

Proceedings of the
GLOBAL WOMEN'S CONCLAVE - 2021

and
Virtual International Conference on

**WOMEN'S SOCIAL AND ECONOMICAL
ISSUES AND CHALLENGES**

19th December, 2021

Chief Editor

Dr. SUBATHRA CHELLADURAI



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ASSOCIATION FOR WOMEN EMPOWERMENT AND CHILD DEVELOPMENT
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WOMEN'S SOCIAL AND ECONOMICAL ISSUES AND CHALLENGES (INTERNATIONAL CONFERENCE PROCEEDINGS)



**GLOBAL WOMEN'S CONCLAVE
GWC - 2021
19th Dec 2021**

**CHIEF EDITOR
Dr. SUBATHRA CHELLADURAI**

M.Com., M.Phil., PGDHRM, M.A (Soc.), M.Sc (Psy.), UGC-NET, Ph.D.
Assistant Professor of Commerce & Research Supervisor
Pioneer Kumaraswamy College, Nagercoil-3.
Affiliated to Manonmaniam Sundaranar University, Abishegapatti,
Tirunelveli, Tamilnadu, India.
Email: drcsubathra@gmail.com, Mob: 95852 12775

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Dr. D. KUMARESAN,
M.Com., M.Sc., M.B.A., M.A., M.Phil., Ph.D.,
Professor & Director,
PG Department of Commerce,
K.S.R. College of Arts and Science for Women,
Tiruchengode - 637 215,
Tamil Nadu, India

MESSAGE

I am elated to know that Association for Women Empowerment and Child Development has organized a Global Women's Conclave – 2021 and Virtual International Conference on '**Women's Social and Economical Issues and Challenges**'. This conclave has been organized in association with Of By and For You Trust & Publication. I hope that this conclave would be appropriate platform for the researchers to discuss various issues and challenges faced by women and children. Child abuse and harassment have been major threats against children across the globe. Gender bias and inequality can never curtail women from proving their mettle. However, these issues are to be addressed immediately. This conference could provide valuable suggestions to protect children and women from these social evils. I wish the programme a grand success and the proceedings of this conference would be a valuable literature to be kept and followed by everyone.

Dr. D. Kumaresan



MESSAGE

"Bloom Where You Are Planted"

With immense pleasure I place my congratulations and appreciations to the Association For Women Empowerment and Child Development - OF BY AND FOR YOU TRUST & PUBLICATION has organized an Virtual International Conference on 'Women's Social and Economical Issues and Challenges' - GLOBAL WOMEN'S CONCLAVE - 2021 scheduled on 19th December 2021.

"Action is the fundamental key to all success"

This conference focuses on the position of women in today's world and also strike a great balance between their personal and work life. It represents the advancement of women's development in areas such as legislation, education, economic and employment sectors, political involvement and knowledge of women's rights, and so on. We build a new name, new opportunities and a new future through this edition.

"Empowered Women, Empower Women"

I would like to congratulate Dr. Subathra Chelladurai, the Co-ordinator and the organizing secretaries for having initiated to organize such a wonderful conference.

I congratulate each and everyone contributed to the success in making this book a comprehensive and resourceful book in future.

I wish the conference a grand success.

Dr.S.Selvarani
Head & Associate Professor
Department of Commerce
Idhaya College For Women, Sarugani



MESSAGE

I am delighted about the Global women's Conclave - GWC 2021 and Virtual International Conference on Women's Social and Economical issues and Challenges organised by Association for Women Empowerment and Child Development, Kanyakumari, Tamilnadu, India. The Conference organiser Dr. Subathra Chelladurai have put together excellent social program that make aware of challenges and problems faced by the women at present.

The contributors include researches, academicians and Professionals from various disciplines such as Arts, Science, Management, Commerce, and Education from various colleges and universities of India and abroad.

I Congratulate Dr. Subathra Chelladurai, Assistant Professor of Commerce and Research Supervisor, Pioneer Kumaraswamy College, Nagarcoil, Tirunelveli, for her efforts and tireless work to bring specific issues of women in the proceedings format as well as her effort to conduct the virtual International conference on the emerging and needy topic. This book might be useful and provide valuable insights for the students, researchers, academicians and administrators for their further reference.

I am highly appreciative of the efforts taken by the Dr. Subathra Chelladurai for hosting the International conference on 19th December 2021.

I bless this Global Women's Conclave 2021 and virtual International Conference all success.

Dr R.NAGESWARI
*Head and Associate Professor, Department of Economics
Seethalakshmi Achi College for Women
Pallathur, Tamilnadu, India*



MESSAGE

It is a privilege and pleasure to express my hearty congratulations and best wishes for the Association for Women Empowerment & Child development who had organized the virtual International Conference on Women's Social & Economical Issues & Challenges - The Global Womens Conclave- 2021 on 19.12.2021

“Women don't need to find a voice, they have a voice, and they need to feel empowered to use it, and people need to be encouraged to listen.”

This book is a way by which we pay tribute to every woman and to salute her immense contribution in shaping the society. This book is a wonderful effort taken to create an excellent platform for many to express their views towards the current scenario of women empowerment and also the various challenges faced by women in the society.

“When you help a woman fulfil her potential, magic happens.”

I wish the Founder President of the Association for Women Empowerment & Child development, Dr.C.Subathra and all other organizers of the Womens Conclave a great success. I also congratulate everyone who had contributed for the book and greetings to every Woman who had supported the success of other Women.

***Dr. S.Krishnakumari
Associate Professor, Department of Management Studies
Anand Institute of Higher Technology, Chennai***

GLOBAL WOMEN'S CONCLAVE

GWC - 2021



VIRTUAL INTERNATIONAL CONFERENCE ON WOMEN'S SOCIAL AND ECONOMICAL ISSUES AND CHALLENGES



19th Dec 2021

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Dr. S. KRISHNAKUMARI
Chennai

CO-ORDINATOR



Dr. SUBATHRA CHELLADURAI
Kanyakumari



KEYNOTE SPEAKERS



Dr. MUTHMAINNAH
Indonesia



Dr. SANTHI SARAVANAN
Chennai



Prof. Dr. QUEEN ELIZABETH
United Kingdom



Dr. S. BULOMINE REGI
Thoothukudi



Dr. ENI KUSWATI
Indonesia



Mrs. I. VALLIAMMAL
Tirunelveli



RANIA LAMPOU
Greece



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Aruppukottai



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GLOBAL WOMENS' CONCLAVE - 2021

and

VIRTUAL INTERNATIONAL CONFERENCE ON WOMENS' SOCIAL AND ECONOMICAL ISSUES AND CHALLENGES



GLOBAL WOMENS' CONCLAVE

GWC - 2021

**VIRTUAL INTERNATIONAL CONFERENCE ON
WOMENS' SOCIAL AND ECONOMICAL
ISSUES AND CHALLENGES**



19TH DEC 2021

10.00 AM – 10.15 AM

INAUGURATION

INVOCATION

WELCOME ADDRESS

Dr. SUBATHRA CHELLADURAI

FOUNDER PRESIDENT

ASSOCIATION FOR WOMEN EMPOWERMENT AND

CHILD DEVELOPMENT, INDIA

ASSISTANT PROFESSOR OF COMMERCE

PIONEER KUMARASWAMY COLLEGE, NAGERCOIL

PRESIDENTIAL ADDRESS

Dr R.NAGESWARI

HEAD, DEPARTMENT OF ECONOMICS

SEETHALAKSHMI ACHI COLLEGE FOR WOMEN

PALLATHUR, TAMILNADU, INDIA

INAUGURAL ADDRESS

Smt. ANAR MEHTA

FOUNDER & PRESIDENT,

SRI SHANTI BHARAT FOUNDATION

GLOBAL BRAND AMBASSADOR, MSME START-UP FORUM, BHARAT

AHMEDABAD, INDIA

SPEAKERS SESSION

10.15. am – 10.30 am (IST)

Dr. MUTHMAINNAH

ASSISTANT PROFESSOR

UNIVERSITAS AL ASYARIAH MANDAR, INDONESIA

10.30. am – 10.45 am (IST)

Dr. S. BULOMINE REGI

ASSISTANT PROFESSOR OF COMMERCE

ST. MARY'S COLLEGE (AUTONOMOUS)

THOOTHUKUDI

10.45. am – 11.00 am (IST)

RANIA LAMPOU

GLOBAL EDUCATOR, STEM INSTRUCTOR

NEUROEDUCATION RESEARCHER

GREEK MINISTRY OF EDUCATION & RELIGIOUS AFFAIRS, GREEK

ASTRONOMY & SPACE COMPANY

11.00. am – 11.15 am (IST)

Dr.A.P.S.GANDHIMATHY

FACULTY OF COMMERCE

GOVERNMENT ARTS AND SCIENCE COLLEGE

ARUPPUKOTTAI, VIRUTHUNAGAR DISTRICT

TAMILNADU, INDIA

11.15. am – 11.30 am (IST)

PROF. Dr. QUEEN ELIZABETH

LUCAS-AFOLALU

YES YOU CAN INTERNATIONAL, UNITED KINGDOM

11.30. am – 11.45 am (IST)

Dr.C.THIRUVALARSELVI

ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE

P.S.Y ARTS AND SCIENCE COLLEGE

ARASANOOR, SIVAGANGAI

11.45. am - 12.00 pm (IST)

Dr. MONA TAMAN

VICE PRESIDENT OF FUTURE LEADERS INTERNATIONAL ACADEMY
EGYPT

12.00. pm - 12.15 pm (IST)

Dr. SANTHI SARAVANAN

DIRECTOR OF TARU FINE ARTS GLOBAL CULTURAL ARTS FORUM
SANTSAR ARTIST AND TARU FINANCIAL SERVICES
INDIA

12.15. pm - 12.30 pm (IST)

Dr. ENI KUSWATI

RESOURCE PERSON, MINISTRY OF EDUCATION, CULTURE
RESEARCH AND TECHNOLOGY, INDONESIA

12.30. pm - 12.45 pm (IST)

Mrs.. I. VALLIAMMAL

ASSISTANT PROFESSOR (T),

DEPARTMENT OF MATHEMATICS

MANONMANIAM SUNDARANAR UNIVERSITY, TIRUNELVELI

VOTE OF THANKS

Dr.S.SELVARANI

HEAD & ASSOCIATE PROFESSOR OF COMMERCE

IDHAYA COLLEGE FOR WOMEN

SARUGANI, SIVAGANGAI DIST

MODERATOR

Dr. S. KRISHNAKUMARI

ASSOCIATE PROFESSOR

DEPARTMENT OF MANAGEMENT STUDIES,

ANAND INSTITUTE OF HIGHER TECHNOLOGY, CHENNAI.

Email: awecdyoutrust@gmail.com

Mobile / Whatsapp: +91-95852 12775

GLOBAL WOMEN'S CONCLAVE – 2021

ORGANISING COMMITTEE

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Dr.S.SELVARANI
Sarugani

ORGANISING SECRETARY



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Pallathur

MODERATOR



Dr. S. KRISHNAKUMARI
Chennai

CO-ORDINATOR



Dr. SUBATHRA CHELLADURAI
Kanyakumari

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GWC 001

A STUDY ON ANTENATAL CARE

Akshaya. R¹ and Dr. C. Athena²

II Year B.A¹ & Assistant Professor²

^{1,2}Department of Economics, PSGR Krishnammal College for Women, Coimbatore

1. INTRODUCTION

Antenatal Care (ANC) is essential for a healthy mother and their baby to be born. It also helps in promoting healthy behaviours and parenting skills. It also helps the pregnant mothers to access micronutrient supplements and other immunization. It helps in diagnosing any malfunctioning of foetus at an early stage and treat accordingly^[1]. Moreover, it helps in preventing mother-to-child transitive diseases such as AIDS, etc., In Southern Asian Countries, the risk of neonatal death has been remarkably lowered by 34% among those newborns whose mother attended proper ANC visits^[3]

2 AIM OF THE PROJECT:

To study the awareness among new mothers regarding Antenatal Care and also the functionality of Antenatal Care in preventing and treating complications and thereby influencing birth rate and infant mortality rate

3. METHODOLOGY:

The sample size taken was 50 in the region of in and around Puducherry. The method of collecting data was purposive random sampling technique. The limitations of primary data collection will hold for the study also.

4. RESULT:

- 64% of women studied are aware of Antenatal Care
- Overall, 80% had 4 or more ANC visits, 63% had a pelvic examination and 98% had one or more doses of tetanus toxoid
- Around 68% women have utilized the government's Integral Child Development Services (ICDS), but in spite of that, 73% of women feel better hospitality and treatment is given by the private health services which made them more preferred than government healthcare services.

5. CHALLENGES IDENTIFIED:

The following challenges have been faced by women in accessing Antenatal Care:

- Lack of male partner involvement, shortage of trained staff, unavailability of basic ANC program guidelines etc.,^{[1][4]}
- Lack of knowledge of the advantages of the ANC among both the spouses
- Other challenges include unclean and unhealthy environment of hospital (especially government hospitals), lack of accessibility of healthcare facilities, early age of marriage etc.,

6. SUGGESTED SOLUTIONS:

The following measures are suggested for full utilization of Antenatal Care among women:

- Presence of the father of the child during ANC visit
- Educating the mothers regarding the advantages of ANC visit for her and the baby
- For India, to achieve extensive healthcare coverage, equity in utilization of essential maternal healthcare services like ANC should be ensured
- Planned pregnancies and family planning should be encouraged
- Awareness regarding the ICDS program should be made popular

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- [4] Kumar, G., Choudhary, T.S., Srivastava, A. et al. Utilisation, equity and determinants of full antenatal care in India: analysis from the National Family Health Survey 4. BMC Pregnancy Childbirth 19, 327 (2019). <https://doi.org/10.1186/s12884-019-2473-6>

GWC 002

INVISIBLE WOMEN & INVISIBLE PROBLEMS

A. Rosary Infanta

Assistant Professor, Department of Business Administration, Fatima College, Madurai-625018, Tamil Nadu , India.

1. INTRODUCTION

Today, Widows are termed as “Invisible Women”. The number of women becoming widows has been increasing due to the death of their spouses through various causes; such as accidents and various illnesses. As a result of such deaths, the women face challenges within the society and these affect them psychologically, socio-economically and spiritually .The loss of a spouse is one of the most negative life events and causes much stress to the widow. The major psychological challenges included depression and the fear of taking up family responsibilities; while the major social challenges were poverty and financial stress, conflicts and rejection by both the in-laws and the community.

2. WIDOWS IN INDIA

Indian family as a social institution is well known for the emotional and physical support that it provides, for its extended members, many a time but it fails to respond the needs of women, especially for women in difficult circumstances e.g. for widows. The “inauspiciousness” of Hindu Widow is well known. She is stigmatized as women who have failed to safeguard her husband’s life.

3. MAJOR PROBLEMS FACED BY “INVISIBLE WOMEN”

- Inheritance Rights: Majority of Indian widows are deprived of their inheritance rights. If a widow has adult son, she may enjoy it but if she is childless or has only daughters she actually faces problems.
- Prohibitions of Remarriage: Some castes prohibit remarriage of widows. If a widow marries away, she loses her children as well as property. The higher the caste, the more likely it is that remarriage is forbidden.
- Observation of Mourning Rights: They are bound to observe some mourning rights in the family and society. They have to wear white sarees, forgoing all cosmetics, no bangles, no nose rings, flowers, Kumkum and jewelry.
- Victim of Violence: They are commonly accused of having caused her husband's death. In addition, many part of India, especially in tribes, they are killed sometimes.
- Economy Problem: Most of them come across economic hardship during their life. They are bound to send their children to work to earn income instead of sending them

to school for education. Employment opportunities for them is low because of low mobility and gender division of labor.

4. INVISIBLE CHALLENGES:

Widows often experience hidden human rights violations in many countries. These violations are also embedded in social, political, economic, religious, cultural and traditional beliefs and practices. As a result of these beliefs and harmful practices, widows are rendered invisible and subjected to numerous human rights violations, including:

- Violence in all its varied forms.
- Extreme poverty.
- Social and cultural exclusion and marginalisation.
- Oppression and neglect.
- Treatment as objects, commodities or chattel.
- Denial of access to education, health and essential services.
- Multiple obstacles to accessing justice systems.
- Denial of autonomy and independence.

5. CONCLUSION:

International Widows Day reminds us of the opportunity for action towards achieving full rights and recognition for widows. Any meaningful action to ensure the rights of destitute widows includes providing them with information on access to a fair share of their inheritance, land and productive resources; pensions and social protection that are not based on marital status alone; decent work and equal pay; and education and training opportunities. Empowering widows to support themselves and their families also means addressing social stigmas that create exclusion, discriminatory or harmful practices, violence, reforming legal systems and enforcing the full potential of existing laws.

GWC 003

DOMESTIC VIOLENCE AGAINST WOMEN

Abinaya. R

Assistant Professor -Department of Business Administration, Fatima college(Autonomous), Madurai - 625 018, Tamil Nadu, India.

1. INTRODUCTION

Women are experiencing different kind of violence; it is of no matter whether the woman is Droupathy of Mahabharatham or a common woman of modern world. Now a days we are hearing about a lot of domestic violence cases that women are experiencing in our country. Especially the married women are suffering from serious mental and physical health problems due to the violence they are experiencing in their family life.

2. DOMESTIC VIOLENCE

According to Protection of Women from Domestic Violence Act,2005, domestic violence is an attack against someone by any other person with whom that they are presently, or have been in a domestic relationship.

3. DOMESTIC VIOLENCE AGAINST WOMEN IN INDIA

Domestic violence is deeply entrenched and widely prevalent in India. The National Crime Records Bureau (NCRB) 2019 reports that a majority (30.9%) of all the 4.05 lakh cases under crimes against women are registered under section 498 A of the Indian Penal Code (IPC). Over 2,300 domestic violence complaints were filed with the National Commission for Women between January and may in 2021, the highest for any year since 2,000.However, according to National Family Health Survey (NFHS)-5 - 2021 data, 70% of women in the major states who faced physical violence did not inform anyone about it. Even among those who sought help, very few reached out to the relevant authorities. The country saw a rise of 46% in complaints of crimes against women in the first eight months of this year, according to the National Commission for Women (NCW).

4. PROTECTION OF WOMEN FROM DOMESTIC VIOLENCE ACT ,2005

It is an act of the parliament of India enacted to protect women from domestic violence. It was brought into force by the Indian government and Ministry of Women and Child development on 26th October 2006.A woman who is victimized by acts of domestic violence will have the right to obtain the services and assistance of police officers, protection officers, service providers, shelter homes and medical establishments as well as the right to

simultaneously file her own complaint under section 498 A of the Indian Penal Code.

5. MEASURES CAN BE TAKEN TO REDUCE DOMESTIC VIOLENCE

It is a known fact that domestic violence is a predominant issue prevailing all over the world. Even though there are so many laws and commissions to protect women, the violence against them is increasing in a rapid rate. People need proper education and awareness about violence against women and its severe consequences. Women should have the will power and boldness to express what they are experiencing in their life. Each and every person in this society should understand that women are the back bone of the society and must respect them. And also, women need strong and trust worthy support from their parents and siblings. The society should become a protective home for women.

GWC 004

ECONOMIC EMPOWERMENT AS A WAY TOWARDS SOCIAL TRANSFORMATION

Dr. S. Bulomine Regi

Assistant Professor of Commerce, St. Mary's College (Autonomous), Thoothukudi -628001

1. INTRODUCTION

Women in developing nations have gone through several stages of socioeconomic transition, resulting in a shift in their duties away from the home. Unlike men, however, women's duties as family affairs administrators have not changed, despite the fact that they have taken on a variety of other roles in government and business. Economic empowerment includes not only income, but also educational attainment, financial security, and subjective social standing and social class perceptions. It might include aspects of quality of life as well as the possibilities and privileges that people have in society. It applies to study, practise, education, and advocacy in all areas of behavioural and social science. It has an impact on our total well-being, including our physical and emotional health. Globally, inequities in health, resource distribution, and quality of life are increasing. Increased attention to the causes of socioeconomic inequity and efforts to close the country's severe socioeconomic disparities benefit society.

2. BENEFITS OF WOMEN ECONOMIC EMPOWERMENT

- Women's economic empowerment is critical to achieving gender equality and women's rights.
- Women's economic empowerment and the closure of gender gaps in the workplace are critical to attaining the 2030 Agenda for Sustainable Development.
- When more women work, economies flourish, and economic equality for women is beneficial to business.
- Increased educational attainment among women and girls helps to women's economic empowerment and more inclusive economic growth.

3. CONCLUSION

Women's contributions to a society's gradual transition from preliteracy to literacy, from a largely independent group to a member of a nation entangled in a global economy, have gotten much too little recognition from social scientists and policymakers. When a society's economy and political structure change, families who can adapt to the new circumstances will fare the best. Women play a vital role in helping or inhibiting effects on family life because they are the primary caregivers of young children all over the world.

GWC 005

CHILD ABUSE AND ADOLESCENT HARASSMENT – CHALLENGE FOR WOMEN

Suvitha. N¹ and Dr. C. Athena²

II Year B.A.Economics¹ and Assistant Professor²

^{1,2}Department of Economics, PSGR Krishnammal College for Women PSGR Krishnammal College for Women, Coimbatore

1. INTRODUCTION

In recent days, the count of harassments is steeply increasing and that set back an adverse impact on social well-being of women. Youths are the pillars of nation, meanwhile women are the pillars of every family. So, their psychological and physical well-being is as important to lead a prosperous life and function in autonomy.

2. CHALLENGES:

Women are facing abuses and harassments as a major social issue that leaves certain consequences as effects, they include:

- Domestic violence against woman causes severe degradation for the upliftment of women.
- Harassments, rape, sexual assault will ultimately lead to trauma and mental illness.
- Poor mental health adversely affects and results in lack of interest, fear, gender stereotype, low self-esteem, helplessness, shame, anxiety.
- The most challenging issue is some of the victims get used to addiction and prefer to remain silent and alone, that in turn will cause extra distress and depression.

3. RESEARCH FOCUS:

This research focuses on frequency count of victims who have undergone abuses/harassment (physical, mental, sexual); The research focuses on the mental health of women under circumstances of harassment and its after effects. This project concentrates in the area of public awareness about good-bad touch, awareness check about government helpline numbers and care units available for women. This research is a need of the hour as the crimes against women are continuously alarming and constantly headlined.

4. METHODOLOGY:

The research work is conducted in online mode with sequence of questions without identity

revelation and with utmost confidentiality.

It involves convenient random sampling with 55 female respondents in the age group of 17-22.

4.1. Outcome:

- To the fact of shock, 27% of respondents were undergone abusive events.
- Among the sample, 15 were physically abused, 12 were mentally abused and 2 were victims of sexual harassment.
- Research result shows 33% of physical abuse victims are spotted in the age below teen category, 40% in early teenage (13-15) and 27% of people in their late teenage (16-19).
- Mental abuse victims are almost spotted under the age group of 15 to 18.
- To the question of where the victims faced the abuse, it yields majority vote to the educational institutions (37.5%), public places (33.3%) and home/neighboring (29%).
- In majority of harassment events, abuser is of well-known person to the victims or to their family. Around 40% of the case is committed by strangers.
- In the survey, the gender of abuser comes as 83% male and 17% as female abuser.
- The sufferers of only 45% is willing to share their sufferings to their closest ones (friends and parents respectively ranking majority). Surprisingly 55% sufferers are not wanted to share the incidents with anyone.
- Post addiction behavior is observed in 9% of victims.
- Traumatic condition is noticed in 29% of victims.
- From the awareness survey section, it is known that every respondent is aware of good touch& bad touch.

5. SUGGESTIONS:

- Combating these challenges is a big deal, though one can overcome it with prioritizing self-care, directly face your feelings to approach them in all the positive ways, engage yourself with your area of interest, identify a friend/family member to support, work on you and invest on you.
- Apart from the intrapersonal solutions, there always need societal change that enforces rigid law and order; ensures safety and security to women.
- To educate good touch-bad touch as a part of parenting and include sex education in primary classes. Be aware of government helplines.

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GWC 006

POSITION OF WOMEN IN TODAY'S WORLD

S. Benneet¹ and Dr. S. Sudhamathi²

Ph.D Scholar¹ and Assistant Professor²

^{1,2}Alagappa Institute of Management, Alagappa University, Karaikud – 630004, Tamil Nadu, India.

1. INTRODUCTION

Women in India have long been part of a structured society characterized by the idea and practice of inequality. The difficulties that women face in India today are severe. While our debate is centered on women, the relevance of these issues for general national development should not be underestimated. The advancement of women's standing in society may be studied in light of key developments in areas such as legislation, education, economic and employment sectors, political involvement and knowledge of women's rights, and so on. Indian women have begun their trip along the same route as Western women did more than eighty years ago. Women have played a fantastic role in constructing modern India. Since women began to play significant roles in the development of this region its culture and economics. The evolution of women's standing from the past to the present is admirable. Women are increasingly seen as the driving forces behind a country's development. They can strike a great balance between their personal and worklife. In India, women have held positions such as President (Mrs. Pratibha Devi Singh Patil), Prime Minister (Mrs. Indira Gandhi), Speaker of the Lok Sabha (Mrs. Meera Kumar), first woman IAS (Isha Basant Joshi), and first woman IPS (Kiran Bedi), to name a few. It may also be stated that the majority of women are content with their home lives and leave critical decisions to their men.

GWC 007

WOMEN'S ROLE IN MAINTAINING THEIR FINANCIAL

Dr. Maulina

Assistant Professor, Universitas Muhamamdiyah Kendari

INTRODUCTION

When a woman becomes financially independent, she has her income and can manage her financial state. Therefore, they have more power to decide on their own life choices. It is important life choices that have severe impacts on their life.

This context change is applied to either married or single women. For married women, being financially independent means having a spare lifeboat in the form of their income, which can help their families during an economic crisis or ease their husbands' financial burden.

For single women, financial independence gives them the same power and freedom. They can provide for themselves without needing financial aid from other people, including their parents. It allows them to make plans and do them, be it career-driven goals or pursuing a postgraduate study, with their financial ability.

In the Indonesian context, according to the survey on financial inclusion and access (SOFIA) in 2017, it shows that there is evidence of a gender gap in financial access. It shows that more males use banking services to women (45% to 42%); meanwhile, a higher significant proportion of women use informal financial services, both exclusive and non-exclusive, than males. If women are or continue to disproportionately face barriers to financial access, this potentially inhibits them from improving their lives and participating in the economy and the well-being of their families and communities.

In the global context, women have taken on a more prominent role in household finances over the past several years – perhaps even more extensive than their male partners recognize, results of a recent survey suggest. According to Hallez (2020), nearly nine in ten married women who live with a partner are committed to spending and investing decisions in their household, up from just 42% in 2012. Moreover, he continues stating that 31% of women who live with a significant other said they are primarily responsible for financial decisions. However, men in such relationships see things differently – just 5% said that their partners attend the role in saving and spending decisions.

Therefore, in this era, it is essential for women, regardless of their marital status, single, divorced, widowed, or married, to take an extra active role in their financial lives. By having this role, women will gain more clarity, confidence, and control of their lives. To do so, women need to work and learn as much as possible about money to maintain their financial.

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GWC 008

EFFORTS AND STRATEGIES SOCIAL ISSUE AND GENDER EQUALITY IN EDUCATION

Dr. Eni Kuswati

Resource person for the Ministry of Education, Culture, Research and Technology,
Indonesia

INTRODUCTION

In Indonesia, the programs of the Ministry of education, culture, research and technology never discriminate between male and female gender. In our eyes, male and female students and educators are equal and have the same rights in obtaining access to education.

In order to expand access to quality education for fair and inclusive students in accordance with the Ministry of Education and Culture's 2020-2024 strategic plan, strategies and programs that are directed and oriented towards equal education for men and women have been designed.

In elementary schools, they are very concerned about gender equality in education units which are represented through several programs. Among them is the:

1. Program to expand access to quality education for students who are just and inclusive.
2. Equitable access through the 12-year compulsory education program. With this program all Indonesian children have the right to access education.

A more specific example is

3. In the New Student Admission (PPDB) policy, there is no provision for a limited ratio of the number of male and female students.
4. The program for strengthening the development of students with character is one of the strategies that the Ministry of Education and Culture continues to carry out. The goal is to shape the character of students and provide equitable education by not making gender differences between men and women.
5. The Indonesian government also issued the Merdeka Learning program, where the changes brought about from Merdeka Learning were the transformation of the education ecosystem, teachers, pedagogy, curriculum, and assessment system.

The changes carried out by these 5 categories show a positive response and openness of the Ministry of Education and Culture in supporting participation, equality, active community involvement, and forming a non-discriminatory school atmosphere.

Then, the curriculum implementation development program. At the level of practice in schools, it is necessary to provide guidance so that there is no gender bias, such as the use of symbols and illustrations that do not show discrimination. This effort is a gender responsive effort. Women can now go to school until they reach the level of higher education, have a career in the public sphere and become leaders for their families or past colleagues.

And the last program is the elimination of the three sins of education as an effort to maintain and increase women's participation in education. The three major sins are intolerance, sexual violence and bullying. These three things should no longer happen at all levels of education and are experienced by students. especially women because in general female students are more vulnerable to acts of violence.

The three major sins in education greatly affect the growth and development of students and determine the decisions they will take to achieve their goals. The Indonesian Ministry of Education and Culture has endeavored and encouraged the creation of a safe learning environment for female students, (Ministerial Regulation on the Prevention and Overcoming of Violence in Educational Units) for early childhood education, primary and secondary schools.

The Minister of Education and Culture designs the prevention and control of sexual violence in universities. The best mechanism for receiving and following up on reports of the three major sins of education in primary education, secondary education and senior secondary education is obtained from teachers or the community and the best mechanism for encouraging higher education institutions to form a violence prevention work unit.

The issue that is the focus of the Ministry of Education and Culture – Research and technology is related to bullying. This issue is not only oriented towards girls but in general, because bullying is experienced by both boys and girls.

Especially during the Covid-19 pandemic, learning is done remotely, so the potential for bullying occurs in other forms that cannot be directly controlled by teachers, especially those who study online learning. Interaction between students is done online and easy access to social media that is not easily controlled has the potential to increase cyber bullying.

The solution from the Ministry of Education and Culture to overcome the problem is through psychosocial assistance activities for students during the Covid-19 pandemic. This activity is carried out as a response to the negative impact of Learning From Home, namely students experiencing boredom, low learning motivation, and experiencing bullying to stress.

This psychosocial treatment is carried out in the form of Fun Learning, Spiritual Approach, oriented towards increasing learning motivation, and anti-bullying education.

In addition, the Ministry of Education and Culture has continued to make efforts for a long time to assist in the implementation of the anti-violence module, which substantially advocates for children who experience violence. This assistance was also carried out during the Covid-19 pandemic with the support of the involvement of parents and teachers in preventing acts of violence against children.

The challenges facing the Ministry of Education and Culture are complex. Not only focusing on gender equality, but in realizing educational equality. Not only oriented to girls, but all Indonesian children. Because the government views that every child has the right to an equal and just education.

Another challenge faced apart from gender equality and education equality, is the limited access to coaching. Especially during the Covid-19 pandemic where all learning processes and educational administration are carried out online, offline, or hybrid or with blended learning.

The government's efforts and strategies include encouraging the acceleration of access to education, creating quality and equitable education services, especially for students and schools who experience access constraints both geographically, infrastructure, internet and electricity networks which are not only the responsibility of the Ministry of Education and Culture, but also ministries and agencies other.

It is undeniable that the Covid-19 pandemic has had a profound impact on the education sector. Therefore, cooperation and active involvement from various parties is needed.

As for the operational level, the strategy carried out by the Indonesian Ministry of Education and Culture in increasing student and school participation is through optimizing the number of learning media. Alternative learning media are provided for students, either through television channels, learning applications, learning channels or websites, educational and learning videos, learning modules that can be accessed online and offline.

Meanwhile, other strategies are through various mentoring activities. Such as psychosocial assistance, assistance in the implementation of anti-violence modules and assistance in implementing special learning modules for 3T and Non-3T areas that experience access constraints, as well as various socialization and synchronization of central-regional programs.

GWC 009

GENDER DISCRIMINATION IN WORK PLACE

Sanmathi.P¹ and Dr. K. Renuka²

II year B.A.Economics¹ & Associate Professor and HoD²

^{1,2}Department of Economics, PSGR Krishnammal College for Women, Coimbatore

“Empowering Women is a Prerequisite for Creating a Good Nation, when Women are Empowered, Society with Stability is Assured.”

Dr. A.P.J. Abdul Kalam

1. INTRODUCTION

Gender discrimination in organizations is a complex phenomenon that can be seen in organizational structures, processes and practices. The workplace has sometimes referred to as an inhospitable place for women due to multiple forms of gender inequalities present. Gender discrimination in employment is Illegal.

2. AIM:

- To analyze the problem faced by Women workers in Organized sector and to track the progress on relative gaps between men and women on work place and to suggest measures for overcoming the problems of women workers in organized sector, also to find the past and present Status of Inequality Index.

3. CHALLENGES FACED AT WORK PLACE:

- Insecure job, Extreme work pressure with subsistence wage.
- Seasonal Employment, Physical problem.
- Men being Passed over for Promotion on account of gender also known as “Glass Ceiling” and not for women having same ability.
- Getting paid less than a Male employee who works at the same job.
- Being referred to by a name or gender that you don't even identify or belong with.

4. METHODOLOGY:

The information is taken from the two important Global Indices that is UNDP's Gender inequality index (GII) and Global Gender Gap Index (GGI)

5. ANALYSIS:

India is now one of the worst performers in South Asia because it has ranked 140 among 156 countries in Global Gender Gap Index (GGI) 2021 and 123th among 153 countries in the Global Gender Gap Index 2020 but it was 98th in GGI 2006 which was a very good rank to be noted and it became worst over years. India has fallen 28 places in the World Economic Forum's Global Gender Gap Report 2021. From the data we could interpret that the action towards Gender Inequality is the need of the hour.

6. INITIATIVES:

The following are some of the initiatives launched by the Government to address the issues of gender inequality:

- Beti Bachao Beti Padhao,
- One Stop Center (OSC) Scheme,
- Ujjawala Scheme.

7. SUGGESTIONS SOLUTIONS:

- The first thing is to be brave enough to face all the challenges.
- A Comprehensive law is needed to protect the rights of Women workers.
- A Separate women grievance cell headed by a women should be established in every organized as well as inorganized s sector.
- Women should be made aware of all their Rights and legislative provisions regarding their work place harassment.
- Document the Discriminatory Act.

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GWC 010

ISSUES AND CHALLENGES FACED BY WOMEN

C. Dhivya

Research Scholar, A.P.C.Mahalaxmi College for Women, Thoothukudi.

**“THERE ARE TWO POWERS IN THE WORLD:
ONE IS THE SWORD AND THE OTHER IS THE PEN.
THERE IS A THIRD POWER STRONGER THAN BOTH: THAT OF WOMEN”**
- MALALA YOUSAFZAI

1. INTRODUCTION

Throughout the history of mankind, the rank of women has been extremely pivotal in the development of the humans. At present, the progress of the nation is determined by the high positions of the women in the society in terms of the employment and the work. It is said that without the contribution of the women in the political, business, social, economic and national activities, the growth of the country will stagnate.

Most of the societies in the world never place women on an equal footing with men; this is because most of the societies with a few exceptions are characterized by patriarchy. Authority within the family is vested in the males who are the principal decision makers. Women's presence in the decision-making process is no: conspicuously visible, though strong willed and mature women do assert themselves; but they often remain in the background.

Women are often treated as commodities. Crime and violence are rampant against the women in the society both rural and urban. Social constraints are one of the most important. Today's society even deny the women of their human rights, there is struggle by women to seek their human rights, to seek, freedom from fear and for their security, physical and psychological.

A woman is never completely safe and secure even at her own place. Her character and virginity are always put into question. Social customs and mores are rigorous enough so far as women are concerned as compared to men. The conditions of women without education and economic security are much more deplorable. They even lack the adequate amount of nutritious food for consumption and basic health care facilities. Many of them die during child birth.

Women in society are questioned about how do they live, how do they behave, how do they react or how do they dress themselves. Even society imposes limitations on the extent of enjoyment of the women. But ridiculously there are no such social terms and conditions for men.

In the developing and under developed countries the rural women and the women belonging to the backward areas are mostly unaware about the latest technological advancement.

Women are more compassionate and empathetic than men. Women have so many issues that we cannot articulate and they are facing so much without complaining so there should be a collective effort by everyone to support women if they have a problem and fight against the wrong-doers for justice and equality.

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GWC 011

CHALLENGES AND PROBLEMS FACED BY WOMEN IN INDIA

Mrs.R.JAYANTHI

Assistant Professor of Commerce, Idhaya College for Women, Sarugani, Sivagangai Dist, Tamilnadu

1. INTRODUCTION

Women's are the wealth of India and they have contributed in almost every field and made country feel proud at every occasion. They are in front, leading the country, making mile stones and source of inspiration for many. The culture and tradition of India is considered as old and great all over the world where people used to worship various female goddesses, saints and poets. India is also a powerful nation and famous worldwide for being the largest democracy in the world however, women backwardness is also very clear in the Indian society because of the social issues, problems and lots of restrictions against women. Taking birth as a woman in the Indian society can be said as curse for the women. Women in India face lots of social issues and problems all through the life which are big struggle for them right from their beginning of life.

2. PROBLEMS FACED BY WOMEN IN INDIA

Women in India are considered as burden for their parents and husbands as they think that women are here only to consume money whole life without earning a little bit. Another common problem for women is sex discrimination which they face from their birth and continues till their death. When in the early days, there were severe issues like the Sati system, no widow remarriage, devadasi system and more. While most of them are not prevalent now, there are new issues that women face. They may be not the same but they are still as severe as the early ones. They hinder the growth of a country and make the women feel inferior.

Firstly, violence against women is a very grave issue faced by women in India. It is happening almost every day in various forms. People turn a blind eye to it instead of doing something. Domestic violence happens more often. Further, there is also dowry-related harassment, marital rape, genital mutilation and more. Women also have the issues of gender discrimination. Women are not considered equal to men. They face discrimination in almost every place, whether at the workplace or at home. Even the little girls become a victim of this discrimination. The patriarchy dictates a woman's life unjustly. Moreover, there is also a lack of female education and the gender pay gap.

Women in rural areas are still denied education for being a female. Similarly, women do not get equal pay as men for doing the same work. On top of that, they also face workplace harassment and exploitation. Women are continuously facing many problems even after having self confidence, individuality, self-respect, personality, capacity, talent, and efficiency more than men. They are facing problems in their daily life even after they are given equal rights and opportunities like men by the Constitution of India. However, almost all the old traditional problems have been disappeared gradually from the society but given rise to other new issues related to unemployment, Selective abortion and female infanticide, Child Marriages, Exploitation of women in the media, responsible for household works, rape, sexual harassment at workplace, etc are some big modern issues for the women in India. However, a lot of positive changes have occurred in the women status as the number of educated people is increasing in the country. Women belong to the lower and middle class family suffers more than the women of higher class family.

2.1. Ways to Tackle These Issues

Every citizen and government must try to make it a safe place for women to be in. They must make more stringent laws against people who commit crimes against women. They must also be implemented properly to ensure everyone takes them seriously. Furthermore, opportunities must be provided equally for men and women. In every field, we must encourage women to give their best. It does not matter whether it is the medical field or sports field, opportunities must be equal. Moreover, education must be stressed upon gravely. It must be made a compulsion to educate every girl and woman for a better future. We must join hands to protect and safeguard our women in India. It will help us thrive as a country and make the world a better place.

Therefore, each one of us must be ready to treat women as equal counterparts. We must help them at every stage and more than that empower them to make their own decisions. After that, these issues can be eliminated so women need not face discrimination in the name of gender.

3. CONCLUSION

Women are more compassionate and empathetic than men and that often is considered as a sign of weakness, men must realize patriarchy and the ego that does no good by women is not helping them either. Women have so many issues that we cannot articulate and they are facing so much without complaining so there should be a collective effort by everyone to support women if they have a problem and fight against the wrong-doers for justice and equality. And also encourage young girls to speak up if any issue arises without fear. Equality for work contribution and pay must be a norm and at home, men must also contribute to the domestic chores. There is still a long way to go but we can go when we take a step together.

GWC 012

CHALLENGES FACED BY WOMEN WORKERS IN INDIA

Mrs.S.MERCY

Assistant Professor, Department of Commerce, Idhaya College for Women, Sarugani, Sivagangai Dist, Tamilnadu.

1. INTRODUCTION

India is a country where women are given the status of a goddess. However, the problems they have to face just show the opposite of this concept. On hand they worship them as goddesses and on the other; they abuse them endlessly and consider them inferior. People evolved and so did the problems; they did not go away but changed from one to another. This article describes the basic challenges of the women workers in detail.

Balancing Personnel and Professional life:

It is a very big challenge for Indian working women to maintain a balance between their work and family. She has the responsibility to fulfill all the expectations of family members and particularly from kids. In India, the career and professional aspirations are still considered as secondary for women. In majority of the families, there is a lack of emotional and moral support given to the working women. And at the same time, there are many official expectations.

Gender Discrimination:

It is an age old convention that women are less capable and inefficient in working as compared to men. The attitude which considers women unfit for certain jobs holds back women. The attitude governs injustice of unequal salaries for the same job, thus making them less eager in their career.

Mental and Physical harassment:

Violence against women in India is a very big and serious social issue which mainly happens due to social ills or her economic dependence. This issue of violence against women comes forth in the form of brutal gang-rape, acid attack, verbal or non-verbal conduct of sexual nature is the greater challenges.

No Safety of Working Women While Traveling:

Female travelers, however, face more prevalent threats of sexual assault, theft and harassment than their male counterparts. An online survey found that 83 percent of women had experienced travel safety challenges in the previous year, and the overwhelming majority noted that these issues hampered their professional productivity.

Lack of Family Support:

Lack of proper family support is another issue that working women suffers from. At times, the family doesn't support women to leave the household work and go to office.

2. CONCLUSION:

Now a day's women workers are improved and promote in their workplace and in technological work. Women workers are often subject to sexual harassment then the Government should put strict rules for these types of crimes , also public transport system sometimes danger for woman and Government should put more Inspection. Traditionally people think that man should only work and gain money and women should work as house hold, but The financial demands on the Indian families are increasing that's why women also should company in gaining income for families. Therefore a fundamental change is required in attitudes of employees, family members and public.

GWC 013

RECENT STATUS OF SEXUAL ABUSEMENT OF GIRL CHILD IN INDIA

C. Vijayachandrika

Assistant Professor, Department of Economics, Seethalakshmi Achi coll for Women Pallathur Sivagangai-630107

1. INTRODUCTION

One of the primary worries for Indian law enforcement agencies and governments is sexual abuse of minors. According to Interpol, between 2017 and 2020, there were an estimated 2.4 million cases of internet child sexual abuse in India. Eighty percent of the youngsters under the age of fourteen were females. Regrettably, child pornography's content and audience are rapidly expanding. Authorities discovered that every day, over 1, 16,000 searches for child pornographers are conducted on the internet, according to the search engines. The Central Bureau of Investigation (CBI) has discovered over 50 message and social media groups with over 5,000 offenders sharing recordings of child sexual assault with citizens from over 100 countries as part of a recent crackdown against those involved in child pornography and its commerce. The CBI has discovered 36 Pakistanis, 35 Canadians, 35 US residents, 31 Bangladeshis, 30 Sri Lankans, 28 Nigerians, 27 Azerbaijanis, 24 Yemenis, and 22 Malaysians related to the Indian accused who were involved in the trafficking of recordings and images of sexual abuse on children, according to India Today.

The CBI intends to work with a number of international authorities to take additional action against foreign nationals as well as the source of child sexual exploitation materials (CSEM). Investigators are collaborating with sister agencies through formal and informal means, according to a senior CBI officer who spoke to India Today. The CBI discovered that the accused were disseminating child sexual exploitation material by sharing links, videos, pictures, texts, posts, and hosting of such content on social media groups or platforms, as well as third-party storage or hosting platforms, and earning regular income in their bank accounts linked to such online platforms, during the course of the investigation.

"The money route is being followed to determine the criminals' backward and forward links." The CBI also intends to pursue the matter with social media companies and hosting platforms under the applicable legislative requirements in order to investigate their role and liability," the officer added. The CBI has developed a study on trends and the road ahead in the fight against child sexual abuse, which India Today has accessed. Expect the following trends:

- CBI also intends to collaborate with the International Child Sexual Exploitation Database in order to compare photographs of child sexual abuse in order to track down the perpetrators.
- CBI also intends to pursue the issue with social media platforms and hosting platforms.
- CBI plans to coordinate with various foreign Law Enforcement Agencies (LEAs) to take further action related to foreign nationals and also about the origin of CSEM material, taking into account the involvement of a large number of foreign nationals and the collective international concern about large-scale dissemination of CSEM material. CBI is coordinating with sister agencies through formal and informal channels.
- Several persons have done trading/selling of CSEM material and are exchanging connections with other groups/platforms, which is a disturbing trend that CBI has discovered during this operation. Such individuals have their wallets/bank accounts linked to such platforms, and they are paid according on the number of views generated by the material they share, motivating them to share in more and more groups, resulting in widespread distribution.
- To figure out the criminals' backward and forward connections, the money trail is being traced.

We may discuss it, and there may be reports and news about abuses, but everything happens in a flash. The youngster suffers for a long time; many children who have been molested in any way develop psychological issues. Anxiety, sadness, eating disorders, OCD, codependency, and a lack of human relationships are all examples of these issues. It can have immediate negative bodily consequences, but it's also linked to developmental issues and a slew of long-term physical and psychological consequences, including subsequent ill-health, such as greater rates of chronic diseases, high-risk health behaviours, and a shorter lifespan. Children who have been abused may grow up to be adults who abuse others. Abuse of children can have a variety of psychological consequences. Children who are repeatedly neglected, shamed, terrified, or humiliated suffer just as much, if not more, than children who are physically abused. Children who have been abused may develop insecurities, low self-esteem, and a lack of growth as they grow older. Many abused children struggle with trust, social disengagement, educational problems, and developing connections for the rest of their lives. Imagine if this was true for all developing adults. Could this be why so many young people suffer from depression, suicide ideation, and mental illness? Beyond rapes, children in India are harmed in numerous ways. We frequently see children beg on the street, work in stores, and are abused. Educate the public about the importance of a girl's or woman's autonomy. We must educate our society about these crimes, whether through social media, discussion forums, or candlelight marches, whatever it takes.

GWC 014

GENERAL ISSUES OF WOMEN IN INDIA

Dr.Elizabethrani

Assistant Professor of Economics, Seethalakshmi Achi college for Women-Pallathur.

1. INTRODUCTION

Girls and women in India bear the brunt of poverty more than men. Girls from low-income families are fortunate to have access to a classroom at all. In India, girls from the top 20% of families receive an average of nine years of education, while girls from the bottom 20% of families receive none. When money is scarce, even those who make it to school are frequently withdrawn, according to the research. Furthermore, due to a lack of restrooms in schools and sufficient menstrual hygiene management facilities, more than 23 million girls drop out of school every year. Then, because women are expected to be domestic, they are frequently forced to stay at home and care for children and the elderly. In India, women dedicate approximately five hours each day to unpaid care work, whilst males invest only half an hour. "Women miss out on opportunities to participate in paid labour or are obliged to undertake paid labour as a result of their disproportionate burden of unpaid care duties," according to the research. The death of a schoolgirl raped on a Delhi bus highlights the gravity of India's gender issues. Because of the numerous interrelated concerns, this is a topic that is difficult to describe. As a result, I'll attempt to explain a few of them briefly.

2. FEMALE FETICIDE AND FEMALE INFANTICIDE

The act of aborting a baby because it is a female is known as female fetalicide. In India, sex-specific abortion is a major issue. Despite the fact that abortion is illegal, the number of abortions performed by medical experts has grown to the point where it has become a business. Female infanticide refers to the killing of a female baby or young child. Suffocation, poisoning, and other methods of murder could be used. Such activities can also be passive, in which no effort is made to feed her or to care for her overall health, resulting in complete neglect.

3. MARRIAGES

In India, arranged weddings account for the vast majority of marriages. In India, this practise is lawful, but marriage is not permitted until men and women reach the ages of 21 and 18, respectively. Despite the fact that many marriages take place between partners who are under the age of marriage, the families involved are often very happy. According to UNICEF, rural India accounts for 56% of incidences of early marriage, while cities account for 29%. According to popular thinking, it is helpful to the daughter since she will become more

accustomed to the arrangement and will adapt to her husband's family more quickly.

She lives with her husband's family after the wedding. The only thing I've wanted since then is a boy. conceiving a male kid would earn the wife praise from her family and be celebrated as a triumph. If she has a daughter, the husband's family may place responsibility on her, leading to maltreatment and physical and psychological harm. Because of the powerful beliefs that surround female birth, they could tell her to commit suicide.

4. EDUCATION

Education has been free for all children between the ages of 6 and 14 since the new law was passed in 2010, but it is not compulsory; this implies that children have the right to education but not the responsibility to attend. Many females do not attend school because their parents prefer to send their sons, who are their future. The women must assist with housework at home.

5. SLAVERY, TRAFFICKING

Every year, tens of thousands of Indian girls are abducted for purposes such as human trafficking, enslavement, and prostitution. Surprisingly, in some states of India, there are not enough girls or women to marry. As a result, a new trend in India has emerged: the abduction of women or girls from neighbouring states or countries, such as Bangladesh or Nepal. Families spend a lot of money on a woman or girl who will be theirs for the rest of their lives. The threat from the family who bought the child is considerably harsher than usual; the kidnapped woman has no rights.

Other women believe that working in a different state or in the capital will provide them with a better lifestyle, but the fact is that their conditions are worse, and they are frequently left feeling tricked. They are compelled to work without pay from dusk to dawn and live in deplorable circumstances. As a result, some of them have turned to prostitution as a means of livelihood. India is a vastly complex country with equally complicated problems.

Women are revered as goddesses in India. The issues they experience, on the other hand, demonstrate the polar opposite of this idea. On the one hand, they worship them as goddesses, but on the other hand, they mistreat and dismiss them. Women in India have always had to deal with some sort of social issue. People changed, and problems changed with them; they didn't go away, but they did change. To help our country grow, we must recognise these issues and take action quickly.

GWC 015

SOCIAL AND ECONOMIC ISSUES OF INDIAN WOMEN: PROTECTION UNDER INDIAN CONSTITUTION

Dr. Shaheema A S

Assistant Professor, SDM Law College and Centre for Post Graduate Studies and Research in Law, M.G Road, Kodialbail, Mangalore, Karnataka.

1. INTRODUCTION

Before the adoption of the Indian Constitution, Indian women suffered from various social evils like the sati system, child marriage, purdah system, devadasi system, restriction on widow remarriage, female infanticide, dowry system, domestic violence, trafficking and so on. On the one side, all these social evils were trapping women and on the other side, they were not given any chance for economic independence. The great personalities and social reformers of India such as Mahatma Gandhi, Raja Ram Mohan Roy, Swami Dayananda Saraswathi, Ishwar Chandra Vidyasagar, Jyoti Rao Phule and Dr. B.R Ambedkar worked hard to relieve Indian women from the clutches of all these social stigmas. After the adoption of the Constitution of India, the Indian women got empowered with social and economic rights in all walks of their life they are freed from all clutches of social stigmas.

2. PROTECTION OF WOMEN UNDER INDIAN CONSTITUTION

The Indian Constitution empowers women with freedoms, protection, fundamental rights, duties and favourable legislation. Article 14 of the Constitution guarantees equality before the law and equal protection of the law without any sort of discrimination. Women are empowered with all opportunities along with men in social, economic, political, cultural and other related fields based on equality. Art. 15 (1) prohibits discrimination and Art. 15(3) provides to make any special provisions on women. Art.16 provides for equality of opportunity for both men and women in the matter of employment under any office. Art. 39(a) direct the state to make policy for securing economic equality for women with that of men with the right to adequate means of livelihood and 39 (d) provides for equal pay for equal work for both men and women. Further, Art. 39 (e) directs the state that certain principles are to be followed about the health and strength of workers, men and women. Art. 42 directs the state to provide a just and humane condition of work and to provide maternity relief showing concern for the health and economic security of women. Poverty is the hindrance to all human developments so Art. 46 having the education and economic interest of weaker sections of society provides social justice and protection from all forms of exploitation. Article 47 showing the health concern directs the state to raise the level of nutrition and the standard of living of all people. Art. 243 D (2) provides that not less than one-third of the total number of seats in panchayat elections to be reserved for women

belonging to the SC and ST women. Art. 243T (3) provides that in every Municipality seat to be reserved for women and not less than one third including seats reserved for SC and ST women out of total number seats to be filled by direct election. Further, Art. 243T (4) provides for reservation of office of Chairperson in Municipalities for women.

The Constitutional mandates on women have been continuously upheld by enacting various legislation in India to safeguard the women such as the prohibition of Child Marriage Act, 2006, The Immoral Traffic (Prevention) Act, 1956, The Medical Termination of Pregnancy Act, 1971, Equal Remuneration Act, 1976, The Commission of Sati (Prevention) Act, 1987, The Maternity Benefit Act, 1961, The Dowry Prohibition Act, 1961, The Protection of Women from Domestic Violence Act, 2005, Equal Remuneration Act, 1976 and so on. Besides several other initiatives have been taken to safeguard women such as the National Commission for Women, the National Plan of Actions for Girl Child, the National Policy for the Empowerment of Women, etc.

3. CONCLUSION

Overall, with the efforts of social reformers and the adoption of the Constitution of India the Indian women have been empowered with educational, social, economic, civil, political and cultural rights. Hence, Indian women are now able to overcome all social and economic issues with the strength the Indian Constitution has provided to them.

GWC 016

WOMAN, YES YOU CAN MAKE A CHANGE

Prof. Dr Queen Elizabeth Lucas-Afolalu

Global Inspirational Speaker and Adviser,
Director/CEO of Yes You Can International

1. INTRODUCTION

The Truth is, situation and circumstances will only make us stronger, better and wiser, even if it feels difficult as it might sometimes be and it could be a great opportunity for us to learn, to succeed and achieve our goals and fulfil our dreams, always remember, no condition is permanent and it shall be over soon, nobody stay at the bus stop, the traveller continues her journey, no matter how unpleasant it may look like and what he goes through while waiting at the bus stop.

2. SELF-ASSESSMENT QUESTIONS

- Have you been broken before?
- Have you found yourself in the middle of-crossroad and don't know what to do, where to go and who to ask for support?
- Have you been disappointed and discouraged and belittle before and it seems there is no way out to rise up and achieve with other people?
- Have you lost hope on a particular situation?
- What is stopping you to attain, achieve and fulfil your dream?

3. THE MOMENT OF TRUTH

Remember, No one can stop you nor limit you. It is time to know who you are and your purpose on earth, it is not too late to recognise your gifts, talents and ability and start to discover and develop, always remember what you discover and develop will make you to be fulfilled, satisfied and perform well. You are precious, unique, special, intelligent, clever, creative, resourceful, industrious, peace maker, dreams builder and helper, emotion support, manager of emotions, money and resources. You are also a woman of wisdom, woman of beauty, role model, inspiration, influencer, woman of substance, woman of greatness, so let me challenge you today, know your purpose and your passion, speak out and stand out. Woman Know, understand and exercise your rights and support other women too, educate yourself and occupy your place. Malcom X said, "Education is our passport to future, for tomorrow belongs to the people who prepare for it today" Empower and Educate yourself to support others.

4. CONCLUSION

It is not difficult to change, it is possible to adapt to change. Let me leave with you my Inspirational Nuggets of Wisdom -Desire to become better in life by changing your mindset, set goals, take actions and get better. Dream to change; Decide to change; Determine to change; Discipline yourself for change; be Diligent and consistent to change and above all Develop positive habit to change. Yes, you can change the system, adapt the change and learn new skills. Discouragement and disappointment and distraction, destruction may try to pull you down but don't give up, don't quit for you are the next on the list, to be remembered and be favoured. Never give nor quit. In every challenge of life there is always a way out, in every situation of life there is always a way out, in every problem, there is solution.

Finally, this is our time as women to glow, to radiate from the inside, to flourish and shine. Women, let us unite together to make the world better place. The world is waiting for you and me, the world is waiting for us to make a change. We are the change the world is waiting for, we gave birth to this world and with wisdom and knowledge and a power, we can make a change, this is our time to stand together and speak out, shout loud and shine.

And Yes, We Can!

GWC 017

PROMOTION AND SIGNIFICANCE OF WOMEN'S EDUCATION IN INDIA

Dr.R.Thangam

Assistant Professor of English, Seethalakshmi Achi College For Women, Pallathur, Alagappa University.

1. INTRODUCTION

The significant unit of society is a woman. As women makes a family, family makes a home and homes make a society. So we should never think that a society would come into existence without the input of women. The complete responsibility lies on the shoulders of the male to educate and motivate the females to step forward and to play their role in developmental processes of the family. Education is a critical input in human resource development and is important for the country's economic growth.

Women are the inherent part of our society and cannot be rejected due to their less power and authority. They are created as a companion for men and men have to make her walk with them in the course of life. She plays roles as a mother, a sister, a daughter, a wife. They play their roles with great responsibilities in upbringing of a healthy solid society.

Women education in India plays a key role in the social and economic development of the country. Educating a woman uphold her life as well as the quality . It is a fact that any educated woman will definitely help the education of her children especially a girl child and provide a good guidance to her children. An educated woman will easily create an independent and progressive outlook in her children. An educated woman in a society like India will assist in reducing the infant mortality rate and control the birth of the population.

Education is something women today often take for granted and they do not think about all of the hard work it took to attain right to education. In the past, women with little education often hope that they were not capable of things like participating in politics, having a carrier or even having property. Education is very much connected to women's ability to form social relationships on the basis of equality with others and to attain the important social good of self-respect.

The chances of women in many sectors of the Indian economy have been improved by the provision of educational opportunities for girls and the acceptance of women's rights in the workplace, but female representation in the economy still remains low. The women are stopped by both internal and external barriers which keep them from advancing to leadership. Internal barriers included the effects of socialization and sex stereotyping. External barriers

derived from the structure of the education system that locked women into low-power, dead-end jobs, and limited their performance and opportunities as a result.

A choices for career development made by female student in India confirmed the many barriers women must overcome before assuming leadership roles in the education system, including family commitments, low self-esteem, and lack of opportunity and encouragement within the educational administration system. Facilitating the participation of women education, field staff, scientists, academic personnel and policy makers in conferences, workshops and exchange visits. Women are not only for home-making and child-rearing but they must also be given opportunity to put their hands a little forward in building up of a good solid society. Therefore, by promoting education among women, India can achieve social and human development, and gender equality.

GWC 018

WOMEN'S SOCIAL AND ECONOMICAL ISSUES AND CHALLENGES

Sr. Dr.Vijaya @ Sabin Mary

Vice Principal & Assistant Professor, Department of English, Idhaya College For Women, Sarugani, Sivagangai Dist, Tamilnadu.

1. INTRODUCTION

Women are the most beautiful and blessed creation on this earth. Women are covered by almost all the virtues and play a vital role in all the places. Women are called as multitalented and without their presence this world and family are Zero. “**A valuable woman can do many things, except for anything that does not add value to humanity.**” A woman of value does not rely on others to recognize her own value. Even though they are recognized in the society, but some matters affect and touch women more than others.

2. SOCIO-ECONOMIC ISSUES & CHALLENGES

Important issues related to women health are malnutrition, gynecological, obstetrics, preterm birth and lack of post-partum care. It is hard truth that both in developing and under developed countries issues related to maternal Health Care are similar. There are three contributing factors poverty, malnutrition, and sanitation which are responsible for ill health. Lack of education is responsible for very low socio, economic and cultural development in country with majority of the population is living at or below the poverty line. Some of the major causes for malnutrition in India are economic inequality that can be finished only by making and implementing new education and housing policy, law for work and wages, legal system to provide equal rights to share resources, income, economy and development of a self sustained self-governing system.

There should be new policies and programs be launched to upgrade the socioeconomic status of women. Gender violence against women should be minimized. Hence, there is a need to provide knowledge of geography, climate, and natural resources, access to new technologies, communication methods, cultural methods to transform the mind, body and soul of women for thinking at global level, make successful behaviors for increasing productivity, economic growth and prosperity. Women should provide equal opportunity in education, entrepreneurship, social and religious activities, law making, external affairs, defense, and political decisions at regional and national levels. When given the right support, women have shine brilliantly in every field.

Even in India, we have seen women handle diverse roles, be it a Prime Minister, [Astronaut](#), [Entrepreneur](#), [Banker](#) and much more. Further, women are also considered the backbone of a family. We must boost their confidence to make them capable enough to take their decisions in every phase of life and this is how we can strive towards bringing women empowerment.

3. CONCLUSION

Today, we are witnesses to a generation of women who break stereotypes of what a female can or can't do. From Michelle Obama to Sonia Gandhi, Aung San SuuKyi to Irom Chanu Sharmila, Angelina Jolie to Aishwarya Rai Bachchan and Melinda Gates to Nita Ambani, today women lead the way. A very few women speaks about their strengths and concerns. What they care about and the changes they'd like to see for the future. These women disclose what it means to be a woman in today's world, and celebrate the different facets of womanhood. They speak loud about important issues like career, family, freedom, security, and beauty. It will also important for self motivation, freeness in thinking, relieve from bondage, decision making capability and for making women self-dependent. All women must realize their power, strength, courage, faith and so on. If women wake up from their stereotype definitely they will bring peace, harmony and joy to this world.

GWC 019

TRIALS AND TRIBULATIONS OF WORKING WOMEN'S IN THE SOCIETY

Dr.S.Selvarani

Head & Associate Professor, Department of Commerce, Idhaya College For Women, Sarugani Sivagangai Dist, Tamilnadu.

1. INTRODUCTION

In the contemporary world, women are no longer lag behind in terms of career. They are keeping themselves shoulder to shoulder with their opposite sex. However if a woman is working lady(going outside for earning money) she expected to do multi task such as take care of family, do household chores, etc. Working women refers to those in paid employment such as lawyers, nurses, doctors, teachers, secretaries, daily wage laborers, etc. There is no profession today where women are not employed. However, it is true that working women have to face problems by virtue of their sex. For centuries, women have been subjected to exploitation and torture physically, sexually and mentally. There are innumerable challenges and problems faced by them both at home as well as work place. Some of them are explained below.

Discrimination at Work:

Women are discriminated at every stage of their working sphere. They are often deprived of promotions and growth opportunities at work places.

Challenges to Safety & Dignity:

If any women work beyond office hour the society will put a question mark on her dignity & moral. Moreover sometimes they hesitate to work late night due to insecure social environment.

Balancing Between Home and Work:

In today's modern era women is working to provide financial support to her male counterpart. Even if she works, she is expected to cook food, take care of kids and all other household duties. This busy schedule deprives her of peace, rest, sleep, independent thinking and luxury life.

Male Ego:

One of the toughest challenges for working women is to manage and cope with the ego of her male counterpart as wife/colleague. In many cases this attitude of male counterpart creates disturbances in family life which lessens her self-confidence.

Unequal Opportunities in Job:

One of the most unfortunate challenges for women that they are subject to continue at work as such despite having required qualifications, skills, talent, hard work and performance and she is overlooked as well as low rated in comparison to her male colleagues.

No Ownership on her Own Earning:

In most of the families, especially middle class, upper middle class and lower middle class, it seems that the income of the woman either goes in the hands of her father or husband, rather than in her own hands.

Sexual Harassment:

A major problem faced by the working women is sexual harassment at the work place. Every day when a working women steps out, she is subjected to a lot of sexual abuses and harassment directly or indirectly during travelling, in office, in field, in canteen, in outdoor meetings etc. She is abused verbally, physically as well as symbolically by her colleagues, higher authority, subordinates etc.

2. CONCLUSION:

The society and the family are two crucial institutions that can put its effort to raise the status of the Working Women in India. The husband and other family members need to be supportive to the woman who works outside the home. They need to share the household responsibilities to give opportunity to utilize her skills beyond the home. India being a traditionally patriarchal and male-dominated society, without the positive and liberal mindset of the average Indian male to encourage the working women, a real elevation of the working women's status in the society is going to remain a distant dream. Primarily women need to be more assertive and aware of their own rights at home as well as at work place. Secondly, implementation of policy must be monitored closely and the data of the women's participation in the organization must be reviewed regularly. This will ensure that the top management remains informed about any gender disparities within the organization, and measure can be taken accordingly to close such gaps.

GWC 020

THE FEMINISM MOVEMENTS IN INDIA

Dr.S.Sobitha

Assistant Professor, Department of Commerce, Idhaya College For Women, Sarugani Sivagangai Dist, Tamilnadu.

1. INTRODUCTION

The people who believe that we do not need feminism today, but nothing could be further from the truth. Women have struggled for equality and against oppression for centuries. The concept of feminism reflects a history of different struggles, and the term has been interpreted in more complex ways as understanding has developed. In general, feminism can be seen as a movement to put an end to sexism, sexist exploitation, and oppression and to achieve full gender equality in law and in practice. The women's movement began to develop in North America, mainly because women there were allowed to go to school earlier than in Europe. The first activists travelled around North America and fought for the end of both slavery and women's oppression. They organized the 'First Women's Rights Convention' in 1848, and continued to campaign to improve the social position of all women.

First wave of feminism activism included mass demonstrations, the publishing of newspapers, organized debates, and the establishment of international women's organizations. By the 1920s, women had won the right to vote in most European countries and in North America. At around the same time, women became more active in communist, socialist and social democratic parties because increasing numbers of women began to work outside the home in factories and offices. Women were first allowed to go to university in the early 20th century, having both a career and a family. In certain countries, when fascist parties gained power the feminist movement was banned.

Second wave of feminism aimed to achieve 'women's liberation', different groups had different ideas about how this should be done. Liberal feminists wanted better equality laws and reform of institutions such as schools, churches and the media. Radical feminists argued that the root cause of women's inequality is patriarchy: men, as a group, oppress women. They also focused on violence against women by men and started to talk about violence in the family, and rape. Socialist feminists argued that it is a combination of patriarchy and capitalism that causes women's oppression.

Third wave of feminism can be characterized by an increased awareness of overlapping categories, such as race, class, gender, sexual orientation. More emphasis was also placed on racial issues, including the status of women in other parts of the world (global feminism). This was also a moment when a number of feminist non-governmental organizations were

established, but focusing on specific feminist issues, rather than claiming to represent general feminist ideas.

Fourth wave of Cyber feminism is considered to be a predecessor of ‘networked feminism’, which refers generally to feminism on the Internet: for example, mobilizing people to take action against sexism, misogyny or gender-based violence against women. The online movement #metoo in 2017, which was a response on social networks from women all over the world to the case of Harvey Weinstein, a Hollywood producer who was accused of sexually harassing female staff in the movie industry.

2. CONCLUSION:

Women’s rights should not be seen as special rights: they are human rights enshrined in international human rights treaties and other documents, and include such rights as freedom from discrimination, right to life, freedom from torture, right to privacy, access to health, right to decent living conditions, right to safety, and many others. However, there are also women rights instruments that take into account the specific situation of women in society with regards to accessing or exercising their women rights, or which aim to protect them from violence.

GWC 021

WOMEN'S SOCIAL AND ECONOMICAL ISSUES AND CHALLENGES

Dr.M V SUBBARAO

Professor in Commerce and Management Studies, Department of Humanities and Basic Sciences, Godavari Institute of Engineering and Technology (A), Rajahmundry, Andhra Pradesh

1. INTRODUCTION

Women's social and economical status has been an issue of immense discussions and observation over the last few decades world wide. This has been become as an agenda on the top of the list of most government plans and programmes as well. Efforts have been made on a regular basis across the country and world to address this issue and enhance the socio-economic status of women. However, it has been observed that most of the policies and programmes view empowerment in the socio and economic sense only working in the belief that economic self reliance empowers women ignoring other variables like health, education, literacy etc.

2. ISSUES AND CHALLENGES OF WOMEN

Women were denied almost every freedom, they were Denied of Property Ownership and Inheritance, they were denied of education, spouse selection, remarriage, social movement etc. Women were denied almost every freedom, they were **denied of property ownership and inheritance**, they were denied of education, remarriage, spouse selection, social movement etc. When in the early days, especially in India there were severe issues like the sathi sahagamanam, no widow remarriage, devadasi system and more. There are new issues that women face in the present state of affairs. But these are still as severe as the early ones and making the women feel inferior. Violence against women is very mausoleum issue faced by women accross the globe. They also have the issues of gender discrimination in almost every place especially in the work place, and are not considered equal to men. Similarly, women do not get equal pay as men for doing the same work. Above all, there are innumerable challenges and issues that women face that **concern physical and mental health**. The problems like lack of education, improper health facilities rape, sexual harassment, dowry-related problems, domestic violence etc.

3. CONCLUSION

In recent years ,the advancement and empowerment of women has been recognized as the central issue in determining the status of women. In India 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 73rd and 74th 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. The steps like **Pradhan Mantri Ujjwala Yojana meant to offer free LPG connections** to women living below poverty line. Mahila Haat meant to support women entrepreneurs and women self help groups. Rajiv Gandhi National Crèche Scheme for Children of Working Mothers meant to provide affordable daycare services to working women, also have been taken by Government of India. Finally I can say that any Nation will be developed only when schemes and plans what are prepared for the enrichment of women in all aspects have to be implemented properly .

GWC 022

THE CONSTRAINTS WHICH ARE FACED BY THE WOMEN

C. Sharmilla Devi

M.Phil Scholar, St.Mary's College (AUTONOMOUS), Thoothukudi.

“A Woman is Like a Tea Bag – You Never Know How Strong She is Until She Gets in Hot Water.”

– Eleanor Roosevelt

1. INTRODUCTION

Since ancient times women are facing problems. Their oppression is persistent and universal and its solutions are complicated. Many prophets of women's emancipation have come and gone, but discrimination against women and violation of human values still persists. Gender issue is basically one that affects women directly or indirectly. In other words, any social evil perpetrated at the cost of women, any law or custom that reinforces and institutionalizes women's inferior status in society, or any event or series of events that affects large number of women can be regarded as a gender issue.

Women constantly suffer from discrimination in all fields of her life before and after coming on this earth. Discrimination is a deadly disease. More women and girl children die each day from various forms due to gender-based discrimination and violence than from any other type of human rights abuse. Every year, according to the UN Children's Fund (UNICEF), more than a million infant girls die because they are born female. Every year, because of discrimination, millions of women are mutilated, battered to death, burned alive, stripped of their legal rights, and bought and sold in an unacknowledged but international trade as slaves for domestic or sexual purposes. Because of their gender women are at risk of a range of violent abuses by private organizations and individuals.

In recent years there has been an alarming increase in cases of dowry deaths, sexual violence, and harassment of women, which reveals a largescale societal breakdown. Women are still found in least paid jobs, long-working hours, and bearing full responsibility, for the home also by fetching fuel and water, by doing work in family production units, without being paid for labour, by bringing up children and looking after the sick and the aged. She does lots of thankless jobs silently.

The social constraints eventually lead to economic constraints of women. Cybercrimes affect the women. Most women are often humiliated in the social networking sites and other applicants of the internet which create a fear psychosis among the women in general to avail

the opportunities in free and fair.

A broad-based political participation of women has been severely limited due to various traditional factors such as caste, religion, feudal attitudes and family status. As a result, women have been left on the periphery of political life.

Twentieth Century has brought a great change in the life of women all over world and 21st Century is the century of women. Woman's attitudes, values, inspirations, ways of feelings, standards of behaviour and acting for effective participation in all walks of life are becoming reality. Rays of hope are becoming brighter and radical changes in and through women's thrust in socio-economic and political process, will be instrumental to healthier, happier and progressive state in near future. The only and most appropriate way to solve the problems of women is to change the position of the women in society and make her equally responsible for the well-being of the social order.

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GWC 023

THE OPTIMISTIC REVOLUTION

S.R.Veronica Valli

Research Scholar, Department of Mathematics, A.P.C. Mahalaxmi College for Women, Thoothukudi, Tamilnadu, India.

1. INTRODUCTION

While it might seem like the world is progressing and there's a rising involvement of women in the workplace, the reality is quite different. Women continue to remain under-represented at many levels, starting from entry level to the sector positioning peaks. The framework illustrates that gender interacts with the social, economic and biological determinants and consequences causing adverse effects over lives of women. Violence against women – particularly intimate partner violence and sexual violence – is a major public health problem and a violation of women's human rights. It can negatively affect women's physical, mental, sexual, and reproductive health. The health sector has an important role to play to provide comprehensive health care to women and as an entry point for referring women to other support services they may provide to take utmost care of those in need.

On the other scale, what's interesting to see is that the women with greater confidence and a strong inner self come out more stronger crossing out all the hurdles. The one's with a lack of support, deprived of the basic needs like education are seen to struggle a lot for survival. Employment sector has been both a boon and a ban to women's lives. They face struggles which both pulls them up when in need and also pushes down when in harder times. Empowerment is being spoken up at every nook and corner yet the upliftment is still a question mark. Hence "the process is slow, yet isn't and can't be stalled ever."

GWC 024

THE GLOBAL LANDSCAPE OF WOMEN EMPOWERMENT

R. Pranchana¹ and Dr. S. Sudhamathi²

Research Scholar¹ and Assistant Professor²

^{1,2}Alagappa Institute of Management, Karaikudi- 630004, Tamil Nadu, India.

“Women have discovered that they cannot rely on men’s chivalry to give them justice” (hellen killer)

Women's Social and Economical issues of when in the early days, there were severe issues like the Sati system, no widow remarriage, devadasi system and more. While most of them are not prevalent now, there are new issues that women face. They may be not the same but they are still as severe as the early ones. They hinder the growth of a country and make the women feel inferior. Firstly, violence against women is a very grave issue faced by women in social and economical. It is happening almost every day in various forms. People turn a blind eye to it instead of doing something. Domestic violence happens more often than you think. Further, there is also dowry-related harassment, marital rape, genital mutilation and more. Next up, we also have the issues of gender discrimination. Women are not considered equal to men. They face discrimination in almost every place, whether at the workplace or at home. Even the little girls become a victim of this discrimination. The patriarchy dictates a woman's life unjustly

Women empowerment is all about making women both socially and financially independent. It is a process in which women make their own independent decisions. When women are entitled to decide, it gives them a sense of empowerment and more worth. Providing proper education to a girl child is the main agenda of women empowerment. It also includes educating working women and engaging them in menial jobs. Empowered women can contribute to nation- building by joining various sectors.

Women in every part of the world are an important entity as they have the power to shape the youth of the nation. Women are strong but they have to face many problems since their birth. Basic human rights also struggle for women in social and economical issues. The right to work equally in their own space is not possible as there are often biased decisions on her work as she is a female

This study conclude that, despite all these obstacles, the women standby herself in the face of all obstacles but apart from there are so many problems in day today, but women have achieves in all fields.

GWC 025

WOMEN EMPOWERMENT ISSUES AND CHALLENGES

Mrs. I. VALLIAMMAL

Assistant Professor (T), Department of Mathematics, Manonmaniam Sundaranar University, Tirunelveli-12, Tamil Nadu, India.

1. INTRODUCTION

Indian culture gives women the utmost respect. Many Gods are female, and they have been worshiped as a deity of many faithful people. The goddess of wealth is Laxmi, the goddess of wisdom is Saraswathi. Women are the epitome of wealth and power. Women play an important role in society, and the whole family is dependent on women for their daily activities. They play the role of mother, wife, homemaker, cook, teacher, friend, nurse all at the same time while catering to everybody's needs.

The women who are in a job have to also fulfill the job responsibilities while managing home and family. The life of the woman is very hard, but she gets little or no appreciation. There are a lot of women who are extremely talented and multitaskers but have no recognition in society.

2. GENDER INEQUALITY:

One of the major hindrances in the growth and advancement of women is gender inequality. This means that we treat males and females unequally, even for the same task. This is generally in the case of rural societies. A male child is always encouraged by family to go to school, while the female child is told to learn household works.

Domestic Violence:

As divorce is still a taboo in Indian society many women are suffering from abusive marriages. As they are not empowered, they fear to stand up for their right. If we want to empower women then domestic violence has to be stopped at any cost.

Economic Independence:

As females were given poor education or no education, they are not able to get good jobs. Thus, either they have to stay at home or do lesser paid jobs. Thus, the male always remains the bread earner of the family. So, the women hardly get economic independence.

If we wish to see a nation that develops economically on the global front, then it's very important to have "Women empowerment". The actual women's empowerment will come by making the women economically independent.

Women and Education:

Quality Education is the key to women's empowerment. Slowly, with the increase in literacy level and awareness, society has started giving importance to education. Many parents today want to educate their daughters equally to their sons. Many women today are scientists, lecturers, etc.

Women and Decision Making:

Women empowerment also means that society will also accept women as decision-makers for the economic and financial decisions of the family. We shall encourage women from all sections of society to make their own decisions. They need not take permission from men.

3. CONCLUSION:

The government and several NGOs are making efforts to empower women by creating awareness. The government is running many projects for education and skill development of women so that can get economic independence.

Thinking of society is also changing slowly. More and more number of women are getting a quality education. But the true meaning of women's empowerment will be achieved when gender inequality will be eliminated. We need to give equal opportunities to women for equal pay, equal respect as equal to men. We look forward to such a nation.

GWC 026

EMPOWERING WOMEN ON EMOTIONAL INTELLIGENCE

Dr. M. Parimala Fathima

Assistant Professor, College of Education, School of Education, Alagappa University, Karaikudi, Sivaganga District,Tamil Nadu.

1. INTRODUCTION

Emotional Intelligence can be understood as the ability to manage ourselves and our relationships through understanding emotions in us and others and applying this knowledge to our lives. Emotional Intelligence is the ability to perceive emotions; to access and generate emotions to assist thought; to understand emotions and emotional knowledge, and to reflectively regulate emotions to promote emotional and intellectual growth.” This ability has shown its usefulness in many areas of life. Going in the social realm, one area which needs to be worked upon in our country is developing and empowering fifty percent of our population i.e. women. The status of women in India has been subject to many great changes over the past few millennia. From equal status with men in ancient times through the low points of the medieval period, to the promotion of equal rights by many reformers, the history of women in India has been eventful. In modern India, women have adorned high offices in India including that of the President, Prime minister, and Speaker of the Lok Sabha, etc. Still, women have been programmed by their parents and by society to think and behave in a certain way- to be women, with all the rules, regulations, and frustrations. Some are very content to play that role. Many others are not. Accepting and repeating the behaviors and beliefs of parents is the perfect example of how learning takes place. What women lack as a result of this process is self-worth and self-esteem. When self-worth is strong women will not accept the position of inferiority and abuse. Women need to release the anger and blame, the victimhood and powerlessness they have been carrying within themselves for so long. And this is where Emotional Intelligence steps in. All over the world psychologists find more and more areas of its applicability where it shows positive results. The untouched area of women's empowerment needs the immediate attention of social scientists. A review of the literature reveals that though the mention of the two concepts together is visible the direct application of Emotional Intelligence through intervention programs is not found. No attempt has been made to design and implement such programs.

GWC 027

SOCIAL COGNITION OF EMPOWERING WOMEN

Dr. M. Sanmuga Revathi

Assistant Professor, College of Education, School of Education, Alagappa University,
Karaikudi, Sivaganga District, Tamil Nadu.

1. INTRODUCTION

Empowerment refers to power: the ability of people to control their destinies. There is no universal definition of women's empowerment as many aspects of countries and regions influence it. According to The World Bank, 'Empowerment is the process of increasing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. So, one definition of women's empowerment could be changing in women's lives over time through their active participation in a process that gives them control of power and resources. Empowerment dynamics are complex and multidimensional, linked at macro, meso, and micro levels. Macro-level dynamics directly affect the meso level and occasionally the micro-level (i.e. individual or domestic). A connection from macro to meso to micro is needed to ascertain women's empowerment intervention. The central point of gender-based discrimination and the goal of empowerment is the domestic or household level because of the power relation in the family hierarchy. Power dynamics can be analyzed by an individual's access to and control of different spaces within the domestic level. In addition to the interrelated physical, economic, socio-cultural, political, and non-physical spaces, technological empowerment is important. The mental or psychological space of women (the feeling of freedom that allows a person to think and act) remains the most critical issue since it has a complex relationship with non-mental spaces. If interventions increase women's level of confidence and self-esteem, then a process of empowerment has begun, whether the expansion in the economic space exists or not.

GWC 028

ICT EDUCATION TO EMPOWERING WOMEN

Mrs. E.M.N. Sharmila

Arts and Crafts Instructor, College of Education, School of Education, Alagappa University,
Karaikudi, Sivaganga District, Tamil Nadu.

1. INTRODUCTION

Information technology has become a potent force in transforming social, economic, and political life globally. More and more, development strategists see the need for developing countries to embrace information technology both as a way to avoid further economic and social marginalization as well as to offer opportunities for both growth and diversification of their economies. Women within developing countries are in the deepest part of the divide, further removed from the information age than are the men whose poverty they share. The gender gap in the digital divide is of increasing concern; if access to and use of these technologies is directly linked to social and economic development, then it is imperative to ensure that women in developing countries understand the significance of these technologies and use them. If not, lack of access to information and communication technologies becomes a significant factor in the further marginalization of women from the economic, social, and political mainstream of their countries and of the world. Without full participation in the use of information technology, women are left without the key to participation in the global world of the twenty-first century. ICT can be a powerful catalyst for political, social, and types of empowerment of women, and the promotion of gender equality. The Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in 1995 drew attention to the emerging global communications network and its impact on public policies, as well as the attitudes and behavior of individuals. It called for the empowerment of women through enhancing their skills, knowledge, access to and use of information technologies. It also included a strategic objective: "Increase the participation and access of women to expression and decision making in and through the media and new technologies of communication".

GWC 029

EMPOWERING WOMEN ON ENVIRONMENTAL ETHICS

Dr. G. Rajeswari

Assistant Professor, College of Education, School of Education, Alagappa University,
Karaikudi, Sivaganga District, Tamil Nadu.

1. INTRODUCTION

Women bring in a different perspective to the sustainability solutions since they are more vulnerable to environmental degradation and climate change. They have different ideas and concerns for change since the problems they face firsthand are different than the global problems. Taking them into account is equally important to achieve a state of sustainability. To get this, it is important to have empowered and educated women in decision-making roles at all levels. This must not add up to their already burdening responsibilities. Understanding the need to take time off for themselves, family or community is imperative for their efficient growth. Women and nature are assumed to possess an infinite capacity for self-maintenance and self-regeneration. This is why, in a world where progress is measured by GDP and economic growth, contribution by nature and women are unaccounted for. To reach the global potential of sustaining harmony with nature, we need a transformation in economic thinking and new definitions for measuring progress. A system based on different values with equality and sustainability at its core across politics, business, and media is what we need to make real impactful progress. Women are not merely passive victims of climate change and environmental degradation. With women being likely to benefit most directly from environmental conservation, protection, and improvement, there is clear evidence that such benefits are passed more completely to their communities than those experienced by men, including through a greater positive impact on the nutrition and education of their children. Thus, positive environmental outcomes for women are an important means to ensure sustainability for all.

GWC 030

EMPOWERING WOMEN ON PHYSICAL AND MENTAL WELL-BEING

Dr. A.Rube Jesintha

Assistant Professor, College of Education, School of Education, Alagappa University,
Karaikudi, Sivaganga District, Tamil Nadu.

1. INTRODUCTION

Mental health in all stages of life plays an effective and important role in the national and ideal goals of every society. This is especially important for women who make up half of the population and are important members of their families during financial austerity periods. In this regard, changes in social attitudes are one of the methods for improving the mental health of women and reducing their mental problems and are one of the important steps in their empowerment which is a social and multifactorial phenomenon related to factors such as human rights, education, social and financial participation, security, lack of discrimination, equal opportunities, responsibilities, roles and lifestyles and physical, mental, and financial conditions of women. The epidemiologic and anthropological data point to different patterns and clusters of psychiatric disorders and psychological distress among women than among men. The origins of much of the pain and suffering particular to women can be traced to the social circumstances of many women's lives. Depression, hopelessness, exhaustion, anger, and fear grow out of hunger, overwork, domestic and civil violence, entrapment, and economic dependence. Understanding the sources of ill-health for women means understanding how cultural and economic forces interact to undermine their social status. If the goal of improving women's well-being from childhood through old age is to be achieved, "healthy" policies aimed at improving the social status of women are needed along with the "health policies" targeting the entire spectrum of women's health needs. Such an emphasis calls for state gender ideologies that encourage investment in women's health in broad ways, from education to economic empowerment and through legal and political mechanisms that enhance the status of women. It also calls for a concerted effort to improve and enhance social and mental health services and the competence of professionals and programs in concert with the improvement of health services overall. Before we turn to examine policy implications in greater detail, I wish to provide a brief and partial profile of the cluster of problems in the domain of mental health that challenge policy makers committed to mainstreaming a gender perspective in health policy and state ideologies.

GWC 031

INVISIBLE SHACKLES OF WOMEN IN INDIA

Dr. N. Siva Surendra

Professor, Department of Management Studies, PSCMR College of Engineering & Technology, Vijayawada, Andhra Pradesh, India

1. INTRODUCTION

Women in India are considered as Shakti (Power), the source of power itself but in reality, found to be a helpless, unlucky woman, or a mother with very little voice in decision making and very little in the way of her basic choices. Women have long been regarded as irrational people who are expected to work in the kitchens, follow the instructions of their male and female in-laws become caring mothers for children, and ensure, at risk of unpopularity, that employees do their jobs 'well'. Although discrimination and exploitation of women are a global phenomenon, the consequences are devastating in some parts of the world, especially in developed countries, where ignorance, deprivation of health care, and the ever-increasing pressure to change from modern to modern -all combine to increase inequality for poor women to the point of existence.

Women are under a lot of social control and scrutiny that limits what they can say and where and with whom. Cultural measures in almost all public institutions determine the well-being of women indirectly. This has a significant impact on their ability to communicate and express their thoughts. Women's issues have a long history as they currently exist as a serious concern around the world. They have various faces such as rape, kidnapping, murder, forced marriages, early marriages, etc. Overtime, various channels around the world have been used / used to fight the mall through accounts. For them, the all-inclusive media is considered one of the world's most powerful tools for combating women-related issues. Inclusive media such as electronics, printing, and social media are different from each other as their roles are played in different places with different perspectives.

Discussing the empowerment of women is necessary to address the current situation of women in India. I am very much appreciating the organizers for selecting this theme. I hope this conclave shows light on the current issues.

GWC 032

WOMEN'S ERA - CHALLENGES CHALLENGED

S.R.ShimonyRathna Kumari

III B.Sc.Mathematics, A.P.C.Mahalaxmi College for Women, Thoothukudi, Tamilnadu, India.

1. INTRODUCTION

There are innumerable challenges and issues that women face that concern physical and mental health. The problems like lack of education, improper health facilities, gender discrimination, gender pay gap, in equal rights, sexual harassment, dowry-related problems, domestic violence are the most common prevailing troubles of women. About one of every four young women in developing countries had never completed their primary school education. This represents a huge pool of untapped girl power. Also, educated women are more likely to get married later, survive childbirth, raise healthy kids, find work and earn more money, among other positives.

One of the struggles that underlies all of our policy battles is the continued lack of women in positions of power. From corporate board rooms, to the courts and political leadership around the world, the lack of women in senior positions continues to stymie progress on issues from pay to humanitarian aid to discrimination in all its forms. Women have been trying to break away from norms and standards set by society. They have been marching for equal rights and fighting for their rightful place in the world. The sooner we understand that the lack of women in leadership roles holds back not only women, but all people, the sooner we will be able to advance society as a whole. On the whole the struggles and challenges faced by women even in this society facing development day-by-day is real and is adverse. We are in a position to take this issue even more serious to arrive at a solution at the earliest.

GWC 033

WOMEN'S SOCIAL AND ECONOMICAL ISSUES AND CHALLENGES

Dr.C.Thiruvalarselvi

Asst Prof of Commerce, P.S.Y. Arts and Science College, Arasanoor, Sivagangai.

1. INTRODUCTION

Women Empowerment:

Earlier to this women were facing a lot of problems because of male dominated, patriarchal society system, practice of old traditional believes, etc. Women were only responsible to the traditional roles like child bearing and child rearing. In the modern world, where women status has been improved a little while, still they are facing problems. They have to perform both family and professional responsibilities together without the help of their husbands. In some cases, the condition of women becomes more embarrassed when they get tortured by their family members instead of getting help. Sexual harassment is more common at homes as well as in the offices by the family members, relatives, neighbors, friends, boss, etc. They have to suffer a lot in their daily life to nourish their career as well as saving their family relationships.

Women Empowerment: Issues and Challenges

1. **Selective Abortion and Female Infanticide:** It is the most common practice for years in India in which abortion of female fetus is performed in the womb of mother after the fetal sex determination and sex selective abortion by the medical professionals.
2. **Sexual Harassment:** It is the form of sexual exploitation of a girl child at home, streets, public places, transports, offices, etc by the family members, neighbors, friends or relatives.
3. **Dowry and Bride Burning:** It is another problem generally faced by women of low- or middle-class family during or after the marriage. Parents of boys demand a lot of money from the bride's family to be rich in one time. Groom's family perform bride burning in case of lack of fulfilled dowry demand. In 2005, around 6787 dowry death cases were registered in India according to the Indian National Crime Bureau reports.
4. **Disparity in Education:** The level of women education is less than men still in the modern age. Female illiteracy id higher in the rural areas. Where over 63% or more women remain unlettered.
5. **Domestic Violence:** It is like endemic and widespread disease affects almost 70% of Indian women according to the women and child development official. It is performed by the husband, relative or other family member.

6. **Child Marriages:** Early marriage of the girls by their parents in order to be escaped from dowry. It is highly practiced in the rural India.
7. **Inadequate Nutrition:** Inadequate nutrition in the childhood affects women in their later life especially women belonging to the lower middle class and poor families.
8. **Women are Considered as Inferior to Men:** So, they are not allowed to join military services.
9. Status of widows Widows are considered as worthless in the Indian society. They are treated poorly and forced to wear white clothes.

2. CONCLUSION:

“When women move forward the family moves, the village moves and the nation moves”. It is essential as their thought and their value systems lead the development of a good family, good society and ultimately a good nation. The best way of empowerment is perhaps through inducting women in the mainstream of development. Women empowerment will be real and effective only when they are endowed income and property so that they may stand on their feet and build up their identity in the society. The Empowerment of Women has become one of the most important concerns of 21st century not only at national level but also at the international level. Government initiatives alone would not be sufficient to achieve this goal. Society must take initiative to create a climate in which there is no gender discrimination and women have full opportunities of self-decision making and participating in social, political and economic life of the country with a sense of equality.

GWC 034

CHALLENGES OF WORKING WOMEN IN CHANGING ERA OF PANDEMIC

Ranjana D

II –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

The outbreak of the Novel Covid-19 has drastically affected the lives of each and everyone around us. The never-imagined effects of such a pandemic are still being processed by us to adapt in our daily lives and respond to it. The working women globally have to encounter this issue without any promising solution to restore their normal lives.

2. CHALLENGES FACED BY WORKING WOMEN:

COVID-19 is hard on women as compared to men. The pandemic has drastically affected all sectors but most importantly the caretakers and the frontline health workers. With the lockdown taking unemployment rates above the sky, working women are struggling to balance their families and jobs at the same time. This has resulted in a large number of women especially mothers to cut down on their working hours or in some cases, eventually, quit jobs. The majority of women between ages 18 and 64 work. One in four working women has a child under the age of 14 at home. Most women are dependent on their relatives or neighbours to take care of their children while they're at work. With the rapid spread of the virus and the schools closing down, the inadequacy to cater to the needs of child care arises. The mothers are out of ideas to keep their children engaged and focus on their education from home. Because of the pandemic-caused lockdown, many women have got the opportunity to work on their dreams without having to leave their household responsibilities. The work-from-home culture has given them a chance to start their own business be it anything. The women are starting with small start-ups to engage themselves in earning and utilizing their skills into something productive. Many organisations have cut-down the salaries of employees as the economy has suffered too. The low wages and full-time work shifts for women have arisen as a major issue that has led to a disrupted lifestyle for many families where the women are working. These women are working either on a full-time or contractual basis along with taking care of the family, cooking, doing household chores without maids, and managing the family expenses too. The lower wage has lowered the motivation in these women and many of them are dealing with this stress on a daily basis. A fair wage should be offered to these ladies who are juggling their duties to run their homes. This pandemic has created an awareness in the women to take care of themselves and practice self-love.

3 CONCLUSION:

Women are recognising all of the barriers that continue to hold women back. During this pandemic situation, even those limited women's workforce gains threatened to disappear. The job and wage losses will lead to more food security and evictions than families are already facing. Let us pray to the god to show the power and caring by healing people of all ages and stations of life from physical, mental and spiritual ailments. Women face all this problems and lead their lives happily.

GWC 035

LASSIE EMANCIPATION IN MOM-POP BUSINESS

SOWMYA. K

II –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

Women's oppression is an obstacle, powerful and free women created a miracle. Mom and pop business refer to small business entities that are independent or family owned. It is usually operates in a single location. It provides personalized products and services to the local community. The business gain competitive advantages through their personalized products, interactive services, and customer concept of supporting the local economy.

2. MOM-POP BUSINESS VS SUCCESSFUL ENTREPRENEUR:

Current women's economic empowerment interventions are not facing female entrepreneurs. Emerging evidence from recent studies on different capital based interventions, using randomized control trials, present promising interventions to support women entrepreneurs. Similarly, on the mobile savings program substantially increase savings, it did not have an effect on female-owned enterprise profit or sales even when combined with hard business skills, such as business management, basic profitability concepts and record keeping. A successful women's economic empowerment intervention needs more than only access to financial capital and hard business skills. On the other hand, a randomized field experiment on family economy program found that business training significantly increased self-employed men and women's real income with a higher impact for women. That provide production techniques, business organization and administrative skills but also had talks about creation of business plans, networking, establishment of virtual stores and access to new markets components. More importantly, men and women entrepreneurs face inherently different constraints including psychological and cultural factors. Which impedes business growth have different mindset constraints, such a risk aversion and have not caught up in soft skills such as leadership. The success of female entrepreneurs depends on their personal traits and entrepreneurial skills. To truly empower women, policymakers need to address these constraints. Consciousness needs to be shifted overturning internalized constraints and aspirational barriers that keep women in situations of subordination and cultural beliefs about gender and power must be challenged. Big chain stores typically provide standardized products to their customers for better quality control. Mom and pop shops provide more personalized products and interactive services.

3. CONCLUSION:

Give gift cards from your favorite small businesses to encourage others to shop. Share their social media pages to improve their following. Talk about them, word of mouth advertising is some of the best advertising is some of the best advertising small businesses. Take their business cards and then recommend them to a friend. Be a repeat customer, remember small business are the ones who also support local events and schools. More powerful the women, the stronger will be the nation.

GWC 036

VIOLENCE AGAINST WOMEN IN DOWRY DEATH

JAYANTHI.G

II –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

Since ancient times, the marriage of Hindus has required the transfer of property from the bride's family to the groom's family. Dowry violence takes a characteristic form. Following marriage and the requisite giving of dowry, the groom's family makes additional demands for the payment of more cash or the provision of more goods.

2. VIOLENCE AGAINST WOMEN IN DOWRY DEATH:

The *Dowry Prohibition Act* of 1961 prohibits the request, payment or acceptance of a dowry, "as consideration for the marriage", where "dowry" is defined as a gift demanded or given as a precondition for a marriage. Gifts given without a precondition are not considered dowry, and are legal. Asking or giving of dowry can be punished by an imprisonment of up to six months, or a fine of up to ₹5,000. It replaced several pieces of anti-dowry legislation that had been enacted by various Indian states. Murder and suicide under compulsion are addressed by India's criminal penal code. Indian women's rights activists campaigned for more than 40 years for laws to contain dowry deaths, such as the *Dowry Prohibition Act* 1961 and the more stringent Section 498a of Indian Penal Code (enacted in 1983). The death of the victim would come within the term "**soon before**". For such determination, an important factor is the establishment of a "**proximate and live link**" between the cruelty and the consequential death of the victim. Over the years, courts have interpreted the phrase 'soon before' in **Section 304B** as '**immediately before**'.

3. CONCLUSION:

The menace of dowry custom has reached far down in society. Despite making so many provisions practicing of demand for dowry still not stopped. No matter how many laws the government makes it still can't eradicate it fully from the society. To fully eliminate it the people of the society has to understand that it is wrong. By enacting strict laws in society it can be controlled but can't put an end to it because of the unawareness of the laws in the society and also no support from the families. Even if the girl complains to her parents about the torture she faces by the husband's family the parents of the girl opt to compromise instead of bringing it to the light. The laws and support from society together can solve the issue.

GWC 037

WHY HOUSEWIVES ARE NOT CONSIDERED AS EMPOWERED WOMEN COMPARED TO WORKING WOMEN'S

SOWNDARYA.R

II –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

Women empowerment means emancipation of women from the vicious grips of social, economical, political, caste and gender-based discrimination. It means granting women the freedom to make life choices. Women empowerment does not mean 'deifying women' rather it means replacing patriarchy with parity. In this regard, there are various facets of women empowerment, such as given hereunder:— Human Rights or Individual Rights: A woman is a being with senses, imagination and thoughts; she should be able to express them freely. Individual empowerment means to have the self-confidence to articulate and assert the power to negotiate and decide.

2. WHY NEED OF WOMEN EMPOWERMENT:

The most famous saying said by the Pandit Jawaharlal Nehru is “**To awaken the people, it is the women who must be awakened. Once she is on the move, the family moves, the village moves, the nation moves**”. In India, to empower the women, first it needs to kill all the demons killing women's rights and values in the society such as dowry system, illiteracy, sexual harassment, inequality, female infanticide, domestic violence against women, rape, prostitution, illegal trafficking and other issues. Gender discrimination in the nation brings cultural, social, economic and educational differences which push country back. The most effective remedy to kill such devils is making women empowered by ensuring the Right to Equality mentioned in the Constitution of India.

3. WOMEN EMPOWERMENT SCHEMES

- Beti Bachao Beti Padhao Scheme
- One Stop Centre Scheme
- Women Helpline Scheme
- UJJAWALA :

A Comprehensive Scheme for Prevention of trafficking and Rescue, Rehabilitation and Re-integration of Victims of Trafficking and Commercial Sexual Exploitation **5.** Working Women Hostel

4. CONCLUSION :

“When women move forward the family moves, the village moves and the nation moves”. It is essential as their thought and their value systems lead the development of a good family, good society and ultimately a good nation. The best way of empowerment is perhaps through inducting women in the mainstream of development. Women empowerment will be real and effective only when they are endowed income and property so that they may stand on their feet and build up their identity in the society.

GWC 038

WOMEN'S RIGHTS AS HUMAN RIGHTS

VINITHA.S

I –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

Leave their villages for better paid jobs in cities or abroad women get saddled with the form work as well as their domestic chores, when bloated state Enterprises "rationalise" their weak forces, women get laid off before male "heads of home hard". When sweatshops seek underpaid carnal labour. Women are the first to be retired. When the resulting skew in the sex ratio makes for a shortage of marriageable women, a black arises for kidnapped brides.

2. WOMEN'S RIGHTS AS HUMAN RIGHTS:

Women have struggled in every historical epoch and in every part of the world for equal treatment. In the early part of this century, the right of woman to receive an education, to obtain paid employment, to enter professions to vote and to stand for sections were all highly contested issues. Women's ability to enjoy civil, political, economic, social and cultural rights is interlinked with the issue of discrimination. Excluding sex discrimination and violence against women from the human rights agenda also results from a failure to see the oppression of women as political.

3. CULTURE AND WOMEN'S RIGHTS FEMALE GENITAL MUTILATION: CONCLUSION

Most communities have their own rituals which are practiced to respond to or achieve certain social needs and goals, such as protection or purification. "It is usually practiced when young girls are entering womanhood. It is a way of restructuring women's bodies, as a symbol, to adapt to the prevailing social norms, values and traditions with regard to women's sexuality. Such rituals usually interact with other elements of the specific culture, such as religion, which confers sanctity and sacredness on the ritual, so that in the long term the boundary between what is religious and what is ritual becomes vague."

GWC 039

THE LACK OF RESPECT FOR CAREGIVING

VINTHIYA.S

I –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

A caregiver is a paid or unpaid member of a person's social network who helps them with activities of daily living. Since they have no specific professional training, they are often described as informal caregivers.

2. CONCEPT:

Women in the United States who are caregivers—for children, parents, spouses, siblings or extended family members—have two full-time jobs, while trying to compete with men who have one. And over half of us are the primary breadwinners in our households. The standard response is to persuade men to “help” more. But we need a sea-change, one that can happen only with a normative revolution around the value of care. We must come to see care work—the work of investing in others through physical care, teaching, coaching, mentoring, connecting, advising and navigating—as work that is every bit as hard, important and rewarding as the more individualist work that focuses us on investing in ourselves.

In other words, we must come to see traditional “women’s work” as truly equal to traditional “men’s work.” In many countries, women are still forced to be legally and socially subservient to men, with no means of gaining financial or social independence, much less equal agency. We will be making progress when parents around the world greet the birth of a girl with equal pleasure and expectation as the birth of a boy.

3. CONCLUSION:

Raises profound concerns about our dependance on family caregivers to take on increasingly complex and demanding roles. As a society, we have always depended on families to provide emotional support and to assist their older members with household tasks and personal care.

GWC 040

FEMALE SLAVE CRAP

PARAMASIVAM.M

I –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

The culture of Tamil Nadu is with rich heritage and they support the Live hood of every one who comes to a settle in our nation. It also has great regards and respect for the women of the nation. We call our nation even by the name of a women but nowadays there are lot of incidents which witness the I'll treatment and slavery women in our society

2. WOMEN STRUGGLES

Problems that come to working women persists even When they leave home or even in their work places. Women face some kind of restrictions were it was unknown by them as like where we want to untie a knot we need to know how it was tied the way in such way women face restrictions without knowing them. If we want to overcome and outwit the female slave crap we need to know the books written by than Thai periyar of how female slave crap has came and how it rose and when it started. So that we can able to know the intense and depth of female slave crap and how to overcome them. Female slave crap is due to the practice of anatomy , formalities , ceremonies , culture , traditions and behavior in olden days. Due to these religious practices female has been treated slaves. But these were unseen to the human eyes which is protected by religion ,caste and God which results in the name of superstitious beliefs and thus females were treated slaves.

There is no equality has come into this world. Women are treated very poor considering there is no equality where men are treated with more privileges and women are discriminated. Though women are mentally strong than men which is a known fact of all. Women they become a mother they give birth to a child carrying her baby 10 months with all physical pain and labour pain and finally she gives birth to her child by resisting all the pain, where she should be portrayed more than goddess. Even though female slave crap happens despite the above said things, also they were treated badly and we're imposed such restrictions like women like were they are not allowed to celebrate festivals, not sent to public places, and shouldn't raise voice against men, and not allowed to learn education and they should not marry a man as per their wish and should always stay in their home such dominating things are imposed and such rules are stuffed and treated as slaves. Men can wear any kind of dress as they wish but as like women were not allowed. Virtuosity is common to both men and women there is no difference in this. If a women is harassed sexually without her wish only men has to be ashamed of doing such crime and women need not to be ashamed of that. In

our country widows are girls of age 10 were 597 and females of age group 20 were 10000 and age group of 25-30 were 11,56,000 and age group 30-40 were more than 25 lakhs. Though females are not aware of these that female slave crap is due to the above reasons which is considering them widows and not permitted to marry.

Even in love there's a female slave crap where if men decides on their own and treats women with more dominance and consider female as their property instead of treating her equally. If women refuse men cruelly disturb them and torture them and indulge in such activities. Due to this many women commit suicides and decides to kill themselves regardless of seeking help. These kind of cruelties are happening in our nation. After marriage women even resist all the dominance tortures given by their husbands and they live as per the proverb though stone he is husband . Though grass he is husband. These kind of female slave crap should be abolished and eradicated and let them live as per their wish

3. CONCLUSION

There's Nothing impossible that women can achieve which is a example of women role models and heroines as people has seen. In every success of men there is women beside in it which is a known fact. Hence women should not be criticized and dominated and shouldn't be treated as slaves and should be treated as one of the worship of gods

GWC 041

WOMEN EMPOWERMENT

SARAYU.R

I –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

Women empowerment refers to making a women powerful to decide for themselves. Dawning at the hands of men for over the years. As the time evolved, women realized their power and there on, began the revolution for women empowerment

“ Women’s are the pillars of universe ”

2. THE FEMINISTIC AND POWERFUL CONTEXT:

In our universe, decade of women faces their challenges, either daily or periodically. So they take their weapon or tool as “education” shows their sole responsibilities, interests, desires in order to prosper, make stronger and motivate themselves to reach the heights of sky. They are the pillars of our society and they plays vital role in the development of the globe.

“ Right of a women have to come from men”

3. MY OPINION :

Life cycle of a women is not as easy as we think, it’s a penance to be a girl. gone is gone, as a parent let’s create aawareness we need to bridge the gap and not make the same mistakes as our earlier generation done and not to fall on the crap.

Cheers, let’s create a healthy generation of little men

“Be the change before you want to see the change”

4. CONCLUSION:

The mode of the context is to portray the criticism faced by the women in our society. It’s rise of a women so instead of dapping let’s make them to fly with colours.

“Rather than treating them as a material, treat them like an “ANGEL””

GWC 042

WOMEN EMPOWERMENT

GAYATHRI. B.S

I –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

Indian society being dominated society heavily last women participation in workforce and Gross Domestic Product. Current startups are totally male dominated. Only 6% of all startups are run by women sexual crimes against women also restrict participation.

2. WOMEN EMPOWERMENT:

Women empowerment means freedom of women from the vicious grips of social, economical ,political, caste and gender-based discrimination. It means granting women the power and freedom to make life choices, there are various facts of women empowerment, Such as individual empowerment, social, educational, economic, legal, political. This all discrimination further evolved rituals like child marriage, dowry system and sati partha.

3. CURRENT SENARIO ON WOMEN EMPOWERMENT:

After independence, constitution of India provided many liberal ideas for women empowerment; many social, economic and political provisions were incorporated. Women nowadays can participate in almost every sector, but still there are some remnants of patriarchal mentality like victimization, humiliation, torture and exploitation. Spiritual leader Swami Vivekananda quoted that, “There is no chance for the Welfare of the world unless the condition of women is improved, and it is not possible for a bird to fly on only one wing.”

4. CONCLUSION:

Unfortunately, women in India have always seen as a gender which is best suitable for domestic work and not as mainstream economic contributor. To balance this economic development women is needed. It can change the gender equations both inside and outside the house.

GWC 043

THE LACK OF WOMEN IN POSITIONS OF POWER

SUHAINA.C.S

I –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

Women are the indispensable part of a society. over the centuries women on not having any authoritative leadership even in family or outside the society

2. THE LACK OF WOMEN IN POSITIONS OF POWER:

Around the world women are not having powers as compared to men. Women are always dominated by men and society over the centuries. Women are less represented in the ruling sectors. The number of women in the parliament and cabinet's, judiciary and other political forces. Women leadership advanced gender equality and well being of women more broadly. Women are the primary caretakers of children and elders in every country of the world. Even today no country in the world has 50% of higher female participation in a national legislature and 73% of countries have less than 20% female participation. There are some places where women are providing leadership in government, business, higher education judiciary and other sectors over the centuries authoritative leadership were under the control of men. This has been changing dramatically now. Many more women's today hold authoritative position and posts as prime minister, head of university, Ceo's of corporation, judiciary and other valuable sectors. Centuries of struggle now women are upcoming but still there is a struggle.

3. CONCLUSION:

Only women education can influence the upcoming generation. The role of women is an important aspects of the social and economic life of the country.

GWC 044

URBAN FEMINISM

SNEHA.M

I –MBA Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

Feminist urbanism is a social movement concerning the impact of the environment on women. It aims to understand the struggles and opportunities that women encounter in their everyday life. Patriarchal and capitalist systems have shaped and continue to shape the perspective of humans and our neighborhoods. As urban environments continue to grow globally, feminist urbanism argues that understanding the ways in which cultural, political, and economic systems have limited and oppressed women is necessary to create a future built environment that is more equitable, inclusive, sustainable, and enjoyable for all people.

2. URBAN FEMINISM

Feminist Urbanism Theory approaches life in urban environments from the point of view of the commons or shared resources, housing, public space, mobility, safety, sustainability, and design. From woeful public transportation to dimly lighted streets, urban areas consistently fail women. Rethinking the safety of cities, we could rebuild with the women more on mind. In a world where everything from medication to crash test dummies, bullet-proof vests to kitchen counters, smartphones to office temperatures, are designed, tested, and set to standards determined by men's bodies and needs, it shouldn't come as a surprise that cities are also designed with men's lives as the basis for the blueprint. The buildings and infrastructure that define our cities have a direct and significant influence in the way people live their lives and the choices that are available to them.

3. IN MY OPINION

Gender is a psychological characteristic and social category created by humans. Our environment, ancient traditions and social media plays the most important role in portrayal. Even though most women have come out of these presumed taboos or restrictions. The rape myths uncovered the idea that women are asking for sexual assault “What were you wearing?” and “why didn’t you report it?” are two classic rape myth questions that survivors face. We anticipate these questions and they shape our mental maps as much as any actual threat. As Mother Christine Murray asked **“What would cities look like if they were designed by mothers?”** Universal accessibility, especially to the perception of security with which every being can use the spaces safely, freely and at any time of day.

4. CONCLUSION

There is no magic formula to know how spaces should be from this perspective because it cannot be replicated exactly, rather we have to accommodate each territorial context and each population. The spaces that take into account the needs of daily life are the spaces that allow care for oneself and others.

GWC 045

A TOUGH NUT TO CRACK

Ms. S. HEPZHIBAH ROSELIN

Assistant Professor- MBA Department, Anand Institute of Higher Technology, Chennai

1. INTRODUCTION

Every women , I would definitely like to stress on the word "**WOMEN**" who are said to be fragile , reserved , wounded and completely the writer of her story. She is bonded by rules for her boundaries. She is given a meter to keep herself in check when she moves or when she opens her mouth to say something , she is silenced in every place and is denied opportunities to prove herself.

2. WOMEN – DISREGARDED

She finds her life dictated by the people or the so called term society around her , find a job by 25 get married at 28 have kids by 30 enroll your child in school at 34 settle yourself with a home of your own . It's like a women's life has to be systematic by following every order and rule. She is muted to her own opinions. She is always considered a secondary significant at her workplace and in the society. Is it, because she is "**A WOMAN**" or is it because her voice is not loud enough. I as an individual , or as any "**Women**" have desires , different lifestyle , realizations , understandings , dreams , perspectives, an approach . She cannot be contained into 4 walls or given into a family of 4 members ... **Hear her Out!!!!!!** Give her the respect she deserves, the place she truly earned. Watch her lead the way, she has been the strongest in her labor, throw at her and she will get back on her feet. Ill-treating her, underestimating her abilities, failing to recognize her work, using her as a sticky note, harassing her physically doesn't quote any "**MEN**" or a "**PERSON**" the strongest or brand the person as "**GOOD QUALITIES**". She definitely earned every step, still thriving on every step of her life. Every stage , Every step , Every phase is a "**CHALLENGE**" right from an infant girl child to a girl attained puberty as far to a married women it is said to be a challenge of survival , to move forward , to be the person she wanted to become . To take a stand for her against sexual harassment is the greatest challenge when the society around her are prejudice. Her voice is suppressed by the people around her at work, at home, in the society. she has no say in her desires or her dreams.

3. CONCLUSION

Inspite of all the challenges, she starts with a bright sunny morning and travels down to experience a dark silent night. She runs to be in course with the world, she takes the rough and tough paths. Her battles are fought with fierce. She makes hard decisions, by choice and

preferences in her life. She is devoted and steadfast; she stands back on every fall. She was not taught to give up or give in. She crosses every river, climb every deepest valley, run on every steep slope, yes, "**she has bruises, cuts, deep wounds, hurt and scars rooted, yet she wakes up with a smile to the beaming rays**". She never cease to stop, she never fail to try, she is not afraid to take a leap, she doesn't back down even if it looks impossible. She takes a stand, to turn every tough situation to possibilities.

GWC 046

WOMEN'S RIGHTS AND THE LAW

Dr.P.Shenbagaraj

Assistant Professor of Economics, St.Xavier's College (Autonomous), Palayamkottai-02

1. INTRODUCTION

We all live in the country India, which is the largest democracy in the world. People in the country very proudly claim to be living in the motherland and worship various women deities and goddesses but do you think that the same respect and equal status is given to the women in the society? Though some people say that nowadays the status of women is increasing , they are becoming leaders, they are getting equal rights etc but we still live in an male dominated society where women are considered as a weaker section of the society.

On one side the main problem that lies in society is that they make separate rules for women about conduct and behavior. How a woman should speak, how she should dress, how a women should lead her Life Everything is decided by someone who is not a woman but still perceive to have some sort of power over women.

On the other side the evil and violence against women is increasing like rape, sexual harassment, child marriage, women become victims of marital rape and when a woman speaks up against any harassment as an act of revenge the harasser throws acid on her. Young girls go missing due to child trafficking and are forced to grow up in a harsher environment that can even be life-threatening. The problem of dowry, where the girl's family has to give a large amount to the groom's family, is an age-old and regressive problem that still prevails. Due to the inability of providing dowry, many families abandon the girl child and female feticide happens. Most girls in rural areas are also killed by their own families in the name of honor and reputation being hampered when she chooses to marry according to her own will. The honor killing practice is so prevalent and there are no safety rules that protect women. According to reports, 75 percent of women live in homes where their husbands beat them and abuse them, domestic violence has no limits. The women's contribution at the workplace is underestimated and they are paid far lesser than their male colleagues. The women in powerful positions are also pulled down bypassing negative comments. Lack of women representation in every field creates a void in society and a nation. The health of a woman is also neglected; poor medical care has put many women's lives in danger.

They are ill-treated on roads, public transports, at the workplace and even in their own homes and personal relationships.

We have many Laws that are made to protect the women's rights but still the violence against women is increasing.

2. HOW CAN THESE ISSUES BE SOLVED OR RECTIFIED?

The only way is to educate the people and work for strong implementation of Laws that protect and safeguard women from evil that she faces in the society. The government also should take steps in punishing those who practice or do evil things against women.

Making education gender-sensitive can be a very positive first step towards giving girls equal rights and opportunities in society. It can be done by ensuring that the school textbooks promote positive stereotypes, have information about women leaders and activities that can bridge the gap between men and women. It is also very important to empower mothers, provide them with knowledge and real-life examples about how education can be life-changing. Only then they will raise an educated family and not deprive their girl child. It is also an important duty of every parent to teach their boy children that they should respect and treat women equally.

Journey to the thousand miles starts with a single step, so let's start from us. Instead of taking and worrying about women's equality and safety. Let's try to bring that in reality. Safety should be a point of concern and ensured at all levels be it on the roads, at night, at home and at the workplace and laws must be implemented to protect the women of our country.

GWC 047

WOMEN'S SOCIAL AND ECONOMIC ISSUES AND CHALLENGES

Dr. Muhammad Yaseen

Assistant Professor, Islamic Studies, National Textile University Faisalabad, Pakistan

1. INTRODUCTION

Woman and man are like two wheels of a carriage. It's a universal fact that no vehicle can run properly on one wheel. Women have always been playing a multi-role in their societies. They are the vital to supportable growth and excellence of life in the family. The diversities of roles they undertake in the household are not only of the wife but also as a leader, manager, executive of the income of the family, and especially as a mother.

It is bitter fact that in many underdeveloped countries the woman as a baby girl has a lesser position and has fewer privileges, opportunities, and benefits of childhood than the boy-child. They form very early age face discrimination and cannot find a way to overcome this discrimination. At an early age, she is ensured that she is not a permanent member of the family. If she learns any expertise, it will be beneficial for her in-laws. So, she is not motivated to get professional education.

In professional education, therefore, the ratio of women is less than men. They are supposed to get general education to become teachers or choose the medical field. In most cases after education, they are forced to be bound in their houses. in the case of jobs, they have to face many issues like sexual harassment, taunt of passersby. If any one of them wishes to start a business, they are discouraged.

Now the situation has been changed. Women are able to prove their abilities in all spheres of life. Now they are actively participating in all fields of life and competing with men. They are running their business successfully, performing different jobs along fulfilling their family's responsibilities. If all the social and so-called cultural hurdles are removed, they can play a vital role in nation-building. They can produce well-educated and well-behaved members of society. They can eradicate poverty rate.

GWC 048

A STUDY ON FEMALE LABOUR FORCE PARTICIPATION RATE IN INDIA

Dr. A.P.S GANDHIMATHY

Faculty of Commerce, Government Arts and Science College, Arupukottai, TamilNadu, India

1. INTRODUCTION

Globally, rapid economic growth, falling fertility rates and higher educational attainment has often translated to an increasing number of women joining the workforce. This is not the case with India. Here, women's participation in the labour market is barely one-fifth, with four out of five women over the age of 15 neither working nor seeking work. Only nine countries - Yemen, Iraq, Jordan, Syria, Algeria, Iran, Somalia, Morocco, and Egypt - have fewer proportions of working women. No matter which group of countries India compares itself with - high income or low income, highly indebted or least developed - it comes off badly. This development is not sudden. The country's Female Labour Force Participation Rate (FLFPR) - the share of working-age women who report either being employed, or being available for work - has been on a decline for decades. It peaked at 33 per cent in the seventies, before declining to 30.3 per cent in the nineties. In 2019, it fell to 20.7 per cent, according to the World Bank, representing one of the worst gender gaps in the world. Even though women's labour participation rate is very low at less than 11 per cent compared to 71 per cent for men, women face a much higher unemployment rate (17 per cent) compared to men (six per cent).

2. RESEARCHER'S VIEW

The sharp fall in Work Participation Rates (WPR) has in the last few years come from rural areas, where it has crashed by seven percentage points from 24.8 per cent to 17.5 per cent - an absolute drop of close to 25 million rural women workers since 2011-12 (and a drop of 47 million rural women workers since 2004-05). With 60 per cent of working women in India employed in agriculture, experts point at the lack of sufficient non-farm jobs in rural areas as a likely reason for this. Even with urban FLFPR remaining stagnant - a development worrying in itself - data shows that the unemployment rate amongst urban women too has substantially increased from 5 per cent in 2011-12 to 10.8 per cent in 2017-18. The stagnant jobs market and rising unemployment - aggravated by the pandemic - has worsened the situation further. Women accounted for 10.7 per cent of the workforce in 2019-20 but they suffered 13.9 per cent of the job losses in April 2020, according to a study by CMIE. As per the Periodic Labour Force Survey data, the decline in participation is evident across all age groups with LFPR for women aged 15-29 having fallen by eight percentage points to 16.4 per cent. Subsequently, it has declined by at least seven percentage points for every age bracket

between 30-50, with more than two in three women in the age bracket of 30-50 reporting 'attending to domestic duties' instead. The steepest decline can be witnessed among women in the 30-39 year bracket, where LFPR has fallen by 9 percentage points to 33.5 per cent. When women do work in India - data suggests that they tend to earn less, work in less productive jobs without job or social security, and are over-represented in unpaid family work and other forms of vulnerable work. The high-skilled, white collar jobs that young women desire are difficult to come by. Instead, women's labour is focussed around jobs like domestic work, house cleaning and sales in the urban sector, and agriculture in rural areas. The only exception is the Teaching Profession, which makes it to the top 10 most common jobs for women.

3. CONCLUSION

To reap the gender dividend, India needs to bolster women's economic participation by not only creating new jobs for women, but skilling them and giving them greater access to existing ones. This could mean employing an additional or alternate, more female-intensive, export oriented growth strategy - like the one many East Asian economies as well as neighbouring Bangladesh is pursuing - to increase employment opportunities for women in the middle of the education distribution. It could also involve implementing policies aimed at reducing occupational segregation, promoting acceptability of female employment beyond traditional job roles and into those that allow for greater compatibility of female employment with domestic responsibilities. Dedicated efforts to skill and re-skill women, as well as to enhance their educational attainment beyond secondary schooling, will also be needed. Ultimately though, any lasting change will require a change in values and attitudes towards female employment. It is only through sustained effort that India can bridge its gender gap and ensure equitable distribution of work. The Indian experience seems to suggest that the country can't just depend on economic growth to get women into the workforce. It must actively seek the right kind of growth - one that is gender-inclusive in terms of job opportunities.

GWC 049

ISSUES AND SOLUTIONS TO WOMEN'S EMPOWERMENT

RANIA LAMPOU

Global Educator, Stem Instructor, Greek Ministry of Education & Religious Affairs, Greece

1. INTRODUCTION

This presentation focused on the importance of achieving gender equality which guarantees the full implementation of existing human rights agreements. It also discussed women's economic empowerment which refers to the enhancement of women's capacity for strategic choice in the sphere of the economy. The economic empowerment of women is a matter of undeniable human rights and social justice.

However, the reality is still harsh for women. Women participate less in the labor market than men and they get paid less. Furthermore, there is more unemployment among women than men but they bear the load of responsibility for informal and unpaid work. There are fewer women entrepreneurs than men. They have less access to social protection and financial institutions. They are also often subjected to sexual harassment and violence, especially in the workplace. To make matters worse, women's access to senior leadership positions is restricted and the digital divide is a problem that affects more women than men. Since women are mostly employed in agriculture, climate change is a phenomenon that affects them more severely than men. Groups of women that need special protection are women in rural areas who have weak rights to land which entails weak rights to other natural resources. That results in poverty especially after the loss of a husband or a male bread winner in general. Other disadvantaged groups are migrant women, who often are employed in informal low paid and unregulated jobs, and women with disabilities. Women with disabilities suffer from health problems that affect them in addition to their financial and social problems. They need special protection and appropriate health care. Gender-based violence may be a great challenge of the lives of this group. In many cases the disabilities may have been caused by gender-based violence

During the presentation, some recommendations were given to overcome economic challenges and promote women's economic empowerment, that is providing equal pay for equal work, ensuring the full and equal participation of women in all public and private decision-making, ensuring protection from discrimination, battling gendered segregation, offering incentives for employers, changing tax structures, promoting labour rights, enhancing the quality of employment, enforcing laws against sexual harassment.

Moreover, I presented my school projects regarding my fight for equality between women and men in the field of natural sciences. I am trying to sensitize children and make them aware of the importance of the fact that women should have equal opportunities with men in developing themselves as scientists.

In addition, I am the Founder and International Coordinator of a new project titled Gender-based violence: Why peace is a much better option? It's a program inspired by high rates of Nigeria and combines gender-based violence awareness with STEM education. The project focuses on 5 United Nations' Sustainable Development Goals (SDGs) described in the 2030 Agenda for Sustainable Development and promotes STEAM-based and Project-based learning) activities.

Finally, emphasis was placed on the benefits of women's economic empowerment, which is a key to achieving the 2030 Agenda. Women's participation in the labor market is beneficial for economic development because in other words women's economic equality is good for business.

GWC 050

RECENT ECONOMIC ISSUES OF WOMEN IN INDIA DURING PANDEMIC SITUATION

Dr.R.NAGESWARI

Associate Professor & Head, Department of Economics, Seethalakshmi Achi College for Women, (Affiliated to Alagappa University, Karaikudi) Pallathur-630 107 Sivagangai District, Tamilnadu, India.

1. INTRODUCTION

In India, women account for a large percentage of all healthcare workers, including more than 80% of nurses and midwives. However, ladies are mostly absent from decision-making jobs in the health sector, and females are paid far less than their male counterparts. Women make up only 13% of the COVID-19 task force at the national level. Women in India may be more exposed to the virus because they spend more time caring for children, the elderly, and sick family members, while masks and other personal protection equipment are frequently designed and sized for men. There is also worry that in India, fewer women are getting vaccinated than males - 17 percent more men have been partially or fully vaccinated than women, and according to national data, only two states have more women taking the vaccine. Women may be unable to enroll for immunization because they have limited access to the internet or smart phones. Due to patriarchal customs, women may find it difficult to travel to vaccination sites alone, and male family members may be given priority in getting vaccinated. Vaccines are also thought to be harmful to women's fertility. Women who have not been vaccinated are at a significant risk of developing the disease, especially with the new strains.

Women in India were disproportionately affected by the coronavirus outbreak last year, and they are now again on the receiving end of the pandemic's second wave, posing further hazards to the country's economic recovery. Women have been struck worse than men in India, according to a cross-section of data collated by Bloomberg News. This includes lower salaries, job losses, and a slower rate of immunization, as well as increased mortality. They also perform poorly when compared to women all throughout the world on issues like unpaid domestic Labour and mental health. The widening gender disparity is threatening to stifle Asia's No. 3 economy's recovery from last year's unexpected recession by diminishing productivity. State government lockdowns to stop the virus's transmission cycle harmed economic activity, resulting in the loss of over 17 million jobs in the last two months. According to data from the private research organisation Centre for Monitoring Indian Economy Pvt., the impact on women was particularly severe, with their unemployment rate rising to 17%, more than double that of men.

According to CMIE data, several women who lost their jobs did not hunt for new ones. According to Mahesh Vyas, managing director of the research organisation, the young and women are the ones who suffer the most during economic downturns. He explained, "They claim it's very difficult to run a work in this kind of setting." "You'll have to travel a lot." The solution is to build infrastructure that allows women to go out and return safely." Many people who were able to keep their jobs had to contend with a pay cut. Women's income has plummeted, and this has been inversely linked to a dramatic increase in new viral infections in India. According to a survey conducted by The Nudge Foundation, women reported a 76 percent drop in weekly income as a result of pandemic lockdowns. They had to dive into their money and deal with food and health difficulties.

According to a recent poll by Deloitte, mental and physical health difficulties impacted women's ability to work in India, and the impact was more severe than what was felt globally. This could exacerbate India's already significant gender divide. In India, less than a quarter of women work, which is one of the lowest rates in the world, and they earn 35 percent less on average than men. Women, who make up over half of the country's 1.3 billion people, trail behind men when it comes to vaccinations. According to The Nudge poll, only 39% of the 85 percent of women who were aware of the vaccination programme were eager to be vaccinated. "There could be a number of reasons for vaccine apprehension, particularly among women," said Bhaskar Chakravorti, dean of Tufts University's Fletcher School of Global Business. According to Bloomberg "Women in the home tend to be at the back of the queue for a variety of services, ranging from healthcare to education to cell phone access." They defer to the demands of others because they are the traditional family care, or the males make the decision for them."

In India, the second wave of COVID-19 resulted in enormous losses. Without the ability to absorb economic shocks and mitigate the health crisis, the poorest and most disadvantaged, especially women and girls, face greater dangers. Despite the prospect of a third wave, they are caring for their families, maintaining their livelihoods, and leading efforts to combat the pandemic. The coronavirus has infected over 30 million people in India. COVID-19 is a virus that can infect humans of all sexes and ages. Some women and girls, on the other hand, may be at greater risk because they are disadvantaged and lack information and resources, or because they work in the health and service sectors as caretakers and laborers.

GWC 051

WOMEN AND ACID ATTACK CONUNDRUM

Dr. D. YUVARAJ,

Professor, Head, Department of Management Studies, Anand Institute of Higher Technology, Kazhipattur, Chennai OMR.

1. INTRODUCTION

“There is no force equal to a woman determined to rise”. Without women, the world cannot be advanced like this. They are responsible for moulding the entire society. But it is unfortunate that these people suffer severe consequences against many forms of violence. Aggression and violence can stem from several reasons, often from a primal hatred for a person. Women are prone to many forms of physical, psychological, sexual violence. Acid attack is inhumane crime and the most crucial form of violence.

2. OVERVIEW

Acid attacks are the most pernicious form of violence. An acid attack is a form of violent assault involving the act of throwing acid or a similarly corrosive substance onto the body of another "with the intention to disfigure, maim, torture, or kill". The most common types of acid used in these attacks are sulphuric and nitric acid. Hydrochloric acid is sometimes used but is much less damaging. In many countries, acid attacks constitute a hidden form of violence. The first recorded acid attack occurred in India was in 1982. Acid attack on women is increasing day by day, basically on the girls in the age of 11-30 years.

3. CAUSES

There are many reasons why a woman becomes vulnerable to acid attack. Men use “acid” as a weapon to show their superiority on women. They show vengeance or hatred when the female rejects their proposal. Another major cause of acid attack cases is the easy availability of acids in the market. Some people believe that domestic violence against women is bound to happen or cannot be avoided due to the belief that all women are naturally passive and all men are naturally aggressive. Others believe that women that are victims of domestic violence.

4. CONSEQUENCES

The consequences of acid attacks are extensive. These may be physical, psychological, social effects. Acid attack victims are often facing the difficulties to lead their daily life. The depth of the injury varies from severe breathing problems to eye-related disorders, primarily blinding the victim. Acid attacks handicap the women by disturbing their emotional level,

lowering their self esteem and making them completely depressed. Acid attack survivors may have a high dependency on others for finance and food. They do not socialize easily because of their anxiety and stress.

5. CONCLUSION

Every day we come across male violence against women in the news and in our homes, workplaces. There are many penal laws against the acid violence in our country. But many people have no knowledge of the new rules of regulation on sale and purchase of acid. Framing of laws is never enough unless it is properly executed. Steps should be taken by the government to make people aware of the new rules. The Criminal Law (Amendment) Act, 2013 has brought positive changes in the laws against acid violence. I hope that this issue will soon be resolved smoothly so that all of the women will no longer have to suffer from those pains.

MALTREATMENT AND VIOLENCE ON WOMEN

J Mahil Kamalam

Assistant Professor of Commerce, Women's Christian College, Nagercoil -1

1. INTRODUCTION

There is a huge impact of women abuse and neglect which is often discussed in terms of physical, psychological and other behavioural consequences on them. In reality physical assault on women can damage the well being of a child and its growth too. The women may suffer from cognitive delays or emotional difficulties. Psychological problems often manifest as high risk factors and affect the lives of a girl child. Depression and anxiety make a person to involve in drug addiction and other crimes. High risk behaviour in women can in the long run lead to physical health problems such as diseases of obesity and other fatal diseases. All women who are ill-treated or abused or neglected are not experiencing such consequences but there is an increase in susceptibility.

The women who are affected by maltreatment in their childhood tend to develop a number of behavioural changes when they grow older and the following table illustrates it.

Table 1.1 The results of Exploratory Factor Analysis

Factors	Factor loading	Explained variance	Composite mean
Factor 1: Lifestyle habits		17.34	3.62
Develop smoking	0.77		
Develop drinking alcohol habit	0.71		
Factor 2: Behavioral styles		10.22	3.05
Children become beg bond	0.78		
Children become quarrelsome	0.78		
Child abuse leads to juvenile delinquency	0.65		
Factor 3: Family life		9.13	2.47
Increase in family tension	0.79		
Depreciation in family status	0.71		
Hinders sibling marriage	0.77		
Factor 4: Social habits		7.53	3.10
Increases conflicts	0.71		
Lack social control	0.52		
Lack of conduct	0.48		
Factor 5: Self Discipline		7.30	2.19

Effect on moral thinking	0.81		
Child becomes indiscipline	0.78		
Adopt deviation in work	0.55		
Critical communication	0.49		
Uncivilized behaviour	0.49		
Factor 6: Education	5.81	3.21	
Discontinue study	0.77		
Develops dropout tendency from school	0.57		
Children remain illiterate only	0.54		
Factor 7: Physical development	5.04	3.01	
Detains physical growth	0.73		
Reduce working capacity	0.72		
Seems to be lean and thin	0.57		
Factor 8: Mental Health	4.13	2.45	
Develops behavioural disorder	0.76		
Children felt tension	0.55		
Children experience frustration	0.53		
Total variance explained		82.02	

1 = Strongly Disagree, 5 = strongly Agree. Kaiser-Meyer-Olkin measure of sampling adequacy = 0.50. Bartlett's test of Sphericity p<0.000

Factor 1: Lifestyle habits

Under the factor life style habits of the abused child three factors namely, Develops gambling, Develops smoking and Develops drinking alcohol habit were analysed with the factor analysis. From the factor analysis, from the category Lifestyle habits, Develops gambling loaded with 0.78, Develops smoking loaded with 0.77, Develops drinking alcohol habit loaded with 0.71, , with an explained variance of 17.34.

Factor 2: Behavioral styles

The behavioural habits of the sample respondents among the abused and maltreated child was analysed with the factors like Children become beg bond, Children become quarrelsome and Child abuse leads to juvenile delinquency. From the category Behavioral styles, Children become beg bond loaded with 0.68, Children become quarrelsome loaded with 0.78, Child abuse leads to juvenile delinquency with 0.76, with an explained variance of 10.22.

Factor 3: Family life styles

The factor family life among the abused and maltreated child was analysed and analysed factors include Increase in family tension, Depreciation in family status and Hinders sibling marriage. From the category Family life, Hinders sibling marriage loaded with 0.79, Depreciation in family status loaded with 0.71, Increase in family tension loaded with 0.57, with an explained variance of 9.13.

Factor 4: Social habit styles

The factor the social habits among the abused and maltreated child was analysed and the analysed factors include Develops anomie, Increases conflicts, Lack social control and Lack of conduct. From the category Social habits, Develops anomie have been loaded with 0.71, Increases conflicts loaded with 0.80, Lack social control loaded with 0.52, Lack of conduct loaded with 0.48, with an explained variance of 7.53.

Factor 5: Self Discipline styles

The factor self-discipline among the abused and maltreated child was analysed which include Effect on moral thinking, Child becomes indiscipline, Adopt deviation in work, Uncivilized behaviour and Critical communication. From the category Self Discipline, Effect on moral thinking loaded with 0.81, Child becomes indiscipline loaded with 0.78, Low, Adopt deviation in work loaded with 0.55, Critical communication loaded with 0.49 and Uncivilized behaviour loaded with 0.49 and explained variance of 7.30.

Factor 7: Education styles

The factor the education styles among the abused and maltreated child was analysed which include Discontinue study, Children remain illiterate only and Develops dropout tendency from school. From the category Education, Discontinue study loaded with 0.77, Develops dropout tendency from school loaded with 0.57, Children remain illiterate only loaded with 0.54, with an explained variance of 5.81.

Factor 8: Physical development styles

The factor the physical development styles among the abused and maltreated child was analysed and which include Details physical growth, Seems to be lean and thin and Reduce working capacity. From the category Physical development, Details physical growth loaded with 0.82, Reduce working capacity loaded with 0.72, Seems to be lean and thin loaded with 0.57, with an explained variance of 4.43.

Factor 10: Mental Health styles

The factor the mental health among the abused and maltreated child was analysed which include Develops behavioural disorder, Children felt tension and Children experience frustration. From the category Mental Health, House near hotel loaded with 0.93, Liquor shop near house loaded with 0.83 Cinema near house loaded with 0.68, criminal environment loaded with 0.56, slums loaded with 0.60, with an explained variance of 4.43.

2. SUMMARY

All types of maltreatment physical abuse, sexual abuse, neglect, and psychological or emotional maltreatment can affect a child's emotional and psychological well-being and lead to behavioral problems. These consequences may appear immediately after the maltreatment or years later. The abuse and maltreatment life of respondents consists the factors like Develops gambling, Develops smoking and Develops drinking alcohol habit in their routine life. Children become beg bond, Children become quarrelsome and Child abuse leads to juvenile delinquency, maltreated factors include Increase in family tension, Depreciation in family status and Hinders sibling marriage

The behavioural habits of the sample respondents among the abused and maltreated child includes factors like and found 168 respondents (56.00%) agreed with the view that child abuse leads to juvenile delinquency in their behaviour. Develops anomie, Increases conflicts, Lack social control and Lack of conduct, Child becomes indiscipline, Adopt deviation in work, Uncivilized behaviour and Critical communication. Children become atheistic, Anti-religious acts and become violent, Develops dropout tendency from schools, Details physical growth, Seems to be lean and thin and Reduce working capacity. Children become malnourished, increased morbidity and Poor health status and found

The nutritional health among the abused and maltreated child was analysed and the factors include 171 respondents (57.00%) were agreed that children developed malnutrition. Children felt tension and Children experience frustration and include Develops inferiority complex, Develops lack of skills and other consequences for girl child being tortured in youth. Only some children who have been maltreated will suffer severe consequences.

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GWC 053

GLOBAL WOMENS (Five Challenges and Five Solutions)

Dr. Mona Taman

Vice President of Future Leaders International Academy International Lecturer and
Consultant in Education Technology & Digital Transformations
Egypt

1. INTRODUCTION

From unprecedeted population ageing to increasing unemployment, from global leadership imbalances to persisting conflicts, from resource scarcity to volatile global food supplies, the world faces a series of interconnected challenges. The Global Agenda Council on Women's Empowerment aims to highlight how women's empowerment is a part of the solutions to these challenges. This compendium outlines how women's advancement may impact and provide solutions to five specific global challenges: Demography , Leadership, Food, Security and Agriculture Sustainability and Resource Scarcity Conflict This report consists of five concise issue descriptions and links each challenge to women's empowerment and gender parity, with an emphasis on action items and recommendations.

By shedding light on the link between women's empowerment and a specific challenge, this compendium aims to provide non-experts with a stronger elementary understanding of the impact that empowering women and girls can have on their area of interest.

Five Solutions that Empower Women and Girls around the World

1. SMS-driven toolkit improves maternal and child health

Totohealth utilizes both mobile technology and healthcare toolkits to prevent maternal deaths in Kenya and Tanzania. With a personalized messaging platform and voice technology, parents can track their child's vaccination schedule and clinic appointments, and learn about nutrition and family planning advice. Totohealth's service package also includes clean delivery kits needed during childbirth as well a newborn survival pack containing critical health supplies for the mother and baby.

2. Mentorship teaches entrepreneurship and workforce readiness to young students

Youth account for 60% of all unemployed people in Africa. Educate! wants to change that. Via its mentorship programs, young men and women in Ugandan and Rwandan secondary schools gets practical skills training and join student business clubs to learn to solve local problems by starting social enterprises and community projects. Success rate? 94% of Educate! graduates now run a business, hold a job, or attend university.

3. Women's coding school bridges gender gap

85% of Afghan women are illiterate and have no formal education. But now, some of them have the chance to become digital coding champions. Code to Inspire offers Afghan women one year of free education in coding within educational game development and mobile applications. Furthermore, the company helps its students access the digital global marketplace and attain employment that is financially viable and socially accessible.

4. Insurance for women's healthcare and safety needs in Bangladesh

In Bangladesh, Green Delta Insurance have filled a market gap to tackle women's healthcare, by offering a complete service covering women's insurance and safety needs called Nibedita. The service includes insurance options tailored to the needs of Bangladeshi women, a digital platform with lifestyle and healthcare information, and a mobile app that can be used in times of emergency



ASSOCIATION FOR WOMEN EMPOWERMENT AND CHILD DEVELOPMENT

VISION

Empower and Enhance Woman to participate and influence the society in a right manner

MISSION

Educate and Empower women to focus on professional and personal development

Objectives :

- To create a common platform for Women
- To protect the interest of the every Woman and promote their ideas
- To identify the potential of Women and Honor Successful Women in the Society
- To develop and promote Physical and Mental Health, provide Educational Training, Health Awareness and Health Camps for Women, Especially for Under-Privileged Women. (In Collaboration With Other Agencies)
- To publish the Activities of the Association in the Bi-Annual Magazine/ Journal
- To provide a Forum for open discussion and provide Psychological Counseling using Experts for the needy Woman
- To inculcate General Awareness among every Woman
- To create Awareness on Women Legal Rights
- To Eradicate Women Harassment and Suppress the Situation in Association with Local /Govt. Bodies
- To bring out the Inertia among every Woman to showcase their Talent
- To initiate Women Entrepreneurship Development Cell in Education Institutions and Promote Entrepreneurship
- To Undertake, Promote and Coordinate Research on Women Empowerment
- To Organise and Assist Training programmes (skill development) to empower women
- To motivate the children to achieve in their education and extra-curricular activities
- To identify the Special talents of the children and support them to develop their talents and Recognise their Talent in the Form of Awards and Rewards
- To support the children through career guidance
- To offer counseling for the children of single parents
- To help the School dropouts to continue their studies.

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