

# **The Myriad Facets of Women: A Celebration of the Extraordinary**

**Editors**

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**&**

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## **Book of Abstracts**

# **The Myriad Facets of Women: A Celebration of the Extraordinary 2024 (MFW2024)**

**March 1 & 2, 2024**

Organized by  
**Centre for Educational Transformation through Technology**

In association with  
**Women Cell, JAIN (Deemed-to-be University)**

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## Chancellor's Message



Often, I am consistently captivated and inspired by the remarkable stories of success woven by women across the globe, whether they are at the forefront of STEM leadership, pioneering entrepreneurial endeavors, engaged in grassroots activism, or simply serving as the pillars of our families.

The profound truth rooted in Melinda Gates's insight resonates deeply – a woman with a voice is inherently a strong woman.

Yet, acknowledging the challenges in uncovering and expressing that voice, the Two-day International Conference on “The Myriad Facets of Women: A Celebration of the Extraordinary” serves as touching proof of the collective journey. It brings together an extraordinary cohort comprising leaders, scholars, and change-makers from diverse corners of the world, all bound by a common fervor- to honor the varied experiences, contributions, and aspirations of women and to amplify their voices, fostering a more inclusive and equitable global landscape.

Through engaging presentations, insightful discussions, and meaningful interactions with both domestic and international peers, we anticipate gaining a deeper understanding of the unique challenges and triumphs that shape women's lives and their remarkable impact on the communities we serve.

I believe this conference, will not merely be a celebration but a catalyst for change. Let us use this opportunity to forge shared initiatives that empower women to thrive across all spheres of life. We possess the power to create a world where every woman, regardless of background or circumstance, can reach her full potential.

I take this opportunity to welcome the speakers and delegates to this unique gathering. At JAIN, we remain deeply committed to fostering women's leadership across all disciplines and believe the dedication and commitment of the participants will inspire us all.

I firmly believe that all the connections made, the knowledge shared, and the conversations sparked will continue to fuel a global movement where the extraordinary potential of every woman is truly cherished.

**Dr Chenraj Roychand**  
Chancellor

## Vice Chancellor's Message



I am extremely delighted to extend a warm welcome to the speakers and delegates to the Two-day International Conference, “The Myriad Facets of Women: A Celebration of the Extraordinary”, a forum dedicated to exploring the diverse roles and exceptional achievements of women globally.

Equally, I am excited about the prospect of witnessing the convergence of minds and perspectives, which will undoubtedly deepen our understanding of the pivotal roles women play in shaping our lives. The exchange of ideas and experiences during this event will undoubtedly contribute to a richer comprehension of the challenges and triumphs that have shaped the lives of myriad women worldwide.

This occasion will not only celebrate the accomplishments of women who continue to demonstrate exceptional prowess in their respective fields but also take pride in recognizing the unsung heroes among us, those making a difference in their unique ways. We are honored to acknowledge their invaluable impact on society and applaud their commitment to advancing the cause of gender equity.

The accompanying book of abstracts will serve as a repository of profound insights, capturing the essence of our collective wisdom. Beyond documenting scholarly endeavors, it will highlight unheard narratives crucial to shaping our communities, offering a valuable resource for scholars and enthusiasts alike.

I extend heartfelt congratulations to the women achievers who will be felicitated during the conference. Their remarkable achievements, exemplifying resilience, innovation, and determination, have set benchmarks for future generations and serve as an inspiration to all.

We eagerly anticipate celebrating their successes and learning from their manifold experiences.

May this conference act as a catalyst for transformative discussions, fostering a global network committed to advancing the myriad facets of women's contributions as we collectively strive towards a more equitable and inclusive world.

**Dr Raj Singh**  
Vice Chancellor



## Registrar's Message



It is commendable that the Centre for Educational Transformation through Technology (CETT), in collaboration with the Women Cell of JAIN (Deemed-to-be University), is set to host a Two-day International Conference, “The Myriad Facets of Women: A Celebration of the Extraordinary.”

Notably, concerted efforts have been made to bring out a collective conference proceeding, featuring edited abstracts of 180 accepted papers slated for presentation at the event. This publication includes profiles of accomplished women, messages from dignitaries, and a keynote address.

It is truly gratifying to observe the remarkable progress made by women in recent decades, shattering traditional stereotypes. Beyond achieving excellence in a wide array of fields, including sports, science, technology, and the performing arts, women are increasingly contributing to the workforce. Notably, they are now venturing into previously unexplored domains like the military and policing, marking a significant and positive shift in societal norms.

The increasing number of women deservedly assuming leadership roles with unconventional, visionary, and inclusive approaches is equally heartening.

Recognizing and encouraging the aspirations of women, who constitute 50 percent of the population, aligns with the principles advocated in ancient Vedic practices. This approach is vital to ensuring their just and equitable role in society, contributing to our shared vision of developing India by 2047.

Confident that the conference will provide a platform for distinguished women across various sectors to showcase their inspirational journeys and lofty aspirations for the greater good of the nation and humanity, I anticipate a ripple effect.

The publication of conference proceedings and paper presentations will extend the reach of this knowledge to a broader audience, particularly women in society. Further, the insights gained from the conference will contribute to finding ways to sustain the inclusion of women in society through educational efforts, aligning with the objectives of the National Education Policy, 2020 and JAIN.

May the collaborative thoughts arising from knowledge-sharing efforts lead to purposeful discussions and innovative practical ideas, fostering continuous improvements in both Indian and global contexts.

My best wishes extend to all participants, paper presenters, and the organizing committee of the conference.

**Dr Jitendra Kumar Mishra**  
Registrar

## **Organising Committee's Message**

The myriad facets of a woman encourages her to cultivate friendships in the journey of life. Exploring friendship through the lens of a beautiful diamond, “Womanhood” has various ways to discover new ways to engage, connect, learn more about oneself, and reflect on the many facets of one’s own womanhood. It becomes imperative to connect, create, co-create and innovate new and interesting conversations and narratives as we travel through this beautiful journey. To enjoy the narratives of different friendships and mentors spread across multiple domains, we have taken this wonderful initiative to congregate women engaged in varied meaningful activities.

As we travel through the peaks and valleys of womanhood, the hope is that we will be able to distinguish what kind of a distinct entity we are and what role we play in each other lives. The challenge to strengthen, pursue, redefine an identity, or become a mentor to another woman unleashes in many forms in this Two-Day International Conference on, “The Myriad Facets of Women: A Celebration of the Extraordinary.” One can enjoy the adventure of experiencing life with thought provoking presentations and intellectual debates.

When a diamond is held up to the light, the observer is able to see the beautiful perspectives reflected through the many prisms and facets of the gem. May this conference allow you to see the wonderful gem of womanhood and her incomparable merits and appreciate and cultivate the amazing women we come across in our lives. The celebration of women infiltrates every layer of human existence. While we enjoy and celebrate the uniqueness of womanhood, as she unfolds and blossoms like a beautiful flower, the display of working towards gender equality, particularly in varied contexts, through the recognition of merited and successful women is a means by which we can applaud and salute the efforts of a woman in underlining her identity.

We acknowledge the encouragement and support given by the Management, Chancellor, Vice Chancellor and all the Principal Officers of the university.

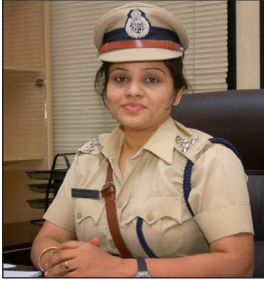
**Organising Committee**



**OUR WOMEN ACHIEVERS  
&  
AWARDEES**



**Ms ROOPA D MOUDGIL**  
Excellence Award in Public Service



Ms Roopa Divakar Moudgil, widely acclaimed as D Roopa, is a distinguished IPS officer hailing from the Davanagere district of Karnataka.

Currently holding the position of Inspector-General of Police and Home Secretary in Bangalore, she has left an indelible mark on the Indian law enforcement landscape.

In 2013, Ms Moudgil made history as the first female police officer in India to lead the Cybercrime Police Division.

Proudly serving as the first woman IPS officer in Karnataka and the 30th Superintendent of Police in the state, she became the trailblazing first woman officer appointed as the Home Secretary to the Government of Karnataka.

Ms Moudgil's academic journey is marked by excellence, having graduated with a gold medal from Kuvempu University in Karnataka.

Drawn to public service, she successfully cleared the UPSC examinations by securing an impressive All-India rank of 43 and chose to join the IPS. Upon her selection, Ms Moudgil underwent rigorous training at the Sardar Vallabhbhai Patel National Police Academy in Hyderabad, where she earned the 5th rank in her batch and was allotted the Karnataka Cadre.

Her exemplary service has not gone unnoticed.

In 2016, Ms Moudgil was honored with the prestigious President's Police Medal for Meritorious Service, a testament to her outstanding contribution to the field of policing.

Beyond her official duties, Ms Moudgil has shared insights at various TEDx conferences showcasing her commitment to fostering positive change.

Her extensive list of accomplishments underscores the significant impact she has made in the realm of law enforcement.

**Ms RUKMINI KRISHNASWAMY**

Excellence Award in Special Education



Ms Rukmini Krishnaswamy currently serves as the Director at the Spastics Society of Karnataka, where she devotes her time to specialised education for children with special needs.

She is also deeply involved in instructing parents of such children, and spearheading teacher training programs in the domain of special needs education.

For her career, she has provided support to more than 70,000 children. Presently, the society is actively involved in overseeing the well-being of over 3,500 children across the State of Karnataka.

Ms Krishnaswamy's significant contributions to the field of Rehabilitation Education have earned her the prestigious National Award.



**Dr DHARANI DEVI MALAGATTI**

Excellence Award in Art and Culture



Dr Dharani Devi Malagatti is a distinguished senior IPS officer currently serving as the Director of the Kannada and Culture Department.

Balancing her profession as a police officer with her passion for writing, Dr Malagatti has made tremendous contributions to Kannada literature. Her literary contributions span poetry, fiction, criticism, and translations in the Kannada language.

One notable work, “Bharateeyathe Mattu Strivada” (1998), explores feminism in India and has earned recognition through four state-level awards: The Goruru Prathistana for the Best Vaicharika Book of 1998, the Kannada Sahithya Parishath’s Neela Ganga Endowment Prize, the Karnataka Lekhakiyara Sangha Bangalore Geetha Desai Endowment Prize, and the S R Patil Foundation Gulbarga Manik Bai Patil Award.

In 2019, Dr Malagatti was also honored with the Kadali Shri Award.

Adding to her literary repertoire, she authored “Ileyabharata,” an epic presented in Bhamini Shatpadi form. This remarkable piece offers a unique perspective on the Mahabharata, narrating the epic from the standpoint of the key female characters.

Dr Malagatti’s writings extensively explore themes of feminism and societal discrimination.

A firm believer in the transformative power of literature to effect societal change, she continues to contribute meaningfully to her roles as a police officer and a literary figure.

**Prof NILOFER KHAN**

Excellence Award in Higher Education



Prof Nilofer Khan, an accomplished Indian academic and author, currently serves as the Vice-Chancellor at the University of Kashmir having made history as the first woman to attain this role.

Her journey at the University of Kashmir has been marked by several noteworthy positions, including her ground-breaking role as the first woman Dean of Student Welfare.

With almost three decades of teaching experience, Prof Khan has made substantial contributions to the university.

Beyond her academic roles, Prof Khan has held key administrative positions, including Director of the Institute of Home Sciences at Kashmir University and service as the Registrar of the university.

Her active participation in decision-making bodies, such as the Academic Council, Finance Committee, and the University Syndicate, underscores her dedication to shaping the trajectory of the university.

Prof Khan's leadership extends further to chairing the Students' Grievance Committee at the University of Kashmir and serving as a co-presiding officer of the Internal Compliance Committee at the Central University of Kashmir.

In addition to her administrative and leadership roles, Prof Khan has demonstrated a commitment to global academic insights.

She has also visited several universities in the USA to explore their academic and examination systems.

**Dr SHWETA SINGH**

Excellence Award in Entrepreneurship and Business



Dr Shweta Singh is a first-generation serial entrepreneur and visionary leader. She has made a significant impact in various fields, including intellectual property law, business management, blockchain technology, and the startup ecosystem. She is the Founder and CEO of Ennoble IP, an award-winning technologically driven Intellectual Property (IP) solution that enables creators, scholars, financiers, entrepreneurs, and higher education institutions to generate ideas, analyse, safeguard, and commercialise them across regional and global markets. Dr Singh holds a double doctorate in IP law and is on a mission to establish Ennoble IP as an industry leader, contributing to India's technological landscape.

Beyond her business achievements, Dr Singh, as a female entrepreneur, has faced biases and obstacles, leading her to create SheReal, the world's first women's professional networking platform based on DLT and Web 3.0. This platform empowers women globally by offering professional growth and success opportunities, irrespective of gender-based roles. She has also actively invested in women-led startups and founded The Women Innovation and Entrepreneurship Foundation (WIEF) to support innovative female-led startups.

Dr Singh's exceptional achievements have garnered numerous awards and accolades, recognising her contributions to women's empowerment and entrepreneurship. She was congratulated by the Prime Minister of India, Shri Narendra Modi, for her courageous efforts to uplift women in 2019. The list of her awards and accolades is endless, but a few to mention are the ET Women Leader of the Year 2023 and Women Entrepreneur Award 2023 by Great Companies, The Economic Times Leadership Excellence Awards 2022, The Best Company of the Year 2022 by the CEO Story Magazine, and IPR leadership Award by Niti Ayog Feb 2020.

**Dr PRAABHA CHANDRA**

Excellence Award in Mental Wellbeing



Prof Prabha S Chandra holds the distinguished position of Professor of Psychiatry at the Department of Psychiatry, National Institute of Mental Health and Neurosciences in Bangalore.

Renowned in her field, she has made significant contributions to women's mental health research, focusing on perinatal psychiatry, psychosomatic obstetrics and gynecology, and the impact of violence on women with mental illness.

Her influence extends both nationally and internationally, having served as a member of the WPA section on women's mental health and achieving the historic feat of being the first person from a developing country elected to the executive board of the Marce International Perinatal Psychiatry Society. Prof. Chandra has also taken on pivotal roles, including convener and chairperson of the Task Force on Women's Mental Health for the Indian Psychiatric Society.

In recognition of her outstanding contributions, Prof Chandra has received numerous national awards for her research in women's mental health. Beyond her academic and research roles, she actively engages in advisory capacities, contributing to the Advisory Group on HIV Behavioral Research of the Indian Council of Medical Research. Furthermore, she has served as a Temporary Advisor to the World Health Organization (WHO) and UNAIDS.

Prof Chandra's commitment to advancing knowledge in her field is evident through her extensive publication record, comprising over 90 research works in the areas of perinatal psychiatry, psychosomatic obstetrics and gynaecology, and the impact of violence on women with mental illness.

**Ms MALATHI KRISHNAMURTHY HOLLA**

Excellence Award in Sports



Ms Malathi Krishnamurthy Holla, an accomplished para-athlete from India, has been honored with both the Arjuna Award and the Padma Shri for her remarkable achievements.

Born in Karnataka, she encountered numerous challenges due to her paralysis from polio at the tender age of one. Undeterred, she underwent a rigorous two-year electric shock treatment that remarkably enhanced the strength and mobility of her upper limbs.

With an impressive collection of 397 gold medals, 27 silver medals, and 5 bronze medals, Ms Malathi has proudly represented India in various international competitions. Her participation includes the Paralympics in South Korea, Barcelona, Athens, and Beijing; the Asian Games in Beijing, Bangkok, South Korea, and Kuala Lumpur; the World Masters in Denmark and Australia; the Commonwealth Games in Australia, and the Open Championships in Belgium, Kuala Lumpur, and England.

After enduring 34 surgeries, Ms Malathi persevered and currently serves as a Manager at Canara Bank.

In addition to her professional career, she has dedicated herself to philanthropy by founding the Mathru Foundation—a charitable trust established with her friends.

Through this foundation, she provides shelter and support to 54 children with various disabilities, particularly those afflicted with polio from rural areas.

Ms Malathi's commitment extends to ensuring that these children receive education and medical care, especially when their parents face financial constraints.

In 2009, Ms Malathi unveiled her biography, "A Different Spirit," chronicling her inspirational journey and contributions to sports and social causes.

**Ms VIDYA SAGAR**

Excellence Award in Space Research



Ms Vidya Sagar, a dedicated Senior Scientist specializing in Virtual Reality (VR), has devoted over 30 years of her career to the Indian Space Research Organization (ISRO), specifically the ISRO Satellite Centre (ISAC, now URSC).

Commencing her journey as a Technical Assistant at ISAC following the completion of her Polytechnic education, she exhibited remarkable commitment, simultaneously pursuing her BE and MBA while actively contributing to ISRO's advancements.

Through her diligence, she ascended the ranks, eventually becoming the Project Coordinator and Senior Scientist, leading with distinction.

Ms Vidya's expertise is evident in her co-authorship of numerous classified scientific papers, project specifications, technical manuals, and satellite configuration documents. Her crucial role in managing small satellites and streamlining procurement processes was pivotal, contributing to the success of missions such as HAMSAT, CARTOSAT, ANUSAT, ASTROSAT, CHANDRAYAAN, and MANGALYAAN.

As a member of ISRO's Scientific and Cultural Committees, Ms Vidya actively participated in National and International Symposiums, garnering accolades for ISRO.

Her contributions have been recognized by the Government of India and notable figures such as the former President of India, the late Sri APJ Abdul Kalam, and former Prime Minister of India, the late Sri Atal Bihari Vajpayee.

Beyond her scientific achievements, Ms Vidya received the prestigious “President’s Guide” Medal and demonstrated her talent in drama, winning the “Best Actress” award thrice. Her exceptional PR skills earned her the title of “Dynamic Leader” by CII.

Recognitions for her outstanding contributions include the “Outstanding Contribution to Space Science” Award, “Women Achiever Award,” and the CHANGEMAKER title at AIWAA. In 2023, she received the Dadasaheb Phalke Lifestyle Iconic Award, Indo Asia Leadership Award, and Chanakya Award for Communicator of the Year, solidifying her status as an eminent scientist at the International Excellence Award.

Ms Vidya’s multifaceted achievements have firmly established her as a prominent figure in Space Science and beyond.



**Ms NABILA JAMAL**

Excellence Award in Media



Ms Nabila Jamal serves as the Deputy Editor at India Today Network, showcasing her prowess as a firebrand journalist with a career spanning over 14 years.

With a leadership role in the editorial team, she has contributed significantly to national affairs, covering politics, defence, commerce, and human interest assignments.

A national award-winning journalist, Ms Nabila is recognized for her exceptional work as a journalist, TV presenter, and entrepreneur.

As the anchor of a daily show on India Today TV focusing on national affairs, Ms Nabila brings her expertise to the forefront.

Before her current role, she played a crucial role at TV9, overseeing operations in the South India wing. Her impactful field reportage on issues like illegal mining, lake encroachments, and financial fraud has been widely acknowledged.

Beyond her professional achievements, Ms Nabila is a passionate advocate for women's rights and empowerment.

In 2020, her excellence in online news anchoring earned her the prestigious Best News Anchor Online Award, highlighting her commitment to delivering quality news content in the digital space.



**Ms NALINI SHEKAR**

Excellence Award in Environmental Sustainability



Ms Nalini Shekar, an Indian social activist and entrepreneur, co-founded “Hasiru Dala” (Green Force), a non-profit organization devoted to assisting marginalized waste pickers in the city of Bengaluru.

She has been widely acknowledged for her efforts in developing a more sustainable waste management system in the city.

Through Hasiru Dala, Ms Nalini has played a significant role in creating 540 new jobs and organizing 7,500 waste pickers to operate in 175 residential societies and office buildings.

The NGO has achieved significant milestones, including obtaining government-recognized identity cards for these marginalized workers. This recognition has not only legitimized their work but has also facilitated access to loans and health facilities, addressing crucial aspects of their well-being.

Ms Nalini Shekar’s commitment to social impact and sustainability has made a meaningful difference in the lives of waste pickers, transforming their socio-economic status and providing them with much-needed support and legitimacy.

**Ms ASHA V SWAMY**  
Excellence Award in Social Service



In life's journey, where many individuals prioritize personal pursuits, only a select few embrace the challenging path of social reform, finding fulfillment in overcoming obstacles.

Death, with its various manifestations such as accidents, suicides, or the silent passing of the destitute and beggars, presents complex issues that demand solutions. Amid these challenges, unsung heroes emerge as saviors, addressing even the most daunting tasks with compassion and courage.

Ms Asha V Swamy, affectionately known as “Asha Amma” in Ramanagara, stands out as one such hero. Her remarkable undertaking involves providing dignified funeral rites for orphaned bodies, a task that involves facing adversity and societal ridicule.

Since 2016, she has conducted around five thousand funerals, demonstrating unwavering strength and resolve.

Born into a life of penury, Ms Asha embarked on this mission after assisting her brother-in-law with unclaimed bodies. Despite facing family crises and enduring criticism, she persevered, earning respect and support from the police. Beyond funerals, her compassion extends to providing food and medicine to destitute individuals on the streets, as well as arranging medical care for the impoverished.

During the COVID-19 pandemic, Ms Asha ensured respectful funerals for the deceased, exemplifying the best of humanity. Despite being ridiculed and ostracized by her in-laws and relatives for her unconventional work, she faced

immense adversity. However, instead of succumbing to the challenges, she grew stronger, creating her world of compassion and service.

Generous donors recognized her efforts by gifting her an ambulance, which has become a lifeline for pregnant women in emergencies. The ambulance, under her stewardship, has facilitated numerous deliveries en- route to the hospital, bringing immeasurable satisfaction in ensuring the safety of both mother and child.

Ms Asha's belief in the interconnectedness of lives is evident in her statement that those for whom she performs funerals are not truly orphaned, as she believes she must have been connected to them in past lives.

Driven by a profound belief in divine purpose, her mission continues with a dedicated team. Perhaps it is this divine principle that has chosen her for the noble work she passionately pursues.

**Ms MANGALA N SANCHARI**

Excellence Award in Art and Theatre



Ms Mangala N's tryst with theatre began with the troupe Samudaya, refining her skills at Rangayana in Mysore under the guidance of the renowned theatre personality Sri B V Karanth.

During her 13-year stint as an artist in Rangayana, she collaborated with renowned theatre personalities such as Prasanna, and M S Sathyu, amongst others. Ms Mangala N also worked with directors from Germany, Greece, and London, enriching her experience.

Having traversed India, America, Germany, and Austria, Ms Mangala N has delivered numerous performances, directed plays, and assumed various roles, including artist, writer, director, costume designer, and acting teacher.

As the founder and Creative Director of Sanchari Theatre, a prominent theatre troupe in Bangalore, she continues to contribute significantly to the theatre world.

Actively involved in children's theatre, Ms Mangala N has written and directed numerous plays for young audiences.

In addition to her theatre pursuits, Ms Mangala N has made notable forays into film, earning awards for costume design in Panorama and film festivals.

She holds junior and senior fellowships from the Central Government's Human Resource Center and a fellowship from Karnataka Nataka Academy.

In 2018-2019, she received an honor from Karnataka Bala Vikasa Academy for her significant contributions to children's theatre.

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# COMPARATIVE STUDY OF DREAMS AND DISAPPOINTMENTS: ASPIRATION AND REALITY IN “WHEREABOUTS”, “EMBLEMS OF TRANSFORMATION” AND “SELECTION DAY”

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## Abstract

This comprehensive comparative analysis delves into the exploration of dreams and disappointments in contemporary literature, focusing on the interplay between aspiration and reality within three novels: “Whereabouts” by Jhumpa Lahiri, “Emblems of Transformation” by Kiran Desai, and “Selection Day” by Aravind Adiga. The study meticulously examines characters’ journeys, societal influences, and narrative structures to reveal how individuals navigate aspirations and grapple with the inevitable disappointments that accompany the pursuit of dreams. Beyond individual narratives, the analysis extends to the broader socio-cultural and economic landscapes portrayed in each novel, shedding light on the multifaceted influences that shape characters’ dreams and impact the outcomes of their aspirations. Themes such as identity, societal expectations, familial influences, and systemic challenges are thoroughly examined, providing a profound insight into the complex factors contributing to the formation of dreams and the subsequent negotiation with disappointment. The study’s conclusion consolidates the comparative analysis, underscoring both shared elements and unique distinctions among the three novels. It accentuates the broader implications of the research, contributing significantly to the discourse on the intricacies of human aspirations and the dynamic interplay between individual dreams and societal realities in contemporary literature. This exploration not only

unveils the complexities of dreams and disappointments within each novel but also fosters a comprehensive understanding of how these themes resonate across diverse cultural, social, and economic contexts. Ultimately, this paper enriches the ongoing dialogue on the universality of human experiences and the diverse roles literature plays as a reflective mirror of the aspirations, challenges, and triumphs of the human spirit.

**Keywords:** Dreams, Emblems of Transformation, Selection Day, Disappointments, Societal Realities



## **UNDERSTANDING THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND QUALITY OF WORK-LIFE AMONG FEMALE IT PROFESSIONALS AT INFOPARK- COCHIN**

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### **Abstract**

Organizations today thrive in an environment that is characterized by rapid escalation of competition resulting from changes in consumer tastes and preferences, globalization and rapid technological change. Business organizations face challenges that include managing risks and uncertainty in a highly competitive environment. Organizations in pursuit of sustainable competitive advantage are manoeuvring strategies that will enhance their capability to overcome these challenges. Organizations increasingly realize that the most important asset that aids them to achieve their strategic goals is their employees. The effective management of employees has become a decisive factor of competitiveness and development of every organization. Managing employees has become critical to the success of all companies, large and small, regardless of industry. “The most important challenges are related to managing employee performance, retaining of skilled people, introducing new innovative training, finding new ways to make workforce more responsive, identifying new ways to increase employee performance, ensuring a sustainable growth for employees and company” (Solomon, Bozgaand Mateescu, 2013). Human Resource fraternity today focuses on balancing hard and soft approaches in managing the employees in organizations. There is focus on using hard metrics to evaluate technical competence and productivity coupled with emphasis on soft skills such as interpersonal relations, teamwork and communication. Soft skills are

essentially the skills of relationship management and creativity, underpinned by emotional intelligence. These include the ability to empathize with others, manage conflict, cope with ambiguity and paradox, and navigate a route through complex interpersonal and strategic scenarios. In a fast-growing, dynamic company, it is essential for a top executive to possess both Intelligence Quotient (IQ) and Emotional Quotient (EQ). Emotional Intelligence is an important construct that has a profound influence on employee performance in organizations and their commitment towards achieving the strategic goals of the organization. Quality of Working Life (QWL) is a term that had been used to describe the broader job related experience an individual has. It has been differentiated from the broader concept of quality of life. To some degree, this may be overly simplistic, as Elizur and Shye concluded that quality of work performance is affected by quality of life as well as quality of working life. In the present competitive IT world scenario, IT employees, especially women employees' face serious work pressure with long working hours and it is seen that, they almost lose their work-life balance. Women has the double duty of managing their homes as well as their career. Undue pressure on them forces many women to choose between any of these two.

The Indian IT industry has made a significant contribution to the country's economic growth in terms of Gross Domestic Product, foreign investors and has taken Indian excellence to the global market. IT industries are supposed to be a back bone of any nation's income. Successful performance of employees in the IT companies is the key factor for their growth. This study is carried to find out the relationship between Emotional Intelligence and Quality of Work life in the working environment of Information Technology (IT) industries among working female professionals.

**Keywords:** Emotional Intelligence, Quality of Work Life (QWL), IT Industry

## UNVEILING MATERNAL PORTRAYALS IN INDIAN CINEMA: EVALUATING POWER DYNAMICS AND CONTROL

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### **Abstract**

Indian cinema has often portrayed motherhood as a selfless and sacrosanct role. Mothers are depicted as the nurturers and providers of emotional support and guidance to their children. But this iconic 'Maa' is the revered Indian mother figure who has advanced significantly in Bollywood movies over the past century. Bollywood mothers are imbued with patriarchal beliefs that indirectly lay excessive expectations on motherhood and, as a result, on the women in Indian communities, regardless of how rebellious, emancipated, or progressive they are depicted to be. Despite the ostensibly revolutionary feminist overtones attached to some, the renowned mothers in well-known commercial Indian cinema remain the principal carriers of patriarchal beliefs. Although the conventional on-screen mother figure may have changed in appearance, a deeper look reveals that her purported metamorphosis is superficial. And if the mothers are depicted as the opposite, they stand in stark opposition to the society they are a part of, becoming a target of their criticism. This paper explores the intricate tapestry of motherhood as portrayed in Indian cinema, navigating the nuanced realms of authority and control within diverse cinematic narratives. From traditional archetypes to contemporary reinterpretations, the research aims to identify recurring themes and stereotypes associated with maternal characters while delving into the ways filmmakers negotiate and challenge societal expectations, thus scrutinising the shallow change in the depiction of selfless, nurturing, and divinely adequate mothers to humanely and autonomous mothers by

critically analysing the lives and characters various mothers from Bollywood. By analysing a diverse range of films spanning different genres, periods, and regional influences, this study aims to elucidate the complexities surrounding the depiction of maternal figures within the cinematic landscape of India. Furthermore, the research explores the impact of these representations on shaping perceptions of motherhood in society and influencing cultural norms.

**Keywords:** Agency, Autonomy, Bollywood, Indian Cinema, Indian Motherhood, Patriarchy

## **EYEPATH SETU APP: TRACKER ALERT KEEPS SAFE**

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### **Abstract**

Eyepath Setu, stands as a pivotal initiative to keep women all time safe by the strangers This mobile application serves as a digital bridge, connecting individuals with essential secure information and facilitating contact tracing in real-time. The app relies on a sophisticated blend of technology, including Bluetooth and GPS, to assess the risk of exposure to the safety based on user interactions. The primary objective of Eyepath Setu include early detection of strangers following, prompt communication of preventive measures, and efficient contact tracing to curb the user-friendly interface, individuals can self-assess their safety status, receive real-time updates on the security measures, and access relevant resources .Privacy and data security are paramount concerns, and the app incorporates measures to protect from the unknown persons following. User information while contributing to the collective effort to contain the messages of safety measures Eyepath Setu exemplifies the fusion of public safety initiatives and cutting-edge technology, showcasing the role that mobile applications can play in managing and responding to global secure crises. This proposed encapsulates the core functionalities and objectives of Eyepath Setu, emphasizing its role as a vital tool in the broader strategy to combat the Women safety. According to the statistics, 736 million women worldwide have experienced physical and sexual intimate violence, whether from a partner or not. This stunning number records for 33% of

all ladies universally, featuring a dire requirement for answers for upgrade their wellbeing. In this unique situation, the improvement of Eyepath way wellbeing ladies following applications has become pivotal to enabling ladies to feel secured and safe, particularly when they are making the rounds. Luckily, such applications as of now exist on the lookout. In this blog, we will dive into everything about these applications, the main purpose of this APP is to keep on eye who is following as a strangers which will be happening back end way. Zeroing on Ladies' Security Application Improvement and how it adds to resolving this basic issue. Victims map shows the exact location and helps to reach the destination safely.

**Keywords:** ESP32, Eyepath, GSM, GPS, Zigbee, LCD

# **VOICES OF CHANGE: THE ROLE OF FEMINIST ACTIVISM IN SHAPING POWER DYNAMICS AND ADVANCING GENDER EQUALITY**

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## **Abstract**

This paper delves into the transformative role of feminist activism in redefining societal power structures and advocating for gender equality. This paper offers an interdisciplinary approach, integrating discourse analysis with empirical research to assess the impact of feminist activism on public discourse and policy. The study centres on the narratives, campaigns, and public engagements of feminist activists, drawing from a diverse range of sources including speeches, social media, and published works. It aims to understand how these activists utilize language and various forms of media to challenge traditional gender norms, dismantle patriarchal power structures, and foster a more equitable society. The analysis focuses on both the content and form of these communications, exploring how feminist activists articulate their message, mobilize support, and engage with opponents. This paper not only highlights the successes of feminist activists in influencing public opinion and policy but also critically examines the challenges and setbacks they face. These include cultural resistance, political barriers, and internal conflicts within the feminist movement. Through this comprehensive analysis, the paper aims to offer a nuanced understanding of the complex interplay between feminist activism, power dynamics, and the pursuit of gender equality. This research contributes to the broader discourse on gender and power, providing valuable insights for academics, policymakers, activists, and anyone interested in

understanding the role of activism in shaping societal change. The findings of this study are expected to stimulate further research and dialogue on the ways feminist activism continues to influence and transform the landscape of gender equality.

**Keywords:** Feminist Activism, Gender Equality, Power Dynamics, Women Empowerment, Discourse Analysis



## **BEYOND THE CLASSROOM: NAVIGATING THE LABYRINTH OF OPPORTUNITIES FOR WOMEN IN HIGHER EDUCATION IN INDIA**

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### **Abstract**

This thematic paper delves into the intricate landscape of higher education for women in the Indian context. The metaphorical use of the term “labyrinth” encapsulates the complexity and challenges that women encounter as they navigate the multifaceted opportunities available to them within the higher education system. The study employs a comprehensive and nuanced approach to explore the dynamic interplay of societal, institutional, and individual factors that shape the educational journeys of women in India.

The paper commences by contextualising the current state of women’s participation in higher education, examining historical trends, and highlighting the evolving socio-cultural dynamics that influence the educational landscape. Drawing upon extensive literature reviews and empirical studies, the research scrutinises the persisting gender disparities in enrolment, retention, and academic achievements within higher education institutions. Furthermore, it scrutinises the intersectionality of gender with factors such as socio-economic status, caste, and regional disparities, shedding light on the intricate web of challenges faced by women from diverse backgrounds.

A pivotal aspect of the paper involves an exploration of institutional policies and practices that either facilitate or hinder women’s progress in higher education. By critically analysing affirmative action policies, support services, and gender-sensitive curriculum frameworks, the paper aims to delineate the institutional strategies that contribute to the creation of inclusive academic

environments. The examination of successful case studies and best practices will illuminate potential pathways for enhancing gender equity within higher education institutions.

The research also delves into the extra-curricular dimensions of women's participation, scrutinising the role of leadership opportunities, mentorship programs, and networking initiatives in fostering a conducive environment for academic and professional growth. By highlighting the stories of trailblazing women who have successfully navigated the labyrinth, the paper seeks to inspire and provide tangible examples of resilience and achievement.

This paper contributes to the broader discourse on gender equity and educational inclusivity by unravelling the layers of challenges and opportunities that women encounter beyond the classroom in the pursuit of higher education in India.

**Keywords:** Opportunities, Women Education, Higher Education, Challenges, Thematic Review

## **WOMEN IN SPACE RESEARCH – CASE STUDIES OF SELECTED WOMEN IN SPACE**

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### **Abstract**

An historical account of pioneering women in space research is a compelling narrative that delves into the remarkable journeys of selected women who have left an indelible mark on space exploration. From breaking gender barriers to contributing groundbreaking research, these women have navigated the cosmos inspiring future generations with their determinations and scientific skill. Several notable figures stand out in that we selected the fascinating tale of Valentina Tereshkova, the first women journey into space, Tereshkova orbited the earth in 1963 paving the way for women in space exploration. Another prominent woman is Kalpana Chawla, an accomplished astronaut. In 2003 Chawla tragically lost her life in the space shuttle Columbia disaster, but her legacy endures as a symbol of determination and achievement. These women have not only ventured into the unknown but also have broken barriers, leaving an inspiring legacy for future generations in the field of space research. The research delves into the remarkable contributions of two trailblazing women in space exploration. Their journey represents not only milestones in space history but also highlight the challenges and triumphs faced by women in a traditionally male dominated field. This paper examines Tereshkova's groundbreaking achievements, shedding light on her training, experience in space and the global impact of her accomplishment. We explore the societal context of the 1960s and the significance of Tereshkova's mission in advancing gender equality in space exploration. The comparative analysis of Tereshkova and Chawla offers insights into the evolution of opportunities and barriers

for women in space research across different cultural and temporal contexts. Examining the parallels and distinctions in their experiences enriches our understanding of the diverse paths' women have taken in reaching for the stars. In conclusion by examining their journeys, this research aims to inspire future generations, fostering a more inclusive and diverse space exploration landscape. The narrative of Valentina Tereshkova and Kalpana Chawla serve as compelling case studies that contribute to the larger discourse on gender equality in space research.

**Keywords:** Astronaut, Cosmos, Exploration, Navigation, Space

# **EXPLORING THE ENTREPRENEURIAL CHARACTERISTICS OF WOMEN DRIVE THE EXPANSION AND SUCCESS OF STARTUP VENTURES**

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## **Abstract**

India boasts the world's second-largest startup ecosystem, experiencing a growth rate of 10-12 percent, with approximately 20,000 startups and an average of 3-4 new startups emerging daily. The country's appeal is attributed to factors such as the cost of doing business, proximity, and the size of the domestic market. Notably, 55 percent of college graduates express a preference for working in startups over corporate environments. Leading startup destinations include Bengaluru, Mumbai, and the National Capital Region (NCR), accounting for over 65 percent of India's total startups. Bengaluru has also earned a spot among the world's top 20 startup cities according to the 2015 Startup Genome Project ranking. While assessing the success of startups, a crucial question arises: what factors influence and trigger entrepreneurial success. The prevailing entrepreneurial ecosystem may act as a motivating force for individuals to venture into startups, or it could be attributed to the inherent personality traits of entrepreneurs. Extensive literature from the year 2000 onwards sheds light on various personality traits, and this study specifically focuses on foundational traits such as self-efficacy, innovativeness,

locus of control, risk attitude, and the need for achievement. The goal is to analyse the extent to which each characteristic contributes to the entry into entrepreneurship and influences performance outcomes. To achieve this, data were collected from 98 startups in Bengaluru through a survey-based method. The study has conducted thorough analyses to address its objectives and shed light on the correlation between baseline personality traits and entrepreneurial success.

**Keywords:** Entrepreneur, Startup, Personality Traits, Self-Efficacy, Innovativeness, Locus of Control, Need for Achievement Risk Attitudes, Success, Goals, Demographics, Skill

# **A CRITICAL EXAMINATION OF DECEPTIVE FOOD AND BEVERAGES ADVERTISEMENTS: A SPECIAL FOCUS ON TELEVISION COMMERCIALS IN THE CONTEXT OF WOMEN'S HEALTH AND WELLNESS**

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## **Abstract**

The progression of human civilization has been marked by significant milestones since its inception. In the contemporary world, the pervasive influence of advertising shapes our global landscape. Whether commuting or at home, exposure to advertisements is an inescapable part of daily life. Even in the digital realm of smartphones, promotional content from platforms like YouTube, Facebook, and Twitter inundates our screens. Advertisements have evolved into an omnipresent force that not only shapes our environment but also influences our lifestyles and molds our identities. As we delve into the realm of food and beverages, it becomes crucial to scrutinize the accuracy of advertisers' claims, especially when considering the impact on women's health and wellness. The food and beverage industry, characterized by fierce competition, witnesses entities fervently vying to promote and sell their products. In this highly competitive marketplace, companies often resort to misleading and faulty advertising practices to establish market dominance. Navigating the complexities of the food and beverage industry necessitates a critical evaluation of the claims made by advertisers. To accomplish the objectives of this research paper, the researcher conducted an investigation into how these advertisements disseminate false information, particularly in violation of the Advertising Standards Council of India's Code for Food and

Beverages. This study employs qualitative content analysis to scrutinize food and beverage advertisements on television, with a special focus on their impact on women's health and wellness. The findings of this study reveal the alarming extent of misleading information perpetuated by these advertisements.

**Keywords:** Advertisement, Advertising Standard Council of India Code, Television Commercial, Violation, Women Health and Wellness



## **EXPLORING THE OMNICHANNEL PERSONALIZATION STRATEGIES WITHIN THE PLUS-SIZE WOMEN’S FASHION MARKET**

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### **Abstract**

Amidst the surge in online transactions and rapid technological advancements, the Plus-Size Women Fashion Market represents an evolving landscape with significant opportunities yet to be fully explored. This research embarks on an exploration targeting women aged 18 and above to unravel the intricacies of this market, with a specific focus on the effectiveness and applicability of Omnichannel Personalization strategies. As the digital landscape evolves, consumer expectations have ascended, prompting a need for tailored shopping experiences. This study aims to explore the multifaceted realm of Omnichannel Personalization by employing a Quantitative method to understand the nuanced requirements of the Plus-Size Women by delving into online platforms, mobile applications, and physical stores, the research seeks to interpret the impact of size inclusivity and desirability of personalized experiences across diverse channels.

Beyond elucidating the effectiveness of Omnichannel Personalization, the research confronts the unique challenges faced by the Plus-Size Women Fashion Market. From size inclusivity and inclusive imagery to cater diverse fashion preferences, social stigmatism, ethical and privacy concerns and cultural nuances, this study identifies obstacles and provides insights to craft strategies that resonate with the varied needs of this consumer segment.

This research also spotlights opportunities arising from the intersection of Omnichannel Personalization and the Plus-Size Women Fashion Retail Market.

Through a comprehensive statistical analysis of the collected data, the study seeks to identify avenues for innovation, growth, and market expansion, offering valuable insights for businesses to harness the potential within this growing niche. This Research is anticipated to contribute to both academic and practical realms, it envisions shaping a future where the Plus-Size Women Fashion Market is not only understood but actively catered to through personalized, seamless-inclusivity and intersectionality within the fashion industry.

**Keywords:** Inclusive Imagery, Omnichannel Personalization, Plus-Size, Size Inclusivity, Social Stigmatism, Women's Fashion Retail

## **AN EMPIRICAL STUDY ON WOMEN FINANCIAL SELF-EFFICACY IN BENGALURU URBAN DISTRICT**

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### **Abstract**

Financial self-efficacy is a concept which derives the ability of an individual to select decide their own investment pattern consult in their income levels. With emergence of increasing women employment in the country, it is essential for women to also understand and take the financial decision on her own. Considering the above-mentioned information, paper is coined with a clear-cut objective of understanding the relationship between financial self-efficacy and allied derived factors such as financial attitude, financial attitude is based on the financial knowledge and financial behavior. The boom in the sector of the Information technology and the service industries impetus given by the Government has led to increasing urbanization especially in places like Bengaluru. The data is empirical in nature received through the structured questionnaires collected from women respondents who have income in Bengaluru City through different forms of employment and self-employment. The statistical tool to test the reliability applied is Cronbach alpha and regression test is used to prove the hypothesis. The data obtained proved that the relationship of the variables mentioned above has the impact on the financial self-efficacy of Women.

**Keywords:** Financial Self-Efficacy, Financial Attitude, Financial Knowledge, Financial Behaviour

## EMPOWERING WOMEN FOR THE SUSTAINABLE DEVELOPMENT OF FINANCIAL ENVIRONMENT

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### Abstract

Environment is everything in the universe that will determine the living condition of every individual. Likewise, the financial wellbeing of an individual is determined by his or her financial environment. In the present scenario both financial environment and women empowerment play a greater role in shaping the financial prosperity of the world. The main objectives of this study are to assess the financial behaviour, to analyse the financial awareness and financial knowledge and to explore the status of financial inclusiveness and women empowerment in Kerala. The working women and homemakers in Kerala make the population of the study. A sample of 100 homemakers and 100 working women from the districts of Wayanad and Palakkad are taken using purposive sampling method. The findings of the study reveal that there is positive influence of financial inclusion on the empowerment of women in Kerala. It is found that there is a difference between the financial inclusion among homemakers and working women. Working women depicts higher level of financial inclusion as compared to homemakers. The study suggests the authorities to introduce more initiatives which focus on the financial education of the women and marginalised segments in the country and to take measures to enhance the financial freedom and decision-making power of the women.

**Keywords:** Financial Wellbeing, Empowering, Positive Influence, Homemakers

## INVISIBLE WOMEN OF STEM IN DIGITAL SPACES AND SEARCH ENGINES: A DIGITAL HUMANITIES STUDY

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Institute of Technology, Nirma University, Ahmedabad*

### **Abstract**

The foundation for a STEM career is laid early in life, but scientists and engineers are made in colleges and universities. They are nurtured in workplaces, laboratory and universities. Though everyone starts with equal footing but it is observed that not many of us especially women are not visible for our work. This work has tried to see the visibility of women scientist among people. It was felt that people don't know many women scientists. The research work is based on mixed method and employ survey and interviews. This research is work in progress and is an attempt to look deep into the reason of gender disparity in STEM with special reference to invisible contribution of women in STEM.

**Keywords:** STEM, Women, Gender, Digital Spaces, Digital Humanities

## CHALLENGES OF A TRANS WOMAN: CASE REPORT ON MENTAL HEALTH AND RISKS OF REPRODUCTIVE CANCERS WITH GENDER-AFFIRMING HORMONE THERAPY

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### **Abstract**

Trans communities across India are still ill-treated and ignored by society. Most trans individuals are uneducated and uninformed, financially weak and ignorant of the authentic and reliable resources that can educate them. Due to these factors, they are not aware of the risks associated with gender transformation treatment protocols, like Gender Affirming Hormone Therapy (GAHT). GAHT is linked to various types of reproductive cancers. Our organization, Breast Cancer Hub has been serving the trans communities in India for quite some time now. The conditions of trans individuals are dreadful, and they are oblivious to the side effects of the hormones or treatments they choose to achieve a desired look. Unfortunately, even if trans individuals come from financially stable and educated backgrounds, they also struggle persistently to get accepted by the family and society due to the taboo associated with the word “Transgender”. In this case study, we report about a trans woman from India who is a doctor (physician) by profession and has started GAHT. Despite knowing about the repercussions of GAHT and having a family history of cancer, she is taking exogenous hormones to get a feminine appearance. She has a history of post-traumatic stress disorder (PTSD) and is now at an increased risk with the emotional and mental trauma she is going through due to the stigma prevailing in our society and the lack of acceptance from her family. In addition, the worry of managing funds to get

surgeries done in the future builds to her already existing stress. We present this case report to highlight the fact that education alone cannot lead to the acceptance of gender minorities. The thought process must change with time by revolutionizing the social stigma, with care and acceptance, with changes in healthcare policies, inclusive of cancer screening of Transgender populace.

**Keywords:** Breast Cancer, GAHT, Mental Health, Reproductive Cancers, Transwoman

## WOMAN EXPERIENCING POVERTY, RACE, ETHNICITY, RELIGION, CASTE DISCRIMINATION

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### **Abstract**

Nostalgia and war are recurring themes in the literary works of Maya Angelou, Lorraine Hansberry, and Gwendolyn Brooks, three prolific African American women writers whose contributions have left an indelible mark on American literature. This abstract provides an overview of how these writers navigate and depict the profound impact of war, particularly the Vietnam War, on the collective memory and personal experiences of African Americans, interwoven with a deep sense of nostalgia. Maya Angelou's autobiographical work, "I Know Why the Caged Bird Sings," poignantly captures the nostalgia of her childhood and adolescence, juxtaposed with the backdrop of World War II. Angelou's narrative voice invites readers into the segregated South, where she grows up amidst the complexities of racism, love, and the war's effects on her family and community. Lorraine Hansberry, renowned for her groundbreaking play "A Raisin in the Sun," explores the nostalgia of the African American diaspora through the Younger family's aspirations for a better life. While the play primarily revolves around issues of race and housing discrimination, it subtly alludes to the Korean War, highlighting the war's impact on African American soldiers and their families. Gwendolyn Brooks, a Pulitzer Prize-winning poet, delves into the Vietnam War's nostalgia and the profound sense of loss in her poetry. In poems like "Negro Hero," she honors the sacrifices of African American soldiers while lamenting the



futility of war and the enduring trauma it inflicts on communities. Therefore, the literary works of Maya Angelou, Lorraine Hansberry, and Gwendolyn Brooks provide a compelling exploration of nostalgia and war, shedding light on the resilience and aspirations of African American communities in the face of adversity. Through their prose, drama, and poetry, these writers offer enduring insights into the complexities of identity, memory, and the enduring human spirit in times of war and nostalgia.

**Keywords:** Complexities Ethnicity, Nostalgia, Narrative, Resilience

## **HUMAN RIGHTS AWARENESS AMONG WOMEN IN HIGHER EDUCATION: A STUDY**

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### **Abstract**

Human rights are universal basic rights that give equal rights to all individuals irrespective of caste, creed, religion, language, colour, or culture. Human rights include all fundamental rights such as the right to equality, education, work and to lead a life with dignity. Human rights help to resolve conflicts and address grievances and discrimination to create a sustainable society.

The objective of the present study is to understand the level of human rights awareness among youths particularly women students from the higher education sector. There are very few studies that focus on the youths in this area. Hence, the study was undertaken to assess the level of understanding and awareness among youths in higher education institutions across urban Bengaluru located in Karnataka, India. For the said purpose, a descriptive quantitative study using a survey-based method was applied and data was collected through random sampling using questionnaires. Statistics and thematic analysis of qualitative data indicate that urban women had a general awareness of the subject, but lacked the essential awareness, particularly in terms of economic, social, and cultural rights indicating that women lacked consciousness of their rights. To address this, the study also recommended the inclusion of human rights education in the curriculum with a practical approach.

**Keywords:** Awareness, Human Rights, Women, Youth, Higher Education

## **LIVING A LIFE OF EXCLUSION: PSYCHOEDUCATION OF TRANSWOMEN IN INDIA**

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### **Abstract**

Since the story of human life has been recorded, plight of transgender people remained to exist in a similar way in every culture, race, and class. The present research is based on the fact that education and skills development play pivotal role in enhancing jobs and economic opportunities for a transgender as they face different kinds of atrocities and defamation in their day to day life. The findings reflected on high levels of stigma in almost every sphere of their life such as health (HIV and other risk), schools, colleges, employment, social schemes and entitlement, lacking family support, compromising on daily earning timings, facing atrocity and negligence by the police and lacking social security and so on. The focused group discussion was an instrumental tool to explore lived experiences of transwomen in areas like available support, equal opportunity of education, need for skill development, government programmes, and so on. The major themes centred around extreme social exclusion, struggles ascribed to stigma, desiderate for identification, self-esteem issues that hinders them to upgrade their skills, efforts to eke out an existence, need for skill training and their anticipated challenges. To overcome these issues, the psychoeducation, a powerful tool to motivate them for empowering their communities was implemented. The counsellors

highlighted the exposure to counter-stereotypic information and intergroup contact to have a significant role to play in the process of “de-biasing” and enhancing empathy. The research implications targets on providing the life skills intervention programme incorporating the challenges for which more interactive session and discussion on the issues concerned were suggested. Thus, mental health professionals can build their own capacities and seek supervision towards building competency for trans-affirmative mental healthcare.

**Keywords:** Transwomen, Challenges, Social inclusion, Psychoeducation, Skill Based Programmes

# **ASSESSING INTERSECTIONAL IDENTITY AND ITS INFLUENCE ON LIFE SATISFACTION MEDIATED BY PERCEIVED MARGINALIZATION: A STUDY ON GIRL STUDENTS IN HIGHER EDUCATION INSTITUTIONS ACROSS BENGALURU**

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**Prof Chetan TR**, *Assistant Professor & Dr Harold Andrew Patrick*,  
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## **Abstract**

Black feminist legal scholar Kimberlé Crenshaw invented intersectionality in the early 1990s. Intersectionality discusses how gender, colour, ethnicity, sexual orientation, gender identity, disability, class, and other discriminating systems “intersect” to generate unique dynamics and consequences. When a Muslim woman wearing the Hijab is discriminated against, it is hard to separate her gender from her Muslim identity and isolate the factors. Race, class, and gender are intersectional. This intersectional approach suggests that we must look at multiple forms of oppression and treat women as a heterogeneous category where caste, class, region, locality, language, and others affect women in different ways. For instance, Dalit women have a distinct issue than upper-caste women. People tend to portray women as a monolithic group and oversimplify their oppression as affecting all women regardless of caste or status. These common sense reasons only make sense when we compare women to males. This reductionist view of women’s oppression overlooks internal distinctions, marginalising marginalised

women and creating new kinds of discrimination. Some of the students daily face racism, sexism, classism, ableism, and other oppressions. The purpose of this study is to understand the ways in which the intersectional identity of girl students in higher education can influence their satisfaction with life and the extent to which their perceived marginalization by the societal norms can mediate this relationship. A research model was framed and tested to find out the direct and also the indirect effect of intersectional identity of girl students in higher education students on their life satisfaction in the presence of their perceived marginalization. The study was administered to 400 girl students across higher educational institutions in Bengaluru. The sampling technique adopted was stratified sampling and girl students across various demographics were chosen for the study. The responses obtained were analysed using SPSS software and the findings and implications were reported in the paper. The findings of the study indicates two main intersectional identities based on the results of cluster analysis and it was found that there is a significant variation in both clusters when it comes to the factors of perceived marginalization and life satisfaction. The results also indicate that perceived marginalization partially mediates between intersectional identity and life satisfaction.

**Keywords:** Intersectionality, Perceived Marginalization, Perceived Discrimination, Higher Education Institutions, Education Sector, Life Satisfaction

## THE SILENT STRUGGLE: EXAMINING THE INEQUITABLE INCARCERATION OF WOMEN OWING TO BIASES BASED ON GENDER, RACE, AND ETHNICITY

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### **Abstract**

Women face significant challenges in wrongful conviction and incarceration, as they often bear the financial and caregiving burden when loved ones are behind bars. The United States has the highest percentage of female prisoners worldwide, with about 219,000 serving sentences and an annual increase of over 700% between 1980 and 2014. In 2019, there were over 231,000 women incarcerated in prisons and jails, with 60% of them awaiting trial and not found guilty of any crimes. Women of colour make up two-thirds of those behind bars, with black women being two to three times more likely to be institutionalized than white women. Latina women are 69% more likely to be restrained compared to white women, while Native American women account for 25% of the inmate population. Girls of colour who experience abuse are more likely to be processed by the criminal justice system and classified as “offenders.” This study explores the troubling occurrence of women being falsely convicted of crimes they did not commit, focusing on instances where the arrests were motivated by the persons’ racial, ethnic, or gender identities. The criminal justice system has sporadically failed to uphold women’s rights, particularly those of underprivileged backgrounds, in spite of its responsibility to maintain fairness and impartiality. To investigate the several elements leading to these unfair convictions, this research takes

a comprehensive approach, fusing legal analysis, case studies, and social scientific viewpoints. The study also examines the historical background that has supported prejudices in the criminal justice system, the intersections of gender, ethnicity, and race, and the abuse of expert testimony, biased investigation techniques, and poor legal counsel. It also discusses how public opinion is shaped by media representation, which can make the difficulties encountered by falsely accused women even more severe. The research intends to contribute to ongoing conversations on the reform of judicial systems and the removal of racial, ethnic, and gender prejudices in the pursuit of justice by putting light on the systemic factors contributing to unjust convictions.

**Keywords:** Ethnicity, Gender, Incarceration, Legal Analysis, Offenders, Race, Women of Colour



## **SOCIO-ECONOMIC CONDITIONS AND WORKPLACE CHALLENGES OF WOMEN MIGRANT WORKERS: A STUDY CONDUCTED IN BENGALURU**

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### **Abstract**

Bengaluru is undoubtedly one of the most economically prosperous cities in India. It is also one of the biggest destinations for migrant workers, including women. These migrant women come to Bengaluru from various parts of India in search of productive employment.

In rural areas people are faced with lack of suitable employment opportunities so they migrate to urban areas like Bengaluru in search of productive employment. Though male migrants outnumber the females, the role played by women migrants cannot be underestimated.

These women may have either accompanied their spouses as associational migrants or have independently migrated and taken up employment on various levels of hierarchy from highly skilled jobs, highly paid jobs to casual work or unskilled jobs. They take up jobs as construction workers, domestic help, helpers in factories or temporary workers in garment factories.

Though they earn a low income, they nevertheless contribute their mite to the household expenses. The current study focusses on unskilled and low skilled jobs taken up in different sectors of the economy by women migrant workers who work mostly in the unorganized sector. Braving lack of education, poor treatment at workplace including exploitation, lack of a collective voice to address their concerns, these women migrants invariably face socioeconomic challenges that adversely impacts their health-both physical and mental.

Migration, especially of women remains an unexplored topic that is outside the purview of production and is viewed as domestic and private.

This objective of this study is two-fold, namely, to examine the socioeconomic conditions of migrant women workers in Bengaluru and to study the workplace related challenges faced by such women migrant workers. A structured questionnaire was prepared to gather data from migrant women workers. Interview schedules were set up to explain and gather data from women migrant workers.

**Keywords:** Women Migrant Workers, Socioeconomic, Workplace Challenges, Unorganised Sectors

## **WOMEN AND WORK-LIFE BALANCE: AN EMPIRICAL STUDY ON WORKING WOMEN IN SELECTED ORGANIZATIONS**

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### **Abstract**

Women play a very important role in our society. Nowadays, they are not only confined within the four walls of a room but they are also multi-tasking. Besides, managing their traditional household chores, they are setting themselves free to choose their passion and dream work. Modern educated women want to work and be independent. However, living in a patriarchal society, it becomes too tough for them to provide their near and dear ones with comfort and also to carry out their work. Living in a post-modern era, some women are also not given the freedom to work after their marriage. While some have to leave their work before marriage. This however creates frustrations, anxiety, and stress among a certain age group of women. Many women on the other hand do get emotional and mental support from their families and relatives thereby strengthening their footholds. This nourishes and empowers a woman.

This paper will aim to do an empirical study on the experiences of working women in different organizational sectors and the varied ways of coping strategies that they exhibit in their daily lives to find solace from their hectic schedules. A sample of 15 working women from various fields will be chosen to understand their personal experiences regarding work-life balance. This paper will also explore the courage that most women have shown in continuing with their work despite facing odd challenges which helped them to shape their personal growth and a progressive outlook towards society.

**Keywords:** Anxiety, Challenges, Coping Strategies, Empowerment, Multi-Tasking, Organizations, Patriarchy, Woman

## **EXPLORING THE EFFECTS OF DIVERSIFIED REPRESENTATIONS OF INDIAN WOMEN ON BODY IMAGE AND SELF-ESTEEM AMONG INDIAN WOMEN**

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### **Abstract**

Prior research has established a correlation between heightened media use and a growing discontent among women regarding their physical appearance (Grabe et al., 2008; Chukwuere & Chukwuere, 2023). This study investigates how media depictions of Indian women positively affect the body-image satisfaction and self-esteem of Indian women. The influence of the media on one's self is more than they acknowledge or are willing to acknowledge. The researchers aim to demonstrate that exposure to media featuring women who are relatable, possess realistic body types, and have achieved notable success in their respective fields can result in a reduction in body image dissatisfaction and an enhancement in self-esteem levels. If validated, present-day media outlets and women in general have the option of choosing media that is beneficial for their psychological well-being.

This study is a quasi-experimental investigation that includes an intervention. Participants were asked to fill out a pre-test form to assess their self-esteem and contentment with their body image. This was done using the Body Appreciation Scale-2 (Tylka and Wood-Barcalow, 2014) and the Rosenberg Self-Esteem Scale (Rosenberg M, 1965). Next, the participants were divided into experimental and control groups. The experimental group viewed videos

and images that exhibited a diverse range of Indian women. The control group was exposed to movies and images irrelevant to the study. Following the intervention, both the control and experimental groups were required to fill out a post-test questionnaire to evaluate their levels of self-esteem and contentment with their body image. The total sample size was 94 participants, with roughly equal distributions in the experimental and control groups. The outcomes of these two cohorts were compared to see whether the intervention indeed resulted in a modification of their self-esteem and body image contentment.

**Keyword:** Physical Appearance, Physical Appearance, Self-Esteem, Body Image Contentment

## WORK-LIFE BALANCE OF WOMEN ADMINISTRATORS

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**Ms Damini Raje Singh**, *Research Scholar, Political Science and Public Administration Department, Dr Harisingh Gour University, Sagar*

### Abstract

Work-life balance has always been a juggling act, balancing job commitments with personal life, hobbies, and loved ones. Working men and women are both subjected to job pressure and personal constraints. Work-life balance is not a universal idea. It is unique to each individual and may alter based on life circumstances. Women frequently face distinct problems that are determined by cultural conventions, expectations, and personal situations. Women usually juggle several tasks, including work, childcare, domestic chores, and personal goals. This paper discusses the problems that a woman administrator faces and how she maintains a balance between her personal and professional lives. The paper analyses the previous literatures and work done in the field simultaneously includes a few real-life examples and case studies to back up the author's point of view. This study will examine the numerous aspects affecting the Work-Life Balance of Women working in Public Administrative Offices and will also recommend solutions to establish a balance.

**Keywords:** Challenges before Working Women, Gender, Workplaces, Measures to improve Work - Life Balance, Personal Life, Professional Life, Public Administrative Offices, Women Administrators, Work Environment, Work-Life Balance, Workplace Stress Management

## **CANCER DETECTION MECHANISM IN WOMEN: A STUDY**

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### **Abstract**

Effective cancer therapy and better patient outcomes depend on early detection. The development of precise and trustworthy cancer detection methods is crucial for women's health. The aim of the article is to study recent developments in women-specific cancer detection technologies. The study examines numerous imaging and screening approaches, such as mammography, pap smears, and clinical breast examination, and discusses the benefits and draw backs of each. Additionally, the potential for identifying cancer in women is studied for cutting-edge technologies including liquid biopsy and molecular imaging. The study support current efforts to increase women's cancer detection, which will enable early diagnosis and prompt action.

**Keywords:** Cancer Detection, Women's Health, Early Diagnosis, Screening Methods, Imaging Techniques, Molecular Biomarkers

## WOMEN EQUALITY IN VACHANAS

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### Abstract

The first thing that comes to mind when thinking of women's freedom and equality are the Vachanas of the 12th century. This era accorded the highest respect to women, recognizing them as life companions. It propagated the notion that women are as intellectually capable as men and can express mature thoughts. The most notable achievement of Basavanna's social revolution was advocating for women's equality. During the 12th century, numerous women, through their Vachanas, illuminated the world with their knowledge. Vachana writers like Akka Mahadevi and Muktaikakka penned profound Vachanas, challenging even Allama Prabhu, revered as the Sun of Knowledge. Knowledge has no gender; it is merely light. These writers disseminated this light worldwide.

The 12th-century Vachanas remain relevant in today's rapidly modernizing world due to their serious and universal themes. Despite advancements, complete gender equality remains unachieved. The Vachana movement laid the groundwork for this aspiration. The Vachanas of Basavanna and his contemporaries significantly contributed to this cause, exemplifying that any new initiative requires society's full support to succeed.

In the 12th century, the Sharanas of the Vachana movement advocated for gender equality. Yet, even in contemporary times, biases and stereotypes about women persist. Nonetheless, the movement succeeded in elevating



women's status, including among the lower classes, and granted them freedom of expression. This empowerment enabled them to challenge societal restrictions. The Vachanas authored by women stand as powerful testaments to these movements. These Vachanas offer hope to women, assisting them in overcoming societal-induced inferiority complexes and encouraging them to live as equals with men. Gender equality is vital for societal balance. Discrimination weakens society. In the modern era, the importance of gender equality is paramount. The Vachanas provide valuable lessons on this issue, remaining pertinent even today.

**Keywords:** Sharanas, Freedom, Equality, Women, Gender, Anubhava Mantapa

## SEED SOVEREIGNTY AND BIODIVERSITY CONSERVATION: UNPACKING VANDANA SHIVA'S ADVOCACY

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### **Abstract**

This paper examines critically the multifaceted relationship between seed sovereignty, conservation of biodiversity and the works of Vandana Shiva who has advocated through her works and influenced all towards a better ecosystem. Dr Shiva's dedication and commitment to ecological integrity and sustainable practices in agriculture highlights the importance of the seed sovereignty for biodiversity to ensure global food security. Her robust approach in her discourse criticising industrial agricultural practices, patenting of seeds, genetic engineering and corporations taking over on seeds is commendable. Dr Shiva illuminates the intricate connections between the seed sovereignty and preserving the indigenous agricultural practices. She opines that the local farmers must be given the basic rights to control their seeds, preserving the indigenous knowledge thereby fostering agroecological approaches to cultivation. The paper studies in detail about the socio-economic complex consequences of her work that would potentially empower the farmers and local communities at large that will more resilient and equitable agricultural system. By unpacking the subtle distinction of her advocacy, this paper fosters to a fine distinction and understanding the opportunities and challenges in connection with seed sovereignty and preservation of biodiversity. The paper ultimately concludes with a comprehensive approach that can inform

policies and practices that promote for sustainable agriculture and protect our ecosystem. The research paper also suggests an approach to ensure that humans will initiate their roles and responsibilities in this intricate web of life assuring every existence has its own identity and right to live. Shiva's central thought in "Who really feeds the world" asserts for agriculture justice. Shiva's thirty years of study and research in this field draws genuine sustainability which could be practiced and incorporated. Vandana Shiva is against the large-scale monocropping and genetic modifications but instead advocates agricultural practices, biodiversity, indigenous farming techniques to solve the food crisis. The paper will explore theories like biocentrism, anthropocentrism, symbiosis, biodiversity, interconnectedness, ecocentrism.

**Keywords:** Biocentrism, Anthropocentrism, Biodiversity, Ecocentrism, One Foot-Bowl Theory

## NAVIGATING PRECARITY AND THE INTERSECTIONAL STRUGGLE OF DALIT WOMEN IN P. SIVAKAMI'S THE GRIP OF CHANGE

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### **Abstract**

Precarity, as a theoretical concept, grapples with uncertainties in various aspects of life, whether pertaining to one's existence, employment, or overall circumstances. Initially associated primarily with economic conditions, it has expanded its scope to encompass sociological and cultural dimensions. This global phenomenon is evident in literature worldwide. In the context of Indian society, when linked to the prevailing caste system, precarity exacerbates the marginalization of lower-caste individuals, particularly those on the fringes known as Dalits.

Within the realm of Dalit narratives or literature, precarity becomes a defining element that encapsulates the pervasive anxiety surrounding the very existence of Dalits in society. Born into socially marginalized, politically disadvantaged, and economically oppressed segments of society, the lives of Dalits in India are inherently precarious. Among them, Dalit women emerge as the most vulnerable, grappling with social and caste-based violence, economic insecurity, and general exploitation. Not only do they face exploitation from the upper-caste individuals, but they also endure harassment within their own community. Unfortunately, Dalit women find themselves neglected by both feminist reformers, who often focus on gender violence without addressing the underlying caste ideology behind violence against Dalit women, and the Dalit movement, which tends to concentrate solely on caste-related violence, overlooking gender-based violence.

This paper aims to shed light on the precarious situation of Dalit women, using P. Sivakami's novel *The Grip of Change* (2006) as a focal point. Additionally, the paper endeavours to explore the resistive and assertive measures adopted by Dalit women in response to their oppression.

**Keywords:** Dalit Women, Precarity, Resilience, Vulnerability

## **NAVIGATING THE WORK-LIFE SYMPHONY: PERSPECTIVES FROM MIDDLE-AGED WOMEN INFLUENCERS ON AGELESS CAREER JOURNEY AND BALANCING LIFE**

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**Dr Neelima Kamjula**, *Director & Professor, Bhagwan Mahavir College of Management, Bhagwan Mahavir University, Surat*

### **Abstract**

By examining the complex dance of work-life balance through the eyes of middle-aged female influencers, this research paper sheds insight on their lives and methods for juggling the competing demands of work and personal life. Apart from analyzing their complex strategies for managing work and personal obligations, the research explores the notion that there is no age restriction for starting a profession. By means of in-depth interviews with middle-aged women influencers, this study endeavors to reveal the complex aspects of their life. These leaders, who have achieved success in both their professional and personal lives, offer insightful perspectives on the difficulties and successes associated with maintaining this delicate balance. The realization that a person's career path is not limited by age is a major focus of this study. The study explores the perspectives of women who, as they aged, took up new work opportunities and effectively managed the challenges of balancing career advancement with family obligations. Their stories contribute to dismantling stereotypes surrounding age and career initiation, fostering a more inclusive narrative. Additionally, in an effort to achieve a harmonious work-life balance, the study explores the mutually beneficial interaction that exists between workplace dynamics, society expectations, and individual choices.

The research looks for recurring themes, effective coping strategies, and the supportive settings played in these influencers' journeys by examining their narratives. The study highlights the need of acknowledging and appreciating the variety of job paths, stressing that people of all ages can pursue fulfilling careers. The research aims to provide motivation for women in different phases of life and educate policymakers and employers on creating work-life balance for all individuals, regardless of their professional background.

**Keywords:** Professional Background, Workplace Dynamics, Work-Life Balance

## EMPOWERING EDUCATIONAL NEEDS OF GIRLS WITH DYSLLEXIA: A COMPREHENSIVE REVIEW

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### Abstract

Dyslexia is a neurodevelopmental disorder that affects language processing, posing significant challenges in reading, writing, and comprehension abilities. Despite its prevalence, there exists a gendered discrepancy in the identification and support of dyslexia, particularly among girls. This paper conducts an in-depth systematic review of existing literature to understand the educational needs and empowerment strategies specifically tailored to girls with dyslexia. By exploring the current educational landscape, diagnostic challenges, gender-specific manifestations, and existing interventions, this study aims to provide insights and recommendations to empower girls with dyslexia within educational environments.

**Keywords:** Dyslexia, Inclusiveness, Gender Discrepancy, Gender, Educational Landscapes



## **A STUDY ON THE COURSE CONTENTS OF TECHNICAL EDUCATION AND REPRESENTATION OF WOMEN**

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### **Abstract**

This paper is part of a larger inquiry into the dimensions of ‘education’ and its vision in the context of India and the various parameters leading to sustained growth and development of the homeland while partaking in global development. Any formal education follows a structure, visionary learning objectives implemented through the course contents of an educational programme and expected learning outcomes in which employability is a key concern and becoming a member of the skilled workforce is one of the major manifestations of keeping a society growing.

The paper focused on the phrase ‘representation of women’ vis-à-vis the burgeoning concept of women empowerment and girls’ education in the light of the course contents of technical education approved by the apex bodies. Employability, or already in employment, and skill development are the mutually embedded sides of the same coin. Concurrently, mental wellness while coping with the demands of employment in the present society is also a key concern and is under scanner, especially, these days.

The researcher’s assertion in this paper is to apply a social-psychological perspective to the course contents and the process in the trajectory of education and appeal for an obligatory practical exposure to include and inspire girls’ education in enabling women’s empowerment in their own essence and rights.

This study intended to engage the attention of policymakers, academic and industry fraternities, women leaders and entrepreneurs alongside the student community in bridging the perceived gaps for the attainment of the humanistic vision both at home and abroad. The study was developed using a discursive method and an analytical approach.

**Keywords:** Education, Vision, Women Empowerment, Course Contents, and Representation of Women

## UNWED MOTHERS AND SOCIETY – A WOMEN’S BURDEN?

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### Abstract

The current research paper delves into the burden of unwed mothers and lifelong trauma endured by them. Unwed mothers frequently encounter distinct obstacles, such as societal disgrace, financial struggle, and emotional anguish. The study focuses on comparing unwed women’s hardships through classical and contemporary narratives, and examines how society’s perceptions on unwed mothers have not much changed through time. The paper examines four select texts in which unwed mothers have suffered from society’s stigmatization; namely, Kunti from sage Vyasa’s Mahabharata, Tess from Thomas Hardy’s Tess of the d’Urbervilles, Anna Karenina from Leo Tolstoy’s Anna Karenina and Hester Prynne from Nathaniel Hawthorne’s The Scarlet Letter. The paper will analyse how the bitter experiences of unwed mothers are shaped by the effect of cultural norms and religious beliefs of patriarchal society where the man escapes unblemished and women is ostracised. The researcher has reviewed existing literature and focused on identifying case studies in which literature reflects unwed women’s woes. This research will highlight the necessity of the society’s destigmatization of unwed mothers and providing a societal environment that fosters and empowers unwed mothers. Lastly, this research emphasizes on gender equality, the structures of the families, and urges the policy-makers to increase awareness about creating an inclusive societal policy that can accept unwed mothers and empathise with them regardless of their social and marital status.

**Keywords:** Gender Equality, Single Parenthood, Social Norms, Stigma, Support Systems

## **WOMEN WORKAHOLICS AND WORK-LIFE HARMONY: RE-ESTABLISHING BALANCE THROUGH SUPERVISORY AND FAMILY SUPPORT**

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### **Abstract**

The conventional concept of workaholism identifies it with mental health and work-life conflict. Incidentally, it is also considered to be indispensable for success. Empirical studies have explored the nuances of workaholism as a major contributor to work-life imbalances. Research indicates women are more prone to workaholism, showcasing themselves as a perfectionist. This empirical study based on women, aims to contest the complex concept of workaholism and understand whether adequate supervisory and family support will help women reestablish a harmonious balance between work and life. A parallel mediation technique is adopted for analysing the conceptual framework developed for the study. The study has 551 women faculty members of the Indian higher education sector as respondents from whom data was collected using a structured questionnaire. The results of the study will throw light on the need to identify ways to harness workaholism in women for the benefit of the organization. For the individual organization, this may be the initial step towards a noteworthy perspective transformation. Workaholic women can also analyse their workaholic attitudinal component and ensure that their workaholism is restricted to mere job involvement. The study's novelty strengthens from the fact that hardly any research has been undertaken to study the nuances of workaholism – work-life harmony.

**Keywords:** Family Support, Supervisory Support, Women Workaholics, Workaholism, Work-Life Harmony

## **DOUBLE MARGINALISATION OF REFUGEE WOMEN – ACROSS THE WORLD AND AMONGST PAKISTANI HINDU WOMEN IN RAJASTHAN, INDIA**

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### **Abstract**

Refugee women undergo double marginalisation – becoming homeless when displaced and then silenced in their place of refuge. This paper is a concentrated investigation on the intersecting encounters of Pakistani Hindu women who had left Pakistan and sought shelter in the western Indian state of Rajasthan. The study used a qualitative research methodology that includes interviews, focus groups, and narrative analysis to shed light on the complex issues and opportunities that result from the convergence of different identity markers.

It examines the cumulative impact of discrimination on several aspects of these women's lives, such as education, work, healthcare, and social integration. The paper will also examine the intersections between cultural and religious expectations and gender norms, as well as the tenacity demonstrated by these women in navigating and confronting systemic obstacles. It is an attempt to provide valuable insights into the distinct obstacles encountered by Pakistani Hindu women, not only in Pakistan but also in India. It illuminates their ability to act independently, their ability to endure and adapt, and their

contributions to bringing about changes in society. The purpose of the studies is to provide information that may be used to develop focused interventions and policies that cater to the distinct requirements of this marginalised population, thereby promoting inclusivity and advancing social justice. To summarise, this study highlights the significance of acknowledging and tackling the overlapping forms of prejudice seen by Pakistani Hindu women. It also emphasises the need to create a space for these women to express their perspectives and share their personal encounters. Their case shall thus serve as a mirror to many such groups across the world.

**Keywords:** Pakistani Refugee Women, Intersectionality, Race, Religion, Discrimination, Caste

## **EMPIRICAL ANALYSIS ON POLITICAL PARTICIPATION OF WOMEN IN INDIA DURING POST-INDEPENDENCE**

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**Dr S Anand**, *School of Social Sciences Tamil Nadu Open University, Chennai*

### **Abstract**

Politics is an important component of good governance. Women have been active in politics pre independence, they have been leaders and occupied few positions like freedom fighters, judges, administrators, lawyers, doctors, teachers, and entrepreneurs etc. Post-independence, not only men but also women have equal rights before the law Article 14 of the Constitution states that all are equal and there shall be no discrimination on the basis of sex, religion, caste, language and race. Few women's political contribution is significant role of the contemporary government administration have been energetic and potential politics. Women's political involvement is an important aspect of modern government management and a valuable indicator of active politics. Since independence, the implementation of a strong and accepted constitution that provides for many rights has increased the representation of women in Indian society. Women have equal roles in society, including access rights and responsibilities at the present of political participation of women about 68 percent for the all the type government (ECI, 2023). The present study the following specific objectives are: i) to analyse the political participation of women during the post-independence period; ii) to analyse the performance and growth of the political status of women. The present study is based both on primary and secondary data required. Primary data have been collected with help of the well-structured questionnaire and secondary data from

the various sources such as Election Commission of India, Ministry of Law and Justice, Ministry of Child and Women and Development, Ministry of Parliamentary Affairs and National Commission for Women etc. The study has been used for simple statistical tools like percentage, moving average and growth of the political participation of women in India. These days women status to working of all the sectors in tremendous achievement and growth of the women development in the country.

**Keyword:** Politics, Election Commission, Political Participation, Women in India



## **WOMAN, NATION AND NARRATION: A POST-COLONIAL STUDY OF ANITA DESAI'S NOVEL CLEAR LIGHT OF DAY**

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### **Abstract**

In her essay *Three Guineas* (1938), Virginia Woolf writes, 'as a woman I have no country, as a woman I want no country'. Although not a feminist like Woolf, Anita Desai's early novels *Cry the Peacock*, *Where Shall We Go this Summer?*, *Fire on the Mountain*, echo a Woolf-like despair in narrating the plight of women in a post-colonial India, thereby underlining the harsh fact that once political independence is achieved, women are pushed to the marginalized role within the domestic space. In *Clear Light of Day* (1980), however, written in the backdrop of the Emergency of 1975, and in the larger context of the Partition of 1947, Desai comes out of the slough of despondency and examines the role of women in nation-building, especially in times of crises. By taking family and sibling relationships as the metaphor, and nation as the subject, Desai endorses the concept of an inclusive India of different religions, castes and creeds, and gender equality, where women have a significant role to play within the family, and outside, in the community and the nation. The Das family is a microcosm for the Indian nation emerging out of the trauma of colonization. Rather than fitting into the idolized concept of traditional motherhood to which Indian women are consigned - deliberately labelled as a Sita, or a Mira, or an Uma or a Savitri – Bimla in the novel is the new woman, playing an active part in community-building in a post-partition scenario. This is what the New Zealand writer Keri Hulme calls 'commensalism' in her novel *The Bone People*, a Maori story of a girl named

Kerewin Holmes who much like Bimla decides to live alone but realizes the need for and importance of her (woman's) identity, and at the same time a woman's role in the community.

**Keywords:** Commensalism, Community, Family, Feminist, Nation, Post-Colonial, Woman

## **WOMAN'S HEALTH AND WELLNESS A LOST SIGHT ON PERIMENOPAUSAL WOMAN'S SOCIO-ECONOMIC WELLNESS**

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### **Abstract**

The proportion and absolute number of Indian women at the age of 45 years and above are likely to increase in the next few decades. According to the 2011 census of India, there were about 96 million women aged 45 years and above, this number is likely to increase to 401 million in 2026.

**Perimenopausal Age** is defined as two -three years prior to the complete stoppage of menstrual cycle. This is associated with symptoms like Hot flushes, irregular menstrual cycles, arthritis, mood swings etc. These years are associated with the advent of health risks like Diabetics, Hypertension, heart diseases and osteoporosis. Perimenopausal women are also prone to psychological instability due to hormonal variations. This paper mainly focuses on the unmet expenditure on health and wellness of the women in perimenopausal age. Women aged 45 or more tend to lose an insight on their health due to many familial commitments. They tend to postpone their health checkups which pushes the risk for non-communicable diseases. This results in unforeseen out of pocket expenditure, burdening on familial economics. A proper planning in health economics in family expenditure can reduce the risk of diseases and drastically brings down the need for surgeries and hospitalization. This paper puts emphasis on the need to prioritize the familial budget on Perimenopausal women's wellness.

**1.0 Peri Menopausal Woman's Socio-Economic Wellness Method** - This research is based on the comparative analysis of National family health survey 3, 4 and 5, for the years 2007 to 2021. National health and family survey is published by the Ministry of health and family welfare, government of India.

**1.1.1** The survey provides information on population, health, and nutrition for India, each state/union territory (UT), and for 707 districts as on March 31 2017. All three NFHS surveys have been conducted under the stewardship of the Ministry of Health and Family Welfare (MoHFW), Government of India. MoHFW designated the International Institute for Population Sciences (IIPS), Mumbai, as the nodal agency for all the rounds of NFHS.

**1.1.2** Funding for NFHS-5 was provided by the MoHFW, Government of India. ICF, USA provided technical assistance through the Demographic and Health Surveys (DHS) Program, which is funded by USAID. Assistance for the Dried Blood Sample (DBS) component of the survey was provided by the Indian Council of Medical Research (ICMR) and the National AIDS Research Institute (NARI), Pune.

**1.2 Research and Methodology**-This paper grossly focuses on the health statistics of women aged 45 and above. Their educational background, place of residence (Rural and urban), familial economic condition. The research is particularly focused on the NFHS, DFHS, health, and family welfare statistics from the year 2017-2021.

**1.3 Observation** - The Data from the above-mentioned reports suggest a burden on familial economics with the year on year out of pocket expenditure on health care of women above the age of 45 years. There are few limitations pertaining to the specific availability of data. The perimenopausal age group is itself a dynamic cohort, as women may come with one or more symptoms which have a wider connotation. This research paper will make us understand the need for educating the masses on the perimenopausal risks and their forthcoming health burden on the family.

**1.4 Conclusion** - This study is very primitive and needs further clinical and anthropological ground research. This paper shows the rising trends in the incidence of cancers, hypertension and diabetes mellitus in women of age group 45 and above. There is significant reduction in the health care expenditure on women's health post 45 years. This paper will provide insight to further studies and make us understand the need for women specific schemes in the perimenopausal age.

**Keywords:** Perimenopausal Age, Women, Health, Wellness, Socio-Economic

## THE FALLEN DEVI: A SELECT STUDY ON INCARCERATED WOMEN

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**Dr Santosh Kumar**, *Assistant Professor, Department of English and Cultural Studies, CHRIST (Deemed-to-be University), Bengaluru*

### Abstract

The research documents the evolution of punishment and carceral experiences of women, which vary substantially from their male counterparts. The word ‘woman’ acquires multifold and incomprehensible facets of meaning when the subject in question is an incarcerated woman. The present thematic study analyses the travails of the most marginalized and vulnerable sections of society – the women prisoners and the debilitating effect of prison on the human psyche with reference to Rani Dhawan Shankardass’s ‘Of Women “Inside”: Prison Voices from India’. Chapters that shed light on mental health and trauma are interpreted in the light of Human Rights reading. It underscores the presumed metamorphosis of the devi to the demon and the pitfalls of the systems in place to aid and reinstate them in society. The paper strives to adopt an interdisciplinary approach, coalescing elements from law and literature to unveil the stark realities of Indian prisons.

**Keywords:** Prison, Women, Crime, Human Rights

## **ANALYZING THE ECONOMIC AND SOCIAL FORCES THAT SHAPE SEX WORK IN INDIA'S INFORMAL SECTOR**

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**Samriti Mahajan**, *Associate Professor & HoD, School of Commerce & Management, Lingaya's Vidyapeeth, Faridabad*

### **Abstract**

The informal sector accounts for about 80 percent of India's economy. Sex work is a significant contributor to the prevalence of poverty in India. This article examines the socioeconomic circumstances of those engaged in sex work and portrays the entirety of their challenges. The discussion is around the reasons behind individuals choosing to engage in sex work and the factors that drive their motivation. This study additionally explores health concerns, uncertainties, and legal matters in India. This study is purely theoretical and relies solely on a comprehensive analysis of secondary sources, including journals, books, and other relevant materials. The data illustrate that individuals face the challenges of poverty, legal issues, and social disadvantage. What factors contribute to the challenges they face in their lives?

**Keywords:** Poverty, Legality, Socio-Economic, Informal, Sex Workers

## INVISIBLE STRUGGLES OF THE DISABLED WOMEN IN ANNE FINGER'S BONE TRUTH

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### Abstract

People with disabilities face exclusion or marginalisation from society due to medical and social models of disability. In particular, the disabled women experienced a lot of struggles compared to others. These models influenced the disabled people excluded and have less participation in society. Mike Oliver aims to identify the social and physical barriers for the disabled people. He tries to bring a change through active participation and inclusion of the disabled people as independent in society. Many disabled women writers exclaimed about the invisible struggles of the disabled women in the work. Anne Finger, an American disability writer clearly states the invisibility of thoughts, emotional oppression, and hatred of bodies and stares of the disabled people in her novel Bone Truth. Her personal experiences are reflected through the characters in the novel. Finger crafts engrossing and humorous tales of a woman who turns to start over in her writing. Nevertheless, Elizabeth Etters faces several challenging choices in the present moment, and her past provokes even more questions. This paper follows the textual analysis method and addresses the lived experiences of exclusion and marginalisation in the lives of women with permanent and hidden disability. Similarly, Finger tries to forecast the physical and mental struggle of the



disabled women in *Bone Truth*. She explores how the disabled women deal with their physical conditions. Further, the paper elaborates on how Finger's work *Bone Truth* balances the invisible struggles of women in matters of self-care, love, courage, compromise, passion, reconciliation, and failure.

**Keywords:** Disabled struggles, Disabled women Exclusion, Invisibility, Marginalised Passion

## **FROM OPPRESSION TO APOTHEOSIS: RESILIENCE AND METAMORPHOSIS IN STEPHEN KING'S CARRIE**

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### **Abstract**

Injecting novel vigor into the landscape of feminist discourse, this paper utilizes the framework of resilience to shed new light on Stephen King's *Carrie*. Interrogating the psychological intricacies delineating the exceptional trajectory of Carrie White, this paper exposes resilience as an influential catalyst propelling female agency and resistance against prevailing societal constraints. Distinct from prevalent scholarly paradigms that often depict women as passive victims or narrowly concentrate on adversarial repercussions, this study advocates for a nuanced vantage point. It posits that Carrie's telekinetic prowess, far from being a mere emblem of victimhood, metamorphoses into a potent metaphorical instrument for the reclamation of agency and confrontation of oppressive structures. On top of that, the discourse engages with the intersectionality inherent in Carrie's experiences, elucidating how issues of bullying, religious extremism, and social ostracization coalesce to mold her narrative. This intersectional dissection contributes to the feminist dialogue by accentuating the intricate layers of female empowerment and the ethically intricate challenges entwined with confronting adversity. Additionally, this paper augments the comprehension

of supernatural motifs within feminist narratives, contending that such elements transcend mere narrative devices, assuming roles as potent metaphors for the reclamation of autonomy and the assertion of agency. In the rear, this investigation furnishes a comprehensive analysis of Carrie through the resilient lens, enhancing the feminist literary milieu by exploring the psychological dimensions of resistance, the intricate facets of female agency, and the ethical subtleties inherent in challenging societal constraints within the framework of supernatural horror.

**Keywords:** Feminist Discourse, Metamorphosis, Psychological Horror Resilience, Supernatural Abilities Telekinetic

## UNSUNG HEROINES: REDEFINING GENDERED CONTEXT IN THE LORD OF THE RINGS

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### Abstract

Tolkien's works are often criticized for their lack of prominent female characters. There are still several women in his works who play significant roles and continue with their journeys. Tolkien didn't prioritize portraying female characters in his works and when he did, he mostly depicted them as "virtuous" as he found it uncomfortable to write about dark-characterized women. While some may view this as sexist, it can be viewed from the point of view of the era in which Tolkien lived. The way space is gendered is a key aspect, as women are confined to their home space and rarely, they can venture out at the end, after all the action is complete and there is no chance for their personal growth. Historically, women have been expected to focus on domestic duties as wives and mothers, while men have traditionally held positions in the public sphere, such as in the workforce, politics and many other responsible positions. This gendering of the space also extends to the battlefield, where female characters do not take part in war due to their gender stereotyping. In the novel *The Lord of the Rings*, the developmental activities of women are restricted by the way spaces are structured. Tolkien's main characters, including Gandalf, Aragorn, and Samwise, exhibit a blend

of masculine and feminine traits. Conversely, Eowyn, a key female character, takes on traditionally masculine roles instead of feminine ones. Thus, the purpose of this paper is to identify the space enjoyed by women in the novel and to exhibit their real nature and inbuilt quality in order to project women equal to men in the “Lord of the Rings” written by Tolkien.

**Keywords:** Domestic Space, Identity Nature Power, Unsung Heroines Women

## RESILIENT YOUNG WOMAN IN KELLEY ARMSTRONG'S THE DARKNESS RISING TRILOGY

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### Abstract

Fantasy, as a genre, has intrigued both adults and children equally. The engrossing and surreal realms piqued their attentiveness and quench their thirst for adventure. In recent decades, readers encounter fantasy works set in urban surroundings apart from conventional medieval settings. An increasing interest in the supernatural elements and superhuman characters prevalent in modern cities has garnered the appreciation of urban fantasy. Besides, it has opened the horizons for the strong female characters to explore their competence by equipping them with special powers. Interestingly, the protagonist of *The Darkness Rising Trilogy*, Maya Delaney faces adversity in diverse forms and has to make hard choices. She encouraged her friends' spirits during their endless battle against the St Clouds and the Nasts who have funded hefty projects to resurrect those teenagers lapsed supernatural abilities and manipulate it to serve their purposes. Maya's quality of fearlessness, valour, inclination to confront danger and her unique powers as a skin-walker, her capability to lead them by sacrificing her comforts captivates the readers. Eventually, she, together with her friend Daniel, navigates their complex situations; they negotiate with the corporate company that they will sacrifice their freedom and serve for them in order to live with their parents

again. Hence, this research paper investigates the resilient power of the female protagonist Maya in Kelley Armstrong's *The Darkness Rising Trilogy*.

**Keywords:** Fantasy Surreal Realms Resilience, Skin-Walker, Supernatural Powers Urban Fantasy

## **LIBERATION FROM CONFINEMENT: REDEFINING THE DOMESTIC SPACE FOR WOMEN IN SELECT NOVELS OF ANNE TYLER**

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### **Abstract**

Since time immemorial, women have been sacrificing a phenomenal part of their life in order to contribute to society. In these circumstances, at the other extreme end, women in the family microcosm have been undoubtedly encountering unstoppable complexities to obtain liberation from their parents, husbands and children. With the passage of time, family women within the domestic confinement have been undertaking multifarious tasks to be regarded as ideal wives, mothers and daughters. Contrarily, the women have been excluded from gaining prominence in the family despite their ordeals. As to illustrate this, the paper tries to analyse how Anne Tyler, the most popular award-winning novelist of America adroitly builds space for redefining the domestic space for women in *Ladder of Years* and *The Clock Winder* with the determined awareness of liberation from confinement. Unbelievably, the urge for liberation from confinement persists throughout these two novels wherein Anne Tyler praises Delia Grinstead, and Elizabeth Abbott who renew their energies even in the outside world. Significantly, the paper draws its attention towards liberation of these women in their families by considering their remarkable contribution. Further, the paper also assesses



how these women accede to carry out their meticulous care for their families amidst their insufferable hardships.

**Keywords:** Confinement, Domestic Space, External World, Insufferable Hardships, Liberation, Redefine

## **GENDERED BEHAVIOUR OF SELF TO SOCIETY: A CRITICAL ANALYSIS OF MASLOW'S THEORY OF NEED**

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### **Abstract**

Human needs have been a subject of study for a long time and one of the theories that discusses those needs has been propagated by Abraham Maslow. He put forth a model wherein he arranged various human needs in a hierarchical order, hence the name “Maslow’s Hierarchy of Needs”. It is a psychological theory that explains the reasons behind a person’s behaviour, i.e., what drives one to behave a certain way and what makes one feel fulfilled. This five-tier model of need includes physiological needs at the bottom, safety, love/belonging, esteem, and then self-actualization at the top.

The manner in which Maslow defines these human needs, the human self seems to be an independent individual with power who functions without any interference from others. Self-actualization is explicated to occur with one’s own will which appears to conflict with the selfhood of a human being, especially when we apply the same theory of needs to women. However, feminist lens to such assumptions have established that the way women seek their needs is not through fulfilling oneself but by satisfying and gratifying the needs and desires of others (the one she is in relation with). Women’s perspective of basic needs, safety and security, love, self-esteem, and self-actualization emerges from an extremely gendered definition of how they

should be or what they ought to do in order to attain it, which is imposed by society.

This paper will attempt to analyse Maslow's theory of need with a major focus on Self-actualization from a feminist lens while comparatively taking recourse to Descartes' atomistic model of self, Hegel's relational model of self, and Lacan's mirror theory. Moreover, the paper will scrutinize how a woman's self-actualization is different from a man's and the changes that it has undergone over a period of time through feminist movements.

**Keywords:** Self-Actualization, Women, Hierarchy of Needs, Gendered Behaviour, Patriarchy

## **SILENT SUFFERING: THE PERVASIVE IMPACT OF MILITANCY ON WOMEN AND CHILDREN'S HEALTH IN THE KASHMIR VALLEY**

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### **Abstract**

The Kashmir valley is known for its widespread militant activities and has been grappling with militancy for the last three decades, presenting a landscape reminiscent of a heavily militarized region. The Kashmir valley has been embroiled in political wars between India and Pakistan. Women and children are disproportionately affected and are enduring the most severe consequences of both militancy and counter-militancy operations. Consequently, innocent civilians are enduring physical, mental, emotional, and financial hardships, as well as experiencing loss of life and property. The condition has led to ongoing infringement of the people's right to health, particularly affecting women and children in the valley. The Government of India and the state government have implemented several social welfare legislations to ensure the right to health. However, the ongoing instability in the valley has hindered ordinary people's access to the current medical services in the area. The current circumstances cast doubt on the achievement of the right to health. The militant entity specifically targeted women and children, resulting in detrimental effects on their emotional well-being and subsequent development of various health complications, including hypertension, heart illnesses, kidney disorders, ophthalmic troubles, and other related ailments.

**Keywords:** Kashmir Valley Conflict, Mental Health Impact, Civilian Suffering, Healthcare Infrastructure Evaluation

## **WOMEN AND LITERATURE, ART, AND CULTURE: UNRAVELLING INTERSECTIONALITY AND EMPOWERMENT THROUGH DIVERSE NARRATIVES**

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### **Abstract**

This interdisciplinary exploration delves into the multifaceted relationship between women and the realms of literature, art, and culture, unravelling the intricate tapestry of intersectionality and empowerment through the lens of diverse narratives. Central to this discourse is the profound influence of Amrita Shergil, a pioneering artist whose life and work exemplify the complexities and potentials embedded within the intersection of gender, culture, and artistic expression.

The study begins by scrutinizing the historical and societal contexts that have shaped women's roles in literature, art, and culture, recognizing the inherent interplay of factors such as race, class, and ethnicity. Amrita Shergil, an iconic figure in the realm of Indian art, serves as a focal point for examining how her experiences as a woman and an artist intersected with broader socio-cultural dynamics, contributing to her unique artistic voice. Exploring Shergil's oeuvre in both literature and art reveals a nuanced narrative that challenges conventional gender norms and provides a platform for the marginalized to express their stories. The analysis extends beyond Shergil's journey, encompassing a broader discussion on how diverse narratives within the creative sphere can serve as powerful tools for empowerment and social change.

Furthermore, the study delves into the symbiotic relationship between literature, art, and culture, showcasing how these realms mutually inform and inspire one another. By scrutinizing the works of various women artists and writers, the research unveils the transformative potential of storytelling and artistic expression in fostering a more inclusive and empowered society.

In conclusion, this exploration underscores the critical need to amplify diverse voices in literature, art, and culture to unravel the intricacies of intersectionality and empower women across different socio-cultural contexts. Amrita Shergil's legacy is a guiding beacon, illustrating the transformative power of individual narratives in shaping a more equitable and inclusive world.

**Keywords:** Women, Intersectionality, Empowerment, Diverse Narratives, Amrita Shergil

## **IDENTITY NEGOTIATION OF SEXUAL MINORITY WOMEN IN KERALA: AN INTERSECTIONAL PERSPECTIVE**

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### **Abstract**

Sexual minority positionalities for women in India are complex due to the multiple hierarchical positions present in our society. Their identities are not only informed by the external forces of power that subjugate them in a particular context but may also depend on the historical context and the various spaces and positionalities that women navigate throughout their lives. The shared identity “we, women” may not allow us to capture women’s experiences, as their multiple social locations need consideration for changing social circumstances and the social systems based on privilege and exclusion. The current study highlights the need to take an intersectional stance to explore sexual minority women’s marginalized identities. The present qualitative research employed an open-ended, in-depth, semi-structured interview for data collection. The sample comprised 10 self-identified sexual minority women who have spent their childhood and/or adolescence in Kerala. The study assumed an interpretive epistemological lens hence, interpretive phenomenological analysis (IPA) was used. Findings supported 4 themes and 17 sub-themes. It highlights that sexual minority women’s navigations of space allow for the understanding of how sexuality and its “normalization” in Kerala weave with other axes of differentiation like caste, class, etc. Further, exploring the experiences of sexual minority women from a particular region

provides a vehicle to understand their process of identity negotiation and their understanding of subverting the dominant narratives of marginalization and allows for a shift from a transnational metropolitan discourse.

**Keywords:** Identity, Intersectionality, LGBTQ, Sexual Minority Women, Social Location



## **CHALLENGES FACED BY WORKING WOMEN PROFESSIONALS IN THE PURSUIT OF THEIR CAREER ASPIRATIONS: A STUDY CARRIED OUT IN THE IT SECTOR**

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### **Abstract**

The relevance of women's participation in the workforce cannot be overemphasized. Studies have proved beyond reasonable conviction that the quality of decision making and long-term sustainability of any given business is positively impacted by participation of women professionals. As of December 2023, the total workforce in the Indian IT/ITES/BPO is around 4.5 million (study-2023, n.d.). Of this, women professionals comprise 34% of their workforce. However, a majority of them are found at the entry level. A cause for concern is that almost 48% of the women professionals in IT attrite before they reach 30 years of age. (Economics Times-June, n.d.)

This phenomenon is primarily due to the challenges faced by working women in the pursuit of their careers. This high workforce pipeline leakage of women professionals in the IT sector is disquieting as huge investments are made in training these women and rendering them productive.

Hence ensuring their continued existence by way of talent retention assumes significance.

Career aspirations are the vision of one's future and are fundamental building blocks for a successful career. These aspirations are shaped during the formative years and may undergo transformation according to the experiences of the working professional.

This study attempts to understand the factors that impact career aspirations and challenges faced by women professionals in the pursuit of their aspirations. The study also examines the difference in the paths pursued by certain successful women professionals in contrast to the average working women.

The study has adopted a mixed method approach involving extensive literature review, survey method and case studies. Respondents comprised primarily working women professionals from IT, ITES and BPO. A structured questionnaire was used to gather data from 414 women working professionals in IT, ITES & BPO. The study adopted snowball sampling and convenience sampling. From among the respondents, successful women professionals were identified and interview schedules were conducted to generate additional facets of undiscovered parameters and a model was developed. Under the qualitative case study method, an unstructured, free-wheeling discussions was held with 6 women professionals.

The findings from these case studies were extracted which in turn helped to test the final model. Chi square was applied as a measure of multiple hypothesis. In most cases marriage and related responsibilities were the major life events that resulted in career break.

**Keywords:** Working Women Professionals, Challenges, Career Break, Talent Retention

## **WOMEN AND WORK LIFE BALANCE: IS A HOME-BASED FACEBOOK BUSINESS THE SOLUTION?**

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### **Abstract**

In light of the Corona virus, pandemic most of the marketplaces shifted their operations to the online platforms. The existing situation gave the women entrepreneur and the self-employed homemakers a chance to expand their home-based business. The home-based businesses predominantly provide flexibility of time, an afforded lifestyle and the ability to balance work and family simultaneously. However, this may not be possible without the support of many online networking platforms available to these self-employed homemakers. The online networking applications such as WhatsApp, Facebook and Instagram acknowledge the flexibility of working for the business in the comfort of your home, encourages a more proactive approach, increase time off, bridge a gap between the household chores and business commitments. Allow more freedom, the issues of raising the dependents is subliminal as such the women entrepreneur can spend more time with their kids without depending on any other member of the family or crèches.

These social networking applications now a days are creating a serious work life balance for these self-employed business women proving to be a one-size fit vehicle addressing all the family and business issues.

This paper seeks to explore self-employment of women through the home-based business on Facebook and how this social networking application is

acting as an effective potential solution to the women who are attempting to balance dual responsibilities of work and family. This paper contributes to the empirical findings regarding the exponential growth of the home based business of women with the support of Facebook. The paper also addresses the problems of the self-employed women entrepreneurs with dependents in comparison to their self-employed women entrepreneurs without dependents in running their venture. Their daily life juggles and role conflict in maintaining a harmonious work life balance.

**Keywords:** Instagram, Facebook, WhatsApp, Work-Life Balance, Self-Employment, Women, Home Based Business

## **METaverse AS A PLATFORM FOR WOMEN ENTREPRENEURS: OPPORTUNITIES AND CHALLENGES**

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Commerce and Management, Lingaya's Vidyapeeth*

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People, Pasadena, California, United States*

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Management, Lingaya's Vidyapeeth*

### **Abstract**

**Purpose:** This paper aims to critically examine the opportunities and challenges presented by the metaverse for women entrepreneurs. It explores how the unique technological affordances of virtual worlds may help bypass traditional barriers faced by women in physical economies, while also introducing new risks around discrimination, harassment, accessibility, and inclusion.

**Design/methodology/approach:** The study utilizes a rigorous systematic literature review methodology encompassing multidisciplinary databases, journals, conference papers, and grey literature. Sources are analysed through feminist theoretical frameworks using structured qualitative coding and thematic analysis. The metaverse implications are examined through gender lenses, synthesizing current empirical findings, debates, and future research needs.

**Findings:** The metaverse holds promise in expanding identity representation, global networking, capital access, and market reach for women entrepreneurs. However, familiar challenges around bias, safety threats, and gatekeeping risk reproduction in virtual worlds absent thoughtful governance. A nuanced understanding emerges around how specific affordances empower while also potentially endangering women entrepreneurs depending on platform policies and cultures. Comparative research assessing varying metaverse environments is needed.

**Originality/value:** This study delivers an original synthesis of a critically important but under-addressed research area at the intersection of gender and emerging virtual worlds. Findings reveal key debates and directions to inform construction of equitable metaverse ecosystems for women entrepreneurs globally. The analysis provides timely implications for research, industry, policy, and practice to foster empowering virtual economies.

**Keywords:** Metaverse, Women Entrepreneurs, Entrepreneurial Opportunities, Metaverse Challenges, Inclusive Virtual World

## EXPLORING THE FIGURATION OF WOMEN WITH DISABILITIES IN SOUTH INDIAN CINEMA

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### Abstract

This article delves into the underexplored intersection of women with disabilities in the South Indian cinematic landscape, specifically within Telugu, Tamil, Malayalam, and Kannada language films. Regional cinema, known for its emphasis on local contexts, traditions, and experiences, has the potential to shape societal perceptions. This paper critically examines the representation of disability in regional cinema, shedding light on the portrayal of women with disabilities and its potential impact on audience. Drawing on the premise that cinema mirrors society, the study explores how these representations, whether reinforcing positive or negative stereotypes, wield soft power to influence societal attitudes.

Regional cinema's unique focus on specific geographical and cultural contexts extends to the representation of disability. Filmmakers often draw on local traditions and beliefs to depict disabled characters, resulting in a diverse range of representations. In some regions, disability is stigmatized, while in

others, it is viewed as a source of strength and resilience. This paper aims to provide a critical overview of the representation of women with disabilities in South Indian cinema, considering the cultural and historical contexts that shape these portrayals.

**Methodology:**

Four popular films from each South Indian language has been selected for study. The movies include “Mayuri” (1985), “Moondram Pirai” (1982), “Bangalore Days” (2014), and “Sharapanjara” (1971). The study aims to be sensitive to the socio, cultural imaginaries of its time. Within the larger frame work, the study proposes to engage in disability studies theoretical framework, using qualitative content analysis.

**Keywords:** Disability, Women, South Indian, Regional, Cinema, Stereotypes



## **FRIENDSHIP QUALITY AND PEER INFLUENCE AMONG FEMALES**

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### **Abstract**

As age increases, social roles and contact with the social network decreases, females become more dependent on family and non-age peers; do they still rely on friendship, as stable support is unclear. Hence, the paper presents the study that aims to primarily explore the friendship quality and peer influence among females in their early adulthood, middle adulthood and late adulthood. Previous research and literature have shown a need to study the age difference in friendship quality and peer-influence of adults. The study used a Quantitative research design with 141 Indian female participants of age group 25- 40, 41- 60 and 60+. Finding of the study indicate that there is age difference in friendship quality and peer-influence among female adults. The study adds important data to the literature and in further research on friendship quality and peer-influence of adults.

**Keywords:** Females, Peer, Friendship, Adults, Adulthood

## REPRESENTATION OF WOMEN IN HIGHER JUDICIARY AND THE POLICE IN INDIA

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### **Abstract**

Over the past few decades globally there has been a shift towards diversifying the law enforcement agencies bringing in and retaining female talent. An effort is being made in order to bring in policies and structures that go on to support women's recruitment spanning across a wide spectrum of roles. In today's era it has become pertinent to promote a more gender-sensitive workplace free of bias, stereotypes and inequity

An inclusive law enforcement workforce, especially at the leadership level, is deemed necessary for effective problem solving and sharing different perspectives to an enhanced use of communication in conflict resolution. Women in senior positions not only inspire others to follow but also encourage young women in contemplating their career choices.

Gender equality in law enforcement agencies is no longer simply about just adding more women rather it has more to do about transforming age old, male dominated institutions bringing in female perspective to organisations which cater to a society inclusive of both males and females.

For the purpose of this paper the author will focus on two law enforcement agencies i.e. police and higher judiciary in India and how these institutions have transformed in the last decade or so. The paper in its first part will briefly discuss the history of these institutions and the representation of women in them. The second part of the paper will primarily focus on the reasons for the need of more female inclusion in such institutions whether political, social or economic. The third part of the paper will focus on the current structure of such institutions and critically analyse their roles and positions. The last part of the paper will conclude with the findings and put forth several suggestions.

**Keywords:** Law Enforcement, Police, Judiciary, Gender Equality

## IDENTITY AND FREEDOM: WOMEN'S EXISTENTIAL DILEMMAS IN THE CUSTODY

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### **Abstract**

This research paper has analysed the dilemma of women in Manju Kapur's novel *The Custody* from an existentialist's perspective. In an effort to investigate and analyse the female characters in Kapur's novel, the researcher has looked at existentialist concepts like guilt, alienation, freedom of choice, ill faith, anxiety, and despair. As a writer, Kapur is interested in her characters' existentialist situation. Her characters are all devoted to discovering who they are and why they are here in the world, and thus they are diligently searching their identity and make an earnest attempt to know the purpose of their existence in this universe. The existentialists emphasized the existence of man as well as his freedom, responsibility, and choice in all spheres of existence. In order to embrace their uniqueness, they urged both men and women to face life's realities. They contend that decisions and choices made by a free and responsible individual can address issues facing contemporary society. The main philosophical theories of several significant existential thinkers, including Sartre, Kierkegaard, Heidegger, Marcel, and Camus, have been attempted to be explained in this study. Manju Kapur's writings embody the major philosophical concepts of these philosophers. Her novels explore existentialist ideas and themes. Upon further examination, the main themes of her works are anxiety and despair, guilt and alienation, and freedom of choice and bad faith. Her protagonists start their journey with the freedom of choice. In her quest for self-awareness, she looks for new meaning. The rise of feminist literature is the most notable aspect of modern Indian fiction. Women novelists gave voice to the sufferings and aspirations of women in a

male-dominated world. During this period, existentialist writings became increasingly prevalent in Indian English literature. This research project is the outcome of an effort to investigate themes of existentialism and connect them to Kapur's novels.

**Keywords:** Existentialism, Freedom of Choice, Identity, Philosophical Ideas, Women

## **THE INTERPLAY BETWEEN SLEEP, MENSTRUAL CYCLE, AND PERCEIVED SATISFACTION OF WORK-LIFE BALANCE IN WOMEN**

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### **Abstract**

This study aims to investigate the interplay between the Menstrual Cycle, Menstrual Symptoms, Work-Life Balance, and Sleep in Women. Women are found to be significantly more likely to report sleep disturbances compared to men. Women tend to have more slow-wave sleep and slow-wave activity (~0.5-5 Hz, and a relatively high amplitude power) during sleep compared to men. Along with which, sleep-debt accumulation (delaying sleep onset time while holding sleep termination time constant) is expedited in women who have higher levels of short-wave activity during base-line sleep and a greater short-wave activity rebound following sleep deprivation compared to men. Pituitary and Gonadal hormones tend to influence REM and NREM sleep differently, indicating that the varying hormonal phases of the menstrual cycle could lead to differences in sleep quality in terms of sleep latency (time taken for an individual to transition from wakefulness to sleep), and sleep-wake disturbances (perceived or actual alterations in nighttime sleep). This study is looking to investigate the nature of this relationship.

Using the Sleep Quality Scale (SQS) (internal consistency 0.92, test-retest reliability, 0.81) which has been strongly correlated with the Pittsburgh Sleep Quality Index; the Occupational Balance Questionnaire (OBQ) (internal consistency 0.936, test-retest reliability, 0.926); and the Menstrual Status

Questionnaire (MSQ), data was collected from 155 participants, out of which 92 participants were found to be within the inclusion criteria. Participants ranged from ages 18 to 55. The data does not follow the normal probability curve (NPC). Kruskal-Wallis test was performed, to investigate the nature of the relationship between Sleep quality and perceived satisfaction in work-life balance.

Respondents that reported a presence of menstrual symptoms also reported poorer quality of sleep, and poorer perceived satisfaction of work life balance when compared to respondents reporting no menstrual symptoms. The data also indicates that poorer sleep quality is related to lower perceived satisfaction in work-life balance of the respondents.

**Keywords:** Sleep Quality, Perception of Work-Life Balance, Menstrual Cycle, Menstrual Symptoms, Occupational Balance, Gonadal Hormones

## **A BRIEF OVERVIEW OF THE ISSUES AND REMEDIES RELATED TO WOMEN'S HEALTH AND WELL-BEING IN SPACE**

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### **Abstract**

Space technology has advanced significantly in the modern era. But only fewer women astronauts have been to space till now as compared to men. The primary reason of the lower number of female astronauts is the many obstacles that they must overcome both during and after the space mission, in comparison to men. Furthermore, the International Space Station (ISS) was designed according to men physiology, for which women may experience discomfort. Fewer studies tell that the morphologies of males and females differ, which causes issues for women as well. When deploying female astronauts into space, all of these must be considered. Cardiovascular diseases, circadian cycle disturbance, radiation-induced early ovarian failure, Venous Thrombo Embolism (VTE), radiation-induced cancer, thyroid cancer, and the impact of microgravity on the ovaries are the main problems that affect women. Women's oxytocin hormone helps to lower stress levels; however, because of microgravity on space missions, women's oxytocin levels drop, which can make them feel more stressed. Sleep disturbances have several detrimental effects on women's bodies and can also influence their mental and menstrual cycles. This paper gives an overview of all the challenges faced by women during and after space missions, such as briefing of sleep

disruption, neurodegenerative diseases, loss of muscle density, harmonic imbalance, radiation-induced cancer, and the effects of microgravity, and a detailed information about cardiovascular diseases and the reproductive health. Besides the challenges faced by female astronauts this paper provides a glimpse of the various medications that have the potential to treat the radiation -induced cancer, cardiovascular diseases and for UTI(Urinary Tract Infection).However ,it is important to note that these medications have not been tested on female astronauts .It is anticipated that future research will focus on this aspect ,aiming to enhance women's health during and after space missions.

**Keywords:** Urinary Tract Infection, Astronauts, Female Health, Oxytocin, Hormones



## **EXPLORING DISABILITY DEMOGRAPHICS WITH DIVERSITY READINESS OF INCLUSIVE SOCIETIES IN INDIA - A MIXED SURVEY WITH DISABILITY POPULATION AND STAKEHOLDERS INTERVIEWS ACROSS STATES**

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**Dr Garima Sinha**, *Professor, SCSE, FET  
JAIN (Deemed-to-be University), Bengaluru*

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### **Abstract**

The beauty of humanity is to embrace diversity, acknowledge differences, and share a common ground. Among facets of diversity is disability. However, people with disabilities face major challenges in accessing mainstream education, employment, social inclusion, acceptance and are deprived of their rights. In many parts of the world, they are hidden/ invisible from the society due to various reasons. It is essential to understand their demographics to improve their lives. Our research work comprises a both quantitative data analysis and qualitative interviews with key stakeholders. Through this research, we aim to gain insights on the population of disabled in India with its variations, along with understanding readiness of the inclusive society through interviews.

**Keywords:** Accessibility, Assistive Technology, Awareness, Disability Demographics, Infrastructure, Intersectionality and Inclusion, Persons with Disabilities (PWD)

## **BUILDING BRIDGES OF SOCIAL CAPITAL AMONG THE WOMEN ZOOMER ENTREPRENEURS FOR SUSTAINABLE ENTREPRENEURSHIP**

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Programme Coordinator-ENVC Area, JAIN (Deemed-to-be University)*

### **Abstract**

The research paper intends to identify the relationship between sustainability, entrepreneurship and the role of social capital among Generation Z women zoomer entrepreneurs. It is commonly known that entrepreneurship plays a critical role in promoting and expansion of employment creation. In recent times, Sustainability, which means having focus on the betterment of society, environment and economy has gained immense attention and been in the limelight due to various environmental and social issues leading to growth in Sustainable Entrepreneurship.

For this study we are further segregating towards a specific group that is Generation Z women who are entrepreneurs. Research states that Social Capital plays a substantial role among inclination of Generation Z women towards sustainable entrepreneurship. Research on this perceptual and behavioural change has been sparked by the importance of social capital among women Zoomer Entrepreneurs. The primary focus of this paper is on assessing the influence of social capital, identifying the characteristics of generation Z women zoomer entrepreneurs. Additionally, this study seeks insights for fostering a more inclusive environment and understanding the positive impact of Generation Z women on sustainable development through their ventures.

The data for this research will be collected via various mediums such as, through in-depth interviews and conducting various surveys with budding

young entrepreneurs also known as zoomer women and others who are passionate about sustainable businesses. We can identify both the difficulties that is the problems they are facing and opportunities for sustainable business by learning how Generation Z women view sustainable entrepreneurship and what impact does social capital have on generation Z women towards becoming sustainable entrepreneurs.

The goal of this study is to develop an understanding for initiatives and strategies that encourage and elevate the contribution of Gen Z women to the development of a more inclusive and sustainable entrepreneurial environment.

**Keywords:** Generation Z, Zoomer, Women, Entrepreneurs, Sustainability

## **ROLE OF ENTREPRENEURSHIP IN THEIR ECONOMIC UPLIFTMENT OF TRIBAL WOMEN IN MASINAGUDI**

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### **Abstract**

As women comprise a very valuable component of society and growth of a society mostly depends on the development and participation of women. In an effort to support women entrepreneurs, the government has introduced a number of regulations and programs, from which many women entrepreneurs have profited. However, a lack of understanding, education, family responsibilities, and other issues prevent all rural women from benefiting. This research will help to identify the opportunities and challenges that Tribal women encounter in their entrepreneurial journey. It will also allow researchers to examine the role of training and financial support in development of women entrepreneurs so that some effective strategies may be implemented according to the needs of situation and prevailing conditions. In this descriptive research design, Primary data was collected from sample of 30 unorganized tribal women entrepreneurs randomly whose ages were 18 years & above around Masinagudi. Basically the methods used for collecting primary data were observation and interview. The information was collected by the personal direct interview method were analysed using statistical tools to draw meaningful inferences.

**Keywords:** Entrepreneurship, Economic Development, Tribal Women, Micro Enterprises

## **COLLECTIVE EXPERIENCES OF SPORTS WOMEN IN LIFE WRITINGS AND SOCIAL MEDIA**

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### **Abstract**

Women's writing always marks with creation of a new canon of literature in a new language challenging all patriarchal institutions like marriage, family, society and religion. Women who choose to make their lives in sport fight the major battles at home, in the neighbourhood, early on. Sport is looked as a code of patriarchy. It enacts certain codes, certain codes of behaviour, code of life and code of living. Girls are supposed to play indoor games, considering as an add-on. The stories of sportswomen are often not a story of overcoming immense odds, but of having to face general indifference and apathy. There are many stories as autobiographies and life writings, written and shared on social media, the explicit issues that girls are not being permitted to wear sports clothes, like the headlines stories on the tennis player Sania Mirza when she came to national attention in the mid-2000s. Although this, and the desire to keep women's bodies indoors and out of sight, is common to many women, it is typically the initial hurdle. With this ceaseless torment, the real conflict in women's sport is the search for individual meaning. In this connect the research paper analyses the banal problems, petty slights, stereotypes and challenges that sport women shared in their life writings and social media.

**Keywords:** Apathy, Life Stories, Myth, Sport, Women's Writing

## GENDERED EXPERIENCES, MEMORY, AND THE INDIAN DIASPORA: A READING OF SELECTED MEMOIRS

Anindita Shom, VIT, A P University

### Abstract

The importance of Diasporas in the contemporary world can be witnessed through their influence in both host nations and homeland. With increasing mobilities, the flow of people, capital, and cultures has increased manifold. Fictional and non-fictional narratives offer spaces of negotiations and contestations to the diasporic experiences and journeys. The diasporic experiences have been expressed through novels, poetry, and dramas. The exploration of diasporic journeys through memoirs offers unique perspectives to the genre of diasporic writings. The Indian Diaspora is rich with heterogeneities of experiences, skill sets, cultures, languages, and places of settlement. Gender plays a crucial role in the construction of the Indian diaspora. The journeys of Indian diasporic women and their narratives provide a window to the varied experiences and stories of the Indian diaspora. Fictional narratives remain an essential element of the Indian diaspora, but the non-fictional forms are equally vital to our understanding of the ever-evolving Indian diaspora. This paper aims to study and analyse a few selected memoirs- Meena Alexander's *Fault Lines*, published in the year 1993; and Madhur Jaffrey's *Climbing the Mango Trees: A Memoir of a Childhood in India*, published in the year 2005, to understand the gendered experiences in the building of the Indian diaspora. The paper shall attempt to understand the role and place of memory in the lives of Indian diaspora women. The importance of nostalgia, memory, and memoir writing by diasporic women would be analysed as well.

**Keywords:** Gender, Identities, Indian Diaspora, Memoirs, Narratives

## **IMPACT OF MENSTRUATION ON EMOTIONAL REGULATION, BODY IMAGE AND GENDER CONSCIOUSNESS**

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*School of Allied Healthcare & Sciences*

*JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

This study delves into the influence of menstruation on body image, emotional regulation and gender consciousness. Referencing the National Institute of Child Health and Development's definition, Menstruation, a natural biological process occurring between menarche and menopause, typically lasts 5-7 days. Despite extensive research on menstruation, limited attention has been given to its association with body image, emotional regulation and Gender consciousness.

Hormonal fluctuations throughout the menstrual cycle are proposed to impact various physical and mental health symptoms, though not consistently across all individuals who menstruate, and the underlying mechanisms are not fully understood. Challenges in emotion regulation may elucidate differences in well-being during different menstrual phases. Our investigation aims to explore how difficulties in emotion regulation moderate the relationship between menstrual phase and its relationship with emotional regulation, gender consciousness and body image. Purposive sampling is the chosen method for data collection, dividing the sampling population into three groups menstruating, not menstruating, not menstruating due to irregular menstrual cycle and resulting in a total sample size of 150 individuals. Using an experimental design, the study employs specific scales to measure these

variables. The Multidimensional Gender Consciousness Questionnaire MGCQ, Emotional regulation Inventory (Roth et al, 2009), Body Self Image Scale – Short by Dr David Rowe. Data from all the 3 groups are collected and analysed using descriptive and inferential statistics.

**Keywords:** Gender, Consciousness, Mensuration, Body Image, Hormonal Fluctuation



## **AN EMPIRICAL STUDY ON DOMESTIC WOMEN WORKERS WITH REFERENCE TO BENGALURU URBAN**

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**Vasavi**, *Assistant Professor in Law, BMS College of Law, Bengaluru*

### **Abstract**

Domestic Women workers are those who engage in cleaning the house, cooking, washing, and taking of children or elderly or sick members of a family, they work on a full-time, part-time, or hourly basis and sometimes on a contract basis in private households (ILO-2020). In the workforce of informal workers, the majority of the women's workforce belongs to domestic workers. The domestic women workers are characterized by low wages, long working hours, and low social status. It is estimated that the third largest category of workers belongs to domestic women workers followed by agriculture and construction workers and the majority of them work in urban areas. These workers lack the knowledge of social security measures. Domestic work is the primary source of income for people who are semi-literate or illiterate in India. According to various reports, there is an increased demand for domestic help as the country's per capita income grows rapidly. Despite the need for domestic help, they continue to be deprived of protection and are left vulnerable to vulnerabilities of various kinds, like human trafficking, bonded labour, etc. The paper aims to know the present legal framework protections, and a few landmark case laws regarding their rights and analyses these legal protections on the domestic workers in Bengaluru Urban. The paper is based on an empirical study collecting 100 respondents from different

parts of Bengaluru Urban, the secondary data is collected from journals, ILO reports, NSS reports, and Newspaper articles. Regression is used to test the hypothesis. The percentage method is used to analyse the data. The findings of the study are many domestic workers are migrant workers, majority of them are aware of legal protection acts and social security measures adopted by the Government to protect them.

**Keywords:** Women workforce, Economic Status, Migrated workers, Legal Protection Acts & Social Security Measures

## THE PROLIFERATION OF NON-CONSENSUAL DEEFAKE PORNOGRAPHY AND ITS IMPACT ON WOMEN

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St Joseph's University, Bengaluru*

### **Abstract**

With recent advances in deep learning, deepfake technology now enables the production of increasingly realistic synthetic media that falsely depicts individuals performing actions or saying things they never did. This has led to new forms of abuse and exploitation, especially targeting women. One prominent issue is the proliferation of non-consensual deep fake pornography featuring females without their permission or consent. This planned research paper seeks to explore this phenomenon in-depth, examine what is driving its spread online, and analyse the tangible emotional, psychological, reputational, professional, intimacy-related and other harms experienced by victims.

The paper will provide background on deepfake technology and chart the evolution of synthetic media into an enabler of sexual exploitation at scale. Focusing squarely on non-consensual deep fake pornography depicting women, it will then utilize both quantitative data and prior academic studies to showcase the scale and scope of this fast-growing issue on pornography sites, social platforms and beyond.

Deepfake technology poses unique challenges for detection, as the synthesized media is designed to look authentic to the human eye. While deep learning itself shows promise for fighting fire with fire through automated deepfake detection systems, these also have significant limitations. Many detection systems struggle to keep pace with deepfake creation tools, remain confined

to lab environments, or demonstrate bias issues around more accurately identifying manipulations of certain demographics over others.

Finally, the paper will situate the proliferation of non-consensual deep fake pornography and associated harms within larger social contexts. The conclusion will reiterate the urgent need for more well-tailored regulations and impactful corporate policies to combat deepfake abuses at scale, including non-consensual synthetic pornography which represents a dangerous new vector for sexual exploitation of females online and off.

**Keywords:** Deep Learning, Deepfake, Non-Consensual, Pornography, Exploitation, Detection

## RELATIONSHIP BETWEEN FORGIVENESS AND RESILIENCE AND ITS IMPACT ON WOMEN'S PSYCHOLOGICAL WELLBEING

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### Abstract

Psychological well-being is characterized by a feeling of direction and meaning in life, positive interpersonal relationships, independence, environmental mastery, self-acceptance, and personal growth. Resilience and forgiveness were also seen as effective strategies for improving health and wellbeing. Numerous previous studies have demonstrated the gender gap in forgiveness and discovered that women are more capable of forgiving than males. The intent of this research is to look at the relationship between women's psychological health and forgiveness and resilience. The study included 100 women between the ages of 18 and 39 who were chosen using the purposive sample approach. The study will make use of the Psychological Well-Being Scales developed by Ryff, the Resilience scale developed by Wagnild and Young, and the Forgiveness scale developed by Rye. We'll apply regression, correlation, and descriptive statistics. The outcomes of this study reveal a substantial correlation between psychological well-being and forgiveness ( $p < 0.01$ ), resilience and forgiveness ( $p < 0.01$ ), and forgiveness and resilience ( $p < 0.01$ ). The end result of the study additionally indicated that forgiveness and resilience have significant effects on psychological well-being. Resilience, psychological wellness, and forgiveness are significantly correlated. These insights help in building therapeutic approaches to enhance psychological well-being in women, with a particular focus on fostering forgiveness and building resilience.

**Keywords:** Forgiveness, Psychological Well-Being, Resilience, Women

## WORKING WOMEN OF KARNATAKA VENTURE PROFILE

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### **Abstract**

21st century and Indian women have come to a truly long path as far as strengthening and leaving their signs in the nation. The status of ladies in India has been dependent upon numerous extraordinary changes over the past couple of centuries. The present women are outpacing men in a few zones and have high workplaces including that of the president, Prime Minister, Boss Ministers, and Governors of the states. There are 42.8% of women who win equivalent to or more than their spouses. Shockingly contributing is one such zone which despite everything demonstrates a sexual orientation hole among people. Since, still there are women outside with low certainty and accept they have less information about account than men when it comes to contributing. Hardly any written works on women's account exercises confirm women reliably score lower than men on proportions of contribution in monetary exercises, and this sex-based hole can adversely affect the budgetary prosperity of women. Right now, a study has been taken to break down the venture profile of working ladies with unique reference to the Hyderabad Karnataka Region of Karnataka. The examination was enlightening in nature since it portrays the venture profile of the working women of Hyderabad Karnataka. The investigation has led with the example size of 480, choosing to utilize an advantageous inspecting strategy. The discoveries of the examination uncovered that the speculation profile of the financial specialists is being affected by assortments of components.

**Keywords:** Investment, Investment Profile, Investment Behaviour, Working Women

## ROLE OF YOUNG WOMEN IN STEM

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### Abstract

This abstract explores incredible journey of young women in the world of Science, Technology, Engineering, and Mathematics (STEM). Despite the progress that has happened in the country, there's still a noticeable shortage of young women in the field of Science, Technology, Engineering, and Mathematics (STEM). This article takes a deep dive into the various factors that contribute to this gap, from societal expectations and biases to the subtle influences of culture.

We'll journey through history to understand how and why this gap came to be, shedding light on the challenges women face in pursuing STEM careers. However, it's not all gloom—this study also explores the immense potential and positive impact of having more young women involved in STEM. Imagine the innovations and breakthroughs that could emerge with a truly diverse and inclusive STEM workforce.

The abstract reviews current research findings on the impact of gender diversity in STEM fields, emphasizing the numerous benefits associated with a more inclusive workforce. Article discusses the importance of early education, mentorship programs, and support networks in cultivating an interest in STEM among young girls and fostering their career aspirations. Additionally, the abstract addresses the role of workplace policies, corporate

culture, and diversity and inclusion initiatives in creating environments that encourage women to thrive in STEM professions.

Abstract also takes a close look at the initiatives and programs that are already making a difference. Mentorship, early education, and creating supportive workplaces are key players in the story of women thriving in STEM. Real-life success stories and case studies will guide and show the young women to make a necessary change that is needed to become successful.

Also, article includes the discussion on considering how factors like race and socio-economic background intersect with gender, adding complexity to the challenges women face in STEM.

The study explores potential solutions and suggests policy changes that could create a more level playing field. It's a call for collaboration—education, industry, and policymakers working together to break down barriers and create a STEM world where everyone, regardless of gender, has the opportunity to shine and contribute to the next wave of scientific wonders.

**Keywords:** Gender, STEM, Women, Education, Policymakers



## **EXPLORING COPING MECHANISM AND RESILIENCE OF TRIBAL WOMEN: SOCIAL CHALLENGES AND ROLE OF MEDIA**

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JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

Indigenous women worldwide encounter a distinct combination of social obstacles, including exclusion and destitution, as well as gender bias and cultural obliteration. Notwithstanding these difficulties, they exhibit extraordinary tenacity, utilising ancestral wisdom, communal assistance, and individual strength to navigate challenges. This review study examines the coping mechanisms and resilience tactics utilised by tribal women. It focuses on the societal obstacles they face and analyses the potential impact of media in both amplifying their voices and maintaining detrimental stereotypes.

**Keywords:** Tribal Women, Coping Mechanism, Resilience, Social Media

## A PERFORMANCE EVALUATION OF BIO-MEDICAL MODELS ON MEDICAL APPLICATIONS

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**Dr Sonal Sharma,** *Department of Computer Science and Engineering*  
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### Abstract

Clinical terminologies are used by the experts to evaluate or conclude specific results based on the symptoms of the patients. The clinical terminologies used by the experts can be termed as aspects, aspect extraction is the major sub-task in any sentimental analysis. For the extraction of aspect from a given sentence, the existing methods mainly focuses on the results generated by a pre-trained model. These pre-trained models work very well for normal English, however when it comes to clinical terminologies there exists a deficiency in generating the specific results. To address the issues related to clinical terminology. There exist multiple clinical models such as Clinical Big bird, Clinician Bert, Clinical Longformer which are transformer-based learning model which perform better against these clinical data. These models perform better on large dataset. In this paper, we would like to evaluate the performance of these Bio models with sequential clinical text and compare the performance of these models and evaluate context and coherence. The best results of these models will be presented to artificial bee colony for the optimization of results.

**Keywords:** Clinical, Sentimental Analysis, Symptoms, Medical Application

## UNVEILING STIGMATIZED REALITIES: REIMAGINING SINGLEHOOD IN URBAN INDIA THROUGH INTERSECTIONAL NARRATIVES AND SUPPORT SYSTEMS

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*GITAM (Deemed-to-be University)*

### **Abstract**

In a country where marriage is considered the ultimate goal for an individual, especially women, there is a lot of stigma surrounding the idea of singlehood. Single women, not just in rural but also in urban and semi-urban spaces, hold little or no agency, are often viewed as people with questionable characters, and face discrimination at many levels. Unlike popular beliefs, single urban women who are gainfully employed also face social discrimination. Single shamming in a country where there are more than 71.4 million single women needs to be addressed and is definitely a cause for concern. Based on the major arguments raised in Sarah Lamb in her book “Being Single in India: Stories of Gender, Exclusion, and Possibility”, this paper seeks to define the idea of singlehood based on existing literature and narratives by single women in urban spaces. With the help of interviews and discussions with 20 single women in the city of Bengaluru, the study examines the lives of single women to understand the challenges, stigma, and discrimination that they encounter in society. It aims to challenge the existing discourses on singlehood and create new frameworks via narratives that help understand singlehood. Through intersectional narratives of women, the paper studies singlehood both as a choice and as a circumstantial occurrence and explores the different support systems that exist to address the challenges of singlehood in India. The study is an attempt to lend a new perspective to single studies and bring in a more inclusive understanding of single women and their position, role, and contribution to building a society.

**Keywords:** Narratives, Singlehood, Single Women, Stigma

## AN ANALYSIS OF FERTILITY CHOICES OF THE MODERN WORKING CLASS IN BENGALURU URBAN

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### **Abstract**

Children bring joy to the family but that's not the only reason for which they are produced; They are also considered as an investment good since they are source of support to the family in the old-age as a form of insurance; Children are considered as an asset par excellence (Becker,1960). The objective of the present study is to study the factors determining the fertility choices and to understand the relationship between the education, employment and income level on the fertility choices. Primary data is collected using structured questionnaire from 65 working women from Bengaluru Urban. Convenient sampling is used in the study. Regression is used to test the hypothesis. Percentage method is used to analyse the data. Bar graph, Pie charts are used to represent the findings of the study. The study finds that education, annual income, family type, family size, occupation, working hours are some of the factors responsible for the fertility choices of the respondents. The regression analysis finds that higher the qualification lesser is the fertility choices of the people. The study also reveals that higher the income, higher is the fertility choices and there is also negative relationship between the working hours and the fertility choices.

**Keywords:** Fertility Choices, Investment Good, Education, Income & Modern Working Class

## **ECHOES OF EMPOWERMENT: UNVEILING COMMUNITY NARRATIVES ON WOMEN'S EMANCIPATION IN INDIA'S PURSUIT OF SUSTAINABLE NATIONAL DEVELOPMENT**

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Management and Research, Indore*

**Dr Deepti Sharma**, *Assistant Professor  
Prestige Institute of Management and Research, Indore*

### **Abstract**

**Purpose:** Sustainable development refers to a holistic approach to progress that aims to meet the needs of the present generation without compromising the ability of future generations to meet their own needs. It involves balancing economic growth, environmental protection, and social equity. As women form a substantial part of the workforce in India, whether inside or outside the home, their role and importance cannot be discounted at any point. This is the reason behind considering women's empowerment as one of the important sustainable goals. This research endeavours to explore and amplify the diverse community perspectives on women's emancipation in the context of India's relentless pursuit of sustainable national development.

**Design/Methodology/Approach:** The research employs a comprehensive approach, engaging individuals from diverse socio-cultural backgrounds to capture a broad spectrum of voices. Through interviews, focus group discussions, and content analysis, the study will discern the prevailing attitudes, challenges, and aspirations surrounding women's emancipation within different communities.

**Findings:** Through the applications of statistical tests, it was found that there is a close inter-relationship between women's empowerment and sustainable development in India. In-depth research provides empirical evidence and insights into the specific contributions and challenges faced by women in various sectors related to sustainable development.

**Originality/Value:** This study not only discloses the challenges faced and contributions made by women in the sustainable development of India but also shows the perception towards the significance and role of women empowerment in the sustainable development of India. The findings are vital for policymakers to design and implement more effective and targeted policies and programs that address the needs and empower women.

**Implications:** By unravelling these "Echoes of Empowerment," the research seeks to contribute valuable insights to the ongoing discourse on gender equality and sustainable development.

**Keywords:** Community Narratives, Gender Equality, Socio-Economic Factors, Sustainable National Development, Women's Empowerment

## **A FEMINIST ANALYSIS OF MYTHOLOGICAL WOMEN IN K.B SREEDEVI'S 'DISRUPTED CORONATION' AND 'THE STONE WOMAN'**

**Prof Vibha N Kashyap & Prof Masarrath Anjum**, *Assistant Professors  
Department of English, CDOE, JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

This paper delves into the intricate relationship between myth and gender by examining the marginalized portrayal of women in Indian mythology, specifically focusing on Ahalya and Kaikeyi. Simultaneously, it investigates how mythology is wielded and distorted by patriarchy to perpetuate the subjugation of women. By imposing unrealistic expectations and shaping their own moral standards, patriarchy utilizes myth as a powerful tool to enforce its ideology on women. The study analyses literary works by K. B. Sridevi, such as 'Disrupted Coronation' and 'The Stone Woman,' in conjunction with revisionist theory. This theoretical framework aims to reinterpret and challenge the stereotypical depictions of these mythological women from a feminist perspective.

**Keywords:** Feminism, Indian Mythology, Mythical Women, Revisionist Theory

## INDIAN WOMEN DIASPORA AND THEIR EXTRAORDINARY FEMINIST STRUGGLES IN FIJI OF THE COLONIAL ERA

**Dr Priyanka Jain**, *Assistant Professor, Department of Sociology, School of Liberal Education, Galgotias University, Greater Noida*

### **Abstract**

Indian women displayed extraordinary heroism and strong feminist standpoint when they decided to opt for Girmitiya system, an agreement for indentured labour. These women became migrants to Fiji from British India later to turn into Indian diaspora, as they decided to settle into their host country. This was a facet which changed the history of transnational migrations from India at a time when women were supposed to be in confines of their households as part of Indian patriarchal set up. Greener pastures was the motivation even though some of them were deserted, some accompanied their husbands and family members and others were widows. They took a strong stand against the social fabric of those times and decided to migrate on British sailing vessels when many of their counterparts would not have even thought of moving out of the confines of their homes. Obviously, they were looking for better identities which could be of independence, dignity, and self-empowerment. Unfortunately, many were raped, sexually assaulted, and physically abused on the way and on reaching their destinations but they continued their existence withstanding all the odds. And extraordinary were their lives because they raised voice against the oppressive Girmitiya system.

Migrated under Girmitiya system, many Indian women did not return to their native places and made Fiji their permanent abode. The generations of these Indian diaspora women have narrated their experiences of losing homes and creating new homes. The stories of Indian migrants such as that of Kunti,



Devilo, Naraini and Sukharnia and others are recognized as earliest feminist calls in 1900s against the exploitative backdrops of indentured labour system. Interestingly, the paper brings to the fore, the socio-linguistics which played a crucial role in preserving the Indian identities of the Girmitiya women. These socio-linguistics may be recognized in the form of folk songs from rural lands, scriptures of Ramayana as Rama's exile is relegated to their own exile in Fiji, the culinary and the culture represented by broken Fiji Hindi. The paper through stories of these indentured Indian women Diaspora brings to the forefront for the first time at one place, the experienced struggles of survival of these women, the struggles that were more than extraordinary.

**Keywords:** British, Feminism, Fiji, Girmitiya, Indentured, Indian and Labour

## THE UNFORGETTABLE WOMEN OF HISTORY IN INDIA: UNTOLD NARRATIVES OF COURAGE AND RESILIENCE

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*JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

This article deals with the contribution of women in India's struggle for freedom. India has witnessed the rise of numerous valiant women who have shattered gender norms and stepped on to the battlefield to protect their people, culture and kingdoms. These warrior women, whose tales of bravery echo through the annals of time remain an inspiration for generations to come. The present paper delves into the narratives of some of the iconic figures, in order to explore the lives of some of the unforgettable women, who defied societal expectations to defend their realms namely: Rani Durgavati, Rani Mangammal, Ahilya Bai Holkar, Kittur Rani Chennamma and Rani. Lakshmi Bai These women faced many challenges in their quest to defend their kingdoms and were known for their exceptional administrative acumen and military prowess. Overcoming the prejudices of their own societies, facing adversities yielded them remarkable outcomes. The purpose of this paper is to examine these extraordinary women their indomitable spirit and resilience, who have become our beacons of inspiration, motivating the women kind to rise for their own rights and liberties. Their unwavering commitment undoubtedly played a role in shaping the very course of history. Their narratives resonating across the globe continue to ignite the flames of courage and determination in the hearts of people everywhere.

**Keywords:** Determination, Extraordinary, Bravery, Prowess, Warriors

## **ECOFEMINISM AND TRANSLATION: A CRITICAL READING OF ABDEL RAHMAN MUNIF'S CITIES OF SALT**

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### **Abstract**

The complexities of language, society, and artistic expressions make literary works like novels difficult to translate. Translators encounter several problems such as cultural subtleties, colloquial idioms, distinctive writing styles, and other poetic aspects. Literary translation is a challenging process that necessitates a profound comprehension of the cultural and contextual nuances of the source material in addition to language proficiency. The Arabic novel *Cities of Salt* was written by Abdelrahman Munif, and was successfully translated into several languages, including English. Peter Theroux completed the English translation that was initially released in 1987, and he is the one who paved the way for opening up Munif's writing to a wider English-speaking community. The translated version preserves the novel's exploration of the impact of the oil industry on an unnamed Arab Gulf state and its reflection on the profound social, economic, and cultural changes brought about by rapid industrialization. *Cities of Salt* by Abdul Rahman Munif is a rich exploration of environmental exploitation and gender dynamics in the context of the Arab Gulf region's transformation due to the oil industry. The novel offers a nuanced portrayal of the interconnected challenges faced

by communities grappling with rapid industrialization and its far-reaching consequences on both the environment and societal structures, including gender roles. Moreover, this research paper reveals how the exploitation of land mirrors the exploitation of women. The destruction of the environment echoes the silencing and erasure of women's voices and agency. Through an eco-feminist lens, the paper exposes the interconnectedness between the oppression of nature and the oppression of women, both subjected to exploitation, commodification, and dispossession. Because this novel is a quintet, this paper examines excerpts from the first volume, *Al-Teeh*, which better fit the argument of study.

**Keywords:** Ecofeminism, Environmental Ethics, Exploitation of Women, Gender and Nature, Translation

## **ON THOSE EXTRA MILES THAT TRANSFORM ORDINARY TO EXTRAORDINARY- STORIES FROM RESEARCH ON FEMALE DOMESTIC WORKER MIGRATION TO GULF FROM KERALA**

**Santhini Paul**, *PhD Scholar, Department of Sociology  
University of Kerala*

### **Abstract**

Every one of the eighty-five women I interviewed for my research on female domestic worker migration from Kerala to Gulf has fascinated me with their insights, outlooks, experiences, and survival strategies. Among these women the life of five women stands out with the kind of resilience, intelligence, and skills they showed to keep their life going on despite all that was thrown at them. Their charisma and refusal to stay defeated has given them the power to move on and power over the roadblocks in their path. Moni has been the lifeline of her family by being both primary breadwinner and primary caretaker of her family even when she is a migrant. Jani after going through terrible physical abuse abroad has bounced back and juggles between being an auto driver, taking care of her milch cattle, being the only capable adult in a family of five and takes care of a huge debt and the family needs along with being an active member of Kudumbashree. Nija, a return migrant burdened with her husband's alcoholism is currently involved actively in social and political activities and runs "Janakeeya Canteen" singlehandedly. Aleena, in her over thirty years of migrant life has undergone forced labour, harassment at various levels and eventually alienation from her own children. She navigated her Gulf life as a "free visa" holder skillfully and is a leader of a kind in her community abroad and refuse to be defeated whatsoever. There is also the hardworking Myna who was trafficked to Gulf and is currently a petrol

pump worker taking double shifts to take care of her family. There is also Vinitha- the daughter of a long-time migrant who continue to do wonders in her coastal community.

**Keywords:** Empowerment, Gulf Migration, Kerala Women, Leadership, Resilience, Work-life Balance

## REIMAGINING INGENUITY: A LITERARY EXPLORATION OF FEMININE WISDOM IN EASTERINE KIRE'S NIGHT SPIRITS

**Prof R Geetha**, *Chairperson, Department of English, Jnana Bharathi  
Campus, Bengaluru University*

**Asharani V**, *Research Student, Jnana Bharathi Campus, Bengaluru University*

### Abstract

Many feminist thinkers worldwide, from Simone De Beauvoir to Adichie, Tarabai Shinde to Uma Narayan, have argued that any perceived intellectual disparity between men and women is not the result of innate or biological inequality, but rather a product of cultural and socioeconomic influences. Despite this, it is still imperative to dispel these stereotypes. The present article aims to explore the themes of breaking down barriers and redefining ingenuity in Easterine Kire's most recent book, "Night Spirits." Kire is a first-generation writer from Nagaland, North East India, and her writing focuses on her community, which upholds social norms and places women as second-class citizens. Though Kire emphasizes the challenges encountered by Naga women, in a prejudiced patriarchal domain, she seeks a way to recognize the fortitude and feminine wisdom of Naga women in her works. The present paper employs feminist theories to examine the ways socio-economic and cultural aspects stimulus Kire's characters and how they overcome the conventional notions of femininity. The study also aims to shed light on the silent struggles confronted by women as they navigate a world that curtails their intellectual pursuits. The findings of the present research paper would highlight the social issue of intellect gap between men and women and shed light on Kire's characters as the torch bearers of female wisdom not only Naga but in global context.

**Keywords:** Easterine Kire, Feminist Theories, Feminine Wisdom, Gender Inequality, Intellectual Gap, Night Spirits

## INDIAN WOMEN IN OTT: A NARRATIVE OF BREAKING OR REINFORCING STEREOTYPES?

**Sital Baa**, *Jawaharlal Nehru University, New Delhi*

### **Abstract**

In the pandemic phase there has been a surge of Over-The-Top (OTT) platforms which has transformed the entertainment landscape in the Indian domestic household. It has been viewed as a market disruptor providing a diverse array of content to its ever-demanding audiences. However, as these platforms expand, questions arise regarding the representation of Indian women and the perpetuation of patriarchal norms, feminism, identity, and sexism in the digital realm. This paper examines the increasing popularity of the web series against the masala Bollywood run off the mill types. Indian OTT has seen more success in this platform compared to the mega screen movies in the lockdown period. Theatre complexes seems to go empty and the membership on Netflix, Hot star and Amazon Prime are skyrocketing. In the mainstream platform most of the Indian women heroines in Hindi cinema are still objectified is a sad reality. However, through this paper it aims to examine if OTT platform which is still free from the clutches of censorship, budget constraints and nepotism represents women in all its real essence. Is there a real formula behind a woman shero web series to be successful?

Hence will examine the offbeat woman centric narratives displayed on various OTT platforms are these mediums able to portray women as breaking the stereotypes or is it still a myth. Unfortunately, from the big Hindi Bollywood industry, they still manufacture a movie like *Animal* which is now a blockbuster hit of 2023. It's no surprise that movies such as these reflect the socio-cultural practices, beliefs and norms of the Indian society. Now the real question remains, is the new storytelling on OTT truly path breaking in the online space or are we just moving backwards?

**Keywords:** Feminism, Gender, OTT Platform, Patriarchy, Stereotypes, Web Series



## A THEMATIC ANALYSIS OF TRANSGENDER PERSONS INCLUSION POLICY AT WORKPLACES

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**Dr Pranami Sharma**, *Faculty of School of Commerce  
CHRIST (Deemed-to-be University), Bengaluru*

### Abstract

**Purpose:** Many organizations have globally adopted the diversity, equity, and inclusion policy. Yet, there is a shortage of information on the impact of the policy and practices. Individuals who identify as lesbian, gay, bisexual, or of another sexual orientation face difficulties. Transgender people face more significant stigma, discrimination, and harassment on a day-to-day basis. The struggles for education and job opportunities pushed many into sex work and begging. The study aims to understand the inclusion policies and practices at workplaces post-government reservation and opportunity mandates.

**Methodology:** The study is qualitative. Diversity, equity, and inclusion representatives from corporate companies were interviewed to understand transgender inclusion practices. The study, with the use of thematic analysis, identified the real-time benefits and challenges of transgender inclusion practices.

**Findings:** Most of the literature and inclusion practices remain blended in nature. There is a need to conduct more transgender-specific research. The themes generated highlighted the role of leadership and allyship in making workplaces genuinely inclusive. The effectiveness of sensitization programs is also imperative to making workplaces more inclusive.

**Conclusion:** Reservations in education and employment are a much-needed move from the government's side. But for transgender people to derive the benefits of reservation, accessibility, and acceptance from binary people, it is crucial. Workplaces must stop adopting inclusion practices to rainbow-wash the organization's image and follow inclusive practices to take advantage of a diverse and competent workforce.

**Research Implications:** The findings denote the need to increase awareness and broaden the horizons of inclusion practices. Applying inclusion awareness at all employment levels is imperative to creating an equity-driven and inclusive workplace.

**Social Implications:** With the increase in the number of LGBTQIA+ community members, it is crucial to increase studies on the issues faced by the community. Marginalization ends when the community has an equal opportunity to work and achieve their fullest potential.

**Keywords:** Transgender, Inclusion, Practices, Policies, Workplace

## **CRIME AGAINST WOMEN IN INDIA: STATISTICAL ANALYSIS USING LINEAR REGRESSION**

**Piyush Chauhan & Zarin Tasnim Mim**  
*JAIN (Deemed to- be University), Bengaluru*

### **Abstract**

The crime reports of offenses occurring against women all over India are increasing day by day. It has become one of today's most concerning socio-economic and cultural issues. Crime against women hampers the overall prosperity and development of the nation. This crime violates human rights, impacts women's physical and mental health and becomes an educational barrier to women's empowerment. This paper surveys the reasons for the influence of reported Crime against Women (CAW) in 35 states and union territories in India from 2001-2012. The dataset describes different types of Crime against Women (CAW): rape, kidnapping, abduction, assault on women, and insult to the modesty of women, cruelty by husband or relative. This paper also contains the report of people arrested rate for crimes against women in India from 2001-2012. According to the comparison between these two datasets, the person arrest rate is more than the crime against women rate in every state in India. We used machine learning-based linear regression analysis to format the relationship between two datasets, where crime against women is the dependent variable and people arrested rate is the independent variable. This paper discusses two types of linear regression: Simple Linear Regression and Multiple Linear Regression. The relation between these two datasets helps to predict the hot location of crimes, the activeness of law enforcement regarding the crimes and encourages victims to take action. For the datasets, P-values, R-squared and adjusted R squared values are used to

evaluate the statistically significant prediction in explaining the variation in crime rates. This prediction is used to reduce the rate of crime against women all over India.

**Keywords:** Crime against Women (CAW), Arrest, Statistical Analysis, Linear Regression, Simple Linear Regression (SLR), Multiple Linear Regression (MLR)

## **DIMENSIONS OF WOMEN CHARACTERS IN THE SELECTED WORKS OF EASTERINE KIRE WITH REFERENCE TO THE INFLUENCE OF TRIBAL CULTURE AND COLONISATION**

**Dr Mekhala Venkatesh & Amal S Sandra**  
*JAIN (Deemed-to- be University), Bengaluru*

### **Abstract**

Writing a fiction with an intention often hinders the organic growth of plot as well as the characters. Expressing what seems to be a demonstration of social context and connections between people belonging to various tribes and communities is a difficult task in pure literary context. Character development requires an in-depth study of various socio-economic factors such as culture, traditions, superstitions/ the organic growth of plot as well that of characters. Easterine Kire too, could have a journey through the paths led by these masters lest she sticks on the verity of traditions, that was the life and history of her real protagonist, that is, certain Angami villages and the people dwelt there. The people and story delineated by Kire seems to be mere vehicles to carry the emotions, peril, and sufferings of the inanimate protagonists like Kohima (in *Mari* and *A Terrible Matriarchy*) and Nagaland as whole (in *Bitter Wormwood*)) along with human characters. The emotional integrity that Kire followed throughout her career as a writer has got deep rooted connections with geographical, social, national, feminine, religious, traditional, historical, and philosophical implications. Feminine characteristics and absorption of feminism are a bit confusing and contradictory. Naga society is typically patriarchal, refusing women any role other than domestic facilitator which was assigned by patriarchs. Modern education, economic freedom and other conducive circumstances provided a comfortable space for women characters

in Mari, but the characters have been kept flat in the novel by Kire. This contradictory spirit in Kire is worth studying. Further in her private talks, Kire is never seen worrying over the male domination of the pre-Christian Naga society. Of course, the past is past and irreparable to a common woman. But Easterine Kire is the pioneer in reconstructing Naga legacy to make it known world-wide and hence ought to have bothered the male supremacy, at least.

**Keywords:** Colonisation, Eco feminism, Marginalisation of Women, Migration

## **PREVALENCE OF PARENTAL CONFLICT IN FAMILIES OF YOUNG CHILDREN: FINDINGS FROM A LONGITUDINAL STUDY IN URBAN INDIA**

**Princy Thomas, Afreenbanu Khadirnavar, Chaithra Holla, Christel Roberts, Laura Bozicevic, Helen Sharp & Prabha Chandra**

### **Abstract**

This abstract summarizes key findings from a longitudinal study conducted in urban India, exploring the prevalence of parental conflict in families with young children. The study aims to provide insight into the dynamics of familial relationships, shedding light on the frequency and nature of conflicts experienced by parents. Through a comprehensive analysis of data collected over an extended period, the research uncovers patterns, contributing factors, and potential implications of parental conflict in this specific cultural context. The abstract highlights the importance of understanding and addressing these dynamics for the well-being of both parents and young children, with potential implications for policy and intervention strategies in urban Indian settings.

**Keywords :** Parental Conflict, Conflicts, Intervention Strategies, Familial Relationships

## **ASSOCIATION OF MATERNAL AGE AND FOETAL ATTACHMENT: A DESCRIPTIVE STUDY**

**Chithirai Valli K, Sapna V, Harshitha P Gowda,  
Chaithra Holla, Supraja T A, Rupa Sanadi, Laura Bozicevic,  
Helen Sharp & Prabha S Chandra**

### **Abstract**

This abstract presents findings from a descriptive study examining the association between maternal age and foetal attachment. The research explores how varying maternal age groups may influence the emotional bond formed by expectant mothers with their unborn babies. Through a comprehensive analysis of demographic and attachment-related data, the study aims to identify patterns, trends, and potential influencing factors. The abstract emphasizes the significance of understanding the relationship between maternal age and foetal attachment for prenatal care and maternal well-being. The keywords associated with this research include maternal age, foetal attachment, descriptive study, emotional bond, and prenatal care.

**Keywords :** Maternal Age, Foetal Attachment, Expectant Mothers, Unborn Babies, Emotional Bond, Prenatal Care



## EXPLORING INTER-SECTIONALISM AND INCLUSION IN THE THREE NOVELS OF SHASHI DESHPANDE

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Koneru, Lakshmaiah Education Foundation  
[KL Deemed to be University] Hyderabad*

**Dr Bhavani Sushma Garlapati**, *Assistant Professor, Department of English  
Koneru Lakshmaiah Education Foundation  
[KL Deemed to be University], Hyderabad*

### Abstract

Shashi Deshpande, a renowned Indian author, has carved a wonderful place of interest in literature through her portrayal of several characters navigating the complicated net of societal expectancies and identities. This article delves into the characters of Deshpande's three novels to resolve the elaborate nuances of intersectionality and inclusion in the Indian societal framework via analysing the multifaceted dimensions. The female characters in these novels play a pivotal role as conduits through which the complexities of identity are explored. They serve as intricate lenses, offering insights into the intricate layers of societal fabric. Through their stories, readers are exposed to a tapestry of experiences, unveiling the diverse and intersecting aspects of identity of gender, elegance, and caste. Her works offer a lens to recognise the complexities of human research. Women characters in the novels function conduits to discover the intersecting axes of identity, dropping mild on the traumatic situations and aspirations of people in the societal fabric. Deshpande's narratives confront stereotypical norms, and venture winning societal systems. This research paper illuminates the dynamics of inclusion and exclusion. It underscores the significance of those narratives in

prompting critical reflections on societal norms. These novels offer a profound and elaborate portrayal of the human condition, highlighting the intricate intersections of identity within the societal tapestry. Female characters act as catalysts for understanding the diverse struggles and aspirations prevalent in society. The reflections in the novels serve as powerful tools to unravel the complexities woven into the societal fabric, providing a platform to discuss and contemplate the multifaceted nature of human identity.

**Keywords:** Caste, Class, complexity Gender, Identity, Inclusion, Intersectionality

## IN HER OWN WORDS: WOMEN IN LITERATURE WHO CHANGED MY WORLD

**Dr Gauri Mishra**, *Professor, Department of English  
College of Vocational Studies, University of Delhi, Delhi*

### **Abstract**

My paper's primary thesis is to present an insight into the lives of a few women writers over the past few centuries who transformed my understanding of this world and more specifically my vision of my own country India. Beginning with Emily Dickinson and Rassundari Debi, late 18th century contemporary women writers in two different parts of the world, moving on to Jane Austen and Charlotte Bronte, Ismat Chughtai, Toni Morrison and Mannu Bhandari, Maya Angelou and Marjane Satrapi, Sheryl Sandberg, Chitra Bannerji Divakaruni, Jhumpa Lahiri of the subsequent 19th and 20th centuries and more recently dynamic young writers like Anuja Chauhan and Kristen Butler, my paper will focus on the lessons I have learnt from each of these and what they meant to me over the years. The Woman writer has a unique perspective toward her work and her readers. She is invested in her audience...almost always. She tells her story so others do not make the mistakes she did. She wants her readers to see the mirror of the world so as to teach them to improve. In other words, a woman writer is there as a shield to protect her readers in all their vulnerabilities. She means well...always and sees our growth before we do. The primary objective of my paper is to highlight the insights I have gained from some of these writers and to engage the audience in their (writers') personal stories.

**Keywords:** Lessons, Perspective, Women, Writers, Vision

## **BREAKING BARRIERS WITH WOMEN PIONEERING AI DRIVEN LEADERSHIP IN MANAGEMENT**

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**Ambika**, *Department of Computer Science and Engineering-Data Science JAIN (Deemed-to-be-University) Ramanagara*

### **Abstract**

In the rapidly evolving landscape of management, the integration of Artificial Intelligence (AI) has become a transformative force, reshaping decision-making processes and organizational dynamics. This abstract delves into the intricate interplay between women and AI-driven leadership, exploring the pivotal role women play in breaking barriers and pioneering the future of management. Against this backdrop, the abstract unfolds with a comprehensive overview of the current state of women in AI-powered management, offering nuanced insights into their contributions and challenges. By analysing statistical data and demographic trends, the abstract reveals the existing gaps in women's representation in leadership roles within the AI and management domains. Moreover, it meticulously examines the challenges faced by women, from addressing gender biases embedded in AI algorithms to navigating workplace cultures that perpetuate stereotypes. The abstract also highlights opportunities for growth, emphasizing the significance of mentorship programs and skill development initiatives in empowering women in AI leadership roles. In showcasing the transformative impact of diversity on innovation, the abstract presents real-world examples and success stories, illustrating how women are not only breaking barriers but reshaping the very fabric of AI-driven leadership in management. Examining global AI publications, an average of 25.4% of publications addressing AI across 34 countries are co-authored by at

least one woman. Notably, Argentina (34%), Brazil (27%), and Mexico (27%) show less pronounced gender differences in publications about AI. However, the overall share of women credited in scientific publications in the Scopus database remains below 20%, with India leading at approximately 28%. This statistical narrative underscores the urgency of addressing gender disparities in AI, emphasizing the importance of encouraging a greater diversity of inventors, especially women.

**Keywords:** Women in AI, AI-powered Management, Gender Diversity in Technology, Ethical AI Leadership, Leadership Opportunities for Women, Future of Women in Technology

## REPRESSION OF FEMININITY IN MARY SHELLEY'S FRANKENSTEIN: AN EXPLORATION OF SIMON DE BEAUVOIR'S THE SECOND SEX

**Murchana Kashyap & Dimpy Bania**, *Assam Don Bosco University*

### **Abstract**

Mary Shelly's *Frankenstein* has been subjected to multiple interpretations due to its minimal representations of female characters in the novel. The monster's unusual birth and his subsequent experiences serve as a counterpoint to suggest that women play a crucial role in contributing to the stability of the prevailing social order, rather than simply being men's companions, as its central characters represent the idealized gender roles of the time. *Frankenstein* by Mary Shelley focuses on human nature and the potential to manipulate experience in order to mould personality and social norms.

The objective of this paper is to show the repression of female desires and liberty in *Frankenstein* by Mary Shelly. It will largely focus on the women who were never given the opportunity to express who they really were or give their own interpretation of the plot during the course of the novel's events.

The paper will also explore how Mary Shelley's *Frankenstein* portrays injustice and unfairness in relation to women. Both their creation and destruction serve as a metaphor for how easily women can be replaced. Additionally, it will analyse how Mary Shelley, daughter of Mary Wollstonecraft, one of the founding feminist philosophers portrayed victimization of women.

**Keywords:** Female Characters, Minimal Representation, Social Order, Female Desires, Victimization of Women

## **ROLE OF A SPEECH-LANGUAGE PATHOLOGIST IN THE EARLY DETECTION AND MANAGEMENT OF DYSPHAGIA POST- TREATMENT OF CARCINOMA BREAST WITH DURAL METASTASES AND THYROIDECTOMY: A SINGLE CASE STUDY**

**Lakshita Lunked, Nandhana M S, Siddharth Kothari &  
Prajwal Sajjan K S**, *Department of Speech and Language Studies, Dr S R  
Chandrasekhar Institute of Speech and Hearing, Bengaluru*

### **Abstract**

Swallowing is one of the complex sensorimotor processes in which the bolus is transported from the oral cavity to the stomach for digestion, which helps in nutrition and survival (Miller, 1986). Dysphagia or the difficulty in swallowing is a less explored underlying problem in patients undergoing treatment for breast cancer, with bilateral Dural metastases and post thyroidectomy. Therefore, in the present study a 69-year-old female was assessed for speech and swallowing capabilities following carcinoma breast with Dural metastases. Studies suggest that chemo-radiation plays a significant role in causing symptoms of dysphagia. Hence, In the current study, we provide an in-depth analysis of the assessment and therapeutic outcomes for speech and swallowing mechanisms through a retrospective analysis of the data of the patient's outcome involving a comprehensive test battery approach incorporating both subjective and objective tests with an aim to highlight the role of a speech language pathologists in early detection and management of dysphagia following carcinoma breast treatment and thyroidectomy to provide the necessary support and help in improving the quality of life for an individual with dysphagia.

**Keywords:** Dural Metastases, Dysphagia, Retrospective Analysis, Speech Language Pathologist, Thyroidectomy

## **WOMEN ROLE IN AI: NAVIGATING CHALLENGES AND SHAPING THE FUTURE**

**Dr Suma S**, *Assistant Professor, School of CS & IT  
JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

The integration of Artificial Intelligence (AI) in various fields has propelled advancements and innovations, yet the representation of women in these domains remains significantly disproportionate. This abstract examines the multifaceted roles, challenges, and contributions of women in AI-powered sectors. Despite growing opportunities, gender disparities persist, affecting recruitment, retention, and career progression for women in AI-related professions. This abstract explores the barriers faced by women, including societal biases, lack of representation, and systemic hurdles. Additionally, it highlights the pivotal contributions made by women in shaping AI technologies, emphasizing their unique perspectives, problem-solving abilities, and diverse approaches to innovation. Strategies to foster inclusivity and support for women in AI-driven fields are discussed, emphasizing the importance of mentorship, education, and creating inclusive work environments. Finally, this abstract underscores the significance of addressing imbalances in AI to harness the full potential of diverse talent, foster innovation, and ensure equitable advancements in this rapidly evolving technological landscape.

**Keywords:** AI Technologies, Innovation, Career Progression, Societal Changes, Research, Development



## HEALTH AND PSYCHOLOGICAL WELLBEING OF WOMEN: A SYSTEMATIC REVIEW

**Dr Suma S**, *Assistant Professor, School of CS & IT  
JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

The health and psychological well-being of women are multifaceted and influenced by various facts, including physical health, mental health, social roles, access to healthcare, socioeconomic status, relationships and cultural influences. Addressing women's health involves promoting preventive care, reproductive health services, mental health support, access to education, economic empowerment. Psychological well-being is crucial and involved managing stress, seeking support when needed, fostering healthy relationships and promoting self-care and self-esteem. Efforts to support women's health well-being requires a holistic approach that considers these diverse factors.

**Keywords:** Health and Wellness, Mental Health, Psychological Well-Being, Self-Care, Socio-Economic Factors

## **HARMONY OF AMBITION AND RESPONSIBILITY: A TIMELESS ODYSSEY OF EMMA BARRINGTON'S SOULFUL JOURNEY FROM JEFFREY ARCHER'S CLIFTON CHRONICLES – A CRITICAL APPRECIATION**

**Muthu Aishwarya M**, *Research Scholar, Department of English  
Government Arts College for Men*

### **Abstract**

In the grand literary tapestry of Jeffrey Archer's Clifton Chronicles, Emma Barrington emerges as an epitome of grace and beauty from the opulent estates of aristocracy, embracing the delicate dance between ambition and familial duty that defined women's lives during her era. Archer has skilfully managed to draft Emma's narrative by knitting the intricacies of societal expectations and the evolving role of women in the workforce. In this saga, Emma's journey unveils the symphony of triumphs and tribulations, a melodramatic exploration of her very own pursuit of dreams while she embraces her responsibilities of motherhood and marriage. As we flip over the pages, readers are invited to witness the mosaic of Emma's life – a life that is forever connected to its historical context. As a woman, Emma navigates through the challenges by balancing her professional aspirations with the demands of her familial bond. Thus, she ends up becoming a timeless figure, resonating with readers irrespective of their age. Archer's narrative brush had painted a vivid portrait of Emma's determination and poise, highlighting the very essence of a woman who transcends the boundaries of societal constraints in order to forge her path. Within the mere pages, Emma Barrington's story trespasses the circumference of a fiction, becoming a testament to the invincible spirit of a woman, striving for an equilibrium in a world that frequently confines them. It is a beautiful, evocative fable that narrates the tale of Emma's beautiful life, leaving an indelible mark in the hearts of the readers.

**Keywords:** Emma Barrington, Familial Responsibilities, Gender Dynamics, Professional Aspirations, 20th Century

## **SITA IN AMISH TRIPATHI'S NOVEL SITA- WARRIOR OF MITHILA**

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**Dr Bassayya Swamy**, *Assistant Professor, Department of Kannada, JAIN  
(Deemed-to-be University) Bengaluru*

### **Abstract**

The objective of this research is to critically analyse the portrayal of the character Sita in Amish Tripathi's novel 'Sita: Warrior of Mithila.' and seeks to understand how the novel re-imagines the traditional depiction of Sita from the Ramayana. The legendary character of Sita from the Ramayana as a powerful and independent warrior princess. Set against a backdrop of ancient India, the novel presents a fresh perspective on Sita's journey, focusing on her growth, resilience, and role as a leader. Amish skilfully crafts Sita's character as a symbol of empowerment and agency. Born from the earth itself, she is raised by King Janak and Queen Sunaina of Mithila. Unlike traditional portrayals, this Sita defies societal norms and gender expectations. Trained in martial arts and weaponry, she evolves into a skilled warrior who takes charge of her own destiny. The narrative intertwines Sita's life with significant events from the Ramayana, highlighting her relationships and interactions with other characters. Her meeting with Lord Ram during the contest to win her hand in marriage serves as a foundation for a partnership built on mutual respect and equality. The novel unveils Sita's divine origins, revealing her as the reincarnation of the goddess Vedavati, destined to play a vital role in the conflict between good and evil. Her journey takes her through trials, battles, and moments of introspection, showcasing her commitment to justice, righteousness, and her people. Amish weaves societal issues into the narrative, addressing caste discrimination and gender inequality. Sita's efforts

to bridge divides and create a just society highlight her leadership qualities and her commitment to positive change.

In the climactic battle against the demon-king Raavan, Sita's warrior prowess shines as she confronts evil head-on. Her triumph reinforces the novel's message of empowerment and the ability to shape one's destiny. "Sita: Warrior of Mithila" is not only a retelling of the Ramayana but also a celebration of Sita's strength, courage, and influence. Amish's reimagining invites readers to reconsider their perceptions of traditional heroines while also engaging with themes of identity, power, and social justice in a richly woven tapestry of ancient mythology and modern storytelling.

**Keywords:** Re-imagine, Sita,-Warrior, Symbol of Empowerment and Ability

## INTERWOVEN IDENTITIES: A MULTIRACIAL ANALYSIS OF MIXED-MY LIFE IN BLACK AND WHITE BY ANGELA NISSEL

**Ms Namrata Mohan**, *Research Scholar (English)*  
*JAIN (Deemed-to-be) University, Bengaluru*

**Dr Mekhala Venkatesh**, *Associate Professor and Research Guide, Department  
of English- CDOE, Coordinator- Gender Sensitization Cell (Genesis)*  
*JAIN (Deemed-to-be) University, Bengaluru*

### **Abstract**

The process of colonization has not only shaped the social, economic, and political landscape of various countries, but it has also significantly impacted the identities of individuals who are biracial. Unfortunately, these individuals often encounter rejection and isolation from both of their communities. The dual rejection experienced by biracial individuals can lead to a profound sense of isolation and struggle to find a sense of belonging within either community. This experience triggers feelings of rejection and alienation within them, and prompts numerous questions about their identity, cultural preferences, and which community they should align themselves with. Research suggests that women tend to face more challenges in this regard compared to men. The intersectionality of gender and race plays a crucial role in the unique challenges faced by biracial women, as they may encounter discrimination and stereotypes from both their racial and gender communities. The goal of this paper is to examine the difficulties faced specifically by women individuals. This will be accomplished by employing gender theory, race theory, and postcolonial theory. By examining the protagonist's journey in the paper, we can gain insight into how she negotiates her biracial identity, whether she chooses to embrace or reject certain aspects of her heritage, and how she copes with the feelings of alienation and rejection.

**Keywords:** Alienation, Biracial, Colonization, Culture, Gender, Identity Crisis, Woman, Society

## DECODING GENDER BIAS IN MARKETING: A MIXED RESEARCH APPROACH

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**Amala Madhu**, *2nd Year MBA Student, Marian College Kuttikkanam*  
*Autonomous, Idukki*

### Abstract

This research investigates gender bias within the marketing industry, focusing on the interplay of stereotypes, perceptions, and working conditions. Through a two-phased sequential exploratory mixed research design, qualitative insights from 10 marketing experts inform the development of a comprehensive research model. Thematic analysis reveals three pivotal factors—stereotype, perception, and working conditions—shaping gender bias. The subsequent quantitative phase involves a sample of 365 marketing professionals, employing Partial Least Squares Structural Equation Modelling (PLS SEM) to validate the research model. Findings support the significant impact of stereotypes and perceptions on gender bias, while working conditions exhibit a nuanced relationship. Mediation analyses unveil the mediating role of perceptions in the stereotype-gender bias relationship and further highlight indirect mediation in the working conditions-gender bias link. The study contributes theoretically by elucidating the intricate dynamics of gender bias within marketing and practically by offering insights for addressing bias in marketing industry.

**Keywords:** Exploratory Mixed Research, Gender Bias, Perception, Stereotypes, Working Condition

## **WOMEN IN SPORTS: NAVIGATING CHALLENGES AND PAVING THE WAY OF INCLUSION**

**Tisha Saha**, *BCA Student, JAIN (Deemed to be University), Bengaluru*

**Dr Jyoti Shanbhag**, *Assistant Professor  
JAIN (Deemed to be University), Bengaluru*

**Dr Swapna H R**, *Assistant Professor  
JAIN (Deemed to be University), Bengaluru*

### **Abstract**

This research paper delves into the historical, current, and future landscape of women's participation in sports, addressing enduring challenges such as unequal pay, limited media coverage, and entrenched stereotypes. Despite progress, societal norms and institutional biases persist, impacting female athletes. The study emphasises the need for proactive measures, scrutinising cultural perceptions, and highlighting successful initiatives as catalysts for change. Media representation is underscored as a powerful tool that can reinforce stereotypes or contribute to a more balanced portrayal of women in sports. The paper concludes with recommendations for fostering inclusivity, advocating for equal opportunities, dismantling stereotypes through education, and leveraging media for equitable representation, aiming for a future where women in sports are celebrated and empowered.

**Keywords:** Women in Sports, Participation, Challenges, Unequal Pay, Media Coverage, Stereotypes, Societal Norms, Media Representation, Inclusivity, Equal Opportunities, Education, Empowerment

## **FEMALE TRAUMATIC SELF, CONVIVIALITY AND RESILIENCE IN PERUMAL MURUGAN'S WORK A LONELY HARVEST**

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**Dr R Geetha**, *Research Guide, Dept. of English  
Bangalore University, Bengaluru*

### **Abstract**

“We are only as strong as we are unite, as weak as we are divided” quote by J K Rowling; express the need for women to connect, to create a convivial setting for the amelioration of women’s world. The paper explores female traumatic self and conviviality and resilience exhibited during the traumatic phase. The objective of this paper is to probe the condition of women during the catastrophic period and female solidarity portrayed in the contemporary Indian novel *A Lonely Harvest* by Perumal Murugan. Women have been portrayed as incapable of forming homosocial bonds when compared to others in the society. This notion is shattered in the work *A Lonely Harvest*, the author in this novel establishes the inner connect between women to show how togetherness becomes crucial to help the traumatic self to recuperate from the harrowing circumstance. Interdependence becomes a key factor in overcoming the worst phase in life; women folk in the novel build bridge of solidarity to aid and to teach resilience to the traumatized self. The paper throws insight on the notion of solidarity during the ruptured phase and how building a resilient space for women becomes crucial during the traumatic situation. Women in Murugan’s works remain persistent in spite of vortex of



turmoil they undergo in life which serves as proof of their resilient nature. Through many odds women venture to build a optimistic space of their own to help nurture life, to spread compassion and to hold on to their organic self.

**Keywords:** Bond, Conviviality, Empowered Self, Female Solidarity, Resilience, Traumatic Phase

## SKILL DEVELOPMENT COURSES IN THE STUDENTS OF SERAMPORE GIRLS' COLLEGE

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*Serampore Girls' College, Serampore*

### **Abstract**

Skill Development is a technique that helps the learners to undergo new skills in their professional curriculum. This added course will motivate and influence the learners in the various ways and techniques they can face opportunities in various life aspects. Their added growth would speak volumes for their future prospects of their life. Serampore Girls' College is a Government aided college affiliated under Calcutta University in West Bengal, India. Most girls' students have to undergo skill development courses that instil confidence and sharpen their intellect and senses. Their perception towards the growth of their life and mindset imbibes an optimistic vibe for the growth of their lives. In the college premises, soft skills like language and communication skills, ICT/Computing Skills, Life skills like Yoga and Physical fitness and most importantly self-defence were trained by expertise. Each of the skills has a pathway to excellence in the future and that is often the reason besides studies, the girls choose to work on themselves to imbibe the progress of self-development. For future research, the workshops and conferences are done by different experts. Previous researchers have done no literature review on this topic. This process of self-development and growth through learning and practising these skills by themselves or under an expert provides them with the capacity to rebuild their self-esteem and develop further knowledge.

**Keywords:** Future, Growth, Learners Self-Development, Self-Esteem

## INVESTIGATING FARM WIDOW INVISIBILITY THROUGH POST-TRUTH IN THE SHOES OF THE DEAD & WIDOWS OF VIDARBHA BY KOTA NEELIMA

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JAIN (Deemed-to-be-University) Bengaluru

*Teaching  
Scholar,*

### Abstract

Post-Truth is a phenomenon in which arguments are consistently claimed without regard for verifiable counter arguments and debate is primarily defined by emotional appeals unrelated to policy, facts and figures. Kota Neelima, former journalist turned writer in her works has stressed on the issues of agrarian distress and gender bias. Indian agriculture is enmeshed in several economic and political entanglements. Although women farmers toil nearly ten hours a day on the farm, their contribution is not recognized, as the title deed of the land does not belong to them. The struggle for receiving state compensation after the suicide of the farmers is horrific and hopeless. Whereas earlier studies have focused on quantitative analyses of farmer suicides as financial debt, expensive input and crop-failure, this research focusses on the struggles of representation and surviving widow invisibility. The silent and discreet suffering of farmer widows in remote villages calls into focus an intervention of the post-truth angle. The article endeavours an exploration of surviving farm-widow invisibility and post-truth coming together analysing the texts *Widows of Vidarbha* and *Shoes of the Dead* by Kota Neelima. A close reading of the realistic fictional works mapping alongside the author's journalistic articles is analysed through theorist Lee McIntyre's notion of post-truth and Palagummi Sainath's journalistic work on farmer suicides. The fabrication of suicide data and the reasons are examined through inherent power structures, popular political narratives and gender

biases. The researcher maps these textual illustrations as structures of power and gender through post-truth. This investigation paves a path for capitalistic hegemonic forces through post-truth.

Keywords: Compensation issues, Data Fabrication, Gender Bias, Post-Truth, Representation, Policy, Farm Widow Invisibility

## **TRANSFORMING NOTE IN THEIR FLUTE: A STUDY OF INDIAN MODERN WOMEN WRITERS**

**Dr Manusmriti Sharma**, *Associate Professor, Department of Applied Science and Humanities, B K Birla Institute of Engineering and Technology, Pilani*

### **Abstract**

India women English writers in India today proudly uphold their cause of 'womanhood' through their write-ups. The literary field is most bold to present feminism in Indian English literature in the hands of these writers. However, there seems a gradual shift in the focus of many women writers. Many Indian Women Writers such as Nayantara Sahgal, Ruth Parwer Jhabwala, Bharati Mukherjee, Namita Gokhle, Shashi Deshpande, Githa Hariharan, Anita Desai, Jaishree Mishra, Radhika Jha, Anita Nair, Kiran Desai, Jhumpa Lahiri, Arundhati Roy too throw prismatic light on the dilemmas and angst faced by human beings in the contemporary world. They feel crippled under the tag of feminist writer as their literary gamut presents a deeper insight into the multi-dimensional, socio-political, cultural, psychological and existential world. The present paper attempts to unshackle the selected writers from the narrow label of 'feminist writer'. It ventures to establish how Indian Feminist fiction in modern times has been attempting to break the glass ceiling vision of labelling a woman writer as a feminist writer and how modern women fiction writers have been delineating their work in a more inclusive and universal approach. The paper also dives deep into the realm of selected women writers and explores their attempts to integrate the trans-feministic shade into the texture of their novels through their thematic and stylistic treatment.

**Keywords:** Surpassing, Gender Boundaries, Feminist Fiction

## **WOMEN LEADERSHIP IN CONFLICT ZONES THROUGH DEBORAH, QUEEN ESTHER, JOAN OF ARC AND RANI LAKSHMI BAI OF JHANSI**

**Ms Susmi Mariam Varghese**, *Research Scholar & Assistant Professor  
Department of Science & Humanities Department of English Nehru Institute  
of Engineering & Technology, Coimbatore*

**Dr K Deepa**, *Assistant Professor, Department of English  
Sri G.V.G Visalakshi, College for Women, Udumalpet*

### **Abstract**

Women aspire to be at the apex of civilisation and humanity. Discrimination against women cannot be resolved even when humanity conquered the stars and landed in other planets. Discussions and implementation of developing measures enabled women to be pushed to the forefront. But we can't prevent the majority of the beautiful sex not to be exploited. There is much to explore about the status of women and the cultural background they sprang. High-level engagement and gender equality seem to be not mountable. Intergovernmental bodies promote positive perspectives and empowerment. Concessions and reservations are preferred to uplift women to betterment and heights. Accelerating the progress and facilitating participation are the goals that we toil for. Still are they mentally freed or culturally being looked up or down? This paper explores the lives of four leaders who redeemed their race or nation from the opposition, undergoing tough phases and even being martyred. Let's turn back to golden leaflets of history and consider the lives of Deborah, Queen Esther, Joan of Arc and Rani Lakshmi Bai of Jhansi. Deborah inspired and led the Israelites against powerful Canaanites in the 6th century BC. The land got a period of forty years of peace after being in a conflict zone for twenty years. The Jewish race reveals a tension in defining

their identity in the diaspora. Queen Esther of the Persian Empire, a Jewish girl in Babylonian exile, tumbled down the unlawful and unjustifiable law to bring complete destruction of Jews and brought redemption of her race. Joan of Arc, a French heroine and military leader, moved the tide of the Hundred Years War with her divine inspiration and unusual determination. Under her visionary leadership, France won many military victories that led to the coronation of Charles VII as the king of France in 1429. Indian historical archive pictures Rani Lakshmi Bai of Jhansi as a queen, rebel, warrior, and martyr. She fought against British imperialism and the doctrine of Lapse that annexed her land, Jhansi.

**Keywords:** Patriarchal Society, Cultural Background, Redeem, Martyr, Military Leadership, Determination, Challenge, Commitment

## WOMEN IN HEALTH AND WELLNESS

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### **Abstract**

Health and wellness is like a railway track which holds physical health, emotional health, mental health, maternal health, physical wellness, social wellness, Intellectual wellness financial wellness, spiritual wellness as train carriages. The role of women is very diverse, when it comes to health and wellness. So, it should be viewed in myriad ways. Women adorn the role of care givers, care takers, nurturers and health care professionals within families and communities. They have good intuitive sense which makes them to take preventive measures and maintain hygiene. In the context of professional field, doctors, nurses, public health experts, have shown their expertise and dedication towards mental wellbeing. They never feared to speak about taboos, social stigmas faced by the survivors of sexual exploitation and always show great courage to fight for a noble cause. Sometimes, women who come from low socio-economic conditions have to work in perilous work atmospheres. These underprivileged women often subjected to humiliations and violence in their work place suffers from stress and low self-esteem also determines their health and wellness. Many times, women who work as maid servants for many years even beyond menopausal age with low wages endure verbal and physical abuses leads to mental trauma. Enduring such inhumane acts for over a period of time makes them vulnerable, in consequence, puts great pressure on their health and wellness. In order to survive this harsh environment, women should constantly strive to keep their physical and mental wellness in a healthy way. They should follow healthy lifestyle, spending quality time with family and friends, maintaining a good social life keep anxiety and depression at bay, nutritious intake of food on time and sleeping at regular time, becomes essential.

**Keywords:** Physical Health, Emotional Health, Mental Health, Social Wellness, Financial Wellness, Spiritual Wellness



## **SHATTERING STEREOTYPES, BUILDING LEGACIES: WOMEN'S EMPOWERMENT IN BUSINESS AND ENTREPRENEURSHIP**

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### **Abstract**

This research paper explores the multifaceted role of women in the business and entrepreneurship landscape, aiming to shed light on the challenges, opportunities, and impact of female participation. The paper thoroughly examines existing literature, statistical data, and case studies and delves into the barriers women face in entering and thriving in the business world. Additionally, it investigates successful strategies, policies, and initiatives that contribute to women's empowerment in entrepreneurship. By providing a comprehensive overview, this research aims to contribute valuable insights to foster gender diversity, equality, and the overall advancement of women in the business domain.

**Keywords:** Gendered Obstacles, Female Entrepreneurship, Gender Disparity, Economic Empowerment, Women in Business

## THE IMPACT OF TAX POLICY ON WOMEN'S EMPOWERMENT AND GENDER EQUALITY IN INDIA

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### **Abstract**

This research paper explores the complex relationship between tax policy and its impact on women's empowerment and gender equality in the Indian context. Through an extensive examination of current literature, our objective is to explore the various aspects of how taxation policies impact the socio-economic status of women, both directly and indirectly. The methodology used in this study involves a thorough examination of the Indian Income Tax Act and its associated regulations, along with a detailed analysis of demographic and economic data. By employing both qualitative and quantitative methods, we examine how tax policies affect different groups of women, taking into account their income, employment status, and educational background. The research paper sheds light on the complex relationship between taxation policies and women's empowerment. Through a thorough examination of the current tax incentives, deductions, and exemptions, we evaluate how well they encourage women to achieve financial independence and pursue entrepreneurial ventures. In addition, we delve into the possible impact of taxation on reducing gender inequalities in job prospects and pay gaps. The paper also delves into the societal implications of tax policies, exploring how they impact educational opportunities for women and access to healthcare. An in-depth examination of regional variations within India provides a more

detailed perspective, enabling a deeper comprehension of how tax policies affect different communities.

**Keywords:** Tax Policy, Women's Empowerment, Gender Equality, Income Tax Act, Socio-economic Impact, Entrepreneurship, Wage Disparities, Educational Opportunities, Healthcare Access, India

## **A COMPARATIVE STUDY OF DEPRESSION, ANXIETY, AND STRESS BETWEEN WORKING MOTHERS OF PRESCHOOL AND ADOLESCENT CHILDREN**

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### **Abstract**

Depression, Anxiety and Stress are three negative emotions mostly encountered in the everyday

life. Various statistical evidences suggest that the anxiety and depressive disorders among females are on the rise. In the 21s century, with women establishing their presence in all domains of occupation, managing both family and career; demands immense source of emotional energy. Work-life conflicts are arising as a major causative factor of stress among working women.

The study was conducted to assess the prevalence of depression, anxiety, and stress among a sample of mothers employed in the Information Technology sector living in India. The sample size was 60, which comprised 30 mothers working in the Information Technology sector having child/ children in the preschool age group (1-5 years) and 30 mothers working in the Information Technology sector having child/children in adolescent age group (10-19 years). The study also compared the levels of depression, anxiety and stress between mothers working in the Information Technology sector having child/ children in the preschool age group (1-5 years) and mothers working

in the Information Technology sector having child/children in adolescent age group (10-19 years).

The assessment was done through administration of DASS 42 questionnaire to the participants and responses collected were analysed using SPSS version 28 and three independent t tests. The results revealed that depression was prevalent in 56.7%, anxiety in 50% and stress was prevalent in 78.3% of the participants. The comparative study revealed that the means scores of the anxiety, depression and stress were higher in mothers employed in IT sector having kids in preschool age group than mothers having kids in adolescent age group but the t scores obtained are not statistically significant.

**Keywords:** Depression, Anxiety, Stress, Work-Life, Children

## MATERNAL ECHOES: EXPLORING THE IMPACT OF MOTHERHOOD IN AVNI DOSHI'S GIRL IN WHITE COTTON

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### **Abstract**

'Maternal Echoes' is a deep examination of the complex effects of motherhood, exploring how it greatly influences people and their stories. This research aims to explore the complex concept of maternal echoes from an interdisciplinary perspective, using insights from literature, psychology, and cultural studies to reveal the many aspects of the experience of motherhood. *Girl in White Cotton* by Avni Doshi is a heartbreaking story of complicated family connections and the complexities inherent in mother-daughter relationships. Set in Pune, India, the story centres around Antara, the protagonist. She faces the challenge of caring for her elderly mother, Tara, who gradually loses her memory due to Alzheimer's illness. Antara faces the difficulties of fulfilling the roles of a caretaker and a daughter. The story progresses through a sequence of complex flashbacks, uncovering a turbulent history characterised by affection, deceit, and cultural norms. *Girl in White Cotton* is an intellectually stimulating story that examines the details of motherhood and memory, focusing on the female perspective. The research paper aims to illuminate the lasting impact of motherhood on human development and social transformation within the context of *Girl in White Cotton*, using a lens that combines feminist viewpoints and literary analysis. Additionally, the study will examine the influence of maternal echoes on the novel's multiple layers and their impact on the identities and outcomes of the female characters.

**Keywords:** Identity, Memory, Motherhood, Psychology, Women

## **REWRITING A META NARRATIVE WITH AN ECO-FEMINIST LENS - ARANYAKA BY AMRUTA PATIL**

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### **Abstract**

Stephens and Mc Callum define Meta narratives as a “global or totalizing cultural narrative schema which orders and explains knowledge and experience.” The prefix meta signifies the meaning of ‘being beyond’ In literature, it can mean a larger truth encompassing and explaining other ‘little stories’ within totalizing a schema (New World Encyclopaedia). Aranyaka is a graphic novel by Amruta Patil with creative input from famous mythologist Devdutt Pattanaik. In Patil’s own words Aranyaka uses a small episode from the Brihadaranyaka Upanishad as a ‘stepping stone (Singh). She has moved away from the anthropocentric approaches generally seen in texts and given due importance to ‘Bhudevi’, someone who has the power to nourish and destroy. Patil’s purpose of this graphic-adaptation of a three-thousand-year-old Vedic narrative is more to excavate the profound philosophical and spiritual base of environmental consciousness embedded in the ancient Indian scriptures which generally gets obscured with anthropocentric narratives that want to communicate human achievements. Katyayani the protagonist is the wife of sage Yajnavalkya who is mentioned only as a passing reference with not much importance as a housewife (Ghosh). Patil has done a Duffy-like subversion of the narrative as seen in *The World’s Wife*, reclaiming space for a character who is not known in history or mythology and for nature itself which is as grand as a character in the book.

**Keywords:** Metanarratives, Eco Feminism, Subversion, Graphic Novel

## **BEYOND 9 TO 5: WOMEN REDEFINING WORK-LIFE BALANCE**

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### **Abstract**

The study explores the evolving dynamics of work-life balance, with a focus on the experiences of women. In a departure from traditional studies involving extensive data collection and analysis, this qualitative research relies on narrative and anecdotal evidence to probe into the nuanced ways in which women navigate the intersection of professional and personal spheres. The paper begins by acknowledging the shifting landscape of work, emphasizing the increasing blurring of boundaries between professional and personal life. It posits that women, in particular, are at the forefront of redefining work-life balance, challenging conventional norms and expectations. The study draws on a diverse range of personal stories, interviews, and case studies to illustrate the varied strategies employed by women to reconcile their career ambitions with familial and personal responsibilities. Throughout the paper, the narratives highlight themes such as flexibility, negotiation, and the role of support networks in shaping women's experiences of work-life balance. The research underscores the importance of recognizing individual agency in crafting unique approaches to balance, rather than adhering to a one-size-fits-all model. By reframing the discourse on work-life balance through a qualitative lens, this paper contributes valuable insights into the lived



experiences of women in contemporary workplaces, shedding light on their efforts to redefine and reclaim control over their professional and personal lives.

**Keywords:** Empowerment, Flexibility, Self-Care, Prioritization, Boundaries, Career Resilience, Holistic Well-Being, Time Management

## **CRACKING THE GLASS CEILING BY WOMEN ADMINISTRATORS – A CASE STUDY**

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**Dr S Arun Kumar**, *Assistant Professor, School of Social Sciences and Humanities, B.S Abdur Rahman, Crescent Institute of Science and Technology, Chennai*

### **Abstract**

The glass ceiling (GC) is the term used to describe the barrier that prevents women from moving up the corporate ladder to top positions because of a variety of vertical segregation-causing circumstances. Despite significant efforts to encourage diversity in the workplace and legislation ensuring equal opportunity for men and women, it is important to note that women are still disproportionately underrepresented in positions of authority. Few theoretical models have attempted to understand this phenomenon and its implications, even though the glass ceiling has generated interest in the topic, according to several studies. This study aims to examine the glass ceiling from the perspective of female administrators, focusing on their strategies and how they overcome obstacles to achieve success. Information is collected from five women administrators of educational organizations who occupy key positions which are gender-neutral. The data are collected through the case study method which uses data collection techniques like interviews and observation. The evolving roles and structures due to women's education and employment have an impact on the success of women. The changing structure and the functions of the family, workplace, and broader society both support and impede women's advancement. The study highlights the factors that facilitate and inhibit the progress of women. The facilitating factors are well utilized by successful women administrators to crack the glass and reach the heights.

**Keywords:** Women Administrators, Glass Ceiling, Facilitators, Inhibitors, Challenges, Barriers, Success

## **BREAKING THE MOLD: REPRESENTATION OF WOMEN IN LAW ENFORCEMENT CHALLENGES AND SUGGESTIONS**

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of Management and Research, Indore*

**Dr Shalu Kotwani**, *Assistant Professor, Prestige Institute  
of Management and Research, Indore*

### **Abstract**

**Purpose:** Women empowerment leads to the increasing role and influence of women in every sector of economy. Law is also sensing the necessity of the existence of women as they contribute to the effectiveness, legitimacy and the holistic development of the society and country. This research explores the representation of women in law enforcement, examining the challenges they encounter within this traditionally male-dominated field.

**Design/Methodology/approach:** The study incorporates multifaceted approach, investigates the historical context, current demographic trends, and the impact of gender representation in legal framework using comprehensive review of existing literature and primary tool of questionnaire.

Through a combination of qualitative and quantitative methods, the research seeks to identify barriers hindering women's advancement in recruitment and retention, barriers to entry, workplace dynamics, and assess the impact of increased gender diversity.

**Findings:** The study reveals a persistent underrepresentation of women in law enforcement agencies, particularly at higher ranks. The study also proves that the institutional and cultural barriers, such as gender stereotypes and a

historically masculine policing culture, continue to hinder the recruitment of women into law enforcement roles.

**Originality/value:** The present study contributes to the literature of women empowerment in India. Although many previous studies extracted the essential of women in law enforcement, the present study tried to find out the different barriers and perceptions towards the extent of the role of women in the law enforcement of India.

**Implications:** By uncovering institutional, cultural, and societal barriers, the research provides valuable insights for policymakers, law enforcement agencies, and advocacy groups seeking to address and overcome obstacles to women's participation and advancement in law enforcement.

**Keywords:** Women, Women Empowerment, Law Enforcement, Barriers and Challenges

## **BREAKING BARRIERS: EMPOWERING GIRLS THROUGH EDUCATION**

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**S C Vetrivel**, *Associate Professor, Department of Management Studies  
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**R Maheswari**, *Assistant Professor, Department of Management Studies  
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### **Abstract**

Education has long been heralded as the key to empowerment, yet a significant gender gap persists in many parts of the world, hindering the progress of girls. This paper explores the critical role education plays in breaking barriers and fostering empowerment for girls globally. The study looks into the societal and cultural constraints that have historically limited girls' access to education. From discriminatory norms to economic disparities, these barriers have perpetuated gender inequality, hindering the potential of countless young girls. Further, the paper highlights the transformative power of education in challenging these barriers. Education not only imparts knowledge but also instils confidence, critical thinking, and problem-solving skills. By equipping girls with education, we not only prepare them for a brighter future but also empower them to challenge and reshape societal norms. It emphasises the importance of inclusive educational policies and initiatives that specifically target girls. By addressing systemic issues and providing equal opportunities, societies can foster an environment where girls can thrive academically and personally. This article asserts that empowering girls through education is a catalyst for societal transformation. By dismantling barriers and promoting inclusive educational practices, we pave the way for a more equitable and

just future, where girls can contribute meaningfully to their communities and break free from the shackles of gender-based discrimination. Education stands as the cornerstone in this endeavour, offering a pathway to empowerment that transcends borders and transforms lives.

**Keywords:** Education, Empowerment, Girls' Rights, Gender Equality, Access to Education, Breaking Gender Stereotypes

## **NEED FOR WORK-LIFE INTEGRATION: A STUDY OF STRATEGIES FOR WOMEN EMPLOYEES**

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### **Abstract**

The study investigates the strategies for work-life integration and challenges in work-life balance experienced by women employees in the manufacturing and service sectors in Coimbatore district, Tamil Nadu. Using a simple random sampling method, data was collected through a structured questionnaire. The analysis, employing statistical tools such as simple percentage analysis, factor analysis, multiple regression, and descriptive statistics, reveals that career aspirations, societal expectations, and family commitments collectively explain 78.758% of the observed variability. Career aspirations emerge as the paramount influence, followed by societal expectations and family commitments, contributing significantly to the complex balance women employees strive for. Challenges identified include high workload, inflexible working hours, and unequal domestic responsibilities. The study provides visions crucial for organizations seeking to promote gender-inclusive practices and effective support mechanisms, nurturing a pleasant work-life equilibrium for women professionals.

**Keywords:** Work-Life Integration, Women Employees, Strategies, Career Aspirations, Societal Expectations

## KAVITA KANE'S MYTHOLOGICAL HEROINES MENAKA AND SURPANAKHA: AN ANALYSIS OF STRENGTH AND RESILIENCE

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### **Abstract**

This research paper explores Kavita Kane's literary works captivating depiction of the two complex legendary figures Menaka and Surpanakha. The analysis weaves through Kane's narrative decisions, highlighting the characters' resiliency and talents while illuminating how these women defy conventional preconceptions. Analyzing Menaka's and Surpanakha's development primarily in the literary texts 'Menaka's Choice' and 'Lanka's Princess' the study looks at the obstacles and the empowering and promising elements weaved into their tales. This research aims to reveal the feminist viewpoint, cultural subtleties and symbolic layers that Kane's striking portrayal of these mythological figures has. It also aims to make links between these personas and more general themes of female agency and empowerment taking into account literary and cultural elements to provide a thorough grasp of how Kane reinterprets these promising mythological figures emphasizing their decisive qualities and more general themes of autonomy.

**Keywords:** Empowerment, Feminism, Mythology, Resilience, Strength



## A STUDY OF IDENTITY DYNAMICS OF NEW WOMAN IN THE POETRY OF RUPI KAUR

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### Abstract

This paper examines the complex identity dynamics that Rupri Kaur portrays in her poetry, with a particular emphasis on how her works present the archetype of the New Woman. Based on Kaur's books, especially *homebody* and the "Insta Poetry" subgenre, the research explores the complex aspects of modern womanhood, identity, and social expectations. Using an interdisciplinary approach that combines feminist theory, and literary analysis the study looks at how Kaur's poetry navigates themes of empowerment, love, grief, and body image to reflect the essence of the modern woman's experience. The examination explores Kaur's unique style, which strikes a deep because of her succinct poetry, spare sketches, and honest emotional expression. The study examines how Kaur's poetry functions as a mirror reflecting the intricacies of women in the digital age by closely examining her depiction of female identity, autonomy, and resilience. This study uses Sarah Grand's "The New Aspect of the Woman Question" to further understand of the dynamics of changing female identity and expression in contemporary poetry.

**Keywords:** Identity, New Woman, Self-Discovery, Female Sexuality, Self-Love, Self-Expression

## **GENDER SOCIALISATION AND PERSONALITY IN GLOBAL POLITICS: A STUDY OF ‘CLOTHING’ AS A NON-VERBAL DISCOURSE**

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### **Abstract**

The term ‘gender’ has always been a multi-faceted concept. The inclusion of the term ‘gender’ has made its presence felt in every socio-economic and political discussion. Besides, its flexibility, even today, possesses ample characteristics for further research discoveries. Gender has often been considered to be synonymous of sex, regardless of the fact that the former deals with social expectations, whereas the latter is associated with one’s biological characteristics. ‘Performance’ of gender to a certain extent gets aligned with gender socialisation. The way gender is supposed to perform is often driven by the behaviour, norms, practices, stereotypes- stemmed from society. Gender in alignment with clothing, reflects the personality of an individual. Clothing is seen as a tool of non-verbal discourse. However, what makes the association between gender socialisation and clothing unanimous is the fact that our choices regarding clothing are not based on our bodies but on the gendered norms of society. An extension or a practical presence of this can be witnessed in the field of politics. Global politics have highlighted examples where the above association has been witnessed. For example, in the arena of politics- instances like the ‘impeachment dress’ worn by Nancy Pelosi during the second impeachment hearing of Donald Trump, and the cape worn by Jayalalitha, serving as a shield after her disrobing in the Parliament in 1989- are examples of how the influence of social and political events have made political leaders adapt clothing as a medium of rebellion, resistance and even as an instrument of creating an impact at the global level. This paper intends to highlight the sociological impact of clothing on women. The

purpose of the research will also be to analyse whether individuals negotiate their identity within the constraints set by clothing. The major focus would also be to examine clothing at the global arena and the political discourse surrounding it. Moreover, being a medium of non-verbal discourse, the paper will even focus on how the women political leaders are viewed by the audience, whether their attire transmit any means of communication or not. As much as such an association remains pristine in its approach, exploring the relationship becomes important in the field of research.

**Keywords:** Gender-Socialisation, Clothing, Resistance, Gender, Performance

## UNSETTLING PARTITION: A FEMINIST STUDY OF THE SELECTED PLAYS OF MAHESH DATTANI

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**Afshan Mirza**, *Research Scholar, Department of English  
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### Abstract

The mainstream Indian society lives in a state of compulsory synchronisation with the cultural norms Majority prefers to be conventional to cultural, social and gender stereotypes which results in the ghettoization within the society. Hence, little spaces are created to which marginalized are pushed. The paper accentuate Mahesh Dattani's depiction of patriarchal supremacy and how it functions within marriage, families, and society, impeding women's development and autonomy. The majority of authors have written about the anguish, sorrows, and sexual trauma that women endured both during and after the Partition; these themes are what make up the Partition Literature thematic corpus. Nevertheless, in the two plays examined in this paper — *Final Solutions* (1998) and *Where did I Leave my Purdah?* (2012)—Dattani approaches the issue of division in a novel way. Dattani views women as being at the centre of these dynamics rather than on the periphery as he works to untangle the complex web of relationships amid religious communities, women and their partners, and women and their families across the two new nations created after partition. The dramatist presents his female protagonist as strong, assertive, and resourceful rather than as pitiful and miserable creatures.

**Keywords:** Gender, Hegemony, Partition, Patriarchy, Stereotype

## **PREDICTIVE MODELING OF PCOS: A MULTI-LINEAR REGRESSION ANALYSIS INCORPORATING HORMONAL, CLINICAL, AND LIFESTYLE PARAMETERS**

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### **Abstract**

Polycystic Ovary Syndrome (PCOS) is a complex endocrine disorder affecting reproductive-aged women, characterised by hormonal imbalances and diverse clinical manifestations. This study aims to develop a multi-linear regression model to predict PCOS based on various parameters. A set of individuals presenting with PCOS symptoms underwent comprehensive assessments including menstrual cycle regularity, weight gain, hair growth, skin darkening, fast food consumption, follicle counts (left and right ovaries), insulin levels, Anti-Mullerian Hormone (AMH) concentrations, and the presence of pimples. Statistical analysis involved correlation studies and the development of a multi-linear regression model to elucidate relationships between these parameters and the diagnosis of PCOS. Preliminary findings suggest significant associations between irregular cycles, weight gain, excess hair growth, skin darkening, fast food intake, follicle counts, insulin levels,

AMH concentrations, and the presence of pimples with the manifestation of PCOS. The multi-linear regression model exhibited predictive capability, offering insights into the combined influence of these parameters on the likelihood of PCOS development. This Model will be able to approximately predict PCOS with the help of the symptoms.

**Keywords:** Polycystic Ovary Syndrome, Weight Gain, Excess Hair Growth, PCOS, Lifestyle

## **IDEOLOGICAL LACK OF FEMINISM: A STUDY OF EDWARD ABBEY'S HAYDUKE LIVES!**

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### **Abstract**

This paper primarily focuses on tracing moisture in fringe of uprooted root (male chauvinism). Though a lot of superstitious believes and evil practices against women had been brought to light and been eradicated due to feministic movements, still their traces are in existence; still women are encountering physical abuses at home, at working places, and even at public places. They are not free from mental sufferings too as women are being enforced to abide to social customs. The primary victims of traditions and customs are none other than women since it was employed by men; on the one hand still there is a talk about, for instance, females' way of dressing and shape of their bodies, on the other hand it is matter of nothing when it comes about men. Everything is the result of chauvinistic mental state of men who think that they are superior to women; rather women think that they are equal to men as feminism proposes. Men are after women for satisfying their needs but when women are in the need they would be neglected. It would have clearly been depicted in Hayduke Lives! How women are being treated as sexual toys sans respecting their feelings and their emotions.

**Keywords:** Male Chauvinism, Physical Abuse, Social Construction, Ill-Treatment

## THE LIFE OF JUSTICE FATHIMA BEEVI: EMERGENCE OF A CULTURAL ICON

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### Abstract

Women have been struggling to establish their identity in professional and public spaces for quite a long time. It is a stark social reality that gender still acts as a decisive factor in constituting one's status, quite often in adverse ways. The professional trajectory of women can be seen as providing potential indices when we consider the question of their social and cultural identity. The social and cultural framework which defines the very being of women therefore calls for reconsideration and the categories within it necessitate redefinition. From this perspective, this paper attempts to analyse the life and work of Justice M. Fathima Beevi (1927-2023), the first woman Supreme Court Judge of India and Asia. Being a Muslim woman, her experiences mark the intersections of gender, faith, tradition, and modernity. This study looks into the ways in which she has defied conventional patriarchal roles and cultural expectations in the course of her journey to the higher echelons of the Indian Judiciary and constitutional/statutory positions using the theoretical framework of discursive practices and the methodology of contemporary history.

**Keywords:** Contemporary History, Discursive Practices, Gender, Intersections, Life Narrative, Professional Culture



## EMPOWERED LIVING: NURTURING WOMEN'S WELLNESS

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### **Abstract**

Women frequently come with media in contemporary western culture that equates looks with health. Nevertheless, the viewpoint of the women who experience and internalize these messages is rarely examined qualitatively in relation to this phenomena. The spectrum of biological, psychological, and social issues that affect women's health varies greatly from those of men. Women's experiences with health and illness are different from men's because of their own biological, social, and behavioural characteristics. It has been said that women's health is like "a patchwork quilt with gaps". While many of the issues surrounding women's health are related to their reproductive health, such as birth control, menopause, genital and breast health, and maternal and child health, a more comprehensive understanding of women's health that encompasses all aspects of women's health has been advocated, with "The Health of Women" rather than "Women's Health" being used. In order for global recovery efforts to be successful, the World Health Organization stresses that women's unique and varied health care requirements must be satisfied. These objectives demonstrate a comprehensive and diverse strategy for women's health, acknowledging the myriad of elements that impact women's health results and the necessity of focused approaches to overcome these obstacles.

**Keywords:** Women, Health, Wellness, Stress, Issues, Social

## WOMEN IN KARNATAKA'S POLITICAL LANDSCAPE

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### Abstract

Historically, social conventions and conventional gender roles have prevented women from entering the political sphere in India. But there has been an apparent shift in the last few years as more and more women have actively participated in politics, shattering preconceptions and setting new standards. The emergence of female political figures in Karnataka is a sign of a shifting paradigm. Even if there has been progress, problems still exist. Like women across the country, Karnataka's women still face discrimination based on their gender, unequal representation, and a lack of institutional and financial assistance. The 73rd and 74th amendment to the Indian constitution was a landmark step in providing reservations to women in Panchayath Raj Institutions and thus encouraging their participation in policy making. Karnataka Panchayath Raj (Amendment) Act, 2010 provides 50% reservation for women in Panchayath Raj Institutions in Karnataka. There have been inspiring stories of positive social transformation due to women leadership in rural parts of Karnataka. Yet, women make up for only 4.46% of Karnataka's Legislative Assembly. This paper examines the variation in representation of women in Karnataka Legislative Assembly over the years and the obstacles that prevent women from reaching their full political potential and how they affect government and policymaking. This paper sheds light over the stories of positive transformation due to women leadership in rural Karnataka.

**Keywords:** Karnataka, Legislative Assembly, Panchayath Raj Institution, Representation, Women

## THE NUANCES OF COMPLEXITY AND DISCRIMINATION IN ANITA NAIR'S SELECTED NOVELS

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**Dr Bhavani Sushma Garlapati**, *Assistant Professor, Department of English  
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**G Victor Emmanuel Raju**, *Research Scholar, Department of English, Koneru  
Lakshmaiah Education Foundation, Hyderabad*

### **Abstract**

This abstract undertakes a profound exploration into the intricate tapestry of women's experiences, meticulously dissecting the profound ramifications wrought by the confluence of different complexities in the selected novels of Anita Nair. The changing images of women from the suffering women to the assertive ones, are beautifully documented in *Ladies Coupe*, *The Better Man* and *Mistress* of Anita Nair. In, elucidating the intricate complexities that shape the female experience, in this paper, we emerge as a beacon of erudition, transcending the pedestrian realms of analysis. This paper endeavours deftly traverse the labyrinthine interplay of these socio-economic determinants on the tapestry of women's lives. Employing a judiciously crafted multidisciplinary methodology, the research conscientiously scrutinises the variegated effects of intersectional discrimination, casting an illuminating gaze upon the oft-neglected narratives that languish in the shadows of conventional analyses. All the people have been influenced by the culture, beliefs, traditions, norms prevailing in society. However, the extent to which an individual is influenced by the society depends on the circumstances and the level of exposure. Anita

Nair valiantly expresses her views on women's suffering in contemporary Indian society by skilfully synthesizing an array of perspectives, augments our intellectual arsenal, fostering a profound and comprehensive comprehension of the manifold challenges encountered by women traversing diverse social strata, thereby providing indispensable insights pivotal for the formulation of inclusive policies and advocacy initiatives. By deftly synthesizing panoply of perspectives, this scholarly pursuit enhances our collective comprehension of the myriad challenges confronting women across diverse social strata, thereby proffering indispensable insights crucial for the cultivation of inclusive policies and the advancement of enlightened advocacy that are needed for women in the society.

**Keywords:** Tapestry, Suffering, Socio-economic determinants, Intersectional Discrimination, Perspectives, Insights

# **SUCCESS FACTORS CONTRIBUTING TO THE ECONOMIC INDEPENDENCE OF WOMEN ENTREPRENEURS IN INDIA USING MULTI- CRITERIA DECISION ANALYSIS (MCDA) APPROACH: A REVIEW**

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JAIN (Deemed-to-be University) Bengaluru*

## **Abstract**

India is a country with a vast population. In 2023 United Nations declared it as the world's largest population. Indian economy is also booming as India is ranked the 5th largest economy in the world. The key factors for India's economic boost are information technology, service sectors, agriculture, and manufacturing. In all these sectors contribution of the women citizens is praiseworthy. Data on women's entrepreneurship at the national level is not fully available. Therefore, during the Sixth Economic Census, questions related to women's entrepreneurship in proprietary ownership were added. It has been observed that 8.05 million out of the total 58.5 million establishments were run by women entrepreneurs in India which is around 13.76 % of the total number of establishments. (All India Report of Sixth Economic Census, 2016). The promotion of entrepreneurship has become a priority for the Government of India when designing development strategies. Since entrepreneurship is rooted in a social context, outside influences, and environmental circumstances have a significant impact on how businesses are established and how they grow. When formulating development policies, understanding these individuals, their motivations, and challenges, seems crucial to better implement policies.

In India, the growing interest of women in entrepreneurship has recently highlighted the role of women in entrepreneurial activities. The primary drivers of women's entry into the business world are their talent, knowledge, and adaptability. Indian women are reported to be rapidly catching up with their male counterparts to enter the entrepreneurial journey. Women have launched nearly 32% of the new businesses around 2014.

Women entrepreneurs are important contributors to economic growth in an emerging economy like India, but they encounter several challenges from the outset until their business is operating. A woman entrepreneur faces a variety of issues just because of her gender, and it is acknowledged that these issues are significant and intricate. This study aims to provide an overview of women's entrepreneurship, focusing on Indian women entrepreneurs. A bibliometric study has been performed to determine the main research topics in recent years and to get a sense of the situation in this subject.

**Keywords:** Economic Independence, Women Entrepreneurs in India, Multi-Criteria Decision Analysis, Economic Growth, Entrepreneurship

## POSTPARTUM DEPRESSION AND ITS EFFECT ON MATERNAL HEALTH

**Monisha A K**, *School of Allied Healthcare Sciences*  
*JAIN (Deemed-to-be University), Bengaluru*

**Sandhya Reddy S**, *JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

Postpartum depression (PPD) is a prevalent mental health disorder affecting a substantial number of women during the postnatal period, typically within the first year after childbirth. The Author aimed to investigate the impact of postpartum depression on maternal health, exploring its prevalence, contributing factors, and potential consequences on both the mother and the child, with the goal of informing strategies for prevention, early detection and intervention, for this study convenience sampling has been used over 100 women between the ages 18 to 45 years who have given birth within the past 12 months residing in Bengaluru. The Edinburgh Postnatal Depression Scale is a concise assessment tool used to screen assess the mood and thoughts of the women, and The General Health Questionnaire was used to assess the overall health of the women. The analysis revealed the positive correlation between postpartum depression and its effect on maternal health.

**Keywords:** Maternal Health, Mental Health, Mother-Infant Relationship, Postpartum Depression, Wellbeing

## IMPACT OF MENSTRUATION ON EMOTIONAL REGULATION, BODY IMAGE AND GENDER CONSCIOUSNESS

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### Abstract

This study investigates the influence of menstruation on body image, emotional regulation, and gender consciousness, with a focus on the limited attention given to these associations. According to the National Institute of Child Health and Development, menstruation is a natural biological process occurring between menarche and menopause, lasting 5-7 days. Despite extensive research, the impact on body image, emotional regulation, and gender consciousness remains understudied. Hormonal fluctuations during the menstrual cycle are proposed to affect physical and mental health symptoms, but these impacts vary among individuals, and the underlying mechanisms are not fully understood. The study aims to explore how difficulties in emotion regulation moderate the relationship between menstrual phases and emotional regulation, gender consciousness, and body image. Purposive sampling divides the population into three groups: menstruating, not menstruating, and not menstruating due to irregular cycles, resulting in a total sample size of 100 individuals. Using an experimental design, the study employs specific scales to measure variables, including the Multidimensional Gender Consciousness Questionnaire (MGCQ), Emotional Regulation Inventory (Roth et al., 2009), and Body Self-Image Scale – Short by Dr David Rowe. Data from all three groups are collected and analysed using descriptive and inferential statistics to gain insights into the associations between menstruation, emotional regulation, gender consciousness, and body image.

**Keywords:** Menstruation, Emotional Regulation, Gender Consciousness and Body Image, Women's Health



## UNLEASHING THE MARKET POTENTIAL AND MARKET ATTRACTIVENESS OF WATER-HYACINTH-BASED HANDICRAFTS: AN EXPLORATORY STUDY IN PONDICHERRY

Molly Shukla, Anchal Bharti & Ramini Singh, *IFIM College*

### **Abstract**

This research investigates the intricate interplay of water hyacinth management, sustainable handicrafts, and community empowerment in Pondicherry. Assessing the invasive yet resourceful nature of water hyacinth, the study explores eco-friendly solutions through artisanal craftsmanship. Engaging with artisans, authorities, and shopkeepers, the research evaluates the sustainability of water hyacinth-based handicraft projects and their environmental impact. Focusing on women's empowerment, the study draws inspiration from successful models in Assam. Future research directions emphasise advanced crafting techniques, inclusive training, and technological integration. This comprehensive approach aims to redefine water hyacinth from an ecological menace to a catalyst for sustainable development, cultural preservation, and community well-being.

**Keywords:** Water-Hyacinth-Based Handicrafts, Sustainability, Eco-Friendly, Handicrafts, Assam

## FEMINIST PERSPECTIVES AND RESISTANCE IN DOLORES REYES'S 'EARTHEATER': EXPLORING TRAUMA, FEMALE AGENCY, AND SOCIAL CRITIQUE

**Smriti Handoo**, *Assistant Professor in English*  
*JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

This research project delves into the feminist dimensions of Dolores Reyes's novel, 'Earth eater,' with a particular emphasis on exploring trauma, female agency, and social critique within the narrative. Reyes's work presents a compelling lens to examine the intricate interplay of gender dynamics, power structures, and societal expectations in contemporary Argentina.

At the heart of the study is an in-depth analysis of the protagonist's experiences and the nuanced portrayal of female characters within the novel. By closely examining the ways in which Reyes addresses and navigates issues related to gender, the research aims to uncover the complex intersections of identity, trauma, and female agency. Through this exploration, the study seeks to contribute to feminist discourse by shedding light on the challenges faced by women in a modern Argentine context.

The narrative arc of 'Earth eater' provides a rich canvas for understanding the protagonist's journey and relationships as they unfold against the backdrop of societal expectations. Through a feminist lens, the research seeks to unravel how the novel engages with and subverts traditional gender roles, offering a critical examination of the constraints imposed upon women.

**Keywords:** Earth eater, Argentine Literature, Feminism, Trauma, Memory, Resistance

## **A CHANGING ATTITUDE AND PERCEPTION TOWARDS ROLE OF WOMEN IN SPORTS AND ITS IMPACT ON SOCIETY**

**Sowmiya Kumar**, *Assistant Professor*  
*JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

Sports in India during ancient days hold a different place in which those days popular games were gilli danda, sword fighting and many more. Rani Laxmi Bai and many other kings such as Prithviraj Chauhan used to involve themselves in such games. Over the period of times lot of games were introduced in our country. When India came under the British colonial role, we got introduced to Cricket which is one of the popular sports amongst the spectators. Although Cricket is considered as Religion in our country, but lot other sports were also being given important coverage by media. Women now a days are equally representing themselves in various sports and are carrying the baggage of pride of our country both in National and International level. Staring from Sania Mirza, Saina Nehwal, Merry Kom lot of women are making their mark in various sports.

**Keywords:** Growth of Sports in India, Brief Introduction about various sports in India, Positive Aspect of Sports in India, Negative Aspects of sports in India, Popular Women Sports celebrities & their contribution towards our society, Role of Media in covering sports news

## THE MOTHERS: A COMPARATIVE STUDY BETWEEN GANDHARI AND KUNTI IN DEVDUTT PATTANAIAK'S JAYA

Pooja K, *Content Writer at Design Esthetics*

### **Abstract**

Mahabharata is not a text; it is the great Indian Epic, an epic relevant to all times. Jaya by Devdutt Pattanaik is an illustrated reading of this great epic which takes us into the depths of; Mahabharata drawing our attention to various characters and incidents that may not have been much noticed. Mahabharata is an epic that has hundreds of characters, and it has many versions, and each version has its varied perspectives. This great epic is not just about the conflict between Kauravas and Pandavas; it is about the victory of 'dharma' over 'adharma'. The present study focuses on two women characters with a significant role in this epic, Gandhari, the mother of the Kauravas, and Kunti, the Pandavas' mother. In this paper, the researcher attempts to focus on a few incidents from Jaya and how both these women navigated and negotiated through these incidents amidst patriarchal limitations.

**Keywords:** Revisionist Narratives, Motherhood, Myth, Gender

## PSYCHOLOGICAL WELLBEING AND SELFESTEEM IN WOMEN PLAYING SPORTS-INDIAN PERSPECTIVE

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**Sukanya Rajan**, *Assistant Professor, Department of Psychology, School of Sciences, JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

**Background:** World health organization (WHO) defines health in terms of not merely the absence of disease, but also a state of complete physical, mental and social well-being. Sports promotes physical fitness and overall wellbeing of an individual. Sports enhances the self-esteem, self-resilience, self-respect and teamwork amongst the players. Extensive research from past has shown that physical activity or any sports played by girls or young women- enhances their physical, psychological and spiritual development along with numerous benefits to them. With this context the present study attempts to assess the psychological well-being and self-esteem of women who are playing sports.

**Methods:** In this cross-sectional survey we collected socio demographic details, psychological wellbeing and the self-esteem of women playing sport/sports and comparing them with women who are non-players of sports in understanding their psychological wellbeing and self-respect associated. The tools used for collecting the data are psychological wellbeing scale (PWB) by Ryff's and Rosenberg self-esteem scale.

**Results:** The results indicate the age range of respondents between 18-65 years who are engaged in sports. The results indicated difference in the psychological well-being and self-esteem of women who are in sports as compared to non-sports women.

**Conclusion:** To enhance the psychological well-being and self-esteem of women who are not in sports, we need to work towards promoting mental health awareness and wellness among women, create awareness workshops to promote sports in gated communities and create opportunities to enrol in sports as an activity.

**Keywords:** Athlete, India, Sports, Women, Wellbeing

## **DOMESTIC VIOLENCE AGAINST WOMEN: PRE AND POST SEPARATIONAL DIFFICULTIES FACED BY THE VICTIMS OF ASSAM**

**Charmi Haque**, *Research Scholar, Department of Social Work  
Assam University, Silchar*

### **Abstract**

Separation or the idea of ending a marriage is always an unwelcome and unpleasant life situation. The decision to separate is difficult and it becomes more painful when it has to be taken in the presence of domestic violence. Domestic violence is a social evil that has become a deep-rooted reality affecting the lives of many women in today's society. Women are the worst sufferers in a situation of violence due to their sub-ordinate position as a result of the systematic degradation and discrimination in the patriarchal society over time. Women who are victimized in the domestic sphere sometimes find it very difficult to come out from their abusive marriage as they have little alternatives for survival and living. Separation becomes a difficult decision in the presence of violence along with its trauma and vulnerable position of women due to the various societal norms and practices that are discriminatory in nature. Under these circumstances, this article aims to highlight the various underlying causes that act as a hurdle in the process of separation for victims of domestic violence in the state of Assam. It shall also bring forth the consequences of separation and its effect on the lives of the victims.

**Keywords:** Domestic Violence, Women, Marriage, Separation, Victim

## THE RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT AND SELF-ESTEEM AMONG WOMEN EMPLOYEES IN ACADEMICS

**Ms Manisha Patil**, *Assistant Professor, Department of Psychology  
JAIN (Deemed-to-be University), Bengaluru*

**Dr Revanayya**, *Assistant Professor, Department of Commerce, Dayananda  
Sagar Business Academy, Bengaluru*

### **Abstract**

This article aims to explore the relationship between organisational commitment and self-esteem among female employees. Organizational commitment refers to an employee's emotional attachment and loyalty towards their organization and its goals. Female employees who feel a strong sense of commitment are more likely to exhibit higher levels of job satisfaction, work motivation, and engagement. Similarly, self-esteem plays a crucial role in an individual's perception of their own worth and capabilities. High self-esteem is linked to increased job satisfaction, motivation, and willingness to take on challenging tasks. Hence, organizational commitment and self-esteem are intertwined factors that influence each other positively. Research has shown that a positive relationship exists between organizational commitment and self-esteem among women employees in academics which is significant at the 0.01 level. Higher levels of self-esteem are associated with higher levels of organizational commitment, job satisfaction, and motivation. Higher organizational commitment, in turn, leads to increased job performance and a decreased likelihood of turnover.

**Keywords:** Organizational Commitment, Self-Esteem, Women Employees, Academics



## DIASPORIC DILEMMAS AND PSYCHOLOGICAL HURDLES IN THE SELECT WORKS OF JHUMPA LAHIRI AND NEELA VASWANI

**Shilpi Agarwal**, *Assistant Professor, Department of Languages  
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### **Abstract**

The paper attempts to study two well-known second-generation women writers of the Indian diaspora and examine their short story collections. In this paper, highly acclaimed short story collections *Interpreter of Maladies* (1999) and *Unaccustomed Earth* (2008) by Jhumpa Lahiri, and *Where the Long Grass Bends: Stories* (2004) by Neela Vaswani are scrutinised closely. This examination aims to decipher the response of second-generation women writers and articulate their concerns. Lahiri's narratives reveal the knotted lives of the diasporic people with all their nuanced variations and diversities, as well as the contrasting and contradicting experiences of human beings. Her narratives mostly move in a straight line, conflating the lateral spread of characters and their experiences, perspectives, and author observations. Much of Mukherjee's writing portrays the experience of displacement from the homeland and the isolated and lonely lives of the uprooted in a strange land and culture. Her pursuit of identity never ceases to work after work, even as the strangeness of the milieu sometimes overshadows the characters. On the other hand, Neela Vaswani is a less well-known second-generation diaspora writer in the Indian academic circles. Her works have not received as much critical attention as those of Bharati Mukherjee, Chitra Banerjee Divakaruni and Jhumpa Lahiri. Her maiden literary venture, *Where the Long Grass Bends*, has won critical appreciation that can be termed as enviable. A close examination of Vaswani's short fiction reveals that her writing is blunt compared to Jhumpa Lahiri's. In comparison, most of Lahiri's writing

centres on exploring the diasporic dilemmas confronting second-generation immigrants. At the same time, Vaswani ventures into other areas that have not been brought under the theorisation of diasporic writing. One can notice that her short stories explore a wide range of themes not found in Lahiri's or the first-generation writers.

**Keywords:** Diaspora, Trauma, Alienation, Rootlessness, Hybridity, Cultural Shock

## REALISTIC PORTRAYAL OF MOTHERS/ WIVES

Aleena Alappat

### Abstract

This abstract explores the nuanced depictions of motherhood in Shashi Deshpande's "Learning to be a Mother" and Judy Brady's "I Want a Wife." Both authors provide insightful perspectives on the multifaceted role of mothers in society, unravelling the expectations and challenges they face. Deshpande delves into the complexities of learning and evolving as a mother, capturing the internal struggles and societal pressures. In contrast, Brady employs satire to critique traditional gender roles and highlights the unspoken expectations placed on wives, indirectly shedding light on the interconnected roles of mothers. Through a comparative analysis, this abstract aims to elucidate how these literary works contribute to a more realistic and comprehensive understanding of the contemporary portrayal of mothers, transcending conventional stereotypes and fostering a broader dialogue on the diverse experiences of motherhood in modern society.

**Keywords:** Complexities, Internal Struggle, Social Pressures, Unspoken Expectations, Stereotyping

## GREENING FEMININE HYGIENE: WOMEN'S ROLE IN SUSTAINABLE DEVELOPMENT

**Prof Suparna Ghoshal**, *Adjunct Professor, CMS Business School  
JAIN (Deemed-to-be University), Bengaluru*

**Dr Sanjana Samaddar**, *Associate Professor, CMS Business School  
JAIN (Deemed-to-be University), Bengaluru*

### Abstract

**Purpose:** This conceptual research paper aims to explore the active involvement of women in advancing sustainable development, particularly in the context of fostering eco-friendly practices in feminine hygiene. The disposal of conventional synthetic sanitary napkins contributes significantly to environmental pollution. The non-biodegradable nature of these products leads to piles of used sanitary waste in landfills and water bodies, posing a severe threat to ecosystems. This research work acknowledges the dual role of women as contributors to environmental challenges and catalysts for positive change. Through an extensive review of existing literature, and soliciting focused group discussions this study intends to uncover opportunities for leveraging women's empowerment to encourage the widespread adoption of environmentally sustainable menstrual products.

**Keywords:** Hygiene, Women, Sustainability, Menstrual Products, Pollution

## **EXPLORING THE INTERSECTIONS OF MENOPAUSE, PSYCHOSOCIAL FACTORS, AND MENTAL HEALTH: A COMPREHENSIVE INVESTIGATION**

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**Dr K Sathyamurthi**, *HoD, Madras School of Social Work, Egmore, Chennai*

### **Abstract**

Menopause, a natural biological process signifying the cessation of menstruation, is recognized for its potential impact on various aspects of women's health. This abstract presents an overview of research examining the intricate relationship between menopause and mental health, acknowledging the complex interplay of biological, psychological, and sociocultural factors. The study explores the nuanced ways in which hormonal shifts contribute to the mental well-being of women during the menopausal transition.

Beyond hormonal influences, psychosocial factors play a crucial role in shaping the mental health landscape during menopause. Social support networks, cultural expectations, and individual coping mechanisms are under scrutiny to understand how they modulate the experience of menopausal symptoms. The study also examines the significance of these factors and highlights effective coping strategies that women employ to navigate this transitional period. Recognising the need for targeted interventions, researchers are investigating various approaches to support women's mental health during menopause. Additionally, the role of healthcare systems, community support, and digital health interventions in providing comprehensive support is examined.

By unravelling the intricate connections between hormonal changes, psychosocial factors, and interventions, this body of work contributes

to a more nuanced understanding of women's mental health during the menopausal transition. The findings promise to inform holistic healthcare practices and facilitate a smoother journey through this natural life stage.

**Keywords:** Healthcare, Menopause, Psychosocial, Socio-Cultural Factors, Women's Mental Health

## **WOMEN IN SPACE RESEARCH – FROM ANCIENT LEGENDS TO CURRENT ROLES**

**Dr Nanda R T**, *Assistant Professor, Faculty of Engineering  
JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

“Women in space” connotation itself signifies the important role played by women in space and it personifies the space given for gender equity in higher education which is also aligned with the Sustainable Development Goals (SDGs). The concept has created wonderment/ inquisitiveness in the researcher’s mind to explore two aspects of space women in this paper. One is to explore and understand the familiar legends about “Pushpaka Vimana” and “Vibhugamanam” from an ancient Indian knowledge perspective, and if any significant role played by women in that context. the second aspect is to take stock of women in space and the case histories of their outstanding positions played in space research and those who have already developed a culture of space leadership; it is a symbol of equity and a proud moment for the space women who are playing the current roles as space astronauts, engineers, scientists, and leaders in the field. The paper also intends to conduct a few personalised interviews for the women scientists who are working in the apex space research organisation ISRO, to understand their “Feel good” part in representing the scientific community for contributing to the country. Also, the lessons learned, and challenges they faced at their workplaces. This paper is to strive towards providing good insights and motivation to empower the new generation and young women to pursue their careers in space science research and engineering.

**Keywords:** Women in Space, Pushpak Vimanam, Vibhugamanam, Space Research, Space Travelers

## **SUFFERING AND SUSTENANCE: FORGING THE FEMINIST PATH IN THOMAS HARDY'S THE MAYOR OF CASTERBRIDGE AND O.V. VIJAYAN'S THE LEGENDS OF KHASAK**

**Shivani Sarat**, *Master's Student, JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

This paper presents an examination of the major branches of feminism as delineated and explored in the primary texts, 'The Legends of Khasak' by OV Vijayan and 'Mayor of Casterbridge' by Thomas Hardy. It seeks to explore the abject manifestation of the defined norm and structure of society as products of their respective ages. Society has always been unfair towards women, steering them to be doubly marginalized due to class conflicts and their subjugation. The evaluation of the branches under the umbrella of feminism expands the horizon of this research. Marxist feminism analyses how women are exploited and perceived as commodities through the primary texts which are set in different continents and periods. The view of cultural feminism focuses on the domesticity of women and the men's need to cast and chain the women to chores they deem appropriate. Any action in opposition, is adjudged as a violation, the consequences of which lay heavy on women. The study also extends to ecofeminism where the capitalization and degradation of the natural land and fields is directly associated with the oppression of women, the kingpin for both being patriarchy. The provision of ample examples from the texts accompanied with numerous interpretations, will aid in comparing and contrasting, thus developing a deeper knowledge of feminism and its subsequent branches.

**Keywords:** Cultural feminism, Ecofeminism, Feminism, Marxist-feminism, O.V. Vijayan, Thomas Hardy



## **WOMEN'S SEXUALITY: ROLF OF ATTITUDE, COGNITION & PERSONALITY**

**Dr Shreelakshmi P,** *Assistant Professor of Psychology  
School of Liberal Studies, CMR University*

### **Abstract**

This paper tries to uncover the psychological aspects of women's sexuality. The role of attitude, cognition and personality, key psychological factors impact woman's sexual behaviour to a large extent. Individual differences in sexuality could be found based on the attitudinal, cognitive and affective reactions to sexual cues. Personality trait like openness to experience does contribute to sexual desire and its gratification. Further, cognitive representations such as 'self-view of one's sexuality' are a key factor in developing self-concept or self-schema of sexuality. These factors determine a woman's cold, unromantic / romantic sexual relationships. Various sexual disorders women suffer such as failure to attain orgasm, lack of sexual interest etc. could be explained better through the attitude, cognition and personality they had developed. These are based on their social experiences, past experiences and also stigma or taboo that society attaches towards sexuality. This chapter helps in understanding women's sexual behaviour as a psychological functioning and not just biologically determined behaviour.

**Keywords:** Women, Sexuality, Attitude, Cognition, Personality

## DISABILITY, MOTHERHOOD, AND THE QUEST FOR 'SELF' IN JAISHREE MISRA'S ANCIENT PROMISES

**Shanta Surejya**, *PhD Scholar, Department of English  
Banaras Hindu University, Varanasi*

### **Abstract**

Disability literature focuses on the life of people who have been impaired physically or mentally or challenged socially and thereby made to suffer because of their inability to achieve normalcy. The representation of disabled characters could be traced back to ancient mythologies and literary texts that ascribe negative traits to the deformity they bear. According to the field of disability studies, inabilities are not just physical but psychological and social as well. The challenges faced by a mother who struggles to raise a mentally disabled girl child in a society that ostracizes women as an object to suffer in silence and remain repressed by the patriarchal whims form the central plot of *Ancient Promises*. Jaishree Misra's debut novel highlights the challenges faced by a mother of an impaired child that too in a context where womanhood itself is subject to limitations and constraints. Misra tries to expose various nuances that scuffle the voice of the young mother who struggles to accommodate her child to the 'normal' world. The child is doubly impaired by her sexuality and medical condition and Janaki, the mother spares no effort to alter the parameters of normalcy that segregate her child from the rest. The paper discusses the challenges faced by a mother in an Indian society to bring up her child on her terms. Disability being another lash on her aspiration to raise her child well is discussed as another social construct that regresses the status of a female, mentally impaired child to being mere a burden or an object to be laughed at. Lying at the intersection of the two imposed orders of Indian society- a woman and a mother of a disabled girl child is Janaki's character whose strength and resilience against the normative strictures is appreciated further.

**Keywords:** Disability, Female Sexuality, Mental Impairment, Self, Motherhood

## **WOMEN IN LITERATURE, ARTS AND CULTURE: INDIAN PERSPECTIVE**

**T Prakash**, *Assistant Professor of English, Nehru Memorial College  
Puthanampatti, Thuraiyur, Trichy*

### **Abstract**

Indian women have played why so, playing a vital role in constructing the art and cultural India, to promote the economy of India. They serve as the pillars in preserving the art and culture down the lane and trying their best to highlight the talents of expression, creativity, hardship in strengthening the cultural heritage of Bharath very vibrantly. Moreover, they motivate the upcoming generation by inhabiting their artistic quality in framing the modern India, with tradition, art and culture, paintings, pictures, especially morals reflect the enormous beauty, spirituality, religious texture and so on existed and preserved till now in our nation. They are educating the society through their art and culture and intend to promote strong India that serves a role model for the rest of the nations in humanness.

Referring to literature and its contribution as an art, is boundless. Women writers in Independent India majorly focused on the patriarchal society; their genuine and valid approach they bring in awareness to the womanhood, individuality through education, courage and determination in tackling any problems created by the male dominant society, applying their intelligence as a tool to win over the crisis. They made not only the country but the entire world to look back with astonishment, at their elevated state. Their literacy works covering all the arena, is highly remarkable and deserves appreciation.

**Keywords:** Vibrantly, Inhabiting, Humanness, Determination, Astonishment, Elevated

## STRESS, RESILIENCE AND PERSONALITY TRAITS IN MIDDLE AGED EMPLOYEES

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JAIN Deemed-to-be University), Bengaluru*

### Abstract

The relationship that exists between midlife crisis, stress, and Resilience is examined in this research, with particular attention to how these relationships develop in married and unmarried women employees. A midlife crisis is a complex phenomenon that is frequently characterized by existential pondering and a revaluation of life objectives. This study examines the effects of midlife crisis on workers' stress and anxiety levels, taking into account the possibility that the effects might differ according to a person's marital situation since one important social institution that may be stressful as well as supportive is marriage and other factors such as gender, parenting status and perceived satisfaction in their jobs.

This research is done with the help of following tools Resilience in adults (Friborg et al, 2003) for Resilience as variable, The Perceived Stress Scale (PSS-10) is a 10-item questionnaire originally developed by Cohen et al. (1983) used to assess Stress, Lastly. The Midlife Development Inventory (MIDI) which was compiled by (John 1990) used in order to assess the Midlife crisis. These scales were administered on the sample size of 120 through online forms. The sampling method used was snowball sampling. The data was analysed and the result was drawn on the basis of it.

The results indicate the significant differences between the parenting and non-parenting as well as married and unmarried adult employees from the age group of 30 to 60 that has noted extraversion and conscientiousness has more significance than any other variable tested here in Parenting and Non-

Parenting employees and only extraversion has significant differences in the married and unmarried employees and no significant differences in any variable those are perceived stress, adult resilience and Midlife personality factors those are agreeableness, neuroticism, agency, openness, and conscientiousness for people who reside in rural, urban or semi-urban areas.

**Keywords:** Midlife Crisis, Married and Unmarried Employees, Resilience, Stress

## WOMEN AND THEIR IMPECCABLE CONTRIBUTION TO INDIAN POETRY

**Dr R Vidyavathi**, *Assistant Professor, Kristu Jayanti College, Bengaluru*

### **Abstract**

Literature is the representation of life in a creative manner. When it comes to creativity, women are incredible in their artistic excellence. Women writers added flavour to the writings by presenting their forte in different dimensions. During the post-independence era, women thought that they have to bring out their sufferings to limelight due to patriarchy and imperialism. They are termed as up bringers and revolutionaries of family and society. This article encompasses women, who contributed actively in literature specifically-poetry. It is astounding to point out that few women made Indian soil great by their writings. The first genre to touch upon by the women writers is poetry. They enlightened the poetical form with the blend of English form and Indian aroma. Nation became their prime importance and many poets have done a great service fighting for independence through their words and works. Culture and its portrayal added a new zeal in their expression. Amidst poetry, women artists also took up other genres like drama, fiction and short stories. Toru Dutt, Sarojini Naidu, Kamala Das contributed their beautiful poetical masterpieces and reverberated the spirit of Indian poetry to the whole world. Other poets like Lokita Ghosh, Mary V Erulkar, Gauri Deshpande added feather on a cap to Indian poetry.

**Keywords:** Culture, Forte, Poetry, Post-Independence, Patriotism, Zeal

## **EMPOWERING WOMEN: EXPLORING THE DYNAMICS OF RESERVATION IN KERALA'S POLITICAL LANDSCAPE**

**Bukya Bavitha, Imtinaro Jamir, Mimna Aysha & Shreya Topno**

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### **Abstract**

In India, reservations are a form of affirmative action designed to give historically marginalised groups fair access to political representation, employment opportunities, and educational opportunities. The representation of women in politics is very minimal because of the gender inequality and discrimination they are facing.

The paper explores the historical context that led to the introduction of the bill, highlighting the persistent gender gaps in political participation and decision-making roles. It evaluates the potential challenges and opportunities associated with the bill's implementation, considering factors such as societal perceptions, political dynamics, and the role of women in grassroots governance.

A few important topics of analyses are how the bill would affect women's voices being heard, gender-sensitive policies being promoted, and conventional norms being challenged. The abstract also discusses the significance of complementing strategies to guarantee the comprehensive empowerment of women in Kerala, including educational initiatives and community awareness campaigns. This paper delves into the detailed concept of women's empowerment through political reservation policies in the state of Kerala, India. Kerala has implemented reservations for women in local governance bodies since the 1990s. The study analysis the impact and effectiveness of

the current reservation bill 2023 in improving the women's participation and influence in the political sphere. It focusses on the socio-political context of the state, its social indicators and also examines the historical background in the representation of the women as the political leaders.

**Keywords:** Kerala, Women Representation, Reservation, Empowerment, Gender-Sensitive



## RESURGENCE OF RESILIENCE: WOMEN'S AGENCY IN FICTIONAL WORLDS

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### **Abstract**

The Testimony of Tolerance enunciates the potential of perseverance, innately hidden inside the profound layers of a women's heart. Fabulous tales of tradition and culture, rivetingly rings the rich heritage of women achievers along with stories turning to take glistening glimpses of the motherland from an expatriate experience which are fascinatingly famous in the fictional forum of Asian American authors. Amy Tan and Jhumpa Lahiri are marvellous masters of Asian American fiction, seamlessly steering in the proud path of awards and accolades. The women achievers with streams of fictional symphonies flowing fervently from them, enrich the ocean of literature sketching the innate strength of women in handling agony with ardent tenacity. Their novels present Tan and Lahiri as vigilant invigilators of the sturdy emotional strength of their women characters as they perpend and penetrate keenly into the region of relationships and individual combats enveloped by love, commitment, conflicts and obligations. Tan and Lahiri as efficient experts in examining the human affairs delectably designs familial sagas, spanning desolate disharmonies duelling inside family and individuals testing the endurance of women embedded amidst agony and adventure. The paper aspires to analyse the conflicts existing both within an individual and the familial ambience from the novels *The Joy Luck Club* and *The Kitchen God's Wife* by Tan and *The Namesake* and *The Lowland* by Jhumpa Lahiri, bringing to cynosure the enormous endurance of women and their emotional stamina to suppress every barrier that blocks their betterment. The determined diligence of womanhood is inscribed with the application of Resilience

Theory. The study flaunts the plummet of perils portraying the profound perseverance of women who create records leaving indelible imprints in the annals of literary fiction as they strive to attain resurgence and revival of their self-identity.

**Keywords:** Agony, Combats, Perseverance, Strength, Self-identity, Tolerance, Tenacity

## **BREAKING THE GLASS CEILING: TRANSFORMING BUSINESS LEADERSHIP WITH WOMEN AT THE HELM**

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### **Abstract**

India is undergoing a substantial transformation, in which women in leadership positions are facing challenge in conventional gender norms and in achieving significant progression across various sectors. From startups and corporate domains to technology and government bodies, these women are dismantling barriers, serving as inspirational figures for others to question societal norms [2]. A closer look at the current market dynamics reveals a hopeful scenario is unfolding as women assert their rightful positions, leading the path towards a future that is both inclusive and diverse. The startup landscape in India is witnessing a notable increase in the presence of women founders and co-founders, as emphasized in a recent report by the National Association of Software and Services Companies (Nasscom) and Zinnov. This finding highlights the remarkable fact that 18% of startups in India are led by women, demonstrating their dedication and innovative leadership. This figure serves as evidence of the increasing impact and visibility of women in the entrepreneurial landscape.

**Keywords:** Business, Leadership, Entrepreneur, Women, Gender

## EXPLORING THE INTERSECTIONS OF NATURE, GENDER, AND POWER IN ARUNDHATI ROY'S THE GOD OF SMALL THINGS

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### Abstract

Literature has evolved into a means of communicating about the environment and its significance in human existence and the universe. Nations around the world need friendly environment for optimal growth, development, sustainability, and prosperity. Arundhati Roy has addressed the issue of environmental care. In her work “The God of Small Things”, she emphasizes the need of eco-balancing. She pushes for a harmonious coexistence between environment and humanity. This article explores the interrelated domains of ecofeminism as expressed in Arundhati Roy’s crucial book, “The God of Small Things”. The research, framed through an ecofeminist perspective, examines the symbiotic link between environmental exploitation and female oppression under patriarchal hierarchies. Patriarchal and imperialist regimes both exploit women and nature in “The God of Small Things”. Roy’s ecofeminist viewpoint connects the situation of the Narmada valley people with Velutha. Roy uses the images of the Kathakali men and the fisher folk to explain the social consequences of industrial growth and privatized resources. This analysis calls for a better understanding of ecofeminism by drawing connections between environmental exploitation, gender subordination, and societal hierarchy. It advocates for a comprehensive revaluation of the interconnected power and discriminating systems that define both human civilizations and the natural environment.

**Keywords:** Coexistence, Eco-feminism, Exploitation, Nature, Patriarchal

## **GENDER ISSUES AND MATRIARCHY IN AMULYA MALLADI'S FICTION**

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**Dr Bhavani Sushma Garlapati**, *Assistant Professor of English, Koneru  
Lakshmaiah Education Foundation (KL Deemed to be University), Hyderabad*

### **Abstract**

The unequal treatment of the sexes is undoubtedly one of the most pressing and significant problems that the world is currently confronted with. There is a growing concern that discrimination on the basis of gender is the most important issue that Indian society is currently confronting. The fact that women are capable of successfully completing a wide range of responsibilities in society does not change the fact that they continue to be a minority population. The worry that female authors experience about being marginalized is reflected in the writing that they produce. They take a stand against the uneven conditions that are prevalent in the world of males, and they do so successfully. Despite their perception that they are superior, males are completely dependent on their wives and girlfriends when it comes to domestic matters. The ladies in the household are the ones who begin to assert their authority over the activities that take place on a regular basis. The only way for a woman to achieve the status of a wife is for her to fulfil the obligations that are required of her in society, as well as the conditions that are imposed upon her by her family. The oppression of women by other women is going to be the focus of this paper. To put it another way, it studies the various ways in which women have prejudices against one another.

**Keywords:** Patriarchy, Gender Issues, Predicament of Women, Matriarchy, Discrimination

## ECOFEMINISM IN BAPSI SIDHWA'S NOVELS

**Dr Jyoti Tripathi**, *Assistant Professor, Department of English, Christ Academy for Advanced Studies, Bengaluru*

### **Abstract**

Ecofeminism, in literature, is an approach that attempts to describe life without idealization or romantic subjectivity. "Ecofeminism a movement which elevated in the mid-1970s alongside second- wave feminism and the green movement sees a connection between the exploitation, degradation and oppression of women. Thus, a reader comprehends that depiction of truth requires proper information and knowledge of the facts while for fantasy only imagination and good vocabulary is required. There is no need to worry whether the details resemble the contemporary world or not. Sidhwa is an ecofeminist to the core. In all her five novels namely: *The Crow Eaters*, *The Pakistani Bride*, *Ice –Candy man*, *An American Brat* and *Water* there is presence of the elements of ecofeminism. Sidhwa has splattered *The Crow Eaters*, *The Pakistani Bride* and *Water* with the colours of ecofeminism. These three novels present the hardcore reality of the society of the early decades of twentieth century. These novels describe the sufferings of the characters, and record the miseries felt by them. This is the reason why the eco-feminists disclose the undistinguishable structures of nature and women like fostering, considerate and sacrificial affections that can be found inherent in the two. Thus, the section of gender characterized culture does not end upon the desolation and dejection of ecological structure, these novels proceed to mark the power of socio-cultural taboos establishing gender restraints for its feeble section in power. The patriarchal system of dominance and control has been portrayed in the novels *The Crow Eaters* and *The Pakistani Bride* while the novel *Water* highlights the predicaments of the Indian widows. The present paper tries to analyse ecofeminism in the above novels.

**Keywords:** Ecofeminism, Exploitation, Gender Characterized Culture, Patriarchal System, Widows

## WORK-LIFE CONFLICT AND PARENTHOOD

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### **Abstract**

Parenthood, often considered a transformative life event, significantly impacts individuals' work dynamics, particularly for women striving to maintain equilibrium between their careers and family roles. This study explores the complex relationship between work-life conflict and parenthood, concentrating on the difficulties women encounter in juggling work related obligations with caregiving responsibilities.

Through qualitative interviews and quantitative surveys across women working in diverse industries and socio-economic backgrounds, this research delves into the multifaceted experiences of working mothers. The study focuses on the range of pressures, limitations, and coping strategies that women face in navigating the intricate landscape of work-life conflict amidst parenthood.

The findings would highlight the prevalent struggles faced by working mothers; in regards this research aims to explore challenges faced by working mothers, analysing the impact of parenthood on career trajectories and job satisfaction. It seeks to assess coping mechanisms employed by working mothers, evaluate workplace policies and societal influences, and examine organizational culture's role in work-life balance. The study objects to identify best practices for organizations and policymakers, investigating long-term effects of work-life conflict and comparing perspectives across socioeconomic groups. It weighs the climacteric career interruptions due to maternity leave and challenges in re-entering the workforce post-childbirth.

In conclusion, the research strives to generate actionable insights and recommendations to support policy changes and organizational practices that foster inclusive and equitable environments for working mothers, thereby promoting gender equality, and enhancing overall well-being in the workplace.

**Keywords:** Career Impacts, Family Responsibilities, Organizational Support, Parenthood Challenges, Stress Management



## CONVERTING FOOD WASTE TO BIOGAS AND BIOFUEL

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### **Abstract**

According to the Food and Agriculture Organisation (FAO), 1/3rd of the total food produced in the world is wasted. A lot of resources go into growing these food substances which eventually goes in vain. When this food waste goes to the landfill it adds to the problem of global warming by emitting greenhouse gasses such as carbon dioxide and methane. Thus, this paper aims to solve this issue by tapping the potential of food waste. The food waste is converted to methane and carbon dioxide in a controlled environment by using bioprocessing techniques and biological organisms. The high percentage of carbon dioxide in this process is converted to biomass by culturing algae, which can then be used for various purposes like manufacturing food supplements, making biodiesel, etc. Thus, the produced gas by the biogas plant is free from carbon dioxide and hence, has a higher calorific value, while, the carbon dioxide is sequestered as organic matter which can be used again. This process is cost-efficient, eco-friendly, and has a high efficiency.

**Keywords:** Algae, Anaerobic Fermentation, Carbon-Di-Oxide, Methane, Methanogens, Sequestration

## **WOMEN ARCHETYPE IN CHITRA BANERJEE DIVAKARUNI'S NOVEL THE FOREST OF ENCHANTMENTS**

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### **Abstract**

According to American writer and Jungian psychoanalyst Clarissa Pinkola Estés wild women archetype is a deep-seated instinctual knowledge ingrained in us. An innate knowledge about the natural cycles of life in balance. When a woman tries to find her way in life by using the rationality of life rather than using the instinctual drive, the connection gets lost but not completely forgotten. On losing this connection, she becomes depressed, shaky, sad, powerless, confused and doubtful about everything around her. But, as soon as this inner connection is restored; the instinctual drive of being the balance: she emerges as a leader, model and teacher. Through Chitra Banerjee Divakaruni's novel, *The Forest of Enchantments*, my paper intends to show how Sita, the female protagonist of the story is portrayed as woman with courage, who speaks her mind out at critical points of her journey and doesn't give up on her inner instinct of being a woman of substance and balance. Also, through re-telling of the story of Ramayana's Sita and the women present in the story, Chitra Banerjee, the novelist, helps us connect with our own inner self, as the story unfolds in the narration of Sita as "Sitayan," rather than Valmiki's "Ramayan."

**Keywords:** Archetype, Instinct, Journey, Sitayan, Woman

## **REEL IDENTITIES REDEFINING GENDER ROLES IN POPULAR CINEMA: A STUDY OF THE CINEMATIC NARRATIVES IN KABIR SINGH AND ANIMAL**

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### **Abstract**

Popular cinema plays a pivotal role in shaping and reflecting societal norms, particularly in the domain of gender roles. It serves as a potent medium through which cultural attitudes and expectations are both conveyed and mirrored. It is a potent form of cultural expression. Men and women are portrayed in movies as more than just fictional characters; rather, they serve as a mirror reflecting and occasionally questioning the profoundly rooted gender dynamics that permeate our cultures. Studying gender roles in movies is important for reasons that go beyond entertainment and into the larger socio-cultural conversation. Comprehending the functions of gender in cinema is a complex undertaking that necessitates an interdisciplinary approach that integrates perspectives from gender studies and film studies experts. Scholars like Laura Mulvey, who wrote the seminal essay “Visual Pleasure and Narrative Cinema,” and Judith Butler, who wrote the pioneering work “Gender Trouble,” have shed light on how gender and the masculine gaze in movies are performative. Their theories offer a fundamental framework for investigating the ways in which gender norms are constructed and perpetuated through cinematic narratives.

Film studies experts have also examined the complex intersections of gender, racism, and class within the cinematic landscape. scholars like Laura Kipnis in “The Female Complaint” and bell hooks in “Reel to Real: Race, Sex, and Class at the Movies” have stressed on the significance of evaluating how different identities and experiences are portrayed in movies and draw attention to the possible effects on public opinion.

The study of popular cinema, exemplified by films like “Animal” and “Kabir Singh,” is imperative for understanding the profound implications they wield on gender identities within the audience. These films, with their widespread popularity and cultural impact, serve as potent reflections of societal attitudes and norms through intricate character portrayals and thematic explorations of toxic masculinity, patriarchy, and traditional gender norms, these cinematic works play a pivotal role in shaping and reinforcing existing beliefs. By delving into the nuances of gender dynamics within these narratives, scholars can unravel the complex interplay between on-screen representations and real-world perceptions.

Furthermore, the study of popular cinema offers insights into the ways in which media contributes to the cultivation of societal attitudes, influencing the construction of gender identities among audiences. Analysing these films provides a nuanced lens through which to examine the evolving discourse on gender in contemporary society, fostering a deeper understanding of the intricate relationship between cinema and its impact on audience perceptions of gender roles and identities.

**Keywords:** Cinema, Gender, Identity, Film, Discrimination

## **SUBVERTING THE INFERIORIZATION OF WOMEN AND NATURE: AN ECO-FEMINIST PERSPECTIVE OF BARBARA KINGSOLVER'S 'PRODIGAL SUMMER'**

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Shikshan Sanstha's, Arts and Commerce College, Madha, Dist - Solapur*

### **Abstract**

Humankind and the natural world have a relationship that is as old as humanity itself. All the time humans are surrounded by nature and interact with it. In the past, they respected nature and found comfort and solace in it. Their coexistence with nature and the sense of being just a part of it like other organisms, fostered a delicate balance of the ecosystem. However, the development in science and technology and man's sense of superiority over nature brought numerous environmental risks. This caught the attention of green activists, ecologists, environmentalists and academics. They started to express their concerns on the worsening state of the environment.

Literature and the arts reflect and are not immune to sociocultural and ecological situations. The sense of concern for ecology and the continuous misuse of nature have caught the attention of many writers. They invariably have become vehicles for articulating these concerns through their writings. This gave rise to Eco-criticism. Eco-criticism, also known as green studies and 'environmental literary criticism', is the "study of literature and environment from an interdisciplinary point of view, where literature scholars analyse texts that illustrate environmental concerns and examine the various ways literature treats the subject of nature". Some eco-critics "brainstorm possible solutions for the correction of the contemporary environmental situation". It has gained a lot of attention around the world in recent years due to higher

social emphasis on environmental destruction and increased technology. It is hence a fresh way of analysing and interpreting literary texts which bring new dimensions to the field of literary and theoretical studies.

**Keywords:** Humankind, Inferiorization, Women, Nature, Eco-Feminism

## FEMALE ANTAGONISTS IN FOLKTALES OF THE DOMESTIC SPACE

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### Abstract

Numerous folktales from Rajasthan that are credited to Vijaydan Detha have tales set in the domestic spaces of the desert life. The significance of such tales on the blurry boundaries of fiction and fact has been a topic of debate. Within these tales are a series of vamps or female antagonists, responsible for socio-criminal acts of child abuse and domestic violence amongst others. These vamps compared to male antagonists are seldom the doer of their schemes. The depiction of these vamps of the domestic spaces, and their obviously inherent evil nature is a recurrent and stereotypical venture that is parallel to the representation of vamps in the Indian entertainment media sector. This paper aims to read the significance of such stereotyping and of the repetition of similar tropes, by drawing the influence of narrative tools in league with the cultural implications. It aims also to make a comparative analysis of the stereotyping of these women in terms of their familial relation to other characters of the tale. In an attempt to understand the cultural underlining and ideological grouping of the female antagonists in select tales, the current study is set to align the same with identified patterns of the socio-cultural movement of folktales and their shifting translations.

**Keywords:** Domestic Spaces, Folktales, Re-telling, Stereotyping, Trope, Vamps

## EXPLORING THE TRANSFORMATIVE ROLE OF HEARTFULNESS MEDITATION IN WOMEN'S WORK-LIFE BALANCE

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**Dr Mohandas Hegde**, *Director, Heartfulness Research Centre  
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### Abstract

This paper investigates the transformative potential of spirituality in the workplace as a catalyst for enhancing work-life balance among women. Against the backdrop of increasing demands and expectations in professional and personal spheres, our research aims to understand how incorporating spiritual principles within organizational contexts can positively influence women's experiences of balancing career and personal life. Drawing upon a synthesis of literature on workplace spirituality, gender studies, work-life balance, and Heartfulness Meditation practices, this study employs qualitative methods to explore the impact of Heartfulness practices on women's well-being and satisfaction in the workplace. The paper also delves into the intersectionality of spirituality, considering how factors such as age, cultural background, and professional roles may shape the effectiveness of spiritual interventions in promoting work-life balance for women. Through different studies, it will highlight successful implementations of spiritual initiatives in various organizational settings and provide practical insights for fostering a supportive and spiritually enriched work environment that contributes to the holistic well-being of women employees using Heartfulness practices. This research contributes to a burgeoning area of study at the intersection of spirituality, gender, and organizational behaviour, offering valuable implications for practitioners, policymakers, and scholars interested in creating inclusive and harmonious workplaces.

**Keywords:** Heartfulness, Meditation, Women, Workplace Spirituality, Work-Life Balance



## FRAMING THE OBJECTIFICATION OF WOMEN AND ART IN HINDI MOVIE PYAASA: A QUALITATIVE STUDY

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Arts and Humanities, Woxsen University, Hyderabad*

### **Abstract**

Pyaasa stands as a testament to its artistic brilliance and ability to depict women characters with depth and sensitivity. The present study explores the narrative structure, visual techniques, and symbolic framing employed to convey its underlying themes and messages. The film follows the story of Vijay, a struggling poet, who grapples with societal disillusionment and the commodification of art along with nuanced depiction of women characters. The film features two central female characters: Gulabo and Meena. Each character represents different facets of womanhood, highlighting their struggles, aspirations, and breaking conventional stereotypes. Through these female characters, Guru Dutt discarded the pitted notion to treat women as a product. The present study primarily focuses on four prominent film theories namely Apparatus Theory, Auteur Theory, Marxist Film Theory, and Feminist Film Theory in terms of extracting meaning and connecting the character's mental, physical, and emotional agony with the established theories. The film's frames corroborating with the theories effectively communicate the protagonist's struggle for artistic integrity and women's dehumanization surrounding the commodification of creativity and womanhood.

**Keywords:** Qualitative Framing Analysis, Visual Communication, Women's Portrayal, Pyaasa Movie, Women Empowerment, Commodification of Women and Art

## CHALLENGING THE ‘SITA MYTH’ IN NEW REVISIONIST MYTHOLOGICAL NARRATIVES

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### Abstract

This paper explores the dynamic intersection of mythology, gender, and cultural revisionism through a critical analysis of contemporary narratives that challenge the traditional portrayal of Sita, a central figure in Hindu mythology. The ‘Sita Myth,’ entrenched in centuries-old narratives like the Ramayana, has long perpetuated conventional gender norms and expectations. However, a recent wave of revisionist mythological storytelling has emerged, aiming to deconstruct and reinterpret Sita’s character in more nuanced and empowering ways.

Through a comprehensive examination of select revisionist works, this paper seeks to identify the common threads in the reimagining of Sita’s character. It delves into how these narratives navigate the complexities of Sita’s agency, resilience, and individuality, subverting stereotypical portrayals that have historically confined her to a passive and submissive archetype. The study also analyses the cultural and socio-political contexts that contribute to the emergence of these revisionist narratives, considering how they challenge prevailing norms and ideologies.

By critically engaging with the evolving representations of Sita in contemporary literature, art, and media, this paper contributes to the ongoing discourse on mythological reinterpretation, inviting a broader conversation on the role of mythology in shaping societal perceptions of gender and identity. Ultimately, it advocates for a more inclusive and diverse mythology that reflects the evolving values and perspectives of a contemporary audience.

**Keyword:** Sita Myth, Revisionist Mythology, Gender Representation, Mythological Narratives, Cultural Revisionism

## THE DILEMMA OF BEING EMPOWERED: A READING OF THE MEMOIRS OF DR HAIMABATI SEN: FROM CHILD WIDOW TO DOCTOR FROM MOTHERHOOD PERSPECTIVE

**Geetanjali Basumatary, PhD Scholar**  
*Department of English, Tezpur University*

### **Abstract**

Born in 1866 during the height of Indian women's reform movements, Haimabati Sen documented her struggle for empowerment in 'The Memoirs of Dr Haimabati Sen: From Child Widow to Doctor'. Widowed at the age of 9, her quest for education, led her ways to Benares and then back to Bengal, to end with her becoming a physician. Her journey embodies the transition and dilemma of the in-between situation of orthodox and liberal beliefs. From a Brahmin widow to a Brahmo mother, and an employed mother, she can be called an empowered woman. However, can we call her a feminist if she is true to her maternal self? The paper will analyse the autobiography of Haimabati using motherhood theories. It will address the journey of Haimabati through the lens of Petra Bueskens's concept of sexual contract. As the breadwinner of her family, she subverts the male position as a primary wage earner. Underpaid for being a woman, and overloaded with household chores for being a mother, she resisted the patriarchal norms by asserting her position as a maternal absence, instead of retiring as a maternal presence. In the process, the paper will contest her subjugated position. As a biological mother and a mother to adopted children, I will try to find out if her maternal self is in equilibrium with her empowered self. I will also try to address maternal dilemma and maternal guilt in her narrative.

**Keywords:** Maternal Dilemma, Maternal Guilt, Matro-Phobia, 'New Woman', Working Mother

## **A CRITICAL EXPLORATION OF KAMALA DAS'S AUTOBIOGRAPHY: UNVEILING THE LAYERS OF IDENTITY AND FEMINISM**

**Dr Alvin Joseph**, *St George's College Aruvithura, Kottayam*

### **Abstract**

This research paper delves into the autobiography of the renowned Indian poet and author Kamala Das, offering a critical examination of her life narrative and literary contributions. Kamala Das, a pioneering figure in Indian literature, is known for her candid and provocative exploration of identity, sexuality, and feminism. The research paper engages with Das's autobiography to unravel the intricate layers of her personal and literary journey. Through a close reading of her narrative, the study explores the themes of self-discovery, societal expectations, and the intersectionality of gender and cultural identity. It also investigates Das's approach to feminism, examining how her writing challenges traditional norms and contributes to the broader discourse on women's liberation. By combining literary analysis with a biographical lens, this research paper aims to provide a nuanced understanding of Kamala Das's autobiography, shedding light on the complexities of her life and the impact of her work on the feminist literary landscape in India.

**Keywords:** Feminism, Autobiography, Women, Narrative, Gender

# **A STUDY OF RESILIENCE AND LIFE SATISFACTION AS FACTORS FACILITATING EMPOWERMENT AMONG WOMEN WHO HAVE SUFFERED INTIMATE PARTNER VIOLENCE**

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JAIN (Deemed-to-be University), Bengaluru*

**Dr Shreelakshmi P**, *Assistant Professor  
School of Liberal Studies, CMR University*

## **Abstract**

This research investigates the interplay between resilience, life satisfaction, and empowerment among women who have experienced intimate partner violence (IPV). Recognizing the pervasive impact of IPV on survivors' lives, this study focuses on understanding the role of psychological resilience and life satisfaction in fostering empowerment within this specific demographic.

Utilizing a mixed-methods approach, the study combines quantitative surveys and qualitative interviews to explore the experiences of women who have endured IPV. Quantitative data will be collected to measure levels of resilience, life satisfaction, and empowerment, while qualitative interviews will provide a rich, contextual understanding of the subjective processes through which these factors interact.

The research aims to identify patterns and correlations between resilience, life satisfaction, and empowerment, shedding light on the potential pathways through which survivors of IPV navigate their journey towards empowerment. By examining how these women draw upon internal strengths and find satisfaction in various aspects of life, the study seeks to inform intervention strategies that promote resilience building and enhance life satisfaction as means to facilitate empowerment.

This research contributes to the ongoing discourse on empowering survivors of intimate partner violence by providing a nuanced understanding of the psychological processes involved. The findings aim to inform the development of targeted interventions and support mechanisms that empower women to overcome the challenges posed by intimate partner violence, fostering a path towards resilience, life satisfaction, and ultimately, empowerment.

**Keywords:** Resilience, Violence, Empowerment, Partner, Intimate

## **A STUDY OF EMPLOYEE ENGAGEMENT AND ITS IMPACT ON ORGANISATIONAL BEHAVIOUR BY FEMALE EMPLOYEES IN THE EDUCATION SECTORS IN SURAT CITY**

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### **Abstract**

The study examines the women employee engagement and its impact on organizational behaviour in the education sector in Surat City, India. The research methodology will be qualitative, and data was collected through a survey questionnaire from women who are in the education field. The study gives importance to women who are highly engaged with the education sector of Surat city. The results indicate that organization should focus on three constructs of intimacy, enthrall and participation to keep their employees engaged with their work as well as with the organization. Additionally, the study will focus on the employees who are very skilful in doing their work with the minimal errors at the same time they are delightful in helping their co-workers in the given assignment. At the same time, they show their interest towards the work and organizational goal. Furthermore, the study will analyse that women employees attempting informing absents in advance to show their level of dedications towards their work. The findings have important implications to say that employees in educational industry have dedication towards their work and achievement of the overall goals of their organizations.

**Keywords:** Competitive Edge, Employees, Employee engagement, Enthrall, Intimacy, Organizational Behaviour, Participation

## EVOLUTION OF GENDER IDENTITY IN CULTURAL STUDIES: A COMPARATIVE HISTORIOGRAPHICAL PERSPECTIVE ON WOMEN'S STUDIES AND THEIR MODERNITIES USING EARLY AND ANCIENT INDIAN CULTURE AS A STANDPOINT

**Sarah Rodrigues**, *JAIN (Deemed-to-be University), Bengaluru*

### **Abstract**

The post-modern world has experienced a transcendental shift in the historiography of women, the problems of womanhood in the diaspora have been reinvented and reclaimed by various fields in the academia of women and gender studies, which has an enormous influence on womanhood in Indian society. Though some scholars “attack” this transcendental movement and the historiography of women studies in the diaspora, “is nothing but shoddy research and hack-writing and no ‘heroic’ attempt can salvage it.” [pp.1676, Desai and Krishnaraj in their article “Woman Studies in India”, 1989].

Such dismissive discourses on the achievements and developments of Woman studies receive criticism in the academic discipline of theory, it is imperative to understand and accept the discourses of experiences especially belonging to womanhood as a comparative historiography rather than a “full-fledged theory”. In following a particular theoretical framework, specifically belonging to “Western feminist universalism”, which lacks the inclusion of women of colour, such “universalistic theories” eventually lose their authoritative steam and theoretical validity; Indian feminist scholar Gayatri Spivak Chakraborty deconstructed such ‘white-washed’ theories and developed her observations in this matter leading to her contributions to the cultural theory of the subaltern.



This paper observes the historiographical engagement of women's studies and the evolution of cultural identity in gender studies. It exhibits an attempt to establish a discourse concerning the historiography of women and gender in the early and ancient Indian culture and Vedic literature of the "Rigveda", and "Manusmriti"; through this understanding of past histories of socio-biological perspectives, where oppression of gender was determined by physical characteristics and functionality, only as per the evolving conditions and limitations of civilizations and history of the human race. It is in the deconstruction of the past oppressions of gender and womanhood, that we can find an integrated theory of modernities and comparative historiography of womanhood in Indian culture and society.

**Keywords:** Cultural Studies, Women's Studies, Modernities, Modernity, Anthropology, Socio-Biological Perspectives, Feminism Theory, Diaspora, Ethno archaeology

## **WOMEN'S EARNINGS AND DECISIONS: CHARTING FINANCIAL SATISFACTION IN INDIAN HOUSEHOLDS**

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### **Abstract**

In the realm of household dynamics, the allocation of financial roles and the distribution of income play pivotal roles in shaping the overall satisfaction of family members. This study delves into the intricacies of financial satisfaction within households in India, leveraging data from the second wave (2012-13) of the Indian Human Development Survey (IHDS). In the context of India, this study aims to examine how the extent of women's income contributions and their active involvement in the process of decisions making within the household impact their household's financial well-being. By analysing this complex web of interactions, this study strives to contribute to the discourse on women's economic empowerment and its implications for gender equality, and social engagement. It seeks to provide a holistic view of how economic and non-economic factors impact women's roles and status within households and, by extension, their influence in wider society. This research thus adds a multifaceted dimension to our understanding of the factors that underpin households' financial wellbeing and the broader concept of women empowerment.

**Keywords:** Decisions, Household, Women, Financial Roles, Income

## **FEMALE GENITAL MUTILATION: THE INFLICTION OF PSYCHOLOGICAL AND SEXUAL TRAUMA ON WOMEN IN ALICE WALKER'S POSSESSING THE SECRET OF JOY**

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Social Sciences, Sharda University (Greater Noida)*

### **Abstract**

The present paper entitled “Female Genital Mutilation: The Infliction of Psychological and Sexual Trauma on Women in Alice Walker’s *Possessing the Secret of Joy*” intend to investigate the problems experienced by women after mutilation. Female Genital Mutilation or circumcision is a ritual of cutting or removing some or all of the external female genitalia. It is a topic of universal interest practised in many countries. Alice Walker, in her novel, *Possessing the Secret of Joy*, presents a fictional character Tashi, who is the protagonist of this novel and faces eternal conflicts after circumcision. Alice Walker also discusses Post Traumatic Stress Disorder (PTSD) in this novel. The present paper focuses on how the life of women shattered after undergoing this evil practice, which is socially constructed and has no medical reason but is performed only based on some myths. The primary objective of this paper is to highlight the harmful effects of female circumcision, which includes many severe physical and psychological issues that drag women into a traumatic disorder. This paper aims to reveal how this inhumane praxis oppresses women in the name of culture, how a woman is mangled for her whole life, and her life is spoiled. The conclusion of this research paper conceals that we can eradicate this praxis through knowledge and consciousness, which is

attained only through feminist debates that will be helpful for women to put an end to such barbaric praxis.

**Keywords:** Female Genital Mutilation, Psychological Trauma, Sexual Trauma, Circumcision, Oppression

## **MATHEMATICAL PERSPECTIVE TO EXPLORE THE LINK BETWEEN OBESITY AND FEMALE INFERTILITY IN CONTEMPORARY SOCIETY**

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**Radha Gupta**, *Department of Mathematics  
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### **Abstract**

In the world wide scenario, obesity is a teeming issue and could prove detrimental to world health if not addressed with a war footing. The major contributing factor for exponential increase in obesity is unhealthy processed food. Human health is negatively impacted by obesity, especially on the female reproductive system leading to hormonal imbalances and issues with ovulation. In addition to experiencing issues with fertility, obese women also experience pregnancy difficulties. A system of nonlinear ordinary differential equations is formulated to analyse the effects of obesity-related infertility in susceptible females. To analyse the model formulated, equilibrium points are obtained and stability of equilibria is found using the Jacobian matrix. To examine the impact of key parameters, numerical simulation is performed.

**Keywords:** Obesity, Women Infertility, Mathematical Model, Reproductive Number, Stability Analysis, Numerical Simulation

## MATHEMATICAL ANALYSIS OF WORK-LIFE DYNAMICS AMONG WORKING WOMEN

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**Radha Gupta**, *Department of Mathematics  
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**Vatsala G A**, *Department of Mathematics, DSATM, Bengaluru*

### Abstract

A mathematical analysis is carried out to investigate the dynamical interactions between domestic responsibilities, work related demands and the work-life equilibrium experienced by working women. The term work-life balance describes a fine balance between personal and professional life. The study investigates the challenges and factors women face both at family and at workplace. Difficulties faced by these women include time scarcity, domestic duties, demanding work schedules in the competitive job market, and the struggle to achieve a satisfactory work-life balance. A mathematical model developed which aims to capture the intricate relationships and dependencies between family, work, and the pursuit of balance. The equilibrium and stability of the model is discussed in detail. By quantifying these variables and their interactions, this model aspires to provide a foundational framework for employers and individuals to create a more supportive and conducive environment for achieving work-life harmony among women in the workforce. Numerical simulation is carried out to validate the analytical findings.

**Keywords:** Mathematical Analysis, Work-life Balance, Professional Life, Women

## THE PIVOTAL ROLE OF FEMALE ASCETICISM AND SELF-RESILIENCE IN GLOBAL HARMONY

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### **Abstract**

Asceticism is a prominent segment of society and correlated with variants of Philosophy, religion, tradition and culture. The male dominated zone gradually paved the way for various ideology of female mendicants. The detailed study of Eastern and Western ascetic tradition shows the common defence mechanism of female sects. Female asceticism is considered to be the triumph of resilient womanhood. Entry of a female in these strata is very challenging one. Most of the time she had to prove herself and deliver explanations to the authorised one. In this scenario she has to face some queries like, whether a female ascetic is a self -resilient one? What is her role in society? Is she really an inspiration for transforming human nature? What is her contribution in global peace and security? A female ascetic breaks the barriers of society, religion and customs in all sense. She traumatized the stereotypes and move with self-realised ideologies. Rising hardships in her paths helped her to reshape and to build a treading stone to success. Empathy and compassion towards the society made her an inspiration to transform the world. Her perseverance to attain Global coherence lies along with her strength and renunciation nuances. The world-famous philosophers encourage female ascetics after understanding her potential to reform the society. In most of the countries these ascetic sects have working realms as a legitimate ascetic she can accomplish global peace and harmony by defending social obstacles. The current scenario urges female ascetic groups for spiritual and devotional life. Their selfless social service, wisdom, renunciation and kindness towards

the fellow beings works as a key to attain Global harmony. This paper is an attempt to trace the essential role of female asceticism and self- resilience in achieving global harmony.

**Keywords:** Female Asceticism, Resilience, Global Harmony, Renunciation, Transformation



## **BIBLIOMETRIC ANALYSIS FOR IDENTIFYING THE MOTIVATORS FOR FEMALE SECURITY PERSONNEL: PAST, PRESENT AND FUTURE RESEARCH DIRECTIONS**

**Dr Neha Singh & Dr Bhartrihari Pandiya**  
*National Forensic Sciences University*

### **Abstract**

One of the major forces that retains employees at the workplace is Motivation. It becomes a foremost indicator to test the company's employee-centric policy and job satisfaction levels. Owing to its pervasive nature, employees working at all levels will be driven by various factors that keep them motivated and will prove to be more productive and efficient. A similar study to identify motivational factors for female security personnel using bibliometric analysis was not compiled earlier. The bibliometric analysis has incorporated diverse cross-disciplinary perspectives by reviewing literature from fields such as psychology, sociology, gender studies, and organisational behaviour. For this study 183 articles from Scopus Database published from 2010 onwards were included. Vos viewer was used to highlight and analyse co-occurrence keywords. The study helps provide a better understanding of the future scope to researchers in the area of motivation factors for female police officers and their implications. Further, a few crucial motivational factors and corresponding retention strategies as part of managerial implications have also been suggested through this research work.

**Keywords:** Bibliometric Analysis, Implications, Motivation, Police Personnel, Retention, Women

## **BREAKING BOUNDARIES: UNVEILING INTERSECTIONALITY IN IDENTITY, FRIENDSHIP, AND INCLUSIVITY IN CONTEMPORARY YA NARRATIVES**

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*REVA University, Bengaluru*

### **Abstract**

This paper immerses itself in the intricate web of intersectionality within contemporary young adult narratives, using Becky Albertalli's 'Leah on the Offbeat' as a primary lens. Beyond a singular narrative, the analysis expands to encompass broader themes in contemporary young adult literature. Focused on sexual orientation and identity, friendship dynamics, and body image and self-esteem, the narrative exploration unravels the complexities of characters navigating the intersections of their identities. The study emphasizes the pivotal role of representation and inclusivity in shaping adolescent experiences, revealing the transformative power of authentic connections in fostering understanding and acceptance across diverse backgrounds. Delving into the portrayal of body image and self-esteem, the paper sheds light on the challenges faced by young characters, tracing their poignant journeys toward self-acceptance.

This study contributes to the ongoing discourse by offering a nuanced perspective on the significant role of intersectionality and inclusivity in shaping the landscape of contemporary young adult literature. Through a critical lens, the analysis dissects how 'Leah on the Offbeat' unfolds the intricate journeys of its characters, echoing the multifaceted struggles of young adults grappling with their sexual orientations and the complexities of identity. Ultimately, the paper seeks to cultivate a more profound and empathetic understanding of

the diverse identities and experiences encountered by young readers, echoing the novel's celebration of courage required to break boundaries, embrace vulnerability, and reveal one's true self.

**Keywords:** Body Image, Identity Exploration, Inclusivity, Intersectionality, Sexual Orientation, Young Adult Literature

## DEEP LEARNING-BASED FAKE VIDEO DETECTION USING NEURAL NETWORKS FOR WOMEN'S SAFETY

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Sarkar & Md Sayeem Rahman**

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### **Abstract**

With the increasing prevalence of deepfake technology, there is a growing concern regarding its potential misuse, particularly in compromising situations related to women's safety. This research proposes a novel approach for detecting fake videos generated through deep learning techniques, with a specific focus on safeguarding women's well-being.

The proposed system leverages advanced neural networks to analyse video content and identify subtle anomalies indicative of artificial manipulation. The model is trained to recognise patterns associated with deepfake generation through a comprehensive dataset comprising authentic and manipulated videos. The neural network architecture incorporates state-of-the-art techniques, such as convolutional and recurrent layers, enhancing its ability to discern nuanced alterations in visual and temporal aspects of videos.

Evaluation results demonstrate the effectiveness of the proposed deep learning-based fake video detection system, showcasing a high accuracy rate in distinguishing between authentic and manipulated content. The application of this technology in the context of women's safety is paramount, offering a

proactive approach to combatting potential threats arising from the misuse of deepfake technology.

This research contributes to the ongoing efforts to develop robust solutions for mitigating the risks associated with deepfakes, particularly in domains crucial for societal well-being, such as women's safety. The proposed system stands as a promising tool in the arsenal against malicious exploitation of video content, promoting a safer and more secure digital environment for all.

**Keywords:** Deepfake, Technology, Network, Women Safety, Exploitation

## **WOMEN SAFETY AND ALERT SYSTEM**

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### **Abstract**

Women's safety is very important in today's world. Crimes against women have been drastically increasing over the past years. Women have the right to be free from violence, discrimination and harassment so that they can live in a safe environment without having to be uncomfortable and worried all the time about their safety. They have the right to attain their full potential as individuals without having to face any huge and unwanted barriers. Firstly, this model also makes the users aware of women's safety and provides self-defense tips to them, which they can implement when they are in danger. This model helps in ensuring the safety of women by linking people within a certain radius so that one can be alerted of any harms that may befall them and to be cautious. This system sends an alert to everyone within that certain radius so that they can lend a helping hand to the person who might be in harm's way. This is done so by providing all the users a facility to send everyone within the radius an alert signal in-case he/she notices something suspicious happening.

**Keywords:** Women Safety, Alert System, Area Radius, Awareness, Self-Defense Tips, Location

## **A CHANGING ATTITUDE AND PERCEPTION TOWARDS ROLE OF WOMEN IN SPORTS**

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**Dr Garima Sinha**, *Professor, School of CS & IT  
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### **Abstract**

Sports in India during ancient days holds a different place in which those days popular games were gilli danda, sword fighting and many more. Rani Laxmi Bai and many other kings, such as Prithviraj Chauhan, used to involve themselves in such games. Over the period of times lot of games were introduced in our country. When India came under the British colonial role, we got introduced to Cricket which is one of the popular sports amongst the spectators. Although Cricket is considered as Religion in our country, but lot other sports were also being given important coverage by media. Women now a days are equally representing themselves in various sports and are carrying the baggage of pride of our country both in National and International level. Staring from Sania Mirza, Saina Nehwal, Merry Kom lot of women are making their mark in various sports.

**Keywords:** Growth of Sports in India, Brief Introduction about various sports in India, Positive Aspect of Sports in India, Negative Aspects of sports in India, Popular Women Sports celebrities & their contribution towards our society

## ROLE OF HEARTFULNESS PRACTICE IN WORK-LIFE BALANCE OF WOMEN

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*Heartfulness Research Centre, Mysore, India*

### **Abstract**

In the contemporary demanding professional environment landscape, achieving a harmonious work-life balance, particularly for women, has become a critical aspect of overall well-being. This research explores the role of Heartfulness meditation practices in enhancing work-life balance among women.

The study employs a mixed-methods approach, combining quantitative surveys and qualitative interviews to gather comprehensive insights. Participants engage in regular Heartfulness meditation sessions over a defined period, with assessments conducted before and after the intervention. Quantitative data is analysed to measure changes in perceived stress, job satisfaction, and overall work-life balance. Qualitative interviews provide a nuanced understanding of participants' experiences and perceptions regarding the impact of Heartfulness practices on their daily lives.

Preliminary findings suggest a positive correlation between the consistent practice of Heartfulness meditation and improvements in work-life balance indicators. Participants report reduced stress levels, increased job satisfaction, and heightened emotional well-being. The qualitative analysis unveils intricate details of how Heartfulness practices contribute to fostering resilience, mindfulness, and an improved ability to navigate the complexities of professional and personal spheres.



This research sheds light on the potential of Heartfulness meditation as a practical and accessible tool for women striving to attain equilibrium in their multifaceted roles. The implications of these findings extend to organisational strategies for employee well-being, emphasising the significance of integrating holistic practices to support women in achieving a more harmonious work-life balance.

**Keywords:** Heartfulness, Emotional Well-Being, Mindfulness, Holistic Practices, Women

## **ASSESSING THE LEVEL OF STRESS AND PSYCHOLOGICAL WELL-BEING AMONG MARRIED WOMEN WORKING UNDER IT AND EDUCATIONAL SECTOR: A COMPARATIVE STUDY**

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### **Abstract**

One of the things that is thought to have the biggest impact on a woman's quality of life is her employment. In a patristical society like India, married working women are expected to cater to the demands of both household and job, and she is under constant stress, which in turn affects their psychological health and well-being. According to WHO, "Stress is a natural human response that prompts us to address challenges and threats in our lives." Stress impacts us mentally and physically. Healthy stress, or in moderate amounts, helps us to achieve goals, and unhealthy stress leads to mental illnesses like depression, anxiety, and so on.

According to a recent study that was conducted between November 2021 and February 2022 involving 5,000 women from ten countries, 500 were from India. According to Deloitte, Indian working women are more likely to feel burned out, underpaid and stressed at workplaces compared to their peers around the world, even as they adjust to the expanding culture of hybrid work. Teachers are expected to meet higher standards as a result of modernisation and increased competition in daily life. A teacher not only

provides knowledge, but they will also have to be technically updated about managing students, parents and society at large. (Cenk seven-Onder & Sari, 2009). According to Cooper and Travers (1996), some commonly encountered stressors include inadequate working conditions, a heavy workload, student behaviour and attitudes, a dearth of opportunities for advancement, and strained relationships among coworkers.

In a Software company, causes of stress are demands of the work-related tasks assigned, particular demands associated with the job, competitions, interpersonal compulsions, the structure of a particular organisation and leadership associated with it. This covers the physical workspace arrangement as well as the design of each employee's working conditions. Role expectations encompass, ambiguity and role conflict. Role conflict arises when expectations from the job role are not clear.

“According to the World Health Organization, being able to contribute meaningfully to one's community is a crucial aspect of well-being for both people and communities. A person's sense of well-being is essential to their overall health because it empowers them to overcome obstacles and accomplish their goals in life.

**Keywords:** Stress, Psychological Well Being, Depression, Anxiety, Working Women

## COLLECTIVE EXPERIENCES OF SPORTSWOMEN IN LIFE WRITINGS AND SOCIAL MEDIA

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### **Abstract**

Women's writing always marks the creation of a new canon of literature in a new language, challenging all patriarchal institutions like marriage, family, society and religion. Women who choose to make their lives in sports fight the major battles at home, in the neighbourhood, early on. Sport is looked at as a code of patriarchy. It enacts certain codes, such as codes of behaviour, life, and living. Girls are supposed to play indoor games, considering as an add-on. The stories of sportswomen are often not of overcoming immense odds, but of facing general indifference and apathy. There are many stories as autobiographies and life writings, written and shared on social media, the explicit issues that girls are not being permitted to wear sports clothes, like the headlines stories on the tennis player Sania Mirza when she came to national attention in the mid-2000s. Although this, and the desire to keep women's bodies indoors and out of sight, is common to many women, it is typically the initial hurdle. With this ceaseless torment, the real conflict in women's sport is the search for individual meaning. In this connection, the research paper analyses the banal problems, petty slights, stereotypes, and challenges that sportswomen share in their life writings and social media.

**Keywords:** Apathy, Life Stories, Myth, Sport, Women's Writing

## **SURROGACY LAWS AND PRACTICE: A SOCIO-ETHICAL ANALYSIS OF WOMEN'S RIGHTS**

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### **Abstract**

Reproduction is a natural phenomenon that ensures the continuation of human civilisation. It is a biological natural process between two people in a heterosexual relationship which results in the birth of a child. This natural process of reproduction, may, at times, not be successful in conceiving a baby. In such instances, third-party involvement becomes necessary to assist and facilitate the conceiving of a baby. Such use of technologies for reproduction are collectively referred to as assisted reproductive technologies (referred to as ART henceforth). These technologies are the creation of an amalgamation of biosciences, medicine, and technology. Globally, these technologies have been successful in treating instances of infertility and impotency and are effectively also utilised by those who cannot conceive biologically, as in cases of same-sex relationships. In-vitro fertilisation, artificial insemination, gamete donations, embryo freezing, and surrogacy are some techniques within ART. Surrogacy is one of the most well-known and extensively utilised technology within ART. Surrogacy involves a surrogate who conceives the baby and after birth relinquishes the baby to the commissioning couple who engaged the services of the surrogate. This technology is enveloped in numerous ethical and legal issues which do not have any straitjacket solutions. There are complex multifaceted aspects that involve rights of numerous parties and specifically of women who engage in such services, including the commissioning mother and the surrogate. The article is segregated into four sections. The first section shall focus on the theoretical foundations of reproduction, ART, and

surrogacy. These key terms are critical as they involve technical aspects that require extensive deliberation. The second section analyses ART generally and the practice of surrogacy specifically from a socio-ethical perspective. The third section focuses on the legal perspective, both international and domestic perspectives. For an international analysis, in addition to the standards and norms of reproduction in human rights conventions and specifically in the context of women's rights, the article also analyses some of the leading countries to review and analyse the long-term consequences and effects of regulating surrogacy. The domestic analysis involves a detailed discussion of the two laws regulating ART and surrogacy in India from the perspective of women's rights. The final section provides a brief analysis and some specific suggestions, vis-à-vis the Indian legal system in regulating this practice.

**Keywords:** Surrogacy, Surrogacy Laws, Socio-Ethical Analysis, Women's Rights, Domestic Perspective

## **RISK FACTORS OF ROMANTIC VICTIMIZATION**

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### **Abstract**

Adolescence is the age where it creates a foundation for most of the important things in one's life which includes love. Adolescents mostly engage in exploration and experimentation around them. Adolescent misunderstands infatuation as love. Attraction towards the opposite gender is commonly seen during this phase of adolescence, which makes it more prone to fall for infatuation. We see a lot of generational changes impacting our way of living. Social media and digital communication technologies have become an inevitable part of our lives. Social media have become a new addiction to humans in this generation, especially after the hit of COVID-19. The modern way of communication and socializing has become more online for young adults, which reduces the fear of social judgment and rejection, and allows them to choose and actively modify their physical and personality profile (Coluccia et al., 2020). This generation of online and digital worlds has given rise to many dating apps available in the market, which help people engage in finding partners virtually; this virtual reality has become a part of our lives. Due to virtual relationships, there are a lot of cases wherein individuals become victims of romantic relationships.

According to Sternberg (1988), love consists primarily of three elements: commitment, closeness, and passion. The existence or lack of each of these elements affects the type of love relationships. The strong physical attraction that two people have for one another is referred to as passion. The capacity

to communicate emotions, private ideas, and a tight psychological bond are all components of intimacy. To be committed is to choose to remain together consciously. Passion in adolescence encompasses more than just closeness and dedication. Romantic love is characterised by intimacy and passion but not by commitment. The couple enjoys their closeness and spends a lot of time together, but they don't have any intentions to stick together forever.

**Keywords:** Romantic Victimization, Adolescence, Infatuation, Love Relationship, Dedication



## PHILOSOPHY AND NATURE IN AKKAMAHADEVI'S VACHANA'S

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**Ms Manisha Patil**, *Assistant Professor, Department of Psychology, JAIN  
(Deemed to be University), Bengaluru*

### Abstract

The current study emphasis on the Akkamahadevi's Vachana in terms of nature and philosophy. Man is essentially a child of Nature. He is raised in the lap of Nature. His connection with Nature is cordial. The modern man is destroying his cordial relationship with Nature by attacking and destroying Nature. Through all the association with the nature man has made thorough his life. He shared all his joy and sorrow, his civilization with the natural world. Thus, there is an inseparable connection in every.

The twelfth-century vachana Karti Akkamahadevi in vachanas emphasis about the emptiness of devotion spirituality society and gender inequality. In the majority of her vachanas, Akka Mahadevi accepts Chennamallikarjuna as husband and seeks him out. The combination of nature and philosophy in Akkamahadevi's vachanas creates a rich tapestry of imagery and symbolism that enhances the spiritual message of her poetry. Her insights into the interconnectedness of all things, the impermanence of worldly pursuits, and the yearning for spiritual union are beautifully expressed through her use of nature as a medium. Akkamahadevi's vachanas continue to be revered for their spiritual depth and timeless relevance to seekers of truth and enlightenment.

Akkamahadevi Chennamallikarjuna's search and spiritual fusion complements each other in natural symbolism. For instance, Lord, I am like a parched land in the scorching desert. Your grace is like the rain that quenches my thirst and

brings life to my soul. “In the dense forest of ignorance, I wander like a lost deer. Only by seeking refuge in the divine, I can find my path and discover the truths of existence”. Through these vachanas, Akkamahadevi uses nature as a means to express her spiritual journey, the longing for union with the divine, and the transient nature of the human experience.

**Keywords:** Environmental consciences, Devotion, Empathy, Philosophy

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