareness Level of Women's Rights and Women Related Laws – A Study on Women in Thoothukudi Town**

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### **Abstract**

Women are the real pillars of the society, on which the present as well as the future generations of a nation are built. Women in India now participate in all activities such as education, politics, media, art and culture, service sectors, science &technology, etc. Women are the true wealth of India. They have contributed in various fields and have made the country proud at every possible circumstance and hold important positions in the world. They are capable of leading the country, making history and inspiring many. There are innumerable laws have been enacted by the legislature, but the position of women remains unchanged. Women are the subject of mistreatment both inside and outside the house. However, another reality of Indian society is that there is a systematic discrimination and neglect of women's rights in India, which could be in terms of inadequate nutrition, denial or limited access to education, diminished health and property rights, child labour, domestic violence etc. There are many amazing examples of successful women at different levels, but at the same time violence, discrimination, torture, and exploitation make the life of another bunch of women miserable. A woman is no longer a child bearer and care taker of the home only, but a warrior who can fight for her own identity. The present study was conducted to assess the awareness level on Women's rights and women related laws among selected women of Thoothukudi Town.

**Keywords:** Women, Awareness Level, Sources of Awareness, Women's Rights, Women related Laws.

### **Introduction**

Women are the pioneers of nation and according to a report of secretary general of United Nations women constitute 50 percent of human resources, the greatest human resource having remarkable potentiality next only to man. Women in India now participate in all activities such as education, politics, media, art and culture, service sectors, science and technology, etc. Women are the true wealth of India.

They have contributed in various fields and have made the country proud at every possible circumstance. They also hold important positions in the world. They are also capable of leading the country, making history and inspiring many. The women's rights are an absolute, fundamental and inseparable part of human rights. The complete development of women's personality, freedom and their equal involvement in political, social, economic and cultural life are sine qua non for international as well as national development. The discrimination in any form against women is violation of human rights and fundamental freedoms. To prevent all these injustices against women, India drafted various instruments for protection of women's right and dignity. It is after independence, India has taken the responsibility to frame laws for the protection of women. Indian legislature has tried to modify the old concept of male subjugated society by adopting the principles of impartiality. The constitution provided equal rights of men and women and also entrusted the duty upon the state to make special provisions to recognize the interests of women effectively. As a result, various central as well as state laws were enacted to prevent exploitation and discrimination of women.

## **Related Reviews**

Women are the wealth of India and they have contributed in every field possible and have made country feel proud. However, another reality of Indian society is that there is systematic discrimination and neglect of women's rights in India, which could be in terms of inadequate nutrition, denial or limited access to education, health and property rights, child labour, domestic violence etc. A study conducted by Patil, Tadasad and Deepthi in 2015 stated that only discussion can't change the position of women. Women's rights are most often associated with reproductive rights, sexual and domestic violence, and employment discrimination. But women's rights also include immigration and refugee matters, criminal justice, health care, human rights, social security and public benefits. Hate (1978) in her book stated that there is positive change in the political, economic and social status of middle class working and non-working women living in four cities in Maharashtra with the advent of independence. Mojumalue commented on the case of Bishwanath Das Vs Maya Das, which acquires significance as it highlights the deficiencies and inadequacies that exist in the present legal system, statutory laws, judiciary and the society. The Indian society is still plagued by victimization of girl child through performance of child marriage despite the forthcoming Beijing Summit focusing on women's right and the affirmation in the UN Declaration of 1989 to which India is a signatory. There is an urgent need for law reform to protect the status and rights of child brides in India (Mojumalue, 1988). Singh, Singh and Gul in 2014 revealed that there is significant difference in awareness of legal rights between working women and non-working women. The working women have more awareness of legal rights than non-working women whereas; there was also significant difference in the exercise of legal rights between working women and non-working women. Sharma (2006) expressed the views of the author, emerged after a symposium held in

Bombay to discuss the effects of the post 1990 economic liberalization era on the women workers in organized and unorganized sectors and to recommend thereby a legal strategy for empowerment of women comparing the situation in India and U.K. It explains that due to the job losses in organized sector there will be further pressure on the unorganized sector. A study conducted by Sarkar discussed some recent Indian feminist theorizing of violence by activist leaders closely involved in movements of women as peasants, forest dwellers and members of the lower castes (Sarkar, 1994).

## **Need & Relevance**

There are many amazing examples of successful women at different levels, but at the same time violence, discrimination, torture, and exploitation make the life of another group of women miserable. We live in a world where goddesses are worshiped and women get tamed, harassed, abused, raped, and kidnapped every single day. Keeping a check on the number of women-related cases, the government of India provides crucial rights to Indian women. Unfortunately, many of the women do not know their rights. The crimes against women occur every minute in India. Women are not safe, be it their houses, public places or the workplace. They are human beings like their fellow men and enjoy the same rights and duties as men. Moreover, given the number of crimes that are committed against women, it is pertinent that women are unaware about the laws that are in place to protect them. Women should always remember that knowledge is power. As a parent, wife, daughter, employee and a woman it is important that they should be aware of these Rights and Laws for them. Thus, under these circumstances, it is very much necessary to make thorough insights to create awareness on women's rights and women related laws.

## **Objectives**

- To assess the most useful source of knowledge on women's rights and women related laws
- To analyze the level of awareness regarding women's rights among selected women of Thoothukudi town
- To suggest some measures to create awareness on women's rights and women's safety laws

## **Methodology**

### **Profile of Study Area**

Thoothukudi, also known by its former name Tuticorin, is a port city, a municipal corporation and an industrial city in Thoothukudi district in the Indian state of Tamil Nadu. The city lies in the Coromandel Coast of Bay of Bengal. Thoothukudi

is the capital and headquarters of Thoothukudi district. The city is also known as "Pearl City". It is a seaport which serves southern Tamil Nadu including the inland cities of Tirunelveli, Nagercoil, Virudhunagar, Ramanathapuram, Madurai etc. It is one of the major sea ports in India with its history dating back to the 16<sup>th</sup> century. According to Confederation of Indian Industry, Thoothukudi has the second highest Human Development Index in Tamil Nadu next to Chennai. Marine fishery, pearl and chunk fishing are famous in this district from time immemorial. According to 2011 census, Thoothukudi city had a population of 237,830 with a sex-ratio of 1,010 females for every 1,000 males, much above the national average of 929. A total of 24,959 were under the age of six, constituting 12,684 males and 12,275 females. Tamil is spoken by most, and the standard dialect is the Thoothukudi Tamil dialect. English is also widely spoken. Thoothukudi had an average literacy rate of 92.10 percent with male literacy being 94.84 percent, and female literacy being 89.37 percent.

## **Sampling Procedure & Data Collection**

The present study was conducted to know the awareness regarding Women's rights among selected women of Thoothukudi Town. The study uses both primary and secondary data for analysis. For this research, convenience random sampling technique has been adopted. The primary data was collected from the respondents with the help of a self-constructed questionnaire. A sample size of 125 women has been purposively selected from Thoothukudi Town. The use of secondary data is made wherever necessary to a limited extent. The collected data is tabulated and discussed in the light of the objectives. The data was processed and analyzed with simple percentages and representations have been indicated through bar charts.

## **Results & Interpretation**

**Table 1: General Information of the Sample Respondents**

Characteristics	Number (%)	Characteristics	Number (%)
<b>Age</b>		<b>Family Type</b>	
20 - 30	47 (37.60)	Nuclear Family	86 (68.80)
30- 40	53 (42.40)	Joint Family	39 (31.20)
40-50	25 (20.00)	<b>Caste</b>	
<b>Educational Status</b>		SC/ST	26 (20.80)
Primary Education	16 (12.80)	BC	65 (52.00)
Secondary Education	30 (24.00)	General	34 (27.20)
Graduates	39 (31.20)	<b>Religion</b>	
Post Graduates	40 (32.00)	Hindu	52 (41.60)
<b>Classification</b>		Christian	61(48.80)
Housewives	30 (24.00)	Muslim	12 (9.60)
Students	40 (32.00)	<b>Marital Status</b>	
Working Women	35 (28.00)	Married	79 (63.20)
Self Employed	20 (16.00)	Unmarried	46 (36.80)

N=125

From the above table it is found that the majority of the respondents 42.4 percent (N=53) belong to the age group of 30 to 40 years, 37.6 percent (N=47) of the respondents belong to the age group of 20 to 30 years and the remaining 20 percent (N=25) of the respondents belong to 40-50 years. While analyzing the caste of the respondents it is found that more than half of the respondents (N=65, 52 percent) belong to BC, 27.2 percent (N=34) belong to General and 20.8 percent (N=26) belong to SC/ST category. 36.8 percent (N=46) of the respondents are single in status and 63.2 percent (N=79) of them are married.

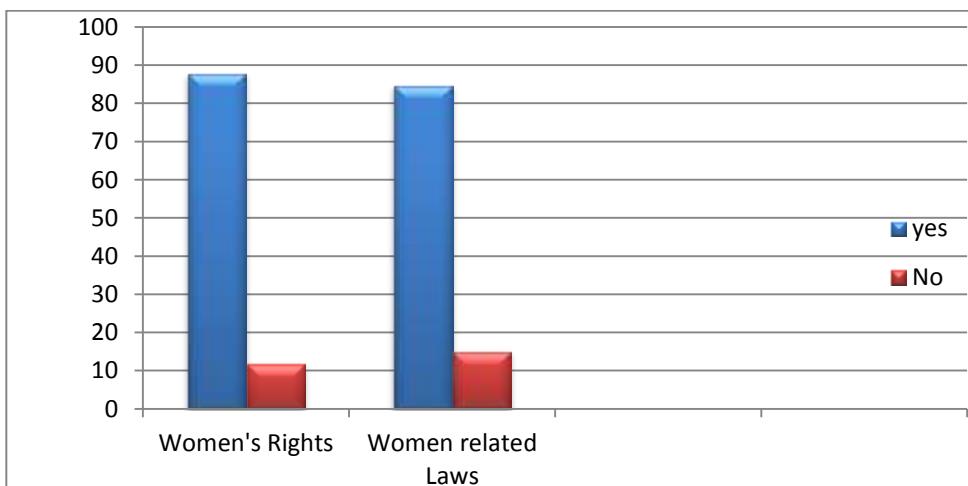
The above table also showed that 68.8 percent (N=86) of the respondents live in Nuclear families, whereas 31.2 percent (N=39) of the respondents live in Joint families. 48.8 percent (N=61) of the respondents are Christians, 41.6 percent (N=52) respondents are Hindus and only 9.6 percent (N=12) are Muslims. Regarding the classification of the sample respondents, 32 percent (N=40) of them are students, 28 percent (N=35) are working women and 24 percent (N= 30) are Housewives. The above table also explains the educational status of the sample respondents as 12.8percent (N=16) have completed their primary education, 24 percent (N=30) their secondary education, 31.2 percent (N=39) are graduates and 32 percent (N=40) are Post Graduates.

**Table 2: Awareness Regarding Women's Rights and Women Related Laws**

Women's Rights			Women Related Laws		
Awareness	Frequency	Percentage	Awareness	Frequency	Percentage
Yes	110	88.00	Yes	106	84.80
No	15	12.00	No	19	15.20
Total	<b>125</b>	<b>100</b>	<b>Total</b>	<b>125</b>	<b>100</b>

N=125

**Chart 1: Awareness Regarding Women's Rights and Women Related Laws**



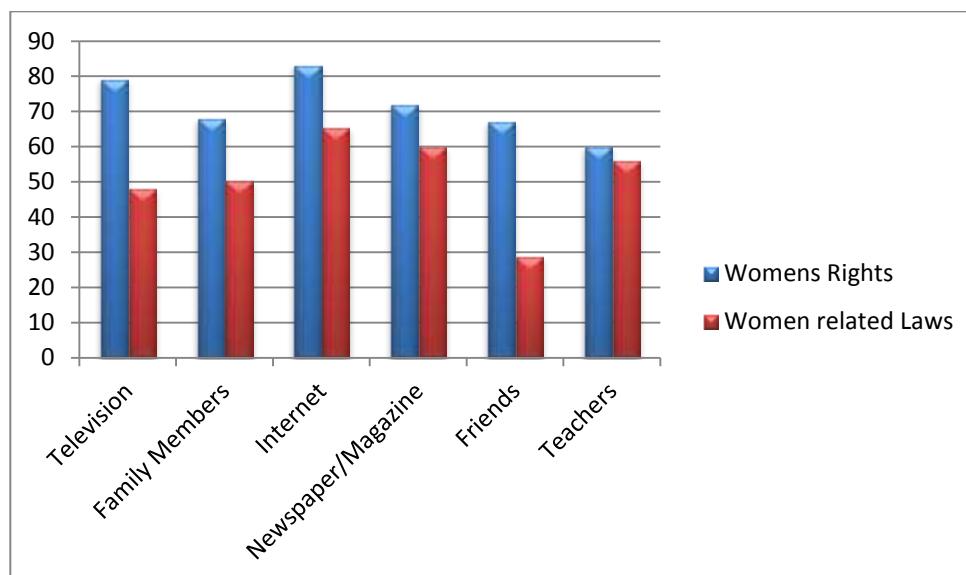
The Table and Chart 1 indicates the awareness of the respondents regarding women's rights and it is found that 88 percent (N=110) of the respondents do agree that they are aware of the women's rights and only 12 percent (N=15) of them are not aware of majority of the Women's Rights. The above table reveals that 84.8 percent (N=106) of the respondents agreed that they are aware of the Women related laws where most of them are students and working women and only 15.2 percent (N=19) are unaware of the many women related laws.

**Table 3: Preferred source for gathering Information on Women's Rights and Women related Laws**

Source	Women's Rights		Women Related Laws	
	Frequency	Percentage	Frequency	Percentage
Television	99	79.20	60	48.00
Family members	85	68.00	63	50.40
Internet	104	83.20	82	65.60
Newspaper/Magazine	90	72.00	75	60.00
Friends	84	67.20	36	28.80
Teachers	75	60.00	70	56.00

N=125

**Chart 2: Preferred source for gathering Information on Women's Rights and Women related Laws**



The above table and chart indicates distribution of preferred source for gathering information on women's rights, wherein it was found that 83.2 percent (N=104) of the respondents prefer internet and social media, 72 percent (N=90) prefer

newspaper/ magazine for gathering information, 68 percent (N=85) prefer family members as their source, 79.2 percent (N= 99) as television, 60 percent (N=75) prefer teachers and 67.2 percent (N=84) preferred their friends to gather information on women's rights. Regarding the women related laws it was found that 65.6 percent (N=82) of the respondents prefer the Internet(social media), 60 percent (N=75) prefer Newspaper and Magazine, 56 percent (N=70) prefer Teachers (Having the Core Subject Legal Economics in their V Semester) 50.4 percent (N=63) prefer family members, 48 percent (N=60) prefer the Television and 28.8 percent (N=36) prefer friends.

**Table 4: Awareness Level of Sample Respondents on Special Women's Rights**

S.No	Women's Rights	Awareness Level	
		Number	Percentage
1	Right to draw an equal salary	95	76.00
2	Right to dignity and decency	78	62.40
3	Right against workplace harassment	96	76.80
4	Right against domestic violence	112	89.60
6	Female sexual assault victims have the right to keep their identity anonymous	93	74.40
7	Right to get free legal aid	80	64.00
8	Women have right not to be arrested at night	108	86.40
9	Right to register virtual complaints via e-mail or Registered Post	78	62.40
10	Right against indecent representation	56	44.80
11	Right against being stalked	48	38.40
12	Women have a right to Zero FIR	50	40.00

N=125

The above table indicates the awareness level of the respondents about the special Women Rights. 76 percent (N=95) of the respondents were aware of the right to draw an equal salary, 62.4 percent (N=78) of the respondents were aware of the Right to dignity and decency. Also, 76.8 percent (N=96) respondents revealed that they are aware of the right against domestic workplace harassment. Majority of the respondents 89.6 percent (N=112), 86.4 percent (N=108) have knowledge on the Right against domestic violence and the Right not to be arrested at Night. 74.4 percent (N=93) of the respondents were aware that Female sexual assault victims' have the right to keep their identity anonymous. 64 percent (N=80) of the respondents revealed that they were aware of the right to get free legal aid. From the study it was assessed that 62.4 percent (N=78) of the respondents were aware of the Right to register virtual complaints via e-mail or registered post, 44.8 percent (N=56) were aware of the right against indecent representation, 38.4 percent (N=48)

were aware of the Rights against being stalked and 40 percent (N=50) were aware that women have a special right to Zero FIR.

**Table 5: Awareness Level of Sample Respondents on some special Women Related Laws**

S. No	Women's Rights	Awareness Level	
		Number	Percentage
1	Child Marriage Restraint Act, 1929	125	100.00
2	Commission of Sati (Prevention) Act, 1987	125	100.00
3	The Prohibition of Child Marriage Act, 2006	125	100.00
4	Special Marriage Act, 1954	95	76.00
5	Dowry Prohibition Act, 1961	102	81.60
6	Indian Divorce Act, 1969	90	72.00
7	Maternity Benefit Act, 1961	86	68.80
8	Medical Termination of Pregnancy Act, 1971	80	64.00
9	Sexual Harassment of Women at Workplace Act, 2013	84	67.20
10	Indecent Representation of Women (Prevention) Act, 1986	76	60.80
11	National Commission for Women Act, 1990	80	64.00
12	Equal Remuneration Act, 1976	96	76.80
13	Married Women's Property Act, 1874	99	79.20
14	Protection of Women from Domestic Violence Act, 2005	116	92.80
15	Payments of Wages Act, 1936	98	78.40
16	National Policy for Empowerment of Women, 2001	80	64.00
17	Protection of Women against Sexual Harassment Bill, 2007	98	78.40

N=125

The above table reveals that 100 percent (N=125) of the respondents were aware of the well-known and very important Laws Like Child Marriage Restraint Act 1929, Commission of Sati (Prevention) Act, 1987 and The Prohibition of Child Marriage Act, 2006. 76 percent (N=95) were aware of the Special Marriage Act, 1954, 72 percent (N=90) on Indian Divorce Act, 68.8 percent (N=86) on Maternity Benefit Act, 1961, 64 percent (N=80) on Medical Termination of Pregnancy Act, 1971, 67.2 percent (N=84) on Sexual Harassment of Women at Workplace Act, 2013. Majority of the respondents nearly 81.6 percent (N= 102) were aware of the Dowry Prohibition Act, 1961 and 92.8 percent (N= 116) on Protection of Women from Domestic Violence Act, 2005. 78.4 percent (N=98) of the respondents were aware of Protection of Women against Sexual Harassment Bill, 2007 and Payments of

Wages Act, 1936. 79.2 percent (N=99) of the respondents were aware of Married Women's Property Act, 1874, 76.8 percent (N=96) of Equal Remuneration Act, 1976, and 64 percent (N=80) of National Policy for Empowerment of Women, 2001.

## **Discussions**

On the analysis about the awareness level of the different laws and acts for women, it was found that more than 80 percent of the women were aware of many of their rights and laws, but they aren't able to apply it in real life circumstances. Since a majority of the sample respondents were students and working women, they were aware of the above mentioned laws and rights. On the contrary, housewives weren't completely aware of the same. The above study reveals that an increase in the literacy rate will certainly lessen the problems of females. It will also promote women to affirm their rights. The media have to play the role of building the confidence of women, so that they can fight against all odds and rise above the people's opinions and change their attitude towards women. Women group should be more active to eradicate domestic violence by creating community clubs, which will in turn create awareness among women in the grass root level.

## **Limitations**

There are some limitations of this study bearing the objectives.

- The study was mainly carried out through questionnaire techniques and telephonic conversation, which has its drawbacks.
- The data revealed by them may or may not be authentic.
- The data collected was limited to 125 respondents only as per the convenience of the investigator.
- All the respondents are only females as most of the families are headed by the male members of the house.

## **Suggestions**

The curriculum should be reviewed to identify the strength and weaknesses of integration of concepts of women's rights and each subject area. Moreover, it should be structured in such a way to create the awareness even from the age of 5 to 6 about the women's rights and women related laws. The government should arrange proper orientation and training programs for women to appreciate the value and worth so that they can realize their own worth and raise their head against the odds of life in the family as well as the society.

## Conclusion

The constitution of India recognizes the equality of sexes and provides many provisions, which are more favorable to women, but in actual practice they are observed more in breach than in compliance. To fulfill the constitutional mandate, our Government has taken the policy for economic empowerment of women through poverty eradication, micro credit programs, training of women to facilitate their role in all walks of life. The social empowerment of women is made possible only through the effective materialization of the constitutional provisions regarding education, health, nutrition, sanitation, gender justice and eradication of violence against women in all forms. The awareness should not just be confined to the women themselves, but should be universally known to everyone and everything concerning women. A home is the first school for a child and the mother is the foremost educator. The awareness must begin at the level of the mother bringing her son up with values that encourage him to treat women with respect and equality. This is equally important in the case of in-laws. The educators in the institutions also play a major role in sculpting the behavioural aspects of a girl child.

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## **Empowerment of Women Fishers through Micro Finance Institutions in the Coastal Area of Maruvkad Village in Central Kerala**

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### **Abstract**

The coastal communities are one of the poorest and the most marginalized ones of the country. It is the caste system and exploitation by middlemen and merchants which is responsible for their low social and economic status. The dependence of fisher women on the middle men for credit, gave the middle men the capacity to control the fish market. This drained the surplus of fishing activity and the fisher women became indebted. There is an uncertainty in the fishing due to variability in the catch, technology upgrading, over capitalization, rising costs, aggressive fishing, overcrowding, beach accretion etc. Since the income of fishermen and women varies on a daily, seasonal and regional basis, they are vulnerable to money lenders. The interest rate on informal money lending in fisheries sector ranges from 24 to 120 percent per annum. There are many formal lending agencies in this area like Matsyafed, NCDC, NABARD, IFDP etc. Such organisations extend loan that ranges in interest from zero to less than 10 per cent depending on the purpose. NABARD, through fisheries cooperative societies is providing micro, medium and long term loans. Financial assistance helps them to reap the surplus created in the fishing related activity. Income from fishing and fish related activity makes them empowered. It provides them opportunity to upgrade their fishing related activities, widen fish market and expand value added products from fishes and prawns. The present study is planned to evaluate the impact of formal lending to lessen the burden of high rated informal lending on women fishers. The study will be conducted in a coastal village by using a structured questionnaire and pursing random sampling technique. The formal- informal lending model and empowerment framework will be applied for factual analysis. Chellanam is a Gram Panchayat and under this various fisheries market is operating. The fisheries cooperatives in the Chellanam-Maruvkad has won first place in Fish auctioning and the fisher community has developed a system of cultivation called Pokkali cultivation (fish and rice cultivation in rotation). This is an attempt to study the empowerment of women fishers through microfinance institutions of Maruvkad. The extent to which, micro-financial institutions such as fisheries cooperatives, Matsya fed and

NABARD is able to reduce the dependence of fisherwomen on non-institutional credit providers. This shows the challenges and opportunities to achieve empowerment.

**Keywords:** Fishery Sector, Microfinance, Empowerment, Capital, Fisherwomen, MFIs.

## Introduction

Indian fisheries sector and aquaculture is an important contributing sector to the food production and in providing nutritional security to the food basket. In India it provides 14 million job opportunities. Fisheries sector of India is 6.3 percent of the global fish production and it contributes 1.1 percent of the GDP and 5.15 percent of the agricultural output. In the case of fish production in 2016 India is at the second position after China. There are 150 lakh people associated with fisheries business in 2015. In 2015-2016 the total fish production in the country was 10.8 million tons of fish which was 6.3 percent of the total fish production in the world. In the last one decade with an average annual growth rate of 14.8 percent India remains at the first place. In the case of China, it is 11 percent from 2011-2015 (Zhao & Shen, 2016). India has six major fishing harbours, which are in Karnataka, Kerala, Tamil Nadu and West Bengal and 62 minor fishing harbours. It is important to note that microfinance provides income and it empowers vulnerable section of the population. In India microfinance considered as provision of thrift, credit and other financial services and product of small amounts to the poor in rural, semi urban or urban areas, to enable them to raise their income levels and improve their standard of living. Moreover, microfinance is a means to get access to credit to meet their needs (Kishor, 2014).

## Literature Review

Microfinance for poor, small scale fishing and fish farming communities enables them to increase their income, maintain a decent level of consumption and develop micro enterprises, to cover the risk and uncertainties better and enhance their earning capacities (Kishor, 2014). The study conducted by Vipinkumar et al. in 2013 made an attempt on assessment of the extent of indebtedness among marine fisher folk in Andhra Pradesh, which classified as a mechanized, motorized and traditional. The study was also conducted in Odisha, especially in different coastal districts namely Ganjam, Puri, Jagatsinghpur and Balasore in Odisha. Singh (2018) conducted a study based on primary sample survey among the classified fisherfolk, wherein the important findings of the study are indebtedness of the microfinance members were decreased or it is significantly less than that of the non-member.

The average indebtedness of fisher women in traditional sector, who is a member of MFI is INR 0.26 lakh, but that of a non-member is INR 0.73 lakh. Likewise, the indebtedness of the mechanized and motorized fishers household; the members of Micro Finance Institution (MFI) have INR 1.74 lakhs and INR 1.43 lakhs respectively. However, the indebtedness of non-members has been to the tune of INR 2.15 lakhs and INR 1.83 lakhs respectively. These results showed that members of MFIs are enjoying much financial freedom than non-members of MFIs. The MFIs reduced the dependences of fisher women to private money lenders. Moreover, the study suggested the necessity to strengthen MFIs in the traditional sector and highlighted the acceptances of the MFIs among the fisher women rather the banking and non-banking credit facilities. The MFIs are really a success in building the entrepreneurial capacities, debt redemption, and poverty alleviation (Ledgerwood et al. 2006). Another study on post harvest interventions indicated that post harvest training on fishery-based food processing and value added technologies need to be clearly converged or integrated with livelihood or microfinance components (Regional fisheries livelihoods programme report 2013).

A study revealed that it is the availability of microfinance through Government and NGO is the best option to meet the needs of fishermen community. The lack of microfinance from formal institutions are forcing the members of fishing community to depend upon the middle men who act as money lenders (Karmakar et al. 2010). The earlier studies have shown that even through microfinance loan is small but its use helped smooth household consumption and it reduced the uncertainties in the expenditure. Also, it facilitated the poor families to relieve liquidity problems, which occurs occasionally (Tietze & Villareal, 2003).

## **Need & Relevance**

The Chellanam Gram Panchayat in Ernakulam District at Central Kerala has various fish markets and other marine products market. The fisherwomen participation is high in this area compared to other area. The Chellanam harbour is one of the important harbours in Central Kerala located in this gram panchayat and have fisheries cooperative along with two auction centers. The fisheries cooperatives have women self-help groups. Each self-help group under fisheries cooperatives have 10 to 20 members. Women are actively engaged in fish marketing in this area. They are depending on the harbour for their livelihood. The major challenge faced by these women fishers is lack of finance. Most of the time, they approach informal money lenders locally known as ‘tharakans’ for loan, who charges a very high interest rate. Moreover, it is apt that the availability of formal loans can prevent the exploitation of these money lenders. Hence, there is a need to understand the problems of capital with regard to fisherwomen of Maruvkad Village in Chellanam Gram Panchayat.

## **Problem Statement**

The present study was carried out in the Chellanam harbour in Ernakulam district. Fisherwomen from Maruvkad-Chellanam are actively engaged in fishing in the harbour especially marketing. Ernakulam is a coastal district in central Kerala. The problem statement of the study is we are trying to understand the penetration of microfinance institutions and the extent to which it is able to create empowerment of the fisherwomen. In the Maruvkad village area, it is the middle men locally known as 'Tharakans' who are the main source of microfinance for them. The tharakans take 10 percent of total value of the fish sales. It is to be noted that most of the times the amount is INR 1000/- and they have to repay the credit at the end of sale within the same day. It is continued until fisherwomen clear off their debts to these tharakans. The present study has made an attempt to understand the role of microfinance and its importance in general and socio-economic empowerment measures which needs to be taken care of in the fisherwomen community of Maruvkad Village in particular. The extent to which, micro financial institutions (MFIs) such as fisheries cooperatives, Matsya Fed and NABARD able to reduce the problems of Fisherwomen depends upon providing loans with low interest and indirectly eradicating the non-institutional credit providers.

## **Objectives**

- To evaluate the impact of formal lending to lessen the burden of high rated informal lending on fisherwomen from informal lenders
- To analyze the empowerment happened to women fisher with respect to MFIs

## **Methodology**

The simple random sampling technique has been used to select 35 samples. The respondents are fisherwomen of Maruvkad Village under Chellanam Gram Panchayat, Ernakulam District, Central Kerala. The study adopted descriptive research design, wherein the data were collected using a questionnaire, wherein simple percentage analysis have been calculated and interpreted accordingly.

## Results & Interpretation

**Table 1: Demographic Profile of Women Fishers**

<b>Education</b>	
<b>Educational Category</b>	<b>Percentage of Respondents</b>
Illiterate	5.00
Lower Primary	25.00
Upper Primary	45.00
High School	25.00
Higher Secondary	0.00
Graduation	0.00
Post-Graduation	0.00
<b>Age</b>	
<b>Age Group (In Years)</b>	<b>Percentage of Respondents</b>
20-30	4.35
30-40	13.04
40-50	39.13
50-60	21.74
60-70	21.74
70-80	0.00
80-90	0.00

*Source: Survey in Maruvkad Fishing Village*

Only a minimum of 5 percent of the fisherwomen are illiterates. Almost 45 percent of the fisherwomen are having an education of upper primary level. Almost 25 percent of the fisherwomen are having education of lower primary and high school education. The average age of the fisherwomen is 45 and average schooling is upper primary.

**Table 2: Distribution of Respondents According to Organization Affiliation**

<b>No. of Organizational Affiliation</b>	<b>Percentage of Respondents</b>
One Organization	11.43
Two Organization	0.00
More than Two Organization	8.57
None	0.00

*Source: Survey in Maruvkad Fishing Village*

It is inferred from the above table that almost 57 percent of them having membership in at least one firm. Fisherwomen meet at least once in a month. Only few SHGs are taking loans from formal financial institution because of lack of awareness. Most of them are working under MGNREGA. There are some SHGs who are doing sale of stationary items and food products. The number of members

in a SHG varies from 15 to 20. The members of group are pooling their savings for their economic activity. Because of shortage of capital they pledge their gold for working capital. They mainly use their income for education of their children and daily expenditure. Also, enjoy certain amount of freedom and economic independence.

**Table 3: Distribution of Respondents According to Type of Credit**

Type of Credit	Percentage of Respondents
Micro	34.28
Medium Term	11.40
Long Term	45.70
Collateral Security	40.00
No Loan	14.28

*Source: Survey in Maruvkad Fishing Village*

It is indicated in Table 3 that almost 34 percent of the fisherwomen have taken micro credit from either bank or from money lenders. It has been implied from the above table that majority of the fishers are having bank account and among them almost half of them are using the services of bank.

**Table 4: Distribution of Respondents According to Mode of Repayment**

Mode of Repayment	Percentage of Respondents
Monthly	11.43
Weekly	0.00
Daily	8.57
Others	2.86

*Source: Survey in Maruvkad Fishing Village*

In case of bank only a small fraction (11 percent) of fisherwomen are able to repay the monthly instalments, whereas most of them are defaulters. It is the low level of income, uncertainty of income, past debt, family size and health expenditure including hospitalisation are the reasons for non-payment of loans. Only 8 percent of fisherwomen are able to access the loan, which can be used as working capital. This shows their lack of option to go for institutional loans. The reason for this varies from lack of awareness to favouritism. A small percentage (2 percent) of fisherwomen said that they pay only those instalments in the on-season of high fish catch because during that time fish marketing is profitable. They said that during bumper catch locally known as 'Chakara' they are able to pay some amount of loan.

## Findings

- Only few SHGs are taking loans from formal financial institution because of lack of awareness.
- Only a small percentage of women fishers are having education above SSLC. The fishers having graduation and above graduation is almost nil.
- Lack of education and non-availability of alternative employment opportunities forced them to choose this job even though it is not profitable.
- Educated, skilled or semi-skilled children of fishery community are choosing jobs in urban areas. Increased transportation is helping them to explore new avenues of employment sector in urban areas.
- Fisher men get good catch only during on season of the month July to October. Because of this woman fishers are actively engaged in fish marketing during this season. During this period fish marketing is profitable for them.
- In the off season of Feb to May they are not getting enough fish catch and some time they don't get anything at all. Because of this fish marketing of women fisher is also low. During this period, they are involved in selling of other products such as stationary items.
- In case of physical capital, the assets of the women fishers include House, Land, Gold, etc. The main form of asset is gold and very few women fishers are having house and land in their ownership. Women fishers using gold as the collateral to get loan.
- In fishery community ownership of land and house is held by fishermen. Sometimes the fishers use the physical capital such as gold, house and land as collateral to get loans from the formal financial institutions.

## Discussion

The study throws lights upon the three important aspects of women fishers, which observed from the demographic profile (Table 1), that nearly half of the respondents have upper primary education. Surprisingly, the illiterates' proportion of respondents is quite less. Moreover, it is understood that there is a gradual change in the level of education, wherein more fisherwomen are helping their children to opt for higher education. Also, nearly 50 percent of the respondents have a mean age of 60 years. Only one-fifth of the respondents belong to the age category of 50 to 60 and 60 to 70 years respectively. Table 2 discusses about organizational affiliation of women fishers, wherein approximately 60 percent of the respondents have membership in at least one organisation. Interestingly, none of the respondents have membership in two organisations. The presence of this type of organization is a symbol of their empowerment. At the same time one third of the respondents do not have membership in any organization. The penetration of self-help groups and organizations can increase their level of empowerment. The Table 3 and Table 4 emphasize on financial aspects, which points out the presence of sources of credit

and repayment modes for women fishers. It is the non-availability of formal sources of credit forces the women fishers to opt for informal sources of credit. In this case, it is the fisheries cooperatives, which provide short term credit. The studies on fisheries cooperatives indicates that it mainly provides finance as working capital and they provide credit to self-help groups of women to get fish from the market and to make value added products to the market, which comprises of pickles, dry fish, etc. (Rajeev, 2015 & Karmakar et al. 2010). This in turn provides a reasonable income to them. It is the delay in getting credit forces the fisherwomen to approach money lenders for credit. Most of them face the lack of proper documents and absence of securities like gold makes them vulnerable to money lenders. It is because of commission system (10 percent of the value of fish catch) once they entered into the contract it is very difficult to get rid of them. In the case of loans which need collateral security only 40 percent of the people are able to get those loans. Only a small proportion of the people are able to finance their fishing related activity without loans.

## Suggestions

- The penetration of banks and other formal financial institutions must be strengthened.
- The awareness about different microfinance such as interest free loans, soft loans and interest subvention loans should be provided to fisherwomen.
- The loan procedures must be simple and convenient.
- The microfinance institution staffs must be supportive to the illiterate and less educated women fishers.

## Conclusion

The micro finance institutions (MFIs) play a significant role in the promulgation of self-help groups more precisely in the development of fisherwomen communities of Maruvkad Village. It is quite important that the availability of microfinance to fisherwomen self help groups through proper channels and formal institutions (Government & NGOs) are viewed as sheer necessity for their socio-economic stability. Also, it helps them to overcome middlemen or tharakans thereby embracing the sustenance through achieving economic growth with regard to hardearned income. Moreover, the timely facilitation and motivation are the important aspects in fostering the prosperity of these fisherwomen.

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## **M-Commerce: The Stepping Stones for Growth of Women Entrepreneurs in India**

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### **Abstract**

Entrepreneurs play a vital role in the development of Indian economy. India has been witnessing an expeditious growth of women entrepreneurship. This article reviews about women entrepreneurship in India, with a specific focus on the challenges faced by the women entrepreneurs that hinder their growth and an attempt to develop a framework that builds a relationship between Mobile commerce and women entrepreneurs. Mobile commerce also abbreviated as M-commerce is said to be a part of e-commerce. With an increase in mobile phone users in India, M-commerce has become an emerging trend. M-commerce has various advantages that can help women entrepreneurs overcome their challenges and hence enhancing the growth of women entrepreneurs in India.

**Keywords:** Women Entrepreneurs, M-Commerce, Secure Socket Layer (SSL), Security Hypertext Transfer Protocol (S-HTTP).

### **Introduction**

Women entrepreneur may be defined as a woman or group of women who initiate, organize, and run a business enterprise. In recent years, women entrepreneurs have made a significant contribution to the economic development of a country. Women's role in their share in small business has been increasing. According to the Sixth Economic Census report by Ministry of Statistics and Programme Implementation, conducted for the year 2019, out of 58.5 million entrepreneurs, around 8.05 million constitutes of women entrepreneurs. It is thereby making 14 percent of total entrepreneur based in India. Interestingly, the major crowd relies on

M-commerce as it provides them with an opportunity to earn from home without compromising on their household activities.

The term Mobile Commerce (M-Commerce) was first coined in 1997 by Kevin Duffey in the launch of the Global Mobile Commerce Forum, to mean "the delivery of electronic commerce capabilities directly into the consumer's hand, anywhere, via wireless technology." Hence, M-commerce can be defined as buying and selling of goods and services with the help of wireless handheld devices such as smartphones. According to market research firm tech ARC, India had 502.2 million smartphone users as of December 2019, i.e., about 77 percent of Indians are now accessing wireless broadband through smartphones. Thus, hiking the usage of M-commerce in day-to-day life becomes indispensable.

## Literature Review

The literature review provides a vivid explanation on the women entrepreneurs and m-commerce. A study conducted by Sharma in 2013 summarized the factors influencing women entrepreneurship, the problems faced by Indian women entrepreneurs and steps taken by the Government for upliftment of Indian women entrepreneurs. This is supported by the research study conducted by Fazalbhoy, which analyzed and described the growth of women entrepreneurs in India with respect to the financing factors which is one of the major problems faced by the women entrepreneurs. The author also describes the role of Self Help Groups (SHGs) and provides the insight of future policies of Government that aids the women entrepreneurs in India (Fazalbhoy, 2014).

Jahanshahi, Mirzaie and Asadollahi in 2011 described the basic fundamentals of e-commerce and m-commerce that would help the business managers, especially those with non IT background to understand the basic elements, issues and impact of m-commerce on current and future business. Niranjanamurthy et al. in 2013 described the term m-commerce as short for mobile commerce and recognizes that the transactions may be conducted using cell phones, personal digital assistants and other handheld devices that have to operate with Internet access.

## Objectives

- To introduce the relativity of M-Commerce and the growth of women entrepreneurs
- To create awareness about the benefits of M-commerce towards empowering the women entrepreneurs

## Methodology

This study is descriptive in nature. The secondary data and information have been collected from various articles published in different journals and periodicals by different scholars and researchers, conference proceedings and websites and substantially analyzed for achieving the aforementioned objectives.

## Major Challenges Hindering the Growth of Women Entrepreneurs

**Lack of Funding:** Women's businesses are among the leading ventures that lack financial support. Some have to rely on credit cards or raise capital on their own. Women are commonly denied of loans due to gender and cultural biases.

**Family Ties & Balancing Responsibilities:** Women in India tend to be emotionally attached to their families. The family expects her to be the complete caretaker of the family, while the business requires her to show commitment and leadership skills. This overburdens them with both personal and business commitments.

**Limited Mobility:** Though, we see a rise in women travelling for business needs, yet it still stands to be a bigger problem for women entrepreneurs belonging to rural and sub-urban parts of India. Women still fear travelling or staying a night alone for business needs as these are still seen with suspicious eyes and also the women fear of falling in wrong circumstances.

**Gender Inequality:** Though, the Indian constitution emphasizes on gender equality, yet women are not treated equally to men in various parts of India. Even today, women require permission from the head of the family to take any initiative in life and to run a business on their own.

**Exploitation of Middlemen:** As the mobility has been a major challenge for women, they tend to depend on middlemen for marketing, distribution and money collection. These middlemen add their own profit margin which in turn results in a lower profit or lesser sales.

**Unfavourable Business Environment:** The challenges that women entrepreneurs are most likely to experience are a less-established business, social networks and traditional constraints that restrict women's participation in business. In such situations, women may depend on a male partner to make deals, negotiate, and to be the face of the business.

**Limited Access to Raw Materials:** Women entrepreneurs despite having a broad idea on their business, tend to narrow them due to lack of access to raw materials. And instead, work with raw materials that are available in their locality or in the accessible limitation.

## Merits of M-Commerce

**Convenience:** M-Commerce has made access to purchasing, selling, banking, advertising, marketing, auctions, brokerages and booking tickets very convenient. You can communicate a buyer/seller who sits miles away from you and yet do business deals from where you reside.

**Flexible Accessibility:** User can access various mobile messengers like Yahoo and GMeet and other networking platforms to enhance their business via mobile phones, or other handheld devices like tabs. The user may also choose to use the same applications simultaneously on a desktop without turning the mobile device off. Almost all e-commerce sites today have mobile apps which can be accessed from any location with internet connectivity.

**Easy Connectivity:** As long as there is access to network signal, all smartphones can connect to the internet and do commerce transactions, mobile to mobile and even mobile to other device transactions. Instead of complicating the connectivity process using a modem or Wi-Fi connectivity set up.

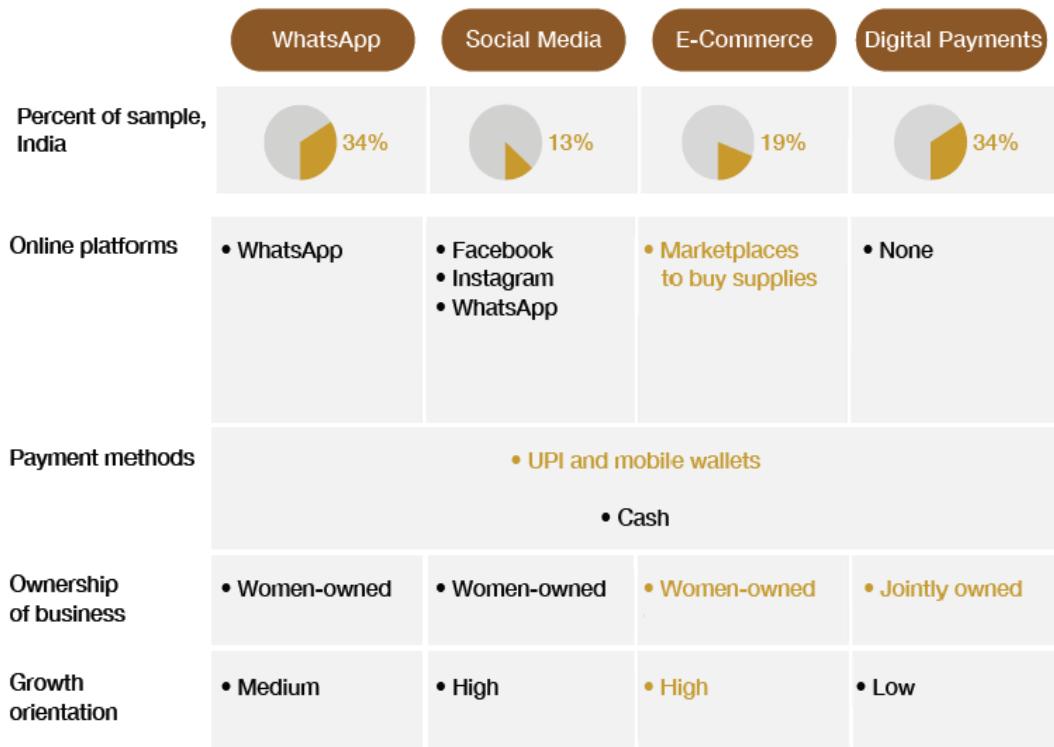
**Personalization:** Each mobile device and the application installed in it can be personalized. Every application has options using which a user can customize the app. The privacy setting is a significant factor which keeps a user safe from unknown people on social media, and also the user being a buyer/seller can restrict the visibility of his identity to the other party.

**Time Efficient:** Doing M-Commerce transactions do not require the user to wait for his personal computer or laptop to set up, connect and load, can instead with just a hit on the button of your mobile device and you are ready to go. A buyer and a seller can complete a deal in no time from their residence or office or even while they are travelling.

## M-Commerce as a Growth Factor for Women Entrepreneurs

In India, most women entrepreneurs emerge from being a home-maker and have long struggled to start and expand their own business. As the internet becomes a part of people's lives around the world, what is required to start and successfully run a business is different. These setbacks were settled with the help of M-commerce as even micro-enterprises are starting to adopt digital platforms available to take their business online via social media and messaging apps, digital payments apps, online marketplaces and delivery services, in order to buy and sell goods and services. Most women look for work from home opportunities as these would help them balance their professional and personal responsibilities. Hence, women entrepreneurs can now have their business needs to be fulfilled with the use of social media platforms from their home while taking care of their personal responsibilities. The below figure 1 represents a report on the platforms used by

women entrepreneurs, the payments methods used in the respective platforms and the growth orientation in accordance with the platform used.



**Fig. 1**

Source: Secondary (Online)

## Discussion

It is from the literature review, many research studies have been performed to enlighten about the Indian women entrepreneurs and their role in the development of the Indian Economy. The major challenges faced by them and the funding aids provided by the Government of India. There are also studies on M-commerce like its emergence, merits and demerits. Also, about the security factors correlated with payment using M-commerce. The observation is very clear that still women entrepreneurs face lot of problems. However, the merits of M-commerce can help resolve most of the problems and livelihoods of women entrepreneurs.

## Implications & Suggestions

Women entrepreneurs shall use mobile application platforms to enhance their business. Moreover, they can generate leads via social networking and messenger

applications such as Instagram, Facebook and Whatsapp, which allows paid advertisements and business accounts, respectively. Furthermore, they can also have online access to raw materials for their business. All payments with regard to M-Commerce can be made using online payment, mobile payment and UPI payment methods, which are secured using appropriate security measures such as Secure Socket Layer (SSL), Security Hypertext Transfer Protocol (S-HTTP), etc. The awareness on M-Commerce applications, facilitative aspects and utility prospects needs to be created among women entrepreneurs by the concerned policy makers in government departments, facilitators and practitioners.

## **Conclusion**

The M-Commerce has helped most women entrepreneurs in balancing their personal responsibilities without compromising their professional life. Though, the Government of India has introduced funding schemes such as Mudra Yojana Scheme, TREAD (Trade Related Entrepreneurship Assistance and Development) scheme and Mahila Udyam Nidhi Scheme to encourage the emerging women entrepreneurs, yet they tend to face challenges that hinder their growth. The future focus of the funding schemes should address these challenges as well and embrace women entrepreneurs towards M-Commerce. Moreover, the benefits of M-commerce have also invigorated women from both rural and urban parts of India to start their own business. The conceptual review in the present study clearly signifies that M-commerce has brought the buyers and sellers virtually close and also indicates the gaps. It is clear that proper awareness creation about M-Commerce using smartphone application becomes more essential in for fostering and promulgating women entrepreneurs' growth and development.

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## **Women Entrepreneurship – Key Accelerator for Women Empowerment in Manufacturing Sector**

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### **Abstract**

Entrepreneurship plays an eminent role in creating an employment opportunity for rural and urban communities, providing self-employment for those who have started-up a business of their own and enhancing the economic status of all the sector as well. Today, women are also interested to establish their own business as professionally both in the urban and rural areas due to overcome poverty, generate family income and increasing standard of living. Women's development is not nearly about reducing poverty by increasing productivity, but also about women's liberation and empowerment. Hence, it is necessary to empower women socially, economically and technologically to enable them to stand in society on their own with confidence. It includes both controls over resources and ideology, greater self-confidence and an inner transformation of one's consciousness that enables one to overcome external affairs. In today's competitive world, there are various ways by which women get themselves empowered. Entrepreneurship development and income generating activities are a feasible solution for empowering women who leads to economic independence, the opportunity to have control over their lives, self-reliance, self-determination and a way to achieve for themselves.

**Keywords:** Entrepreneurship Development, Women Empowerment, Manufacturing Sector.

### **Introduction**

Economic development of a country depends upon the entrepreneurial activities taken up by its citizen especially women. Entrepreneurship therefore plays a vital role through creation of utilities and generation of employment within a short period. It envisages the function of seeking investment and production opportunity, organizing an enterprise to undertake a replacement production process, raising capital, arranging for the availability of raw materials, finding site, introducing new

techniques and commodities, hiring labour and selecting top managers for day to day operations (Desai, 2019). It is a matter of great concern that the female work participation rate is low in India, particularly in the context of diminishing opportunities for wage employment. Hence, under these circumstances, the development of women entrepreneurs assumes great significance (Chelladurai, 2000).

## **Review of Literature**

Manickavel (1997) in his study indicated that women had displayed confidence in starting manufacturing enterprises as compared to service industry and trade. The results showed women entrepreneurs are scientific as their counterparts in product section. Another study conducted by Vasanthi (1992) showed that economic conditions of the respondents were remarkably good. Women opted sericulture business as they felt that it would meet the demands both economic and socially.

## **Objectives**

- To study the socio economic background of the women entrepreneurs in manufacturing sector
- To assess the responsibility of entrepreneurship as a means of empowerment on family expenditure pattern

## **Methodology**

Out of 11 Taluks in Coimbatore district Coimbatore (South), Coimbatore (North), Perur, Annur and Mettupalayam are included for primary data collection and simple random sampling technique has been adopted. The sample covers 150 women entrepreneurs in the manufacturing sector. The present study is based on both primary and secondary data, wherein primary data were collected through personal interviews with selected entrepreneurs using a structured interview schedule. The secondary data comprised of unpublished records of the District Industry Centre (DIC), Coimbatore. Interview schedule was tool used.

The study included both parametric and non-parametric analysis, wherein percentage analysis and paired t' test analysis were used. Also, to validate the paired t' test results, Wilcoxon's rank test was applied to interpret the data.

## **Profile of Women Entrepreneurs**

Out of 150 women entrepreneurs, 83 percent were young (15 to 45 years). A majority of the women entrepreneurs undertook entrepreneurship in the age of

31-45 years. About 31 percent of the women entrepreneurs were educated up to secondary level. With regard to marital status, 78 percent of the women were married. A majority of 80 percent were from nuclear family structure. The study revealed that 92 percent were Hindus, 64 percent were from backward community and 43 percent of the head of the families were self-employed. It is interesting to note 41 percent of the women running manufacturing sector earned an annual family income above INR 50000/-.

## **Results & Discussion**

The results indicated that a majority (91 percent) of the respondents were sole proprietors. About 64 percent were employed in the same field and 31 percent of the enterprises have been established before year 2000. Interestingly, only 20 percent of the enterprises were started in 2005. The majority of the respondents obtained training for the enterprise from different institutions/organizations. Moreover, 75 percent attended training programs in private institutions and satisfied with the entrepreneurial training. Majority of respondents in the manufacturing sector (60 percent) attended training for a period of 3-6 months, which indicates the fact that training is part and parcel of their sector. Furthermore, 66 percent of the respondents have availed guidance regarding marketing and 52 percent of them were fully satisfied with the support from training institutions.

**Table 1: Profit Utilization by Women Entrepreneurs**

Category	Percentage
Expansion of Trade	76.00
Welfare of Family	65.00
Education of Children	35.00

Table 1 depicts the selective response of utilization pattern of the profit saved by the respondents in manufacturing sector, wherein majority of the respondents (76 percent) in manufacturing sector utilized their profits for the expansion of trade.

**Table 2: Impact of Entrepreneurship in Manufacturing Sector on Family Expenditure Pattern**

Aspects	Before		After		Mean difference / Month (Rs.)	't' value	Significance	Wilcoxon's signed rank test z values	Significance
	Mean / month (INR)	SD	Mean / month (INR)	SD					
Food	382.67	1284.70	2074.67	2829.44	1692.00	8.144	**	8.481	**
Clothing	142.33	483.16	678.00	1312.54	535.67	5.406	**	6.885	**
Shelter	113.33	773.18	1068.00	10276.07	954.67	1.141	NS	2.814	**
Household Maintenance	95.33	590.08	570.67	1608.22	475.33	4.076	**	6.109	**
Health	49.33	285.85	146.00	513.26	96.67	3.561	**	3.853	**
Education	198.67	1512.23	1112.00	2929.09	913.33	3.389	**	6.097	**
Transport	74.33	419.43	404.13	1294.48	329.80	3.741	**	4.825	**
Recreation	42.00	217.37	124.80	423.04	82.80	4.312	**	5.242	**
Saving	160.66	1503.00	1917.33	5010.82	1756.67	4.789	**	6.576	**
Miscellaneous	9.00	82.70	102.00	409.69	93.00	3.094	**	3.841	**

\*\* Significant at 1 percent level; NS – Not Significant

Before – Before starting the enterprise, After – At the time of study

Table 2 indicated that standard deviations are higher than the average expenditure values of various items and mean differences between before and after starting enterprises were found to be significant by t' test results. The paired t' test analysis has been applied to record the significant mean differences of expenditure on various aspects in accordance with 'before' and 'after' by the respondents. The t' value has been found significant at one percent level for all aspects, excepting shelter which had not showed significant difference. It is with regard to expenditure pattern of the respondents, saving aspect scored the highest mean difference (INR 1756.67/- per month) followed by food (INR 1,692/- per month). The saving showed a considerable increase from INR 160.66/- per month to INR 1,917.33/- per month at the time of study. The mean difference value was found to be highest for savings INR 1,756.67/- per month and lowest for recreation expenditure INR 82.8/- per month. Interestingly, all the variables were found to be statistically significant except 'shelter' in paired t' test. It has been found that majority of the results obtained from paired t' test and Wilcoxon's rank test were significant.

Table 3 depicts the purpose of saving as mentioned by the women entrepreneurs.

**Table 3: Purpose of Saving**

<b>Category</b>	<b>No of Respondents</b>
Education of their Children	55.00
Marriage Expenses of their Children	35.00
Security at the Old Age	30.00
Buying Household Equipment	26.00
Purchase of Assets	22.00
Other Purposes	29.00

Table 3 showed the purpose of saving by the respondents out of their accumulated profits for various compelling reasons. However, it has been observed that 55 percent and 22 percent of the respondents have responded that the main purpose of saving was for education of their children and purchase of assets respectively. However, the analysis indicated that respondents gave more importance to education of their children. This aforementioned result clearly signifies that entrepreneurship not only promotes socio economic change, but also provides a sense of relief from the monotony of home and routine work (Gupta & Srinivasan, 2013).

### **Suggestions & Recommendations**

- Central and state governments should assist entrepreneurs in manufacturing sector to participate in the International Trade fairs, Exhibition and Conferences.
- The institutions and organizations concerned with entrepreneurship development should setup guidance cells for women entrepreneurs for removing the constraints, simplifying the flow of information and creating access to credit skill development and support services.
- Trade associations can provide expert guidance to women entrepreneurs in matters pertaining to Labor Laws, Factories Act and other statutory provisions and further offer integrated passages in training, availing raw materials, credit support and marketing avenues.
- Free training facilities should be given to women entrepreneurs in manufacturing sector.
- Subsidy should be given on the products manufactured by women entrepreneurs.
- Special cells should be operated by NGO's to co-ordinate with the financial institutions to facilitate funds for women entrepreneurs. The universities and the research institutes should develop women – specific technologies and disseminate through extension centers to the women entrepreneurs to make their efforts.

## Conclusion

Entrepreneurship is the path for women to enter the main stream of economy in which lies the panacea for India's economic problem. Entrepreneurship suits women in many ways as they are at an option to work when they are free. Women entrepreneurship development and their empowerment are quite essential for increasing the product and productivity in the primary, secondary and tertiary levels of manufacturing sector by harnessing and utilizing woman workforces. This in turn curbs the gender inequality in unemployment and under-employment, effecting equitable distribution of income and wealth, increasing the per capita income and gross national product. Also, it increases the family expenditure pattern and profit utilization of women entrepreneurs through savings improves their quality of life.

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# A Study on Problems of Women Entrepreneurs in Tirunelveli

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## Abstract

Entrepreneurship has been known as a male-driven phenomenon before twentieth century, but later time has made remarkable changes in the prevailing situation and brought many changes in the business field. Nowadays, women are emerging as an excellent entrepreneur. The performance of successful women entrepreneur working in our country is outstanding. The present study reveals the problems of women entrepreneurs and helps to analyze the most dominated problem of women entrepreneurs. Garrett Ranking Technique has been used to find out the most prominent problem of the sample respondents.

**Keywords:** Entrepreneurship, Women Entrepreneurs, Business, Problems.

## Introduction

In today's worldwide business environment, women play a very crucial role. To accelerate the inclusive growth and prosperity of the nation, it is very essential to consider socio-economic development of women entrepreneurs. Entrepreneurship is a vital feature in development and it is significant for socio-economic upliftment of rural women with the increase in unemployment, entrepreneurship has implicit a big role and has become an important economic policy of the country. Majority of the women are slowly emerging out of the system that had suppressed and exploited them for centuries. The economic requirements of the family are increasing day-by-day challenging the women to take up gainful employment and raising the standard of living. Moreover, in case women are willing to go in for a small business the basic ability really questionable.

## Reviews on Women Entrepreneurship in India

Cohoon, Wadhwa and Mitchell (2010) in their study introduced a point-by-point analysis of men and women entrepreneur's inspirations, foundation and encounters. The study highlighted best five money related and psychological components

rousing women to end up entrepreneurs. These are want to assemble the riches, the desire to capitalize possess business thoughts they had, the intrigue of startup culture, a long standing want to claim their very own organization and working with another person did not bid them. They answered that the women are especially worried about ensuring intellectual capital than their partner. Mentoring is vital to women, which gives motivation and money related help of business accomplices, encounters and all around created proficient system.

## **Reviews on Socio-Economic Characteristics of Women Entrepreneurs**

Sumathy and Nagendran in 2007 have expressed in their article that the women of today certainly play a vital role in the development of the society. By sharing time, appreciation, knowledge and ideas, friendship, kindness and experience women manages the busy world today. Their success is mainly because of their ability to relax optimistically, listen deeply, feel empathetically, respond carefully, synchronize co-operatively, act authentically and acknowledge generously. After all that is the essence of women empowerment. Rajani in 2008 directed an examination on the nature of smaller scale venture management by women in socio-social milieu and to extend the management training needs of women entrepreneurs. Information was gathered from 100 women entrepreneurs. The investigation presumed that training needs are recognized in the territory of certainty building, ability associations and capital. It is discovered that the most regular boundaries looked by women entrepreneurs were absence of hard to get assistance from the money related foundation, acquiring trade license, tax certificate, and so forth. Different obstructions are nonappearance of legitimate women business network to raise the issue to the policy creators of the nation and nonattendance of business training foundation to show them how to begin the business.

## **Reviews on Social Status of Women Entrepreneurs**

A study conducted by Chowdhury in 2002 carried out an examination in Bangladesh, governmental and non-governmental development for women entrepreneurship ought to be actuated so as to expand the commitment of women towards the national economy. They likewise properly distinguished the serious problem of women entrepreneurship which incorporated the absence of credit offices, skill training, market openings, troubles in procurement of crude materials and transportation. She additionally called attention to that some middlemen made problems by offering low costs. The review of literature on women entrepreneurship uncovers that the phenomenon of entrepreneurial exercises has pulled in the intrigue and research consideration of a wide scope of management disciplines. Entrepreneurship is a generally new field of research, not more than 20-25 years old. The majority of the investigations have concentrated upon the male entrepreneurs as correlation with women entrepreneurs. Amid the most recent decade, it has increased broad enthusiasm past the standard regions of management

thinks about. Malik and Rao examined 135 women entrepreneurs in Chandigarh to break down the purposes behind beginning business, discernment with respect to their success in business and quality credited to their success. The investigation uncovered that women were prepared to confront the challenges related with setting up of business. Papad, pickles were the relics of past times, presently with new and imaginative business, women entrepreneurs were quick turning into a power to figure with in the business world. Women were not into business for survival but rather to fulfill their inward desire of imagination and to demonstrate their abilities. Women education was adding, all things considered, to the social transformation (Malik & Rao, 2009). Santha in 2018 analyzed and revealed that in Kerala, most of the women entrepreneurs (32 percent) had a high regard in the family, even before they progressed toward becoming entrepreneurs however in Tamil Nadu a more prominent rate (56 percent) had no regard. Their position had changed in the wake of getting to be entrepreneurs. 73 percent in Kerala and 97 percent in Tamil Nadu were getting extremely great regard in their family and for this situation additionally the rate was exceptionally high in Tamil Nadu. An investigation directed in Kerala and Tamil Nadu reveals that 28 percent of the respondents in Kerala had a high regard being a women entrepreneurs though, 84 percent in Kerala and 97 percent in Tamil Nadu were getting extremely great regard in the general public subsequent to getting to be entrepreneurs. Indeed, even in the wake of getting to be entrepreneurs, their involvement in social exercises was not improved much, which is 23 percent in Kerala and 20 percent in Tamil Nadu were effectively taking an interest in social exercises.

## **Reviews on Challenges and Problems of Women Entrepreneurs**

Sivalognathan in 2002 led an investigation on problems of women entrepreneurs in Chennai uncovered that among the socio-individual problems, 70% confronted absence of family and network support and 60 percent had managerial experience. Production problem as accessibility of land, plots and premises was looked by 70 percent respondents. The absence of knowledge about marketing the product was the serious problem looked by 76 percent of the respondents. Moreover, 74 percent confronted budgetary problems with respect to loan and sponsorship while insufficient government help was accounted for as problem by 70 percent respondents. An examination expresses that problems looked by women entrepreneurs in India are inequality, family foundation, low wages, insufficient training, government strategies, misuse by middlemen, problem of account, shortage of crude materials, solid challenge, mind-boggling expense of production, low portability, social attitudes, low capacity to manage chance, absence of education, low requirement for achievement, venture related problems, family ties, lack of intensity, deficient framework offices and financial limitations. Nayyar et al. investigated 100 women entrepreneurs in Himachal Pradesh uncovered that entrepreneurs face requirements in parts of financial, marketing, production, work place office and medical issues. Financial problems are identified with

non-accessibility of long haul money, customary and visit need of working capital. Intense challenge from bigger and set up units, poor area of shop and absence of transport office are real marketing problems. Production problems incorporated the problem of non-accessibility of crude material, non-accessibility of labor and staggering expense of machines. Entrepreneurs additionally face medical issues, for example, fatigue, tension and headache. Women entrepreneurs likewise face problem of ill-advised water and space office (Nayyar et al. 2007).

A study conducted by Valasamma in 2007 stated that male domination and other psychological taboos attached to women are yet to be challenged. Educating them in the nuances of business and managerial skills is essential. Liberal institutional finance and other support systems should be provided. Success stories of other women entrepreneurs also would help. Anyway, it is high time women are brought out of their reverie, into the mainstream towards the overall economic and social development of our nation. Sahai and Lall in their research investigation on women included a relative assessment of multi-dimensional issues and challenges of women entrepreneurship and family business. The investigation distinguished psychographic factors, for example, level of commitment, entrepreneurial challenges and future plan for extension, in view of statistic factors. Through stratified random examining and accommodation testing, the information has been gathered from women entrepreneurs who are working in urban areas of Lucknow. This examination distinguished the business individuals' attributes as self-perception, self-esteem, entrepreneurial power and operational problem for planning their future growth and development. The examination likewise proposed that however there has been impressive growth in number of women picking to work in family possessed business, yet despite everything they have a lower status and face increasingly operational challenges to lead their business (Sahai & Lall, 2008). Garga and Bagga in 2009 found that the most regular boundaries looked by women entrepreneurs were absence of hard to get assistance from the financial organization, getting trade license, tax certificate, and so forth. Different hindrances are nonappearance of appropriate women business network to raise the issue to the policy producers of the nation and nonattendance of business training organization to show them how to begin the business. Government in allowing liberal loans is sound. Women entrepreneurs appreciate adequate credit accessibility for addressing their needs. Anyway the system to get these loans endorsed is troublesome and awkward. Truth be told, absence of mindfulness about accessibility of such offices is the reason behind non accessibility.

A study conducted by Jha in 2012 clarified that women generally has been assuming a pivotal job in the family just as in the farm, shop and factory and in the general public, yet their commitment has not been appropriately acknowledged. The involvement and interest during the time spent development is the result for the elevation of women and lift their status in the general public. In the present phase of globalization where every single economy of the world is giving accentuation on

women empowerment which is beyond the realm of imagination by making employment open doors for them however to rouse them to go for making their very own venture. Women have experienced an extreme transformation from just a homemaker to a dynamic multifaceted identity adding to the financial growth around the world. In this way, a move from family management to big business management might be less demanding than a move from paid employment to self-employment.

Today, an ever increasing number of women are looking for economic chance and self-determination through big business creation and are all around arranged to snatch the chances of the multi-polar world. And yet they need to confront various challenges which are required to be understood by making them and their family mindful and drawing in financial and moral help in such manner. Swarnalatha and Anuradha stated that women in India face numerous problems and limitations to excel in their life in business. They ought to investigate the possibilities of beginning new venture; embrace risks, present advancements, organize organization and control business and give powerful leadership in all parts of business (Swarnalatha & Anuradha, 2016). A study conducted by Vinothalakshmi and Ganesan communicated alternate countenances of Indian Women entrepreneurship in late phenomenon and in the process need to confront different problems. The development of women entrepreneur and their commitment to the national economy is very unmistakable in India. The government of India has characterized women entrepreneurs based women interest in value and employment of a business undertaking. Moreover, women establish the family, which prompts society and family, wherein the social and economic development of women is vital for development of any nation (Vinothalakshmi & Ganesan, 2013). Thus, review of literature on women entrepreneurs gives a clear view of women entrepreneurship, Socio-economic characteristics of women entrepreneurs and their social status and challenges, which was faced by them in our daily life.

## **Problem Statement**

The problems relating to self-confidence, lack of knowledge and information can be solved by education and experience. There is no doubt that start-up activity entails a certain amount of risk, which can be minimized through careful planning and education.

## **Objectives**

- To know the challenges faced by the women entrepreneurs
- To find out the most prominent problem of the sample respondents

## Method of Study

### Sampling & Research Design

A total of 75 women entrepreneurs were selected as samples using convenient sampling technique. Keeping in view the nature of the study, descriptive research design has been adopted.

### Data Collection Instruments & Tools

The researcher has collected data from both primary and secondary sources. The primary data is collected through a self-devised interview schedule. The variables to be studied have been identified in the preliminary interview with some selected entrepreneurs in Tirunelveli and secondary data were collected from websites, books and journals. The collected data were analyzed through simple percentages and Garrett's Ranking Technique has been used to identify the most prominent problems, wherein the respondents were asked to assign the rank for the problems faced by them. The ranks assigned by the respondents were converted into scores. The scores of various respondents were added and mean score was calculated.

### Challenges of Women Entrepreneurs

Women entrepreneurs face all sorts of challenges right from beginning to till the enterprise functions. Being a woman itself poses many more problems to a women entrepreneur. Some of them are No independence, Social attitude, Low literacy, Low risk bearing capacity, Financial constraints, Family ties, Male dominated society, Shortage of raw materials, Stiff competition, High cost of production, Limited mobility, Lack of entrepreneurial aptitude, Limited managerial ability, Legal formalities, Exploitation by middle men and Fear of failure. According to the Global Entrepreneurship Monitor Report on Women's Entrepreneurship 2016-17, India needs a lot of improvement as far as women entrepreneurial activity is concerned, which has been showed in Table 1.

**Table 1: Women's Entrepreneurial Activity in India**

Parameter	Percentage
Female total early stage entrepreneurial activity (TEA)	7.60
Ratio of female/male TEA	0.60
Percentage of necessity driven women entrepreneurs	33.10
Percentage of opportunity driven women entrepreneurs	61.60
Percentage of Indian women having entrepreneurial intentions	16.70
Percentage of women established business activity	3.40

Source: Global Entrepreneurship Monitor Report on Women's Entrepreneurship 2016-17

From the above table, we can understand that total early stage entrepreneurial activity in Indian females is only 7.6 percent while percentage of women having established business activity is only 3.4 percent. In India, percentage of necessity driven women entrepreneurs is 33.1 percent, Percentage of opportunity driven women entrepreneurs is 61.6 percent but the Percentage of women having entrepreneurial intentions is only 16.7 percent.

## Data Analysis

The problems were ranked on corresponding mean score, which is presented in Table 2 indicated below.

**Table 2: Problems faced by Women Entrepreneurs**

S. No.	Problems	Ranks given by the Respondents								Mean Score	Rank
		I	II	III	IV	V	VI	VII	VIII		
1	Low Risk Bearing Capacity	7	12	6	15	6	13	3	18	4.44	V
2	Family Ties and Stress	9	12	9	1	16	18	9	1	4.96	I
3	Stiff Competition	10	7	11	9	16	11	8	3	4.75	III
4	Male Dominated Society	10	4	15	16	9	10	7	4	4.85	II
5	Social Attitude	15	6	2	16	1	5	14	16	4.23	VII
6	Lack of Technical Skill	4	15	8	9	15	3	3	18	4.30	VI
7	Limited Mobility	9	15	8	6	10	9	10	8	4.52	IV
8	Finance Problems	11	4	16	3	2	6	21	21	4.21	VIII

*Source: Primary data*

From Table 2, it has been inferred that majority of the respondents opined that family ties and stress are first and foremost problem faced by them, which secured the maximum score of 4.96 and ranked 1. This followed by male dominated society (4.85), stiff competition (4.75), limited mobility (4.52), low risk bearing capacity (4.44), lack of technical skill (4.30), social attitude (4.23) and finance problems (4.21).

## Discussion

According to the World Bank report, women claim only 10 percent of the income generated by their efforts. This situation reflects the transformation of women into having higher education and sharpens their skills in managing businesses. There are many types of motivations for women to go into business or entrepreneurship. They would have started to own businesses because of wanting greater freedom and

flexibility in managing family matters besides having some income. Having their own business means they can control the amount of time spent working and also time for family at home (Srinivasan, 2014). This means that they achieve a better quality of living without neglecting their family. Earning more means they can have a better life not only for her but also for her family (Motukuri, 2010).

Self-satisfaction is also an important element for women entrepreneurs to kick-start their own business which are mainly dominated by men. Women have their own thoughts or innovation ideas, therefore, they are willing to take risks in their business. Women want to be respected like men in the society (Sharma, 2013). Thus, if the business is successful, they are more likely to be respected by the society, which resulted high satisfaction. Besides gaining respect from society, another possible reason for women stepping into entrepreneurship is due to their family influence. Moreover, family background is important, as it influences the thinking, provide better to networking with others and gets financial support from the family (De Wit & Van Winden, 1990). Furthermore, having strong business family background gives greater impact on the next generation of business ventures. Some women entrepreneurs get into the field due to their strong family business influence. In the current economic situation, there seems to be more women entrepreneurs emerging and are doing very well thus, becoming perfect idols for younger generations (Lee, 1996). Therefore, these successful women entrepreneurs are motivating others in the field in terms of encouraging them to step into entrepreneurship.

The study conducted by Surti and Sarupriya in 1983 has investigated the psychological factor affecting women entrepreneurs. They examined the role of stress experienced by women entrepreneurs, the effect of demographic variables, such as marital status and type of family on stress and how women entrepreneurs cope with stress. The results indicated that unmarried women experienced less stress and less self-role distance than married women. Furthermore, women hailing from joint family tended to experience less role stress than nuclear families. This is probably due to the fact that they share their problems with other family members. External locus of control was significantly related to their role, stress and fear of success. This in turn is related to result inadequacy and role inadequacy dimensions of stress. However, many women used intra persistent coping styles that is, taking action to solve problems and avoidance oriented coping styles are more common than approach oriented styles of coping. In furtherance, women entrepreneurs are facing numerous challenges in their business, wherein family ties and stress has been the foremost problem that needs to be addressed in their entrepreneurial life.

## Suggestions

- 1) A new comprehensive course dedicated to women entrepreneurship education should be introduced.

- 2) Women students should be motivated to focus their research topics on 'entrepreneurship' and related topics.
- 3) Linkages with other entrepreneurial centers which are willing to provide collaborative entrepreneurial training and education must be established.
- 4) Adequate training programme on management skills to be extended to women community.
- 5) Training on professional competence and leadership skill provided to women entrepreneurs.
- 6) More governmental schemes to encourage women entrepreneurs to involve in small scale business ventures.

## **Conclusion**

The emergence of women entrepreneur depends upon the integrated approach, wherein government and non-governmental agencies have to play a key role in facilitating them at large. There should be a change in educational system, curriculum change, career guidance, scholarships and timely assistance. Moreover, the culture and society include a new layer of complexity to the challenges associated with women entrepreneurs. This in turn changes the attitude of women entrepreneurs and encourages them. Also, it will act as a solution for provision of channels of self-employment and jobs for women. Moreover, the opportunities for women will expand with the changes in technological, cultural and social environment. Thus, it will foster women entrepreneurship to achieve socio-economic sustenance.

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# **Crimes against Women in India – An Impediment to Women Empowerment**

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## **Abstract**

A large scale campaign for elimination of violence against women over the decades delivers the enormity of increasing incidence of crime against women in India. Women safety and security has become the biggest concerns of the country right now. According to National Crime Records Bureau (NCRB), the crime rate against women shows an increasing trend. During the year 2018, the number of cases registered against women in India was 3, 78,277 which increased at a rate of 5.12 percent from the year 2017. Crime against women to the overall crime rate in India was stood at 7.5 percent in the year 2018. Despite a mushrooming policies and programmes proposed towards eliminating violence against women, the expected outcomes did not reveal in the statistics. This forms as a major impediment to women empowerment. Thus, the paper tries to analyze the current trends of crime against women at various crime heads in India from 1990-2018.

**Keywords:** Crime, Women, Violence, National Crime Records Bureau, Empowerment.

## **Introduction**

India is a democratic, multilingual and multi-ethnic society. The prevalence of gender differences and bias is so deeply entrenched in each and every strata of society and has become normalized. Most importantly the patriarchal rules and norms have been deeply rooted in every act of the society. When the rules and norms get breaches, it results in violence against women. In most of the places of India, violence faced by women on a regularly basis goes unreported or undocumented due to certain socio-cultural values and beliefs.

An estimate of World Health Organization (WHO) in 2018 indicated that about 1 in 3 (35 percent) of women and girls worldwide have experienced physical/sexual intimate partner violence or non-partner sexual violence in their lifetime. The Sexual and Gender-Based Violence (SGBV), jointly also known as Violence Against Women (VAW) is meant as the violent acts that are predominantly committed against women and girls. Furthermore, violence against women can be classified into several categories, which includes violence carried out by "individuals" as well as "states". Some of the forms of violence carried out by individuals are: rape, domestic violence, sexual harassment, female infanticide, etc.; as well as harmful customary or traditional practices such as dowry violence, honour killings, female genital mutilation and forced marriage. The other forms of violence are inflicted by the state such as war rape, sexual violence and slavery during conflict, forced abortion, violence by the police and authoritative personnel, stoning and flogging (Devakunchari et al. 2019).

The process of growth and development along with its progressive changes in standard of living, life style and socio-cultural practices contributes to violent attitude and tendencies towards women and witnesses increase in crimes against women. It is a matter of serious concern and its containment is quite necessary, so that Indian women can attain their rights and live with dignity, self-respect, freedom, peace, free from crimes and aspersions. The battle against the crimes against women has to be waged by the various strata of the society by proper policy and legal interventions (NCRB, 1997).

Violence against women is widely recognised as an important public health problem, owing to its substantial consequences for women's physical, mental and reproductive health. This recognition was strengthened globally by resolutions of various international forums. Among them the fourth World Conference on Women in 1995 in Beijing has a crucial role. In India, the problem has been highlighted at two different points: after the ratification of The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) in 1993 and legislation against domestic violence in 2005, which is popularly known as the Protection of Women from Domestic Violence Act.

The National Crime Records Bureau (NCRB) of India compiles data on crime against women in India year-by-year. It also states that, although women may be victims in any of the crimes be it 'Murder', 'Robbery', 'Cheating' or any other crimes, the crime which are directed specifically against women are characterized as 'Crime against Women'. These are broadly classified under two categories, which are indicated below:

**The Crimes Identified Under the Indian Penal Code (IPC):**

- a) Rape (Sec.376 IPC)
- b) Kidnapping and Abduction for specified purposes (Sec.33-373 IPC)

- c) Cruelty by Husband and Relatives (Sec.498-A IPC)
- d) Assault on women with intent to outrage her modesty (Sec.354 IPC)
- e) Dowry Deaths (Sec.302/304-B IPC)
- f) Others

The Crimes under the Special and Local Laws (SLL):

- a) Immoral Traffic (Prevention) Act, 1956
- b) Dowry Prohibition Act, 1961
- c) Indecent Representation of Women (Prohibition) Act, 1986

## Review of Literature

Kaur in her study delivers the pros and cons of globalization on the status of women in India. The study revealed that globalization is unleashing competition between men and women, wherein she concluded that it offers women greater opportunities along with new cum unique challenges and proves more bad than good for women (Kaur, 2018). Also, Devakunchari et al. in their study examined the crimes against women in India using regression analysis. It is to predict the possible age group to target with the awareness drives, the frequency of different crimes in different states and thus to evaluate the effectiveness of the current security measures in all the states of the country (Devakunchari et al. 2019). This is supported by a study conducted by Kumari, wherein she analyzed the impact of globalization and market forces on changing nature of family and marriage and its relationship with growing domestic violence in India. Furthermore, she stated that only when the family and the society are democratized, the status of the women will be strengthened. Also, recommended that women empowerment approach to combat violence against women should be well integrated and interwoven into all policies and programs of the governments (Kumari, 2010). A study conducted by Himabindu, Arora and Prashanth highlighted that crimes against women is a multifaceted problem, so it is essential to tackle various other concurrent issues that act as contributing factors and thus play an equally important role. The study also stated that incorporation of stringent laws and stricter punishments are important to deter people from committing such crimes and the solution to this is much more than just promulgation (Himabindu, Arora & Prashanth, 2014).

## Problem Statement

The gender based violence against women starts from womb to tomb, which forms a major threat to women empowerment. While there are many impediments to women's empowerment, the increasing rate of crime against women is both a cause and consequence of gender inequality. Also, it brings down women and girls opportunities for education, socio-economic participation and self-reliance. As the violence against women is directly related to health factors, it has a negative impact on the development indicators. It strongly hinders women's full participation in

society and maintains an oppressive and coercive pattern of control of men over women. This may have an adverse effect on India's progress on Human Development Index (HDI) as well as Gender Development Index (GDI).

## Objectives

- To analyze the trend and growth pattern of Crimes against Women in India from the year 1990-2018
- To analyse the trend and growth pattern of Crimes against Women in India under selected Crime Heads from the year 1990-2018
- To suggest various measures on tackling Gender Based Violence in India

## Methodology

As the study based on secondary data, the required data was collected from National Crime Records Bureau (NCRB) of India. The overall trend of crime against women in India and Crimes against women at specific heads has been fitted by trend line using the ordinary least square method. The equation of straight line trend is  $Y_t = a + bX_t$ . The annual compound growth rate of crimes against women in India was computed using semi log model. The semi log equation is  $\ln(Y_t) = a + bX_t$ . The compound growth rate coefficient is computed using the formula indicated as  $CGR = \{\text{antilog}(b) - 1\} * 100$

## Crimes against Women in India

It is very essential to learn the growing pattern of crimes against women in India, so that it can help to understand the degree of responsiveness of the gender impact policies and programmes in India. Here, the Table No.1 delivers the statistics of Crimes against women in India from the year 1990-2018.

**Table 1: Crimes against Women in India**

Year	Total Crime against Women in India		Total Crimes in India	Crimes against Women to Total Crime (%)
	No. of Cases Registered	Percentage Change Over (%)		
1990	68317	0.00	1604449	4.30
1991	74093	8.45	1678375	4.40
1992	79037	6.67	1689341	4.70
1993	83954	6.22	1629936	5.20
1994	98948	17.9	1635251	6.10
1995	109259	10.4	1719820	6.40
1996	115723	5.92	1709576	6.80

1997	121265	4.79	1695695	7.20
1998	131475	8.42	1778815	7.40
1999	135771	3.27	1764629	7.70
2000	141373	4.13	1771084	8.00
2001	143795	1.71	1769308	8.10
2002	143034	-0.53	1780330	8.00
2003	140601	-1.70	1716120	8.20
2004	154333	9.77	1832015	8.40
2005	155553	0.79	1822602	8.50
2006	164785	5.93	1878293	8.80
2007	185312	12.50	1989673	9.30
2008	195856	5.69	2093379	9.40
2009	203804	4.06	2121345	9.60
2010	213585	4.80	6750748	3.20
2011	228649	7.05	6252729	3.70
2012	244270	6.83	6041559	4.00
2013	309546	26.70	6640378	4.70
2014	337922	9.17	4571663	7.40
2015	327394	-3.12	4710676	7.00
2016	338954	3.53	4831515	7.00
2017	359849	6.16	5007044	7.20
2018	378277	5.12	5074634	7.50

Source: National Crime Report Bureau of India, Various Issues.

It is evident from the growth rate analysis expressed in Table 1 that the crime rate against women increasing constantly over the study period from the year 1990-2018. During the year 1990 the number of cases registered against women was 68,317 and with a steady growth it has increased to 3,78,277 cases in the year 2018. It is to be noted that in the years 2002, 2004 and 2015 it have shown negative growth rates of -0.53, -1.7 and -3.12 respectively which expressed an insignificant decline. As the incidence of total crimes in India is increasing at a rapid rate, the percentage share to the crime against women varies year by year. The proportionate share of crime against women to the total crimes stood at 4.3 percent in the year 1990. During the period between 2003 and 2009 the crimes over women in India was approximately 8 to 9 percent. Then, followed with insignificant variations it reported as 7.5 percent in the year 2018.

### **Crimes against Women in India at Selected Crime Heads**

The Table 2 indicates the information on Crimes against Women in India at various Crime Heads and Table 3 depicts the percentage share of crimes at different heads namely Rape, Kidnapping and Abduction, Cruelty by Husband and Relatives

Assault on women / Molestation and Dowry Deaths to the total Crimes against Women in India.

**Table 2: Crimes against Women in India at various Crime Heads**

Year	Crime Heads					
	Rape	Kidnapping and Abduction	Cruelty by Husband and Relatives	Assault on Women / Molestation	Dowry Deaths	Total Crimes against Women in India
1990	9518	11699	13450	20194	4836	68317
1991	9793	12300	15949	20611	5157	74093
1992	11112	12077	19750	20385	4962	79037
1993	11242	11837	22064	20985	5817	83954
1994	12351	12998	25946	24117	4935	98948
1995	13754	14063	31127	28475	5092	109259
1996	14846	14877	35246	28939	5513	115723
1997	15330	15617	36592	30764	6006	121265
1998	15151	16351	41376	30959	6975	131475
1999	15468	15962	43823	32311	6699	135771
2000	16496	15023	45778	32940	6995	141373
2001	16075	14645	49170	34124	6851	143795
2002	16373	14506	49237	33943	6822	143034
2003	15847	13296	50703	32939	6208	140601
2004	18233	15578	58121	34567	7026	154333
2005	18359	15750	58319	34175	6787	155553
2006	19348	17414	63128	36617	7618	164785
2007	20737	20416	75930	38734	8093	185312
2008	21467	22939	81344	40413	8172	195856
2009	21397	25741	89546	38711	8383	203804
2010	22172	29795	94041	40613	8391	213585
2011	24206	35565	99135	42968	8618	228649
2012	24923	38262	106527	45351	8233	244270
2013	33707	51881	118866	70739	8083	309546
2014	36735	57311	122877	82235	8455	337922
2015	34651	59277	113403	82422	7634	327394
2016	38947	64519	110378	84746	7621	338954
2017	32559	66333	104551	86001	7466	359849
2018	33356	72751	103272	89097	7166	378277

*Source: National Crime Report Bureau of India, Various Issues*

**Table 3: Crimes Rate at Various Heads to the Total Crimes against Women in India**

Year	Rape (%)	Kidnapping & Abduction (%)	Cruelty by Husband and their Relatives (%)	Assault on Women / Molestation (%)	Dowry Deaths (%)
1990	13.90	17.12	19.70	29.60	7.10
1991	13.20	16.60	21.50	27.80	7.00
1992	14.10	15.28	25.00	25.80	6.30
1993	13.40	14.10	26.30	25.00	6.90
1994	12.50	13.14	26.20	24.40	5.00
1995	12.60	12.87	28.50	26.10	4.70
1996	12.80	12.86	30.50	25.00	4.80
1997	12.60	12.88	30.20	25.40	5.00
1998	11.50	12.44	31.50	23.50	5.30
1999	11.40	11.76	32.30	23.80	4.90
2000	11.70	10.63	32.40	23.30	4.90
2001	11.20	10.18	34.20	23.70	4.80
2002	11.40	10.14	34.40	23.70	4.80
2003	11.30	9.46	36.10	23.40	4.40
2004	11.80	10.09	37.70	22.40	4.60
2005	11.80	10.13	37.50	22.00	4.40
2006	11.70	10.57	38.30	22.20	4.60
2007	11.20	11.02	41.00	20.90	4.40
2008	11.00	11.71	41.50	20.60	4.20
2009	10.50	12.63	43.90	19.00	4.10
2010	10.40	13.95	44.00	19.00	3.90
2011	10.60	15.55	43.40	18.80	3.80
2012	10.20	15.66	43.60	18.60	3.40
2013	10.90	16.76	38.40	22.90	2.60
2014	10.90	16.96	36.40	24.30	2.50
2015	10.60	18.11	34.60	25.20	2.30
2016	11.50	19.03	32.60	25.00	2.20
2017	9.05	18.43	29.10	23.90	2.10
2018	8.82	19.23	27.30	23.60	1.90

*Source: Computed Data*

The Table 2 and Table 3 clearly indicate the existing scenario of Crimes against Women in India. Cruelty by husband and their relatives, Rape by blood relations and Dowry deaths comes under Domestic Violence against Women. Also, Kidnapping and Abduction, Molestation, Rape comes under Violence against Women.

It has been observed from Table 2 that the crimes against women in India at different heads also show an increasing trend over the study period. The number of cases registered under Rape was 9518 in the year 1990 and increased to a greater extent of 33356 cases in the year 2018. Likewise, the number of cases registered under “Kidnapping & Abduction” was 11699 in the year 1990 and goes up to 72751 cases in the year 2018. Crimes under “Cruelty by Husband and their relatives” show a substantial increase in the number of cases from 13450 cases in 1990 to 103272 cases in 2018. This followed by, crimes under Assault on women / Molestation and Dowry Deaths revealed a stable increase over the years, wherein it was 20194 and 4836 cases in the year 1990 and with a steady increase it reported as 89097 and 7166 in the year 2018 respectively. Table 3 reveals the proportionate share of crimes over women under different streams. The distributions of crimes under different streams show a mixed trend over the study periods. The share of Cruelty by Husband and their relatives to the total crimes of women was higher when compared to other streams, wherein it records an average of 33.73 percent of cases over the study period. Then, the average share of Rape is reported is 11.4 percent, Kidnapping and Abduction as 13.77 percent, Assault to women / molestation as 23.4 percent and dowry deaths as 4.38 percent to the total crimes against women in India over the period of 29 years.

### **Trend and Growth Analysis of Crime against Women in India**

The Table 4 explains the details of trend and growth analysis of crime against women in India at different crime heads from the year 1990-2018.

**Table 4: Trend and Growth Analysis of Crime against Women in India**

Crime Heads	Mean	Regression Coefficients		$R^2$	CGR
		A	b		
Rape	20488.03	6437.71	936.69*	87	4.7
Kidnapping and Abduction	27199.41	2396.51	1973.06*	74	6.8
Cruelty by Husband / Relatives	64815.48	5176.40	3975.94*	95	7.6
Assault on Women / Molestation	42726.72	8874.30	2256.83*	77	5.1
Dowry Deaths	6917.72	5113.17	120.30*	72	1.8
Total Crime Against Women	185680.50	30084.96	10373.03*	90	6.0

*Source: Computed Data*

The above table clearly depicts the trend and growth analysis of crime against women in India at different crime heads. It is inferred that that the total crimes over women in India was increased annually by 10373.03 cases, which occupies a compound growth rate of 6 percent and mean of 185680.50 crimes has been

recorded annually. It has been found that in specific crime heads the incidence of crime over women under Cruelty by husband and their relatives and Kidnapping and Abduction is more when compared to other heads. The compound growth rate for respective heads has been reported as 7.6 percent and 6.8 percent. The average cases under cruelty by husband and their relatives were 64,815.48 and it increases annually by 3975.94 cases. Furthermore, an average of 27199.41 cases has been registered under Kidnapping and Abduction, which gets an annual increase with 1973.06 cases. Moreover, the average number of cases recorded under Molestation, Rape and Dowry deaths are 42726.72, 20488.03 and 6917.72 respectively. Also, the results indicated that average cases under these respective crime heads are getting a yearly increase by 2256.83, 936.69 and 120.30 respectively. The compound growth rate for Rape has been recorded as 4.70 percent along with 5.01 percent for Molestation and 1.80 percent Dowry Deaths.

The regression estimates are found to be positive and statistically significant at 5 percent level. R<sup>2</sup> values are satisfactory and the changes in the different crime heads were account for Rape (87 percent), Kidnapping and Abduction (74 percent), cruelty by husband and their relatives (95 percent), Molestation (77 percent) and Dowry deaths (72 percent). Moreover, for total crime against women, R<sup>2</sup> value is found to be significant at 90 percent. The overall analysis brings out that there exists a positive and significant growth in the crimes over women at different crime heads. This clearly indicated that there has been a steady increase in the crimes against women in India, which is quite unfortunate.

## **Discussion**

It is quite evident from the overall analysis that the incidence of crimes committed against women in India has seen continuous rise over the years. Moreover, it has been observed that “cruelty by husband and their relatives” come out with more cases followed by Kidnapping and Abduction, Molestation, Rape and Dowry Deaths respectively. This indicates that the crimes under Domestic Violence Against Women (DVAW) were more than Violence against Women (VAW). This implies that women are not even considered safe at their homes, which exhibits a major form of violence called ‘domestic violence’ and has become normal in the Indian Society. Furthermore, even in this lockdown period, domestic violence against women has been considered as one of the major threats, wherein it has been discussed and made as headlines that there could be an increase in domestic violence cases against women. It has been estimated that about 30 percent of total crimes against women in India are reporting under Domestic Violence. In reality, the registered number of cases of under domestic violence may grossly underestimate the true number of cases. Many incidents go unreported due to lack of documentation, stigma of victimization in Indian society and fear of social exclusion, whereas all of which may inhibit distraught women from seeking help. The causes of violence committed against women may be traced at its roots to the

characteristically patriarchal structure of the family and society at large that promote gender inequalities in the Indian Economy. Despite various legislations policies and programmes starting from CEDAW and Prevention of Domestic Violence Act to Beti Bachao Beti Padhao (educate the daughter, save the daughter) the crime rate per 100,000 women has been rising year-by-year and reported as 58 percent in 2017 and increased to 59 percent in 2018.

It has been found that in India a rape is reported every 15 minutes. Nirbhaya case in 2012 shook the whole nation. Moreover, when details of ferocity of the attack emerged in media's, the whole nation erupted into protests. This led to a number of changes in the existing Indian legislative laws and programmes and made it more stringent regarding rape cases. The government also set up a special fund called "Nirbhaya Fund" in 2013 to provide rehabilitation to the rape victims and also to improve the public safety for women. The expansion of criminal Amendment Act, 2013 has also had an impact on rape reporting cases. However, none of these initiatives led to any decrease in the number of rape cases. It emerged again in 2019 when a 23-year-old girl rape victim belonging to Uttar Pradesh was set on fire when she was on her way to court to attend a hearing. Sadly, she was another victim evident the growing sexual violence in India. Most importantly there are number of cases take a decade to provide justice. For instance, the Nirbhaya case took seven years to go through the Indian Judicial systems. Likewise, in most of the cases police have not ready to register a formal complaint, which in turn results in the increase of unreported cases. This leads to a huge difference over the magnitude of cases filed and cases convicted, which in turn paves the way to discomfort and disrespectful for women and discouraging them from reporting any kind of violence. The states like Madhya Pradesh, Uttar Pradesh, Goa, Delhi, Rajasthan, etc have the worst records in violence against women, especially the rape cases.

## **Causes & Consequences**

The cruelty by husband and their relatives, Dowry deaths and Rape by blood relations were comes under Domestic Violence against Women, which constitutes a major share of crimes against women. It is to be noted that Domestic Violence against Women is mainly a cause of patriarchy and changing pattern of social systems. The following are the consequences for the aforementioned violence:

- a) As already said, India is a Patriarchal society, there women are usually considered as second class citizens, which is the primary reason for all kinds of violence against women.
- b) Lack of democratization in the family systems and reproductive health issues making women more vulnerable to violence.
- c) An economic factor plays a crucial role in increasing rate of domestic violence. women's economic dependence on men, limited access to credit facilities, discriminatory laws regarding inheritance, property rights, use of communal lands, difficulties in formal and informal sectors

- d) Globalization in the forms of urbanisation, liberalization, modernization and migration both internally and internationally plays a vital role in inducing diverse changes in the economy. The advent of information technology in globalization has made the world a very small place. The penetration and integration of the changes induced in our day-to-day life has made the impact of globalization many fold higher. It can't be denied that how the waves of globalization improves the lives of women in the forms of educational attainment, economic participation and health indicators etc. At the same time, it has an adverse impact on Indian family systems. The forces of globalization and market expansion are influencing the family structure and marriage norms to a larger extent. Also, the institution of marriage and existence of a 'family' as a unit have found a new meaning. The reason is due to inter and intra caste marriages, cohabitation and joint family systems to nuclear families and newly emerging autonomous family structure. To the contrary, women are allowed to earn, educate and enjoy freedom. However, on the other hand they are viewed as incapacitated due to lack of control over their own resources and earnings. Hence, they bear discrimination and violence. In both public and private arena, the patriarchal rules and norms continue to dominate. Thus, the changes seem to be more superficial than penetrating. The roles of men and women changing simultaneously, but they are causing more burden for women. Therefore, the question arises at this point that whether the process of globalization cum changing societal structures are inducing more violence into the lives of women or they provide a new power in hands of women to come out of patriarchal dominance and exert their rights to fight violence (Kumari, 2010).
- e) Modernization and modernity have also been blamed, wherein social media, smart phones, television, computers and internet have become the order of the day. The way the television and cinemas portraying women are one of the most important reasons for increasing crime against women in India. Nowadays, the pornographic material is easily available to many on the internet and through other ways.
- f) Legal loopholes and social conditioning are the main reasons of increasing rate of crimes against women.

Thus, violence against women is not only a cause of gender inequality but also it is a consequence of it. It makes women more worsen in development progress, which in turn widens the gender gap in development indicators. In several places, gender based violence is reinforced by discriminatory laws and exclusionary societal norms that undermine women and girl's opportunities for education, income and independence.

## Suggestions

- a) Democratization of the family systems should be developed.

- b) Gender differences in education, health and employment services should eliminate with the help of gender friendly or gender responsive policies and programmes.
- c) Gender sensitization programmes should be conducted at the grass root level of the society, so that it helps men and women to understand their own roles, responsibilities and capabilities.
- d) Gender sensitization training should be given to higher personnel's and officials (ex. police officers in this case...).
- e) Gender integrated policy approach should be developed in all stages of policy formulation and implementation.
- f) Gender budgeting on women safety and security should be increased.
- g) There should be prohibition of alcohol use in public places.
- h) Role of media on portraying women should be censored; Ban on pornography should be strictly implemented.

## Conclusion

The violence against women and girls continues to be a global epidemic. It is a health-related, legal, economic, educational and overall a human rights issue. Despite, mushrooming policies and programmes proposed towards eliminating violence against women, the expected outcomes does not revealed in the statistics. Hence, it forms as a major impediment to women empowerment. Furthermore, the deviations in number of cases registered to that of conviction has been too long, which need to be addressed is the need of the hour. Although, the incidence of crimes under each crime heads shows an increasing trend over the years, only the crimes under domestic violence and rape is getting more attention and becoming sensational. The serious concern should develop holistically for coordinating and integrating the policy measures. Improvising the legislations programmes alone cannot bring a change. It is not just a judicial issue but a social issue. Hence, existing cum new policies should develop with gender responsiveness and sensitiveness respectively. Women have to provide access to education, employment opportunities and legal literacy and right to inheritance so that they can have chances for developing an optimistic and hopeful approach to life. Also, it is quite important for society and family to teach the boy child in accordance with gender sensitization and behavioural orientation.

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## **Education Welfare Schemes for Women in Tamil Nadu**

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### **Abstract**

India is a developing country and is the largest democracy in the world. Since the day of Independence, our country has remarkable development in all the fields, and this was all possible because of the increase in education for all the genders. The gender equality took the country to new heights. Furthermore, the involvement of women in all sectors has increased the India's growth rate, whereas now women are taking over every sector of the society. This in turn helps in expanding our country's literacy rate. Without any denial, one can say that women's education is a major step toward success. Moreover, since independence, women's literacy rate has not been increasing at a considerable rate. However, there are some reasons, which prevent women from moving forward in a proper manner. Moreover, taking this scenario into account there are certain anomalies in the state of affairs of both state and central governments in accordance with taking quick steps to promote women's education. The study intends to conceptually understand the women's education process through a critical review on education welfare schemes, especially designed for women.

**Keywords:** Gender Equality, Women's Education, Literacy Rate, Welfare Schemes.

### **Introduction**

Education to women is the most powerful instrument for changing their position in the society and it also brings about reduction in inequalities and also acts as a means to improve their status within the family. Since independence there has been an accelerated rate of expansion of women's education among girls and women. The Constitution of India in Article 15(1) stipulates the right to equality. It provides the basic policy framework that enshrines the vision of girls' education and the spirit in which their education is to be provided. Thus, in order to encourage education of women at all levels and to dilute gender bias in the provision and acquaintance of education, schools, colleges and even universities have been

established exclusively for women in the State. Also, to bring more girl children, especially from marginalized (below poverty) families, into the main stream of education, the government has been providing a package of concessions in the form of free supply of books, uniform, boarding and lodging, clothing for hostilities, mid-day meals, scholarships, free by-cycles etc. All these programmes and Schemes of the Government of Tamil Nadu aim at making women independent and self-reliant. Despite these enactments, a lot of social legislations, the welfare schemes for women lagged behind men in different spheres. Furthermore, to improve the women's social status, the Tamil Nadu government is implementing various Welfare programmes for the overall development of women.

## **Review of Literature**

A study conducted by Singhal in 1995 highlights the special reference to employment patterns of female workforce and their employment in different sectors of the state economy within India. The report published by Government of Tamil Nadu for development of women provides insights into the demographic, social and economic characteristics of women in the state. The profile of women encompasses education infrastructure, employment status and imbalances in earning levels imbalance and welfare programme for women and its impact in Tamil Nadu. Also, the research study carried out by Sharma accounts for the position of women education in India from the sociological point of view (Sharma, 1994). Furthermore, the study by Rajalakshmi in 1999 deals with welfare measures for women, which failed to make an attempt through Five Year Plans. Hence, an attempt is made in this thesis to analyse the Welfare Measures for Women introduced by the Government of Tamil Nadu with special focus on Five Year Plans, Policy Note and Annual Plans.

## **Problem Statement**

Although, women constitute 49.8 percent of the total population (2011 census) in a country like India, wherein six decades have been passed with the attainment of independence, they are still found backward in terms of social, economic and education aspects irrespective of their caste or creed. The present study attempts to assess the status of women in accordance with the various education schemes implemented by the government to uplift women.

## **Objectives**

To portray the education condition of women in the state through the ages with a historical perspective

To highlight and analyze the various education schemes implemented by the government to socially and economically uplift and rehabilitate the women in Tamil Nadu

## Scope

The State of Tamil Nadu stands pioneer in the promotion of welfare of women among the Indian states, since pre-independence period. In 1821, the first girls' school was opened in Chennai. Women were allowed to sit for university exams for the first time in 1897, through the Madras University. The State also took the responsibility of establishment of women's welfare department as early as in 1947. Furthermore, the State of Tamil Nadu has taken strenuous efforts to uplift women through various education schemes exclusively designed for women. Hence, the scope of the present conceptual study is limited to the women education schemes of Tamil Nadu from 1965 to 2012.

## Methodology

This study is based on interdisciplinary approach to social science based on secondary data sources, which focuses its attention pertaining to development of women education. The analytical method has been adopted to give a critical note on education policies and programmes sponsored by the government for the welfare of women.

## Women Education Through the Ages

In any community, the education of women is a more complex task than the education of men. On this subject, a vast variety of views have been expounded. The Vedic period consistently believed that despite the differences in physiology, woman is in no way intellectually inferior to man. She possesses excellent memory, intelligence, and other mental powers, and hence she has the capacity to obtain any kind of education. It is because of this the nature of feminine education differs from that of masculine education. Consequently, girls were educated at home, except such women as Vishwvara, Jboha, Apalla, Ghosha, Romsa, Lopamudra, Saraswati and others who are mentioned in ancient texts as examples of women who composed commentaries on the Vedas. Yagyavalkya has mentioned the names of Maitreyi, Kaushitiki, while Brahman has mentioned the name of Gandhrava. Grahita, as instances of women who obtained the highest education, Manu has gone so far as to say that it is the duty of parents to give their daughters an integral education. They should also be given education in the various arts. There is some evidence of education of women during the Vedic period, but during the Brahman age, this was neglected. In addition, women became the victims of many restraints. Surprisingly, it is in the Buddhist period, women occupied a position inferior to men. Initially, they were prohibited from joining a Sangha or congregation and later on they were granted admission to such congregations and it was there feminine education progressed. Dr. Altekar points out that the permission for women to enter congregations gave great encouragement to female education, particularly the education of women belonging to the noble and trading classes. There is

considerable evidence to prove that female education prevailed during this period. Separate monasteries were established for women. It is among the women who attained fame is Sheel Bhattarika, Vijayanka, Prabhudevi, etc. A lady named Sanghmitra went to Ceylon to propagate the Buddhist faith.

The education of women was completely neglected during the Muslim period. Special provisions were however made for ladies belonging to the royal families. Since a sense of insecurity prevailed almost everywhere, no attention was paid to the education of women. Interestingly, during the British period, the Hunter Commission laid stress on free education and a separate curriculum for education of women. It suggested that schools for girls should be opened wherever there was need or demand for such institutions. In addition to this, the Commission also made provisions for the education of Muslims, Harijans and backward classes, tribal people of for hilly regions and members of royal families. The Commission stressed the view that aid should be given to Indian or local institutions to encourage them. It suggested that there should be provisions for scholarships for students studying in them. It was also made clear that the administration should be taken over by local municipal boards of local bodies, and that they should have independence in framing their syllabi. In order to overcome the other defects in the Education Department, the Hunter Commission made useful suggestions for making grants systematic and regular. The students were given complete freedom of religious education, but the system of grants had connection with this form of education. It is in the year 1947, when an independent government took charge of India, the education department was reorganized into a ministry of education. The responsibility for imparting education to the people was put into the hands of State governments, though higher education, women education, scientific and technical education were kept in the hands of the Centre to ensure proper harmony and progress of various institutions. According to Articles 15(3) of the Constitution, the state cannot be absolved of responsibility of framing special scheme for education of women and children. This section does not restrain the state on any way in making special provisions for women and children. Moreover, since independence, there has been an increase in the women educational sphere. The number of schools has increased and so have the students, but the objectives of education could not be achieved. Many new professional institutions came into existence, as did many new universities. However, there was no satisfactory progress in the sphere of women's education. Hence, various policy measures have been introduced by the Central and State Governments. The policies of the Government of Tamil Nadu benefiting women are classified under the following heads:

## **Free Coaching Classes**

The Government of Tamil Nadu has shown utmost care to strengthen the higher education system and the State was to equip itself to the emerging demands of the new century. By adopting progressive educational policy and reforms of central

government, the state is moving forward to achieve gender equity in education. The Directorate of Collegiate Education has been carved out of the erstwhile Directorate of Public Instruction in the year 1965 with a view to administer the college at education exclusively Tamil Nadu. It enjoys the privilege of being one of the most developed states in the field of higher education.

## **Directorate of Distance Education**

The Directorate of Distance Education is a boon to career women who aspire for holding higher degrees and also to enhance their personal and professional competence. Its mission is to empower women through education, especially women who for some reason are deprived of studying through regular mode. The Directorate of Distance Education seeks to break the boundaries which block women from pursuing higher education and their aim was to extend not only equal but equitable opportunities of education to women who desire the privilege of higher education, to be pursued at own place and time, simultaneously with the demand of a job or domestic commitments. Thus the Directorate of Distance Education is committed to provide access to affordable, supportive and flexible quality of education.

## **Periyar EVR Nagammai Scheme**

Periyar EVR Nagammai Free Education Scheme was implemented during the year 1989-90 onwards. It was aimed at educating women students irrespective of caste, creed and community thereby reducing dropout rate in B.A., B.Sc. and B.Com courses respectively. The main aim of this scheme is to provide free education up to the stage of degree level in colleges for girls belonging to poor and middle class families. Hence, to give fillip to women students belonging to poor families so as to pursue postgraduate courses in government and government aided colleges, the Periyar E.V.R.Nagammai Scheme was extended from the academic year 2007-2008 to women students whose parental annual income is below INR 50,000/. It is during 2007-2008, a sum of INR 65 lakhs was allocated for implementing the above scheme and a total of 1204 students were benefited.

## **Sarva Shiksha Abhiyan (SSA)**

Perivar E.V.R. Nagammai Scheme has achieved the recognition of Universal Elementary Education and has been operational since 2001-2002 as a centrally sponsored scheme. The present fund sharing pattern is 65:35 (Centre: State). SSA has become all the more significant with the Right of Children to Free and Compulsory Education Act, 2009 (RTE Act) coming into force from 1<sup>st</sup> April 2010, which provides free and compulsory education to all children in the age group of six to fourteen years. Also, Tamil Nadu has been taking all efforts in achieving the objectives of this aforementioned programme for the past 10 years.

## **National Programme for Education of Girls at Elementary Level (NPEGEL)**

The National Programme for Education of Girls at Elementary Level (NPEGEL) is a programme of Government of India, to reach the "Hardest to Reach" girls, especially those who were not in school. Launched in July 2003, it is an important component of SSA, which provides additional support for enhancing girl's education. The programme provides for development of a "Model School" in every cluster with more intense community mobilization and supervision of girls' enrolment in schools. Gender sensitization of teachers, development of gender sensitive learning materials and provision of need-based incentives like escorts, stationery, workbooks and uniforms are some of the endeavours under the programme. The scheme is implemented exclusively for enrolling, retaining and empowering girls studying in regular Primary education by establishing Model Cluster Schools (MCS) to provide academic standard to all the other schools in the cluster.

## **Kasturba Gandhi Balika Vidyalaya Programme (KGBV)**

The concerted efforts of Government of Tamil Nadu on women's education has been able to bridge the gap between gender and social category by providing access and empowering them through various interventions such as National Programme for Girls at Elementary Level launched in July 2003. In continuation to this, the Kasturba Gandhi Balika Vidyalaya programme launched in the year 2004- 2005, wherein special programmes for girls have been implemented in 2008-09. Kasturba Gandhi Balika Vidyalaya programme (KGBV) is a special intervention to set up residential schools in the educationally backward blocks with free boarding facilities and ensuring access to girls especially at upper primary level for whom social, cultural taboos and economic conditions hindered their educational improvement. The quality education is being imparted in these schools. In furtherance, the scheme of KGBV ran as a separate scheme in harmony with SSA, NPEGEL and Mahila Samkhya (MS) for the first 2 years and from 1<sup>st</sup> April, 2007, KGBV merged with the SSA programme as a separate component.

## **Women Special Literacy Programme through NSS**

In order to involve the student's community on a mass level for eradicating illiteracy among non-literate parents/relatives/neighbours, "Each one Teach one" scheme has been implemented through volunteers of National Service Scheme (NSS) in Higher Secondary Schools. This scheme was implemented in all the districts of Tamil Nadu during the year 2007-08 for 6 months for women in the age group of 15- 35. It is important to note that 100 percent grant was given by Government of Tamil Nadu and 1,25,000 women were benefitted under this programme.

## **Girls' Hostels**

The Government of India has launched a new centrally sponsored scheme called Scheme for "Construction and Running of Girls Hostels for Students of Secondary and Higher Secondary Schools". The main objective of this scheme was enrolment and retention of girls in high schools and higher secondary schools. This scheme was launched in 2008-09 and is being implemented from 2009-10 to set up girl's hostel with a capacity of 100 beds in each of the 3479 educationally backward blocks (EBBS) in the country. This scheme has replaced the earlier NGO driven scheme for construction and running of girls' hostels for students of secondary and higher secondary schools, where assistance was provided to voluntary organizations for running girls' hostels. The expenditure of the project will be shared between Central and State Governments in the ratio of 90:10. The beneficiaries will be girls of age group between 14 to 18 years studying in standards IX to XII. Each hostel will have a capacity to accommodate 100 girls. This scheme will be implemented in convergence with "Kasturba Gandhi Balika Vidhyalaya" (KGBV) scheme of the Sarva Shiksha Abhiyan programme.

The convergence is important as the girls who are pursuing their education up to elementary level in the residential KGBVS will be given the opportunity to pursue their higher secondary education by taking shelter in the girls' hostel. This would discourage dropout of girl students pursuing their elementary education in the KGBV for want of residential schools and would give them the opportunity to complete their higher secondary education. The girls' hostels will be a residential one providing boarding and lodging facilities for the girls studying in educationally backward blocks. This scheme specifically focuses on girl children belonging to the underprivileged, economically backward sections of the society.

## **National Scheme of Incentive to Girls for Secondary Education**

The national scheme of incentive to girls for secondary education was launched during 2008-09To encourage SC/ST girl students studying in standard VIII. Under this scheme, the SC/ST girl students who completed standard VIII and studying in standard IX but not completed 16 years of age are eligible to get INR 3000/- as incentive and this amount will be deposited in students' name in nationalized banks. Furthermore, the girls who pass VIII standard examination from Kasturba Gandhi Balika Vidhyalayas (irrespective of whether they belong to scheduled castes or tribes) and enrol for class IX in State/UT Government and should be unmarried who are falling below 16 years of age (as on 31<sup>st</sup> March) are eligible to get benefit under this scheme.

## **Special Incentive Scheme for Girl Students**

Education brings overall development to the society. Hence, in order to improve the standard of education of Adi Dravidar and Tribal girl students right from their birth and to ensure 100 percent enrolment, the girls' incentive scheme was implemented. Accordingly, 80000 Adi Dravidar and Tribal girls studying in Standards II to V were given an incentive of INR 50/- per student per month for 10 months. Moreover, for girls belonging to Adi Dravidar community, this scheme was implemented in 16 educationally backward districts namely Dharmapuri, Krishnagiri, Cuddalore, Villupuram, Virudhunagar, Kancheepuram, Thiruvallur, Vellore, Salem, Namakkal, Tiruchirappalli, Perambalur, Ariyalur, Karur and Nagapattinam. Also, to encourage the girl students to continue their studies from VI standard, each Adi Dravidar and Tribal girl student was given a sum of INR 100/- per month as an incentive for 10 months and annually covering 40000 Adi Dravidar and Tribal girls in all districts except Chennai. It is during the year 2011-12, an additional amount of INR 1616.64 lakhs was provided under this scheme and extended to all districts in Tamil Nadu.

## **Saakshar Bharat (Karkum Bharatham) - 2012**

The Prime Minister of India launched Saakshar Bharat, a centrally sponsored scheme of Department of School Education and Literacy (DSEL) under Ministry of Human Resource Development (MHRD), Government of India (GoI) on the International Literacy Day, 8<sup>th</sup> September 2009. It aimed at promoting and strengthening adult education, especially for women. This programme was being implemented by National Literacy Mission Authority in 365 districts at National Level, wherever adult female literacy rate was below 50 percent with a special focus on education of rural illiterate women in the age group of 15 years and above with a special preference to SC, ST, minority (Muslims) and disadvantaged backward people. In Tamil Nadu "Karkum Bharatham" programme was implemented in 7 districts in two phases i.e., Villupuram, Dharmapuri, Salem, Erode, Perambalur (under Phase-I) and Thiruvannamalai and Ariyalur (under Phase-II). The total beneficiaries were 14,26,060 and 3,20,439 women under Phase-I and Phase-II respectively during the period 2011-12. The aforementioned were implemented in the districts having 50 percent adult female literacy rate and below along in accordance with number of Block and Village Panchayats respectively.

## **Limitations**

The study covers a period from 1965 to 2012 AD, wherein the succeeding governments of Tamil Nadu continued the implementation of these schemes with modifications and enhancements of assistances. The study concludes with the year 2012 with the end of the Twelfth Five Year Plan.

## Suggestions

The awareness among women about welfare schemes, rehabilitation schemes through awareness generation scheme does not reach the grass root level. Hence, the steps to popularize such schemes shall be carried out with the help of voluntary or non-governmental organizations functioning in the localities. Also, in order to educate a female child in all places, various girl schools need to be constructed in village levels so that the female child might feel safe and travel shorter distances for schooling. The security for women should be there so that women may not hesitate to come out of their houses. Also, strict actions and punishments should be there for any crime against woman. Lastly, the governments (Centre and State) have to recognize the fact that women play a special role in the society and therefore specialized training and orientation programmes have to be imparted at all levels. All men should be responsible to facilitate and encourage women for their holistic development in our country.

## Conclusion

Women are the significant contributors for socio-economic growth, wherein the State has been implementing variety of women Education welfare programmes in difficult circumstances to pursue education and providing the healthy and protective environment to them. However, the girls have to be well prepared for their future life and devote a good deal of time in learning things, which would be essential in their day-to-day life. Also, equip themselves towards career and economic prosperity. The sanitation, hygiene, domestic science and vocational education should receive more attention with regard to women's education. In addition to this, considerable importance should be given to music, games and physical culture, wherein the awareness to educate a female child in all places have to be provided. Finally, it has also to recognize the fact that women play a special role in the Indian society.

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## Women Archaeologists in India - Career Scope and Conflicts

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### Abstract

India has a rich cultural heritage and therefore there is a demand for both male and female archaeologists. Archaeology is a study of human past with the help of material remains through multi-disciplinary approach. The archaeological research is an investigation of ancient records and remains in scientific way. The archeologists reconstruct a complete picture of human past by exploring sites, objects, monuments, remains, records, etc. As archaeological research digs sites, excavates, analyzes and rebuilds the historical data, women from different educational backgrounds and aptitude can contribute their expertise to this field. This paper studies the career opportunities for women through archaeological research.

**Keywords:** Women, Empowerment, Career, Scope, Archaeology.

### Introduction

Archaeology is a compound term from two Greek words, Archaios meaning ancient or old, and logia, which means learning or study and when combined, the word archaeology takes on the meaning of studying or learning about old or ancient things. It can be considered both a science and a branch of the humanities. Today, archaeology is usually defined as 'the science of the treatment of the material remains of the human past' or as a 'systematic and descriptive study of antiquities' (Renfrew & Bahn, 1991). It is the scientific study of historic or prehistoric peoples and their cultures by analysis of their artifacts, inscriptions, monuments, and other such remains, especially those that have been excavated. Archaeology includes the study of artifacts, biofacts (eco-facts) and cultural landscapes. The sub-disciplines of archaeology are epigraphy (the study of inscriptions), numismatics (the study of coins), architecture, rock art, paintings, sculptures, iconography and paleography.

## Review of Literature

Claassen in 1994 documents and discusses attempts to exclude women from the discipline of archaeology and the resulting andro-centrism of archaeological knowledge. Díaz-Andreu and Sorensen in 1998 discusses about the careers of women archaeologists such as Dorothy Garrod, Hanna Rydh and Marija Gimbutas who against all odds became famous as well as the many lesser-known personalities who did important archaeological work. The collection spans the earliest days of archaeology as a discipline to the present, telling the stories of women from Scandinavia, Mediterranean Europe, Britain, France, Germany and Poland. It examines issues such as women's increased involvement in archaeological work during and after the two World Wars, and why so many women found it more acceptable to work outside of their native lands. This critical assessment of women in archaeology makes a major contribution to the history of archaeology. It reveals how selective the archaeological world has been in recognizing the contributions of those who have shaped its discipline, and how it has been particularly inclined to ignore the achievements of women archaeologists. Cohen and Joukowsky in 2004 presented twelve fascinating women whose contributions to the development and progress of Old-World archaeology- in an area ranging from Italy to Mesopotamia- have been immeasurable. Each essay in this collection examines the life of a pioneer archaeologist in the early days of the discipline, tracing her path from education in the classics to travel and exploration and eventual international recognition in the field of archaeology. The lives of these women may serve as models both for those interested in gender studies and the history of archaeology because in fact, they broke ground both as women and as archaeologists. Adams in 2010 explains the story of seven remarkable women, wherein it has narrated that they hack away at underbrush under a blazing sun, battle swarms of biting bugs, travel on camelback for weeks on end, and feel the excitement of unearthing history at an archaeological site.

Archaeologists are increasingly aware of issues of gender when studying past societies; women are becoming better represented within the discipline and are attaining top academic posts. However, until now there has been no study undertaken of the history of women in Indian archaeology and their contribution to the development of the discipline. There is no comprehensive work on women archaeologists in India.

## Objectives

- To study the career opportunities for women through archeological research
- To examine the problems and obstacles faced by them in pursuit of their careers
- To compare the experiences faced by women archaeologists in government and private organizations

## **Methodology**

Women archaeologists from ASI were chosen to obtain samples distributed across the country and to get the representation at the state level, women archaeologists from Tamil Nadu state Department of Archaeology has been selected. The empirical research has been conducted through questionnaire method sent to 60 female archaeologists comprising of 39 women archaeologists working in Archaeological survey of India (ASI) at Director level to the level of Assistant Archaeologist, 3 retired women epigraphists and a retired archaeologist (Commissioner-in-Charge) from Tamil Nadu State Department of Archaeology, 4 women archaeologists working in the private organizations and 14 female research scholars have been approached out of which only 50 have responded and included in the present study. The study adopted survey research design and descriptive research method to interpret the data. The data collection has been conducted through survey questionnaire, which included 15 questions, which included Experiences (Q5 to Q12), Opinions (Q1 & Q2), Feelings (Q3 & Q4) and Knowledge (Q13 to Q15) on 4 Point Scale as indicated in Table 1.

## **Archaeological Research in India**

Archaeological and historical pursuits in India started with the efforts of Sir William Jones, who put together a group of antiquarians to form the Asiatic Society on 15<sup>th</sup> January 1784 in Calcutta. The Archaeological Survey of India was founded in 1861 by Alexander Cunningham who also became its first Director-General. Under the Ministry of Culture, Archaeological Survey of India (ASI) is the principal body for archeological research and the preservation of the nation's cultural heritage. The ASI's prime concern is protecting ancient ruins and archeological sites and remains of national significance. In addition, all archeological activities in the country are governed in accordance with the provisions under the Ancient Monuments and Archeological Sites and Remains Act 1958 and the Treasure Act of Antiquities and Sculpture 1972. ASI is the foremost organization for archeological research, scientific study, excavation of archeological sites, conservation and preservation of protected monuments and areas of national significance, preservation of site museums and extensive regulation of legislations related to antiquities and art treasures. The organisation, through its Circles, Museums, Excavation Branches, Prehistory Branch, Epigraphy Branches, Science Branch, Horticulture Branch, Building Survey Project, Temple Survey Projects, and Underwater Archaeology Section, has a wide workforce of qualified archeologists, conservators, epigraphists, architects and scientists. This is an external office under Culture Department. Being an attached office, the ASI is appointed Director-General by its head. The Director-General is assisted by an Additional Director General, two Joint Directors-General and 17 Directors in carrying out his duties. The entire country is divided into 29 Circles, for administrative convenience, for the maintenance and preservation of ancient ruins, archeological sites, and remains of

national significance. The Circle is led by a Superintendent Archeologist (S.A.), who is further assisted by Deputy Superintendent Archeologist (Dy. S.A.), Deputy Superintendent Archeological Engineer (Dy. S.A.E.), Assistant Superintendent Archeologist (A.S.A.), Assistant Superintendent Archeological Engineer (A.S.A.E.), Assistant Archaeologists (A.A.) and Conservation Assistants (C.A.). There are also 6 Excavation Branches, 1 Prehistory Branch, 1 Building Survey Project, 2 Temple Survey Projects, 2 Epigraphy Branches, 1 Science Branch, and Underwater Archaeology Section in the Archeological Survey of India for the conduct of advanced archeological research. There are also 46 Archaeological museums spreading over the length and breadth of India.

The Tamil Nadu State Department of Archeology began in 1961 with the goals of conserving and preserving ancient monuments in Tamil Nadu and to carry out excavations at historical sites. Subsequently, its activities were expanded to include Epigraphy (copying and deciphering of stone inscriptions, printing and publishing them in book form), setting up of site museums, chemical preservation of art objects etc. The department's goal is to showcase Tamil Nadu's rich heritage and glorious traditions with its classical Tamil language, majestic monuments, beautiful temples, art and sculpture as well as vibrant traditions. This is primarily a research department for disseminating knowledge of Tamil Nadu's ancient cultural heritage through a combination of fieldwork, analysis, and publishing. The Department has 8 Field Offices, 14 site museums, a library at Head Office, the Government Oriental Manuscripts Library and Research Centre at Anna Centenary Library, Chemical Laboratories at Chennai and Madurai, Printing section, besides the Institute of Epigraphy which operates from the Head Office. Likewise, various states in India have established the departments of archaeology and the museums with similar objectives.

## **Educational Institutes and Funding Agencies for Research**

Several Universities, Colleges, Institute of Archaeology, New Delhi, Deccan College Deemed university, Pune are offering courses in archaeology and related subjects. They are also offering PhD programs to pursue research in this field. India is an archaeologically potential country, and there is no dearth for research material. There are Government funding agencies like UGC, Indian Council of Historical Research for archaeological research. There are also private organizations like Birla Archaeological and Cultural Research Institute, Secunderabad, French Institute of Indology, Pondicherry, American Institute of Indian Studies, Gurgaon, which provide fellowships to support research in various branches of archaeology. Organizations like INTACH (The Indian National Trust for Art and Cultural Heritage) are providing technical support, Reach Foundation, and the corporate companies and industries like Ford foundation are also coming forward to fund the conservation of heritage monuments.

## Opportunities as Inter-disciplinary

Archaeology is emerging as an inter-disciplinary and opens up new career opportunities. Archaeology is a study of human past through multi-disciplinary approach. The archaeological research is an investigation of ancient records and remains in scientific way. The archeologists reconstruct a complete picture of human past by exploring sites, objects, monuments, remains, records, etc. As archaeological research digs sites, excavates, analyses and rebuilds the historical data, women from different educational backgrounds and aptitude can contribute their expertise to this field. India has a rich cultural heritage and therefore there is a demand for both male and female archaeologists in India. The discipline involves surveying, excavation and eventually analysis of data collected to learn more about the past. In broad scope, archaeology relies on cross-disciplinary research. It draws upon anthropology, history, art history, classics, ethnology, geography, geology, literary history, linguistics, semiology, sociology, textual criticism, physics, metallurgy, earth sciences, information sciences, chemistry, statistics, paleoecology, paleontology, paleozoology, and paleobotany. The candidates with these background can opt for master's degree in archaeology and pursue their career in this field. Since its early development, various specific sub-disciplines of archaeology have developed, including maritime archaeology, feminist archaeology and archaeo-astronomy, and numerous different scientific techniques have been developed to aid archaeological investigation. Recently two branches of archaeology are given significance, namely, Underwater Archaeology (conducting research within water for submerged sites and townships) and Digital Archeology (conducting research with maps and sketches along with digital tool support.)

## Career Scope & Prospects

India has a rich cultural heritage and hence the demand for archaeologists is higher in India. The multidisciplinary aspect of archaeology attracts several researchers of different backgrounds. Qualified students can apply for various job profiles in government and private sectors. As an Archaeologist you can work in private or government-owned museums for the safe upkeep and management of museum artifacts.

In this profession of archaeology, the jobs are offered to those who have interest in knowing past of the humans, animals, or civilization that existed thousands of years ago. Aspirants can find job in government sectors through exam conducted by Union Public Service Commission or Staff Selection commission. A degree holder in Archaeology can also work as tourist guide, heritage mangers, interpreters' resource persons of trip organizers in tourism. Archaeology graduates have great scope in for jobs as well as research in various colleges and universities.

The Archeological Survey of India under the Union Government and the Department of Archaeology of the State governments are the major employers who provide job opportunities such as those of assistant archaeologists or archeologists. The selection to the Archaeological Survey of India is done by the Union Public Service Commission and to the State Departments by the Respective State Public Service Commissions. The National Museum in New Delhi, State Museums, National Trust of Art and Cultural Heritage and so on employ archeologists, museologists, curators and other specialists. Research and training are possible at the Indian Council of Historical Research. The work requires patience and involves travelling to remote areas for field work. Archaeology could be fascinating for those interested in the historical past. Recently women are showing interest to pursue higher education and research in the field of archaeology. There is an increase in women students opting for archaeology based educational qualifications in higher educational level.

### **Jobs You Can Get with a Post Graduate Degree and above in this Field**

The aspirants may opt for the jobs like Archaeologist, Historic buildings inspector/conservation officer, Museum/gallery curator, Heritage manager, Faculty Member, Documentation Specialist, Museum education officer, Archivist, Cartographer, Conservation officer, Exhibition manager, Heritage manager, Historical building inspector, Museum education trainer, Records manager, Social researcher, Tourism officer, Government archeology office assistant and Archaeologist in Globally funded research organizations.

### **Top Recruiters**

- Archaeological Survey of India (ASI)
- Archaeology Departments of State Governments
- Academic Institutions / Universities / Colleges
- National heritage agencies
- Indian Council of Historical Research (ICHR)
- Government and private Museums and cultural galleries
- Private research Organizations like Birla Archaeological and Cultural Research Institute, Secunderabad, French Institute of Indology, Pondicherry, American Institute of Indian Studies, Gurgaon

### **Duties of an Archaeologist**

- Exploring
- Mapping
- Excavating
- Preserve, restore and clean artifacts

- Collecting data about the archaeological site
- Collect artifacts made of stone, metal, bones and preserve them
- Create drawings and maps of unit profiles, stratum surfaces, features, and findings
- Safeguarding the cultural property

Tamil Nadu State Government sources say many posts in the department — including those of curators, archaeological officers, epigraphists and an archaeologist — have been vacant for many years now.

## **Women Archaeologists in India**

The ASI and the Archaeological Departments in the States have women archaeologists in various capacities and many of them reached the status of the Director and the Superintending Archaeologist. Debala Mitra (14 December 1925 – 2 December 2005) was the first woman archaeologist to head the ASI. She served as the Director General of the ASI from 1981 to 1983. She joined the ASI in the 1940s and served as Superintendent of Eastern Circle and Additional Director General of the ASI before succeeding B. K. Thapar as Director General in 1981. Interestingly, there are 39 women archaeologists working at Archaeological Survey of India in various capacities: 4 Women Directors, 2 Superintending Archaeologists, 5 Deputy Superintending Archaeologists, 5 Assistant Superintending Archaeologists and 23 Assistant Archaeologists. Surprisingly, there are no women archaeologists at the State Archaeology Department of Tamil Nadu at present. Moreover, there were only 3 women epigraphists and one women archaeologist whilst that time and after their retirement the aforesaid vacancies have been filled up with male candidates.

## **Pros & Cons of becoming an Archaeologist**

Archaeology is an ideal profession who want to make a career in unravelling mysteries of the ancient past. It is often true that a famous discovery in the field of archaeology brings the status and reputation of an archaeologist to iconic proportions. Archaeologists are not treasure hunters. Equally, this field is time consuming unlike other research fields, whereas at times, excavations may last for days and to confront several challenges in every step. At times, they keep digging for days without finding anything and a project takes several months to complete. This is one of the reasons why many women not opt for fieldwork. Moreover, in the pursuit of excavation to their research problems and sometimes they have to face dangerous reptiles like cobras. They would be deprived of their right to be documented for their proficiency.

Sometimes, women's expertises are not recognized by their male counterparts. In an article from New Indian Express, excavations, most of the time, happen in remote areas and often times no basic amenities like running water, electricity or even a bathroom will be available. The site may not be accessible by roads or vehicles. One may have to walk many kilometers to reach the site, but to truly like the job one has to treat it like an adventure. It is always exciting to dig up long buried artifacts. Furthermore, it is like discovering bits of a puzzle and then slotting them together to make a picture, but there are several women who overcome such hurdles and earn a reputation of being a force to reckon with.

In India there is no dearth for monuments, which are to be conserved and protected. The expertise of women archaeologist with best management enables these tasks with efficiency. There is a steady increase in number of tourists visiting these heritage centers. There is a necessity to plan several outreach programs including: i) organizing minor exhibitions in schools and colleges, ii) arranging for special / theme-based lectures, iii) organizing academic workshops, iv) creating digital websites and v) conducting training programs in preservation of monuments to aspirants.

## Results & Interpretation

**Table 1: Distribution of Responses**

Q. No.	Questions	Response*			
		Yes	May Be	No	No Response
1	Why do you think that archaeology is a fascinating subject?	-	-	-	-
2	Do you suggest archaeology as a career option for women?	45	5	-	-
3	Have you ever felt that being a woman is an advantage in this field?	-	20	-	30
4	Have you ever felt that being a woman is disadvantage in this field?	-	2	48	-
5	Did you face any problems at the field since you are a woman?	-	-	50	-
6	What do you think is a great achievement in your career?	-	-	-	-
7	Have you ever faced gender bias at work place?	2	38	10	-
8	As an archaeologist do you get support from your family?	50	-	-	-
9	Have you employed women labourers during excavations? (This question is only for the higher officials)	10	-	-	-
10	Do you pay the wages to the male and female labourers equally? (This question is only for the higher officials)	-	-	10	-
11	Have any of your employees/labourers intimidated you since you are a woman during excavations?	-	-	50	-
12	Did you face any bureaucratic hurdles as a woman? (This question is only for the archaeologists of private organizations)	2	-	2	-
13	Are you applying methods of modern technology in your excavations?	50	-	-	-
14	What are your future plans?	-	-	-	-
15	Any other information you would like to share?	-	-	-	-

N=50; \* - Responses Included Experiences (Q5 to Q12), Opinions (Q1 & Q2), Feelings (Q3 & Q4) & Knowledge (Q13 to Q15) on 4 Point Scale

The results inferred from Table 1 are indicated below:

- A vast majority (90 percent) of women archaeologists are willing to recommend archaeology as a career option for women. This may be because they find archaeology as a fascinating subject, which provides stable job, descent payment and has opportunity for career growth.
- Majority (96 percent) of the interviewed archaeologists felt that being a woman is not disadvantage in this field. An educated speculation would be that they never thought of gender as a drawback in their work place. However, when asked about gender bias at their work place, 76 percent responded negatively and only 20 percent did not respond and only 4 percent accepted that they experienced gender bias in this field.
- The budding archaeologists might appreciate knowing that all the interviewees felt that they were supported by their families for their choice to pursue archaeology. As in other fields modern technological developments are taking place in archaeology as well enabling exciting opportunities for youngsters.
- It is also very encouraging to know that they were not intimidated by the employees and manual workers during excavations.
- Only two women archaeologists from private organizations admitted to have faced bureaucratic hurdles.

## Discussion

Dr. Vimala Begley, Faculty member of South Asian studies, University of Pennsylvania, who conducted excavations at Arikamedu from 1989 to 1991 in collaboration with the University of Pennsylvania and the University of Madras, which yielded the remains of Indo-Roman trading centre (Begley & De Puma, 1991). Dr. Sathyabhama Badrinath, Joint Director General of ASI (Retd.), Dr. S. Vasanthi, Deputy Superintending Archeologist (Retd.) and Commissioner of Archaeology (in charge) of Tamil Nadu State Department of Archaeology, Dr. G. Maheswari, Regional Director of ASI (South), Dr. T. Sreelakshmi, Superintending Archaeologist (Excavation Branch), ASI, Bangalore, Dr. C.R.Gayathri, Assistant Archaeologist, Chennai Circle, ASI, Mrs. S. Veriselvi Assistant Archaeologist and Curator of Fort Museum, Chennai Circle, ASI, Dr. Shanthi Pappu, Founder Secretary Sharma Centre for Heritage Education, (Est.1999) are a few among them. As put forth by Dr. Sathyabhama Badrinath, who joined the ASI in 1984 as an Assistant Archaeologist and retired as Joint Director General in 2020, initially she found it very difficult to establish her entity and she had to prove herself again and again to establish that she was equally good if not more, but women used to face these problems everywhere, not just only in this distinct field.

Dr. S. Vasanthi, who retired as the Commissioner of Archaeology (in charge) and Deputy Superintending Archeologist from Tamil Nadu State Department of Archaeology, was the only female archaeologist recruited so far in the State Department of Archaeology. She participated in the excavation at 15 archaeological sites which include Alagankulam, Tirukoilur, Poompuhar, Maligaimedu, Andipatti, Marakkanam, Sembiyankandiyur, Tarangampadi, Gangaikondacholapuram, Rajakkalmangalam, Talaichangkadu and Alambarai, Srirangam, Ukkirankottai, and Pattaraiperumpudur (Archaeological Excavations of India Volumes I & II, 2011) and authored about 8 books. There were three more women, Dr. A. Padmavathi, Dr. N. Marxiganthi and Mrs. R. Vasanthakalyani, but they were in the capacity of Epigraphists.

For Dr. S. Vasanthi who joined the service as an Assistant Archaeologist, the path for her career was not smooth. She has to face several hurdles and challenges not only on the field but also in the work front. She has to fight with her authorities to include her name in the reports of archaeological excavations she has participated. Since they followed the hierarchy, they did not consider her participation and expertise and ignored to include her name. She asserted her rights and the authorities had to oblige. She was pregnant when she participated in the Azhagankulam excavations. She spent extended hours in the excavation camp and later she came back for the next season of excavations with her infant baby and actively participated in the excavations and found the Indo-Roman trading centre. She struggled for the recognition and finally succeeded. Later on, when she became the commissioner, she did not follow any hierarchy when it comes to recognize the efforts of her junior colleagues. She also raised an important issue regarding the female manual workers in the archaeological excavations. She said that the women labourers get lower pay than the male manual workers. The excavation agency pays all the labourers equally irrespective of the gender. But the male labourers and the village heads, object to this and demand to reduce the pay for the female labourers. The female labourers have to accept this as they may face with troubles from the villagers.

Although, the job avenues in archaeology are not as attractive as in other fields like Universities, IT or media, several women archaeologists are showing interest in this field, as mentioned by Dr. G. Maheswari, who has participated in numerous excavations, since 1997 and worked in Andhra Pradesh, Karnataka, Tamil Nadu, Bhubaneshwar, Delhi, and west Bengal in various capacities and now the Regional Director of South zone of ASI. Her major contribution being the excavations at Kondapur (present Telangana) during 2009-2011, Telangana, which yielded an important evidence of the material culture of the early Satavahana period and the results are yet to publish. As she says, archaeologists should have thorough knowledge not only of the excavation and conservation techniques but also of antiquarian laws and the present-day latest digital technology. They should know how to maintain good public relations.

Dr. T. Sreelakshmi, Superintending Archaeologist (Excavation Branch), ASI, Bangalore, worked for the Conservation of Tenkailasanatha (Vadakkunatha) Temple, Thrissur, and for which UNESCO award has been given in December, 2015. She also played a major role in preventing the illicit trafficking of the objects wherein offenders were penalized to the tune of Rupees Seven Crores and subsequently initiated the shifting of the confiscated antiquities to National Museum, New Delhi, in 2016. Although, she faced challenges in her job, she felt triumphed when the work yielded good results and recognition. It is to be noted that the aforementioned archaeologists are from government agencies, whereas the experiences of the women archaeologists from private agencies are different. This is explained in the case of Dr. Shanti Pappu of Sharma Centre for Heritage Education. She highlights women archaeologists who are in private organizations did not feel that they are deprived of their rights, but they faced hitches in getting permission from government to conduct excavations. However, with a great determination they have to pursue and succeed in getting permission as well as funds from government and other private agencies. Dr. Shanti Pappu, who was the recipient of Prof. H. D. Sankalia Gold Medal from the Deccan College and Young Scientist award from the Earthwatch Institute, USA, expresses that just because it is tough, you cannot bypass field experience. She insists that 'you have to get your hands dirty and it is the only way'. The site Attirambakkam of Acheulian culture provides evidence of long-term occupation by people who lived more than 500,000 years ago. It was a challenging task to meticulously excavate, centimeter by centimeter, revealing traces of prehistoric occupation. The sediments were silty and clayey and were in danger of collapsing in one of our trenches, which was around 9m deep, but we were excited when we unearthed many valuable objects (Pappu, 2001; Pappu, 2003).

She opines that when conducting research, in the field, in the lab, or elsewhere, the question of gender does not arise. It is just a focus on research questions and the best ways to address them. She has never thought in terms of gender while working. She has been involved in fieldwork since her Master's Degree, and this has never been an issue. She always got the same respect and friendship that is given to others in the profession. They are maintaining excellent relationships with all the local communities. This enthusiastic archaeologist who authored three books, including one for children wants to continue to develop her Centre, improve and expand research projects and multiply the training programs for young archaeologists and public outreach for children and teachers. With regard to government agencies from whom she has to get the permission for excavations, she says that overall, they have been very cooperative and helpful though there are initial hiccups. Her centre developed thematic maps using satellite remote sensing, GIS applications and field investigations, in collaboration with ISRO (Indian Space Research Organization)-RRSC (Regional Centre for Remote Sensing)-South for research and heritage management planning of prehistoric sites in northern Tamil

Nadu. She is the professional consultant for the Government of Tamil Nadu to map the prehistoric sites in Tamil Nadu.

There are many instances in the past that female archaeologists feel like they are at a disadvantageous position. In addition to this, the job avenues in archaeology may also seem quite unattractive when compared to other fields like academia, IT or media. Yet, several women choose archaeology as a promising career. They forged ahead, overthrew hurdles and earned an exceptional reputation.

The women authorities of these organizations give preference to women candidates, since they show enthusiasm to learn and work sincerely. However, the male authorities hesitate to appoint women candidates under the pretext that they have to face inclement weather, hazardous and tough working conditions in the field of work, in spite of the fact many women archaeologists prefer to work in any working conditions to prove themselves and they excelled well in their duties than male candidates. The male authorities frequently take this as an excuse to deprive women candidates of their opportunities. The aforesaid discussion deciphers that many female archaeologists have proved their mettle and maintained excellence in this field. Hence, ASI as well as the State Archaeological Departments of Tamil Nadu has to take fresh post graduate budding archaeologists and research scholars to work for them temporarily on several projects. This might be a sort of encouragement to women and to constantly feed their curiosity to know more and extremely fulfilling in this field. Also, it will act like a driving force to all women in this field to prove their inquisitive caliber in archaeological research.

## Suggestion

- The centre and state governments have to motivate women researchers through adequate scholarships, grants and support funds for pursuing archaeological studies.
- The reservation policy with regard to filling up government positions in state and central governments have to encourage recruiting women archaeologists.
- The private organizations engaged in archaeological research have to embrace and foster women's potential in providing them with lucrative career opportunities for survival and growth.
- The families must support if the women are willing to take up professions like archaeology and never stop them in their careers.
- Women archeologists must assert their rights in the work place and prove their abilities through upbringing research and publications.

## Conclusion

Women with their proficiency in historical research methodology, scientific background, information technology and digital technology can be successful as

archaeologists. They can prove themselves in this field, which was ironically considered not suitable as their occupation and profession. The employers should realize that there are better equipped and enthusiastic women candidates who are prepared and preferred to take up tough jobs like archaeological field work and face challenges in the work front. Furthermore, there is nothing that a woman cannot do if she is determined to do so. The women with passion, fascination and enthusiasm to discover new things can excel in this field and their presence is very much required in this distinct field.

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## **Assessment of Mindfulness in Married Women – An Indicator of Mental Health**

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### **Abstract**

Indian women have been known for their multi-tasking capabilities with which they are able to handle both their family and their career. Many a times this multi-tasking ability by itself leads women to stress and burn out. However, all these go unreported in the daily routine and majority of married women have accustomed themselves to their hectic schedules. This study aims at finding out their levels of real mental health. This study has been done on married women between the age group of 26-40 years. Moreover, their mindfulness has been assessed using Mindful Attention Awareness Scale (MAAS), wherein higher the score, higher is their dispositional mindfulness level, which in turn indicates a good mental health in the individual. Data has been collected from 75 married women who fall under the specified age category and out of them 40 were found to have low levels of trait mindfulness, which reveals the fact that their minds are always pre-occupied with some thought process. Another interesting finding of the study is there are no recorded difference in the trait mindfulness between the working women and home makers.

**Keywords:** Mindfulness, Married Women, Multi-Tasking, Stress, Burn Out.

### **Introduction**

Although marriage affects both men and women, it is the women who are found to be affected more. Along with being a daughter and sister that she was, she has to play the roles of a wife, daughter in law and a mother also in the near future. Especially in India, her entire living space changes with marriage and she has to accept and cope up with all this. Life after marriage becomes a whole game change in every woman's life. Lives of women have been constantly changing with time and they are now able to choose their career and earn for the welfare of the family and their own selves. Women are the ones, who contribute to the true development of their families and the society. The status of women in the society has been changing fast due to multiple factors such as urbanization, industrialization,

increased level of education, awareness of rights and media influence. They expect women to earn and be occupied only after completing all the household works. Hence, all this leads to burn out, stress and lowered mental health. (Panigrahi, Padhy & Panigrahi, 2014)

## **Review of Literature**

Mental health of working women can be affected significantly by some personal and some work-related factors. The study reported that the abnormal GHQ result was prevalent among the studied working women (Salem, Salama & Negm, 2017). Vajpayee and Makkar in 2014 conducted a study on working women and discovered that the various social factors affected the mental health of women that have to be sorted to help women lead a happy life. Garima and Kiran in 2014 conducted a study and proved that marital status had a tremendous impact on the mental health of working women and counselling could be of immense help them solve their personal issues. The study indicates that mental health in India is attached with strong social stigma against it. Most people are still unaware or ignorant about the importance of mental wellbeing.

The terms such as 'pagal', 'mental' and 'crazy' should not be thrown around casually. A research by Seyed and Zadeh in 2015 studied the relationship between mindfulness and marital satisfaction. The results of the study proved that there exists a direct positive relationship between mindfulness and marital satisfaction. The sample included all married men and women working in a particular organization. Thus, on the whole, there are sufficient proofs to explain how marriage and career may play a contributing factor in affecting the mental health of women.

## **Need & Relevance**

The mental health of women, especially married women is a topic to be researched because most of the women never report to mental health practitioners for help. They learn to cope-up or just live with poor mental health state and leading a life of lowered general wellbeing and poor mental health. Hence, this study aims at reaching out to the married women who may either be home makers or employed women and assess their trait mindfulness. Also, intends to throw light on the ever prevailing questions as to who are happier. This becomes a sheer necessity and may lead to further research on the ways of enhancing mental health of married women.

## **Objective**

To assess the level of mental health and wellbeing of married women by assessing the trait mindfulness using Mindful Attention Awareness Scale (MAAS)

## Methodology

### Sample

The sample included 75 married women who were selected using Snow Ball sampling method and described accordingly.

### Data Collection & Tools

The primary data collection has been carried out using Google forms and secondary through literature sources.

### Mindful Attention Awareness Scale (MAAS)

The MASS is developed by Brown and Ryan in 2003. This scale has 15 items with a scale ranging from 1 to 6. The scoring has been conducted by manually taking scores above 3 to have higher mindfulness and below 3 to have lower mindfulness levels. The internal consistency levels (Cronbach's Alphas) generally range from 0.80 to 0.90. The average score is obtained, wherein higher the score indicates higher the mindfulness in individual. The MAAS has demonstrated high test-retest reliability, discriminant and convergent validity, known-groups validity and criterion validity.

### Data Analysis & Interpretation

**Table 1: Distribution of Scores of MAAS among the Sample**

Sample Category (N=75)	MAAS Score	
	Below 3 (40)	Above 3 (35)
Working Women (39)	22	17
Home Makers (36)	18	18

The above table depicts that trait mindful attention awareness among married women is not much affected by employability factor. This shows that there may be other attributing factors to the poor mental health like personality characteristics, home environment, their compatibility in their new home, the stress of parenting, the level of understanding with their pairs, etc. When the data is minutely examined, we can find that there is slight higher level of mental health among home makers, but the difference is not very high. This difference may also be attributed to the culture from where the data has been collected.

### Discussion

The above table depicts that trait mindful attention awareness among married women is not much affected by employability factor. This shows that there may be

other attributing factors to the poor mental health like personality characteristics, home environment, their compatibility in their new home, the stress of parenting, the level of understanding with their pairs, etc. When the data is minutely examined, we can find that there is slight higher level of mental health among home makers, but the difference is not very high. This difference may also be attributed to the culture from where the data has been collected.

## Suggestions

1. The mental health of married women mindfulness practice can be enhanced and developed through suggested methods indicated below:

- Focusing on one particular thing at a time gives immense sense of satisfaction on completion, which in turn develops mindfulness.
- Practicing yoga or regular exercises.
- Me-time is a necessity for all married women that will help improve the mental health.
- Maintaining any hobby of their choice will also help.
- Good understanding with their partners will help improve the mental health of married women.

2. This study can be further elaborated on various personality traits to understand the impact of mindfulness.

## Conclusion

The study shows that mental health of a married woman is a complex component including a spectrum of factors ranging from self-esteem to the way they are being treated or whether they are employed or not. Hence, all the factors that might affect the mental health of married women are to be identified so that steps can be taken to minimize their impacts, wherein only then mental health of married women can be improved. Also, the attitude of women towards self and life should change. The women should be very optimistic and take life the way it comes. Furthermore, developing and practicing mindfulness is an effective way to attain good mental health and general wellbeing for fostering their activities in workplace.

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## Contemporary Issues of Women Rights in Indian Context

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### Abstract

Women are often viewed as the one who balances everything of the family with multitasking capabilities. It is during the olden days she was restricted to stay inside the house with lot of responsibilities, but in 21<sup>st</sup> century women are empowered to become an ardent competitor to men in every field like medical, engineering, information and technology, army, navy, politics, astronaut, advocate, education, sports, service sector, art and culture etc. This is one side of the coin, whereas the other side depicts the discrimination in every field women are facing these aforementioned problems. As per Indian Constitution there is no difference between the rights of men and women, but this patriarchal dominated society is discriminating the women at lower stage. There are so many perceptual differences regarding the women rights. This research is an attempt to understand the type of problem that women are facing of their rights and to let her know about her rights.

**Keywords:** Glass Ceiling, Gender Discrimination, Women Rights, Sexual Harassment, Domestic Violence, Empowerment.

### Introduction

In Indian culture women has given lot of importance, she treated as Shakthi (goddess) before 18<sup>th</sup> century. However, women were restricted to take care of household duties she is not allowed to work in the society because Indian tradition have lot of customs, being a woman she should obey all those. It is after 18<sup>th</sup> century women got empowered and started working in her interested field, but she started facing antagonistic problems like glass ceiling, gender discrimination, unequal pay, sexual harassment, domestic violence, female infanticide, female feticide, etc. The unknown fact is that our Indian Constitution guaranteed Indian women equality right (Article 14), no discrimination by the state (Article 15(1)), equality of opportunity (Article 16), equal pay for equal work (Article 39(d) and Article 42), wherein most of the women are not even aware of their rights. In case she knows about her rights, she is not allowed to fight against her rights because

from the beginning she taught by her parents and society that male can do anything but not the women. Moreover she is not allowed to work or enjoy her life as men do. However, women have the capacity to work dedicatedly and she have multitasking capabilities, even she can take better decision, but this patriarchal society do not allow the women to participate in decision making, wherein she started facing harassment in innumerable ways.

## Literature Review

A research study conducted by Asha Begum in 2018 stated that in spite of the fact that women constitute half of the aggregate populace of the world, their social, monetary and political status is lower than that of men and they are subjected to the oppression and abuse of a specific request for a considerable length of time and accepted even today. In addition to this, a study conducted by Gopal Krishna, Sultana and Reddy indicated that in the previous decade, women were compelled to participate in any social exercises and not considered piece of any basic leadership process in the family. The states of women in provincial and remote zones were still more terrible (Gopal Krishna, Sultana & Reddy, 2017). In any case, with the evolving times, women are engaged with wage producing exercises, yet another research conducted by Rosamma indicated that empowerment of women through Ages an Analysis is a much bantered about point in the contemporary society. The idea of women empowerment all through the world has its underlying foundations in women's development. Today, the world has proceeded in its material advance. Innovations have progressed toward becoming promoted, groups have turned out to be balanced out and individuals have turned out to be advanced (Rosamma, 2013). In addition to this, a study by Suguna indicated that women education in India has been a noteworthy distraction of both administration and common society and as instructed women can assume a critical part in the advancement of the nation. Education is point of reference of women empowerment since it empowers them to react to the difficulties, to stand up to their customary part and change their life. Moreover, we cannot disregard the significance of education in reference to women empowerment India is ready to getting to be superpower, a created nation by 2020, the development of women's education in rural zones is moderate (Suguna, 2011). Yet another research conducted by Morely in 2011 indicated that more concrete problems are also addressed regularly. For instance, demands from male teachers for sexual services from female students in order for them to receive a valid examination certificate from their studies, with continuation of the research. According to Das geographically, people share a similar space, yet wherever on the planet, women are concurred a lower status than men, the North Eastern Region of India has been considered as a regressive locale regarding development in per capita wage (Das, 2013). Another research study by Nandal and Rajnish in 2014 revealed that the status of women is one of vital angles to think about in each time. In Ancient Indian society status of women is some degree attractive. Lately, the part of women has experienced some intense changes because of globalization and

corporate greed this paper examine whether the status of women in present day Indian society with respect to equality, education, health, employment, marriage and family life, race and gender, religion and culture are kept up or crumbled.

## **Fundamental Rights & Legal Frame Work of Women about Her Rights**

The Articles under Part III of the constitution of India, relating to the Fundamental Rights, which try to improve the status of women and provide equal opportunities for them are stated as follows:

According to Article 14 of the Constitution of India - All individuals are equal in the eyes of law. They are also entitled to enjoy equal protection of laws within the territorial jurisdiction of India. It signifies that all persons irrespective of gender should be treated equally in similar circumstances. The states of India should not make any discrimination between one person and another, wherein the law should be administered equally.

Article 15 of the Constitution of India deals with prohibition against discrimination - It prohibits the state to make any types of discrimination against any citizen on grounds of race, caste, gender, ethnicity, religion, place of birth and socio-economic background. It states that all citizens are entitled to enjoy equal rights regarding access to shops, hotels, restaurants, banks, infrastructure, public places etc. However, the state has the right to make any special provisions for women and children, scheduled castes, scheduled tribes and other backward classes.

According to Article 16 of the Constitution of India - All citizens will enjoy equality of opportunity in matters of public employment, irrespective of their gender, races, castes, ethnicity, religions and socio-economic backgrounds. There are certain exceptions, i.e., Parliament may prescribe by law that residence within the state is required for a particular employment. The state is empowered to reserve certain posts for backward classes, scheduled castes and scheduled tribes and appointment in connection with a religious organization may be reserved for persons belonging to that religion.

As per Article 17 of the Constitution of India - The System of untouchability is eliminated and Untouchability (offence) Act of 1955 was enacted by the parliament. This Act was amended by Untouchability (offence) Amendment Act 1976, to make the law more stringent to remove untouchability from the society.

According to Article 19 of the Constitution of India, every citizen have the right to freedom of speech and expression, to assemble peacefully and without arms, to form unions or associations, to move freely throughout the country, to reside or settle down in any part of the country and to practice any profession or to carry on any lawful trade or business in accordance to one's own aspirations.

As per Article 21 of the Constitution of India - No person shall be deprived of life or personal liberty, except according to the procedure established by law. This right to life, includes right to live with dignity, right to privacy, etc. The domestic violence against women is also derogatory to Article 21 of the Indian Constitution because it weakens the self-respect and dignity of women, who are victims.

According to Article 21A of the Constitution of India - The state shall provide free and compulsory education to all children, who are between the ages of six to fourteen years in a manner, as the state may determine by law.

To provide facility to the women accused - As per Article 20 of the Constitution of India, no person shall be convicted of any offence except for violation of a law and any person shall not be prosecuted and punished for the same offence more than once. Any person should not be accused of any offence, he or she shall be compelled to be a witness against himself or herself.

To prevent immoral trafficking in women and girl child Article 23 of the Constitution of India - Prohibits the traffic in human beings and forced labor. In pursuance of this Article, Parliament has passed the Suppression of Immoral Trafficking in Women and Girls Act, 1956, which is now renamed as the immoral Trafficking (Prevention) Act 1956, for punishing the actions, which result in trafficking in human beings.

To prohibit child labor, especially girl child as per Article 24 of the Constitution of India - Employment of children, below the age of fourteen years in factory or mine or engaged in any other hazardous employment is prohibited.

Under Article 25 of the Constitution of India - All persons are equally entitled to freedom of conscience and the right of freedom to profess, practice, and propagate religion.

## **Legal Framework of Women Rights**

Human rights are generally understood as being those rights that are intrinsic to all human beings. The concept of human rights acknowledges that each individual is entitled to exercise his or her rights without any forms of discrimination regarding areas such as, caste, creed, race, color, gender, language, religion, political or other opinion, national or social origin, property, birth, background and status. Human rights are lawfully guaranteed by the national constitutions and laws, regional and international treaties and documents. They safeguard the individuals and groups against activities that impede within the course of their fundamental freedom and human dignity.

Women in India represent over 32 percent of the economically active population of the second most populated country in the world. The Indian constitution guarantees equality for women before the law and institutional support for women seems advanced, with many laws to protect the right of women at work. The labor laws in India, can be industry specific, region specific or centralized. The Acts have been stated as follows:

**Equal Remuneration Act, 1976** - This law aims to prevent gender discrimination of wages, hiring, promotion, or training, and can be circumvented through wage reclassification of skilled and unskilled workers. Often, regardless of the type or skill level of a job, women are placed in the unskilled, lower paid wage category, while men are placed in the skilled, higher wage category. The Act includes, equal pay to men and women workers for same or similar work performed. There should not be any discrimination in recruitment and service conditions, except where employment of women is restricted by the law, such as night hours or industry specific constraints.

**National Commission for Women Act, 1990 (Act of Parliament)** - Creates a National Commission for Women to review existing statutory protection of women, prepare periodic reports to Central Government on matters relating to protections for women's rights, scrutinize grievances relating to the deprivation of these rights and financially assist in the litigation of issues affecting women.

**Constitutional (74<sup>th</sup> Amendment) Act, 1992** - Women in political power at the local level have struggled for mass literacy programs and for control over resources such as, water. It is because the functioning of office has become progressively affluent, parties only put forth few women candidates and these are often relatives. While these women are getting promoted, overall there are still not many women in national politics. The Amendment mandates one-third reservations or quotas for women in local governing bodies in state or public institutions.

**The Protection against Sexual Harassment of Women at the Workplace Bill, 2010** - This bill, would create a definition of sexual harassment within the workplace and make it mandatory for every organization with over 10 employees to create committees, headed by women to administer sexual harassment grievances. These committees could gather evidence and would be equivalent to Civil Courts, although problematically, members do not need to have a legal background. In addition, penalties would be created for employers that include fines.

**Maternity Benefits Act, 1961** – This act permits a woman to 12 weeks of leave with full pay associated with the birth of a child and there is no adoption benefit. It is unlawful for an employer to discharge or suspend a woman during or because of maternity leave. A woman worker must be permitted to take two nursing breaks, in addition to normal breaks, until her child is 15 months old.

Factories Act, 1948 - According to the act, the employer must provide child care facilities for children below the age of six years at the workplaces, wherein more than 30 women workers are employed. The prosecution against an employer for violating the Factories Act is infrequent and supervisors seldom examine the number of women workers employed or the mandatory creche or child care centers. In fact, on record, there is not a single case known, whereas an observer or a supervisor went to a worksite to check on the number of women employees. Also, employers bypass the Factories Act by employing less than 30 women or using part-time and / or contract labour.

Beedi and Cigar Workers (Conditions of Employment) Act, 1966 - Provides for the well-being of the workers in beedi and cigar factories by regulating the conditions of work including maximum hours and safety of working environment. In addition to this, child care facilities must be available for working mothers. This act requires the mandatory appointment of women to the advisory and central advisory committees.

The Plantation Labor Act, 1951 - Every plantation with more than fifty women workers must provide child care, including for those women workers, employed by a contractor. The plantation must also provide child care, wherein women employees have in aggregate more than twenty children and ensuring women workers get breaks in between work to feed their children.

Employee's State Insurance (General) Regulation, 1950 - Maternity benefits are made available on the date a medical certificate is issued for miscarriage, pregnancy-related, sickness, bed rest, or pre-term birth.

The Contract Labor (Regulation & Abolition) Act, 1970 – Day care must be provided, wherein 20 or more women work on contract regularly.

Prohibition of Child Marriage Act, 2006 - The Prohibition of Child Marriage Act, 2006, which is the national law against child marriage, which does not allow the question of consent in case of minors and treats child marriage as a punishable offence. However, it creates misperception by declaring some marriages invalid and some others voidable. The marriage of a minor formalized by use of force, fraud, deception, enticement, selling and buying or trafficking a void marriage, while all other child marriages are voidable at the option of parties into marriage. Hence, marriage stands valid until they are invalidated by the court. Furthermore, if the law does not attribute consent to a child, it must render all child marriages invalid, as all child marriages then become marriages that have taken place either through some form of pressure, intimidation or use of fraud, trafficking and such other illegal means or by influencing the mind-set of child.

Approval of the Universal Declaration of Human Rights in 1948 was the first step towards liberal and advanced codification of international human rights. The principles of Universal Declaration were translated into treaties. Thus, states that ratified them are legally bound by the terms and conditions of treaties. The eight international human right treaties have been adopted up to 2007, which are indicated below:

- International Convention on the Elimination of All Forms of Racial Discrimination (1965).
- International Covenant on Economic, Social and Cultural Rights (1966).
- International Covenant on Civil and Political Rights (1966).
- International Convention on the Elimination of All Forms of Discrimination against Women (1979).
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1984).
- Convention on the Rights of the Child (1989).
- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (2002).
- Convention on the Protection and Promotion of the Rights and Dignity of Persons with Disabilities (2006).

Every World Health Organization (WHO) Member State has sanctioned, formally consented to be legally bound by at least one human rights treaty, all of which have a direct or an indirect impact on the promotion and safeguarding of right to health and health-related rights.

## **Need & Relevance**

In the 21<sup>st</sup> century also women are facing so many antagonistic problems with her male counterparts at her workplace. Hence, to avoid such problems women should be aware of her rights. The women rights speak about her rights as per Indian Constitution, but the fact is women herself is unknown to her rights. Moreover, if she knows about her rights she can fight for the same in every aspect of her life. Thus, to make women aware of her rights there is a need for awareness programmes. There is a need to understand the problems faced by women in terms of violating their rights. This research study provides the information about women who are struggling at their workplace and in the society. Also, it attempts to facilitate women to know about her rights and make utilize of the same to fight for it.

## **Problem Statement**

Women are not fully aware towards rights and problems faced by them at their work place and society.

## Objectives

- To understand the awareness level of women rights
- To know the glass ceiling problems and sexual harassment rate of women at their workplace

## Methodology

The present study adopted descriptive research design, wherein 50 women employees from Hyderabad City, Telangana State have been included using convenience random sampling method. The primary data collection has been conducted using online survey through a questionnaire, which comprised of 15 questions in 2 parts, wherein Part A consists of demographic characteristics like, employee name, address, age, educational qualifications, designations, kind of job, year of experience and Part B included questions related to gender bias, sexual harassment, glass ceiling, child marriages, female feticide and female Infanticide. The data analysis used simple percentages and interpreted accordingly.

## Results & Interpretation

**Table: 1 Socio-Demographic of Sample Distribution**

Particulars	No. of Respondents	Percentage
<b>Educational Qualification</b>		
Graduate	22	42.00
Post-Graduate	28	54.00
Doctorate	2	4.00
<b>Age Group</b>		
18-25	24	46.00
26-30	10	19.00
30-35	8	15.00
36-39	6	11.00
40 and above	4	9.00
<b>Designation</b>		
Assistant Professor	13	24.00
Doctor	2	4.00
Nurse	1	2.00
Student	2	4.00
IT Professional	3	6.00
Teacher	3	6.00
HR	4	8.00
Entrepreneur	3	6.00
Professor	2	4.00
Bank Employee	2	4.00
Govt. Employee	1	2.00
Manager	3	6.00
Accountant	3	6.00
Others	10	18.00

The above table indicated that 44 percent are graduates, 54 percent of them have completed their post-graduation and only 4 percent are doctorates. It is to be noted that the majority (46 percent) of respondents belong to the age group of 18-25 years. This followed by 19 percent falling under the age group of 26-30 years, 15 percent belong to the age group of 32-35 years, 11 percent belong to the age group of 36-39 years and only a small portion (6 percent) of respondents belong to 40 years above. Also, it has been observed from Table 1 that 24 percent are Assistant Professors, 4 percent are Doctors, 2 percent are Nurses, 4 percent are students, 6 percent are IT Professionals, 6 percent are Teachers, 8 percent HR Professionals, 6 percent are Entrepreneurs, 4 percent are Professors, 4 percent Bank employees, 2 percent are Government Employees a Government Employee, 6 percent are Managers, 6 percent are Accountants and only 18 percent of the respondents fall under other professions.

**Table 2: Distribution of Responses In Accordance With Women Rights Awareness, Girl Child Abortion Problem, Child Marriage Issue, Indian Women Empowerment Feeling and Awareness on Government Policies towards Women Rights**

Q. No.	Questions	Response	
		Yes	No
1	Are you aware of women rights?	45 (86.00)	7 (14.00)
2	Do you face any problem of aborting a girl child?	9 (17.00)	43 (83.00)
3	Did you face or observed child marriage issue around you?	16 (31.00)	36 (69.00)
4	Do you feel Indian women are empowered about their rights?	35 (67.00)	17 (33.00)
5	Are you aware of government policies with regard to women rights?	31 (60.00)	21 (40.00)

N=52

Table 2 indicated that a vast majority (86 percent) of respondents is aware of women rights and only 14 percent are unaware. Interestingly, 83 percent of the respondents revealed that they did not face any problem of aborting a girl child and only 17 percent have faced it. Furthermore, majority (69 percent) of the respondents did not observe any child marriage issues and only 31 percent have faced such issues around them. Surprisingly, 67 percent of the respondents mentioned that Indian women are empowered about their rights and only 33 percent do not possess that feeling. Moreover, 60 percent of the respondents are aware about government policies with regard to women rights and remaining 40 percent are unaware.

**Table 3: Distribution of Responses In Accordance With Gender Discrimination, Sexual Harassment and Domestic Violence & Rights**

Q. No.	Questions	Response				
		Always	Mostly	Sometimes	Frequently	Never
1	Do you feel there is gender discrimination at your work place?	3 (6.00)	1 (2.00)	27 (52.00)	5 (10.00)	16 (30.00)
2	Are you facing any sexual harassment at your work / educational places?	1 (2.00)	- (0.00)	8 (15.00)	1 (2.00)	42 (81.00)
3	Do you ever fight against the domestic violence and your rights?	12 (23.00)	4 (8.00)	15 (29.00)	2 (4.00)	19 (36.00)

N=52

From the above table it has been inferred that 6 percent respondents stated that they are always facing the problem, 2 percent revealed it as mostly facing problems, 52 percent revealed they are facing it sometimes, 10 percent indicated the problems are frequently faced by them and only 30 percent revealed they never faced problems. Also, a vast majority (81 percent) of the respondents responded they are not facing sexual harassment in their workplace, 8 percent revealed that they faced it sometimes, 2 percent responded that they faced it always and 2 percent indicated sometimes they faced in their workplace. Furthermore, the respondents stated about whether they fight against the domestic violence and their rights, wherein 23 percent responded that they always fight for their rights, 8 percent revealed it mostly, 29 percent indicated as sometimes, 4 percent mentioned frequently and 36 percent responded they never fight against their rights on domestic violence.

**Table 4: Distribution of Responses In Accordance With Unequal Rights and Economic Growth**

Q. No.	Questions	Responses		
		To Large Extent	To Some Extent	Never
1	Have you observed any unequal rights at your work place?	28 (53.00)	21 (40.00)	3 (7.00)
2	Do you feel women economic growth can stop the inequalities?	16 (31.00)	28 (54.00)	8 (15.00)

N=52

It is observed from the above table that respondents when asked about unequal rights at their work place, 53 percent respondents responded as to a large extent they are facing the problems, 40 percent revealed to some extent and remaining 7 percent responded 'not at all'. Also, when the respondents have been questioned that if they grow economically can they stop inequalities for which, 31 percent of

the respondents responded as to large extent, 54 percent revealed to some extent and only 15 percent responded ‘never’.

**Table 5: At what point of situation you faced glass ceiling problems at your work place?**

Particulars	No. of Respondents	Percentage
Decision Making	20	38.00
Leadership	7	13.00
Promotion	9	17.00
Organizing	12	23.00
Transfer	4	9.00

N=52

It is inferred from the above table that when the respondents are asked about type of glass ceiling problems faced by them, 38 percent revealed it occurs only at the time of decision making, 13 percent indicated while giving leadership, 17 percent responded at the time of promotion, 23 percent mentioned at the time of organizing and only 9 percent respondents indicated that it happens at the time of transfer.

**Table 6: Distribution of Respondents In Accordance With Gender Bias Issues**

Particulars	No. of Respondents	Percentage
By Participating Conversation	7	13.00
Equal Pay	3	6.00
Equal Responsibilities	31	60.00
Fair Termination	2	4.00
No To Glass Ceiling	9	17.00

N=52

Table 6 revealed the responses towards ‘how to eradicate gender bias issues’, wherein 13 percent of respondents responded that by participating in conversations, 6 percent while equal pay, 60 percent mentioned by providing equal responsibilities, 4 percent indicated by fair termination and remaining 17 percent responded no to glass ceiling.

**Table 7: Distribution of Respondents In Accordance With Suggestions towards Eradicating Gender Discrimination**

Particulars	No. of Respondents	Percentage
Educational	28	54.00
Personal & Physiological	12	23.00
Prejudice	2	4.00
Socio-Cultural	10	19.00

N=52

The above table indicated respondents' responses about suggestion towards eradicating gender discrimination, wherein, 54 percent of the respondents revealed through education, 23 percent mentioned through strengthening personal and psychological behavior, 4 percent responded prejudice and only 19 percent expressed the possibilities through socio-cultural behaviour.

**Table 8: Distribution of Respondents In Accordance With Suggestions on Women Rights**

Particulars	No. of Respondents	Percentage
Women Rights should be Part of Academics	16	31.00
Government should Provide Awareness of Women Rights	23	44.00
Creating an Application to Know Women Rights and Get Suggestions	6	11.00
Establishment of NGOs To Promote Awareness	7	14.00

N=52

Table 8 revealed the responses towards suggestions about knowing women rights, wherein 31 percent responded as women rights should be part of academics, 44 percent indicated government should provide awareness of women rights, 11 percent revealed creating an application to know women rights and 14 percent respondents responded as establishment of NGOs to promote awareness.

## Discussion

It has been observed from the results that 45 percent of the women were aware of their rights but they are not rising up their voice towards their rights. The economic growth of women can make her confident of handling all the situations, wherein some of the women still facing glass ceiling, sexual harassment and gender-bias issues. Hence, it deciphers that women should be educated and whistle blow at the appropriate time whenever she face such issues. Moreover, the government should take initiation for eradicating it because developing country's economic growth is based on women empowerment and development. The study also highlighted women were facing domestic violence, which is a long-standing issue. This can be curbed only by social sensation programmes enacted by government social welfare departments and have to be facilitated by non-governmental organizations. The precautionary measures have to be seriously advocated for promoting and protecting women for nation building and socio-economic sustenance.

## **Limitations**

As the respondents are from all levels of women employees, there may be a possibility of gaps in terms of actual facts. Hence, the findings of this study cannot be generalized.

## **Suggestions**

The findings of this study suggest the government to take meticulous steps in creating awareness among women about their rights by utilizing all the marketing Channels, local bodies, street plays and possible ways. Also, women rights can be included as a subject in academics. In addition to this, creation of proper mobile application to register complaints about her problems, wherein it can be resolved by women help centers in the nearby area. This will facilitate the women to gain confidence to work and fight for her rights. Apart from legal aids and DVC (Domestic Violence Cell) government has to work with local Non-Governmental Organizations (NGOs), which are into Domestic Violence, Women Education, Female feticide, Female Infanticide in rural and urban areas. Furthermore, the government should enact directives to all private organization to fill their employment in equal proportion (50(Men):50(Women)). Also, the women cells to be instituted under every organization, wherein appropriate action needs to be taken with regard to sexual harassment, gender bias, job inequalities, etc. faced by women.

## **Conclusion**

Indian women are treated as goddesses in scriptures and temples, but when it comes to equal rights to that of men, they are often discriminated. This discrimination prevails even in the 21<sup>st</sup> century, when we deep-dive into the roots of equality and rights with regard to women communities at large, they are still viewed as incapable and inefficient. It is due to the patriarchal societal setup in a country like India, wherein men are often portrayed as higher order gender in dealing situations, getting job, running family, superior in society, etc. Hence, in order to overcome this situation, women have to take initiatives to know their rights and exercise it in all spheres of life. Also, they have to be facilitated through empowerment strategies and frequently encouraged by provision of adequate education, awareness on rights, job opportunities, women welfare schemes, protection measures, etc.

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